2025 ESG REPORT

SYNNEX TECHNOLOGY INTERNATIONAL CORPORATION



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President's Message

In 2025, demand for AI, cloud, and high-performance computing continued to reshape supply chains and business models. Facing shifting markets and intense competition, Synnex upheld its steady approach of "Stability, Sustainability, and Growth" and deepened its position in ICT, semiconductor, and commercial value-added services. Consolidated revenue reached NT$411.2 billion, with Pan-Synnex global channel revenue reaching NT$887 billion, and Synnex was recognized as one of the Best Taiwan Global Brands for the 23rd consecutive year. These accomplishments were made possible through the longstanding support and trust of our employees, customers, shareholders, and stakeholders. As the largest ICT and semiconductor distributor in the Asia-Pacific region, Synnex remains committed to strengthening corporate governance and optimizing operations to fulfill our responsibilities to all stakeholders.

In response to AI-driven industry transformation, Synnex is expanding its AI acceleration platform and solution ecosystem, combining the strengths of brand vendors, system integrators, and enterprise clients to bring AI, cloud services, and high-performance computing into practical use and help enterprises accelerate digital transformation. Internally, AI and data tools improve decision-making quality, risk management, and service efficiency, while cloud-based and mobile work environments strengthen collaboration and agility. As digital operations expand, information security remains a foundation of sound governance: Synnex has maintained ISO 27001 Information Security Management certification for 10 consecutive years and continues to refine its information governance and risk management.

In response to the challenges and opportunities posed by global climate change, Synnex continues to uphold the philosophy of “Sustainable Synnex, Cherish the Earth,” pairing digital carbon reduction with green operations and deepening the Management Service Platform (MSP) as a digital bridge whose customized tools enhance information connectivity across the supply chain. Intelligent cloud warehousing and shared distribution resources reduce paper, storage operations, and transportation flows, while partners across the major markets of the Asia-Pacific region advance clean technologies, cloud services, and green end products that improve customers’ energy and resource efficiency. The company maintains dual ISO 14001 and ISO 14064 certifications and has set a target to reduce carbon emissions by 25% by 2030, with 2023 as the baseline; as of 2025, total emissions of the Group at home and abroad had decreased by 15.03%, demonstrating the company’s commitment to climate action.

A company’s long-term development rests on talent and culture. Synnex regards “talent × systems × operational knowledge” as the cornerstone of sustainability. To pass on management experience, we run a succession program for high-potential talent, building capability and resilience at every level through structured training, major projects, and hands-on practice. We also maintain a safe and inclusive workplace and hold ISO 45001 Occupational Health and Safety Management certification, so that every colleague has a stage on which to grow with the company.

Amid shifting geopolitics, fast-moving technology, and the climate transition, uncertainty has become the norm. Synnex has long upheld a steady approach of “Stability, Sustainability, and Growth” with a long-term focus on risk diversification, and has adopted AI-powered tools to improve decision-making, risk management, and operations, making the organization leaner and more agile. We will continue to use our channel platform and ecosystem to work with vendors, customers, and partners on information connectivity, resource sharing, and joint innovation, strengthening industry resilience and creating lasting value for industry, the environment, and society.

About the Report

Since 2015, Synnex has published an annual sustainability report and set up a sustainable development section on its official website as a communication management and platform with Synnex's stakeholders to elaborate Synnex's management strategies, implementation achievements and operating performance in various corporate governance, environmental and social issues.

This report has been prepared in accordance with the GRI Standards 2021 published by the Global Reporting Initiative (GRI). The financial figures are denominated in New Taiwan Dollars, audited and attested by an accountant. The relevant statistics are expressed on the basis of international common indicators. If the quantitative indicators disclosed above contain special meanings, such information will be explained in a separate note.

Publication Date and Period

In August 2026, Synnex issued its 2025 Sustainability Report to disclose its sustainability performance and respond to stakeholders' concerns for the year 2025 (from January 1, 2025 to December 31, 2025). For completeness and comparability, some of the information is traced back to 2023 or extended to 2026.

Boundary and Scope

The geographical boundary of this report is Synnex Technology International Corp. and includes Synergy Intelligent Logistics Corp., a wholly-owned subsidiary. Except for the financial information audited by an accountant and certain sustainability information, it does not include the reinvested businesses in the consolidated financial statements. The scopes covered by some of the information will be explained in a separate note to be in line with the meaning of the presentation.

Publication Date of Previous Reports

Synnex publishes an annual sustainability report on a regular basis
First publication: 2014 Report (Published in December 2015)
Previous publication: 2024 Report (Published in August 2025)
Publication Time of this Report: 2025 Report (Published in August 2026)

Report Assurance

The Company has commissioned PwC Taiwan to conduct limited assurance on a portion of the information in this report in accordance with the Assurance Standard No. 3000 "Assurance Engagement of Examinations or Audits of Non-historical Financial Information" issued by the Accounting Research and Development Foundation. The assurance report is attached in the appendix to this report.

Contact Information

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ESG section and report download: www.synnex-grp.com/tw/csr-report

Sustainability Performance Highlights of 2025

Environment

ISO Certification

Continuously achieving ISO 14001 Environmental Management System and ISO 14064 GHG Emissions Inventories

Digitalization of Business Procedures

Continuously promoting digitalization and paperless policies, saving approximately 1.655 million sheets of paper in 2025, equivalent to approximately 10,195 kg of CO2e reduction

Carbon Reduction Achievements

15.03% reduction in total Group emissions (Scope 1 + Scope 2) of domestic and overseas parent and subsidiary companies vs. 2023 baseline — reflecting strong focus on sustainability

Social

Gender Equality

The proportion of female managers in leadership positions reached 47%, highlighting the principle of recognizing capability without gender distinction

Employees Interest Free Loans

Provide a worry-free working environment for employees, set up an interest-free loan system, and assist more than 1,300 people, the total amount of loans to date exceeds NT$400 million

Occupational Safety and Health

Achieved ISO 45001 certification, fostering a safe, healthy, and sustainable work environment

Governance

Business Performance

Consolidated revenue reached NT$411.2 billion in 2025; net profit after tax was NT$8.5 billion, with earnings per share of NT$5.08

Information security management

Put emphasis on information security, and receive ISO 27001 certification consistently

Awards andRecognition

Honored with the “Best Taiwan Global Brands” awarded by Ministry of Economic Affairs and Interbrand for 23 consecutive years

Customer Satisfaction

The average score for in-home service satisfaction was 4.9 out of 5, reflecting customers’ high approval of service quality

Sustainability Committee

To implement the concept of sustainable operation, we set up a Sustainability Committee in 2015, with the President as the convener. We also set up work teams for 4 ESG aspects according to the issues under the jurisdiction of each department, which selected the appropriate functional supervisor and employees to form the teams. The ESG work team is responsible for coordinating, managing and implementing the ESG policies and activities of Synnex; also, it is responsible for preparing and publishing the annual ESG report.



Material sustainability issues

1. Material Issue Analysis Process

(1) Identify Issues

Referring to the AA1000 Stakeholder Engagement Standard (AA1000 SES) and internal identification, eight key stakeholders have been identified: shareholders/investors, employees, suppliers, distributors, consumers, media, regulatory authorities, and non-governmental organizations.

Based on GRI guidelines, international industry trends, sustainable development goals, and the stakeholder engagement process, a total of 25 sustainability issues have been identified.

(2) Evaluate impact

By conducting a stakeholder survey, we aim to understand the degree of concern that stakeholders have regarding sustainability issues. Senior executives then provide their assessments of the impact of each topic on business operations, which allows us to create a materiality matrix.

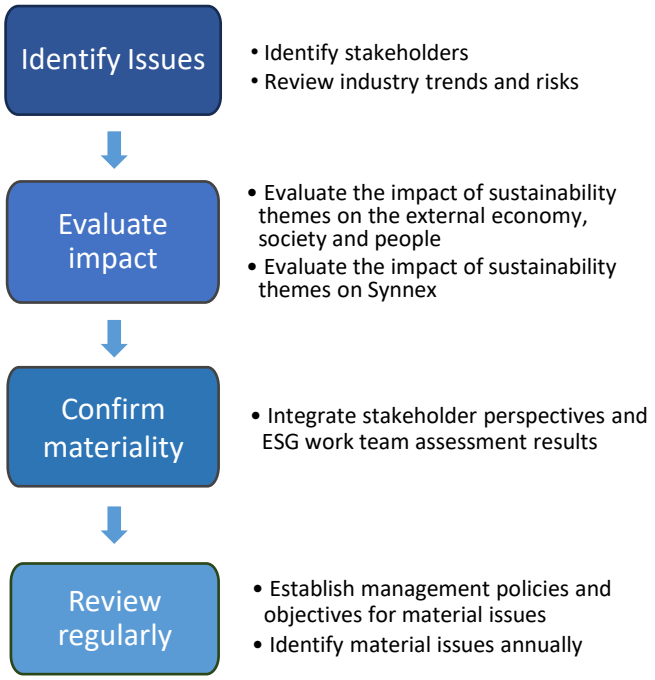
The survey collects information on the actual and potential positive and negative impacts of each issue on the external environment, society, and populations (including human rights). The assessment of impact is based on “severity” and “likelihood,” resulting in a bar chart that illustrates both positive and negative impacts.

(3) Confirm materiality

The Sustainability Committee integrated the findings from the analysis and, taking into account international sustainability frameworks and standards (GRI guidelines, SASB, SDGs, and TCFD) along with Synnex’s development strategy, performed cross-analysis, ranking, and discussion to identify eight major sustainability topics.

(4) Review regularly

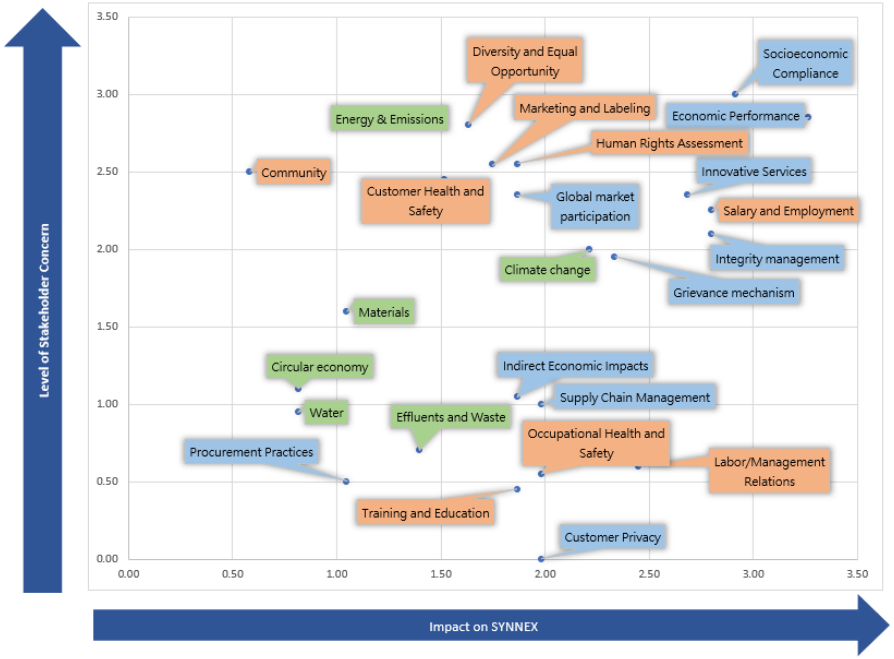
For material issues, Synnex establishes management policies and action plans, while for other non-material issues, relevant indicators are disclosed to stakeholders to understand the overall sustainability results of Synnex based on existing management processes and measures.



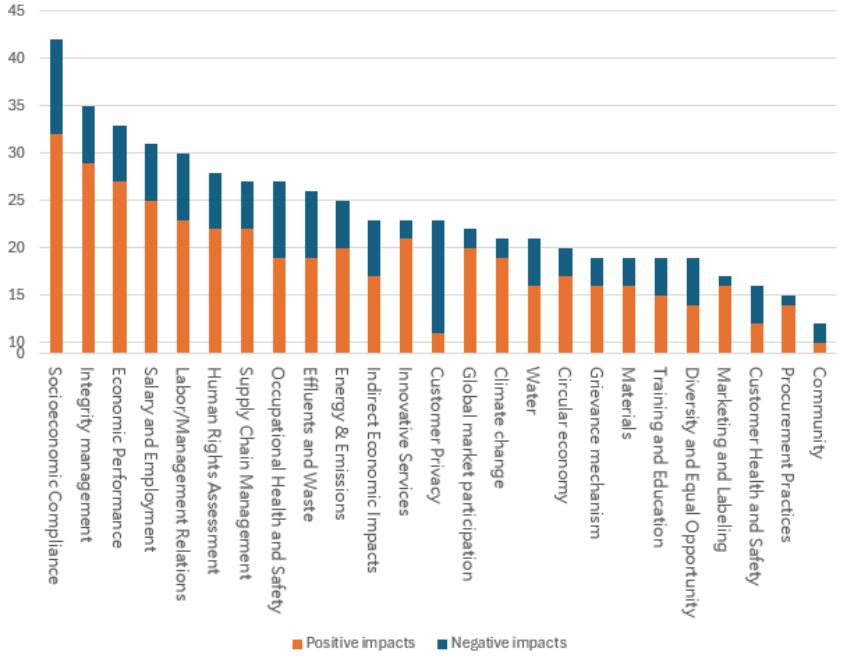
2. Identification of Material Issues

The Sustainability Committee integrated the impacts of sustainability issues on “environment, economy, and people (including human rights),” as well as “stakeholder concerns” and “operational impacts.” By referencing international sustainability standards, industry trends and Synnex’s development strategy, it identified 8 material sustainability issues, covering economic performance, integrity management, legal compliance, human rights, compensation and employment, labor/management relations, climate-related risks and opportunities, and energy and emissions.

Level of Stakeholder Concern and Impact on Synnex



Impact on Environment, Economy and People



3. Material Topics and Their Impacts

Material Issue	Issue Description	Impact								GRI	Chapter
		Synnex	Shareholders/ Investors	Vendors	Dealers	Consumers	Media	Government Institutions	NGOs		
Economic performance	Focusing on enhancing business performance to ensure the company's steady and sustainable growth.	•	•	•	•					GRI 201 Economic Performance	1-1 About Synnex
Integrity management	Committed to eliminating any violations of government regulations or corporate policies to ensure sustainable operations.	•	•	•	•	•	•	•	•	GRI 205 Anticorruption	1-3 Ethical Corporate Management
Legal Compliance	Dedicate to avoiding violations of government regulationsand corporate standards to secure the company's enduring sustainability.	•	•	•	•	•	•	•	•	GRI 2-27 Compliance with laws and regulations	1-6 Legal Compliance
Human Rights	Fostering a friendly environment, combating employment discrimination, and providing a safe and secure workplace to uphold respect for human rights.	•						•	•	GRI 406 Nondiscrimination GRI 408 Child Labor GRI 409 Forced or Compulsory Labor GRI 412 Human Rights Assessment	3-1 Employee Diversity and Equality
Compensation and Employment	Valuing the creation of a favorable work environment and offering lifelong development opportunities to employees.	•								GRI 401 Employment	3-4 Talent Attraction and Retention

Material Issue	Issue Description	Impact								GRI	Chapter
		Synnex	Shareholders/ Investors	Vendors	Dealers	Consumers	Media	Government Institutions	NGOs		
Labor/Management Relations	Focusing on labor relations and employer-employee relationships by providing a positive work environment to enhance employee stability and productivity.	•						•	•	GRI 401 Employment GRI 402 Labor/Management Relations	3-5 Labor Relations
Climate-related Risks and Opportunities	Placing importance on climate change risks, ongoing efforts in climate governance aim to attain low-carbon operations and sustainable environmental practices.	•	•	•	•					GRI 201 Economic Performance GRI 302 Energy GRI 305 Emissions	5-2 Climate-related Risks and Opportunities
Energy and Emissions	Emphasizing energy management and greenhouse gas emissions to achieve green operations.	•	•	•	•	•		•		GRI 302 Energy GRI 305 Emissions	4-2 Energy and Greenhouse Gas Emissions

4. Stakeholder Engagement

Synnex uses diverse communication channels to understand the topics of concern to stakeholders, which serve as an important reference for management policies. The Sustainability Committee compiles the results of stakeholder identification and communication annually and reports them to the Board of Directors.

Stakeholders	Communication Methods and Frequency	Communication Channels	Communication Performance	Topics of Concern
Shareholders/ Investors	Shareholders' Meetings /Annually Public Website of the Company /Irregular Financial Reports /Quarterly Sustainability Report /Annually Public Information Disclosure /Irregular	Finance Director Evelyn Chen (02) 2506-3320 evelynchen@synnex.com.tw	• Invited to attend 4 Investor Conferences to explain the Group's business expansion, operating results and profitability in 2025 • Convened 1 shareholders' meeting and published an annual report in 2025 • Announced a total of 54 material information in English and Chinese in 2025	• Diversity and Equal Opportunity • Economic Performance • Global Market Engagement • Marketing and Labeling
Employees	Employee Welfare Committee /Quarterly Employer-employee meetings /Quarterly Employee Feedback Hotline /Irregular Employee Email /Irregular Synnex app /Irregular	Personnel and Administration Ms. Yu (02) 2506-3320 synnexhr@synnex.com.tw	• Establish a smooth employee grievance and confidentiality mechanism • Employer-employee meetings, Employee Welfare Committee meetings, and chat sessions/seminars provide employees with opportunities to communicate with supervisors at all levels • All employees can be informed of various types of information through Synnex's app notifications and email notices	• Human Rights • Diversity and Equal Opportunity • Economic Performance
Dealers	Customer Service Hotline and Mailbox /Irregular Dealers Meetings /Irregular Dealers app /Irregular A Special Section for Stakeholders on the Official Website /Irregular Sustainability Report /Annually	Customer service hotline (02) 2508-0055	• Announce various types of product information and news of the Group through the app and email notices • Established a dealer alliance on FB to announce the latest news and facilitate exchanges	• Economic Performance • Legal Compliance • Climate-related Risks and Opportunities

Stakeholders	Communication Methods and Frequency	Communication Channels	Communication Performance	Topics of Concern
Vendors	Vendor Meetings /Irregular Vendor Audit /Irregular Sustainability Report /Annually A Special Section for Stakeholders on the Official Website /Irregular	(02) 2506-3320	• Weekly communication meetings to facilitate timely market information exchange and product strategy development • Quarterly review meetings to discuss market strategies, progress of cooperation and quality performance	• Energy and Emissions • Materials • Economic Performance • Legal Compliance
Consumers	Customer Service Hotline /Irregular Customer Service Mailbox /Irregular Official Website of the Company /Irregular Service Stores /Irregular	Customer Service Hotline (02) 2508-0055 Customer Service Mailbox https://bit.ly/4mf9NQT	• Set up a customer service hotline and mailbox with designated personnel to provide consumers with product information and troubleshooting	• Energy and Emissions • Legal Compliance • Grievance Mechanisms • Integrity management
Media	Official Website of the Company /Irregular Press Release /Irregular Media Interview /Irregular	Public Relations Ms. Liu (02) 2506-3320	• Send out press releases by e-mail, with 26 press releases in 2025 • Invite the media to shareholders' meetings and road shows • Keep the information up-to-date in the Company by publishing the latest news on the Group's official website	• Economic Performance • Innovative Services
Government Institutions	Government Order Promotion Meetings /Irregular Official Letters /Irregular Stock Affair Department of the Company /Irregular	Legal Compliance Ms. Lin (02) 2506-3320	• Participate in policy discussions and seminars with the competent authorities from time to time • Cooperate with the competent authorities for monitoring and auditing • Report to the websites of the competent authorities • Set up a contact window to maintain positive interaction with the competent authorities	• Economic Performance • Climate-related Risks and Opportunities • Compensation and Employment
NGOs	Official Website of the Company /Irregular CSR Mailbox /Irregular Sustainability Report /Annually	Public Relations Ms. Liu (02) 2506-3320 synnexhr@synnex.com.tw	• Set up a dedicated email • Keep the information up-to-date in the Company by publishing the latest news on the Group's official website	• Diversity and Equal Opportunity • Marketing and Labeling • Local Communities • Customer Health and Safety

CH1
Governance

1-1 About Synnex

1-2 Corporate Governance

1-3 Ethical Corporate Management

1-4 Tax Management

1-5 Risk Management

1-6 Legal Compliance

1-7 Information Security Management



Material Issues Economic Performance

We pursue appropriate profits to support the development of the Company; provide employees with a good working environment and lifelong development opportunities; meet the expectations of the shareholders, assist suppliers in expanding market share, and provide outstanding customer services.

Policy	By applying digital optimization, information integration, and AI-driven big data analysis, overall operational efficiency is enhanced to fully realize economies of scale.
Goal	Synnex will continue to adopt the MSP (Management Service Platform) strategy, integrating vendors, customers, and partners to enhance supply chain efficiency and create greater operational value.
Accountable Unit and Resources	The Business Planning & Management Division is responsible for planning and management, supported and executed by the business unit, group accounting center, and financing control center.
Action Plan	1. We focus on the Management Service Platform by developing and refining service operation models across its business segments, including semiconductor, commercial information, consumer information, communications, recruitment, and cloud services, in order to enhance service quality and efficiency and to drive business expansion. 2. Actively focusing on AI-related applications, green technology, and smart mobile office solutions to expand emerging business opportunities. 3. We continuously expand our logistics services and technical services for enterprise clients to explore new areas of value growth. 4. We expand the application of AI smart tools, particularly in areas such as business decision-making, operational risk management, and quality management. This will help reduce inefficiencies and waste, enabling resources to be focused on high-value activities and improving operational effectiveness.
Evaluation Mechanism of Management Approach	The highest governance body of the Company is the Board of Directors, whose duties include directing Company strategies, supervising the management, and being responsible to the Company and the shareholders' meeting. In exercising its authority, the Board of Directors complies with laws, regulations, the Articles of Incorporation, and the resolutions adopted by shareholders' meetings. The Audit Committee aims to assist the Board of Directors in performing its supervisory responsibilities, to ensure quality and integrity in the accounting, auditing, and financial reporting processes, as well as financial control. The Company has established an Internal Audit Office to evaluate and improve the effectiveness of risk management, control and governance. Externally, the Company has appointed CPAs for auditing.

Material Issues Ethical Corporate Management

Ethical Corporate management is an important corporate value and a basic principle of management for Synnex. We are committed to legal compliance and ethical standards to eliminate violations of governmental laws and corporate regulations so as to ensure the sustainable day-to-day operation of the Company.

Policy	Establish a corporate culture of ethical Corporate management and sound corporate development for sustainable operation; The Company has established an Ethical Corporate Management Best Practice Principles and Code of Conduct to promote its corporate culture and value of ethical corporate management, and requires employees to abide by these guidelines and code of conduct in business ethics, labor relations, internal control, corporate governance and community engagement.
Goal	There are no violations of governmental laws and Company regulations.
Accountable Unit and Resources	Accountable unit: Risk Planning & Management Continue to improve relevant regulations and systems, promote legal compliance, the prevention of insider trading, integrity and anti-corruption sustainability education and training, and conduct regular and irregular key audits by the Internal Audit Office to implement internal audits and operational risk management.
Action Plan	The Company has established the “Code of Conduct” and “Whistleblowing System”. Any person who is engaged in or aware of any violations of the Code of Conduct, Ethical Corporate Management Best Practice Principles and the law may report it to the Company’s management team, the internal audit supervisor, the relevant unit, or through the whistleblowing channel. The Company has established an independent reporting mailbox for processing the whistleblowing procedures.
Evaluation Mechanism of Management Approach	Once the reporting is proven to be true, we will review relevant internal control system and operating procedures, and propose improvement measures to prevent the same issue from happening again. In the event of a material violation, which results in significant damage to the Company, or involves a senior executive, the acceptance unit of the Company shall report such case, its handling procedures and subsequent review and improvement measures to the Audit Committee.

Material Issues Legal Compliance

Legal compliance is not only the basic requirement for the Company's operations, but also the expectations of each stakeholder. Violation of laws and regulations will cause damage to the Company, affect its image and bring negative perceptions, which will exert a significant impact on the Company's sustainable operations.

Policy	Synnex has long been concerned about the development of the industry and the changes in industrial policies and laws. While actively developing and expanding the business, we also strictly comply with relevant laws and regulations. In order to implement legal compliance policy, the Company has kept abreast with various domestic and foreign laws and regulations to establish, update and review various internal regulations, and promote the updates or amendments to laws and regulations at any time, to enable all units to capture the latest laws and regulations in a time manner. There were no significant fines or sanctions imposed to the Company for violations of laws and regulations in the social and economic areas in 2025.
Goal	There were no significant fines or sanctions for violations of laws and regulations.
Accountable Unit and Resources	Accountable unit: Risk Planning & Management Pursuance to laws and regulations, the Risk Planning & Management publishes important notices on legal compliance from time to time to ensure that all units abide by the relevant laws and regulations. Each department provides employees with relevant education and training according to business needs to ensure that every employee understands the relevant laws and regulations.
Action Plan	The Company continues to educate all employees through the internal website and regular internal management meetings. The Risk Planning & Management has established: Information Security and Intellectual Property Protection Committee, Sexual Harassment Prevention Committee, and Integrity Work Group to publish important notices on the compliance with the Company's regulations from time to time to enable employees to be fully aware of the concept of legal compliance and the consequences of violations.
Evaluation Mechanism of Management Approach	Establish internal regulations of the Company such as "Corporate Governance Code", "Code of Conduct", "Ethical Corporate Management Best Practice Principles" and "Corporate Social Responsibility Code". Each back office management unit reviews and revises them at any time according to their scope of authority and responsibility in compliance with the current Company policies and operational procedures.

1-1 About Synnex

1. About Synnex

Through a unique operational model, Synnex has become the largest distributor of information, communication, consumer product, and semiconductor products in the Asia Pacific region, providing integrated services to supply chains of high-tech industries. In 2025, consolidated revenue was NT$411.2 billion, while accumulated joint venture operation sales totaled NT$887 billion. Its business territory covers Taiwan, Mainland China, Hong Kong, Macau, Australia, New Zealand, Thailand, Indonesia, Vietnam, India, the Middle East, Africa and Turkey, with operations in 51 countries/regions, throughout over 300 cities.



As the first distributor listed in Taiwan (1995), Synnex has been recognized for its management over the past 37 years, winning the “Best Taiwan Global Brands” for 23 consecutive years and “Taiwan’s Best Benchmark Enterprise” for many consecutive years.

Company Profile

Founded	1988
Chairman	Miau, Matthew Feng Chiang
President	Tu, Shu-Wu
Major shareholder	MiTAC Inc
Paid-in Capital	NT$16.679 billion
Number of employees	803 (2025.12.31)
Address	27F., No. 205, Sec. 8, Civic Blvd., Nangang Dist., Taipei, Taiwan, R.O.C.
Area	Taiwan
Ownership and legal form	Listed Company (TWSE Stock Code: 2347)

Associations

Associations	Start date	Areas
Cross-Strait CEO Summit	2013.7	Taiwan and Mainland China
Stock Affairs Association of Public Companies of the Republic of China	2005.8	Taiwan
Taipei Computer Association	1988.10	Taiwan
Taipei Importers and Exporters Association	1989.2	Taiwan
Taipei Electrical Appliance Association	1992.3	Taiwan
Taoyuan Industrial Association	1998.2	Taiwan
Taichung City Industrial Association	2008.2	Taiwan
Taipei Medical Instruments Commercial Association	2024.12	Taiwan

2. Economic Performance

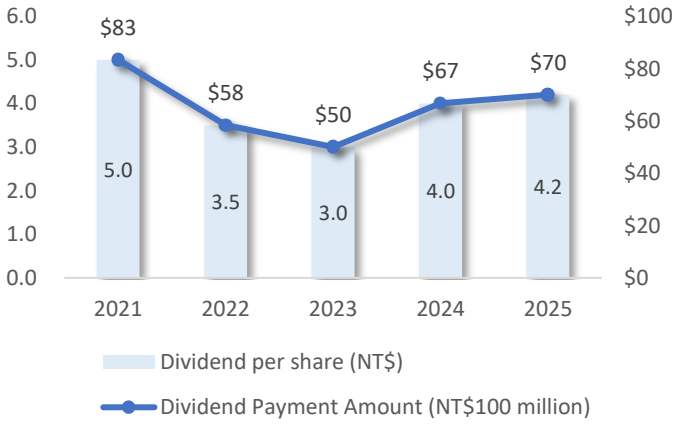
Synnex's consolidated revenue reached NT$411.2 billion in 2025, the third highest in its history, with net profit after tax of NT$8.5 billion and earnings per share of NT$5.08. The Board of Directors also approved a dividend of NT$4.2 per share.

Over the full year, operations followed a "low first, then high" trend: in the first half, external disruptions and large allowances for doubtful accounts put profit under pressure; in the second half, as disruptions subsided, momentum surged on AI applications and PC upgrades, with fourth-quarter profit reaching a record high.

(NT$ million)		2023	2024	2025
Direct economic value generated		397,899	428,290	412,898
Revenues	Net operating revenue	395,991	426,009	411,153
	Interest / dividend / rental income	1,908	2,281	1,745
Economic value distributed		394,203	423,070	408,971
Operating costs	Cost of goods sold (excluding inventory write-downs / reversals)	378,298	407,813	393,534
Employee wages and benefits	Salaries, bonuses, benefits, etc.	5,296	5,128	4,618
Payments to providers of capital	Interest expenses and dividends	7,865	7,002	8,491
Payments to government	Taxes (excluding deferred taxes) and fines	2,744	3,127	2,328
Economic value retained		3,696	5,220	3,927

Note: Prepared in accordance with GRI 201-1 Economic Performance

Cash dividends



Note: By dividend year

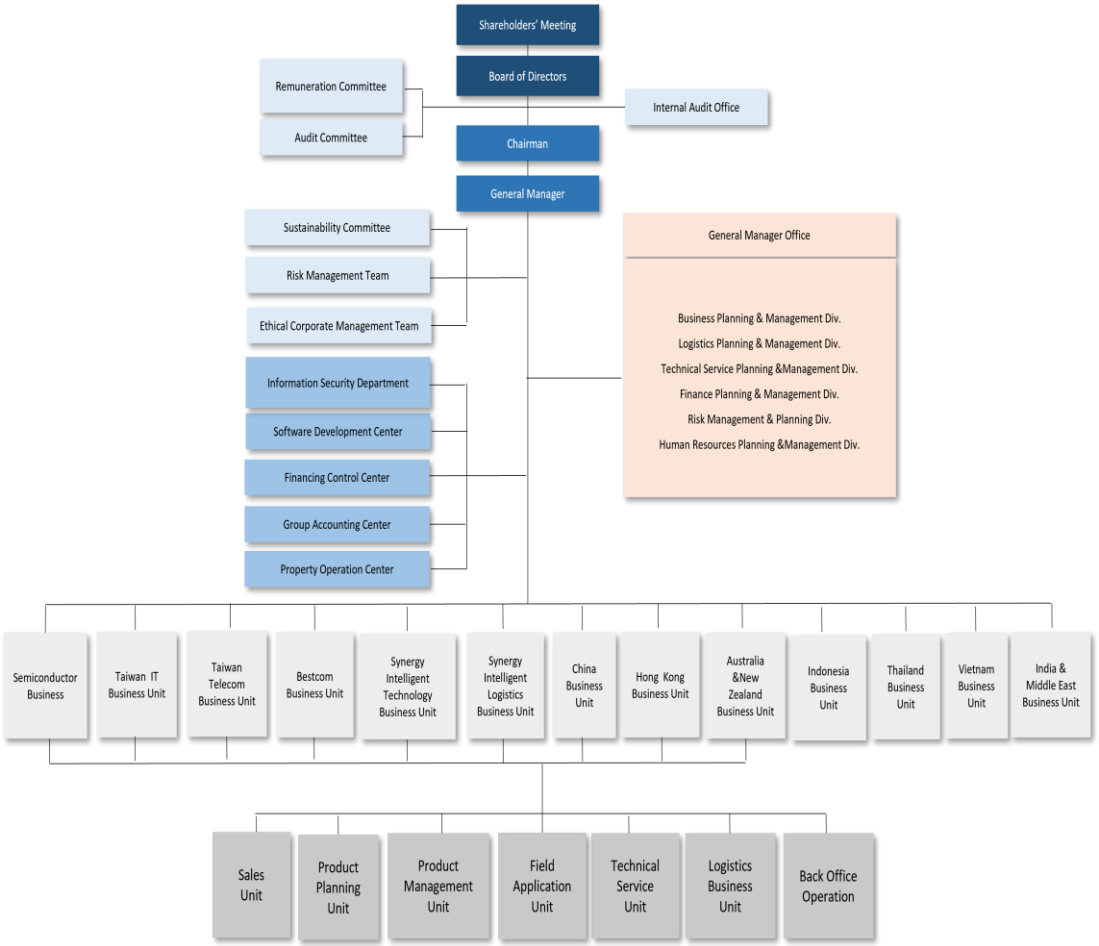
1-2 Corporate Governance

Corporate governance is the cornerstone of business sustainable development. Synnex's governance policy is based on the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and complies with the principles as follows:

Corporate Governance Framework

Synnex is a publicly traded company listed on the Taiwan Stock Exchange (hereinafter referred to as the TWSE) and issues GDR on the Luxembourg Stock Exchange. The corporate governance regulations and practices are in accordance with the laws and regulations issued by the FSC and the TWSE, with the shareholders' meeting as the highest decision-making body of the Company, the Board of Directors as the highest business executive body, the elected Chairman as the Company's external representative, and the appointed President as a manager of the Company's business internally. The corporate governance structure is shown on the right.

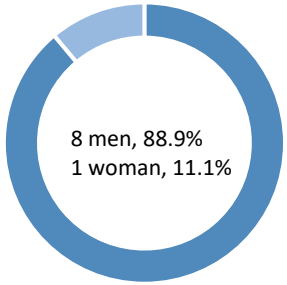
In order to ensure the integrity of the corporate governance structure, the Company established a Remuneration Committee in 2011 and a Risk Management Team and an Ethical Corporate Management Team in 2022 to enhance the integrity of the corporate governance system.



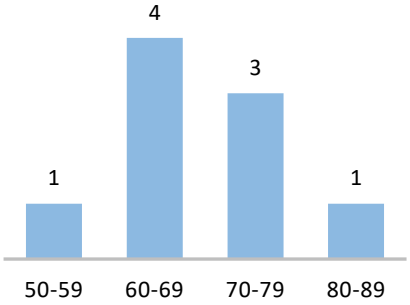
1. Composition of the Board of Directors

The Board of Directors of Synnex is the highest governance body of the Company. Directors serve a term of office of 3 years (the current term runs from May 31, 2024 to May 30, 2027). The Board urges compliance with laws and regulations and integrity in operations, maintains good communication and positive interaction with the management team, and guides the execution of the Company's operations and major decisions. All directors are elected under a candidate nomination system, nominated by the Board of Directors or by shareholders meeting the statutory shareholding requirements; nomination and qualification reviews are conducted in accordance with the "Rules for Election of Directors" and legal procedures, and are then submitted to the shareholders' meeting for election. The Board of Directors currently consists of 9 directors with a 8:1 ratio of men to women, including 3 independent directors with required professional skills in business affairs, law, finance, accounting, or corporate business. The qualifications and experience of the directors shall be in accordance with the requirements of the laws and regulations and shall be selected by the shareholders' meeting based on the ability and experience needed by Synnex. Disclosure of basic information on the members of the Board of Directors, their educational background, experience, expertise and remuneration can be found in the 2025 Annual Report on the Market Observation Post System (http://mops.twse.com.tw/mops/web/index).

Statistics on the gender of directors



Statistics on board age of directors



DIRECTORS' DIVERSE PROFESSIONAL COMPETENCIES



2. Diversity and Core Competencies of Board Members

Title	Name \ Core Project	Gender	Age	Nationality	Professional background	Concurrently serving as an employee	Term of office of independent directors			Business judgment	Accounting and financial analysis	Business management	Crisis management	Industry knowledge				International market perspective	Leadership	Decision-making	Number of independent directors concurrently serving as independent directors of other listed companies
							Less than three years	From three to nine years	More than nine years					Technology	Finance	Telecommunications	Venture capital				
Chairman	Miau, Matthew Feng Chiang	Male	70-79	United States	Industry	V				V		V	V	V		V	V	V	V	V	0
Director	Tu, Shu-Wu	Male	70-79	Republic of China	Industry	V				V		V	V	V		V	V	V	V	V	0
Director	Yang, Hsiang-Yun	Female	60-69	Republic of China	Industry					V	V	V	V	V			V	V			0
Director	Chou, Teh-Chien	Male	60-69	Republic of China	Industry					V		V	V	V		V	V	V			0
Director	Tu, Shu-Chyuan	Male	60-69	Republic of China	Industry	V				V		V	V	V		V	V	V	V	V	1
Director	Miau, Scott Matthew	Male	50-59	Republic of China	Industry					V		V	V	V		V	V	V	V	V	0
Independent Director	Hsuan, Chien-Shen	Male	80-89	Republic of China	Industry			V		V	V	V	V	V				V	V	V	0
Independent Director	Shen, Ling-Long	Male	70-79	Republic of China	Finance and accounting			V		V	V	V	V		V		V	V	V	V	0
Independent Director	Chung, Hui-Min	Male	60-69	Republic of China	Business finance		V			V	V		V		V		V	V	V	V	0

3. Operations of the Board of Directors

To ensure the independence of the Board of Directors' operations and in accordance with the "Rules of Procedure for Board of Directors Meetings", to avoid conflicts of interest with the highest governance body, a director who has a personal interest, or an interest of the legal entity he/she represents, in a meeting matter that may prejudice the interests of the Company may express opinions and answer questions but may not participate in the discussion or vote, must recuse himself/herself, and may not exercise voting rights on behalf of other directors. In addition, the Board of Directors shall meet at least once each quarter to review the Company's operating performance and to discuss the Company's development strategy and major investment issues.

The Company convened 4 Board of Directors meetings in 2025; the average attendance rate of directors was 94.4%.

Title	Name	Corporate Director	Functional Committee Member	Attendance rate(%)
Chairman and Chief Strategy Officer	Miau, Matthew Feng Chiang	Mei-Feng Investment Corporation	None	100%
Director, General Manager	Tu, Shu-Wu	None	None	100%
Director	Chou, Teh-Chien	MiTAC Inc.	None	100%
Director	Yang, Hsiang-Yun	Tsu Fung Investment Co., Ltd.	None	100%
Director	Tu, Shu-Chyuan	Hong Ding Investments Corp.	None	100%
Director	Miau, Scott Matthew	Y.S. Education Foundation	None	100%
Independent Director	Hsuan, Chien-Shen	None	Member of the Audit Committee and convener of the Remuneration Committee	50%
Independent Director	Shen, Ling-Long	None	Member of the Audit Committee and Remuneration Committee	100%
Independent Director	Chung, Hui-Min	None	Convener of the Audit Committee and member of the Remuneration Committee	100%

4. Board performance evaluation

To implement corporate governance and enhance the functions of the Board of Directors and the functional committees in order to establish performance targets and strengthen their operational efficiency, the Company established the Board of Directors' performance evaluation method. The Board of Directors, functional committees and individual directors perform annual self-evaluation on a regular basis. A number of evaluation indicators are highly linked to corporate governance and corporate sustainability to ensure the company's sustainable operation.

The evaluation period for the year 2025 was from January 1 to December 31, 2025. The results of the self-evaluation by the Board of Directors, the functional committees and the members of the Board of Directors were all "excellent". The Board and the committees have a good grasp of their goals and tasks, meet operational needs, effectively promote the Company's sustainable operation, social responsibility, risk management and long-term strategic development, and embody the principles of corporate governance. The results were reported to the Board of Directors' meeting on March 10, 2026.

Annually	Beginning of next year	Q1 of next year
Regular review of self-evaluation questionnaires and evaluation forms in accordance with laws and regulations Design of indicators	The Risk Planning & Management notifies the Board members to complete the "Self-evaluation Questionnaires of the Board Members"	The overall evaluation results are reported to the Board of Directors in the first quarter of the following year

5. Status of Directors' continuing education

In order to strengthen the exchange and interaction of corporate governance experience, grasp the international situation and make continuous improvement in response to domestic and international issues related to corporate governance and sustainable development, all directors of the Company completed the training in accordance with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies. In 2025, the total number of training hours for all directors of the Company was 72 hours, and the average training hours per director was 8 hours, which was higher than the regulatory recommendation of 6 hours.

6. Operation of the Audit Committee

Assist the Board of Directors in implementing supervision and exercising the relevant legal authority

The Company's Audit Committee was established in 2015 to take over the work of supervisors. The Audit Committee convened 4 meetings in 2025, with the implementation status as follows:

(1) The audit supervisor submitted an audit report to the Audit Committee in the month following the completion of the audit project. The Audit Committee had no objection.

(2) The audit supervisor attended the regular Board of Directors' meetings and prepared business audit reports. The Audit Committee had no objection.

(3) The Audit Committee regularly communicates with accountants on a quarterly basis, either in person or in writing, regarding the financial condition of the Company.

(4) Communication meetings are held between the Audit Committee's independent directors, the internal audit supervisor and the accountants to facilitate the execution of duties by independent directors; the communication details have been disclosed on the Company's website.

Audit Committee

Title	Name	Attendance rate (%)
Convener (New)	Chung, Hui-Min	100
Member	Hsuan, Chien-Shen	50
Member	Shen, Ling-Long	100

7. Remuneration Committee

Composed of all independent directors

Responsible for the Company's remuneration, standard, structure and individual compensation to be submitted to the Board of Directors for discussion. The Remuneration Committee is responsible for determining and reviewing the performance evaluation and remuneration policy and system for Company directors and the management.

The Remuneration Committee convened 2 meetings in 2025, with the implementation status as follows:

(1) There were no objections regarding resolutions from the Board of Directors or any objections or qualified opinions from the Board members to the remuneration packages of directors and managers.

(2) The remuneration of the Company's directors is based on the overall consideration of the Company's operating performance, industry standard and the level of participation of individuals in the operations of the Board of Directors.

(3) The manager's remuneration is based on the Company's operating performance and personal performance, and is paid with reference to the industry standard.

Remuneration Committee

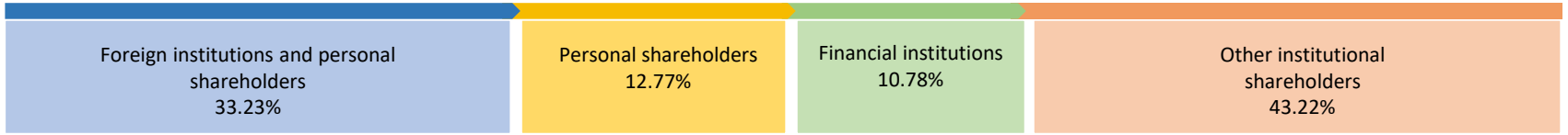
Title	Name	Attendance rate (%)
Convener	Hsuan, Chien-Shen	50
Member	Shen, Ling-Long	100
Member	Chung, Hui-Min	100

8. Corporate governance evaluation

The corporate governance evaluation is an indicator of the corporate governance performance of listed companies in Taiwan. Through continuous efforts, Synnex has achieved the top 21%~35% of listed companies in the latest evaluation results. Improvements have been taken in transparency and timeliness of information disclosure, as well as strengthening governance structures, including:

Theme	Item	Disclosure	
		Company website	Annual report
Promoting sustainable development	Does the company disclose the greenhouse gas Scope 3 and annual emissions from the past year?	✓	✓

9. Shareholder structure



List of major shareholders (2026.3.31)

Name of major shareholder	Shares held	Shareholding percentage (%)
MiTAC Inc.	260,521,054	15.62
Yuanta Taiwan Dividend Plus ETF account	81,152,468	4.87
Morgan Stanley Capital International managed account with HSBC (Taiwan) acting as custodian bank	65,202,730	3.91
Lien Hwa Industrial Holdings Corp.	59,526,125	3.57
Nan Shan Life Insurance Co., Ltd.	44,280,000	2.65
Yuanta Taiwan Value High Dividend ETF Securities Investment Trust Fund Account	37,596,000	2.25
Rongxuan Investment Co., Ltd	35,970,086	2.16
Goldman Sachs International managed account with HSBC (Taiwan) acting as custodian bank	29,263,391	1.75
Miau, Matthew Feng Chiang	28,452,004	1.71
Farglory Life Insurance Co., Ltd.	26,617,000	1.60

1-3 Ethical Corporate Management

To build a corporate culture of integrity and a sound business model, the Group has formulated the “Ethical Corporate Management Best Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct” in accordance with applicable laws. Approved by the Board of Directors, both are published on the Company’s internal and external websites and updated after each revision. All staff are required to conduct business with fairness, honesty, trustworthiness and transparency, and to promote integrity, anti-corruption, anti-bribery and legal compliance, protecting the Company’s reputation, earning the trust of customers and suppliers, and creating an environment for sustainable development.

1. Organization of Ethical Corporate Management Team

On July 5, 2022, the Group established the “Ethical Corporate Management Team,” convened by the Group’s president. Six headquarters planning & management divisions, covering business operations, logistics, risk, finance, human resources, and technical services, assist the Board and management in formulating and supervising integrity policies and preventive measures, including promoting integrity principles among vendors, partners, and employees. The Team reports on implementation progress to the Board at least once a year.

2. Operational Summary for 2025

(1) The Ethical Corporate Management Team reported on its annual operations and implementation status to the Board of Directors on November 11.

(2) Regulatory Identification and Implementation**:** The Group tracks regulatory changes annually, assesses potential risks and impacts, and ensures corresponding internal rules are in place.

(3) Digital Education and Promotion: The Group provides online training, internal circulars, and other channels to keep employees informed of relevant laws and their duties, reinforcing a culture of integrity and legal compliance.

- Diverse Curriculum: fair trade, business ethics, marketing compliance, internal audit and control, sustainability, and the latest financial and tax developments.
- Core Values Promotion: periodic campaigns for all employees in Taiwan and Mainland China to reinforce integrity and ethical conduct.

(4) 2025 Integrity and Sustainable Management Training Course

Course types	Course Name
Integrity and sustainability	• Insider trading prevention and publicity • Integrity in anti-corruption and sustainable operation • Personal Data Protection Act
New knowledge in finance and taxation	• IFRS Sustainability Disclosure Guidelines Explanation • IFRS S2 Disclosure Workshop • Global minimum tax regime and supply chain restructuring • Pillar II minimum tax burden • Three-layer document case closure report and international tax newsletter
Internal audits and internal controls	• It is essential to understand the key points and impacts IFRS S1/S2 have on internal control and internal audit • Power BI - Data Integration and Analysis • Risk-Oriented Internal Audit Methods and Practices • Establish key elements and audit priorities within the internal control system for sustainable information management • Analysis of Director Due Diligence and Effectiveness of Internal Control Systems, Interpretation of Financial Analysis Indicators, and Prevention of Operational Risks • How to Use Digital Technology to Discover and Improve Operational Processes and Fraud Detection—A Practical Exploration of Auditing • Integrated Practical Analysis from Annual Report ESG Reporting to Sustainability Disclosure Compliance • Generative AI X Python data cleaning and feature filtering hands-on practice • Generative AI X Python web scraping hands-on practice and visual analysis • Generative AI creates image capture and forensic practices • Generative AI and AI Data Protection Essential for Internal Audit Personnel: Trends and Challenges in Enterprise Cybersecurity Governance Amid the Wave of Technology • Analysis of sustainability reports and practical auditing of sustainability information • Key Seminars on Sustainable Information Management and Internal Control and Audit Practices

1-4 Tax Management

1. Tax Management Policy

Synnex is committed to comply with the local tax laws of each location, calculate the correct tax liabilities and make filing and payment on time to support tax policies that are conducive to economic growth. In accordance with the Company's tax governance policy, Synnex and its domestic and overseas subsidiaries shall follow the principles as follows:

(1) Comply with international tax standards and local tax regulations, file and pay taxes in accordance with the law, and fulfill the social responsibility as a taxpayer.

(2) Avoid double taxation through pre-tax assessment to bear reasonable tax costs, and create value for shareholders.

(3) Comply with the financial reporting standards and regularly disclose tax information to enhance corporate transparency.

(4) Strengthen the professional knowledge of the tax management unit to develop the ability to identify and respond to various tax issues in a timely manner.

(5) Assess the impact of changes in tax laws, major transactions and decisions or the different legal interpretations by the tax authorities to propose appropriate responses.

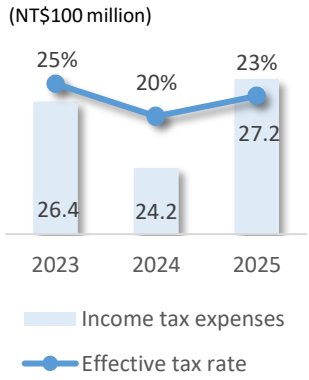
2. Tax Governance

The CFO of Synnex shoulders the ultimate responsibility for tax management, leads qualified and experienced tax professionals in the day-to-day administration and management of the Company's tax obligations. In addition, Synnex also enhances its professional knowledge through the professional services provided by external tax consultation institution.

The Board of Directors of Synnex entrusts the Audit Committee supervisory to oversee the quality and integrity in the accounting, auditing, and financial reporting processes, as well as financial control. The supervisory also includes tax compliance.

3. Income tax expense

The statutory tax rate of each location of operations are different. The effective tax rate also fluctuates with the changes in profits distribution each year. The Company's income tax expenses for 2025 amounted to NT$2.72 billion with an effective tax rate of 23%.



1-5 Risk management

1. Organization of The Risk Management Team

Development for Corporate Governance, The Risk Management Team was formed in 2022 and the president serves as the convener of the Risk Management Team, which identifies and manages risk factors, conducts regular risk assessments and follow-up analysis and handling, and reports annual risk assessment and risk management operations to the Audit Committee and the Board of Directors.

By classifying the risks through their characteristics, with the exception of the Risk Management Team, which oversees all risk management-related matters, each functional unit is also responsible for the preliminary risk identification, risk assessment and risk control. This promotes the efficiency in command and dispatch, self-assessment, and executions in the risk management organization; projects involving major risks are submitted to each project review group for review in accordance with the company's regulations based on the nature of the risk and the monetary value involved. Those that meet the required standards will be sent to the Audit Committee and the Board of Directors for approval.

2. Operational Summary for 2025

The Risk Management Team reported risk assessment and risk management policies as well as climate risk management operations to the Audit Committee and the Board of Directors on November 11, 2025.

3. Risk Management Mechanism

To establish robust risk management operations and raise risk awareness, the Company established identification, assessment, control, and supervision processes for potential risks, thereby ensuring the Company's healthy operations and strengthening corporate governance. The Company established the "Risk Management Policy and Procedures", which was passed by the Board of Directors, in 2022 as the highest guiding principles of the Company's risk management.

The Company identifies risk factors through the Risk Management Team every year and identifies risks that may impact the Company's sustainable development, selecting the scope of risk management on this basis.

4. Risk Management Policy:

The boundary of the Company's risk assessment is Synnex Technology International Corporation, including wholly owned subsidiary Synergy Intelligent Logistics Corp. The Risk Management Team identifies and manages risk factors based on the materiality principle and in accordance with environmental, social, or governance (ESG) issues related to the Company's operations, and facilitates command and dispatch, assessment, and implementation of the risk management policy by the risk management organization

Risk	Responsible Unit	Risk Assessment Issues	Risk Management Policy
Global Warming and Extreme Climate	Logistics Planning & Management HR Planning & Management	Increased electricity and water consumption	• Promote energy conservation and carbon reduction measures at our operating sites. The new headquarters building has adopted a composite glass curtain system that automatically adjusts lighting and air-conditioning to conserve energy, and has obtained the EEWH Gold-level Green Building Label
	Business Planning & Management	Safeguarding Against Supply Chain Disruptions	• Develop various emergency response standard operating procedures (SOPs) • A remote backup mechanism has been established • Purchase from multiple brands across multiple product lines and markets, effectively diversifying risk
Policy and regulations	Logistics Planning & Management Finance Planning & Management Risk Planning & Management	Climate Policy Development	• Establish an internal inventory of electricity and water consumption, carbon emissions and other data, and inspect it regularly • Actively undertake stakeholder engagements on cooperation plans • Pay close attention to changes in domestic and foreign laws and regulations

Risk	Responsible Unit	Risk Assessment Issues	Risk Management Policy
Supply chain management	Business Planning & Management Logistics Planning & Management	Green Supply Chain & GHG Reduction	• The review mechanism for newly introduced suppliers includes examination of suppliers' environmental and sustainability measures • Review all existing partner vendors to understand their policies and measures relating to green sustainability and low-carbon products
		Reduction of upstream and downstream logistics nodes Streamlining of supply chain processes	• Information transparency, mutual benefit of cloud warehouses, energy-saving cargo flow, direct product delivery, automated business processes, and driving lean and agile strategies
Information Security Management	Information Security Management	Cybersecurity Management for Operations Highly Dependent on Information Systems	• Enhanced cybersecurity monitoring, awareness and training • Annual third-party audits to maintain ISO 27001 certification.

5. Risk Assessment

As a listed company in the distribution industry, financial risk management—covering interest rates, foreign exchange, and inflation—is a key operational focus (see the 2025 Annual Report for details). Other risks relevant to the Company's operations are outlined below.

Risk item	Risk factor	Impact on the company in 2025	Response measures
R&D	As a distribution service provider, the Company does not directly engage in product research and development. Instead, our R&D efforts focus on the design and optimization of operating systems and management frameworks to strengthen supply chain collaboration, enhance service quality, and improve operational agility. These initiatives are primarily centered on developing digital tools and platforms. However, failure to promptly respond to technological advancements or shifts in market demand may affect operational efficiency, risk management capability, and overall business performance.	None	The Synnex Group headquarters has established six Quality Management Divisions, responsible for business, finance, risk, logistics, human resources, and technical services. Working in collaboration with the Software Development Center, these divisions jointly plan operating models, formulate management policies, and develop system frameworks, while also conducting operational analysis, audits, and quality management. Together, they support the business operations and expansion of all units across the globe.
Government policies and legal changes	As the Company is a channel business with strong logistics capabilities, and the industrial policies of the governments of each country in which the Company operates tend to encourage the development of high value-added logistics operations, especially in Taiwan and Mainland China, the risk of change of government policies and regulations is limited at present.	There are no major changes in government policies and regulations.	The Company will continue to observe and analyze the future direction of government policies and regulations in order to facilitate immediate response.

Risk item	Risk factor	Impact on the company in 2025	Response measures
Centralized purchasing or sales	Centralized purchasing risk: losing distribution rights, or the represented product losing competitiveness, may impact performance. Centralized sales risk: losing a customer may significantly impact performance.	The Company does not have over centralized purchasing and sales issues. See the statistics of the "Group's list of key clients and amounts in the past two years".	The Company operates on its policy of "multi-brand, multi-products" and "open channel management to establish dense reseller network" to develop markets, which also effectively avoids the risk of centralized purchasing and sales.
Technological changes (including information security risks) and industry shifts	1. Most of our products are high-tech; technological changes, such as failing to obtain agency rights for revolutionary new products, may pose operational risks. 2. Operations rely heavily on information systems; threats to enterprise assets, processes, or the operating environment may compromise information confidentiality, integrity, or availability.	The company's product distribution rights have both increased and decreased. The Company has passed information security–related audits with no material deficiencies.	The Company's "multi-brand, multi-product" approach represents most well-known global brands, whose technological advantages effectively reduce the Group's operational risks. Continuously monitor and strengthen information security protection, track threats, formulate response measures to control potential risk events, and follow up on improvements. 1. Strengthen information security awareness and training to reduce human error. 2. Track international trends and standards, and undergo annual third-party audits to maintain ISO 27001 certification.
Change of corporate image	As the end-user of the company's IT and Telecom products are consumers, corporate image is very important to the company's operation.	The corporate image of the company remains positive and there is no event that significantly damaged the company's image.	1. Strengthen customer service skills and make full use of customer feedback and the consumer complaint mailbox. 2. In case of major consumer disputes, form an interdepartmental team to prevent escalation.

Risk items	Risk factors	Impact on the company in 2025	Response measures
Mergers and acquisitions	Mergers and acquisitions can facilitate the expansion of product distribution and range while expanding market share. However, there are risks of overpricing, undervaluing liability, and failure in integration.	The company did not participate in any mergers and acquisitions.	Not applicable.
Expand the factory	Efficient and high-quality logistics operations are Synnex's core competitive advantages, effectively enhancing the added value of services, expanding market share, and thereby improving overall business performance. However, there is also a risk of over-expansion causing poor cash flow, low utilization, or idle capital.	For expenditures on new or expanded logistics centers, please refer to the annual report "Impact of Significant Capital Expenditures on Financial and Operating Operations in the Most Recent Year."	Before expansion: Carefully evaluate investment benefits and costs. After expansion: Integrate existing successful operational experience and management to quickly realize effectiveness.
Large-scale transfer or replacement of shares by directors, supervisors, or major shareholders holding more than 10% of shares	This could have a significant impact on shareholders' equity and Synnex stock price.	No large-scale transfer or replacement of shares.	Our company has established a reporting mechanism to promptly grasp relevant situations and public information.
Change of management rights	This could have a significant impact on shareholders' equity and Synnex stock price.	There is no change in management rights.	If there is a significant change in management rights, major information will be promptly announced.

6. Internal Audit Unit Supervision and Management

The Company has established the Internal Audit Office under the Board of Directors to establish and follow effective accounting systems and internal control systems, and conducts reviews regularly so as to ensure that the design and enforcement of the systems continue to be effective. The internal audit unit regularly and irregularly reviews compliance with the internal control systems and prepares audit reports for submission to the Board of Directors.

The “Ethical Corporate Management Best Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct” formulated by the Group have clearly prohibited the giving and receiving of bribes, the provision of illegal political donations, and improper charitable donations or sponsorships. Integrity clauses have also been clearly specified in relevant business contracts. Each unit’s internal control system conducts self-evaluation on its operations to achieve effective control and implementation, and is independently reviewed by the Internal Audit Office to ensure the effective implementation of the overall mechanism.

The annual audit plan of the Internal Audit Office has listed integrity clauses of suppliers and customers as key integrity criteria. It reviews the rationality of the operations from the auditing target and assesses its hidden risks. When necessary, CPAs or relevant professionals are also appointed to assist in the audit to ensure compliance.

1-6 Legal Compliance

1. Legal Compliance

Compliance with the competent authorities and local laws and regulations is the most basic requirement for sound operations of the Company. Synnex complies with all laws and regulations, properly manages risk control, sets up legal staff, provides employees with legal education and training, commences legal consultation, and reviews contracts with stakeholders, aiming to achieve the purpose of effective compliance with laws and regulations. There is also an internal auditor to ensure that the internal control system is continuously and effectively implemented.

Item	Corporate Governance Compliance	Environmental Compliance	Social Compliance	Product Compliance
No Violations	• No violation of the Company Act • No violation of securities and financial laws and regulations • No corruption-related incidents • No political donations • No anti-competitive behavior • No antitrust incidents • No customer privacy leakages	• No violation of the Noise Control Act • No violation of the Air Pollution Control Act • No violation of the Waste Disposal Act • No violation of the Water Pollution Control Act	• No violation of the Labor Standards Act • No child labor • No discrimination • No infringement of the rights of indigenous peoples • No infringement of freedom of association and assembly • No forced labor	• No violation of the Personal Data Protection Act • No violation of the Consumer Protection Act • No violation of the Commodity Labeling Act
Violations	None	None	Violation of Article 23, Paragraph 1 of the Occupational Safety and Health Act (Note 1)	Violation of Article 21, Paragraph 1 of the Fair Trade Act (Note 2)
Improvement Measures	-	-	Strengthen personnel selection procedures	Strengthen advertising content review and prevention mechanisms

(Note 1) In February 2025, for violating Article 23, Paragraph 1 of the Occupational Safety and Health Act, a fine of NT$50,000 was imposed.

(Note 2) In January 2026, a fine of NT$50,000 was imposed for the product's advertisement content violating Article 21, Paragraph 1 of the Fair Trade Act.

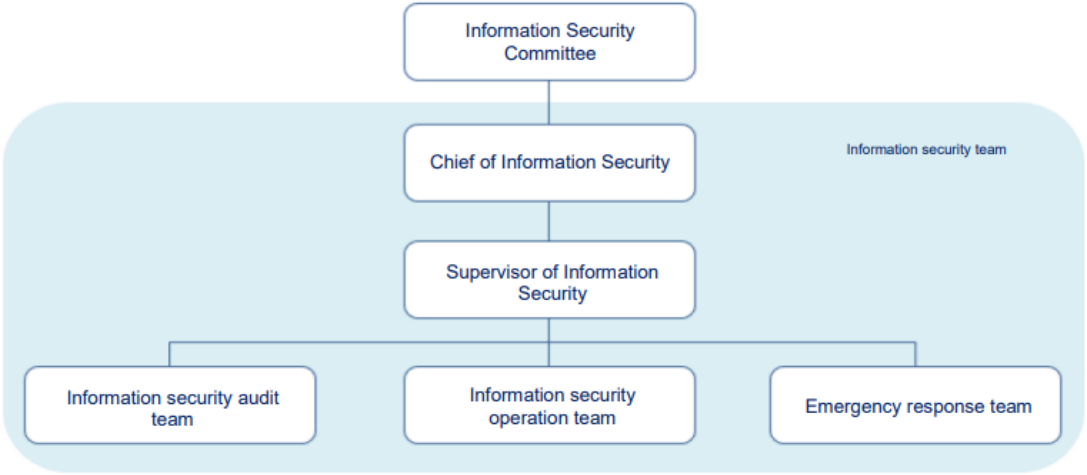
2. Regulatory compliance education and training

Format	Training Implementation Overview
Online	Through updates on the internal website, internal reviews, policy revisions, and implementation measures, we ensure compliance with legal requirements while providing employees with relevant training and awareness materials to enhance their understanding of regulations. Targeted awareness campaigns on insider trading prevention are conducted for directors and managers, including related policy information, to reinforce ethical corporate management and compliance concepts. All employees also receive online courses on insider trading prevention, integrity and anti-corruption sustainable operations, and the Personal Data Protection Act. Employees may also consult the Company's internal website at any time to keep abreast of the latest laws and regulations.
Seminar	Periodic Guest Lectures by External Experts to Provide Updates on the Latest Regulations and Information.
External Training	Arrange Staff to Attend External Training Courses to Stay Updated on Regulatory Amendments and Compliance Requirements, Ensuring Timely Adherence to the Latest Standards.

1-7 Information Security Management

1. Information security risk management organization

In order to enhance the company's information security management and ensure the security of its data, systems and network, an Information Security Committee has been established. The Chief of Information Security serves as the convener of the Committee and reports to the Board of Directors at least once a year; the report to the Board was made on November 11, 2025. The organization of the Committee includes the information security operation team, the incident response team, and the information security audit team; the information security operation team implements the building of the Information Security Management System, including network management and system management; the incident response team is responsible for business continuity plan specifications and crisis handling procedures, implementing incident response measures and reporting, and conducting post-incident analysis and prevention; the information security audit team cooperates with the company's audit unit to conduct information security auditing, including internal and external auditing.



2. Information security policy

The Company's information security policy aims to "maintain the confidentiality, integrity, availability, and legality of its information, and to prevent human negligence, deliberate destruction, and natural disasters from causing improper use, leakage, tampering, damage, or loss of information and assets that would affect the Company's operations and harm its rights and interests." The Company implemented the ISO 27001 Information Security Management System in 2016, obtained certification, and has maintained it since, strengthening its ability to respond to information security incidents and protecting the assets of both the Company and its customers.

3. Information security risk management mechanism

Item	Specific Management Measures
Information Security Team	The team is organized by representatives from each function, consisting of 19 people, responsible for promoting and maintaining information security. Hold at least one information security-related meeting every quarter.
Firewall protection	(1) Set connection rules for the firewall. (2) If there is a special connection requirement, approval from the competent supervisor is required before it can be opened.
User internet control mechanisms	(1) Use an automated website protection system to control users' online behavior. (2) Automatically filters out websites that may link to websites with Trojans, ransomware, or malware.
Endpoint and system security	(1) Use antivirus software and automatically update virus definitions to reduce the chance of virus infection. (2) The operating system will be automatically updated; if it has not been updated for any reason, the Software Research Center will assist with the update.
Email security management	(1) Includes automatic email scanning threat protection, preventing unsafe attachments, phishing emails, and spam before users receive emails, and expanding protection against malicious links. (2) After the personal computer receives the email, antivirus software will also scan for unsafe attachment files.
Data backup mechanism	All critical information system databases are backed up daily.
Centralized File Storage and Backup	Important files from various departments within the company are stored on servers and backed up by the Information Center.
Network transmission protection	(1) Connection channel encryption. (2) Data content encryption and electronic signature verification of data content.
Data Retention Protection	(1) Dynamic Data Mask: Only allows access to data with permissions. (2) Encrypted storage: Before storing sensitive data in the database, encryption is performed before storage, and decryption is required before use.
Information Security Monitoring Center	(1) Collect logs from networks, hosts, and terminal devices for analysis and anomaly detection. (2) Establish monitoring and reporting mechanisms to implement alerts and hierarchical response.
Cyber Insurance	After carefully assessing information security risks, the Company does not currently carry cyber insurance. We have established cybersecurity monitoring and protection mechanisms and continue to strengthen employees' cybersecurity awareness and response capabilities.

4. Information Security and Customer Privacy Protection

In order to protect customer information, the Company has established a customer information management system, which focuses on organizational management and operation from the perspective of corporate strategy. Through the analysis of business procedures and information systems, the Company examines the access control of personal information acquisition, processing, transmission and storage, and discloses the privacy statement of customer information on the dealer's website, which not only promises to protect customer privacy, but also clearly explains the use and security regulations of customer information to protect customer privacy. In 2025, the Company did not infringe customer privacy or receive complaints by our customers on the infringement of their privacy.

5. Incident notification procedure

An information security incident reporting mechanism has been established. When an information security incident occurs, the unit(s) to which it occurred will notify the information security team—incident response team, determine the type of the incident, identify the issue, take prompt action, and document the incident and response.

6. Losses, possible impacts, and countermeasures due to material information security incidents

Information security incidents	Number of data breaches	Percentage of information leaks involving personal data	Number of customers affected by information leaks
0	0	0	0

CH2

Sustainable Value Chain

2-1 Supplier Management

2-2 Chemical Management

2-3 Conflict Minerals Management

2-4 Service Models Innovation

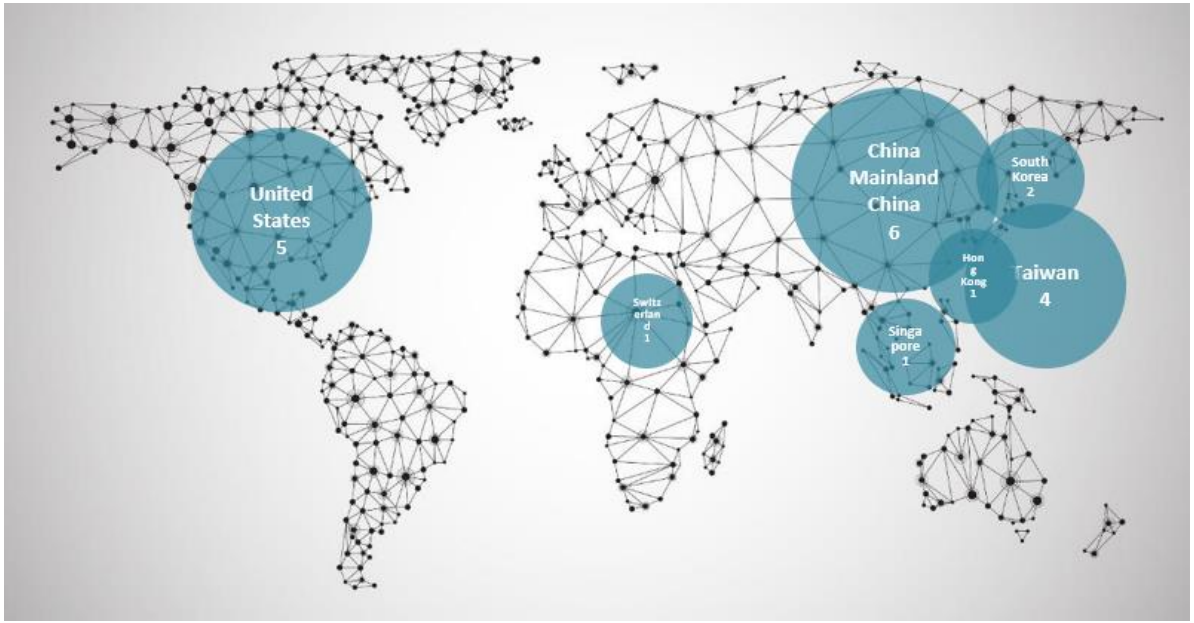
2-5 Advancing Service Quality



2-1 Supplier Management

1. Supplier Distribution

As a channel service provider within the high-tech industry supply chain, Synnex distributes products across four major sectors: commercial information, consumer information, communications and semiconductors, offering customers the convenience of multiple brands and products in a single purchase. As of the end of 2025, Synnex had more than 300 suppliers, with the top 20 suppliers located in Taiwan, the U.S., Mainland China, Hong Kong, South Korea, Switzerland and Singapore. To implement sustainable supply chain management, Synnex identifies key suppliers based on procurement value. The top 20 original equipment suppliers account for 78% of the Group's total procurement value, primarily located in the U.S., mainland China, Taiwan and South Korea; by procurement value, Mainland China ranks first, followed by suppliers from the U.S. Synnex prioritizes the review of sustainability practices among key suppliers, striving to build a sustainable value chain.



2. Sustainable supply chain management

In selecting business partners, Synnex places importance not only on profit but also on partners' fulfillment of corporate social responsibility, mainly in the following three aspects:

(1) Product Labeling and Product Inspections

Synnex is mainly a product agent and distributor; therefore, the marketing and labeling of products and services are stipulated in contracts with suppliers. The suppliers must comply with the Commodity Labeling Act and the ICT (3C) labeling standards and other requirements published by the Department of Commerce, Ministry of Economic Affairs. Moreover, the Company has applied for product inspections and other verifications with the Bureau of Standards, Metrology and Inspection, Ministry of Economic Affairs so that consumers can understand the products fully.

(2) Integrity management and clean trading

The fundamental value that Synnex attaches most importance to is "Integrity", and the company adheres to high standards of integrity in all business interactions, and attaches importance to whether its partners abide by the principle of integrity in addition to its own requirements. Synnex actively pays attention to the integrity management and anti-corruption policies of key suppliers, and 100% of key suppliers have declared their anti-corruption policies on their official websites or sustainability reports. Synnex will continue to strengthen the management of suppliers and strive to create a clean and integrity sustainable trading environment.

(3) Green and Environmental, Recycle Energy

When selecting vendors and suppliers, the Company pays attention to whether they comply with the requirements of EU environmental standards and national environmental laws and regulations; also, aim for sustainable development and expand the overall green supply chain performance.

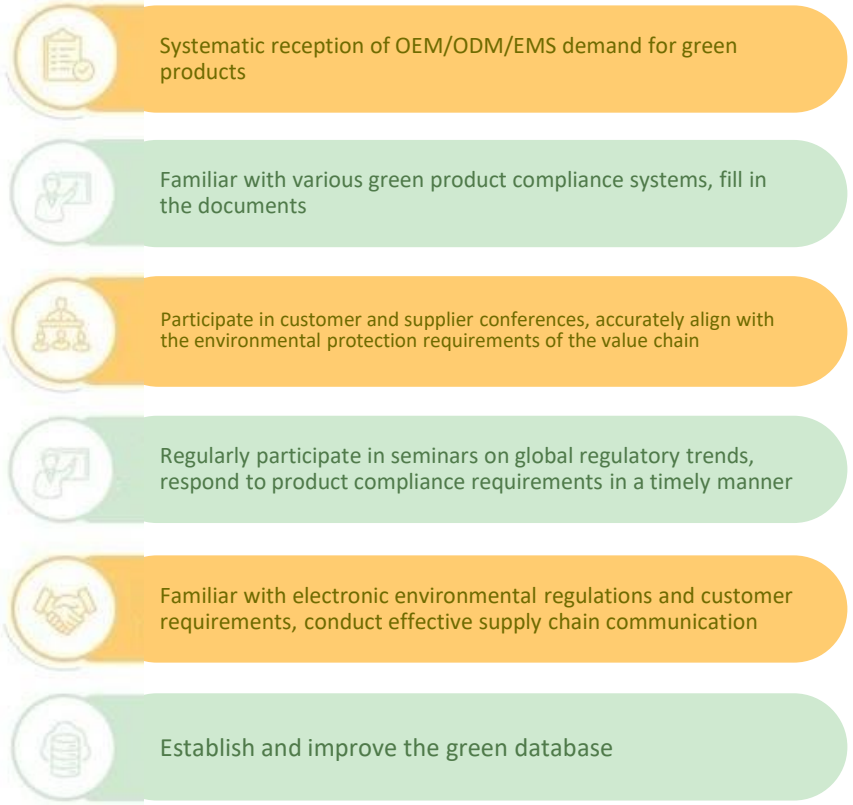
For the Group's top 20 suppliers, the contract content covering product labeling, product inspection, environmental protection and integrity commitment standards is shown in the table below



2-2 Chemical Management

Although Synnex is not directly involved in the manufacturing process, Synnex is committed to ensuring that its suppliers' products comply with international environmental protection standards or disclose information on hazardous substances in the management of chemicals and hazardous substances, so as to fulfill its responsibility of being friendly to the earth. 100% of the top 20 key suppliers have declared on their official websites or sustainability reports that their products comply with international environmental protection regulations, or disclose information on hazardous substances.

As early as 2014, Synnex recruited full-time green product management personnel to take the initiative to pay attention to the management of hazardous substances in the components it represents, check whether they comply with various international environmental protection standards from the source of component products, and simultaneously establish a database of operating procedures and environmental protection documents to strengthen the detailed operation of green products and effective communication with the supply chain. It also shares relevant knowledge of international environmental protection regulations on the official website of the Semiconductor Division for the reference of information demanders in the value chain, so as to enhance the environmental awareness of green products. As a member of the value chain, Synnex actively participates in the protection of the global environment through dedicated personnel and institutionalized management.



2-3 Conflict Minerals Policy

1. Synnex Conflict Minerals Policy

Conflict minerals are minerals mined in situations of armed conflict and human rights violations. An investigation by the Responsible Minerals Initiative (RMI) found that local rebel groups in the Democratic Republic of the Congo and neighboring countries in Central Africa used forced labor, abuse of child labor and other illegal means to obtain Tungsten, Tin, Tantalum and Gold as conflict minerals. Synnex is a high-tech industry distribution service provider and is not directly involved in the product manufacturing process. To show that Synnex attaches great importance to the issue of conflict minerals, the following policies have been formulated:

(1) Conflict minerals policy and commitment: We undertake not to intentionally or indirectly purchase conflict minerals such as Tungsten, Tin, Tantalum and Gold, etc., from disputed areas in our product materials.

(2) Traceability of material sources: Regularly monitor the list of qualified smelters released by RMI to track mineral sources and supply chain transparency.

(3) Continuous optimization of supplier management: Responsible minerals requirements are incorporated into the review criteria for newly introduced suppliers and into the supplier exit mechanism.

In addition, Synnex regularly reviews the Group's top 20 key suppliers, and continues to monitor and improve in order to reduce supply chain risks. Specific measures include:

(1) Regulatory compliance: In accordance with Section 1502 of the U.S. Dodd-Frank Act and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals, we review suppliers' publicly disclosed sources of conflict minerals.

(2) Due diligence: Following the management frameworks of RMI and the Responsible Business Alliance (RBA), we regularly monitor the list of qualified smelters released by RMI to strengthen the disclosure and management of mineral sources.

(3) Supplier management: Newly introduced suppliers are required to sign the "Supplier Corporate Social Responsibility Commitment"; suppliers with incomplete or unverifiable information are asked for reasonable explanations and improvement plans and improvement results are continuously tracked; if requirements are not met, the exit mechanism is activated as appropriate.

A 2025 review shows that all of the Group's top 20 key suppliers have disclosed their responsible minerals policies, with a 100% disclosure rate for qualified smelters (20 out of 20).

2. Supplier Responsibility Mineral Due Diligence

CMRT due diligence was conducted on the top 20 key semiconductor suppliers, comparing smelter traceability with RMAP certification:

(1) Third-party certification standard comparison:

Proactively request the latest CMRT/EMRT versions from original suppliers, compare them one by one with the smelter and RMI Responsible Minerals Review Process (RMAP) Conformant Smelters List, with an average pass rate of 97.7%.

(2) Identification and Verification of High-Risk Mineral Areas:

Smelters located in the Democratic Republic of the Congo (DRC) and other Covered Countries were identified and each had their certification status checked. All five were identified as RMAP Conformants, with high-risk area sources identified and all qualified; In the medium to long term, suppliers are continuously required to deepen disclosure down to the Reasonable Country of Origin Inquiry (RCOI) level.

(3) Geopolitical Extended Screening:

In response to the international situation, the screening scope has been extended to sources subject to international sanctions or those who have lost RMAP certification. After reviewing 250 reported smelters, none found Russian sources. Synnex continuously monitors high-risk information released by RMI. If any concerns are found, risk assessment and supplier negotiation procedures are initiated, leading upstream and downstream partners to jointly eliminate controversial procurement.

(4) Ongoing negotiations and improvement tracking:

Smelters that are not currently on the standard list (including those undergoing audits) will be listed as ongoing negotiation targets, requiring suppliers to provide reasonable explanations and improved action plans. To ensure that the procurement policy for controversial materials complies with international standards, Synnex has set the following quantitative management objectives:

— Short-term targets (2026–2027): Maintain the coverage of the top 20 key suppliers of 3TG CMRT disclosure and the RMAP matching rate of smelters and fully include all non-Conformant (including Active) smelters in tracking and negotiation for improvement.

— Mid- to Long-Term Goals (2028–2030): Expand due diligence and audit coverage to key semiconductor suppliers (covering 80% of procurement volume) and continue to improve supply chain management in accordance with Dodd-Frank 1502 and the international due diligence framework.

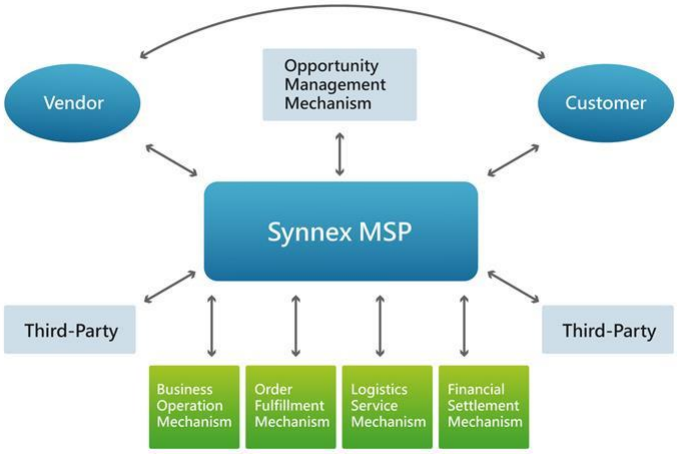
- CMRT survey response rate ***is 100%.***
- Declared smelters traced to ***250 companies***
- The smelter ***is 100%*** traceable to the country where it is located
- The average RMAP pass rate reached ***97.7%.***
- From geopolitical extended sources ***: 0 sources***

2-4 Service Model Innovation

1. Strategic Innovation

Leveraging AI, Synnex is building the 'Management Service Platform (MSP)', a digital platform that establishes an entire supply chain operation service system through serial integration of information. It provides platform members with business opportunity development services, business operation services, and analysis and management information services, solving supply chain operation problems and pain points and achieving the goal of smooth operation of the supply chain. Its members include core members of the technology industry supply chain, such as brands, vendors, sellers and users, as well as operators and third-party suppliers providing logistics, technical services, maintenance services and financial services for the supply chain. At the same time, we expand cross-industry partners from different fields to form an ecosystem that jointly participates in value creation.

【Management Service Platform】



2. Service Model Innovation

Synnex is strategically positioned as a “Management Service Platform (MSP)”. Building on operational capabilities and management experience accumulated over decades, it continues to invest in the research and development of operational management technology, focusing resources on the connection and integration of external information and the development of service platforms tailored to different industry ecosystems and business models. In 2025, the Company progressively completed the AI Application Acceleration Platform, the Large-Scale User Annual Contract Business Operation Platform, and the Government Procurement Business Operation Platform, and upgraded the Cloud Business Operation Platform in response to growth in the cloud service business. It also continues to advance digital service platforms including the Analytical Management Information, E-commerce, Procurement Inquiry, Fulfillment Business Management, Panel Business Management, Cloud Service, Mobile Subscription Recruitment and Insurance Recruitment Business service platforms, enhancing operational efficiency and service value.

(1) AI Application Acceleration Platform

Group’s subsidiary, Bestcom, established the “AI Application Acceleration Platform” to build an AI solution ecosystem, helping enterprises overcome AI technology barriers and adoption pain points, and speeding up the application of various industries. This means AI is not just about technology introduction, but about comprehensive innovation in ‘service models’ and ‘industry ecosystems.’ They actively responded to accelerate the adoption of AI in domestic industries. International IT leaders such as Dell, Microsoft, and Red Hat advocated for integrating supply chain capabilities through the IPO Forum (an international partner exchange platform) and jointly launched the “AI Trust Accelerator” program.



(2) Large-Scale User Annual Contract Business Operation Platform

Synnex has built a large-scale user annual contract business operation platform, integrating opportunity management, annual contract data files, demand planning, inventory decision-making, and order fulfillment processes, while enabling real-time monitoring of SI partnerships, contract progress, and customer needs. The platform enhances supply chain collaboration efficiency and inventory accuracy through digital management and automated information updates, reducing inventory and supply risks, while enhancing transparency in delivery progress, legal documents, and order information. By enhancing operational efficiency, resource utilization, and corporate governance capabilities, we aim to build a highly efficient, flexible, and ESG-sustainable enterprise-level operational platform.

(3) Government Procurement Business Operation Platform

A government procurement business operations platform has been established to integrate business opportunity management, product information, authorization review, order delivery, and product certification processes, linking vendors, distributors, and customer information to enhance the efficiency and transparency of government procurement operations. The platform uses Synnex's dedicated distributor app and digital modules to provide inventory status inquiries, document downloads, order progress, and acceptance data, reducing manual and paper-based costs, while strengthening authorization management, order verification, and delivery tracking. By enhancing supply chain collaboration, data governance, and process automation capabilities, companies strengthen operational resilience and service quality.



(4) Cloud Service Platform

Synnex continues to deepen its cloud service deployment, providing diverse cloud solutions and technical support to help industry partners meet digital transformation, supply chain transformation, and ESG sustainability needs, improving operational efficiency and reducing energy consumption. Synnex Taiwan, Hong Kong, and Mainland China teams also received the Microsoft Asia Channel Partner "Renewal Excellence Award," recognizing their outstanding execution in cloud subscription renewal services. By continuously optimizing renewal management mechanisms and cloud platform functions, Synnex helps partners enhance customer operational efficiency and consistently create digital and sustainable value.

To promote enterprise digital and sustainable transformation, Synnex established the "Synnex Cloud Lecture Hall", in which a professional technical team shares solutions for cloud applications, AI smart tools, digital collaboration and green buildings. In 2025, 50 online courses were held with a total of 1,955 participants, estimated to reduce carbon emissions by approximately 28 metric tons, demonstrating the results of promoting low-carbon operations through digital learning.

According to the Global Alliance for Buildings and Construction (GlobalABC) and the United Nations Environment Programme (UNEP) "2024–2025 Global State of Buildings Report," the building and construction industry accounts for about 34% of global carbon emissions, indicating that low-carbon design, building digitalization, and smart construction have become key to sustainable industrial transformation. Additionally, as the sole agent of Autodesk, Inc. in Taiwan, Synnex shoulders the responsibility of leading sustainable innovation in the construction-related industry, continuously promoting AI architectural design tools and working hand in hand with industry partners to accelerate digital transformation in green buildings and build collaborative bridges.

3. Operational Mechanism Innovation

Synnex continues to strengthen digitalization and innovation in internal operational mechanisms, utilizing AI tools to significantly improve operational efficiency. The new operational mechanisms include:

(1) Automation of order processing

By linking information with the vendor and customers, it integrates product, order, inventory, accounting, and operational management data, effectively eliminating information gaps caused by traditional offline manual operations. By automating the process from inquiry, procurement, order creation, to shipping, order processing efficiency and fulfillment speed are greatly improved, while reducing manual errors and communication costs. By using the app to monitor inventory and order progress in real time, it enables precise inventory management tailored to customer needs, enhancing supply chain collaboration efficiency and customer satisfaction, and strengthening business resilience and service competitiveness.

(2) Automation of accounting operations

By deeply integrating information with external suppliers and internal service platforms, a real-time and transparent accounting processing mechanism is established. The automatic settlement function reduces manual operations and information gaps, effectively improving accounting accuracy and operational efficiency. At the same time, every transaction can be tracked, queried, and controlled, strengthening internal governance and risk management capabilities and improving cross-departmental collaboration efficiency. This mechanism not only optimizes overall business performance but also lays an important foundation for promoting intelligent management and digital auditing.

(3) Digitization of the mobile subscription business application process

By promoting the electronic transformation of mobile number business forms and the introduction of digital workflows, the company effectively improves application efficiency, reduces the need for paper-based operations, and lowers resource consumption and carbon emissions. Additionally, the company is actively promoting eSIM technology and OTA air download applications to further reduce the use of physical SIM cards, ensuring environmental friendliness and sustainable development. This digital transformation not only improves operational efficiency and customer experience, but also demonstrates the company’s achievements in low-carbon operations and sustainable governance.

4. Innovation in Supply Chain Service Models

Facing increasing uncertainty and shifts in supply and demand across the global supply chain, Synnex has in recent years transformed its traditional logistics warehousing into a “smart cloud warehouse mechanism”, continuously optimizing related mechanisms. Traditional single-order picking not only leads to high picking costs and unnecessary movement within storage areas, but also wastes resources through the printing of large volumes of picking documents. Synnex therefore continues to upgrade its intelligent consolidated picking logic to fundamentally optimize internal operating efficiency. Its core advantages include:

(1) Smart Algorithms: Dynamically improve aggregation efficiency based on customer habits

The system automatically performs “total batch gathering, one-time picking,” significantly reducing the cost of repeated picking for individual items and maximizing internal operational efficiency. Through algorithmic intelligent path planning, the labor burden on frontline staff is substantially reduced, successfully transforming low-value physical effort into high-performance smart operations.

(2) Green Paperless: Application of QR codes on outer boxes

Operators or distributors can directly scan the QR Code on the shipping sticker on the outer box to instantly view the complete product items and specifications inside the box on their mobile devices.

(3) Cross-border Digital Receipt: Information connectivity strengthens compliance

Replacing cross-border paper receipts with digital certificates, establishing an immutable “digital trust audit trace”; Eliminate cross-border document mailing and the monthly manual review of tens of thousands of signatures, while simultaneously implementing substantial carbon reduction, workplace-friendliness, and financial compliance audits.

5. Innovation in Maintenance Service Models

Traditional equipment management is characterized by large, scattered equipment and complex schedules, making manual dispatch, paper inspections, and data aggregation prone to errors and time-consuming. Synnex has launched DaaS (Device as a Service) service projects for enterprise clients through its “Service Innovation” and “Circular Economy” strategies. It addresses the pain points of traditional manual management by introducing “system mechanism management,” replacing inefficient human resource friction and effectively improving asset operation quality and lifecycle management efficiency.

Digital Intelligence Solutions

(1) Repair Request via QR Code: By scanning the QR code on the terminal device, the barcode is displayed directly to display equipment information, allowing one-click repair requests and simplifying the process.

(2) Smart Dispatch: System integration for project, work order, and equipment detail management. Introducing a ‘batch work order + system dispatch’ mechanism, assigning construction based on location, floor, and unit for precise control

Long-cycle scheduling.

(3) Green Paperless Operations: Implement electronic inspection and electronic receipt, checking and signing items item by individual equipment, recording the status and reporting of anomalies, and simultaneously providing information to customers through linked information

Digital receipt certificate.

(4) Centralized information governance: All audit documents, photos, and historical traces are managed centrally, generating dynamic progress and data-driven reports.

Benefits of Implementation

(1) Leap in both efficiency and quality: Electronic inspections significantly reduce operational time and, through refined equipment checkpoints, lower errors and missed detections.

(2) Transparent governance and decision support: Decision-makers can instantly and accurately grasp frontline operational progress and provide decision support through data-driven reports.

(3) Enhanced auditing and data traceability: All equipment traceability and maintenance history records are achieved, establishing a transparent and highly compliant audit chain.

Synnex transforms traditional warehousing with technology, optimizing delivery processes with high agility and accuracy, and has established a global supply chain sustainable and trusted ecosystem that leads industry standards.

2-5 Advancing Service Quality

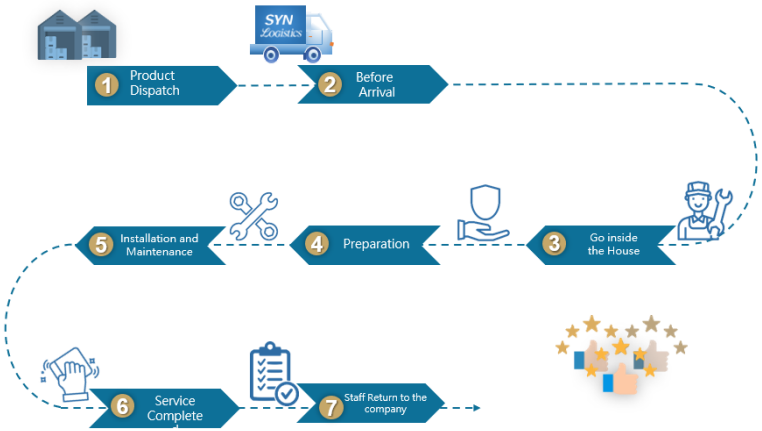
1. Home service serving over 1.81 million households

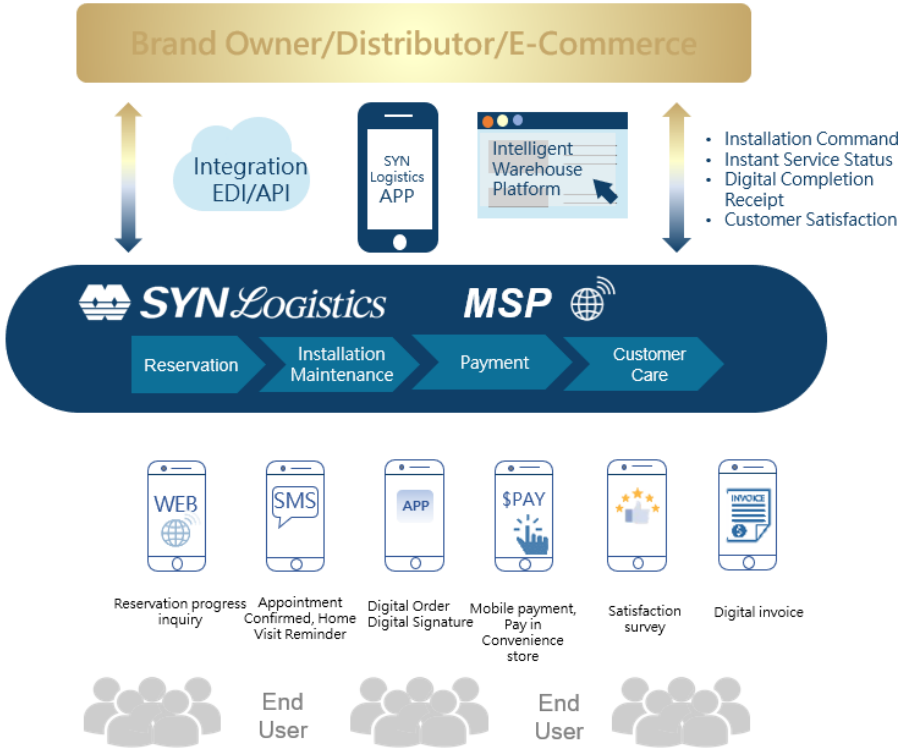
Synergy Intelligent Logistics Smart Home Appliances has continued to expand its home service business, serving over 1.81 million households. We are expanding home-based services and improving operations to create a smooth, efficient cycle. In-home service consists of seven main procedures and 37 processes:

(1) Before home service: Make an appointment for home time, and notify before arrival

(2) In-home services: digital receipt, mobile payment, cloud invoice

(3) After in-home service: customer service care, satisfaction survey





2. In-home service satisfaction reached a new high of 4.9/5

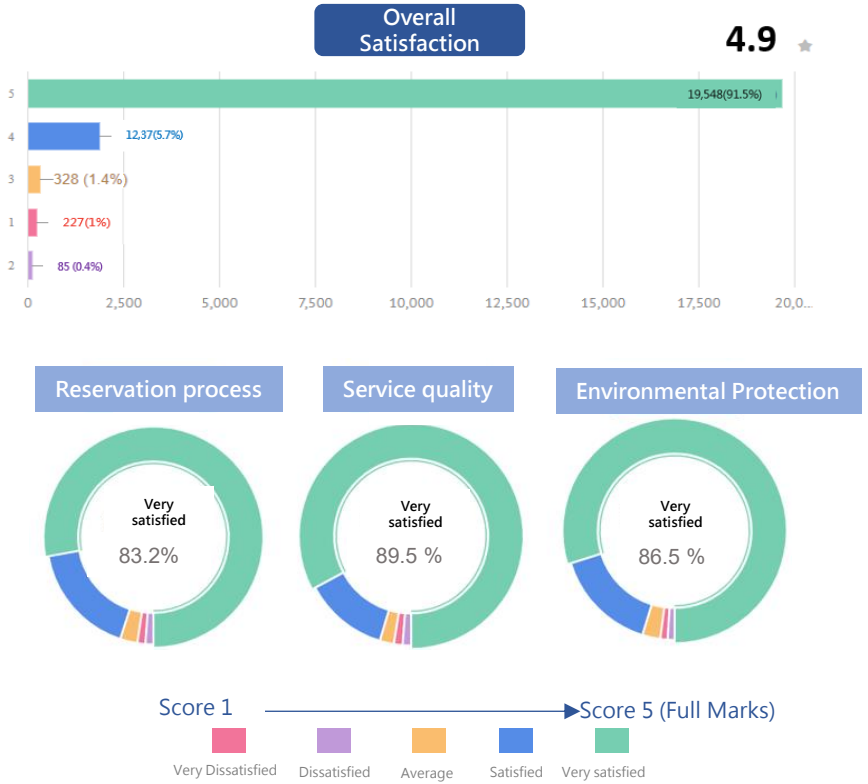
An in-home service satisfaction evaluation mechanism was introduced in 2020, surveying users after service completion to assess satisfaction overall and across three major dimensions. By collecting genuine user feedback and suggestions, Synnex systems intelligently detect and initiate cases, establishing a customer service and care mechanism that achieves a virtuous cycle of effective communication, improvement and positive interaction.

Overview of the overall evaluation results for 2025:

(1) The average score for in-home service satisfaction in 2025 was 4.9 (Note)

(2) High satisfaction scores of 4 or above accounted for 97.5%

(3) Low satisfaction scores of 2 or below accounted for 1.4%



Note: The satisfaction results returned by customers from 2025.01.01 to 2025.12.31 have been assured by PwC Taiwan

CH3

Happy Enterprise and Social Inclusion

3-1 Employee Diversity and Equality

3-2 Occupational Health and Safety

3-3 Education and Training

3-4 Talent Attraction and Retention

3-5 Labor Relations

3-6 Social Participation



Material Issues Human Rights

Founded in 1988, Synnex envisioned a stable and secure environment where employees could pursue lifelong careers, while fostering a positive culture that encourages self-expression and growth. Over the years, the company has upheld this principle, actively fostering a positive and proactive corporate culture that ensures every colleague has the opportunity to pursue performance and growth, free from unfair treatment unrelated to their professional abilities.

Policy	We prohibit discrimination and protect employees' legitimate rights by supporting and complying with the management policies stipulated in the "Universal Declaration of Human Rights", "International Bill of Human Rights", "Global Compact", and "Labor Standards Act".
Goal	No major violations
Accountable Unit and Resources	The Human Resources Planning & Management Div. is responsible for planning and management. The supervisors of each unit cooperate with each other.
Action Plan	In terms of human rights-related management mechanisms, we create a friendly environment, require ourselves to meet the objectives and safeguards of protecting work rights, banning employment discrimination, providing a safe and secure working environment, ensuring the minimum notice period for major operational changes complies with the labor laws, and prohibiting forced labor.
Evaluation Mechanism of Management Approach	1. Establish a smooth employee grievance mechanism. Complaints received are investigated and responded to in a confidential manner to ensure the rights and interests of employees. 2. Regularly update the latest laws and regulations, and promote their implementation to ensure compliance with human rights and anti-discrimination legislation.

Material Issues Labor Relations

Synnex has long pursued a management philosophy of “stability, sustainability, and growth.” Guided by an employee-centric approach, the company has built a diverse and inclusive workplace that fosters positive development, emphasizes employee safety and professional growth, and promotes long-term harmonious and mutually beneficial labor-management relations.

Policy	Create a stable and secure environment where employees can pursue their lifelong careers, allowing them to achieve a sense of fulfillment and accomplishment in their professional journey while jointly expanding the company’s business horizons.
Goal	Through diverse and effective communication channels and mechanisms, foster a positive and harmonious labor-management relationship. No major labor disputes.
Accountable Unit and Resources	The Human Resources Planning & Management Div. is responsible for planning and management. The supervisors of each unit cooperate with each other.
Action Plan	1. Through labor-management and Employee Welfare Committee meetings, employee mailboxes, employee apps, and competency assessments, the company maintains smooth and two-way communication channels. 2. Foster team cohesion from multiple angles through company-wide, departmental, and cross-departmental team-building activities.
Evaluation Mechanism of Management Approach	1. Hold regular labor-management meetings, Employee Welfare Committee meetings, and project meetings to maintain smooth communication channels. 2. Conduct competency assessments every six months to establish a communication mechanism between supervisors and their team members. 3. Encourage both intra-functional and cross-functional team-building activities, enabling employees to enhance overall job satisfaction through career development and a supportive team environment.

Material Issues Compensation and Employment

We strive for appropriate profitability to support the company's growth, while providing employees with a favorable work environment and opportunities for lifelong development. We believe that employees also expect the company to excel in service standards, organizational operations, and long-term business performance. By fostering a positive employment environment and competitive compensation, we encourage employees to grow with the company over the long term and to pursue and achieve their career goals at Synnex.

Policy	We provide competitive salary packages and tailor total compensation to individual contributions, motivating proactive individuals to earn commensurate rewards, thus aligning compensation with performance and competency.
Goal	We offer a stable work environment, allowing employees to enjoy their personal lives without worry.
Accountable Unit and Resources	The President's Office and the Human Resources Planning & Management Div. are responsible for planning and management. The supervisors of each unit cooperate with each other.
Action Plan	1. Regularly review market salary trends to ensure competitive and fair compensation levels. 2. Continuously invest resources in developing high-quality and efficient computer systems and tools, support employees in enhancing their proficiency in using these tools, increase the proportion of knowledge-based work, and create a work environment that promotes work–life balance.
Evaluation Mechanism of Management Approach	1. Through monthly report coaching, one-on-one discussions, long-service awards, and team-building activities, gain a comprehensive understanding of employees' career expectations and encourage them to pursue long-term careers within the company. 2. Provide employees with a variety of computer operating systems and computer-based query and management systems, aiming to enhance the efficiency and quality of knowledge-based work, reduce routine tasks, and increase employees' sense of work value.

3-1 Employee Diversity and Equality

Synnex believes that people are creative, productive and trustworthy; based on mutual respect and shared goals, we are committed to a positive workplace. Recruitment and advancement decisions are guided exclusively by work-related capabilities, without influence from gender, culture, nationality or other unrelated factors, promoting an inclusive environment.

1. Gender Equality

In 2025, women accounted for 47% of Synnex's management positions, reflecting the consistent principle of promoting talent based on merit rather than gender or other unrelated factors. The company also enforces workplace sexual harassment prevention measures and conducts regular awareness programs. In the event of a complaint, investigations are carried out with strict confidentiality, and violations are subject to stringent disciplinary actions to maintain a safe and respectful working environment.

2. Culture

As a multinational corporation, Synnex understands that employees from different cultural backgrounds need to communicate and interact regularly to enhance mutual understanding. During communication, we pay close attention to language habits and political and cultural background to facilitate mutual understanding and effective communication.



3. Human rights-related management mechanisms

In terms of human rights-related management mechanisms, Synnex supports and complies with the “Universal Declaration of Human Rights”, “International Bill of Human Rights”, “Global Compact”, and “Labor Standards Act”, and has established policies such as the “Sustainable Development Best Practice Principles”, published on the official website. We create a friendly environment and require ourselves to meet the objectives and safeguards of protecting work rights, banning employment discrimination, providing a safe and secure working environment, ensuring the minimum notice period for major operational changes complies with the labor laws, and prohibiting forced labor. In 2025, there were no penalties or litigation compensation from the competent authorities relating to labor rights or employment discrimination.

Human rights-related management mechanisms	
Anti-discrimination in employment	We hire employees and arrange promotions based on work ability, without any discrimination or unfair treatment based on race, social status, language, thought, religion, political party, place of birth, gender, appearance, facial features, sexual orientation, age, marital and family status, mental and physical disability, zodiac sign, blood type, union membership, or socioeconomic class.
Provide a secure work environment	To provide employees with a secure work and service environment, we have stipulated a plan to prevent illegal infringements while performing duties, to identify and evaluate possible hazardous risks and take preventive measures to avoid physical, mental, or verbal threats and attacks from internal and external personnel when employees are working. We have established measures of prevention, complaint, and punishment of sexual harassment in the workplace, and have set up a Complaints Evaluation Committee to handle sexual harassment complaints and ensure that the work environment for our employees is safe. Regular awareness campaigns and training on topics such as eliminating workplace bullying and gender equality are conducted for all employees, jointly creating an equitable work environment.
Minimum notice period for major operational changes complies with the labor laws	Our minimum notice period for major operational changes complies with the Labor Standards Act. We give prior notice before terminating a labor contract. The minimum notice period depends on the employee’s seniority: 10 days in advance for those with more than three months but less than one year of service; 20 days in advance for those with more than one year but less than three years of service; and 30 days in advance for those with more than three years of service.
No forced labor	We establish labor-management relations with our personnel based on mutual respect and trust and are in compliance with the laws and regulations to ensure that there will be no forced labor, slavery, human trafficking, or illegal employment of child labor.

4. Staff Composition

Synnex continues to build a diverse, equal and development-oriented workplace. Its talent structure spans different ages and genders, demonstrating a stable workforce base and diverse talent composition that provides important momentum for the company's sustainable development.

2025 staff composition

Type	Category	Male		Female		Total	
		Number of staff	%	Number of staff	%	Number of staff	%
Employee type	Full time	440	57%	333	43%	773	96%
	Part time	21	70%	9	30%	30	4%
Employment contract	Permanent (non-fixed term contract)	444	57%	334	43%	778	97%
	Contract (fixed term contract)	17	68%	8	32%	25	3%
Nationality	Taiwanese Citizen	461	57%	342	43%	803	100%
	Foreigner	0	0%	0	0%	0	0%
Age	≤ 30 years old	33	46%	39	54%	72	9%
	31-50 years old	327	57%	250	43%	577	72%
	≥ 51 years old	101	66%	53	34%	154	19%
Management	Management personnel	56	53%	49	47%	105	13%
	Non-management personnel	405	58%	293	42%	698	87%

Note: There are 5 non-employee workers, mainly in cleaning positions

Total number and proportion of newly hired full-time employees in 2025

Gender	Age range	Number of new recruits	Percentage of new recruits
Female	≤ 30 years old	11	4.39%
	31-50 years old	6	
	≥ 51 years old	-	
Male	≤ 30 years old	3	2.85%
	31-50 years old	12	
	≥ 51 years old	-	
Total		32	3.50%

Note: Percentage of new recruits = total number of new recruits during the year / total number of employees at the beginning of the year

In 2025, 170 full-time employees departed from Synnex, a departure rate of 18.6%, which remains within a reasonable range for the industry. By gender, there was no significant difference between male and female employees. By age, employees aged 30 and under show higher mobility as they explore their careers; core personnel aged 31 to 50 remain stable in their positions; and employees aged 51 and above departed mainly due to retirement. At the same time, over the past six years the Company's digital transformation has streamlined operations and improved overall efficiency; vacancies arising from departures are not always filled, so total headcount continues to decline, reflecting improved organizational efficiency.

The Company nevertheless continues to strengthen workforce competitiveness, talent retention and organizational capability through talent cultivation, compensation and benefits, and employee care measures. Overall, the Company's departure rate is in line with industry characteristics, and talent development remains on a steady trend.

Talent is the core asset of the Company's sustainable development. Synnex regards "team stability and talent retention" as key management indicators of long-term competitiveness and operational resilience. Under the Company's exit interview mechanism, when an employee expresses an intention to resign, the supervisor and the Human Resources unit conduct an interview to understand the reasons for departure and the employee's career plans. These reasons serve as an important reference for talent retention and the continuous optimization of management.

Total number and proportion of full-time employees who departed in 2025

Gender	Age range	2025		2024
		Number of departing employees	Departure rate	Departure rate
Female	≤ 30 years old	16	17.31%	15.10%
	31-50 years old	40		
	≥ 51 years old	11		
Male	≤ 30 years old	13	19.54%	15.08%
	31-50 years old	72		
	≥ 51 years old	18		
Total		170	18.60%	15.09%

Note: Percentage of departing employees = total number of departures during the year / total number of employees at the beginning of the year

3-2 Occupational Health and Safety

1. Occupational Safety and Health Management System

(1) Five Major Policies:

Employee safety and physical and mental well-being are important priorities for the Company. To fulfill its commitments to employees and stakeholders, Synnex has established five occupational safety and health management policies as guidelines for its management measures and execution tasks.



(2) ISO 45001 Occupational Health and Safety Management System certification remains valid

To implement occupational safety and health management, the company adopted ISO 45001 procedures in 2023 and obtained IAS (USA) certification in 2024, valid from December 24, 2024 to December 23, 2027. Annual surveillance and triennial recertification audits ensure continuous improvement. Through internal management, training and awareness programs, the company strengthens stakeholders' understanding of occupational safety and health responsibilities and rights, thereby reducing risks.

(3) Establish the Occupational Safety and Health Committee and hold regular meetings

The Occupational Safety and Health Committee has been established in accordance with the law to review, coordinate and provide recommendations on matters related to occupational safety and health management on a quarterly basis; dedicated occupational safety and health management personnel are assigned to promote the implementation of the management system, education and training, and regulatory compliance, continuously strengthening workplace safety management. Through this regular communication mechanism, departmental representatives jointly participate to foster a safer and healthier work environment. Labor representatives account for 55% of the committee, meeting the regulatory requirement that employee representatives constitute at least one-third of the committee members.

2. Hazard Identification and Risk Assessment Management Procedure

The company has established a Hazard Identification and Risk Assessment Procedure, conducted annually to identify occupational health and safety hazards across all business units, covering both routine and non-routine work. Risks are evaluated by frequency, likelihood and severity to determine risk levels, and are classified as acceptable or unacceptable risks. Significant occupational safety and health risks affecting stakeholders are further analyzed to identify potential hazards for improvement, and are addressed with control measures, improvement plans and management targets.

3. Occupational Hazard Prevention Management

The Company continuously establishes and maintains safe workplaces and has obtained public liability insurance for all work sites to reduce risks to personnel and property, ensuring the safety of employees and visitors. We have implemented a regular inspection mechanism to maintain and improve workplace environments and facilities, ensuring that work environments and equipment consistently meet the highest safety standards. Specific inspections include:

(1) Workplace Inspection and Equipment Management:

(1.1) Regularly inspect workplaces and server rooms, and maintain equipment, including electromechanical systems, air quality, lighting, and water.

(1.2) Maintain central air-conditioning units and air supply fans to ensure stable operation and proper air circulation.

(1.3) Conduct building structural inspections, including tilt, pipe shaft reinforcement, and ceiling conditions.

(2) Fire Safety Management:

Ensure all safety and fire protection equipment is operational through regular inspections and compliance with regulatory reporting to the competent authority, thereby strengthening overall workplace safety. Certified personnel have obtained fire prevention management certificates and are responsible for establishing and regularly updating workplace fire safety plans to ensure fire protection facilities remain in good working condition and function quickly in emergencies; in 2025, two fire safety education and training sessions were held.

(3) Logistics Center safety measures:

In the logistics centers, regular inspection and maintenance of forklifts, fire-fighting facilities, electrical appliances, generators, elevators, automated warehouse cranes, air compressors and air-conditioning equipment are carried out according to the annual inspection plan. Storage cabinets for flammable items are installed and reinforced, guardrails have been added to prevent falls, and safety regulations for equipment maintenance by employees are strengthened.

4. Appointment of Safety and Health Personnel

To enhance employee safety awareness and reduce the risk of occupational hazards, the Company provides occupational safety and health education and training for new hires and current employees in accordance with the law, helping them build correct safety concepts and operational knowledge, improve hazard identification, and strengthen safety awareness. Relevant regulations and management practices are also promoted through the company website and mobile app, integrating safety into daily work and shaping a workplace culture that values safety.

In addition, safety and health personnel are appointed and provided with opportunities to participate in external professional training and on-the-job refresher courses, including Class A occupational safety and health business supervisors, fire prevention managers and first aid personnel, ensuring relevant qualifications and licenses comply with regulatory requirements and remain valid.

The Logistics Center also provides task-specific guidance, such as correct lifting postures, and conducts daily morning warm-up exercises to prevent human-factor hazards and repetitive musculoskeletal injuries, reducing operational risks and promoting workplace health.

Occupational safety and health training courses

Category	Course title
Internal training	Occupational safety and health training for new hires
	Occupational safety and health training for employees
External training	Occupational safety and health business supervisor safety and health education and training
	Occupational safety and health business supervisor safety and health on-the-job education and training
	Education and training for forklift operators operating with a load of more than one metric ton
	On-the-job education and training for forklift operators operating with a load of more than one metric ton
	First aid education and training
	Fire prevention manager training and refresher courses

5. Occupational Injury Statistics

The company continuously tracks occupational safety and health management performance and regularly compiles and analyzes occupational injury indicators, which serve as an important basis for the ongoing improvement of workplace safety management.

The company collects statistics on occupational accident cases every month and reports them according to the requirements of the competent authority. In 2025, there were a total of 5 occupational accident cases involving 5 employees, accounting for 0.6% of the total number of employees; all were accidents caused by employees' own lack of attention to safety while performing duties outside the workplace, with no work-related fatalities or occupational disease cases.

In 2025, the injury frequency rate (IR) was 3.0, the lost day rate (LDR) was 40.18 (calculated in calendar days), and the number of work-related deaths was 0.

There were 14 commuting accidents. In response, the company continues to enhance safety education, training and awareness, incorporating these experiences into its safety management measures and training content in order to further reduce the risk of similar incidents recurring.

2025 occupational injury statistics

Employees	Male	Female	Total
Injury frequency rate (IR)	5.2	0	3.0
Occupational disease rate (ODR)	0	0	0
Lost day rate (LDR)	69.74	0	40.18
Absence rate (AR)	0.32%	0.43%	0.37%
Total number of occupational deaths	0	0	0

1. 1. IR = number of occupational injuries × 1,000,000/total hours worked
2. 2. AR = total days absent/total working days × 100% (including sick leave, menstrual leave, tocolysis leave, and occupational injury leave)
3. 3. ODR = total number of occupational diseases/total hours worked × 1,000,000
4. 4. LDR = total work days lost (calendar days) × 1,000,000/total hours worked
5. 5. The unit for IR, ODR and LDR is per million working hours

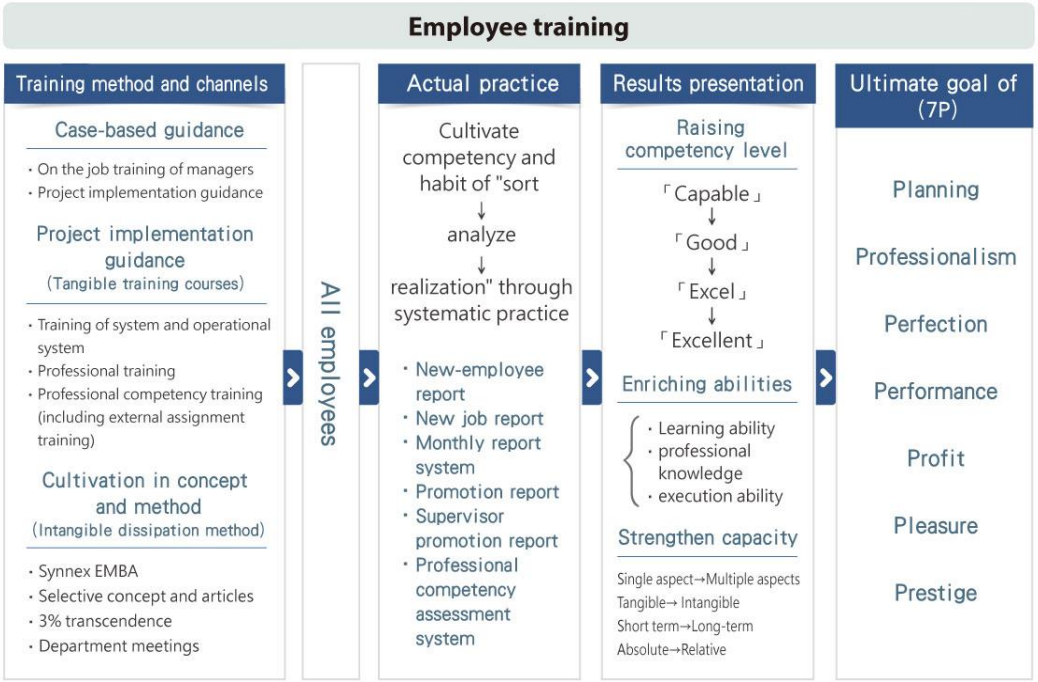
3-3 Education and Training

1. Talent development strategy

Synnex's Business Strategy = (Talent) × (Systems) × (Operational Knowledge). We firmly believe that "talent" and "operational knowledge" are the essential foundations driving the sustainable growth and development of enterprises. We have established a systematic talent development mechanism covering new talent cultivation, professional development, supervisor training and career development, building diverse and continuous learning systems based on different career stages and job requirements to help employees continuously improve their professional and management skills.

Synnex has long recognized that the future will be a highly digitalized society. Having digitalized as early as 1985, Synnex embeds operational knowledge into computer systems to help colleagues work professionally and efficiently; we also provide management analysis information to support decision-making, enabling employees to reduce repetitive routine tasks and significantly increase the proportion of knowledge-intensive, non-routine work. This allows them to fully utilize their talents, thereby creating strong competitiveness and outstanding performance.

In short, Synnex's business strategy is built upon a synergistic framework of "talent" × "systems" × "operational knowledge."



2. Diversified and Systematic Education and Training

To help employees keep pace with the times and maintain competitiveness in their career development, Synnex continuously reviews training investment, training status, and training outcomes. It also integrates supervisors' daily management, weekly meetings, OJT implementation, and promotion mechanisms to continuously evaluate talent cultivation effectiveness, serving as an important basis for optimizing training planning and talent development systems. The company will also continuously adjust training content in response to digital transformation and industry development trends, helping employees continuously enhance their professional and management skills, and supporting sustainable corporate development.

Synnex established the Synnex Academy and, through its e-learning platform, provides employees with self-directed professional knowledge and management courses, overcoming time and location constraints to enhance learning convenience and coverage. Additionally, it integrates on-the-job training (OJT), where supervisors and experienced staff provide practical guidance, experience sharing, and work guidance to help new and current employees become familiar with the job and enhance their professional skills.

Additionally, the company arranges internal instructors for lectures, cross-departmental knowledge exchange, and external professional courses according to job requirements. Through training on the Synnex EMBA, monthly meetings, project reporting sessions, and new operational mechanisms, employees are encouraged to keep their skills up to date, strengthen practical application skills, and be able to adapt to changing environments and job challenges.

In 2025, average training hours reached 28.8 hours for all employees and 36.8 hours for supervisors, reflecting our commitment to talent development at every level.

Average employee training hours in 2025 Note: Including internal and external training

Employees	Total Training Hours	Total number of employees	Average training hours
Supervisor	3860	105	36.8
General employees	18340	668	27.5
New employees	720	24	30.0
Total	22920	797	28.8

Average training hours for female employees in 2025 Note: Including internal and external training

Employees	Total Training Hours	Total number of employees	Average training hours
Supervisor	1826	49	37.3
General employees	7882	284	27.8
New employees	450	15	30.0
Total	10158	348	29.2

Average training hours for male employees in 2025 Note: Including internal and external training

Employees	Total Training Hours	Total number of employees	Average training hours
Supervisor	2034	56	36.3
General employees	10458	384	27.2
New employees	270	9	30.0
Total	12762	449	28.4

3. Talent pipeline development and cadre training strategies

To cultivate executive talent and pass on management experience and operational know-how, the company has established a talent pipeline program with top management's direct participation, providing structured training and practical experience for senior, mid-level, junior, and high-potential talent:

(1) The president personally presides over the training for mid- and senior-level cadres

Starting in 2025, President Evans Tu personally leads the "Mid-to-Senior Management Team Training Course," sharing management philosophy and business practice to build sound management mindsets. In 2025, 5 sessions were held in Taiwan with 120 managers participating, and a two-day camp for mid- and senior-level managers engaged 43 key managers in strategic discussions and cross-departmental exchanges to strengthen change leadership, strategic consensus, and long-term operational resilience.

(2) Training mechanisms for high-potential talent and deputy managers to cultivate frontline managers and specialists

Management and HR regularly identify "high-potential talent," who gain deeper insight into the company's core management philosophy through key projects and cross-departmental meetings. A "deputy supervisor mechanism" also lets promising cadres gain hands-on experience in deputy roles in advance.

(3) Promote the 'Lean and Agile Leap Forward—Digital Transformation Project'

Synnex's strategy rests on the synergy of "talent × systems × operational knowledge," with digitalization as the source of its competitiveness. Having computerized since 1985 and completed seven system transformations, the President established an AI team in 2019 in anticipation of the AI era and launched the cross-unit "Lean and Agile Leap Forward—Digital Transformation Project." Now in its seventh year, the project is personally led by the President, with 3–5 meetings held weekly to set goals for the next decade. Priorities include restructuring systems, pattern analysis, modular development, and new business and operating models, while training core planning and software teams in decision-making to build the Group's "digital and management systems" for the next decade.

(4) Competency-based grade evaluation and promotion mechanisms

Synnex offers outstanding talent diverse and ongoing career development opportunities through a competency-based grade evaluation and promotion mechanism. Employees assessed as having the capabilities and performance for higher positions are promoted without seniority or quota restrictions, strengthening the talent pipeline and supporting sustainable growth.

4. Performance Management Measures

In addition to market-competitive fixed salaries, Synnex sets different performance evaluation criteria for different job types based on overall operational overview, departmental goal achievement, and individual performance. These serve as the basis for variable performance bonuses, allowing employees to share in the Company's operating results.

Monthly or quarterly bonuses are determined by performance evaluations based on professional functions, work performance and goal achievement, promoting alignment between employee performance and the company's sustainability goals; at the end of each year, all employees are evaluated based on their annual performance and year-end performance bonuses are distributed.

Additionally, there is a 'function measurement system' that categorizes four types of functions: work attitude, basic competence, professional competence, and supervisor competence. Self-assessment, supervisor preliminary evaluation, and re-evaluation are conducted every six months. Through self-assessment, employees review their work performance and skill growth; supervisors can use this approach to provide staff counseling, helping employees continuously improve their work performance and skill development.

Performance Evaluation System and Number of Employees Evaluated

Type	Performance Evaluation Frequency	Targets	Number of Employees Evaluated in 2025			
			Male		Female	
			No. of employees	Percentage	No. of employees	Percentage
Performance Evaluation	Monthly	Logistics Operations Staff	208	100%	37	100%
Performance Evaluation	Quarterly	Sales Staff	100	100%	155	100%
Year-end Evaluation	Annually	All employees	423	100%	331	100%
Function Measurement	Every six months	General employees (excluding logistics operations)	223	50%	294	88%

3-4 Talent Attraction and Retention

1. Employee Compensation Policy

If the Company's current-year pre-tax profit, before deducting employee and director remuneration, leaves a remaining balance after offsetting losses, the Company shall allocate remuneration to employees in an amount not exceeding 10% and not less than 0.01% of the balance, and remuneration to Directors not exceeding 1%. Employee compensation shall be paid in stock or cash, while directors' compensation shall be in cash. Both shall be approved by a resolution of the Board of Directors attended by at least two-thirds of the Directors and with the consent of more than half of those present. If employee compensation is paid in stock, employees of the company's controlling or subsidiary companies may also receive it if certain conditions are met, and the Chairman is authorized to set these conditions.

Salary information of non-managerial full-time employees

Item	2024	2025	2025 vs. previous year
Number of full-time employees	574	482	-
Average salary	1,213 (thousand NT$)	1,329 (thousand NT$)	+9.6%
Median salary	1,044 (thousand NT$)	1,120 (thousand NT$)	+7.3%

Note: Salary information of non-managerial full-time employees Reporting Scope: Synnex Technology International Corporation

2. Employee Well-being and Benefits (100% Applicable to Full-time Employees)

Synnex values a fully protected and secure work environment for employees, and encourages employees to commit to creating an “intelligent and balanced work lifestyle”, so that they need not worry about their health, economic situation, or family care.

(1) Social insurance: Enrollment in labor insurance based on full salary, labor retirement pension contribution, and enrollment in National Health Insurance as required by the law.

(2) Employee group insurance: The Company enrolls all permanent employees in group insurance, with life insurance coverage of at least NT$3 million, providing 3–5 years of economic security to their families. Additionally, a discounted price is offered to employees and to family members who pay out of pocket for life and accident insurance.

(3) Retirement Benefits: The Company administers employee retirement matters in accordance with the Labor Standards Act and the Labor Pension Act and has established a Supervisory Committee of Labor Retirement Reserve. Since July 2005, the Company has contributed 6% of monthly wages to individual pension accounts at the Bureau of Labor Insurance for new employees and existing employees who opt for the new pension scheme. For employees remaining under the old scheme and those retaining service years under it after switching to the new scheme, the Company calculates and allocates appropriate pension reserves based on the original retirement plan’s benefit standards. These reserves are deposited in a dedicated account at the Bank of Taiwan to safeguard employees’ retirement benefits.

(4) Interest-free loans: To reduce the financial burden of employees dealing with major life events, those in need may apply for interest-free loans, covering house purchase, marriage, childbirth, car purchase, emergency relief, housing arrangement for new hires, electric scooters and more. Since this benefit was established, more than 1,300 employees have applied and the total amount loaned exceeds NT$400 million.

Note: Part-time employees are also covered by labor and health insurance, the new labor pension system, and group insurance.

Interest-Free Loan Recipients and Loan Amount

Year	2023	2024	2025
Number of employees	11	4	5
Amount (NT$)	5,760,000	1,698,000	1,648,000

3. Health Care and Friendly Workplace (100% Applicable to Full-time Employees)

Synnex headquarters has obtained EEWH Gold-level Green Building certification, combining energy saving, water saving, indoor environmental quality, and environmental friendliness. It provides top-tier hardware and software specifications for sunlight, air, and water to create a healthy and comfortable working environment that supports employees' physical and mental well-being.

(1) Sunlight: Double-Skin Glass façade + automatic sun-tracking louver system + LED lighting, protecting employees' vision in a bright environment with abundant natural light.

(2) Air: One of the few buildings in Taiwan with a PM2.5 air quality monitoring system. The Double-Skin Glass façade provides insulation so that the working environment is not affected by extreme weather.

(3) Water: The water supply is filtered daily with ultraviolet filters, and magnesium ion bubble water machines offer employees a safe and healthy drinking option.

(4) Office carpets are low-TVOC and eco-certified, holding certifications such as "Works with WELL."

(5) The Synnex CAFÉ offers free coffee throughout the day.

(6) Provide regular health checkups and implement the Four Major Labor Health Protection Plans (ergonomic risk prevention, abnormal workload–induced disease prevention, unlawful infringement prevention, and maternal health protection), together with health promotion activities that strengthen health awareness among all employees.







4. Employee Care and Team Building (100% Applicable to Full-time Employees)

(1) Team-Building Activities: Regular New Year dinners, movie screenings and afternoon tea gatherings promote cross-department interaction.

(2) Departmental Team-Building Support: Dedicated funds support department outings, meals and craft workshops to strengthen team cohesion. In 2025, 809 activities were held, with spending exceeding NT$8 million.

(3) Long-Service Recognition: Annual recognition events honor employees' long-term contributions. Employees reaching 5, 10, 15 or 20 years of service accounted for approximately 17% of the workforce in 2025, with over NT$7 million paid in long-service bonuses.

(4) Clothing Allowance: Clothing allowances help employees maintain a professional appearance in business settings. Total payments exceeded NT$5 million in 2025.

(5) Holiday Gifts: Gifts for major holidays, including the Dragon Boat and Mid-Autumn Festivals, convey care and strengthen employees' sense of belonging.

(6) Employee Care Benefits: Cash benefits support employees and their families through marriage, childbirth, bereavement and hospitalization due to illness or injury. Employees also receive birthday celebrations and an annual NT$3,000 birthday payment. In 2025, these benefits were provided on 1,089 occasions, totaling over NT$3.5 million.

(7) Enhanced Leave Benefits: To support work–life balance, new employees receive annual leave before completing six months of service, exceeding statutory requirements.







5. Maternity Protection Policies and Measures (100% Applicable to Eligible Applicants)

(1) Maternity Support: Female employees receive 45 working days of maternity leave, exceeding statutory requirements. Lactation rooms provide a private, comfortable space for nursing mothers.

(2) Flexible Working Hours: Employees caring for young children may apply for flexible working hours; 22% of eligible employees have applied.

(3) Unpaid Parental Leave: The Company provides unpaid parental leave to support employees in balancing family and career responsibilities. In 2025, over 70% of eligible female employees applied for leave after childbirth, while nearly 50% of eligible male employees also applied.

(4) Return to Work and Retention: The Company monitors employees' return to work and retention following parental leave. In 2025, the return-to-work rate among employees whose leave ended was 60%. The Company follows up with employees who resign without returning to understand their reasons, support needs and suggestions, using their feedback to improve family-friendly workplace practices.

Parental leave, reinstatement and retention rates

Item	No. of male	No. of female	Total
Number of employees eligible for parental leave in 2025 (A)	25	19	44
Number of employees who took parental leave in 2025 (B)	12	14	26
Expected total number of reinstated employees in 2025 (C)	9	6	15
Actual total number of employees reinstated during the reporting period in 2025 (D)	6	3	9
Actual total number of employees reinstated during the reporting period in 2024 (E)	1	5	6
Total number of employees still on the job 12 months after returning from taking parental leave in 2024 (F)	1	5	6
Parental leave application rate (B/A)	48%	74%	59%
Reinstatement rate (D/C)	67%	50%	60%
Retention rate (F/E)	100%	100%	100%

Note: 1. Male: took parental leave in 2023-2025; Female: took maternity leave in 2023-2025, excluding those who resigned at the end of 2025. 2. Reinstatement rate: Actual number of employees reinstated during the reporting period/Expected number of reinstated employees.

3. Retention rate: Employees still on the job 12 months after returning from taking parental leave (during the previous year)/Actual reinstatement after taking parental leave (during the previous year), still on the job at the end of 2025

3-5 Labor Relations

Synnex is committed to building an open, transparent and two-way communication culture with employees. Through diverse communication channels and feedback mechanisms, it promotes understanding and trust between the company and employees, continuously optimizes the work environment and management measures, and promotes harmonious labor-management relations. In 2025, there were no major labor-management disputes, nor any significant operational losses arising from labor-management incidents. The related mechanisms are explained as follows:

(1) Communication channels:

Labor-management meetings and Employee Welfare Committee meetings are held to facilitate two-way communication on employee concerns, company policies and major matters. Employee opinions are widely solicited, serving as important references for ongoing review and improvement of management systems, and establishing a trusting and mutually beneficial relationship between the company and employees. Chat sessions are also held to enable all employees to communicate face to face with supervisors at all levels and to build consensus. In addition, Synnex regularly uses the app to notify employees of systems, concepts, welfare activities and information about company operations to ensure they understand and agree with the Company's philosophy, activities and development direction. Future plans include implementing employee engagement surveys to systematically collect employee feedback as a basis for continuously optimizing a friendly workplace.

(2) Employee Grievance Mechanism:

The Company maintains an employee grievance hotline and e-mail. Grievances are investigated and handled confidentially by a dedicated unit, and any form of retaliation is strictly prohibited, safeguarding the rights and interests of the parties involved.

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3-6 Social Participation

1. Knowledge Sharing

With the belief that “the sharing of knowledge and experience is our way to give back to society”, Evans Tu, President of Synnex Group, has long devoted himself to talent cultivation, sharing his business management concepts with working professionals through books, emails, Facebook and other channels. This has been widely echoed and affirmed by office workers and management across Taiwan, Mainland China and Hong Kong, and has also become one of the best teaching materials for the theory and practice of enterprise management. The royalties from the book series “The Secret of My Career” and related articles have been fully donated to support the promotion of education, culture and the arts, totaling NT$3.63 million as of 2025.

President Tu has also long been dedicated to talent cultivation in higher education. In addition to serving as a board member of Tunghai University for 12 years, providing insights and experience in business management and talent development for university academic and administrative operations, he was invited to serve as a Chair Professor at National Yang Ming Chiao Tung University, teaching the EMBA course “Global Economic Perspectives” for over 24 years, sharing his knowledge and experience in global channel management with over a thousand students.



2. Giving Back to Society

The Synnex Foundation has co-hosted the “Y.S. Awards” for 23 consecutive years. In recent years, it has expanded to cultivate practical talent in Taiwan’s ICT and semiconductor fields. The 2025 event attracted nearly 700 teams of nearly 2,000 university and high school students, with total prize money exceeding NT$3 million. The Y.S. Awards provide young students with a platform to realize their creativity and showcase themselves. They have been highly recognized by sectors such as information technology, industrial design, and visual arts. Over the years, they have cultivated over 30,000 young talent entering various industries, injecting new ideas into enterprises.



3. Organizing Blood Drives for Seven Consecutive Years

Synnex has organized blood donation drives for seven consecutive years, helping to alleviate nationwide blood shortages. In 2025, the company held a blood drive at its new headquarters, Synnex Tower, collecting 99 bags of blood within seven hours. Besides enthusiastic participation from Synnex employees, the event drew support from residents of Dongming Village, police officers from the Nangang Precinct, and other companies in the building, all braving the cold to donate.

The event featured Taiwan's first ESG green-energy electric blood donation vehicle, significantly reducing exhaust and noise emissions. This initiative combined public welfare with environmental friendliness, injecting positive energy into society through concrete action.





CH4

Environmental Protection

4-1 Environmental Policy

4-2 Energy and Greenhouse Gas Emissions

4-3 Water Resource Management

4-4 Waste Reduction

4-5 Environmentally Friendly Behavior

4-6 Clean Technology



Material Issues Energy Management and Emissions Reduction

In response to climate change and energy security, we actively pursue carbon reduction and transformation. Though not a manufacturing company, we recognize the environmental impact of energy use and emissions. Enhancing energy efficiency and reducing carbon footprint are key sustainability goals.

Policy	We support and comply with the Climate Change Response Act and have established relevant management policies aimed at reducing overall energy consumption.
Goal	Synnex Group is committed to limiting global warming to below 2°C. We aim to reduce Scope 1 and Scope 2 carbon emissions by 25% by 2030, using 2023 as the baseline year.
Accountable Unit and Resources	The Sustainability Committee established a dedicated project team, with cross-departmental collaboration led by respective department heads.
Action Plan	1. Energy Conservation and Carbon Reduction First: Promote green office practices through smart energy-saving designs to continuously reduce energy consumption and carbon emissions. 2. Transparent Carbon Emission Disclosure: Conduct and disclose organizational carbon emissions in accordance with the international standard ISO 14064-1.
Evaluation Mechanism of Management Approach	1. The company complies with government sustainability regulations. 2. Energy usage is monitored through structured energy and management systems to ensure continuous integration and improvement.

4-1 Environmental Policy

Synnex integrates environmental responsibility into its operational decision-making and management, and has established six environmental protection policies. Through institutionalized management and the participation of all employees, the company continues to improve its environmental performance and works toward the sustainable goal of corporate growth in harmony with the environment.



4-2 Energy and Greenhouse Gas emissions

1. Obtained dual ISO environmental certifications



Synnex Group is a distribution and integrated service provider in the high-tech industry and operates as a non-manufacturing enterprise with a low energy consumption profile, with its main energy use concentrated in office spaces and logistics centers.

Nevertheless, in the face of more rigorous domestic and foreign climate regulations, extreme climate change and shifting stakeholder expectations, climate change could potentially impact our revenue, product value and even reputation. As members of the global community, we recognize that companies have a responsibility to actively participate in mitigation and adaptation actions in the face of the risks and challenges brought by climate change. Synnex therefore continues to invest in energy-saving measures and prioritizes low-energy power solutions, making power efficiency optimization a key goal in promoting sustainable development.

As global climate change accelerates net-zero carbon reduction actions, Synnex is actively responding by continuing to advance digital transformation through the Management Service Platform (MSP), working with supply chain partners on information connectivity, continuously optimizing operating processes, and taking concrete actions toward the goal of low-carbon sustainability. The company has obtained certification from the British Standards Institution (BSI) for both the ISO 14001 Environmental Management System and the ISO 14064 Greenhouse Gas Inventory, demonstrating its firm commitment to mitigating the impacts of climate change.

In addition to obtaining international certifications, Synnex has proactively set a carbon reduction target, pledging to reduce carbon emissions by 25% by 2030, with 2023 as the baseline. To ensure steady progress, the company reviews key execution plans for the following year annually, continuously optimizing operational efficiency and reducing carbon emissions to fulfill its commitment to environmental sustainability.

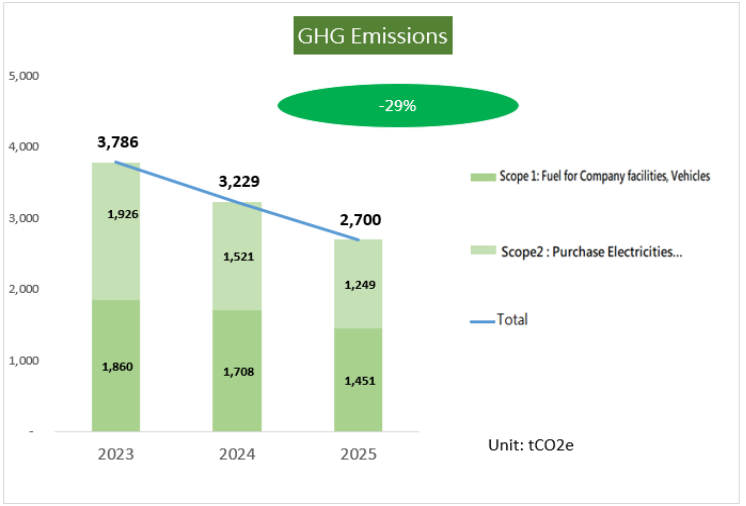
2. Actively managing greenhouse gas emission sources, a cumulative reduction of 29% compared to 2023

Synnex's greenhouse gas emissions comprise direct emissions (Scope 1) and indirect emissions (Scope 2):

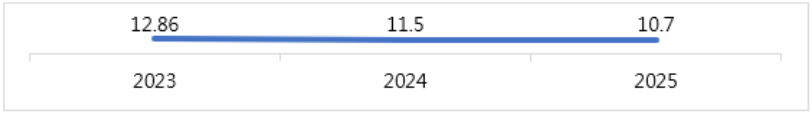
- Direct Emissions (Scope 1): Logistics fuel
- Indirect emissions (Scope 2): Purchased electricity

Calculations use the electricity emission coefficient announced by the Energy Bureau, Ministry of Economic Affairs on April 14, 2025 (for fiscal year 2025) and the 100-year global warming potential (GWP) from the 2021 IPCC Sixth Assessment Report, with all emissions converted to carbon dioxide equivalents ($_{CO2}$e).

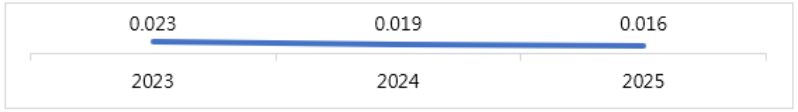
In 2025, Synnex Taiwan's GHG inventory boundary covered all parent company locations and Synergy Intelligent Logistics' main operating locations, totaling approximately 2,700 metric ton of CO_2e. Total emissions fell by nearly 29% cumulatively compared to 2023.



- (Scope 1) Logistics fuel consumption: 10.70 metric ton CO2e per vehicle



- (Scope 2) Purchased electricity: 0.016 metric ton CO2e per square meter



Scope 1: Logistics fuel

Greenhouse gas emissions = Usage (L) X Emission Factor (kg/L) X GWP (including carbon dioxide, methane and nitrous oxide)

Scope 2: Purchased electricity

Greenhouse gas emissions = Usage (kWh) X Emission Factor (kg/kWh)

[Note 1] According to the latest electricity carbon emission coefficient announced by the Energy Bureau: 1 kilowatt hour of electricity ≒ 0.474 Kg CO2e

[Note 2] Covered locations: All locations of Synnex's parent company in Taiwan and Synergy Intelligent Logistics' main operating locations (Taipei Headquarters, Hsinchu Office, Kaohsiung Office and Operations Center with access to Taipei, Taichung and Kaohsiung)

3. Energy consumption decreased by 16% compared to 2024

Synnex Energy mainly uses purchased non-renewable electricity and fuel for logistics delivery vehicles. The Taipei headquarters is located in a commercial office building, with main energy sources including information and communication equipment rooms, air conditioning systems, and lighting equipment; The logistics center mainly focuses on automated warehousing equipment and lighting electricity, including fuel for logistics vehicles.

The relevant data sources are Taipower's electricity bill receipts and logistics delivery vehicle refueling records, as well as the Energy Bureau's announced unit calorific value table for energy products. The following formula is used to calculate the following:

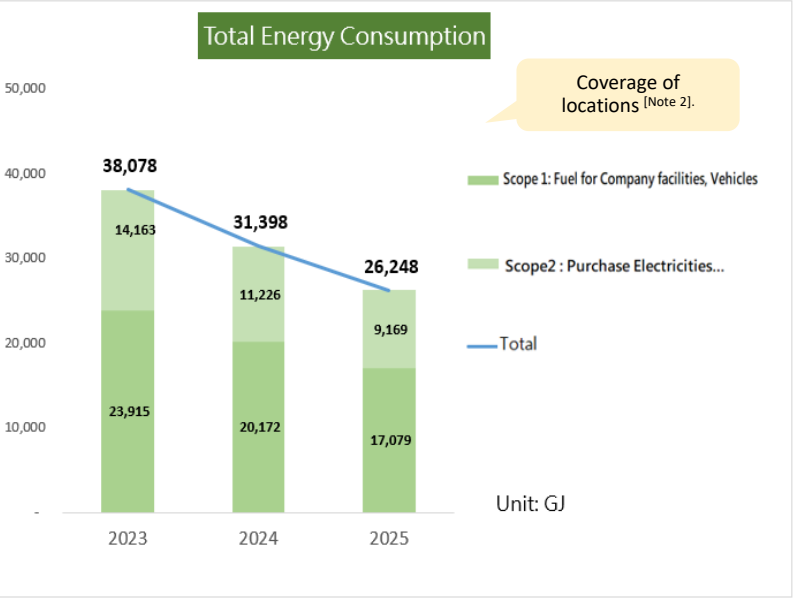
Energy consumption=Energy usage*Energy Content*Energy Unit Conversion

Identification result: Total energy consumption in 2025 decreased by 16% compared to 2024, to 26,248 GJ

(1) Scope 1 Logistics Oil: Plan intelligent distribution principles, continuously optimizing the delivery routes and vehicles of logistics vehicles Trip planning effectively lowers fuel consumption by centralizing delivery points and reducing inefficient trips.

(2) Scope 2 Purchased Electricity: Each operating site continues to promote energy-saving initiatives, including consolidating idle spaces and gathering to improve energy efficiency. Even if all parent company sites are consolidated, overall electricity usage is maintained; the downward trend continues.

Introduced the ISO14001:2015 Environmental Management System in 2022. We continuously obtain third-party certifications (BSI) annually, and review five major environmental impact factors generated during operations according to international standards: exhaust gas, sewage, waste, toxic pollutants, and noise. After identification, special projects are placed under chemical control and waste disposal, and relevant environmental regulations are regularly audited.



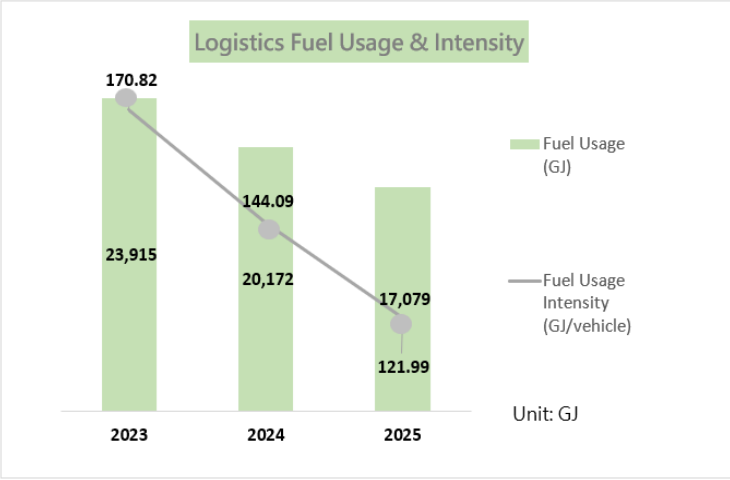
[Note 1] Energy units are converted to 'gigajoules (GJ)' based on the energy product unit calorific value table announced by the Bureau of Energy.

[Note 2] Covered locations: All Synnex Taiwan parent company locations and Synergy Intelligent Logistics' main operational locations (Taipei headquarters, Hsinchu office, Kaohsiung office, and Synergy Intelligent Logistics Taipei, Taichung, and Kaohsiung logistics centers)

(1) Logistic fuel consumption

Logistics fuel consumption decreased by 15% in 2025 to 17,079 GJ

- Fuel Intensity: Down 15%, 121.99 (GJ) per vehicle
- Cause analysis: Consolidated trips and optimized delivery routes, reducing energy use per vehicle by 22.10 GJ compared to last year
- Strategy: Continuously optimize system mechanisms to improve delivery network efficiency and home service capacity



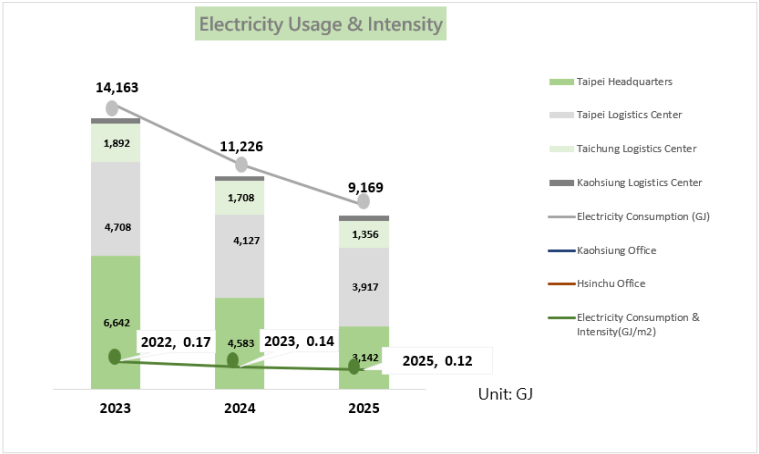
- Logistics and Official Vehicle Fuel Usage (liters) at each operating site in 2025

Taipei Headquarters	Taipei Logistics Center	Kaohsiung Office
241,169	122,506	121,927

(2) Purchased electricity

Electricity consumption decreased by 18% in 2025 to 9,169 GJ

- Electricity Intensity: 0.12 GJ/m² by 2025
- Cause analysis: replacing power-consuming equipment and shutting down idle spaces for centralized operations
- Strategy: Following ISO international standards, we comprehensively reviewed energy-saving options and strategies



- Electricity Usage by each operating site in 2025 (kWh)

Taipei Headquarters	Taipei Logistics Center	Taichung Logistics Center	Kaohsiung Logistics Center	Kaohsiung Office	Hsinchu Office
872,537	1,087,913	376,710	66,684	97,616	44,982

[Note 2] Coverage of locations: All locations of Synnex Taiwan's parent company and major operational locations .
(Taipei headquarters, Hsinchu office, Kaohsiung office, and the Logistics Center connecting Taipei, Taichung, and Kaohsiung)

4-3 Water Resource Management

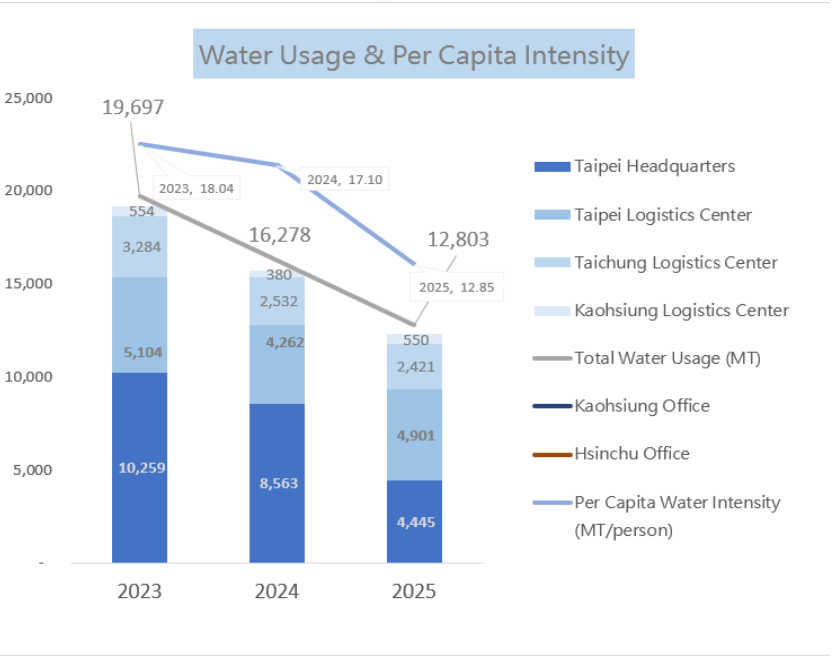
Synnex conducts daily inspections, advocates for water conservation, and introduces water-saving facilities to enhance efficiency. It regularly evaluates water usage across sites to identify areas for improvement, providing a 2025 overview:

(1) Water consumption was 12,803 metric ton, a 21% decrease compared to 2024

(2) Water density per person is 12.85 metric ton (year), a decrease of 25% compared with 2024 Overall analysis and countermeasures:

- Touchless Design: Following its relocation to the new Nangang headquarters, Synnex implemented touchless sensor systems for faucets and soap dispensers in the restrooms, reducing water waste and improving efficiency.
- Climate Impact and Energy Efficiency: Rising temperatures have increased water demand for cooling towers. Synnex maintains office air conditioning at 27°C, to balance energy use with environmental comfort.





4-4 Waste Reduction

Synnex focuses on waste management by implementing garbage classification and resource recycling, and supports recycling and reuse of packaging to minimize waste. Proper waste disposal: office household waste (general waste and recycled or reused waste of R type) is strictly separated from general industrial waste at the logistics centers, and qualified collection companies are entrusted to handle the waste by category.

Since 2013, Synnex has been cooperating with the Environmental Protection Agency's "Buy New, Replace Old, and Recycle Used Machines" initiative. Its subsidiary, Synergy Intelligent Logistics, helps recycle old televisions, refrigerators, washing machines and air conditioners when installing new appliances at customers' homes, demonstrating strong social responsibility and commitment to environmental protection:

(1) Reduce the risk of environmental pollution: ensure that discarded household appliances are properly recycled and disposed of, preventing harmful substances from causing secondary damage to the environment.

(2) Enhance resource efficiency and lower carbon emissions: utilize reverse logistics for recycling waste machines to save trips, energy and carbon emissions.

(3) Recycling creates economic value: a total of 6,129 scrapped machines were recycled in 2025, creating circular economy value.



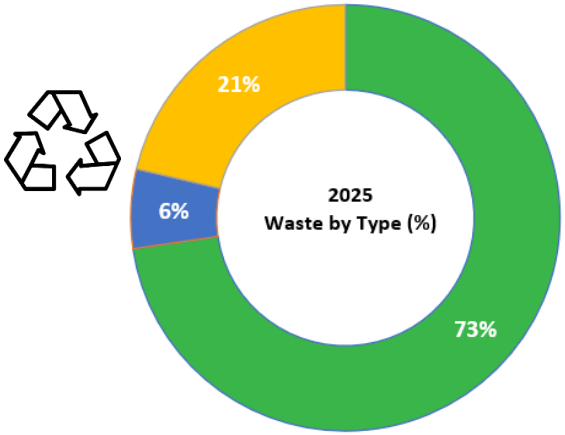
Environmental protection and plastic reduction awareness: prepare your own meals



Implement classification and recycling



Professional clearance company



[Note] Covered locations: All locations of Synnex's parent company in Taiwan and Synergy Intelligent Logistics' main operating locations
(Taipei Headquarters, Hsinchu Office, Kaohsiung Office and Operations Center with access to Taipei, Taichung and Kaohsiung)

Item	Handling	2023	2024	2025
General waste	Incinerate	123	122	133
General industrial waste	Recycle	8	8	11
Recycled or reused waste (R type)	Recycle	63	55	39
Total (Unit: metric ton (MT))		194	185	183

4-5 Environmentally Friendly Behavior

Synnex integrates sustainability into its operational processes and work environment through diverse initiatives such as improving resource efficiency, promoting green offices, and cultivating environmental awareness among all employees. Through daily operations and employee participation, it gradually reduces environmental impact and creates long-term value for both corporate growth and environmental well-being.



[Note 1] Carbon emission conversion factor for paper usage: 1 sheet of A4 paper = 0.00616 kg CO2e

4-6 Clean Technology

1. Clean technology development strategy

As a high-tech industry distribution service provider, Synnex is not directly involved in product manufacturing, but actively leverages its green influence as a supply chain hub, serving as a digital bridge for the industry chain. It guides industries toward goals of lower energy use, reduced pollution, and lower carbon emissions, creating a sustainable and shared ecosystem. The three core strategies driving clean technology are the “Management Service Platform (MSP),” the “Cloud Warehouse Platform,” and the promotion of “green solutions, cloud services and green end products”:

(1) Build the Management Service Platform (MSP) to reduce the value chain’s carbon footprint from the system side and minimize unnecessary operational losses

Centered on the Management Service Platform (MSP), the company actively promotes information connectivity and the application of digital tools. Through advanced information networking software mechanisms, it establishes real-time, accurate and efficient information flows, enhancing operational flexibility and response speed.

By digitally connecting brand vendors and customers and integrating internal high-efficiency operating and intelligent management mechanisms, the platform provides vendors and customers with business opportunity development services, business operation services, and analysis and management information services. Through process automation and highly transparent information, the MSP effectively reduces offline operations and paper consumption. Digitalization and intelligent management lower the carbon footprint of the value chain from the system side and minimize unnecessary operational losses.

(2) Build the cloud warehouse platform to reduce inefficient physical transportation at source

The cloud warehouse platform provides the industry with low-energy, low-cost and high-efficiency services, improving the efficiency of the industry chain. The Group has assembled a dedicated R&D and project team of over 30 people, fully committed to the architecture of the smart cloud warehouse platform and the in-house development of big data algorithms, connecting upstream vendors, downstream partners and customers to achieve cross-border sharing of inventory, logistics data and warehouse space. Digital transformation drives carbon reduction at source: by using information flows to replace physical documents, resource consumption is streamlined and paper usage and waste are reduced. At the same time, the integrated architecture optimizes energy efficiency. Centralized cloud resource management breaks the previous redundancy of traditional IT equipment at each node, enabling flexible load allocation and maximizing the energy-saving synergy of digital infrastructure. Overall, intelligent computation reduces physical emissions, optimizes logistics networks and inventory allocation, and reduces inefficient physical transportation at source.

(3) Promotion of green solutions, cloud services and green terminal products

- Promoting green solutions: Synnex has established a professional team and leverages resources from leading IoT solution aggregators such as Intel, Microsoft and NVIDIA, actively joining forces with 20 major industry leaders and over 300 clients to meet green transformation needs such as “high efficiency with low energy consumption, connectivity and compatibility, and cloud and edge computing”, providing clean technology application solutions across “Smart City”,“Smart Factory”, “Smart Retail”, “Smart Transportation”, “Smart Education”, “Smart Healthcare”, “Cloud Platform Services” and “AIOT”,helping clients implement innovative green technologies with lower energy use, reduced pollution and lower carbon emissions, and seize opportunities in clean technology.

Field	Solution
Smart City	Weather Early Warning System, Solar Power Generation, Alarm & Data Management Systems, e-Customs Systems, Virtual Property Tours, Financial Security Surveillance Systems, Smart Port Development, Smart Courts, Urban Emergency Management Systems, Intelligent Firefighting Systems, Water Source Monitoring Systems…
Smart Factory	Automatic Yarn Let-Off Machine, AMR (Autonomous Mobile Robot) Service Robot, Predictive Maintenance, Semiconductor MES (Manufacturing Execution System), Production Line Automation, Product Defect, Industrial Camera Inspection, Factory Automation Equipment, Industrial Automation Solutions, Smart Industrial Monitoring Solutions…
Smart Retail	Facial Recognition Imaging, Self-Checkout Kiosk, Digital Signage, Smart Store, Ordering Kiosk, Food Delivery Robot, AI Smart Scale…
Smart Transportation	AI BOX, ETC (Electronic Toll Collection) System, Parking Access Control and Payment System, Rugged In-Vehicle Tablet, In-Vehicle Fast Charging Equipment, Road Traffic Monitoring System…
Smart Education	Remote Learning Platform, Smart Classroom, Smart Laboratory, Interactive Whiteboard, Educational Robot, Remote Conferencing and Wireless Projection…
Cloud Platform Services	Cloud Desktop, Cloud Terminal, Intelligent Cloud Platform, Education Cloud Desktop, EasyPoint Cloud Device Leasing, Airport Cloud Desktop Deployment Project, Centralized Office System Cloud Desktop, University Cloud Desktop…
Smart Healthcare	AI BOX, Medical-Grade Touch Computer, Medical-Grade Tablet, Smart Medical Laboratory, Digital Healthcare Service System…
AIOT	AI BOX (for medical management / testing equipment / production facilities / store controllers / digital signage), Intelligent Computing Center, Tiered Power Management Servers, Smart IoT, Rack Servers, Enlightenment Magic Box, Immersive Liquid-Cooled Servers, etc.

- Green cloud transformation: Expanding investment in the Cloud Service Platform and promoting the “Synnex Cloud Lecture Hall”, reducing energy consumption in enterprise hardware deployment through hardware-free, low-energy cloud subscription services.
- Strategic investments deepen impact: Subsidiary Bestcom is actively expanding high value-added applications such as AI, cloud computing, and energy conservation and carbon reduction through strategic investments in system integrators. In 2026, Bestcom’s investee companies entered the AI data center and immersion cooling application markets and secured project orders for immersion servers from domestically listed semiconductor companies, totaling approximately NT$10.2 billion. This move closely aligns with the Group’s Clean Technology promotion direction and is expected to significantly drive demand for high-efficiency cooling, energy saving, and green infrastructure in data centers.
- Promotion of green end products (energy-saving home appliances): Beyond enterprise applications, Synnex actively promotes green end products, adding home appliances that meet high energy efficiency standards, and works with the industry chain to support low-carbon development.



2. Achievements in clean technology and future goals

Through the implementation of three major strategies, Synnex has demonstrated concrete results in collaborating with low-carbon transformation in its supply chain:

(1) Digital intelligence platforms driving low-carbon operations:

By 2025, it has connected 68 vendors, accounting for about 85% of revenue contributions. Through real-time information integration, decision-making, and process automation, it is implementing carbon reduction and net-zero transformation.

(2) Cloud Warehouse Platform Enhances Carbon Reduction Benefits:

In 2025, Synnex Group completed the construction of a new generation automated warehousing center in Australia worth NT$3 billion, using low-carbon, high-efficiency modern infrastructure as the core base for low-carbon transformation and carbon reduction upgrades in overseas operations. Over NT$15 billion has been invested globally to build operations centers, and 62 cloud warehouses have already been deployed; Looking ahead to 2030, Synnex pledges to deepen digital integration, aiming to expand its cloud warehouse network to over 100 locations, and to increase the carbon reduction impact of the global supply chain through scaling effects.

(3) Promotion of green solutions, cloud services, and green terminal products:

In 2025, Green Revenue grew significantly. The top 30 system integrators in the IT business saw annual revenue growth of 105% in clean technology applications, accounting for 30% of the division's total revenue. AI intelligent building cloud application services grew 33% in 2024 and a further 5% in 2025, with growth expected to exceed 7% in 2026. The company continues to assist the construction industry in accelerating the implementation of cloud BIM platforms, improving design efficiency, reducing costs and carbon emissions, strengthening collaborative management, and effectively enhancing the quality of green building projects. Low-power memory (LPDDR) products with energy-saving benefits achieved 267% growth in 2025 compared to 2024. Power supply semiconductor products (Anpec) are used in energy management products, with 2026 expected to grow by 17.9% compared to 2025.

Actively increase the number of Level 1 energy efficiency products. In 2025, Synnex applied for and met the Ministry of Economic Affairs' Bureau of Energy Level 1 energy efficiency standards, increasing the number of air conditioning appliances (dehumidifiers, air purifiers) by 25% compared to the previous year; Products meeting Level 1 energy efficiency standards accounted for 96% of sales in this category, an increase of 19% from the previous year. In the future, the company will continue to increase the proportion of air conditioning appliance lines that meet high energy efficiency standards, expand the number of high energy efficiency product lines, and maintain that high energy efficiency products account for over 90% of total sales in this category.

Looking ahead, Synnex will continue to deepen the application of clean technology, digital innovation, and cross-domain collaboration, working hand in hand with supply chain partners to build a sustainable value chain that combines high efficiency, low energy consumption, and low carbon emissions, accelerating the industry's transition toward net zero.

CH5
Climate Action

5-1 Climate Governance

5-2 Climate-related Risks and Opportunities

5-3 Climate Risk Management

5-4 Indicators and Objectives



5-1 Climate Governance

1. Climate change risk identification and assessment

As the occurrence of extreme weather incidents becomes more frequent worldwide, domestic and foreign climate-related laws and regulations become more rigorous, and consumer behaviors change, these could all potentially impact our revenue, product value, and even reputation. Therefore, Synnex actively responds to climate change risks and continues to promote climate governance to achieve low-carbon operations and environmental sustainability.

The Board of Directors is the highest-ranking supervisory unit on climate change in Synnex, and it is responsible for approving, reviewing and supervising risk strategies and risk policies.

(1) On July 5, 2022, with the approval of the president, a risk management team was established under the supervision of the president.

(2) On August 4, 2022, upon resolution from the Board of Directors, risk management policy and procedures were formulated, and a dedicated (concurrent) risk management unit was set up, with Synnex's president serving as the convener of the Risk Management Team, which regularly conducts risk assessments and follow-up analyses and processing, and reports annual risk evaluation results and risk management operations to the Audit Committee and the Board of Directors.

(3) Climate-related risks have been incorporated into the company's risk management system. For the governance structure and risk review procedures, see Risk Management 1-5.

Climate Change Risk Identification Assessment

Item	Risk Type	Opportunity Type	Impact on operation	Impact time	Level of impact
Impact from extreme weather incident (Typhoon/flood)	Long-term risk/physical risk	Product / Service	Operation/market risks	Short-/Mid-/Long-term	High
Impact of extreme temperature changes (Drought)	Long-term risk/physical risk	Product / Service	Operation/market risks	Short-/Mid-/Long-term	High
Impact from policy and regulations	Policy risks	New energy	Operational/market/policy risks	Short term	Medium
Global economic changes	Market risk	Market	Market risk	Short-/Mid-/Long-term	Medium
Investment target impact	Market risk	Market	Market risk	Short term	Medium

*Definition of impact time: Short-term is within 3 years (inclusive); Medium term is more than 3 years to 10 years (inclusive); And long term is more than 10 years.

5-2 Climate-related Risks and Opportunities

Type	Aspect	Topics	Description of potential risks	Expected impact time frame	Potential financial impact	Response strategies
Physical risk	Global warming	Increased use of electricity or water	Increased use of electricity or water due to climate warming may result in increased operating costs.	Mid-/Long-term	Increased costs But no significant impact	1. Promote energy conservation and carbon reduction measures at our operating sites. 2. The new headquarters building has adopted a composite glass curtain system that automatically adjusts lighting and air-conditioning to conserve energy, and has obtained the EEWH Gold-level Green Building Label. 3. Actively replace and upgrade office equipment in various operating sites; new offices will all use wireless phones, wireless Internet, and LED lighting, etc.
	Extreme climate events	Disruptions in supply chain	As climate change intensifies, the occurrence of extreme weather events also increases. This may lead to disruptions in our supply chain that will cause delays in delivery, which may decrease our revenue and damage our reputation.	Short-/Mid-/Long-term	Decline in revenue But no significant impact	1. Establish standard operating procedures for various emergency responses. 2. A remote backup mechanism has been established to prevent disruptions to business operations caused by climate variability or other factors. 3. Synnex's product management strategy adopts a multi-category, multi-brand, and multi-market approach, which effectively diversifies risks and reduces the overall impact of any single extreme weather event on the Group's operations.
Transition risk	Policy and regulations	Continued development of climate change-related policies and actions	To limit any adverse effects that may contribute to climate change and to promote adaptation to climate change, related policies and regulations may increase the company's operating costs. As losses from climate change increase, the risk of climate-related litigation may also increase accordingly.	Short-term	Increased operating costs Increase in penalties and litigations But no significant impact	1. The company pays close attention to the potential impact of policy and regulatory changes on operations. Measures such as electricity rate hikes, power restrictions and carbon fee collection may all put pressure on operating costs and supply stability. As the company is in a low-carbon industry, its carbon emissions are far below the current carbon fee threshold, so no direct carbon fee expenditure has been incurred at this stage. We nevertheless continue to optimize energy efficiency to reduce the long-term impact of policy risks on operations. 2. Establish an internal inventory of electricity and water consumption, carbon emissions, and other data, and regularly inspect the effectiveness of environmental protection measures. 3. Actively undertake stakeholder engagements including discussion with the competent authority and relevant organizations, and pay close attention to changes in domestic and foreign laws and regulations.

Type	Aspect	Topics	Description of potential risks	Expected impact time frame	Potential financial impact	Response strategies
Transition risk	Supply chain management	Green supply chain	Our supply chain jointly pursues green sustainability, and greenhouse gas reduction management has become a necessary evaluation criteria in the procurement process. It is Synnex's responsibility to satisfy the needs of our customers and to seize the ESG trends together with customers.	Mid-term	Increased costs But no significant impact	1. For newly introduced suppliers, the review mechanism includes a review of the supplier's environmental and sustainability measures. 2. Review all existing vendors currently cooperating with us to understand each vendor's policies and measures on environmental sustainability and low-carbon products.
		Transferred-in costs from suppliers	The impact of climate change has led to an increase in the overall operating costs of the supply chain, affecting product circulation efficiency and industry profitability.	Long term	Increased costs But no significant impact	1. The supply chain operating model is shifting toward direct price negotiations between vendors and downstream customers, so costs are passed directly on to downstream customers. The operational service mechanism provided by Synnex can slow the overall increase in supply chain operating costs. 2. Optimize the portfolio of digital products and services. 3. Multi-brand procurement to expand business scale. 4. Enhance overall supply chain flexibility.
	Reputational risk	Reputation management	Failure to actively address stakeholders' issues of concern related to climate change will affect the company's image and credibility	Long term	Decreased revenue But no significant impact	Synnex Group is a distribution and integrated service provider in the high-tech industry and operates as a non-manufacturing enterprise with a low energy consumption profile. As such, the Company's operations have a relatively limited direct impact on climate change. Nevertheless, in response to the concerns and expectations of its stakeholders, Synnex actively establishes communication channels and proactively discloses specific actions and ongoing efforts to address the risks and opportunities associated with climate change.
	Technology Risk	Support low-carbon, high-performance technological improvements and innovations	There may be lower-carbon substitute products or services, or an increase in operating costs by switching to low-carbon technologies and renewable energies	Mid term/Long term	Increased operating costs But no significant impact	1. Promote the digitization of operational processes (digital signature, digital operations, electronic invoices) 2. Continue to promote low-carbon operations, implement cardboard box recycling and reuse, and digitization of operations

Type	Aspect	Topics	Description of potential risks	Expected impact time frame	Potential financial impact	Response strategies
Products and services	Supply chain sustainability	Increased customer demand for low-carbon products and services	Implement connectivity of digital information in the service process to integrate the upstream, midstream and downstream supply chain into a highly digitalized and energy-saving green supply chain and satisfy the needs of vendors and customers for low-carbon services, thereby achieving coexistence, synergy, and co-prosperity in the industry ecosystem!	Mid-term	Increased revenue	1. Promote the Synnex Management Service Platform (MSP). 2. Collaborate with partners to promote the application and development of clean technology solutions, meeting the demand across industries for high-efficiency and low-energy-consumption products.
		By emphasizing supply chain sustainability and operational resilience, we will build a cloud warehouse operation mechanism that reduces carbon emissions and conserves energy through maximizing resource utilization efficiency	Short-chain logistics has become a prominent part of the supply chain. By reducing the physical logistics nodes in the upstream and downstream of the supply chain and simplifying the supply chain process, we are striving toward optimizing the efficiency of the use of the planet's resources, and this is also an excellent opportunity for Synnex to seize important logistics resources.	Mid-term	Decreased costs Increased revenue	Synnex uses a cloud warehouse mechanism to share warehouse space and delivery resources, improving the efficiency of resource utilization in the supply chain. By ensuring "account movement without goods movement" and direct delivery of goods, it reduces multi-node logistics flows, lowering logistics costs and carbon emissions.

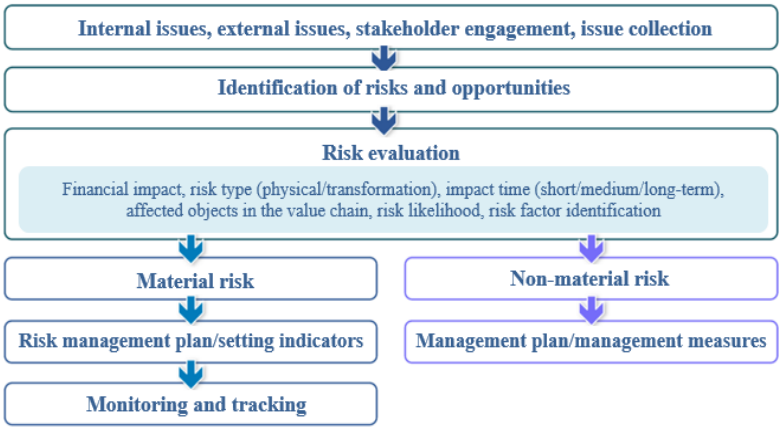
5-3 Climate Risk Management

The company integrates the identification of risks and opportunities on climate issues with ISO 14001 procedures to effectively integrate the risk management system. The company engages in annual internal and external risk evaluation on environmental issues. All risk units under the Risk Management Team jointly collect information on relevant climate risk issues, which serves as the basis of the risk evaluation. All risk units will review and assess the correlation between each issue and the company's operating risks as well as the level of risks. The Group adheres to the TCFD framework and conducts risk scenario analysis with reference to the TCFD reporting recommendations, and the main concerns are transformation risks (policies and regulations/supply chain management) and physical risks (climate warming and extreme climate events); when the financial impact is significant, it is classified as a company-level risk (when a risk poses substantial and significant financial impact).

For events that are judged as company-level risks, corresponding management plans must be prepared to reduce the losses caused by such risks. After analyzing all possible management plans and formulating indicators, which can be divided into risk elimination, risk reduction, and risk diversification, meetings will be held to determine the final plan of action. These management plans are all regularly supervised and integrated into the Group's multifaceted risk management.

Our operation and monitoring unit is the Logistics Quality Management Division of the group headquarters. Each operation base must regularly review the on-site operation standards and implement various improvement and control operations under the decision of local management; they also make reports to the headquarters unit on a regular basis.

Climate-related risk evaluation process



5-4 Indicators and Objectives

Since 2022, Synnex Taiwan has conducted ISO 14064-1 greenhouse gas inventories, verified by BSI (British Standards Institution). Please refer to the table below for details.

1. Parent Company started to get ISO 14064-1 from 2022, and verified by BSI (British Standards Institution).

2. From 2024, consolidated financial statement subsidiaries began self-inventory of greenhouse gas emissions following ISO 14064-1 standards and operational control.

The group's total carbon emissions in 2025 (parent + consolidated financial reporting companies) are 6,955.2846 metric tons CO2e. (including Scope 3 of Synnex Taiwan)

Year		2023	2024	2025
Item (Unit)		Emissions (tons CO2e)	Emissions (tons CO2e)	Emissions (tons CO2e)
Synnex Taiwan	Scope 1: Direct Emissions	1,485.3184	1,351.9301	1,132.5610
	Scope 2: Indirect Emissions	1,886.4435	1,508.8446	1,217.1172
	Scope 3: Indirect greenhouse gas emissions – Employee commuting	N/A	424.4317	384.8161
	Subtotal	**3,371.7619**	**3,285.2064**	**2,734.4943**
Consolidated financial reporting companies	Scope 1: Direct Emissions	852.3595	989.7518	735.9738
	Scope 2: Indirect Emissions	3,506.4372	3,258.9791	3,484.8165
	Subtotal	**4,358.7967**	**4,248.7309**	**4,220.7903**
Total		**7,730.5586**	**7,533.9373**	**6,955.2846**

[Note] Coverage includes: All locations of Synnex Taiwan and major operational sites of Synergy Intelligent Logistics

Consolidated subsidiaries in Australia, New Zealand, China, Hong Kong, Indonesia, and other overseas consolidated subsidiaries

[Note] Synnex Taiwan continues to obtain third-party verification from BSI, while subsidiaries currently conduct self greenhouse gas inventories according to ISO standards

Appendix 1: Accountants Limited Assurance Report

pwc 資誠

會計師有限確信報告

資會綜字第 26003234 號

聯強國際股份有限公司　公鑒：

本會計師受聯強國際股份有限公司（以下簡稱「貴公司」）之委任，對　貴公司選定民國 114 年度永續報告書所報導之關鍵績效指標(以下簡稱「所選定之關鍵績效指標」)執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係　貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於　貴公司民國 114 年度永續報告書之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書之「邊界與範疇」段落述明。

上開適用基準係為臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」與相關問答集及有關法令之規定、全球永續性報告協會(Global Reporting Initiatives，GRI)發布之最新版 GRI 準則(GRI Standards)與行業補充指南，以及　貴公司依行業特性與其所選定之關鍵績效指標參採或自行設計其他基準。

管理階層之責任

貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

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會計師之獨立性及品質管理

本會計師及本事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述 貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估　貴公司採用適用基準編製永續報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之因應，以及評估所選定之關鍵績效指標之整體表達。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述　貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查是否適當之評估，以及與相關紀錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程、所應用之資訊系統以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標選取樣本進行查詢、觀察、檢查等測試，以取得有限確信之證據。

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相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對　貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對民國 114 年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信。

有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述　貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係　貴公司管理階層之責任，對於確信報告於　貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師　葉翠苗

中華民國 115 年 8 月 6 日

Appendix 2: Summary of the Information Subject to Assurance

No.	Information subject to assurance	Criteria applied	Page
1	Water consumption in 2025 at Synnex's operating sites in Taiwan (Taipei headquarters, Taipei Logistics Center, Taichung Logistics Center, Kaohsiung Logistics Center, Hsinchu office and Kaohsiung office), as shown in the "Water Consumption and Water Consumption Intensity per Capita" chart.	Based on water bills issued by the Taiwan Water Corporation, covering the full year for the Taipei headquarters, Taipei Logistics Center, Taichung Logistics Center, Kaohsiung Logistics Center, Hsinchu office and Kaohsiung office. Where an operating site has a shared leased area, consumption is apportioned equally with the co-tenants.	90
2	Electricity consumption at Synnex's operating sites in Taiwan (Taipei headquarters, Taipei Logistics Center, Taichung Logistics Center, Kaohsiung Logistics Center, Hsinchu office and Kaohsiung office), as shown in the "2025 Electricity Consumption by Operating Site (kWh)" table.	Based on Taiwan Power Company electricity bills for 2025, covering full-year electricity consumption for the Taipei headquarters, Taipei Operations Center, Taichung Operations Center, Kaohsiung Operations Center, Hsinchu office and Kaohsiung office. Where an operating site has co-leased or sub-leased areas, consumption is apportioned based on actual readings from the independent meter.	89
3	The proportion of female managers in leadership positions reached 47% in 2025.	Based on the Human Resources system as of December 31, 2025, calculated by dividing the number of female employees at management level and above by the total number of employees at management level and above.	61
4	The number of employees applying for interest-free loans and the total loan amount in 2025, as shown in the "Interest-Free Loans" table.	Based on the Human Resources unit's records of the cumulative number of employees approved for interest-free loans in 2025 and the cumulative total loan amount.	75
5	The average score for in-home service satisfaction in 2025 was 4.9 out of 5 (note). Note: The results of the in-home service satisfaction survey are compiled from the 2025 Surveycake questionnaire system.	Based on data from the Surveycake questionnaire system, the overall service evaluation results for 2025 (rated 1~5 out of 5) were compiled, and a simple average was used to obtain the average in-home service satisfaction score. Note 1: In-home service satisfaction is calculated by service unit. Each in-home service visit generates a service tracking number. Note 2: For the following reasons a single service order may be duplicated; where this occurs, the most recent entry is used: 1. The customer accidentally re-opened the questionnaire after completing it, resulting in multiple submissions. 2. Synnex follows up with customers whose satisfaction results are less than satisfactory, and after the follow-up these customers complete the questionnaire again to provide feedback.	56

Appendix 3: ISO 27001 Certificate



Certificate TW16/00654

The management system of

Synnex Technology International Corp.

27F., No. 205, Sec. 8, Civic Blvd., Nangang Dist., Taipei City 115, Taiwan (R.O.C.)

has been assessed and certified as meeting the requirements of

ISO/IEC 27001:2022

For the following activities

Provision of design, development, management and maintenance activities of Information & Communication Network Center and Software Research and development Center, computer server room, data communication network, information processing facilities and application systems for e-commerce platform in relation to order information exchange and cash flow information interfacing processes in accordance with Statement of Applicability version 4.0.

This certificate is valid from 14 August 2025 until 14 August 2028 and remains valid subject to satisfactory surveillance audits.

Issue 5. Certified since 14 August 2016

L. Moran

Authorised by

Liz Moran

Business Manager

SGS United Kingdom Ltd

Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK

t +44 (0)151 350-6666 - www.sgs.com

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Appendix 4: ISO 14064 certificate

Verification Opinion

Verified as Satisfactory	
Based on the process and procedures conducted, the GHG statement contained in the GHG Synnex Technology International Corporation Report 2025, Inventory Report produced by Synnex Technology International Corporation.	• Is materially correct and is a fair representation of GHG data and information. ▲ Has been prepared in accordance with ISO14064-1 <2018 > and it's principles
Based on the process and procedures conducted, there is evidence that the GHG statement contained in the GHG Synnex Technology International Corporation Report 2025, Inventory Report produced by Synnex Technology International Corporation	• is not materially correct and is not a fair representation of GHG data and information. • has not been prepared in accordance with ISO14064-1 and it's principles.
Lead Verifier	Weiyu Cheng
Independent Reviewer	Eric Su
Signed on behalf of BSI	Managing Director Northeast Asia, APAC Assurance
Issue Date	2026-04-14
BSI Group Singapore Pte. Ltd. Taiwan Branch, 2nd Floor, No.37, Ji-Hu Road Nei-Hu Dist., Taipei 114700, Taiwan	
NOTE: BSI Group Singapore Pte. Ltd. Taiwan Branch. is independent to and has no financial interest in Synnex Technology International Corporation This 3rd party Verification Opinion has been prepared for Synnex Technology International Corporation only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Group Singapore Pte. Ltd. Taiwan Branch. has assumed that all information provided to it by Synnex Technology International Corporation is true, accurate and complete. BSI Group Singapore Pte. Ltd. Taiwan Branch. accepts no liability to any third party who places reliance on this statement.	

Certificate Number and date of issuance of opinion: CFV 816469 Dated 2026-04-14

Page: 1 of 4

Appendix 5: ISO 14001 Certificate



bsi.

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that: Synnex Technology International Corporation
22F. -27F.
No. 205, Sec. 8, Civic Blvd.
Nangang Dist.
Taipei City
115028
Taiwan

聯強國際股份有限公司
臺灣
台北市
南港區
市民大道八段205號
22樓-27樓
115028

Holds Certificate No: **EMS 778140**

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The provision of channel management platform, warehouse management, delivery, smart home services for consumer electronics and semiconductor products.
消費性電子與半導體產品之通路管理平台、倉儲管理、物流配送及智慧家庭到宅服務

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Original Registration Date: 2022-10-06
Latest Revision Date: 2025-07-29

Effective Date: 2025-10-06
Expiry Date: 2028-10-05

Page: 1 of 2

...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated online.
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +886 (02)2656-0333.

Taiwan Headquarters: 2nd Floor, No.37, JHHu Rd., NeiHu Dist., Taipei 114, Taiwan, R.O.C.
A Member of the BSI Group of Companies.

Appendix 6: ISO 45001 Certificate



CERTIFICATE

The Governing Board of
ARES International Certification Co., Ltd.
Hereby Grants To:

Synnex Technology International Corporation

22F - 27F., No. 205, Sec. 8, Civic Blvd., Nangang Dist., Taipei City 115 , Taiwan (R.O.C.)

Has been assessed and found to be in accordance with the requirements of standard detailed below

ISO 45001:2018

Scope

The Provision of Channel Management Platform for Consumer Electronics and Semiconductor Products.

Certificate No.: ARES/TW/I2412124S
Certificate Issue Date: 2024-12-24
Registration Expiration Date: 2027-12-23

The time interval between each surveillance audit and the last on-site audit shall not exceed 12 months, and the organization must obtain "surveillance audit approval notification" issued by ARES to ensure the validity of the certificate.

IAS ACCREDITED Management Systems Certification Body ACC NO. MSCB - 171

IAF MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT

Authorized by :

ARES International Certification Co., Ltd.
No.12-2, Ln. 187, Wenping Rd., Anping Dist., Tainan City 708, Taiwan
TEL / 06-295 9696 (Rep. Line) FAX / 06-295 9667
www.ares-registration.com

Appendix 7: GRI Standards Content Index

Statement of use: The 2025 Synnex Sustainability Report complies with the requirements of new GRI Standards (2021). The scope of data and information disclosed is January 1 to December 31, 2025.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): No applicable GRI Sector Standard(s)

General Disclosures		Disclosure Section or Description	Section Page
Organization and reporting			
2-1	Organizational details	1-1 About Synnex	17
2-2	Entities included in the organization's sustainability reporting	About the Report	4
2-3	Reporting period, frequency and contact point	About the Report	4
2-4	Restatements of information	To enhance data comparability, the calculation bases for new hire and turnover rates were adjusted this year, and the comparison annual data was reorganized based on the same basis.	-
2-5	External assurance	Appendix 1: Accountants Limited Assurance Report	105
Activities and workers			
2-6	Activities, value chain and other business relationships	1-1 About Synnex	17
2-7	Employees	3-1 Employee Diversity and Equality	61
2-8	Workers who are not employees	3-1 Employee Diversity and Equality	61
Governance			
2-9	Governance structure and composition	1-2 Corporate Governance	20
2-10	Nomination and selection of the highest governance body	1-2 Corporate Governance	20
2-11	Chair of the highest governance body	1-2 Corporate Governance	22
2-12	Role of the highest governance body in overseeing the management of impacts	1-2 Corporate Governance	22

General Disclosures		Disclosure Section or Description	Section Page
Strategy, policies and practices			
2-13	Delegation of responsibility for managing impacts	1-2 Corporate Governance	22
2-14	Role of the highest governance body in sustainability reporting	1-2 Corporate Governance	23
2-15	Conflicts of interest	1-2 Corporate Governance	23
2-16	Communication of critical concerns	1-2 Corporate Governance	23
2-17	Collective knowledge of the highest governance body	1-2 Corporate Governance	21
2-18	Evaluation of the performance of the highest governance body	1-2 Corporate Governance	24
2-19	Remuneration policies	1-2 Corporate Governance	25
2-20	Process to determine remuneration	1-2 Corporate Governance	25
2-21	Annual total compensation ratio	The maximum annual total compensation is for confidential organizational information, omitting disclosure	-
2-22	Statement on sustainable development strategy	President’s message	2-3
2-23	Policy commitments	1-2 Corporate Governance, 1-5 Risk Management, 1-7 Information Security, Human Rights Protection Mechanisms, Environmental Policy	20、31、40、62、85
2-24	Embedding policy commitments	Risk Management, Human rights-related management mechanisms	31、62
2-25	Processes to remediate negative impacts	Ethical Corporate Management, Risk Management	28、31
2-26	Mechanisms for seeking advice and raising concerns	Ethical Corporate Management	28
2-27	Compliance with laws and regulations	1-6 Legal Compliance	38
2-28	Membership associations	1-1 About Synnex	17
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Stakeholder Engagement	11-12
2-30	Collective bargaining agreements	No labor union was formed	-

Material Topic Disclosures		Disclosure Section or Description	Section Page
3-1	Process to determine material topics	Stakeholders and Material Issues	7
3-2	List of material topics	Stakeholders and Material Issues	9
Topic-specific Standards		**Disclosure Section or Description**	**Section Page**
★ Economic Performance			
3-3	Evaluation of the management approach	Material issue: Economic Performance	14
201-1	Direct economic value generated and distributed	Table: Economic Performance	19
201-2	Financial implications and other risks and opportunities due to climate change	Assessment of climate change-related risks and opportunities	100-102
201-3	Defined benefit plan obligations and other retirement plans	3-4 Talent Attraction and Retention	74
★ Ethical Corporate Management			
3-3	Evaluation of the management approach	Material issue: Ethical Corporate Management	15
205-2	Communication and training about anti-corruption policies and procedures	1-3 Ethical Corporate Management	28-29
205-3	Confirmed incidents of corruption and actions taken	None	-
★ Legal Compliance			
3-3	Evaluation of the management approach	Material issue: Legal Compliance	16
2-27	Compliance with laws and regulations	1-6 Legal Compliance	38
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1-6 Legal Compliance	38
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	1-6 Legal Compliance	38

Topic-specific Standards		Disclosure Section or Description	Section Page
Tax			
207-1	Approach to tax	1-4 Tax Management	30
207-2	Tax governance, control, and risk management	1-4 Tax Management	30
207-3	Stakeholder engagement and management of concerns related to tax	1-4 Tax Management	30
Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None	42
Procurement Practices			
204-1	Proportion of spending on local suppliers	2-1 Supplier Management	44

Topic-specific Standards		Disclosure Section or Description	Section Page
★ Climate Change Risks and Opportunities			
3-3	Evaluation of the management approach	Material issue: Climate Change Risks and Opportunities	98-103
Biodiversity			
101	Biodiversity	Synnex Group is a channel integration service provider for the high-tech industry, with operations mainly based on offices and logistics centers. Its activities have limited direct impact on biodiversity and are not listed as a major theme.	-
★ Energy Management and Emissions Reduction			
302-1	Energy consumption within the organization	4-2 Energy and Greenhouse Gas Emissions	86
302-3	Energy intensity	4-2 Energy and Greenhouse Gas Emissions	87-89
302-4	Reduction of energy consumption	4-2 Energy and Greenhouse Gas Emissions	87-89
305-1	Direct (Scope 1) GHG emissions	4-2 Energy and Greenhouse Gas Emissions	87-89
305-2	Energy indirect (Scope 2) GHG emissions	4-2 Energy and Greenhouse Gas Emissions	87-89
305-4	GHG emissions intensity	4-2 Energy and Greenhouse Gas Emissions	87-89
305-5	Reduction of GHG emissions	4-2 Energy and Greenhouse Gas Emissions	87-89
Water			
303-1	Interactions with water as a shared resource	4-3 Water Resource Management	90
303-3	Water withdrawal	4-3 Water Resource Management	90
Effluents and Waste			
306-2	Waste by type and disposal method	4-4 Waste Reduction	91

Topic-specific Standards		Disclosure Section or Description	Section Page
★ Labor Relations			
3-3	Evaluation of the management approach	Material issue: Labor Relations	59
401-1	New employee hires and employee turnover	Table: 2025 Employee Composition Data	63
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3-4 Talent Attraction and Retention	74-78
401-3	Parental leave	3-4 Talent Attraction and Retention	78
402-1	Minimum notice periods regarding operational changes	Explanation of human rights-related management mechanisms	62
Occupational Health and Safety			
403-4	Worker representation in formal joint management–worker health and safety committees	3-2 Occupational Health and Safety	65-69
403-9	Work-related injuries, occupational diseases, lost days, absenteeism, and work-related fatalities	Occupational accident prevention	69

Topic-specific Standards		Disclosure Section or Description	Section Page
★ Employee Human Rights			
3-3	Evaluation of the management approach	Material issue: Human Rights	58
406-1	Incidents of discrimination and corrective actions taken	None	-
Training and Education			
404-1	Average hours of training per year per employee	Diverse and systematic training programs	71
404-2	Programs for upgrading employee skills and transition assistance programs	Career development	72-73
404-3	Percentage of employees receiving regular performance and career development reviews	Table: Performance Evaluation System and Number of Evaluators	73
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Board composition and tables: 2025 employee composition data	21、63
★ Compensation Levels and Employment Status			
3-3	Evaluation of the management approach	Material issue: Compensation and Employment	60
Marketing and Labeling			
417-1	Requirements for product and service information and labeling	Supplier management	44
417-2	Incidents of non-compliance concerning product and service information and labeling	None	-
417-3	Incidents of non-compliance concerning marketing communications	1-6 Legal Compliance	38

Appendix 8: Sustainability Index (Electronic Channel Industry)

No	Indicator	Indicator Type	Unit	Corresponding chapters/explanations
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	Gigajoules(GJ), percentage(%)	Total energy consumed: 26,248 (GJ). Percentage grid electricity: 100% Percentage renewable: currently under evaluation
2	Total water withdrawn, total water consumption	Quantitative	Thousand cubic meters(m^3)	Total water consumption is 12.803 thousand cubic meters
3	Total hazardous waste generated and percentage recycled	Quantitative	Metric tons(t), percentage(%)	Synnex is in the distribution service industry, and no hazardous waste is generated
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Percentage(%), quantity	See the 2025 Sustainability Report p. 69
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled, including sales of scrap materials or other recycling methods, with explanations provided	Quantitative	Metric tons(t), percentage(%)	Synnex is in the distribution service industry, there are no manufacturing activities involved.
6	Description of the management of risks associated with the use of critical materials	Qualitative description	-	See 2-3 Conflict Minerals Management for details
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	No anti-competitive, antitrust, or monopoly-related lawsuits or judgments in 2025
8	Production by product category	Quantitative	Varies by product category	Synnex is in the distribution service industry, there are no manufacturing activities involved.

Appendix 9: Sustainability Accounting Standards Board (SASB)

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	CODE	Corresponding chapters/explanations
Energy Management in Retail & Distribution	Total energy consumed	CG-MR-130a.1	Total energy consumed: 26,248 (GJ).
	Percentage grid electricity		Percentage grid electricity: 100%
	Percentage renewable		Percentage renewable: currently under evaluation
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	CG-MR-410a.1	Not applicable
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2	Not applicable
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	Detailed in 4-5 Environmentally Friendly Behavior
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	Detailed in 1-7 Information Security
	Number of data breaches	CG-MR-230a.2	0
	Percentage involving personally identifiable information (PII)		0
	Number of customers affected		0
Labor Practices	Average hourly wage for in-store employees (NT$)	CG-MR-310a.1	Synnex is not engaged in the operation of a physical store in the form of mass merchandising or retail.
	Percentage of in-store employees earning minimum wage, by region		
	Voluntary turnover rate for in-store employees	CG-MR-310a.2	Synnex is not engaged in the operation of a physical store in the form of mass merchandising or retail.
	Involuntary turnover rate for in-store employees		
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a.3	In 2025, administrative fines for violations of occupational safety and health regulations were NT$50,000; No other labor-related litigation losses
Workforce Diversity & Inclusion	Percentage of gender representation for all employees	CG-MR-330a.1	Detailed in 3-1 Employee Diversity and Equality
	Percentage of racial/ethnic group representation for all employees		
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	No employment discrimination-related incidents in 2025

Activity Metric

TOPIC	ACCOUNTING METRIC	CODE	**Corresponding chapters/explanations**
	Number of: (1) retail locations and (2) distribution centers	CG-MR-000. A	This data mainly focuses on the number of Synnex Taiwan logistics centers, totaling 3 distribution centers
	Total area of: (1) retail space and (2) distribution centers	CG-MR-000. B	This data discloses the area of Synnex Taiwan Logistics Center, totaling 73,512 square meters

