



Sincos Corporate Environmental, Social, and Governance (ESG) Policy

Introduction:

Sincos is dedicated to upholding the highest standards of corporate responsibility. Our commitment to Environmental, Social, and Governance (ESG) principles is intrinsic to our corporate ethos. This policy delineates our steadfast dedication to minimizing environmental impact, fostering social responsibility, and maintaining rigorous governance standards and must be followed by all current and future employees of Sincos Automation Technologies Ltd., Sincos Engineers Ltd., Sincos Green Tech Ltd. And Sincos Technologies Inc. (USA)

1. Environmental Stewardship:

1.1. Regulatory Adherence:

Sincos is unwavering in its commitment to strict compliance with all pertinent environmental laws, regulations, and standards. We will vigilantly monitor legislative changes to ensure sustained compliance.

1.2. Resource Efficiency:

Our organization is devoted to minimizing its environmental footprint. This includes a focus on resource conservation, optimizing energy consumption, and adopting sustainable practices throughout our operational processes.

1.3. Emissions Mitigation:

Sincos is actively engaged in initiatives to curtail greenhouse gas emissions stemming from our operations. This encompasses the establishment of emission reduction targets, investment in environmentally sound technologies, and exploration of carbon offset opportunities.

2. Social Responsibility:

2.1. Employee Welfare:

We are committed to maintaining a workplace characterized by safety, inclusivity, and employee well-being. This entails promoting diversity, equity, and inclusion, ensuring fair remuneration, and providing avenues for professional development.

2.2. Community Engagement:

Sincos recognizes its role within the broader community and is dedicated to contributing positively. We will engage actively with local communities, support community development initiatives, and participate in philanthropic endeavors aligned with our corporate values.

2.3. Responsible Supply Chain:

We advocate for responsible practices throughout our supply chain. This involves encouraging our suppliers and business partners to adopt ESG principles, emphasizing fair labor practices, respecting human rights, and minimizing environmental impact.

3. Governance Standards:

3.1. Board Oversight:

The Sincos Board of Directors is entrusted with overseeing the implementation of ESG policies and practices. This oversight ensures transparency and accountability in our commitment to ESG principles.

3.2. Ethical Conduct:

Our organization is steadfast in conducting business with the utmost ethics, maintaining integrity and transparency in all dealings. This includes a commitment to preventing corruption, bribery, and ensuring accurate and timely disclosure of information.

3.3. Stakeholder Engagement:

We value open communication and engagement with our stakeholders. Sincos actively seeks feedback from shareholders, employees, customers, and other stakeholders to continually improve our ESG practices.

4. Monitoring and Reporting:

Regular monitoring and evaluation of our ESG initiatives are integral to our commitment. Sincos will provide transparent and accurate reporting on our environmental, social, and governance performance to stakeholders, shareholders, and the public.

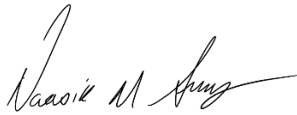
5. Review and Continuous Improvement:

This ESG policy will undergo periodic review to ensure its ongoing relevance and effectiveness. Sincos is committed to continuous improvement in our ESG performance, learning from experiences, and adapting to emerging challenges and opportunities.

Conclusion:

This ESG policy underscores Sincos' dedication to responsible business practices and sustainable development. We recognize the importance of balancing economic, social, and environmental considerations to create enduring value for our stakeholders and contribute positively to society.

Authorized by:

A handwritten signature in black ink, appearing to read "Naasik M Akkas". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Naasik M Akkas

Director (Engineering)

Sincos Engineers Ltd. | Sincos Automation Technologies Ltd. | Sincos Green Tech Ltd. | Sincos Technologies Inc. (USA)