



# Sustainability Report 2024



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# About the Report

## Introduction

This report is the fourth sustainability report released by Silergy Corp. Ltd. (hereinafter referred to as "Silergy Corp." or the "Company"). It aims to regularly and systematically disclose the Company's concepts, methods, practices and performance in sustainable development to stakeholders such as the Company's shareholders and investors, local governments and regulators, employees, customers, partners and suppliers, the media and the public, and residents of the local community, so as to enhance the understanding and awareness of the Company among various stakeholders and to accept social supervision.

## Basis of Preparation

This report has been prepared in accordance with the requirements of the *Regulations Governing the Preparation and Filing of Sustainability Reports by Listed Companies* of the Taiwan Stock Exchange, and with reference to the GRI Standards 2021 issued by the Global Reporting Initiative, the United Nations Sustainable Development Goals (SDGs), the *European Union's Sustainability Reporting Standards (ESRS), Task Force on Climate-Related Financial Disclosure (TCFD) the International Financial Reporting Standard S1 – General Requirements for Disclosure of Sustainability-related Financial Information*, the *International Financial Reporting Standard S2 – Climate-Related Disclosures*, and the SASB standards issued by the Sustainable Development Accounting Standards Board (SDASB).

## Scope of the Report and Publication Cycle

The reporting period of this report is annual, and the organizational scope is Silergy Corp. Ltd., and the time frame is from January 1, 2024 to December 31, 2024 (hereinafter referred to as the "reporting period"). Considering the continuity and comparability of the disclosed information, some content may be retroactive beyond the reporting period.

## Data Sources and Reliability Assurance

The data and cases presented in this report primarily stem from the Company's statistical reports and relevant documents.

This report has been compiled by the Silergy Corp. Sustainable Development Management Team, which consolidated the planning and implementation efforts across various business units of the Company in the field of sustainability. Subsequently, the Silergy Corp. Sustainable Development Working Group and department heads reviewed and confirmed the accuracy of the content, and the report was finally submitted for approval by the Chairman before publication.

## Publication and Access

This report is available in Simplified Chinese, Traditional Chinese, and English versions for readers' reference. To view or download the report online, please visit the official website of Silergy Corp. Ltd. or scan the QR codes provided. In case of any discrepancies between the Chinese and English versions of this report, the Traditional Chinese version shall prevail. For further insights into Silergy Corp., you can read the annual report or browse the Company's website.

## Contact Information

Email: [ESG@silergycorp.com](mailto:ESG@silergycorp.com) (ESG Communication)  
[IR@silergycorp.com](mailto:IR@silergycorp.com) (Investor Relations)

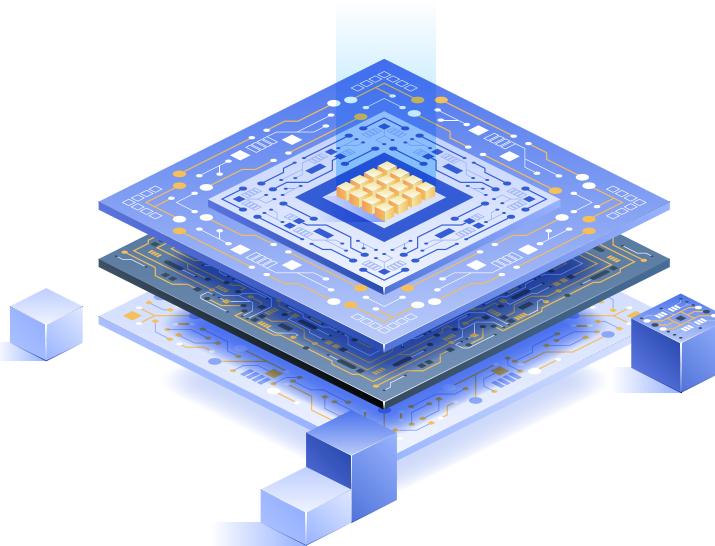
# Chip-powered Journey, Illuminating the Road to Excellence

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# Chairman's Message

On the occasion of the release of this annual ESG report, on behalf of the Board of Directors of the Company, I would like to express my sincere gratitude to our partners from all walks of life who have been paying attention to and supporting our development for a long time. As a technology enterprise with "Chip" as its core and innovation as its soul, we have always incorporated the concept of sustainable development into our corporate DNA, driving social progress with technological innovation, and responding to the propositions of the times with responsibility.



**We fulfill our low-carbon mission with technological breakthroughs.** Year 2024 is a critical year for the accelerated change of smart-driving cars and AI technology, and the Company has increased its R&D investment in automotive-specification electronics and AI, and has launched multiple high-performance product solutions, including multi-phase controllers, DrMOS, digital-to-analog converters, multiplexed power management, high-performance computing, power monitors, and current-detecting op-amps. During the year, Silergy Corp.'s three-phase half-bridge pre-driver product SA52632 was awarded the ISO 26262:2018 ASIL-D certification, which is the first three-phase half-bridge pre-driver chip in China to be recognized at the international ASIL-D level. The Company's R&D expenses are progressively budgeted according to the development progress of new products and technologies to support future R&D programs such as new product development and performance improvement of old products. As of the end of 2024, the Company has obtained 1,787 patents.

**We build the cornerstone of development with compliance governance.** The Company has organized a number of board of directors' refresher courses covering board governance, IFRS sustainable development disclosure standards and other diversified courses to continuously enhance the professionalism and governance capability of the board of directors. In terms of sustainable development management, the Company formulated the Code of Practice on Sustainable Development, formed the Sustainable Development Committee, and incorporated sustainable development issues into the Company's agenda and business strategies. In accordance with the IFRS Sustainability Reporting Standard, the Company has developed a framework centered on four key elements: climate change governance, risk management, scenario analysis, and indicators and targets. This framework enables the Company to conduct in-depth analyses of the potential impacts of climate change on the Company, as well as the sustainable development risks and opportunities the Company may face, in order to proactively address future trends and achieve safe, growth-oriented, and resilient development.

**We empower social value with an open ecology.** We not only continue to strengthen our own sustainable development practices, but also strictly require our suppliers to implement labor standards, environmental protection, business ethics, etc.. We continuously manage conflict minerals in our supply chain through social responsibility surveys and assessments, supervising and promoting healthy development throughout the supply chain. In terms of employee management, we are committed to creating an equal, diverse, inclusive and safe workplace environment, fully protecting the rights and interests of employees and human rights, and promoting their all-round development. In 2024, the number of employees of the Company was 1,678, of which more than 1,300 were research and development personnel, with a total of 363 training sessions, and 100% medical checkups coverage rate.

We are committed to our mission. Under the dual waves of global digitization and sustainable development, we will continue to explore the way of harmonious coexistence of technology, environment and society by using "chip" as a medium, and strive to practice the concepts of "Integrity, Innovation, and Sustainable Service". We look forward to working with colleagues from all walks of life to draw a new blueprint for high-quality development!

陈伟

# Introduction

Silergy Corp. is an analog semiconductor Company focused on energy savings. Founded in 2008, the Company went public on the Taiwan Stock Exchange in 2013. With strong IC design and system design capabilities, as well as industry-leading expertise in wafer processing and packaging technology, Silergy Corp. delivers high-performance, high-quality, and highly integrated products to the customers. Employing industry-leading advanced process technologies, Silergy Corp. innovatively develops mixed-signal and analog chips, catering to a wide range of sectors including industrial, consumer electronics, cloud computing, communication, and automotive electronics, with the aim of enhancing efficiency, conserving energy, and measuring energy usage. Meanwhile, Silergy Corp. maintains a global presence with research, sales, and service centers in various countries and regions, focusing on delivering the optimal combination of innovation, diligence in execution, and swift responsiveness and efficient implementation, promptly meeting the latest demands of the information product landscape, and offering comprehensive specifications, designs, and service support to customers during product development. Moreover, the Company's management team boasts extensive industry experience, clear grasp of future product technology trends, and also talented team equipped with core technologies. In the rapidly evolving environment of information products, Silergy Corp. has positioned itself as a competitive professional IC design Company with industrial competitive advantages.

We offer IC design services to global customers, with primary hubs in Silicon Valley, USA, and Hangzhou, China. Additionally, the Company has established subsidiaries in key global locations, spanning across more than 30 cities worldwide. This extensive network enables Silergy Corp. to provide cutting-edge products, services, and solutions to its clients. Through close collaboration with professional supply chains, the Company delivers the most complete customized system design support and services to customers globally, fostering mutual growth with renowned electronic brands around the world.



# Development Journey



# Product Application Scenarios



# Corporate Culture



# Sustainable Development Performance

Topics	Achievements in 2024	SDGs Goals
 Environment	<ul style="list-style-type: none"><li>Silergy Corp. is committed to achieving carbon emissions peak in Scopes 1 and 2 in its operations by 2028 and carbon neutrality by 2040</li><li>We have obtained RoHS and SVHC test reports</li></ul>	   
 Social	<ul style="list-style-type: none"><li>Total number of employees was 1,678</li><li>Annual health examination coverage rate for employees was 100%</li><li>Occupational accident ratio was 0%</li><li>Total employee training hours were 1,586 hours</li><li>Annual health examination coverage rate was 100%, with no serious satisfaction survey</li><li>Total employee volunteer hours at were 800 hours with 60 participants</li></ul>	    
 Governance	<ul style="list-style-type: none"><li>Total revenue in New Taiwan Dollars was NT\$5,150,809,000, the number of patents granted was 1,787</li><li>13 legal compliance training sessions were conducted</li><li>No major information security incidents occurred throughout the year</li><li>The rate of resolution of customer complaints was 98.85%, with outstanding complaints in the current year to be finalized in the following year, and 100% of all complaints to be resolved</li></ul>	  

# Honors and Awards



1 2024 Golden Chip Award –  
Emerging Product Award  
SA63122

China Integrated Circuit Design Innovation Alliance  
China Automotive Chip Industry Innovation  
Strategic Alliance  
Shanghai Automotive Engineering Society



2 The 19th "China Chip" Excellent  
Technological Innovation  
Products in 2024SA473XX

China Electronic Information Industry  
Development Research Institute (CIEIDRI)



3 2024 Annual Best Partner  
Hisense Visual Technology Co., Ltd.



4 2024 Excellent Partner  
CEPREI



5 2024 Best Partner Award  
LG Electronics



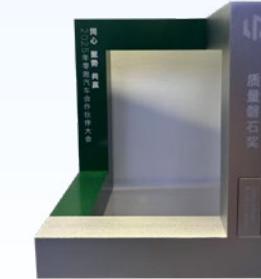
6 Valuable Industrial  
Partner of 3 years  
SKL AMSV



7 Collaborative Innovation Award  
Beijing Oriental Electronics



8 Collaborative Innovation  
Special Contribution Award  
CHERY



9 Brick Award  
LEAPMOTOR



10 2024 China Automotive Chip  
Innovation Achievement Award  
SA24403  
China Association of Automobile  
Manufacturers



## Association Membership Status

Specialised  
Committee of  
China Association  
for Standardization

Wireless Power  
Consortium

Automotive  
Electronics  
Industry  
Alliance

MIPI Alliance

CPES

USB  
Implementers  
Forum

China  
Semiconductor  
Industry  
Association  
(Integrated Circuit  
Design Branch)

JEDEC

Patent  
Protection  
Association  
of China

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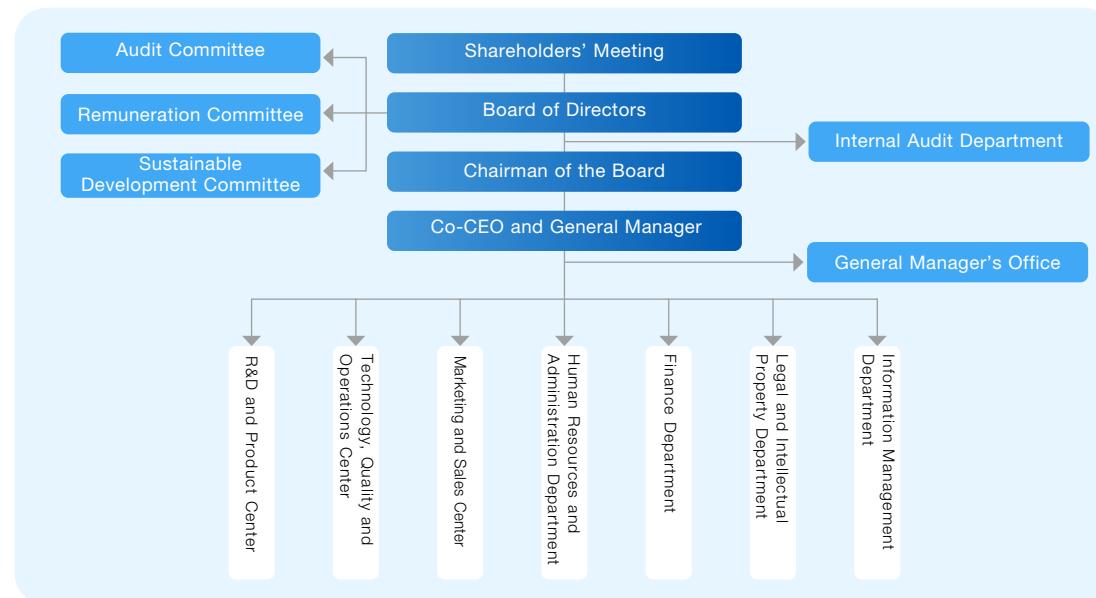


# Improving Corporate Governance

A sound corporate governance system is a key element in achieving sustainable value creation. Silergy Corp. consistently strives to iterate and optimize its corporate governance system, forming a diligent and responsible board of directors, establishing robust governance mechanisms, and steadily advancing the Company's governance standards to new levels.

## ► Governance Mechanism

Silergy Corp. continuously improves the structure and management systems. The Company's internal governance structure consists of the Shareholders' Meeting, the Board of Directors and the functional committees, the Internal Audit Department, Co-CEO and General Manager, General Manager's Office, and various functional departments. The organizational chart is shown below:



The Company places great importance on the effective implementation and operability of internal governance normative documents, guiding the standardized operation of all governance activities. In line with the spirit of the *Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies*, we have formulated regulatory documents such as the *Rules of Procedure for Board of Directors Meetings* and disclose material information in accordance with relevant laws and regulations.

We have established an internal audit department, formulated the Internal Control System, and assigned qualified and appropriate numbers of full-time internal auditors and designated alternate personnel in accordance with the Company's size, business conditions, management needs, and other relevant legal requirements. The primary responsibility of the internal audit department is to investigate and evaluate the soundness, reasonableness, and effectiveness of the Company's internal control systems and various management systems. Furthermore, an annual audit plan is developed, including monthly audit items. This plan must be executed as scheduled to assess the Company's internal control system, and audit reports are prepared based on working papers and related data.

## Silergy Corp. Important Governance Documents



- the *Corporation Articles of Incorporation*
- the *Rules of Procedure for Shareholders Meetings*
- the *Procedures for the Election of Directors and Independent Directors*
- the *Rules of Procedure for Board of Directors Meetings*
- the *Audit Committee Charter*
- the *Remuneration Committee Charter*
- the *Procedures for Acquiring or Disposing of Assets*
- the *Procedures for Ethical Management and Guidelines for Conduct*
- the *Internal Major Information Processing and Prevention of Insider Trading Management Regulations*
- the *Codes of Ethical Conduct*
- the *Rules for Performance Evaluation of Board of Directors*
- the *Corporate Governance Best Practice Principles*
- the *Organizational Procedures for the Sustainable Development Committee*

Silergy Corp.'s Organizational Chart



## ► Board of Directors Development

Silergy Corp.'s Board of Directors has authorized the establishment of an Audit Committee, a Remuneration Committee, and a Sustainable Development Committee to assist the Board in fulfilling its responsibilities. The chairs of each committee regularly report their activities and resolutions to the Board.

## Responsibilities and Composition of the Board

The members of the Company's Board of Directors have diverse backgrounds, including experience in various industries, with extensive practical expertise. In 2024, the Company had a total of 8 board members, including 3 independent directors (37.5%), with an age distribution between 45 and 70 years old, and 1 female director (12.5%), and held 8 board meetings during the reporting period. (In June 2025, the Board of Directors held a general election and now has a total of 9 Board members, including 6 independent directors and 2 female directors. For more information, see the official website.)

Names	Title	Gender	Age	Education Background	Professional Ability	Main Experience and Academic Background	Whether Concurrently Holds Other Senior Management Positions within Silergy Corp.	Currently Serving as an Independent Director of Other Public Companies
Wei Chen	Chairman	Male	50-55	PhD	Enterprise Operation and Management Experienced in Science and Technology Risk Management	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA Technical Manager, Linear Technology Deputy Chief System and Applications Technology Officer, Monolithic Power Systems, Inc.	Yes	0
Budong You	Director	Male	50-55	PhD	Enterprise Operation and Management Experienced in Science and Technology Risk Management	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA Deputy Technology Manager, Volterra Semiconductor	Yes	0
Jiun-huei Shih	Director	Male	45-50	PhD	Accounting/Finance Law Risk Management	Juris Doctor (J.D.), Stanford Law School, Stanford University B.S. in Aeronautical Engineering, United States Military Academy at West Point Global Partner, Morgan Stanley OEP Private Equity Vice President, Investment Banking Division, Merrill Lynch Vice President, Investment Banking, Deutsche Bank Commissioned Officer, United States Army	—	0
Sophia Tong	Director	Female	60-70	Bachelor's Degree	Enterprise Operation and Management Experienced in Science and Technology Accounting/Finance Law Risk Management	Department of Foreign Languages/National, Taiwan University President, Test Rite International Co., Ltd. GM of IBM Taiwan	—	1
Bing Xie	Director	Male	55-60	Master's Degree	Enterprise Operation and Management Experienced in Science and Technology Risk Management	Master of Business Administration (MBA), Clemson University, USA B.Eng. in Electronic Engineering, Xidian University, China Executive Officer & Senior Vice President, Texas Instruments Semiconductor, responsibilities: global sales, Field Application Engineering (FAE), and operations	Yes	0
Yong-Song Tsai	Independent Director	Male	65-70	Master's Degree	Enterprise Operation and Management Accounting/Finance Risk Management	Masters, International Business, National Taiwan University Master, Materials Science and Engineering from the Ohio State University, USA Partner, APP Capital Limited. Deputy General Manager, Walden International Taiwan Co., Ltd.	—	1
Henry King	Independent Director	Male	55-60	Master's Degree	Enterprise Operation and Management Experienced in Science and Technology Accounting/Finance Risk Management	EMBA, Entrepreneur Program, National Chengchi University MBA, Loyola University Chicago, USA B.S. in Electrical Engineering, National Central University, Taiwan Managing Director, Goldman Sachs Securities Associate Vice President, Credit Suisse Securities	—	2
Jet Tsai	Independent Director	Male	55-60	Master's Degree	Enterprise Operation and Management Experienced in Science and Technology Accounting/Finance Risk Management	Master, Graduate Institute of Business Administration, National Taipei University B.S. in Electrophysics, National Chiao Tung University Managing Partner, Chien Ta United CPA Firm	—	1

## Board of Directors Election and Diversity

The Company has formulated the *Procedures for the Election of Directors and Independent Directors*, taking into account the diversity of board members during the election process. A diversity policy is established based on the Company's operations, business model, and development needs, including but not limited to criteria such as gender, age, nationality, culture, professional expertise, and skills.

Regarding the election method, the Company adopts a candidate nomination system for the selection of directors. The goal is to ensure that independent directors make up at least one-third of the total number of directors and that there is at least one female director. The Company requires all board members to generally possess the knowledge, skills, and qualities necessary for their roles. Collectively, they should demonstrate the following capabilities: operational judgment, accounting and financial analysis, management, crisis handling, industry knowledge, an international perspective, leadership, and decision-making ability.



## Board Capability Development

To strengthen the professional knowledge and capabilities of directors, the Company requires incumbent directors to complete at least 6 hours of continuing education annually in accordance with the *Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies*. The Company regularly arranges relevant training courses for directors each year.

### 2024 Board of Directors Training Summary:

Name	Training Date	Organizer	Course Name	Training Hours
Wei Chen	2024.08.29	Taiwan Corporate Governance Association	Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3
			Election and Nomination Committee of the Board, Corporate Governance Practices	3
	2024.01.31	Accounting Research and Development Foundation	Latest Developments in ESG Sustainability and Self-prepared Financial Reporting Policies, and Internal Control Management Practices	6
	2024.02.26	Accounting Research and Development Foundation	Common Deficiencies in Financial Statement Audits and Practical Analysis of Key Internal Control Regulations	3
Budong You	2024.08.29	Taiwan Corporate Governance Association	Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3
			Election and Nomination Committee of the Board, Corporate Governance Practices	3
Jiun-huei Shih	2024.08.29	Taiwan Corporate Governance Association	Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3
			Election and Nomination Committee of the Board, Corporate Governance Practices	3
Sophia Tong	2024.08.22	Taiwan Corporate Governance Association	Securities Regulations and Corporate Governance	3
	2024.08.23	Taiwan Corporate Governance Association	Introduction to IFRS Sustainability Disclosure Standards and Global Trends Towards Carbon Neutrality	3
	2024.08.29	Taiwan Corporate Governance Association	Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3
			Election and Nomination Committee of the Board, Corporate Governance Practices	3
Bing Xie	2024.08.29	Taiwan Corporate Governance Association	Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3
			Election and Nomination Committee of the Board, Corporate Governance Practices	3
Yong-Song Tsai	2024.08.29	Taiwan Corporate Governance Association	Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3
	2024.08.29	Securities & Futures Institute	Election and Nomination Committee of the Board, Corporate Governance Practices	3
Henry King	2024.08.29	Taiwan Corporate Governance Association	Global Risk Awareness – Opportunities and Challenges for the Next Decade	3
			Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3
Jet Tsai	2024.08.29	Taiwan Corporate Governance Association	Election and Nomination Committee of the Board, Corporate Governance Practices	3
			Board Functions and Performance Evaluation and Its Application in Corporate Governance Assessment	3

## Functional Committees

### Audit Committee

The members of the Company's Audit Committee are composed entirely of independent directors. The committee assists the board in fulfilling its responsibilities related to accounting, auditing, reviewing financial reports, and evaluating the effectiveness of internal control systems. In 2024, the Audit Committee convened 7 times, with a 100% attendance rate by independent directors.

#### Scope of Authority of the Audit Committee:

- Review of financial reports
- Evaluation of the effectiveness of internal control systems
- Appointment of certified public accountants
- Assessment of the independence of accountants providing audit and non-audit services
- Revision of procedures for handling significant financial activities, such as asset acquisition or disposal, lending funds to others, and endorsement guarantees
- Review of major asset transactions, fund lending, and endorsement guarantee transactions



### Audit Committee Attendance

Position	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)	Remarks
Convener	Jet Tsai	7	0	100	/
Member	Yong-Song Tsai	7	0	100	/
Member	Henry King	7	0	100	/

### Remuneration Committee

All members of the Company's Compensation Committee are independent directors, responsible for regularly reviewing the rules and procedures of the Remuneration Committee and proposing amendments. The members establish and regularly review performance evaluation standards, annual and long-term performance goals and policies, systems, standards, structures for compensation, which are directed against directors, supervisors, and managers. They also regularly assess the achievement of performance goals by directors, supervisors, and managers, and based on the evaluation results obtained from the performance evaluation standards, determine the individual compensation content and amounts for each. In 2024, the Remuneration Committee held 3 meetings, with a 100% attendance rate by independent directors.

#### Scope of Authority of the Remuneration Committee:

- Responsible for reviewing and recommending amendments to the Salary and Compensation Committee procedures on a regular basis.
- Responsible for setting and regularly reviewing the performance evaluation standards, annual and long-term performance goals, and the remuneration policies, systems, standards, and structures which are aimed at the Company's directors, supervisors, and senior management.
- Responsible for regularly evaluating the achievement of performance goals by the Company's directors, supervisors, and senior management and setting the content and amount of their individual salaries and compensation based on the evaluation results obtained from the performance evaluation criteria.



### Attendance of the Salary and Compensation Committee

Position	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)	Remarks
Convener	Yong-Song Tsai	3	0	100	/
Member	Henry King	3	0	100	/
Member	Jet Tsai	3	0	100	/

# Sustainable Development Management

Silergy Corp. aims to meet international standards, actively responding to the United Nations Sustainable Development Goals (SDGs) across all levels – from energy-saving product research and innovation to company operations and corporate governance. The Company has joined the United Nations Global Compact (UNGC), committing to integrate its ten principles into corporate strategy, policies, and procedures, participated in and passed the RBA audit for the first time. In 2024, Silergy Corp. initiated sustainable development efforts through the BCM department under the general manager's Office. This effort integrates cross-departmental collaboration to discuss and implement detailed initiatives, taking responsible actions in areas such as human rights, labor standards, environmental protection, and anti-corruption to enhance the management of the Company's operational impacts on stakeholders.



## ► Sustainable Development Strategy

In September 2015, the United Nations adopted the 2030 Agenda for Sustainable Development, which includes 17 Sustainable Development Goals (SDGs). Companies play a crucial role in achieving these SDGs. As an important member of the semiconductor industry chain, Silergy Corp. is committed to aligning its corporate sustainable development strategy with the SDGs. Through our own efforts, the Company strives to achieve these goals and work together toward a more sustainable future.

	Strategy	Guiding Principles	Goals	SDGs
Innovation	With technological innovation at the core, we continue to pursue the highest standard of analog ICs and are committed to becoming a leading semiconductor manufacturer.	We continue to invest in R&D to develop new product solutions through continuous technology development and innovative design.	We provide energy-efficient product solutions that deliver high performance, reliability and environmental friendliness to our customers.	 <b>9 INNOVATION AND INFRASTRUCTURE</b>  <b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b>  <b>13 CLIMATE ACTION</b>
Environment	We are constantly striving to reduce energy consumption and maintain a clean planet.	We use new technologies to optimize our production and management methods, improve the efficiency of resource use, respond positively to the "dual-carbon" goal, protect the green ecology, and contribute to the sustainable development of the environment.	In 2040, we will have achieved range 1 and range 2 carbon neutrality; and will have achieved range 1 and range 2 carbon peaking in 2028. We establish a corporate carbon inventory system, conduct group-wide third-party verification every year, and formulate carbon emission reduction planning routes based on the verification results and the actual situation of the company.	 <b>11 SUSTAINABLE CITIES AND COMMUNITIES</b>  <b>13 CLIMATE ACTION</b>  <b>15 LIFE ON LAND</b>  <b>14 LIFE BELOW WATER</b>
Social	We leverage our global and increasingly diverse talent base to drive high quality and sustainable growth.	We continuously strengthen the protection of employees' rights and interests, the implementation of incentives and benefits, the enhancement of competencies, and the protection of employees' physical and mental health, in order to continue to attract and retain international talents with both technical and social responsibilities.	We have zero tolerance for forced labor and human rights violations. We provide reasonable work arrangements and diversified employee benefits. We strive for zero injuries.	 <b>3 GOOD HEALTH AND WELL-BEING</b>  <b>4 QUALITY EDUCATION</b>  <b>5 GENDER EQUALITY</b>  <b>8 DECENT WORK AND ECONOMIC GROWTH</b>  <b>10 REDUCED INEQUALITIES</b>
Governance	We maintain a high level of corporate governance by adhering to our business philosophy of integrity, innovation, and sustainable service, and by acting in an honest and ethical manner.	We optimize the corporate governance system and strengthen risk management, internal controls, and anti-corruption measures.	We fully integrate the concept of sustainable development into every aspect of the Company's strategic planning and operational management.	 <b>17 PARTNERSHIPS FOR THE GOALS</b>

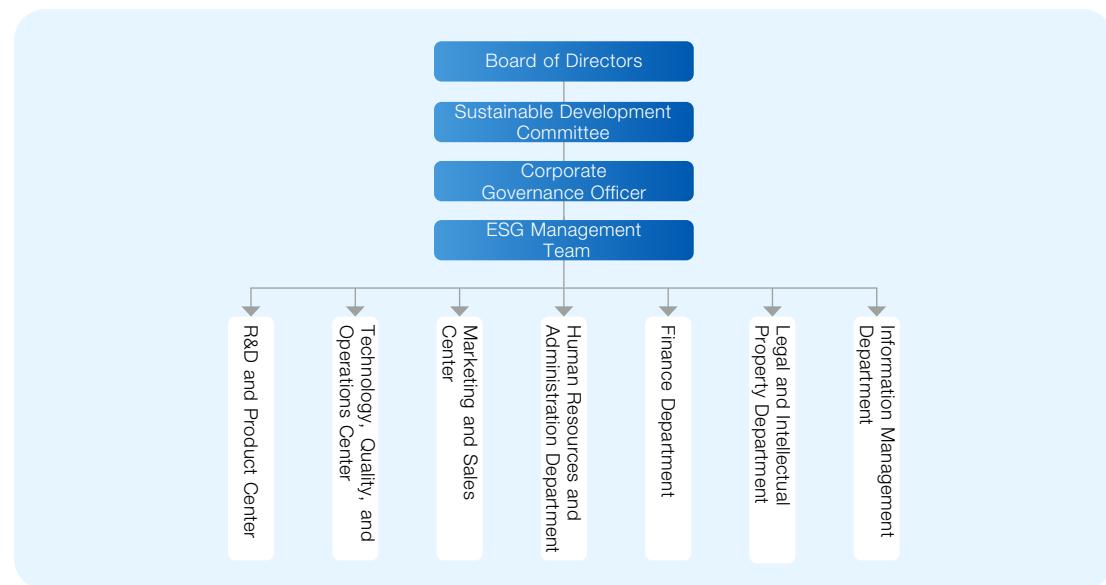
## ► Sustainable Development Structure

To enhance the quality of sustainable development information disclosure, Siliergy Corp. has formulated the *Code of Practice for Sustainable Development* and the *Sustainable Information Management Measures* by referring to the *Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies* and relevant laws and regulations, and adhering to the principles of "implementing corporate governance, promoting a sustainable environment, upholding social welfare, and strengthening sustainable development information disclosure". In accordance with these guidelines, a Sustainable Development Committee has been established, and the *Organizational Procedures for the Sustainable Development Committee* have been developed to ensure that all sustainable development issues faced by the Company are incorporated into its agenda and business strategies.



Our Sustainable Development Committee is composed of members of the Board of Directors which is responsible for formulating or regularly reviewing the Company's development strategies and plans. Based on internal and external realities, the committee reviews and periodically evaluates the Company's sustainable development initiatives. The committee has one Chairperson, elected by the members of the Sustainable Development Committee. The committee holds at least one meeting annually, chaired by the Chairperson. Other directors, executives, and consultants may be invited to attend the meetings. Meetings can be held in person or via communication methods. Voting during in-person meetings is conducted by a show of hands or ballot voting, with each member having one vote. Resolutions must be passed by a majority of all committee members.

The Sustainable Development Committee has an Subcommittee, called ESG Management Team, which is responsible for collecting and researching materials related to the committee's work, coordinating daily operations, and organizing meetings. The ESG Management Team is composed of heads of various departments and has one Team Leader, appointed by the Sustainable Development Committee. The Team Leader oversees the Company's specific sustainable development tasks, coordinates work between the Company's functional departments, subsidiaries, and third-party consulting firms, and provides guidance on the implementation of sustainable development initiatives within the scope of annual goals. The Team Leader also organizes and facilitates communication meetings.



## Responsibilities and Authorities



### Sustainable Development Committee



- Responsible for formulating the Company's sustainable development direction, strategies, and goals, and establishing relevant management guidelines.
- Responsible for tracking, reviewing and revising the implementation and effectiveness of corporate sustainable development.
- Responsible for supervising the disclosure of perpetual information and reviewing the perpetual report.
- Responsible for supervising the implementation of the Company's sustainable development practices or other matters resolved by the Board of Directors to be handled by this committee.

### ESG Management Team



- Responsible for researching and providing recommendations on the Company's sustainable development-related policies, including but not limited to health and safety, community relations, environment, human rights, and anti-corruption, ensuring the Company's stance and performance on global sustainable development issues align with contemporary and international standards.
- Responsible for providing recommendations to support and ensure the career development of female employees, ethnic minority employees, and employees with disabilities within the Company, promoting non-discrimination and offering fair employment and development opportunities for employees from diverse groups in project locations.
- Responsible for conducting research, analysis, and risk assessments on the Company's sustainable development efforts and related environmental, social, and governance (ESG) matters, and proposing systems, strategies, and goals for sustainable development.
- Responsible for organizing or coordinating the supervision and inspection of the Company's sustainability-related policies, management practices, performance, and progress toward goals, and providing corresponding recommendations.

## ► Risk Management

In strict accordance with the Company's internal control management standard of risk, Silergy Corp. establishes a risk management mechanism and formulates the *Risk and Opportunity Identification and Evaluation Form*. Based on various responsibilities, the Company identifies potential risks that may impact business operations or sustainable development and implements corresponding management measures. These efforts aim to strengthen internal risk control, enhance response capabilities, achieve risk management objectives, and improve corporate competitiveness.

The Company actively promotes risk management by identifying, analyzing, and evaluating risks. We comprehensively identify potential risks faced by the Company and monitor the legality and compliance of business operations throughout daily processes. For identified risks, the Company analyzes them based on their frequency of occurrence and the difficulty of mitigation. The analysis results are compared against the Company's risk management standards to classify risks into low, medium, and high levels, and corresponding countermeasures are developed.

To address risks that may affect business continuity, the Company has established a Business Continuity Management (BCM) Committee, with representatives from the BCM management team conducting business impact analyses. The Business Continuity Management Department under the General Manager's Office is responsible for specific execution and management tasks. First, the Company identifies the core business activities and evaluates the impacts of disruptions in these activities, including financial, customer-related, legal, and reputational impacts. Combined with the maximum tolerable downtime, the Company determines whether these activities are critical. Second, recovery time objectives and priority recovery sequences for critical businesses are established, along with recovery level percentages (for specific details of the 2024 risk analysis and assessment, please refer to the Materiality Assessment Results section).



## Risk Identification Process: Risk Identification, Analysis, and Assessment

Risk Identification	We systematically, accurately, and comprehensively identify risks in key business operations and processes, conduct daily monitoring of the legality and compliance of the entire business operation process.
Risk Analysis	We analyze the identified risks based on the likelihood of occurrence and potential impact.
Risk Assessment	We compare the analysis results with the Company's risk management standards, categorize risks into low, medium, and high levels, and develop strategies and action plans specifically for high-risk items.

Frequency of Occurrence	Very Rare	Rare	Occasional	Sometimes	Frequent
	Severity	Very Severe	Severe	Moderately Severe	Moderate
Very Rare	High Risk	High Risk	High Risk	High Risk	High Risk
Rare	Low Risk	Medium Risk	Medium Risk	High Risk	High Risk
Occasional	Low Risk	Medium Risk	Medium Risk	Medium Risk	High Risk
Sometimes	Low Risk	Low Risk	Low Risk	Medium Risk	Medium Risk
Frequent	Low Risk	Low Risk	Low Risk	Low Risk	Medium Risk

Through the annual materiality assessment process, we review the impact of sustainability-related development issues on our business and stakeholders to identify sustainability risks and opportunities. These risks and opportunities are incorporated into our risk management and business planning processes as key considerations. Below is a list of risks and opportunities identified by Silergy Corp.:

Dimensions	Key Issues	
Environment	Climate Change and Greenhouse Gas Emissions Energy Management Wastewater Management Waste Management Hazardous Substances Management	Water Resource Management Clean Technology Exhaust Gas Management Management Chemicals Management
Social	Product Quality Management Customer Service Management Sustainable Supply Chain (Green Supply Chain) Employee Growth and Development Employee Occupational Health and Safety	Green and Energy-Efficient Products Research and Innovation Conflict Minerals Management Employee Compensation and Benefits Community Investment
Governance	Tax Compliance Management Adherence to Business Ethics	Information Security Assurance Intellectual Property Management

## Risk Levels and Corresponding Actions

Risk Level	Measures
High Risk	Immediate action will be taken to avoid or mitigate the risk
Medium Risk	We take actions to minimize risks
Low Risk	We take steps to reduce or, where possible, offset the costs of risks



## ► Stakeholder Management

Silergy Corp. places great importance on the diverse needs of our stakeholders. By establishing multiple communication channels, the Company listens to the opinions of all relevant parties regarding the sustainable development. The communication channels with stakeholders are outlined below:

Key Stakeholders	Shareholders and Investors	Customers	Employees	Suppliers and Partners	Environment	Community Residents	Social Organizations	Media
Expectations and Concerns	Risk management Compliance in operations Stable returns	Product quality and service Customer privacy protection Intellectual property protection	Protection of legitimate rights Promotion of employee growth and development Care for employee well-being	Responsible procurement Fairness and transparency Integrity in contract fulfillment	Addressing climate change Strengthening energy conservation and emissions reduction	Serving local community development Organizing volunteer activities	Waste and emissions management Practicing philanthropy	Transparent information disclosure Enhancing communication
Communication and Response Methods	General meetings of shareholders Investor presentations Interview sessions Listed company information disclosure Telephone and email communication	Regular visits Technical seminars Customer service hotline	Feedback and grievance mechanisms Employee training and development Support for employees in need	Bidding meetings Supplier training Industry forums	Implementation of environmental policies Environmental information disclosure	Volunteer services and community events Open communication	Social cause support programs Social welfare projects	Accepting journalist interviews Timely information disclosure

## ► Materiality Assessment Process

The materiality assessment helps Silergy Corp. clarify the relevant impacts, risks, and opportunities associated with sustainable development and disclose them in the Report. By integrating the perspectives of internal and external stakeholders with an analysis of broader megatrends, the Company identifies issues that are of sustainability importance to stakeholders and of financial significance to the business. In 2024, the Company considered the *International Financial Reporting Standard SI-General Requirements for Disclosure of Sustainability-related Financial Information* to identify and assess potential sustainability impacts, risks, and opportunities.



### Dual Materiality Approach

#### Financial Risks and Opportunities

Sustainability-related risks or opportunities that can reasonably be expected to affect cash flows, financing, and the cost of capital in the short, medium, or long term.

What does this mean for Silergy Corp.?

Providing insights on sustainability for strategic decision-making to mitigate risks and deliver the highest returns to shareholders.

What is its purpose?

Capital providers, investors, lenders, and creditors who expect Silergy Corp. to deliver sustainable returns.

Who are the stakeholders?

Sustainability-related financial disclosures, including important information about risks and opportunities disclosed to investors. If the omission, misstatement, or concealment of information can reasonably be expected to influence investment decisions, such information is considered material.

What should be disclosed?

#### Stakeholder Impact

This refers to significant positive or negative impacts on people, the environment, and the economy, thereby affecting the Company's contribution to sustainable development.

It establishes the scope of priorities for addressing the impacts of and approaches to the sustainable development of Silergy Corp.

These are various stakeholders who want to understand Silergy Corp.'s impact and contribution to sustainable development.

Multi-stakeholder disclosures, including contributions to sustainable development goals and any other impacts of concern to key stakeholders.



## Identification of Impacts, Risks, and Opportunities

To identify sustainability-related impacts, risks, and opportunities, Silergy Corp. analyzes various internal and external data sources, including corporate strategy and risk documents, interviews with mid- to senior-level management, surveys, and a review of the latest reporting standards. Through this analysis, a total of 22 issues were identified (see the Risk Management section).

According to the GRI definition, impact materiality refers to significant positive or negative impacts on people, economy, and environment, including impacts on human rights. According to IFRS S1, financial materiality refers to sustainability-related risks or opportunities that can reasonably be expected to affect the Company's cash flows, access to financing, or cost of capital in the short, medium, or long term. Sustainability-related financial disclosures involve providing investors with important information about these risks and opportunities.



## Evaluation of Impacts, Risks, and Opportunities

Using the aforementioned methodology, we consider the severity and likelihood of risks, as well as the benefits and likelihood of opportunities. Each impact, risk, and opportunity is assessed as either negative or positive and categorized as either actual or potential in nature (in accordance with the latest GRI 3: Material Topics 2021 guidelines). In line with IFRS S1, we incorporate factors such as time horizons (short-term, medium-term, and long-term) and the position within the value chain (upstream, own operations, and downstream). In the final stage of risk assessment, we evaluate the materiality of each negative impact or financial risk based on its severity and likelihood, ultimately identifying 16 issues with dual materiality.

### Dual Materiality Issues

Drivers	Themes
Enhancing business resilience and fostering an environment of integrity and compliance.	<ul style="list-style-type: none"><li>● Risk and compliance management</li></ul>
Enhancing business resilience and fostering an environment of integrity and compliance.	<ul style="list-style-type: none"><li>● Adherence to business ethics</li></ul>
Enhancing business resilience and fostering an environment of integrity and compliance.	<ul style="list-style-type: none"><li>● Ensuring information security</li></ul>
Striving for net-zero transformation, reducing energy consumption, enhancing energy stability and reliability, and protecting a clean planet.	<ul style="list-style-type: none"><li>● Climate change and greenhouse gases</li><li>● Energy management</li><li>● Hazardous substances management</li></ul>
Core focus on technological innovation, producing high-quality and clean products.	<ul style="list-style-type: none"><li>● Green and energy-efficient products</li><li>● Research and innovation</li><li>● Sustainable supply chain (Green supply chain)</li><li>● Conflict minerals management</li><li>● Protection of employee rights</li></ul>
A Global and increasingly diverse talent pool, caring for communities.	<ul style="list-style-type: none"><li>● Talent attraction and development</li><li>● Supporting employee growth</li><li>● Employee occupational health and safety</li><li>● Employee compensation and benefits</li><li>● Community investment</li></ul>

## ► Materiality Assessment Results

Based on the identification results, we analyzed issues with financial materiality and impact materiality. The definition of timeframes is as follows: 0-1 year is short-term; 1-5 years is medium-term; and more than 5 years is long-term.

Theme	Risk/Opportunity	Financial Impact	Value Chain	Timeframe	Silergy Corp. Response Strategy
Risk and Compliance Management	Risk: Violation of laws and regulations leading to penalties from regulatory authorities and damage to corporate image.	<ul style="list-style-type: none"> <li>Damage to corporate image may lead to a reduction in market share and a decrease in core business revenue.</li> </ul>	Corporate operations	Short-term	<ul style="list-style-type: none"> <li>Regularly conduct audits on environmental, occupational health and safety, business ethics, labor, and human rights aspects. Report any anomalies promptly and follow up with corrective actions.</li> </ul>
Adherence to Business Ethics	Risk: Corruption in the supply chain or internal bribery issues leading to legal disputes.	<ul style="list-style-type: none"> <li>Potential damage to corporate image, reduction in market share, and a decrease in core business revenue.</li> <li>Legal litigation costs may need to be borne.</li> </ul>	Upstream Downstream Corporate operations	Short-term, Medium-term	<ul style="list-style-type: none"> <li>Improve the Company's business ethics management system and conduct regular internal audits and training on business ethics.</li> <li>Require suppliers to sign the <i>Supplier Social Responsibility Commitment Letter</i> and regularly assess supplier social responsibility performance.</li> </ul>
Ensuring Information Security	Risk: Data breaches (e.g., production R&D data, customer privacy data) or cyberattacks.	<ul style="list-style-type: none"> <li>Potential decline in customer trust, leading to reduced market share and decreased core business revenue.</li> </ul>	Downstream Corporate operations	Short-term	<ul style="list-style-type: none"> <li>Strengthen the information security management system and obtain ISO 27001 certification.</li> <li>Conduct regular internal audits of information security.</li> <li>Carry out regular emergency response drills for information security to enhance responsiveness to unexpected incidents.</li> </ul>
Climate Change and Greenhouse Gases	Risk: Carbon pricing mechanisms and increasingly stringent greenhouse gas emission reduction policies.	<ul style="list-style-type: none"> <li>Carbon pricing mechanisms may increase operational costs and squeeze profit margins.</li> <li>Implement emission reduction initiatives to offset the Company's own greenhouse gas emissions can help reduce policy compliance costs.</li> </ul>	Upstream Downstream Corporate operations	Long-term	<ul style="list-style-type: none"> <li>Actively engage in greenhouse gas emission reduction efforts, such as investing in photovoltaic projects and purchasing green electricity directly.</li> <li>Strengthen carbon audits and carbon footprint management, strictly comply with disclosure requirements, and ensure compliant operations.</li> </ul>
Energy Management	Opportunity: Transition in energy structure.	<ul style="list-style-type: none"> <li>The use of green electricity may increase short-term energy costs, but in the long term, it can reduce corporate operational costs.</li> </ul>	Corporate operations	Long-term	<ul style="list-style-type: none"> <li>Gradually increase the proportion of green electricity usage year by year.</li> </ul>
Hazardous Substances Management	Risk: Exceeding limits for hazardous substances.	<ul style="list-style-type: none"> <li>Exceeding hazardous substance limits may lead to environmental penalties, damage to the Company's image, reduction in market share, and a decline in core business revenue.</li> </ul>	Corporate operations Downstream	Short-term	<ul style="list-style-type: none"> <li>Establish a hazardous substances management system and set targets for hazardous substances management.</li> <li>Conduct regular internal and external audits of hazardous substances.</li> <li>Engage third-party external agencies to test for hazardous substances.</li> </ul>
Green and Energy-Efficient Products	Opportunity: Clean technology research and development.	<ul style="list-style-type: none"> <li>The application of clean technology can reduce the product's carbon footprint and energy consumption per unit, thereby meeting downstream customers' demand for low-carbon and energy-efficient products. This may lead to an increase in market share and core business revenue.</li> <li>Clean technology R&amp;D may receive government policy support, with subsidies offsetting part of the R&amp;D investment.</li> </ul>	Corporate operations Downstream	Long-term	<ul style="list-style-type: none"> <li>Continuously increase investment in clean technology R&amp;D to reduce product energy consumption while ensuring product performance.</li> </ul>

Theme	Risk/Opportunity	Financial Impact	Value Chain	Timeframe	Silergy Corp. Response Strategy
Research and Innovation	<p><b>Risk:</b> Patent disputes increase legal risks.</p> <p><b>Opportunity:</b> Increased market competitiveness.</p>	<ul style="list-style-type: none"><li>Intellectual property disputes may delay R&amp;D progress and increase R&amp;D costs.</li><li>Technology R&amp;D and application can enhance corporate competitiveness, thereby driving growth in core business revenue.</li></ul>	Corporate operations	Long-term	<ul style="list-style-type: none"><li>Establish, improve, and maintain an intellectual property system.</li><li>Conduct regular intellectual property training for all employees.</li></ul>
Sustainable Supply Chain (Green Supply Chain)	<p><b>Risk:</b> Potential risk of supply chain disruptions, especially when suppliers cannot meet new emission reduction requirements in a timely manner.</p> <p><b>Opportunity:</b> A green supply chain may increase market recognition.</p>	<ul style="list-style-type: none"><li>Supply chain disruptions could lead to increased operational costs.</li><li>The development and management of a green supply chain can reduce operational costs in the long term (lower compliance costs for emission reductions), enhance brand image, increase downstream customer recognition, and subsequently grow market share and core business revenue.</li></ul>	Corporate operations Downstream Upstream	Medium-term	<ul style="list-style-type: none"><li>Strengthen supplier diversification management to mitigate the risk of supply chain disruptions.</li><li>Impose environmental requirements on suppliers and regularly assess their environmental performance.</li></ul>
Conflict Minerals Management	<p><b>Risk:</b> Failure to pass supply chain due diligence resulting in customer loss.</p>	<ul style="list-style-type: none"><li>Potential loss of key customers due to issues with conflict minerals traceability, leading to a decrease in core business revenue.</li></ul>	Upstream	Short-term	<ul style="list-style-type: none"><li>Require all suppliers to sign the <i>Commitment Letter on Non-Use of Conflict Minerals</i>.</li><li>Regularly conduct conflict minerals due diligence for suppliers.</li></ul>
Protection of Employee Rights	<p><b>Risk:</b> Labor disputes occurring.</p>	<ul style="list-style-type: none"><li>Employee lawsuits or strikes may lead to operational disruptions and increased operational costs.</li><li>May damage the Company's image, reduce its talent attractiveness, and result in a long-term decline in market competitiveness.</li></ul>	Corporate operations	Short-term	<ul style="list-style-type: none"><li>Establish grievance mechanisms to track and address employee feedback.</li><li>Use labor unions, employee representative assemblies, and employee forums to understand employee opinions and listen to their voices.</li></ul>
Talent Attraction and Development	<p><b>Opportunity:</b> Enhanced talent pipeline through training and development systems.</p>	<ul style="list-style-type: none"><li>Increased retention rate of core talent can reduce recruitment costs and accelerate the transformation of technological achievements.</li></ul>	Corporate operations	Medium-term, Long-term	<ul style="list-style-type: none"><li>Provide a comprehensive talent training and development system.</li><li>Offer competitive salary levels.</li></ul>
Supporting Employee Growth	<p><b>Risk:</b> Insufficient professional knowledge and skills to meet job requirements.</p>	<ul style="list-style-type: none"><li>May lead to low work efficiency, affecting project progress and delivery quality, resulting in increased project operational costs.</li></ul>	Corporate operations	Medium-term	<ul style="list-style-type: none"><li>Provide targeted training for all employees based on their needs.</li></ul>
Employee Occupational Health and Safety	<p><b>Risk:</b> Occurrence of safety incidents or occupational disease hazards.</p>	<ul style="list-style-type: none"><li>Safety incidents may result in casualties, damage to or scrapping of facilities, with the Company bearing high repair and medical costs.</li><li>Safety incidents may damage the Company's brand image and reputation, reduce customer trust, shrink market share, and decrease core business revenue.</li></ul>	Corporate operations	Short-term	<ul style="list-style-type: none"><li>Conduct regular training on safety concepts and knowledge for all employees.</li><li>Carry out regular emergency drills to enhance response capabilities for unexpected safety incidents.</li><li>Implement health checkups for all employees, including pre-employment, during employment, and pre-departure examinations.</li></ul>
Employee Compensation and Benefits	<p><b>Risk:</b> Below-average industry compensation leading to talent loss.</p>	<ul style="list-style-type: none"><li>Talent loss may cause the Company to lose the competitive advantage, resulting in reduced market share and decreased core business revenue.</li></ul>	Corporate operations	Medium-term, Long-term	<ul style="list-style-type: none"><li>Provide diversified reward mechanisms, continuously maintain employee benefits, and implement dividend and stock ownership policies.</li></ul>
Community Investment	<p><b>Opportunity:</b> Improved community relations and enhanced corporate image.</p>	<ul style="list-style-type: none"><li>Localization investments may qualify for tax incentives.</li><li>University-enterprise activities can enhance the Company's reputation in academic institutions, facilitating the recruitment of high-quality talent and increasing corporate competitiveness.</li></ul>	Corporate operations	Long-term	<ul style="list-style-type: none"><li>Increase community investment efforts, actively engage in university-enterprise cooperation, and participate in community public welfare projects.</li></ul>

# Adherence to Business Ethics

Silergy Corp. fully complies with the Responsible Business Alliance (RBA) Code of Conduct. The Company has formulated the *Silergy Corp Corporate Social Responsibility Manual and Codes of Conduct, the Procedures for Ethical Management and Guidelines for Conduct, and the Codes of Ethical Conduct*. Silergy Corp. consistently maintains a “zero-tolerance” policy towards improper behaviors such as corruption, bribery, and fraud. The Company continuously builds and improves its anti-bribery, anti-corruption, and whistleblower reporting mechanisms while establishing transparent information disclosure channels. Silergy Corp. is committed to fostering a business environment characterized by integrity, fairness, and order. The internal audit department conducts regular audits of compliance with business ethics-related systems once a year and prepares an audit report to be submitted to the Board of Directors.

## Ethical Standards Regulations

**Clean Business Practices:** In the business activities, the Company must adhere to the highest standards of integrity. It explicitly prohibits improper behaviors such as bribery, corruption, extortion, and embezzlement. The Company is required to ensure the transparency and compliance of transactions by implementing monitoring and strengthening procedures to meet anti-corruption legal requirements.

**No Improper Gains:** In the business activities, the Company should follow the principles of integrity and compliance. This includes strict regulations on gift policies, anti-bribery, and anti-kickback practices for interactions between employees and clients, suppliers, and government officials. All business actions must be transparent and lawful to avoid any behavior that could harm the Company's reputation or violate legal requirements.

**Fair Trade, Advertising, and Competition:** The Company must adhere to the principles of fair competition and comply with the anti-monopoly and anti-unfair competition laws of the countries in which it operates. Any form of collusion is prohibited, and the Company must not conspire with any party, including suppliers, customers, or competitors, to gain improper benefits or competitive advantages.

**Conflict of Interest:** Employees should avoid personal interests that may hinder or potentially conflict with the overall interests of the Company.



## ► Anti-Corruption Capacity Building

The Company regularly conducts training and awareness campaigns for directors, managers, employees, and actual controllers. Each business unit responsible for operations should also advocate with individuals or entities engaging in commercial activities with the Company, ensuring they fully understand the Company's commitment to integrity, its policies, preventive measures, and the consequences of violating unethical behavior. To further enhance compliance awareness, standardize employee behavior, and deepen the understanding of the value and importance of business ethics, we provide all employees with training content on business and ethical standards. All employees are required to complete training assessments, and the results of these assessments will be included in performance evaluations.

## ► Anti-Corruption Efforts in the Supply Chain

We began conducting surveys on the business ethics of our suppliers in 2024. The survey content includes, but is not limited to, the implementation of anti-corruption policies and systems, the status of training programs, and the mechanisms for reporting and investigating violations.

### Supplier Social Responsibility Questionnaire – Business Ethics Section



Has your company established clear anti-corruption and anti-bribery policies that prohibit all forms of bribery, kickbacks, or other illegal payments?

Has your company established clear anti-corruption and anti-bribery policies that prohibit all forms of bribery, kickbacks, or other illegal payments?

Does your company provide training to employees on anti-corruption, anti-bribery, and business ethics to ensure they understand relevant laws, regulations, and the Company's code of conduct?

Does your company take measures to ensure that all transactions with suppliers, clients, and partners comply with anti-corruption and anti-bribery requirements?

Does your company have systems in place to ensure that all commercial contracts and agreements explicitly prohibit bribery and corrupt practices?

Does your company implement effective measures to prevent and stop unfair competitive practices, such as price-fixing, market segmentation, or other anti-competitive behaviors?

Does your company provide education and training to management and employees on fair competition and anti-monopoly laws?

Does your company investigate suspected cases of corruption, bribery, or unfair competition, and take appropriate corrective actions based on the findings?

## ► Whistleblowing and Complaint Procedures

We have formulated the *Detailed Rules for Handling Whistleblowing Cases*. If any violations of integrity regulations are discovered, they should be actively reported to the Audit Committee, management, the head of internal audit, or other supervisors. If a violation of integrity regulations is confirmed, appropriate disciplinary actions will be taken based on the severity of the offense. The whistleblowing system specifies clear procedures for handling reports and includes measures to protect whistleblowers. Employees are encouraged to report issues using their real names, and strict confidentiality principles for whistleblowers and avoidance of conflicts of interest involving related parties are enforced. The parties involved in the case, the whistleblower, and personnel responsible for handling the case are prohibited from disclosing relevant information externally. Whistleblowing cases are handled by the head of internal audit, who assigns an appropriate auditor as the case officer. The case must be resolved within two months from the day after the report is confirmed as accepted. The department or personnel responsible for handling the report must process the case without valid reason for delay. If a reported case is verified to be true, the Company will handle it in accordance with applicable laws or internal regulations.

# Strengthening Tax Management

Silergy Corp. conducts tax management based on strict compliance with relevant tax laws and regulations, while taking actual circumstances into account. The Company properly plans the tax payment strategies and standardizes tax-related behaviors to minimize tax risks and losses. The main aspects of the Company's tax management include establishing a sound tax management system, standardizing the timing and procedures for document transfer, ensuring timely and accurate tax payments, continuously strengthening process controls for tax management, improving internal related-party transaction tax management, carrying out reasonable tax planning, and conducting tax risk assessments and self-inspections.



# Intellectual Property Management

Silergy Corp. strictly complies with patent protection-related laws and regulations in the operating regions and has established a dedicated intellectual property department. We actively apply for patents and register trademarks, draft applications and maintain patents, plan patent layouts, handle patent litigation cases, and extensively carry out activities such as legal promotion, knowledge dissemination, and training. These efforts ensure that the Company's technical products are not infringed upon, firmly protect the Company's intellectual property, and continuously promote innovation and development.

Intellectual Property Management		
Establish, Improve, and Perfect the Intellectual Property System		Integrate intellectual property work into the entire process of enterprise management to achieve comprehensive standardization of intellectual property activities, and incorporate it into performance evaluations.
Strengthen Intellectual Property Management Capacity Building		Promote innovation in intellectual property management to establish an effective system and mechanism that meets the needs of international market competition. Intellectual property work should be led by senior management within the Company.
Develop and Implement Intellectual Property Execution Plans		In alignment with the Company's overall development plan, scientifically formulate and implement intellectual property strategies. Clearly define short-term intellectual property goals and create practical and actionable intellectual property work plans.
Enhance Intellectual Property Training		Provide intellectual property training at different levels and stages for new employees, general staff, technical personnel, and management. Ensure a 100% training rate for individuals directly involved in technological innovation activities.
Strengthen Intellectual Property Protection Capabilities		Actively study the competitive landscape of intellectual property in international markets. Make full use of national administrative and judicial protection channels for intellectual property. While strengthening the protection of the Company's own intellectual property, ensure that the intellectual property rights of others are not infringed upon.

# Ensuring Information Security

Silergy Corp. strictly follows the requirements of the ISO/IEC 27001 standard to establish, implement, maintain, and continuously improve the Company's information security management system. The Company comprehensively enhances the information security awareness of all employees, standardizes each phase of the information lifecycle, and continuously identifies, assesses, and controls information security risks to ensure the confidentiality, integrity, and availability of the Company's information assets. The Company has developed and implemented the *Information Security Management Manual*, which systematically outlines the strategies and requirements for information security management. It includes control measures for securely collecting, processing, and storing third-party information, as well as policies to safeguard the information security of the Company and its stakeholders. These policies have clearly defined qualitative and quantitative management objectives to guide implementation and measure performance effectiveness. At the same time, the Company continues to increase investment in information technology and equipment, enhancing the overall performance and security of the information systems, thereby providing strong support for the continuous and stable operation of the business.

## Information Security Objectives

Zero incidents of leakage of critical information belonging to the Company and the customers.

Zero customer complaints regarding information security.

No major information security incidents throughout the year.

100% coverage of annual information security training for employees.

Data collection, provision, statistics, and analysis.



## ► Information Security Management System

The Company strictly adheres to the requirements of the ISO 27001:2013 standard to establish a comprehensive information security management system. Following the PDCA (Plan-Do-Check-Act) management cycle mechanism, we review the effectiveness of information security policies, guidelines, objectives, and strategies. As of the end of the reporting period, 5 of our subsidiaries have obtained ISO 27001 certification.



Information Security Management System Certification Certificate



To strengthen and improve the management of information security incidents, we have developed the *Information Security Incident Management Procedures* in accordance with information security management requirements. These procedures clearly define the responsibilities of the Information Security Management Committee, working groups, various departments, and individuals who discover incidents. For example, the committee is responsible for approving handling decisions and disciplinary actions, while the working group is responsible for investigation and evidence collection. This ensures that information security incidents can be reported promptly and responded to quickly, minimizing potential losses. After an incident occurs, the causes and impacts are analyzed, results are fed back, and lessons are learned to prevent recurrence. In the event of abnormal information security situations, effective communication and measures are taken promptly to prevent security breaches. As early as 2021, we applied and were approved to join the "Taiwan CERT/CSIRT" alliance to leverage cybersecurity data and enhance our information security defense system.



## Responsibilities and Authorities for Information Security Management

Information Security Management Committee	Responsible for reviewing and approving the handling of information security incidents and disciplinary actions. Responsible for approving corrective and preventive measures.
Information Security Working Group	Responsible for organizing the development of the Company's information security incident handling system. Listens to reports on information security incidents, conducts investigations and evidence collection, proposes handling measures, recommends disciplinary actions, and develops corrective and preventive measures. Manages and controls all documents related to information security.
Other Departments	Responsible for working to prevent information security incidents. Timely and accurately report information security incidents and cooperate with investigations and evidence collection. Implement handling measures, disciplinary decisions, and corrective and preventive actions.
Discoverers of Abnormalities and Incidents	Individuals who discover abnormalities or incidents are obligated to promptly and accurately report the actual situation of the abnormalities or incidents. They must take appropriate temporary measures to prevent the incident from escalating further.

## PDCA Management Cycle Mechanism

Planning Phase	Implement ISO 27001 certification to reduce corporate information security risks from the system, technology, and procedural aspects, establishing high-standard confidential information protection services that meet customer requirements.
Execution Phase	Continuously introduce new information security technologies and apply information security practices in daily operation and maintenance services to ensure the confidentiality of Silergy Corp.'s critical assets.
Checking Phase	Through regular routine meetings, review the effectiveness of information security implementation, including information security incidents and risk management. Continuously improve the execution effectiveness and security of the information security system to reduce risks.
Action Phase	Conduct supervision and audits to ensure the continuous effectiveness of the information security system. When employees violate relevant regulations or procedures, handle the violations according to established information security policies and processes. Regularly review and implement information security measures, training, and awareness campaigns to ensure that Silergy Corp.'s critical information is not leaked.

## ► Information Security Risk Assessment

The Company has established the *Information Security Risk Assessment Management Procedure*. By identifying information assets and assessing risk levels, the Company comprehensively identifies the information security risks. Under the premise of balancing control costs with risk, appropriate control objectives and methods are selected to keep information security risks within an acceptable level, ensuring the continuity of business operations to meet the requirements of the Company's information security management policy.

We have formed a risk assessment team, led by the Information Security Leadership Group. At least once a year, or when significant changes occur in systems, organization, business, technology, environment, or after major incidents, the group develops an information security risk assessment plan. Once the assessment results have been confirmed, the *Information Security Risk Assessment Report* will be generated.

In alignment with actual business conditions and context, we follow the *ISO/IEC 27001:2013 Information Technology – Security Techniques – Information Security Management System Requirements* standard and adhere to the principles outlined in *ISO 31000:2009 Risk Management Principles and Guidelines*. We also implement the *GB/T 20984 – 2007 Information Security Technology – Information Security Risk Assessment Specification* to conduct risk evaluation and treatment processes.



In March 2024, we conducted a risk assessment focusing on critical assets, identifying a total of 39 risks, 17 of which were classified as medium to high risk (Level 3 and above). For these medium to high risks, we formulated corresponding management measures, such as strengthening IT management standards, installing antivirus software, conducting regular virus scans, and performing periodic backups. Through this risk assessment, we gained a comprehensive understanding of the security status of our information security systems, including the threats faced by the information systems, vulnerabilities, and associated security risks. We identified an *Information Security Risk Management Procedure* suitable for the Company's actual conditions and applied it during the assessment process. Additionally, we developed a team of risk assessors, accumulated experience in risk assessment work, and enhanced internal personnel's awareness of information security, laying the foundation for establishing a long-term mechanism for risk assessment and risk management.

Physical Assets: **6** risks, including **1** high-risk item

Software Assets: **6** risks, including **5** high-risk items

Data and Document Assets: **15** risks, including **1** high-risk item

Service Assets: **1** high-risk item

Human Resource Assets: **3** risks, all **3** being high-risk items

Intangible Assets: **4** risks, all **4** being high-risk items

## ► Information Security Capability Building

The Company places great importance on the development of information security capabilities, and has formulated emergency reference documents such as the *Network Equipment HA Switching Contingency Plan*, the *Virus Contingency Plan*, and the *Data Recovery Contingency Plan*. The Information Technology Center is responsible for developing and implementing an annual emergency drill plan, conducting drills for critical equipment failures, data loss, and network hacker attacks. In 2024, the Company conducted 11 information security emergency drills, including three specific tests: data backup restoration, multi-link internet switching, and data center power outage drills. Among these, the data backup restoration tests were 100% successful, and the other two tests were also completed successfully.

The Company regularly conducts information security training. In 2024, the Company held two information security training sessions for all employees.



# Chips Toward the Future, Leading the New Wave

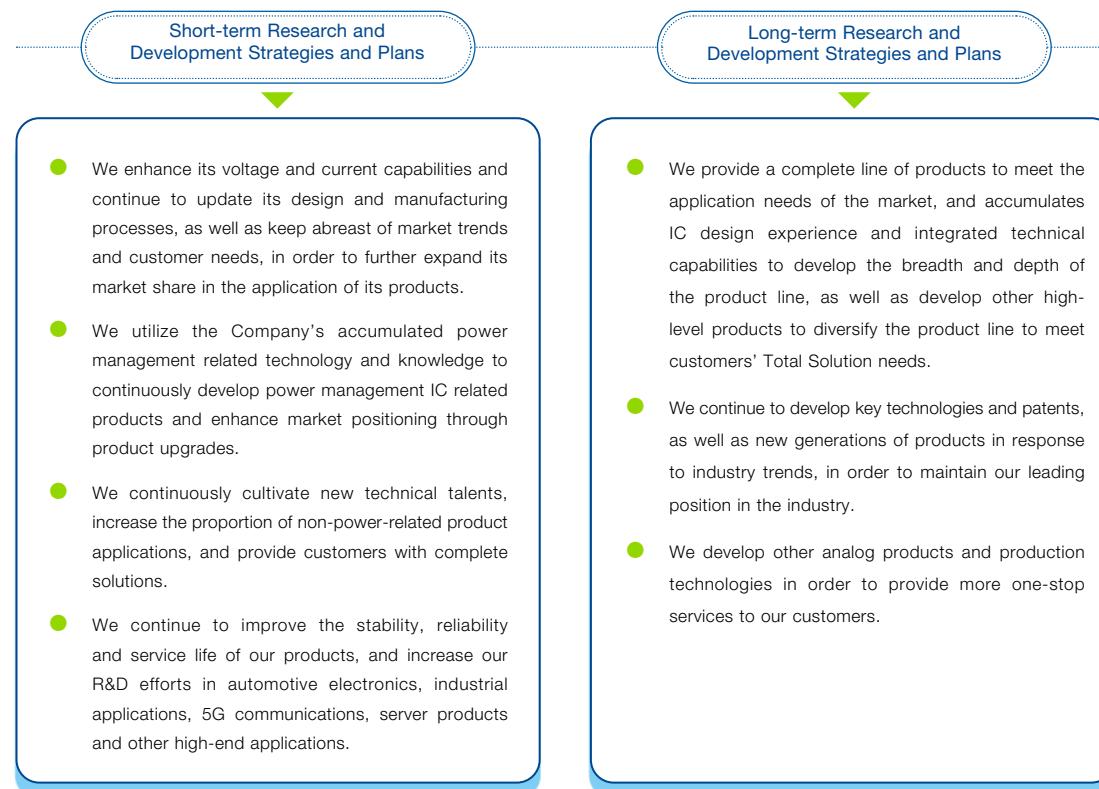
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# Science and Innovation Lead to the Future

As one of the fastest-growing global semiconductor companies, Silergy Corp. responds to the toughest technological challenges from all over the world through independent innovation and cutting-edge core technologies. Year 2024 is a critical year for the accelerated transformation of smart-driving cars and AI technologies, and the Company continues to increase its R&D investment in the fields of automotive-grade electronics and AI with a series of solutions, including multi-phase controllers, DrMOS, digital-to-analog converters, multiplexed power management, high-performance computing, power monitors, current detection op-amps, and many other solutions to provide the possibility of higher computing power and greater reliability, and to drive continued technological progress and upgrades.



The Company's actual R&D investment has far exceeded the original target, and the amount of R&D investment is gradually budgeted according to the progress of new product and new technology development. With the growth of future turnover, the annual R&D expenditure will be gradually increased, and it is expected that the Company will continue to invest in R&D expenditure of more than NT\$5 billion by 2025 in order to support the R&D program of developing new products and upgrading the performance of old products in the future, thereby enhance the competitiveness of the market.

## R&D investment

Metric	Unit	2022	2023	2024
R&D Expenditure	NT\$1,000	4,460,370	4,894,418	5,150,809
R&D as a Percentage of Operating Revenue	%	18.97	31.79	27.91



As of the end of 2024, the Company has obtained

**1,787** patents granted,



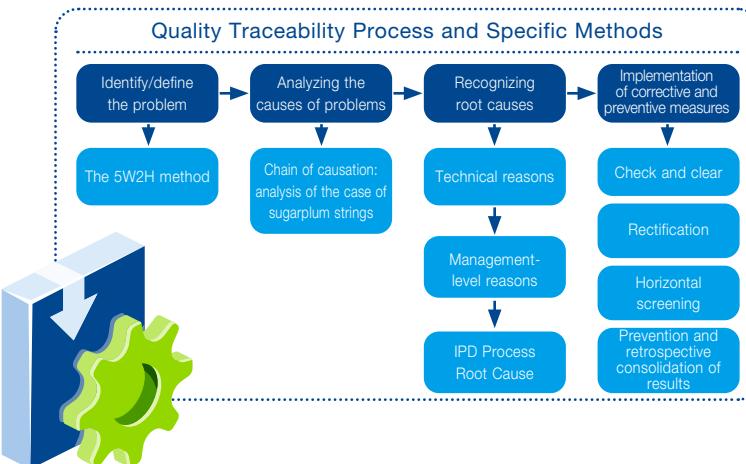
with more than 410 pending applications, in regions including Mainland China, the United States, Taiwan, Japan and India, of which

**62** new patents will be granted in 2024.

# Provision of Sustainable Products

Silergy Corp. establishes a whole-process product quality management system and control standards from material procurement, production process to quality traceability, and formulates a series of internal systems, such as *Procurement Control Procedures*, *Improvement Control Procedures*, *Packaging and Testing Outsourcing Standards*, etc., to enhance the effectiveness of product, process, service and quality management system to meet the high-quality needs of customers.

Procurement Management	In order to ensure the quality of purchased goods, we have formulated a systematic purchasing workflow, so that only qualified suppliers can become the target of the Company's purchasing. During product acceptance, the Company strictly controls aspects such as design and production materials. For example, in the wafer procurement process, supplier product test data must meet requirements in order to pass acceptance.
Process Management	Resident staff are required to write resident weekly and daily reports to keep detailed records of the Company's handling of various production and project management tasks and to ensure that the quality of products meets the relevant standards.
Quality Retrospectives	We establish a complete quality traceability process to ensure that the origin and handling of product quality can be traced in all cases.

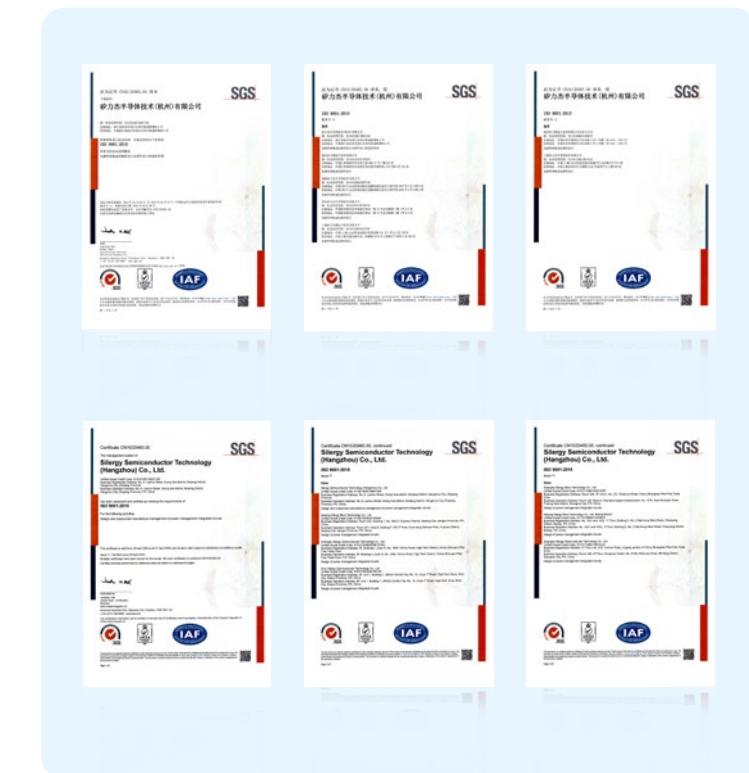


The Company have implemented a series of quality training activities, including product reliability verification, internal audit management program and corrective prevention management program, to respond to customers' requests for continuous improvement of products with high quality specifications.

In response to risks that could potentially affect the Company's business continuity, the Company has established a Business Continuity Management (BCM) Committee. The BCM committee, represented by BCM managers, conducts business impact analysis. Firstly, the Company identifies its major business activities, followed by an assessment of the consequences of disruptions to these activities. This assessment considers financial impacts, customer impacts, legal impacts, and reputation impacts. Considering the maximum tolerable downtime, the Company determines whether these activities qualify as critical business functions. Secondly, the committee establishes recovery time objectives and prioritizes the sequence for restoring critical business functions, while also setting recovery level percentages.

Business continuity risk	Contingency process/plan
Material breakage risk	<ul style="list-style-type: none"> <li>Identify key material risks</li> <li>Optimize supply sources</li> <li>Sign contingency agreements</li> <li>Develop and maintain business continuity plans</li> </ul>
Extreme weather risk	Contingency plan compilation

The Company has obtained the ISO 9001 quality management system certification certificates, which is currently valid until April 27, 2025 for the latest certificate obtained. At present, a total of seven subsidiaries of the Company worldwide have obtained the certificate for quality management systems certification certificates.



Quality Management System Certification Certificates



SY6410, SY62510, SY62520 and SY62540 battery gauge chips can be widely used in portable multimedia players, handheld terminals, portable medical devices and other related electronic devices to provide charging and discharging protection, early warning of battery abnormality, and prolonging the life cycle of batteries.



## Silergy Corp.'s Automotive-grade Three-phase Half-bridge Pre-driver Chip

### SA52632 Receives ASIL-D Product Certification Certificate for Functional Safety

On November 20th, Silergy Corp.'s three-phase half-bridge pre-driver product SA52632 received ISO 26262:2018 ASIL-D product certification certificate, the first three-phase half-bridge pre-driver chip in China to be recognized by ASIL-D, an international certification body. With outstanding product power and reliability, Silergy Corp. SA52632 has been tested at board level by more than twenty customers, and the DV experimental customers have exceeded five. The chip has passed the stringent AEC-Q100 test. With solid front-end design and sufficient product validation, the chip performs well in applications such as electronic power brakes and electronic power steering, and has won high recognition in the market.



Silergy Corp. Three-phase  
Half-bridge Pre-driver Chip  
SA52632 ASIL-D Certificate



SA52632 ASIL-D Rated 3-phase  
Half-bridge Pre-driver Chip

# Protection of Clients' Rights and Interests

Silergy Corp. strictly complies with the laws and regulations on consumer protection in the regions where it operates, establishes the *Customer Satisfaction Control Procedures*, and provides customized solutions to problems by building a global service network that deeply understands and respects the individual needs of customers around the globe, to ensure that customers receive professional and efficient service support no matter where they are.



We have established a perfect control system for handling customer complaints, formulated and based on the *Customer Complaints and Returns Management Measures* to respond to and effectively resolve customer complaints in a timely manner, and at the same time formulate countermeasures against the content of the complaints to prevent similar problems from reoccurring and enhance customer satisfaction in all aspects.

## Customer Complaint Handling Process

### Complaints Received ⚠

When receiving customer complaints, we fill out the *Customer Complaints and Failure Investigation Form*, send the defective products back to the Company for analysis and processing, and go to the client to understand the status of customer complaints when necessary.

### Investigation of the Causes of Customer Complaints and Corrective Measures ⚙️

Upon receipt of the *Customer Complaint and Failure Investigation Form* and the defective product, we immediately analyze the defective product and enter the relevant information for subsequent tracking of the results of the analysis, improvement actions, and the time frame of the analysis and other relevant information.

When the cause of defects is determined and confirmed, and the responsibility belongs to the customer, the cause of defects will be clearly informed and the corresponding improvement measures will be provided if possible. When the responsibility belongs to our company (including OEM), corrective measures such as return and replacement, rework, scrapping, etc. will be made immediately after the determination and confirmed and the corrective and preventive effects will be confirmed when the goods are shipped out in the following period.

### Complaint Product Disposal ✓

We communicate with customers depending on the severity of the product defect and handle the situation by returning or exchanging the product, based on the circumstances.

## Customer Complaint Resolution Rate for the Past Three Years

Year	2022	2023	2024
Customer Complaint Resolution Rate (%)	100	100	100
Customer Complaints Resolution Rate for the Year (%)	99.28	98.99	98.85

## Customer Satisfaction in the Last 3 Years

Year	2022	2023	2024
Top 10 Customers by Amount	95.99	95.28	85.42
End-user Key Customers	88	93.7	85.44
Auto Key Customers	96.28	91.07	96.38

# Cooperation for a Win-win Future

Silergy Corp. is committed to building a sustainable supply chain management system, urging and assisting suppliers to comply with laws and regulations in quality, environmental protection, human rights, etc., and taking the initiative to assume due social responsibility and business ethics, actively participating in industry exchanges and cooperation, and contributing to the industry's development and progress by drawing on a wide range of strengths while contributing to its own technological strengths.



## ► Supplier Management

Silergy Corp. strives to build a fair, just and open ecosystem for supplier cooperation. We formulate management systems such as *Supplier Management Measures* and *Outsourcing Process Control Procedures* to ensure the systematic and effective management of the Company's supplier management work in every process link from supplier introduction, daily maintenance and management to appraisal.



## ► Create a Sustainable Supply Chain

In order to ensure that the workers in our supply chain can work in a safe and environmentally friendly environment, and receive the respect and dignity they deserve, Silergy Corp. requires all suppliers and their affiliates to sign a Social Responsibility Commitment Letter. We require our suppliers to comply with the rules and regulations of their countries or regions, refer to internationally recognized standards, assume their due social and environmental responsibilities, and strictly abide by the code of business ethics, so as to jointly promote sustainable development and build a more equitable, green, and harmonious supply chain ecology.

In accordance with the RBA Responsible Business Alliance Guidelines and JAC Sustainable Development Guidelines, as well as the requirements of customers, and with reference to international certification standards such as ISO 14001 and ISO 45001. The Company formulates and requires relevant cooperative suppliers to sign the *Supplier Social Responsibility Agreement*, formulates the *Supplier Social Responsibility Questionnaire*. We conduct supplier social responsibility audits once a year by means of supplier self-inspection and on-site audits. Audit and improvement reports are issued based on the results of the audits, and suppliers are urged to take improvement actions and provide targeted human rights and environmental counseling to ensure that suppliers meet the Company's social responsibility requirements and work together to build a sustainable supply chain. In 2024, we conducted social responsibility audits on 11 major suppliers, covering 80% of the Company's major suppliers, and the focuses of the audits were on Human rights, environmental management, production safety and business ethics.

At the same time, we actively promote sustainable social development and continue to provide empowerment support to enterprises founded by disadvantaged groups in our supply chain.

### Key Elements Covered in the Supplier's Social Responsibility Commitment Letter



#### Labor Standard

- Freedom of choice of employment
- child and adolescent labor
- working hours
- pay and benefits
- humane treatment
- non-discrimination
- freedom of association

#### Health and Safety Requirements

- Occupational safety
- Emergency preparedness
- Workplace injuries and illnesses
- Industrial hygiene
- Physically intensive work
- Machine guarding
- Public health
- Food and accommodation
- Health and safety communication
- Product and service delivery
- Absolute rules

#### Environmental Protection

- Environmental permit reporting
- Environmental design
- Pollution prevention and resource conservation
- Hazardous substances
- Wastewater and solid waste
- Exhaust emissions
- Material restrictions
- Rainstorm management
- Energy consumption and greenhouse gas emissions

#### Business Ethics Requirements

- Business integrity
- No unfair interests
- Disclosure
- Intellectual property
- Fair dealing
- Advertising and competition
- Identity protection and non-retaliation policy
- Responsible mineral sourcing
- Privacy

#### Management System Requirements

- Corporate commitment
- Management accountability and responsibility
- Legal requirements and customer requirements
- Risk assessment and management
- Improvement objectives
- Training and communication
- Employee feedback and involvement
- Audits and evaluations
- Corrective action procedures
- Documentation and records
- Supplier responsibility

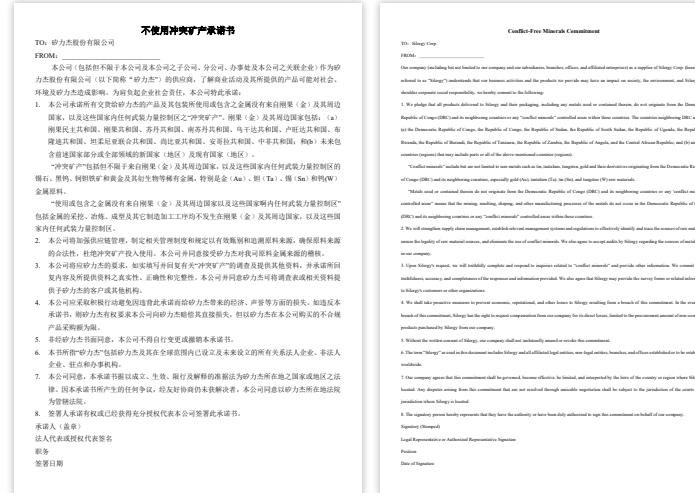


As of the end of the reporting period, we had **55** suppliers in our partnership,

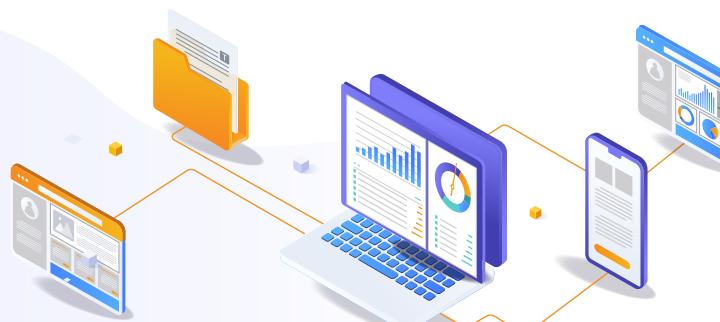
of which **5.5%** were enterprises founded by female entrepreneurs.

## ► Conflict Minerals Management

In support of industry initiatives and in response to the commitment of the Responsible Business Alliance RBA and the Global e-Sustainability Initiative (GeSI) Joint Working Group to improve conditions in the electronics supply chain by not accepting mining activities that promote conflict, the Company has established a Conflict Minerals Management System, which requires that all suppliers must comply with the *Supplier Code of Conduct*, including requirements related to minerals control and responsible sourcing, and requires all suppliers to sign a *Conflict Minerals Non-Use Commitment*.



Model Statement of Commitment on Non-Use of Conflict Minerals



## Approaches to Conflict Minerals Management

Silergy Corp. is committed to responsible sourcing practices to prevent the use of conflict minerals (tin, tungsten, tantalum, and gold) from the Democratic Republic of Congo and neighboring regions, which may finance armed conflict. The company actively cooperates with industry organizations to promote transparency and compliance in conflict minerals management. The procurement department should:

- Require suppliers to provide conflict minerals sourcing certification documents (such as CMRT reports) and avoid selecting suppliers who cannot provide reliable proof.
- Regularly review high-risk suppliers, provide recommendations for improvement, and support them in tracking their progress.



Silergy Corp. conducts due diligence (at the smelter level) on the origin of such minerals and requires all suppliers to conduct due diligence and disclose the results to ensure that products sold contain metals from conflict-free smelters covered by the Responsible Minerals Initiative.

In order to effectively implement its conflict minerals management approach, the Company conducts comprehensive due diligence at least once every 12 months, requires suppliers to complete conflict minerals investigation forms, including the Conflict Minerals Reporting Template (CMRT), the Extended Minerals Reporting Template (EMRT) to conduct a detailed survey to accurately capture information on smelters involved in the raw materials of products, and the requirement that smelters in the supply chain must be on the RMI list, and to undertake activities to ensure compliance with the due diligence framework in the *OECD Due Diligence Guidance for Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*, confirms that suppliers' smelters are certified by an external body and publicly discloses the results and reports of its conflict mineral findings and reports. During the reporting period, we achieved 100% traceability of the origin of raw materials. Meanwhile, combined with due diligence on suppliers, we confirmed that all raw materials in the reporting period were free of conflict minerals.

### SiRJ Conflict Minerals Due Diligence Key Processes

- Scope of survey: all cooperative foundries and packaging plants as well as self-acquisition of material suppliers, etc.
- Investigation form: The latest version of the Conflict Minerals Reporting Template (CMRT) & Cobalt Reporting Template (CRT) on the RMI official website.
- Timing of the survey: Each year when Conflict Minerals Reporting Template (CMRT) & Cobalt Reporting Template (CRT) are formally updated for the public.
- Survey method: The operation department provides and confirms the list of all cooperating foundries and packaging houses, and the quality department distributes and collects them from relevant suppliers.
- Findings: Includes the number of smelters that have achieved external certification RMI<sup>1</sup> certification and a summary list of smelters.
- Reporting of results: The quality department prepares conflict minerals survey and management report on the results of the survey and the traceability rate of raw materials, and reports to management representatives and senior management once a year.

<sup>1</sup> RMI official website: <http://www.responsiblemineralsinitiative.org/>.

## ► Industry Exchange and Cooperation

Committed to promoting technological advancement and industrial upgrading together with all parties, Silergy Corp. actively participates in various industry forums and exhibitions, and carries a wide range of advanced products and cutting-edge solutions covering multiple fields to deepen communication and cooperation with industry partners and explore new opportunities for future development.



### Silergy Corp. Attends IIC International Integrated Circuits Exhibition & Symposium

On March 28-29, 2024 International Integrated Circuit Exhibition and Symposium (IIC Shanghai) was held in Shanghai, and Silergy Corp. gave a keynote speech on "Silergy Corp. Automotive Specification ASILB MCU Helps Domestication of Automotive Chips from Mass Production to Qualitative Changes", focusing on the mass production of automotive ASIL – BMCU series, with 120MHz M4F core and flash capacity from 128KB to 512KB, are mainly designed for the application scenarios of high functional safety and information security, such as automotive instrumentation, lights (headlights/tail lights), low-voltage BMS (12/48V Li-ion batteries), thermal management systems, and related sub-systems.



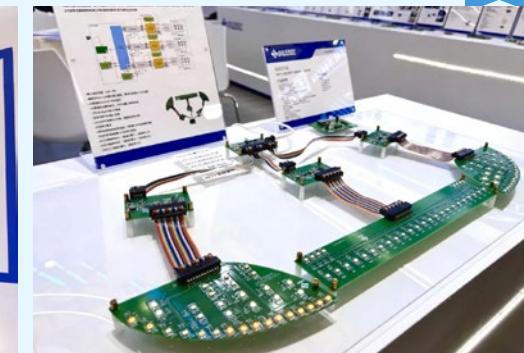
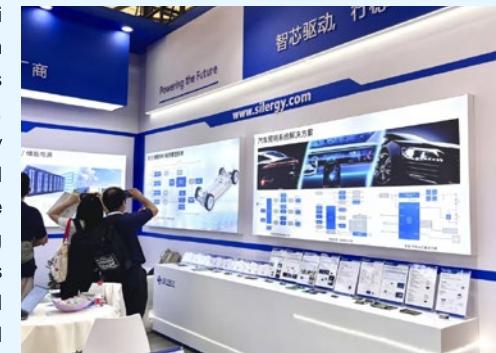
### Silergy Corp. Attends the 15th Asia Power Supply Technology Development Forum

On December 7, the 15th Asia Power Technology Development Forum was held in Shenzhen. The conference included semiconductor chips, power devices, passive components and other technology directions, involving small power, high power, consumer electronics, automotive, industrial, 5G, photovoltaic energy storage and other product applications. Silergy Corp. demonstrated the latest power battery BMS system solutions on site and released the keynote speech – *Silergy Corp. BMS System Solutions for Energy Storage*. Silergy Corp.'s BMS AFE chips on display are mainly used in electric vehicles and energy storage power systems, which protect the high-voltage safety of the battery system.



### Silergy Corp. Exhibits at Electronica Shanghai 2024

On July 8, 2024 Munich Shanghai Electronics was grandly opened in Shanghai, and a variety of solutions including Silergy Corp.'s AI server, communication power supply, energy storage, automotive electronics and other fields were presented at the exhibition site, dedicated to solving the difficult pain points for customers and empowering the science and technology industry in an all-round way.



# Responding to Climate Change

## ► Governance

The Board of Directors is the highest decision-making body for the Company's climate change work and is responsible for leading the Company's strategic direction and decision-making on climate change. In order to deepen and refine the Group's specific management of climate-related matters, the Business Continuity Management Department under the General Manager's Office is responsible for overseeing climate-related risks and opportunities, planning and implementing policies and initiatives to address climate change, and convening regular meetings to discuss climate change-related matters and report to the Board of Directors, so as to ensure that climate-related risks and opportunities are effectively managed.

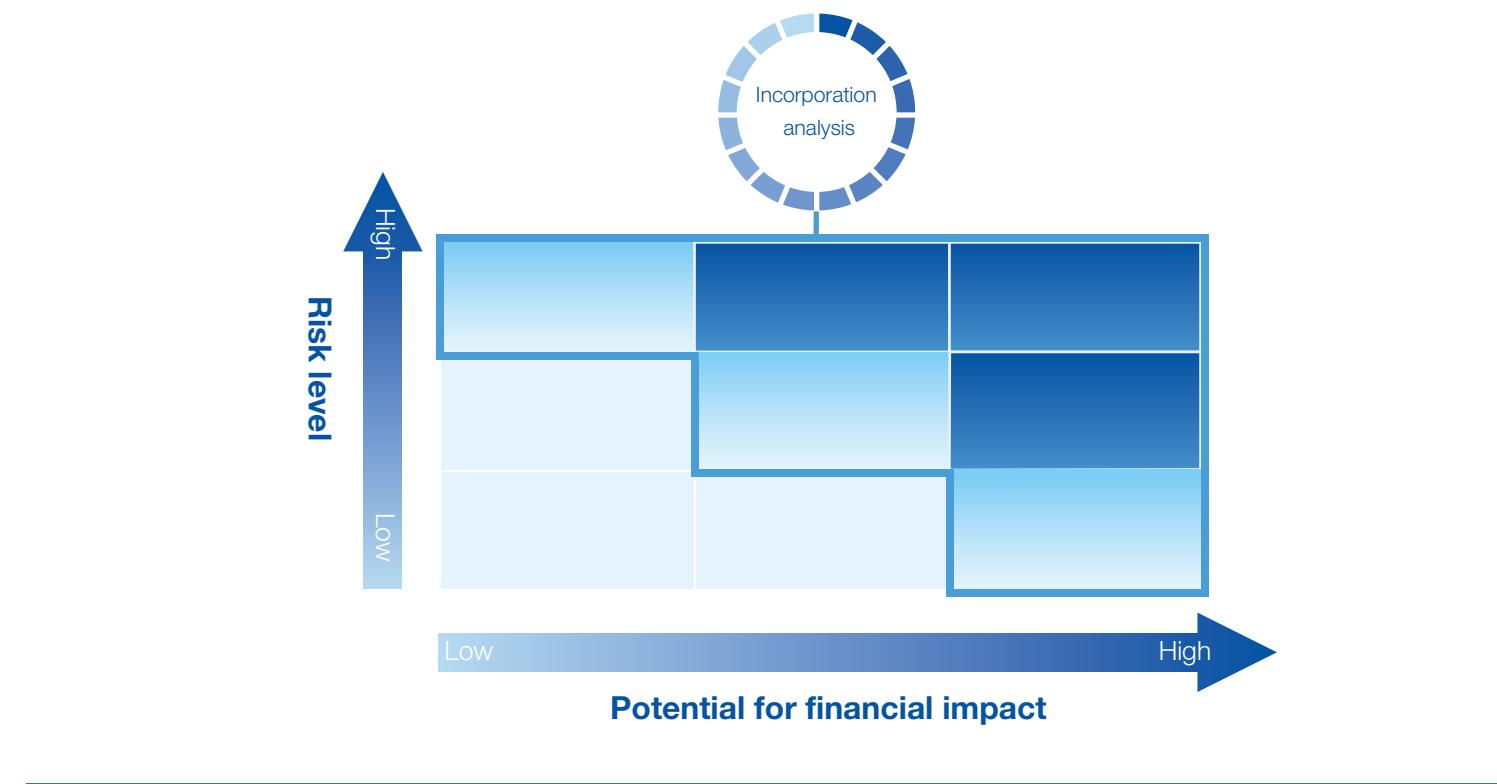
## ► Risk Management

Silergy Corp. attaches great importance to the potential impact of extreme weather events triggered by climate change on the Company's business model and value chain. Our approach is based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, in conjunction with the IFRS S2 – Climate-Related Disclosure to identify entity risks and transition risks that have a potential impact on the Company, and assess the significance of the climate risks and opportunities in terms of the three dimensions of likelihood, degree of impact, and resilience.



## Assessment of the likelihood of financial impact

Based on the identified climate risks and opportunities, the Company assesses the likelihood of the financial impact of climate risks and opportunities, taking into account its regional location, business characteristics and industry research.



Based on the above assessment process, we screened out the climate entity risks and transition risks that have a high potential impact on the Company and developed corresponding response initiatives, the results of which are summarized in the table below.

Risk Category	Timeframe	Potentially Affected Value Chain Links	Potential Financial Impact	Response
Physical Risk	Extreme weather events such as extreme rainfall, typhoons and coastal flooding	Short-term	Production operations Downstream supply chain	<ul style="list-style-type: none"> <li>It may cause damage to the infrastructure of the Company's production and research and development centers in East China, South China and Taiwan, resulting in operational disruptions and leading to asset impairment and increased operating costs.</li> <li>It may damage the power grid and communications infrastructure, leading to safety incidents or forced interruptions of operations, which in turn increases operation and maintenance costs.</li> <li>It may cause disruptions in the operations of the manufacturer, which in turn may result in non-delivery of orders, leading to a decline in revenue from the main business.</li> </ul>
	Extreme heat	Medium- and long-term	Production and operation Downstream of the supply chain	<ul style="list-style-type: none"> <li>On top of the hot summer weather, the increased frequency and duration of heat waves will lead to an increased demand for cooling, which in turn will result in higher electricity costs.</li> <li>Continued extreme heat may increase the risk of heat stroke for employees during commuting or production.</li> </ul>
Transition Risk	Policy and legal risks	Short, medium and long term	Production and operation Downstream of the supply chain	<ul style="list-style-type: none"> <li>Increasing regulation of corporate carbon emissions around the world has led to an increase in the cost of carbon compliance, and companies that fail to meet regulatory requirements for environmental management or fail to disclose information such as carbon emissions in a timely manner will face compliance risks.</li> </ul>
	Technology innovation risk	Medium and long term	Production and operation Downstream of the supply chain	<ul style="list-style-type: none"> <li>In order to reduce carbon emissions from products, the research and development and application of low-carbon innovative process technologies will be strengthened, the early phasing out of high-energy-consuming equipment may result in accelerated asset impairment and increased operating costs.</li> </ul>
	Market risk	Medium and long term	Production and operation Downstream of the supply chain	<ul style="list-style-type: none"> <li>Customers tend to choose greener and lower-carbon products. If the Company fails to meet the requirements of its customers in terms of energy saving and consumption reduction, the Company may face the risk of loss of customers, which in turn may reduce its operating revenue.</li> </ul>

## ► Scenario Analysis

### Entity Risk Scenario Analysis

In order to assess and measure the impact of extreme weather events triggered by climate change on the Company, we conduct regional climate scenario analysis for the identified entity risks and carry out a financial impact assessment for the entity risks with higher risk exposures.

### Climate Scenarios and Key Assumptions

We select the SSP1-2.6 low-emission scenario and the SSP5-8.5 high-emission scenario of the shared socio-economic pathway proposed in the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC AR6) and set two time horizons, short- to medium-term (2028) and long-term (2040), to analyze and assess the insured value of the Company's assets under different scenarios<sup>2</sup>.

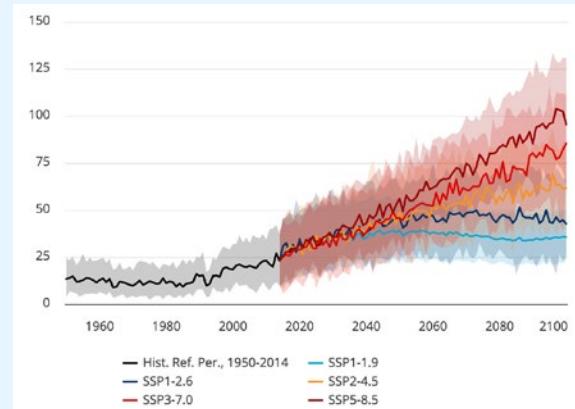
Physical Risk		
Scenario Name	Shared socio-economic pathways SSP1-2.6	Shared socio-economic pathways SSP5-8.5
Scenario Description	It is assumed that countries will reduce greenhouse gas emissions in accordance with the Paris Agreement, thereby controlling global warming in this century to no more than 2.0°C above the pre-industrial revolution (1850), and achieving sustainable development.	Assuming that countries do not implement greenhouse gas mitigation measures and that carbon emissions in 2100 are three times what they were in 2015, resulting in a global temperature increase of 4.4°C by the end of the century compared to the pre-industrial revolution, countries will need to implement climate adaptation and mitigation measures.
Temperature Rise	No more than 2.0°C	Near or over 4.4°C
Key Assumptions	Assuming that business operations, asset size, and asset location remain constant, only the insured value of the Company's assets is analyzed under each scenario.	



### Analysis of Climate Scenarios for Extreme Heat Events

As global climate change intensifies, there has been a significant increase in the frequency and intensity of extreme heat events, with far-reaching impacts on the economy, society and business operations. According to the Sixth Assessment Report of the IPCC (AR6), the global average temperature has risen by about 1.2°C from pre-industrial levels and is expected to continue to rise in the coming decades. Under different climate scenarios, the frequency and intensity of extreme heat events (e.g., average daily maximum temperature  $\geq 35^{\circ}\text{C}$ ) will increase significantly, especially when global warming reaches 2°C or more.

We analyze the insured value of the Company's assets under different climate scenarios in 2024, 2028 (medium term), and 2040 (long term) when the Company is exposed to extreme high temperature ( $\geq 35^{\circ}\text{C}$ ) events, based on the CMIP6 downscaling data, and taking into account the regional distribution of the Company's assets.



Different scenarios – distribution of days with projected heat index  $>35^{\circ}\text{C}$

Type of Risk/Opportunity	Insured Value of Assets		
	Time Interval	SSP1-2.6	SSP5-8.5
Physical risk – extreme heat events	2040	Medium risk	high risk
	2028	low risk	low risk
	2024	low risk	low risk

<sup>2</sup> Asset at-risk value is the maximum potential loss that can be suffered by the company, the Company's assets under a certain level of confidence.

## Results of Entity Risk Scenario Analysis

By adopting the impact paths that converge with the above-mentioned cases, the influence scope and parameters of the major entity risks (extreme rainfall, typhoons, coastal floods) were determined, and the impact of the major entity risks on the value at risk of the Company's assets was analyzed. The analysis results are summarized as follows.

Type of Risk/Opportunity	Insured Value of Assets		
	Time Node	SSP1-2.6	SSP5-8.5
Extreme rainfall	2040	Medium risk	High risk
	2028	Medium risk	Medium risk
	2024	Low risk	Low risk
Typhoon	2040	High risk	High risk
	2028	Low risk	Medium risk
	2024	Low risk	Low risk
Coastal flooding	2040	Medium risk	High risk
	2028	Low risk	Medium risk
	2024	Low risk	Low risk

## Transition Risk Scenario Analysis

In order to assess and measure transition risks arising from climate change, such as the impact of policy, technological, market and reputation changes on businesses, we conduct climate scenario analysis for identified transition risks and financial impact assessments for transition risks with higher exposures.

### Climate Scenarios and Key Assumptions

We selected the Net Zero 2050 scenario in the Ordered Scenario and the Current Policies scenario in the Greenhouse World Scenario proposed by the Network for Green Finance (NGFS), a central bank and regulator, to assess the potential financial impacts of transition risks on companies in the medium term (2028) and the long term (2040).

Transition Risk		
Scenario Name	Ordered Scenario – Net Zero Emissions Scenario (Net Zero 2050)	Greenhouse World Scenario – Current Policies Scenario (Current Policies)
Scenario Description	Limit global warming to 1.5°C through rigorous climate policies and innovation, and achieve net-zero CO <sub>2</sub> emissions by around 2040.	Assuming that only currently implemented climate policies are maintained and no additional climate action is taken.
Mid-century Temperature Rise	No more than 1.5°C	More than 2°C
Key Assumptions	Assuming that factors such as business operations, asset size, and asset location remain constant, only the transition risk to which the assets are exposed under each scenario is analyzed.	

## Transition Risk Transmission Path Analysis:

## Carbon Pricing Mechanisms:

The implementation of carbon pricing mechanisms (e.g., carbon taxes, carbon trading) has resulted in higher operating costs for high carbon emitting companies. As predicted by NGFS, the carbon price under the orderly scenario needs to reach \$300/tonne by 2035<sup>3</sup>.

## Greenhouse gas emission reduction pressure:

The tightening of global emission reduction policy requirements will lead to greater emission reduction pressure on the Company's collaborative supply chain. Based on Silergy Corp.'s own emission reduction strategy, i.e., by investing in distributed photovoltaic projects, direct purchase of green power, purchase of carbon quotas, etc., the cost of GHG emission reduction will increase significantly under the net-zero emission scenario.

## Increased customer demand for services with low-carbon products:

## Market share:

Downstream customers may prefer low-carbon suppliers due to their own carbon neutral targets, and if they are on the list of high-carbon suppliers, they may face the risk of shrinking market share, which in turn will lead to a decline in the Company's operating income.

## R&amp;D expenses:

In order to meet the requirements of downstream customers on the carbon footprint of products, the Company needs to continuously increase investment in R&D of low-carbon technologies to produce products with lower energy consumption per unit.

## Results of Transition Risk Scenario Analysis

Type of Risk/Opportunity	Climate Insured Value		
	Time Interval	Net-zero emission scenarios	Current policy scenarios
Carbon pricing	2040	High risk	High risk
	2028	High risk	Medium risk
	2024	Low risk	Low risk
Greenhouse gas mitigation pressure	2040	High risk	High risk
	2028	Low risk	Medium risk
	2024	Low risk	Low risk
Increased customer demand for services with low-carbon products	2040	High risk	High risk
	2028	High risk	Medium risk
	2024	Low risk	Low risk

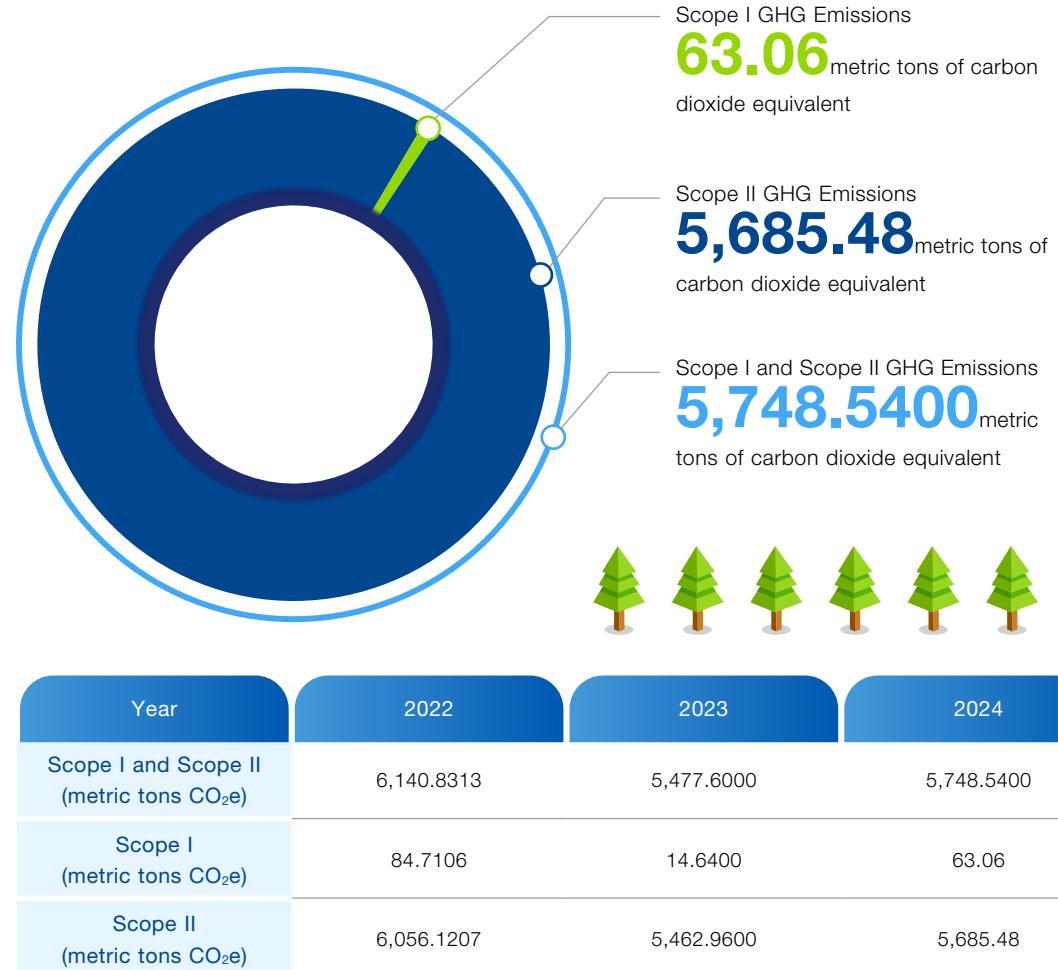
<sup>3</sup> Network for Greening the Financial System (2024). NGFS Climate Scenarios for central banks and supervisors – Phase V

## ► Greenhouse Gas Management

Silergy Corp. formulated the *Greenhouse Gas Accounting and Testing Program Management Measures* and set up the Greenhouse Gas Emission Management Leadership Team, which is responsible for coordinating the Company's greenhouse gas emission accounting, reporting and monitoring and other related management work.

At present, Silergy Corp. has carried out the identification, assessment and verification of greenhouse gas emissions and obtained the corresponding greenhouse gas verification certificate. In order to effectively reduce its own greenhouse gas emissions and build a sustainable business approach, the Company's scope of verification covers the Group and its molecular companies, and also covers Scope I (direct greenhouse gas emissions from the use of diesel fuel, gasoline, refrigerants, and septic tanks), and Scope II (indirect greenhouse gas emissions from energy sources, which come from purchased electricity).

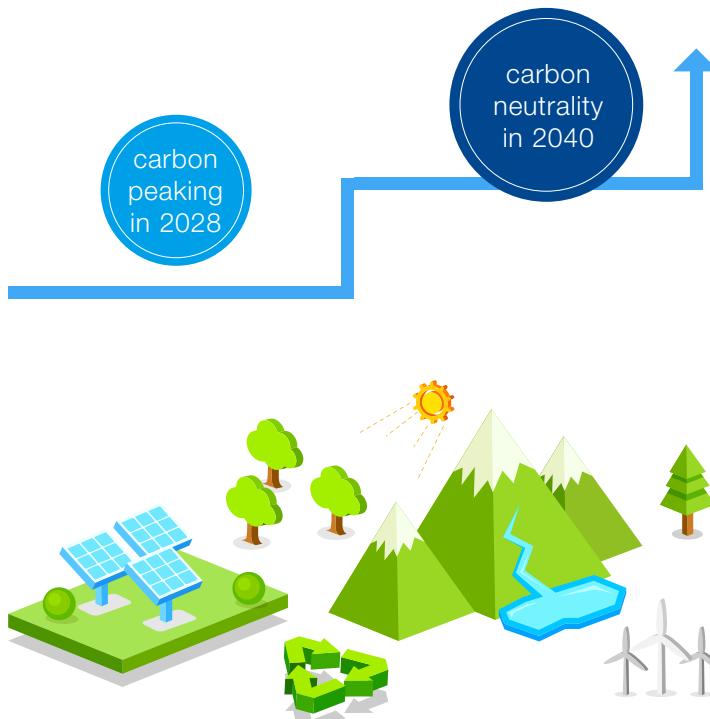
Given that Silergy Corp. is the parent company of the Silergy Group registered in the Cayman Islands and does not have a physical place of operation and activities, Silergy Corp. itself has no greenhouse gas emissions.



GHG Verification Certificates

## ► Carbon Reduction Targets

In order to actively respond to the global carbon peaking and carbon neutrality initiative and to achieve the net-zero emissions target, the Company has developed a carbon neutrality action path from its own operations. Silergy Corp. is committed to achieving Scope 1 and Scope 2 carbon peaking in 2028 and Scope 1 and Scope 2 carbon neutrality in 2040.



## ► Carbon Reduction Strategies

In order to achieve the 2040 carbon neutrality target on schedule, we actively promote our emission reduction strategy with energy management, operation management and product carbon footprint management as important tools.

### Clean Energy Management

The green electricity is a necessary path towards carbon neutrality. The Company is actively increasing our investment in clean technologies, and plans to invest in distributed photovoltaic facilities and direct purchase of green power to reduce our Scope II greenhouse gas emissions and energy management costs, and to enhance the efficiency of comprehensive energy use.

#### Investing in Distributed Photovoltaics

The Company plans to install photovoltaic facilities on unused areas of office building roofs in 2025 to increase the proportion of green power usage. The planned installed capacity of the project is 400kW, with an average annual CO<sub>2</sub> reduction of about 412.06 tons.



### Creating Green Travel

In order to effectively reduce greenhouse gas emissions during our internal operations, we have promoted green travel by setting up electric vehicle charging posts and eliminating the use of official vehicles. Currently, the Company has placed more than 29 charging posts.



Dedicated parking spaces for charging posts and charging vehicles

### Product Carbon Footprint Management

Based on the assessment of the impact of climate transition risk on the Company's climate insurance value under the NGFS Orderly Climate Scenario (2050 Net Zero Emission Scenario), the Company plans to utilize LCA tools to carry out product full life cycle carbon footprint management and accurately identify high carbon emission hotspots in the product life cycle. On this basis, we will reduce the carbon intensity per unit of product through product design optimization, implementation of green and low-carbon processes in the production process, and collaboration with the supply chain to jointly set carbon targets.

# Building Green Development

In compliance with the laws and regulations of each place of operation around the world, and adhering to the concept of green development, Silergy Corp. continues to improve its internal environmental management system, pay close attention to environmental compliance and risk prevention and control, and adhere to the ecological and environmental red line, so as to enhance the effectiveness of the Company's environmental governance and protection with higher standards and stricter requirements.



## ► Environmental Management System

Silergy Corp. strictly complies with the requirements of ISO 14001:2015 environmental management system certification to ensure that all business activities are in line with national, local and industry environmental regulations and standards, and formulates the environmental policy of "full participation, pollution prevention, energy saving, consumption reduction, cleaner production, compliance, and continual improvement", and devotes itself to the reduction of pollutant emissions and efficient resource utilization to create a green semiconductor enterprise that enables harmonious development between humans and nature. We have been vigorously promoting environmental management system certification and green production in all subsidiaries to continuously enhance the Company's environmental management level, and in 2024, a total of three subsidiaries around the world have obtained ISO 14001:2015 environmental management system certification certificates.



Environmental Management System Certification Certificates

## Environmental Management Objectives

Combining technological innovation and management optimization, we strive to optimize resource utilization, minimize energy consumption, reduce pollution emissions, and promote the recycling and reuse of waste materials. On this basis, we formulate annual environmental indicators and target management programs, and set up responsible departments/responsible persons and assessment frequency to ensure that the environmental governance work objectives can be realized.

### Environmental management objectives

Goal	Concrete Content	Management Measures	Frequency of Assessment
Raising employee awareness of environmental safety	All employees are aware of the training requirements for environmental safety knowledge	Through the official WeChat account or WeChat group, we disseminate various types of knowledge related to energy saving and environmental protection	1 time/year
		We organize staff training and assessment, and provide retraining and reassessment of staff who do not meet the requirements	1 time/month
Waste minimization, recycling, reuse and hazard elimination	100% centralized recycling and treatment of solid waste; 100% harmless treatment of hazardous solid waste	We adequate and labeled fixed waste segregation bins and designated waste dumping sites	1 time/quarter
		We train personnel in waste generation and waste collection positions	1 time/half year (Separate training for relevant new employees)
		Qualified entities will be commissioned to dispose of hazardous solid waste in a harmless method and keep records	1 time/month
		We organize staff training and assessment, and provide retraining and reassessment of staff who do not meet the requirements	1 time/month
		Winter: between 16°C and 26°C Summer: between 24°C and 28°C	1 time/quarter
Energy resources	Air-conditioning temperature control and paper conservation	We ensure that employees turn off lights on time	1 time/day

## Environmental Management Responsibility Structure

In order to ensure the implementation of environmental policies, we have established a clear mechanism for the allocation of responsibilities and management. Each department will be responsible for appropriate environmental protection according to its functions to ensure that environmental management measures are effectively implemented at all levels.

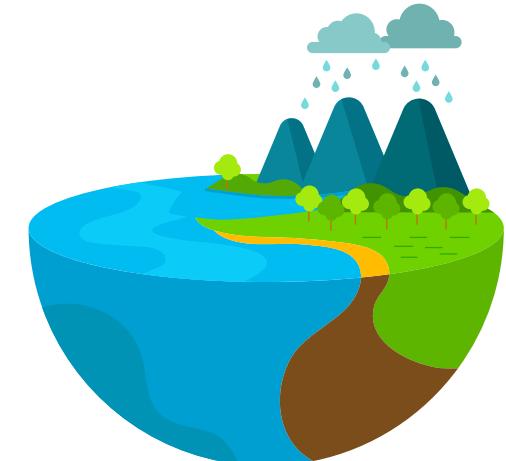


## Environmental Factor Identification and Evaluation

Each functional department identifies environmental factors for all positions and areas within the department in accordance with the *Environmental Factors Identification and Evaluation Control Program*. The Personnel Department is responsible for the summary of environmental factors, evaluation of important environmental factors and training. The manager's representative is responsible for reviewing important environmental factors, which are approval by the general manager.

## Environmental Risk Identification and Emergency Response

During the rainy season and typhoon weather, the Company makes appropriate emergency plans to ensure that all precautions are taken to minimize the negative impact on the Company. The emergency team for typhoon and disaster prevention checks and implements the preventive measures against typhoons and disasters and all preparations for emergency rescue. After the disaster, we arranged all personnel on site to conduct drainage, transfer raw materials, and arrange for repair of damaged facilities and equipment, to accelerate the resumption of production. We will also regularly clean the roof, gutter and rainwater ditch at a later stage to ensure smooth drainage.



## ► Energy Management

Silergy Corp. strictly complies with the energy-related laws and regulations of the locations where it operates, continuously optimizes its electricity consumption operation mode, and enhances the effectiveness of energy saving and carbon reduction in electricity consumption by strengthening the control of electricity consumption and promoting low-carbon commuting among employees, etc. In 2024, the Company consume a total of 39,024.36 GJ of energy, with purchased electricity consumption of 10,765,417.76 kWh, natural gas consumption of 7,674.30 cubic meters and no gasoline and diesel fuel consumption.

### Energy Management Measures



- The curtain wall is made of heat-insulating metal materials, the glass is made of LOW-E insulating glass, and the exterior wall and roof are insulated with heat preservation and insulation measures.
- Hot water using solar flat plate collectors
- Use LED bulbs
- Sectional lighting
- Regularly analyzes the Company's energy saving potential and implements energy saving retrofits
- Controls air conditioning energy consumption
- Modification of the air-conditioning system in the computer room to increase cooling channels and improve cooling efficiency.

The Company has formulated the *Regulations on Energy Consumption Control Management of Silergy Corp.* to regulate the use of electricity in the office and daily life of the employees, properly regulate the running hours of air conditioners, reduce greenhouse gas emissions (including HFC, PFC, SF6 and other fluorinated greenhouse gases), actively conduct energy-saving publicity activities to enhance the energy-saving awareness of the employees, and encourage the employees to form the habit of conserving electricity and maintain a good state of life and office.

### Building Energy Management Regulations



#### Air Conditioning Management Requirements

- Cold Air Conditioning Use: May 16 to September 30
- Heating and Air Conditioning Use: December 1 to March 15
- Uniform mainframe shutdown of air conditioners for maintenance during spring and fall seasons

#### Temporary Air-conditioning Hours during Special Periods

- During the summer months, the weather forecast for the day is for a maximum outdoor temperature of not less than 30°C
- During the winter period, the weather forecast for the day is for an outdoor temperature of no more than 5°C

#### Usage Time Range

- Air conditioning can be turned on during working hours and overtime hours, but must be turned off on time after work.

#### Temperature Settings

- During the summer period, summer air conditioning cooling is set at a temperature of no less than 26°C
- During the winter period, the temperature of air-conditioning heating facilities should not be higher than 20°C

#### Lighting Usage Range

- Turn on the office area lighting reasonably according to the weather change by utilizing the outdoor light. Turn off area lighting at the end of the workday and turn off lighting and other equipment at the end of meetings.

We actively respond to the national call to require our suppliers to conduct energy saving and carbon reduction route planning, formulate carbon emission programs and gradually implement carbon reduction actions according to the plans. We set questions on energy management in the *Supplier Social Responsibility Questionnaire*, aiming to further strengthen the supervision and evaluation of suppliers in improving energy efficiency by assessing their performance in energy management, and also provide a basis for the Company to continuously improve supply chain management and optimize the selection of suppliers.

### Energy Management Section of the Supplier Social Responsibility Questionnaire



Does your company have an energy management policy or procedure document that specifies goals for energy use efficiency improvement, greenhouse gas emission reduction, etc.?

Does your company take measures to improve the efficiency of energy use, such as equipment renewal, process optimization or application of energy-saving technologies?

Does your company use renewable energy sources (e.g. solar, wind, etc.) to replace traditional energy sources, to reduce carbon emissions and increase energy sustainability?

Does your company monitor and report on energy consumption to ensure that energy use is in line with energy saving and emission reduction requirements?

### ► Water Resources Management

Silergy Corp. strictly abides by the laws and regulations related to water resources in the locations where it operates, strictly follows the water resource management system, strengthens the management of water demand and water use process, and strictly controls the total amount of water consumption. The Company also regularly conducts water conservation publicity, ensures water safety to comprehensively improves water use efficiency.

#### Water Resource Management Measures

- Elimination of all drips and leaks in production and living conditions
- Enhancement of routine maintenance and management of water-using equipment
- Prompt identification and resolution of water wastage
- Advocating all staff to develop good habits of water conservation

### Water Risk Analysis and Assessment

According to the World Resources Institute (WRI) Water Risk Map, the Company's main operating area is located in an area with low baseline water pressure (water pressure <10%), not in an area with high or extremely high baseline water pressure. Since the Company's main business, IC design, does not utilize water resources, the Company's water consumption is mainly for domestic use, and its actual water withdrawal and consumption are relatively small, so there is no water risk.

### Supplier Water Management

We encourage our suppliers to improve their water management in various ways, including environmental management system certification and water conservation programs, etc. We have also set up water management assessment questions in our *Supplier Social Responsibility Questionnaire* to maximize water use efficiency and ensure the sustainability of water resources through a variety of measures.

### Supplier Social Responsibility Questionnaire Water Resources Management Section



- Does your company have a water resource management policy or procedure document that specifies water resource protection objectives, management measures and responsible persons?
- Does your company take measures such as water reuse and recycling to reduce water consumption and improve the efficiency of water use?

- Does your company monitor water use in the production process, regularly assess water consumption, and take steps to reduce water use?

- Does your company conduct an annual assessment of water use to evaluate the potential environmental and social impacts of water consumption?

### Water Use

Metric	Nature	Measurement Unit	2022	2023	2024
Total water withdrawals from all sources	Quantitative	Thousand cubic meters	58.10	66.84	44.47
Total water use during operation	Quantitative	Thousand cubic meters	58.10	66.84	44.47
Water withdrawals in areas of high or very high baseline water stress as a percentage of total water withdrawals	Quantitative	%	0	0	0

## ► Contaminant Management

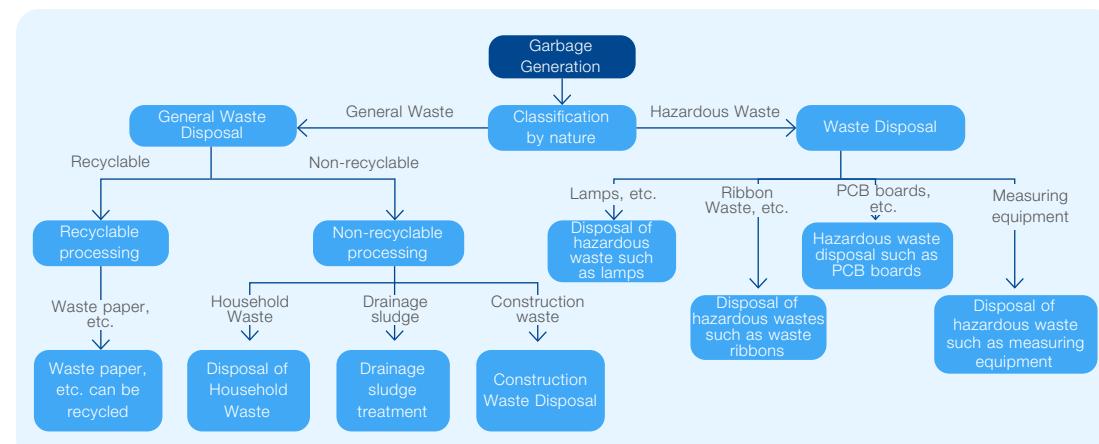
In the process of production, Silergy Corp. rigorously implements the control of pollution emission and strictly follows the pollutant management laws and regulations of the place where it operates. The Company formulates internal systems such as *Waste Water, Exhaust Gas and Noise Management Regulations* and *Solid Waste Management Regulations*, implements the standardized pollutant control management mode and adopts the corresponding environmental protection measures, to rigorously control the impact of the emission on the environment.

## Waste Management

Silergy Corp. specifically defines the standards for general solid waste and hazardous waste treatment, and stringently categorizes hazardous waste and general waste generated in the course of production and operation. We standardize the waste management and stipulate the entire process workflow for waste generation control, storage management, and treatment, to fully guarantee the proper handling of the Company's production and operation process.

## Segregated Waste Management

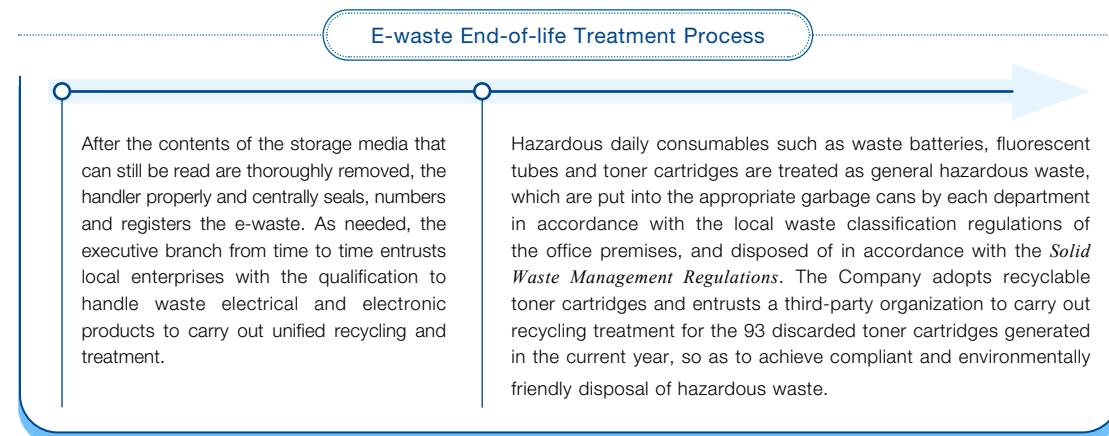
The Company categorizes waste according to its source and nature and assigns it to a specialist who coordinates the departments that generate waste. On this basis, an *Waste Classification and Disposal Table* is established based on the identified environmental factors.



Waste Disposal Flowchart

## Waste Disposal Management

We mark and collect waste and store it safely to minimize negative impacts on the environment. For e-waste, we have established the *Electronic Waste Scrapping Management System* to properly dispose of electronic equipment generated in the course of the Company's operations that can no longer be used.



In order to reduce the generation of e-waste in the office process, the Company has formulated and implemented the *Computer Hardware Asset Management Regulations*, which require that computer equipment that has not yet reached the end of its serviceable life (5 years for minicomputers, workstations, microcomputers and peripherals) shall not be eliminated and scrapped in advance. If the equipment needs to be scrapped due to work requirements or equipment failure, the department using the machine must submit an application, which must be reviewed by the IT department and approved by the general manager before implementation.

## Waste Management

We establish a waste management and control process to check the status of storage and disposal of various types of waste on a quarterly basis. We follow a checklist to check whether there are any abnormalities in the storage points and final flow of each type of waste. If any abnormalities occur, we will handle them in accordance with the *Improvement Control Program*. In case of emergencies, we handle them in accordance with the *Emergency Preparedness and Response Control Program*.

### General Waste Generation

Treatment	2022 tonnes	2023 tonnes	2024 tonnes
Incinerators	584.33	672.27	655.85
Reuse	16.82	19.35	18.88
Physical treatment	385.41	443.41	432.58
Overall amount	986.56	1,135.04	1,107.32

### Hazardous Waste Generation in 2024

Waste Name	Packaging and Quantity	Morphological	Hazardous Characteristics	Mode of Disposal	Number of Transfers (metric tonnes)	Quantity Received (metric tons)
Laboratory solid waste	1 bag	Solid state	Infectious toxicity		0.088	0.088
Waste chip PCB	1 bag	Solid state	Poisonous	Collection deposit	2.107	2.107
Laboratory waste liquids	1 barrel	Liquid	Poisonous Corrosiveness		0.6095	0.6095
Waste alcohol	1 barrel	Liquid	Poisonous Corrosiveness		0.758	0.758

## Wastewater Management

Silergy Corp. controls wastewater treatment in strict accordance with the *Regulations on the Management of Wastewater, Exhaust Gas and Noise* and GB8978-1996 *Comprehensive Wastewater Emission Standards* Class I standards to ensure that all indicators of wastewater discharge meet the stringent requirements, and to guard the quality of the ecological water environment from the source. We classify wastewater into wastewater generated in non-production and wastewater generated in the production process, formulate corresponding management measures, and the Personnel Department is responsible for checking the pH value of the water in the discharge, and we entrust qualified testing organizations to conduct testing once a year.



### Non-produced wastewater.

We require that the sewage discharged from the bathroom needs to be precipitated in the septic tank before being discharged into the plant, and the septic tank is cleaned regularly. Vehicle washing and discharging waste oil and chemical substances into the sewers are strictly prohibited in the Company. The canteen wastewater needs to be pre-treated in the grease trap before being discharged, and the wastewater from the grease trap is handed over to the qualified unit to be recycled. Strengthen the management of foreign construction and contracting units and strictly control the impact of their activities on the quality of water bodies.



### Wastewater from production.

Our laboratory strictly ensures that the recycled water used in the production process is zero discharge.

For works or equipment that may cause water pollution in new or expansion projects, we manage them in accordance with the *Environmental Management Regulation* for Related Parties. If we receive opinions, suggestions and complaints from our employees, local residents and related parties about water pollution or prevention, we handle them promptly in accordance with the *Communication Management Procedure*.

## Noise Management

According to the national regulations on noise, Silergy Corp. divides the noise into the noise generated in the workplace and the factory. For the noise generated in the workplace, we follow the labor safety and health regulations, based on GBZ2.2-2007 *Limits of Occupational Exposure to Hazardous Factors in the Workplace Part 2*, GBZ/T 189.8-2007 *Measurement of Physical Factors in the Workplace Part 8: Noise*, which requires that the average value of the noise shall not exceed 85dB/8 hours. When it exceeds 85dB, we issue appropriate labor protection products to the employees. And when it exceeds 90dB, we improve the works and reduce the exposure time of the personnel.

With regard to the noise generated in the plant area, we ensure that the doors and windows of the border plant are not used for the entry and exit of personnel and goods and are kept closed in non-essential cases, so as to realize effective control of the noise at the border of the plant area. In terms of implementation standards, we require the noise south of the plant boundary to implement GB12348-2008 *Industrial Enterprise Plant Boundary Noise Emission Standards* Class II standards, and the rest of the plant boundary to implement GB12348-2008 *Industrial Enterprise Plant Boundary Noise Emission Standards* Class II industrial area standards (daytime:  $\leq 60$ dB (A), nighttime  $\geq 50$ dB (A)). Besides, other sound sources that may generate noise are air conditioners, production equipment and office vehicles. And the periphery of the factory area implements GB12348-2008 *Noise Standard for Factory Boundary of Industrial Enterprises* Class III, and a qualified testing organization is commissioned to conduct testing once a year.

## Management of Hazardous Substances

Silergy Corp. continues to improve the management of hazardous substances and formulate the *Hazardous Substance Management System*, adhering to the management policy of "Protecting the environment, complying with laws and regulations, relevant customer requirements, and producing green products", to ensure that all products comply with the environmental and hazardous substance control requirements and customer-specific requirements. This not only enhances the competitiveness of our products in the market, but also better protects our green home, which realizes a win-win situation for both economic and environmental benefits.

### Hazardous Substances Management Objectives

In order to implement the Hazardous Substance Management Program and to achieve the relevant standards and targets, we have established clear objectives for the management of hazardous substances.

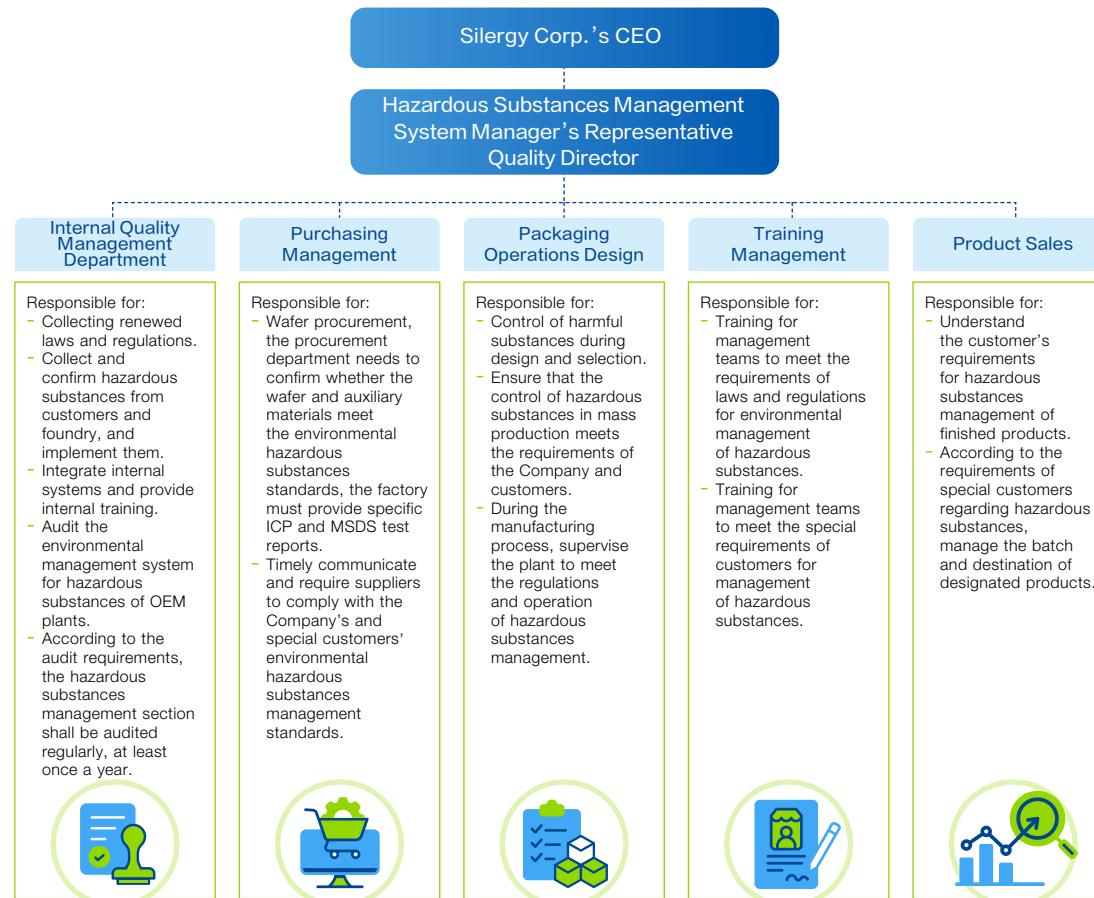
#### Hazardous Substances Management Objectives



Target Item	Target Content	Frequency of Implementation
Products are outsourced to a third-party organization for testing of hazardous substances.	100% of the products were detected as conforming to 0% of hazardous substances	Once a year
Supplier RoHS/MSDS/REACH Certificate Validity	100% validity of certificates	Once a month
Compliance with laws and regulations	100% compliance with laws and regulations, 0% if one trip does not comply	Once every six months
Fulfillment of customer-specific hazardous substance requirements	Hazardous substance quantity 100% meets customer's requirement	Real-time statistics
Hazardous Substance Management System Team Training	Actual number of training sessions reached more than 3 per year	Real-time organization
Review of Hazardous Substance Management by Outsourcers	100% of audits completed as planned	Once a year
internal audit	100% of internal audits were completed as planned	Once a year
Shipment lot and destination management	Actual shipments were completed in accordance with 100% of the required shipments	Once a month
Confirmation of hazardous substances in raw materials for new product design	Hazardous substance identification and accounting completed for 100% of new projects	Once a quarter

## Harmful Substances Management Organization

We have set up a Hazardous Substance Management organization with the General Manager as the top level and the Environmental System Manager Representative and Quality Director as the coordinator. The internal management of quality, procurement, packaging operation design, training, product sales and other departments have their own roles, from regulatory follow-up, procurement control to production supervision, training and sales management, forming a complete management chain.



## Hazardous Substances Management Training

We meet the training requirements of laws and regulations for the management team to manage hazardous substances, and we clarify the target audience for education and training, the content of the education, and the implementation plan.

## Hazardous Substances Audit

Through a combination of internal and external audits, we audit the control of environmental substance bans and the effectiveness of the operation of the hazardous substance management system, as well as the use of hazardous substances in environmental systems, manufacturing processes, and raw materials.

### Internal audit.

We have established an internal audit team, which, in conjunction with internal audits, audits the effectiveness of the control of banned environmental substances and the operation of the hazardous substances management system at least once a year, and informs the supervisors of each responsible unit of the results of the internal audit. If any non-compliance with the requirements related to environmentally hazardous substances is found, we require the supervisors of each unit to formulate appropriate corrective and preventive measures in accordance with the *Improvement Control Procedures* and report to the representative of the environmental manager, and ultimately to form a complete *Environmental Internal Audit Report* and report to the general manager.

### Guidelines for Determining the Severity of Internal Audit Failures

- Compliance with Hazardous Substance Management System
- Compliance with Hazardous Substance Management System and Environmentally Hazardous Substance Work Instructions
- Compliance with relevant regulatory requirements



### External audit.

At least once a year, we conduct audits of our key suppliers (those that receive an "A" in our annual evaluation) regarding environmental systems, manufacturing processes, and the non-use of environmentally hazardous substances in raw materials. We also require our direct suppliers to evaluate their parts and materials suppliers (secondary suppliers). In the event of a relevant quality issue, we request that the audit be conducted within one month. For non-conformities found, we require our outsourced suppliers to submit preventive and corrective measures, and to follow up and confirm their effectiveness.

## Harmful Substance Detection

In order to control and reduce the pollution of lead, cadmium, mercury and other hazardous substances in electrical and electronic products, we commission a third-party testing organization once a year to test the hazardous substances contained in the electrical components and pass and obtain the RoHS test report. A series of substances of high concern (carcinogenic, teratogenic, etc.), persistent organic pollutants (POPs), and toxic chemicals that may potentially be present in the products are tested, passed and obtained the SVHC test report, POPs test report and TSCA test report, the relevant electronic information products comply with pollution control standards and technical specifications.



Product Packaging with RoHS Certification and Halogen-free Labeling

## Hazardous Chemicals Management

Silergy Corp. formulates *Regulations on the Management of Hazardous Chemicals*, *Emergency Plan for Chemical Spillage*, and establishes *Chemical Inventory* to ensure that the management of chemicals and oils used in our company complies with the requirements of relevant laws and regulations, ensures normal production, and guarantees the safety of workers' personal and company property as well as the safety of the surrounding environment.



Procurement management

In process design and use, we use chemical substances that are harmless or less hazardous to the environment and human body and are safe wherever possible. We require suppliers to have the appropriate operating (production) licenses, and when signing a purchase agreement, we ask them to provide a technical specification of the safety of the material. If this is not possible, the chemical composition, chemical name and hazardous properties of the chemical substance must be stated clearly.



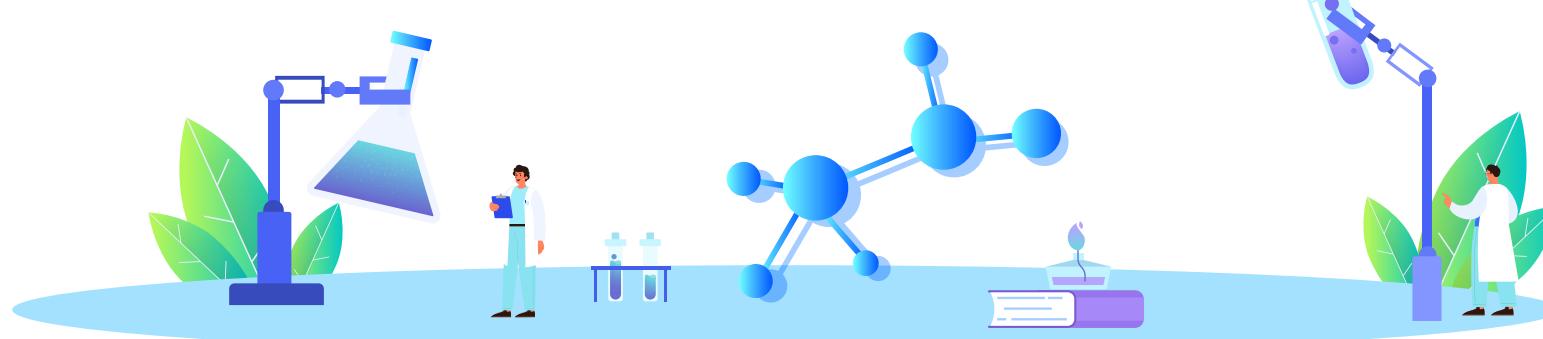
Transportation management

We require that the transportation of chemicals and oils must be carried out in accordance with the relevant national regulations on the management of the transportation of dangerous goods to ensure that each transport is compliant and orderly and to safeguard the safety of the operating environment:



### Transportation Management Provisions

- Handle gently and prevent bumping, dragging and tipping
- Do not mix shipments or violate the limits of the distribution
- Special chemicals and oils should be shipped with heat and moisture-proof measures.
- Transportation units and personnel must have chemicals, oil and other dangerous goods permit, driver's license, passes





We provide all-round security for the storage of chemicals and oils, with full-process monitoring covering all aspects of the process from entry to exit, building a solid line of defense for storage security.

### Stockpile Management Provisions

- Must be stored in special warehouses, special sites or special storage rooms (containers) and set up specialized personnel to keep.
- Special warehouses must comply with the relevant safety and fire prevention regulations, and according to the type and nature of the goods to set up the appropriate ventilation, explosion-proof, pressure relief, fire prevention, lightning protection, alarms, fire extinguishing, sunscreen, temperature control, elimination of static electricity, protective berms and other safety facilities.
- Should be categorized and stored in separate items, and the main aisles between stacks should be a safe distance away from each other, and should not be overstocked.
- Chemicals and oils that are easily combustible, explosive or produce toxic/polluting gases when exposed to fire or moisture should not be stored in open, wet, leaky and low-lying locations where water can easily accumulate.
- Chemicals and oils, including flammable liquids and gases in drums and cans, which are susceptible to combustion, explosion or generation of toxic/polluting gases when exposed to sunlight, should be stored in a cool, ventilated location.
- .....

### Utilization Regulations

- Strict procedures for entering and leaving the warehouse are followed, and a limited number of chemicals are used; when feasible, they should be used in their original containers as far as possible. Prevent leakage of chemicals in a timely manner when they are put into storage and received, and in accordance with the provisions of warehouse management, first in, first out.
- The use of chemicals and oils should be carried out in strict accordance with the corresponding operating instructions, and the corresponding operating instructions include the content of the relevant safety operations.
- Chemical leakage in the process of use and storage, should immediately notify the relevant departmental supervisor, if necessary, to activate the *Oil and Chemical Leakage Emergency Response Plan*.
- Chemicals and oils should be collected in a unified manner, and private dumping is strictly prohibited, in accordance with the *Solid Waste Management Procedures*.
- .....

## ► Promoting Environmental Protection Concepts

In order to support global sustainable development and protect ecosystems and biodiversity, Silergy Corp. actively carries out environmental protection publicity and education activities, strengthens technical training, and continuously increases environmental protection efforts. By organizing the Green Travel Awareness Month activities, we carry out a series of environmental technology training for the work characteristics of different positions of staff, to enhance the environmental awareness of all employees of the Company in an all-round way.

We actively respond to the call for energy saving and emission reduction, regularly publish environmental tweets on the Company's official public number about saving electricity, popularize the knowledge of power saving, advocate the staff to use air conditioning reasonably, turn off the unnecessary power supply in time and other practical skills, and vigorously cultivate the awareness of power saving among the staff, advocate that we make power saving our daily consciousness, and work hand in hand to create a high-quality enterprise environment for energy saving and emission reduction.

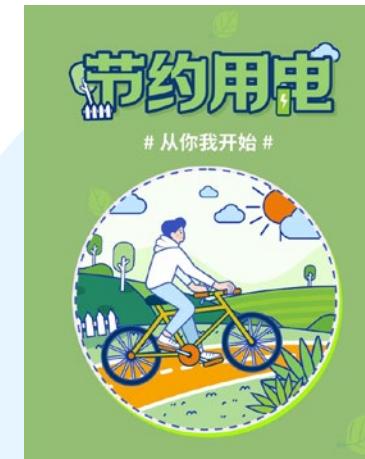
### Silergy Corp. Biodiversity Declaration



Silergy Corp. deeply recognizes the significance of biodiversity to the earth's ecosystem and human society, and actively participates in biodiversity conservation initiatives. We are committed to incorporating biodiversity conservation into our daily operations throughout our business processes.

In the production process, efforts are made to reduce resource consumption and waste emissions, and for the procurement of raw materials, suppliers are strictly screened to ensure that the process of obtaining raw materials is in line with the principle of eco-friendliness, and does not involve the destruction of biological habitats or jeopardize the survival of species.

We advocate all employees to enhance the awareness of biodiversity conservation, encourage innovation, and develop more environmentally friendly and low-impact technologies and products. At the same time, we will work together with our industry partners to establish industry norms and standards for biodiversity conservation, contributing to the global biodiversity conservation and building a better future for the harmonious coexistence of human beings and nature.



Electricity Conservation Poster

# Escorting Employee Growth

In our corporate management, Silergy Corp. always regards our employees as our most valuable resource. We respect the rights and dignity of all people, the *Universal Declaration of Human Rights*, the *Ten Principles of the United Nations Global Compact*, the *United Nations Guiding Principles on Business and Human Rights*, the *International Labor Organization Declaration on Fundamental Principles and Rights at Work*, the *OECD Code of Conduct for Responsible Business Practices by Multinational Enterprises* and other international human rights conventions, and we have formulated a perfect policy on human rights and human capital development to comprehensively safeguard employees' legitimate interests and provide a platform for the growth and development of employees, which not only stimulates their potential and enhances the overall effectiveness of the team, but also helps the Company to realize sustainable development and build harmonious social relations.

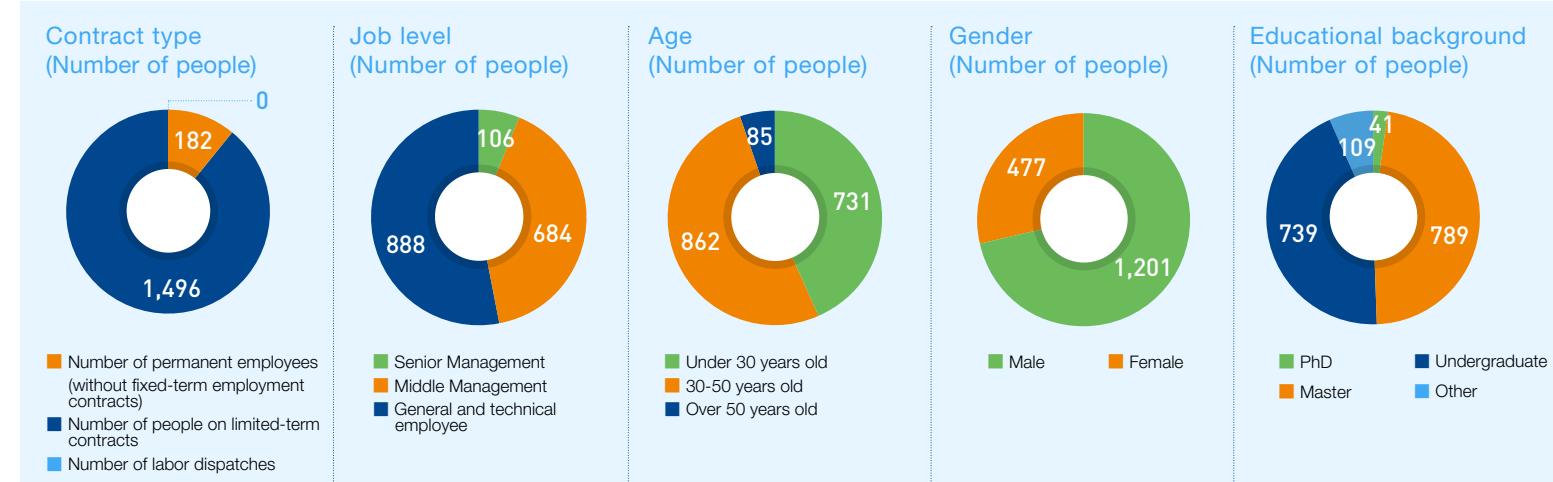


## ► Protecting the Rights and Interests of Employees

Silergy Corp. complies with the labor and human rights laws and regulations of the locations where it operates, as well as the RBA standards and related laws and regulations, and has formulated the *Group's Human Resource Management Practices* to ensure the rights and interests and human rights of its employees, with clear provisions and commitments on recruitment and hiring, labor unions and collective bargaining, the prevention of child labor and forced labor, diversity, and other aspects.

## Diversification Strategy

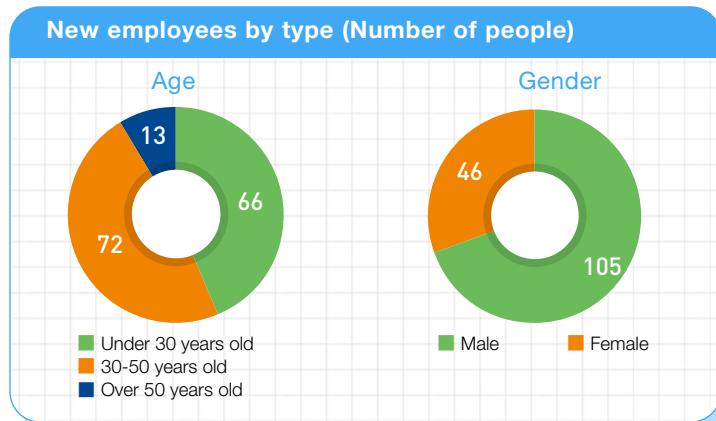
We are committed to building a zero-discrimination, zero-harassment and inclusive work environment, with a firm zero-tolerance for any form of harassment, discrimination or aggression on the basis of gender, race, religion, sexual orientation, age, disability, etc. We regularly organize diversity awareness and anti-discrimination training to help employees understand and respect each other's differences and to ensure that every employee is treated with respect in the workplace. We regularly conduct employee surveys to collect employee feedback on diversity and inclusion-related policies, establishes balanced recruitment targets, ensures equitable interview opportunities, supports fair career development, and is committed to building a diverse and inclusive workplace. In 2024, the Company had a total of 1,678 active employees, and the proportion of female supervisors amounted to 18.21%.



## Recruitment Management

We ensure that our recruiting team assesses candidates' abilities and potentials objectively and fairly in strict accordance with the requirements of the position, makes appropriate hiring decisions based on the actual performance of the candidates, and combined with company culture and team needs. We ensure that any form of bias or discrimination is avoided during the interview process to ensure that all candidates are able to present themselves under equal conditions.

We analyze and forecast the existing talent situation based on R&D strategies and plans, marketing, production, operation and financial strategies, and make full use of digital means to improve the effectiveness of HR data analysis from the business layout, scale and structure levels. We publicize the [contact information](#) of our regional companies in Hangzhou, Shanghai, Shenzhen, Taiwan, Korea, Japan, Europe and America on our official website, and organize open house activities to actively recruit outstanding and potential talents. When there are vacancies or additional manpower needs, department heads can recommend suitable candidates from within the department or from other departments. In 2024, the total number of new employees of Silergy Corp. was 151, and the turnover rate was 11.50%.



In order to ensure a smooth recruitment process, we cover all costs associated with the recruitment process, ensure that candidates do not suffer any distress during the interview and recruitment process due to costs, and provide all candidates with the necessary support and guidance to ensure that the recruitment process is transparent and standardized.



## Collective Bargaining for Trade Unions

We are committed to strengthening communication and interaction with our employees through employee representative assemblies and labor unions, and discussing working conditions, benefits and other issues with our employees to ensure that their voices are fully heard. In terms of collective bargaining, we regularly negotiate with labor unions on key issues such as employee health and safety, working conditions, career management and training, diversity, discrimination or harassment, wages, working hours, labor safety, etc. We also set up a review mechanism and regularly conduct internal assessments of the negotiation results to ensure the feasibility and enforceability of the agreements. In the future, we will further promote the construction of labor unions in each of our molecular companies to ensure that the democratic system is fully implemented.

## Prevention of Child and Forced Labor

We are committed to eliminating child labor and forced labor, adopting a zero-tolerance policy and ensuring that all employment complies with international labor laws and ethical standards. To this end, we strictly adhere to the minimum legal age requirement for employment and conduct rigorous audits during the recruitment process to ensure that all employees are of legal working age. We establish an independent reporting mechanism that allows any employee or outsider to anonymously report suspected child or forced labor, and strictly protects the privacy of the person reporting the incident to ensure that the person reporting the incident is protected from any form of retaliation.

For our suppliers, contractors and other partners, we conduct regular audits based on our internal control and auditing mechanism to review and monitor the employment of labor in our supply chain, and conduct background checks on all suppliers and contractors to ensure that their labor practices are ethical. Once violations are detected, we will terminate the relationship with the relevant parties according to the circumstances.

## Human Rights Management

We value and respect the basic human rights of all employees and are committed to never violating human rights, developing and continuously improving the human rights protection system applicable to all employees, maintaining zero tolerance for discrimination and harassment, conducting a series of human rights-related trainings, training managers on labor standards to ensure that no human rights abuses will occur in the course of their labor management, and progressively extending our human rights concerns to our business partners. The Company has an independent reporting mechanism whereby any employee can anonymously report suspected cases of discrimination, harassment, inhumane treatment and other violations. At the same time, the Company implements a progressive disciplinary system based on the severity of the infringement cases, including verbal warnings, written warnings, suspensions and dismissals (excluding financial penalties). In 2024, the Company had no reported and confirmed incidents of discrimination or human rights violations.

We strictly control risks related to human rights infringement by formulating the *Silergy Corp. Labor and Business Ethics Risk Management Procedures*. The Legal and Intellectual Property Departments and the Human Resources and Administrations Department regularly identify human rights-related risks from the process of corporate operations and labor policy implementation, assess the compliance with current labor regulations, identify potential compliance risks, regularly conduct internal audits on social responsibility, develop the *Risk and Opportunity Identification and Assessment Table*, and identify potential risks through internal audits, third-party audits, and external reports. The Audit Office conducts quarterly audits of the human rights risk management process to ensure the effectiveness of the system's operation.

the Risk and Opportunity Identification and Assessment Table employee section



Risk point	Risk level	Mitigation measures
Employee satisfaction	Medium	We conduct targeted surveys and improve employee satisfaction.
Office environment	Medium	<ol style="list-style-type: none"><li>1. We improve the office environment annually.</li><li>2. We collect employees' opinions through employee satisfaction surveys and make improvements.</li></ol>
Awareness of the rights to freedom of association and peaceful assembly	Low	We develop training materials on the rights of freedom of association and conduct relevant training for all employees of the Company.
Learning opportunities and environment	Medium	We conduct a survey of training needs for the next year at the end of each year. Formulate an annual training plan at the beginning of the year, implement training and assessment according to the plan. Employees with excellent assessment results can be given priority in promotion.
Safe working environment	High	<ol style="list-style-type: none"><li>1. We plan and carry out Safety Month activities.</li><li>2. We develop a joint major safety hazard investigation plan.</li><li>3. We inspect all equipment to ensure that each type of equipment has a safe operation procedure, and train the operators.</li><li>4. We set up conspicuous warning signs in hazardous areas of equipment.</li><li>5. We repair damaged safety fool-proof devices of equipment in a timely manner.</li></ol> <p>Related document: Accident Investigation Report and Handling Control Procedure.</p>

## ► Employee Incentives

We adopt comprehensive incentives to motivate employees through training, satisfaction surveys, rewards and punishments, talks, and other diversified methods to meet employee needs and motivations. We establish an effective management system, formulate management rules such as the *Performance Appraisal Management Measures* and the *Employee Compensation Management Measures*, and feedback the results of our business performance in employee compensation to help employees accomplish their goals.

## Performance Communication and Feedback

We set up an annual performance appraisal week, in which employees and their supervisors compare and contrast their performance with the expected goals set in the previous period, as well as their professional behaviors and company cultural values, and give them the current evaluation and assessment accordingly. For employees whose performance is not up to the requirements of their positions, the Company formulates a performance improvement plan to help employees improve their work ability and meet the needs of their positions. In the whole process of performance appraisal and feedback, we attach importance to the protection of employees' rights, if employees have any dissatisfaction with the implementation process or content of the performance improvement plan, they can file a complaint.

## Employee Reward and Punishment Regulations

We formulate the *Employee Rewards and Punishments Management Measures* and *Excellent Employee Award Rules* to set up awards for quarterly excellent employees, annual excellent employees, quarterly star products and star teams, as well as diversified rewards such as economic rewards and administrative rewards, in order to recognize the advanced, motivate the latter, and jointly create a positive working atmosphere.

## ► Employee Compensation and Benefits

We are committed to our employees' enjoyment of reasonable remuneration (not less than that required by local law), benefits and working hours, and we offer our employees a wide range of welfare policies such as comprehensive social insurance, paid annual leave, parental leave, flexible working hours and supplementary medical insurance in addition to the statutory insurance. In addition, we analyze the salary levels of all our employees (including interns and third-party field service personnel) based on the Wage Indicator's regional Vitality Wage Scale, which shows that our employees' salary levels are higher than the local Vitality Wage Scale.

We regularly conduct annual employee satisfaction surveys to collect feedback from employees, understand their needs in terms of compensation and benefits, and optimize relevant policies based on the survey results. The Company continues to provide employees with competitive salaries and benefits, perfect rights and interests and a broad development platform, and continuously strengthens the attraction and retention of talent. In 2024, the employee satisfaction score was 4.73.

### Objective



We will achieve **100%** supplemental health insurance coverage for all employees by 2030

We will gradually increase the ratio of welfare expenditure to total wages from **17.1%** to **18%** in 2024

- Year-end bonus and employee bonus system to share the results of the business
- Quarterly company activities to enrich the leisure life of employees and enhance the relationship between employees
- Regular employee health checkups and group insurance for employees
- Annual employee meeting to express employee sympathy
- More than 30 sports clubs and various activities from time to time to create our corporate culture
- Company's anniversary travel to enhance the sense of belonging of employees to the Company
- Additional 15 days of special leave for five years of service
- Women are entitled to maternity leave and men are entitled to nursing leave to accompany the birth of a child, in order to take into account the need to take care of the family. And every year employees can be given family leave according to the number of children in the family, in order to accompany the children to the parents over 60 years of age of the only child employees will be given 5 days of paternity leave every year
- In the event of a major injury, illness or death of an immediate family member, the Company will provide financial or vacation assistance, depending on the circumstances
- Every festival and holiday, the Company will give employees gift cards to spend the festive season with employees
- The Company's Hangzhou building is well-equipped with a staff cafeteria, fitness center, shower room, mother and baby room, and equipped with tea breaks and refreshments and lunch beds for each employee to create a better working environment for the staff
- The Company has business locations or subsidiaries in China, the United States, Taiwan, South Korea, Japan, India and other countries and regions. In accordance with the Labor Pension Act and related regulations, the Taiwan subsidiary, the Company contributes a fixed 6% of each employee's monthly salary to a special pension account; meanwhile, employees may voluntarily contribute another 6% of their monthly salary to a pension account. The rest of the world is in accordance with local labor laws and regulations



## ► Focus on Talent Cultivation

We are committed to fostering a high-performance and continuously developing team, and have implemented a formal talent pipeline building strategy, which aims to ensure that we have sufficient and qualified successors at different levels to support the sustainable development of the Company through professional training and personal development programs for internal potential employees. We provide training programs with different focuses for senior executives, mid-level and junior executives, and new/general employees, and encourage employees to participate in diversified career development opportunities, including cross-departmental rotation and internal promotion, so as to help employees accumulate diversified work experience and achieve their personal growth and career goals. In order to ensure the effectiveness of training, for general training, we set up a written test and require trainers to participate and pass the test, while for professional skills training, the department head is responsible for following up the training results and providing feedback for improvement.

We formulate the *Employee Further Education Management Regulations* covering all employees, and we support employees in pursuing on-the-job degree programs through external professional courses to help them improve their knowledge and skills. Employees who receive a passing grade or higher in each semester will receive a tuition subsidy based on the relevance of the course of study to their job.



**Graduate Training Scheme/ Apprenticeship Scheme**

The company has established a targeted training program for recent graduates in R&D positions. After joining, graduates first receive training in corporate culture, basic knowledge, and safety education. Second, based on job characteristics, the company provides guidance in R&D skills and lab practice, with mentor-led instruction and practical training, reinforced through staged assessments to support graduates in becoming competent and sustainable reserve talents.



## ► Caring for Employees' Life

We organize and set up a variety of activities for our employees that are beneficial to their physical and mental health. We establish more than 30 employee clubs to enrich the spare time of our employees, promote their physical and mental health, help them realize happy work and happy life, and provide sufficient conditions for the all-around development of moral, intellectual, physical, social, and aesthetic development of our employees. At the same time, we organize Dragon Boat Festival, New Year's Day, birthday parties and reunion activities for employees around the world to relieve their work pressure and enhance their sense of well-being.



## ► Healthy and Safe Workplaces

As an analogous semiconductor company, Silergy Corp. has a low risk of workplace safety. We still attach great importance to on-site safety management by introducing ISO45001:2018 occupational safety management system, establishing a safety management team covering relevant functional departments, formulating the *Hazard Identification, Evaluation and Control Procedures*, implementing a comprehensive hazard and risk identification program, and conducting regular comprehensive health and safety risk assessments of all workplaces to ensure that potential hazardous factors are identified and resolved in a timely manner and that they are managed hierarchically. We conduct hierarchical management, and regularly check the implementation situation every year for continuous improvement to ensure the safety and transparency of the working environment.



Ergonomic chairs



### Measures to protect against occupational diseases



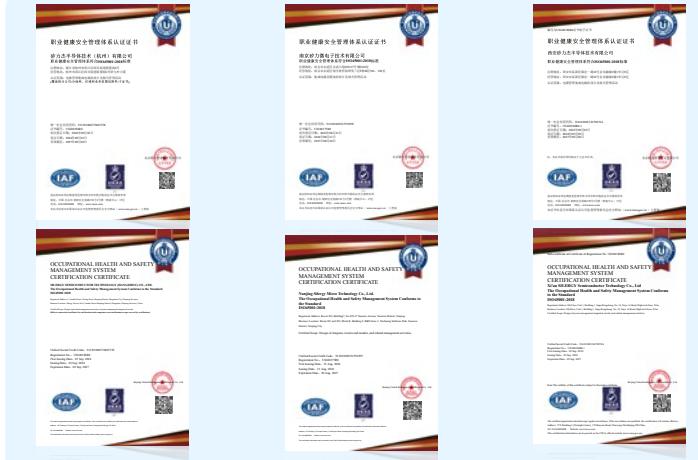
#### External protection

- Detection of occupational disease hazards
- Chemical safety management
- Fire safety check
- Protective equipment adequacy assessment
- Irregular sampling

#### Personal protection

- Entry-level, in-service and pre-employment medical examinations
- An employee canteen that meets diverse dietary needs
- Supply of cleaning items such as hand sanitizer, paper towels, and disinfection supplies
- Personal protective equipment such as anti-static clothing, protective gloves, earplugs, masks, and safety goggles

In order to ensure the effective operation of the occupational health management system, we conduct ISO45001:2018 Occupational Health and Safety Management System Certification Audit, and now we have 3 subsidiaries around the world that have been awarded the occupational health and safety management system certification certificates.



Occupational Health Management System Certification Certificates

In 2024, we carried out programs such as entry medical checkups, in-service medical checkups and pre-employment medical checkups for our employees, with 100% coverage of annual medical checkups, and no serious work-related injuries and fatalities.

#### Objective



**Zero** fatalities, injuries, and illnesses

We will achieve **100%** coverage of employee health and safety training by 2025

**100%** coverage of quarterly health and safety inspections at all operating sites by 2030

## Health Policies



Advocate for the internal and external health of employees

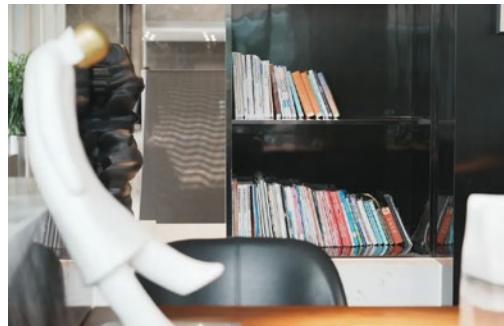
Encourage employees to participate in beneficial sports activities

Encourage employees to gain more knowledge through books and media

The Company advocates that employees not only keep having physical health; but also, adjust the mentality, internal and external cultivation, with a positive and sunny body and mind, to face the work, customers and life, a healthy life, a better future.

We regularly organize group sports programs and dedicate a fixed amount of money for sports activities.

We opened a book bar, as we believe that the richness and health of the mind is essential, the so-called change of mind can change the whole life, through more books and sports, to learn from other people's feelings and insights, to enhance their own physical fitness, so as to relax and balance the mind, and more healthy work and life.



Silery Corp. Reading Lounge

## Security Policy



- All employees are required to receive strict training on safety concepts and safety knowledge when joining the Company, and are allowed to work only after they agree with the Company's safety concepts and pass the training.
- During off-duty and work outings, all employees must strictly abide by traffic rules and refrain from crossing the road illegally, running red lights, speeding motorists and occupants in the passenger seat must fasten their seat belts, etc.; and do not run on the way to and from work unless it is urgent to do so.
- The purchase and arrangement of office equipment must take into account the personal safety of employees and visitors, and avoid the existence of sharp and angular objects in office equipment. Sharp objects such as pens on employees' desks must be placed tip down in a safe file bucket after use. The configuration of office electrical equipment must be completed by qualified professionals, and all personnel are prohibited from running in non-emergency situations.
- All employees must be familiar with the building evacuation and escape routes and fire extinguishing equipment orientation, in the event of fire, earthquake and other emergencies, should be coordinated by the emergency response team of the Company's safety committee, according to the accident emergency response plan for safe escape, and send the injured to the hospital for first aid.
- When entering a customer's plant, office, etc., all employees should also comply with its appropriate safety regulations.

We continuously strengthen the construction of occupational health and safety culture, formulate *Emergency Preparedness and Response Control Procedures, Emergency Plan for Fire Fighting and Evacuation, Emergency Plan for Flood Control and Taiwan Resistance, Emergency Plan for Accidents*, etc., to ensure that in case of emergencies, every employee is able to deal with the situation without any panic, and carry out the work of alarming, evacuating and rescuing in an orderly manner, so as to maximize the protection for the safety of the personnel and the property. We conduct safety training on a regular basis, and regular safety trainings are conducted to actively focus on the physical and mental health of employees. And heat-prevention and cooling supplies are provided to employees to create a healthy and safe working environment.



Chinese Medicine Service

# Giving Back to the Community with Heart and Soul

While paying attention to and protecting the interests and well-being of its internal stakeholders, Silergy Corp. actively participates in volunteer support and charitable contributions in the community and society, enabling the Company's light and heat to reach other corners of society and earnestly fulfilling its social responsibility as a corporate citizen. In 2024, the total amount of the Company's public welfare donations was NT\$44,660, and the total number of employee volunteer hours were 800, with a total of 60 participants.

## SDGs Our actions



We donated materials to the Federation of the Disabled



We participated in the Green Cloud Program organized by Zhejiang Yunhui Public Welfare Foundation for several times



## Silergy Corp. launches Yunhui 88 Green Cloud Program

On August 2, 2024, the summer camp of Yunhui88 Qingyun Program walked into Silergy Corp.'s showroom, through which they learned about the production process of integrated circuits, smart city and internet of things, automotive electronics solutions, cloud solutions, robot power solutions, smart home power solutions and human-machine interactive experience area. Then, the lectures by the on-site application engineers gave everyone a deeper knowledge of the semiconductor industry. By letting everyone experience soldering the LED light control circuit boards on site, it allowed everyone to have a deeper understanding of semiconductor science and technology, reflecting the concept of science and technology empowering the industry and innovation leading the development, and providing students with valuable experience for their future development.



Yunhui88 Qingyun Program



Donation of materials to the Federation of the Disabled



# Appendix

## ► Key Performance Indicator Table<sup>4</sup>

issue	index	unit	2024
Hiring and Diversity	Total number of employees	people	1,678
	<b>By contract type</b>		
	Total number of employees	people	1,678
	Number of permanent employees (without fixed-term employment contracts)	people	182
	Number of people on limited-term contracts	people	1,496
	Number of labor dispatches	people	0
	<b>By job level</b>		
	Senior Management	people	106
	Middle Management	people	684
	General and technical employee	people	888
	<b>By age</b>		
	Under 30 years old	people	731
	30-50 years old	people	862
	Over 50 years old	people	85
	<b>By gender</b>		
	Male	people	1,201
	Female	people	477
	<b>Socially Responsible Recruitment Types</b>		
	Number of employees with disabilities	people	0
	Number of active veterans	people	0

<sup>4</sup> The amounts involved in this report are all in New Taiwan Dollars (NT\$). Among them, the financial data is sourced from the financial report, which shall prevail. Other data is converted based on the average annual exchange rate of NT\$1=0.22391 (NT \$4.466) in 2024.

issue	index	unit	2024
Labor and Human Rights	Number of local executives	people	106
	<b>By educational background</b>		
	PhD	people	41
	Master	people	789
	Undergraduate	people	739
	Other	people	109
	<b>By Region</b>		
	Asia	people	1,602
	Mainland China	people	1,456
	Hong Kong, Macau and Taiwan	people	115
	Japan, Korea, Singapore, Malaysia, India, etc.	people	31
	Europe and America	people	76
	Percentage of foreign nationals and employees located abroad (working abroad)	%	0.48
	Percentage of female managers	%	18.21
	Percentage of employees at headquarters and branches who have received training on discrimination and harassment	%	44.9
	Number of cases involving discrimination or harassment complaint mechanisms	cases	0
	Percentage of employees covered by labor unions at headquarters and branches	%	45.17
	Percentage of headquarters and subsidiaries' operating sites that have undergone human rights reviews or impact assessments	%	8.33
	Percentage of employees covered by headquarters and subsidiaries' operations that have undergone human rights reviews or impact assessments	%	45.17
	Percentage of headquarters and subsidiaries' operations that are certified to labor and/or human rights standards	%	25
	Percentage of employees covered by headquarters and subsidiary companies with operating sites certified to labor and/or human rights standards	%	68.47
Employee Care	Total amount of employee support investment	New Taiwan Dollar	0
	Number of employees supported	people	0
	Annual physical examination coverage rate of employees	%	100
	Average employee benefits	NT\$/person/year	20,526

issue	index	unit	2024
Employee Rights	Percentage of medical insurance coverage	%	100
	Employee satisfaction	point	4.73 (Total score 5 points)
	Number of people covered by unions	people	758
	Total working hours	hour	3,356,000
	Average annual working hours of employees	hour	2,000
Occupational Health and Safety	Number of people injured in occupational accidents	people	0
	Occupational accident rate	%	0
	Number of serious consequences of work-related injuries	people	0
	Serious consequence injury rate	%	0
	Number of work days lost due to work-related injuries	hour	0
	Lost days ratio	%	0
	Number of fatal accidents in the past three years	people	0
	Occupational fatality rate	%	0
	Total monetary losses resulting from legal actions related to employee health and safety violations	New Taiwan Dollar	0
	Number of people participating in occupational health and safety training	people	93
Emergency and Hidden Dangers	Number of regular and irregular safety inspections	item	2,940
	Number of hidden dangers detected	item	105
	Hidden danger rectification rate	%	100
	Number of training sessions on work safety	item	12
	Number of emergency drills conducted	item	20
Employee Recruitment and Retention	Total number of new employees	people	151
	By job level		
	Senior Management	people	11
	Middle Management	people	46
	General and technical employee	people	94

issue	index	unit	2024
	By age		
	Under 30 years old	people	66
	30-50 years old	people	72
	Over 50 years old	people	13
	By gender		
	Male	people	105
	Female	people	46
	Employee turnover	people	193
	Employee turnover rate	%	11.50
Training	Total number of employees trained	people	1,586
	Percentage of total employees trained	%	95
	Total training investment	New Taiwan Dollar	1,429,000
	Number of new employees trained	people	140
	Number of male employees trained	people	1,123
	Number of female employees trained	people	463
	Number of management and professional technical personnel	people	1,305
	Number of frontline employee	people	1,213
	Total hours of employee training	hour	1,486
	Number of training hours for male employees	hour	1,052
	Number of training hours for female employees	hour	434
	Number of hours of training for management and professional technical personnel	hour	1,222
	Number of training hours for frontline staff	hour	1,136
	Average number of training hours per person	hour	13
	Percentage of employees at headquarters and subsidiaries who receive regular performance and career development evaluations	%	100
Charity Activities	Total volunteer hours	hour	800
	Number of volunteers	people	60
	Total amount of charity donations	New Taiwan Dollar	44,660

issue	index	unit	2024
Supply Chain Management	Total number of suppliers	number of suppliers	55
	Number of suppliers audited annually	number of suppliers	11
	Percentage of targeted vendors that have signed a perpetual procurement charter/vendor code of conduct	%	100
	Percentage of suppliers with contracts that include environmental, labor and human rights requirements	%	100
	Percentage of targeted suppliers that have undergone a Corporate Social Responsibility (CSR) assessment (e.g. questionnaire)	%	20
	Percentage of targeted suppliers that have undergone on-site corporate social responsibility (CSR) audits	%	20
	Percentage of buyers in all regions who have undergone training in sustainable procurement	%	35
	Percentage or number of audited/assessed suppliers participating in corrective actions or capability building	%	3
Package Materials	Packaging materials-paper	kilogram	5,596.19
Customer Complaints	Office paper consumption	kilogram	26,073.11
Product Recall	Customer complaint resolution rate	%	100
Product Life Cycle	Number of product recalls	Item	0
	Product recall rate (the percentage of involved units/sales to total units/sales)	%	0
	Scrap product weight	Metric tons (t)	2.27
	Weight of electronic waste	metric tons	2.27
Customer Privacy	Percentage of product recycled	%	100
	By income, including IEC 62474 Percentage of products with declarable substances	%	0
	Number of major third-party privacy breaches	item	0
	Number of major data security/cybersecurity incidents	item	0
Intellectual Property Protection and Competitive Conduct	Percentage of risky trading partners covered by information security due diligence processes	%	95
	Percentage of all sites with ISO 27001 certification	%	41.67
Greenhouse gas emissions	Total monetary losses resulting from legal proceedings related to anti-competitive conduct regulations	NT\$1,000	0
	Scope 1 greenhouse gas emissions	metric tonnes of CO <sub>2</sub> equivalent	63.06
	Scope 1 greenhouse gas emission intensity	metric tonnes of CO <sub>2</sub> equivalent/person	0.04
	Scope 2 greenhouse gas emissions	metric tonnes of CO <sub>2</sub> equivalent	5,685.48
	Scope 2 greenhouse gas emissions intensity	metric tonnes of CO <sub>2</sub> equivalent/person	3.39
	Greenhouse gas emissions	metric tonnes of CO <sub>2</sub> equivalent	5,748.5400
	Greenhouse gas emission intensity	metric tonnes of CO <sub>2</sub> equivalent/person	3.43

issue	index	unit	2024
Water consumption	Total water withdrawal	thousand cubic meters (m³)	44.47
	Water withdrawals in areas of high or very high baseline water stress as a percentage of total water withdrawals	%	0
	Water consumption in areas of high or very high baseline water stress as a percentage of total water consumption	%	0
	Total water consumption	thousand cubic meters (m³)	24.02
	Total water usage	thousand cubic meters (m³)	44.47
	Water consumption intensity per capita	thousand cubic meters (m³)/ person	26.50
Energy	Cumulative total energy consumption	gigajoule (GJ)	39,024.36
	Purchased electricity consumption	kWh	10,765,417.76
	Power consumption comes from Percentage of purchased electricity	%	100
	Percentage of energy consumed that is supplied by the grid	%	99.37
	Natural gas	cubic meter (m³)	7,674.30
	Total renewable energy consumption	kWh	0
Wastewater	Renewable energy utilization rate	%	0
	Sewage discharge	thousand cubic meters (m³)	20.45
	Total amount of waste	tonnes	1,110.88
	Waste discharge density	tonnes/million turnover	0.06
	Hazardous waste	tonnes	3.56
	Percentage of hazardous waste recycled	%	100
Waste	Non-hazardous waste	tonnes	1,107.32
	Percentage of total company operational waste diverted from landfill	%	1.70
	Percentage of employees trained on specific environmental issues	%	80
	Percentage of operations that have undergone specific environmental risk assessments	%	100
	Percentage of operations with environmental certifications (e.g. ISO14001, EMAS, ISO50001)	%	25
	Percentage of employees covered by operating sites with environmental certifications (e.g., ISO14001, EMAS, ISO50001)	%	68.47
Environmental Management	Number of directors (including independent directors)	seats	8
	Independent Director Seats	seats	3
	Female board seats	seats	1

issue	index	unit	2024
Investor Communications	Percentage of female board seats	%	12.5
	Directors' attendance at board meetings	%	98.44
	Ratio of training hours for directors and supervisors in line with training requirements	%	100
Anti-corruption	Number of legal briefings held by the Company each year	number of legal briefings	13
Anti-corruption	Number of concluded corruption cases in 2024	cases	0
	Number of valid reports received in 2024	cases	1
	Subsequent feedback rate of effective reports	%	100
	Number of people punished for disciplinary and irregular activities	people	1
	Disciplinary and regulatory violations	item	1
	Percentage of people who have received anti-corruption training	%	80
	Percentage of risky trading partners covered by corruption due diligence processes	%	95
	Percentage of all sites that have conducted internal assessments or reviews for specific business ethics issues	%	100
Litigation	Number of concluded corruption cases filed against companies or their employees	item	0
	Health and safety aspects of products and services	item	0
	Product information and labeling	item	0
	Marketing	item	0
	Customer privacy and information	item	0
	Environmental aspects	item	0
	Number of cases of intellectual property infringement or intellectual property infringement	item	0
	Number of damages resulting from legal proceedings related to anti-competitive behavior regulations	New Taiwan Dollar	0

## ► Indicator Comparison Table

### IFRS S2 Climate-related Disclosures IFRS-S2

IFRS-S2 Climate Disclosure Recommendations		Disclosure of Chapters
Governance	The governance body (including a board, committee, or other equivalent governance body) or individual responsible for overseeing climate-related risks and opportunities.	Responding to Climate Chang
	Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	
Strategy	Climate-related risks and opportunities	Responding to Climate Chang
	Business model and value chain	
	Strategy and decision-making	
	Financial position, financial performance and cash flows	
	Climate resilience	
Risk Management	Procedures and relevant policies for identifying, assessing, prioritizing and monitoring climate-related risks.	Responding to Climate Chang
	Processes used by the entity to identify, assess, prioritize and monitor climate-related opportunities, including whether and how the entity uses climate-related scenario analysis to help identify climate-related opportunity information.	
	The extent to which and how the entity integrates the processes for identifying, assessing, prioritizing and monitoring climate-related risks and opportunities into its overall risk management process and how it impacts its overall risk management process.	
Indicators and Targets	Climate-related indicators	Responding to Climate Chang
	Industry indicators	
	Climate-related targets	

### Task Force on Climate-Related Financial Disclosures (TCFD) and Index of Climate-Related Information of Listed Companies

Project	Implementation
1. Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	Please refer to the Responding to Climate Change section of the report.
2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).	
3. Describe the financial impacts of extreme weather events and transition actions.	
4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.	
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts.	
6. If there is a transformation program for managing climate-related risks, describe the content of the program and the metrics and targets used to identify and manage physical and transformation risks.	
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be described.	
8. If climate-related targets are set, information on the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress of achievement should be provided; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and amount of carbon reduction credits or the number of renewable energy certificates (RECs) used should be provided.	
9. Greenhouse gas inventories and assurance scenarios with reduction targets, strategies and concrete action plans.	

## GRI Content Index

GRI Standards	Disclosure	Disclosure Chapter
GRI 2: General Disclosures 2021	2-1 Organizational details	Introduction
	2-2 Entities included in the organization's sustainability reporting	Scope of the Report and Publication Cycle
	2-3 Reporting period, frequency and contact point	Scope of the Report and Publication Cycle, Contact Information
	2-4 Restatements of information	/
	2-5 External assurance	/
	2-6 Activities, value chain and other business relationships	Supplier Management
	2-7 Employees	Escorting Employee Growth
	2-8 Workers who are not employees	Supplier Management
	2-9 Governance structure and composition	Governance Mechanism
	2-10 Nomination and selection of the highest governance body	Governance Mechanism
	2-11 Chair of the highest governance body	Board of Directors Development
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Mechanism
	2-13 Delegation of responsibility for managing impacts	Board of Directors Development
	2-14 Role of the highest governance body in sustainability reporting	Sustainable Development Structure
	2-15 Conflicts of interest	/
	2-16 Communication of critical concerns	Stakeholder Management
	2-17 Collective knowledge of the highest governance body	Board of Directors Development
	2-18 Evaluation of the performance of the highest governance body	/
	2-19 Remuneration policies	/
	2-20 Process to determine remuneration	/
	2-21 Annual total compensation ratio	/
	2-22 Statement on sustainable development strategy	Sustainable Development Strategy

GRI Standards	Disclosure	Disclosure Chapter
GRI 3	2-23 Policy commitments	Sustainable Development Strategy
Material Topics 2021	2-24 Embedding policy commitments	/
	2-25 Processes to remediate negative impacts	/
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Management
	2-27 Compliance with laws and regulations	Full Text Application
	2-28 Membership associations	Association Membership Status
	2-29 Approach to stakeholder engagement	Stakeholder Management
	2-30 Collective bargaining agreements	/
Material Topics		
GRI 201 Economic Performance 2016	3-1 Process to determine material topics	Materiality Assessment Process
	3-2 List of material topics	Materiality Assessment Results
	3-3 Management of material topics	Materiality Assessment Process, Materiality Assessment Results
GRI 202 Market Presence 2016	201-1 Direct economic value generated and distributed	Key Performance Indicator Table: Financial Data
	201-2 Financial implications and other risks and opportunities due to climate change	Responding to Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	/
	201-4 Financial assistance received from government	/
GRI 203 Indirect Economic Impacts 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	/
	202-2 Proportion of senior management hired from the local community	Key Performance Indicator Table
	203-1 Infrastructure investments and services supported	/
	203-2 Significant indirect economic impacts	/

GRI Standards	Disclosure	Disclosure Chapter
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	/
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	/
	205-2 Operations assessed for risks related to corruption	Adherence to Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Not occurring
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not occurring
GRI 207 Tax 2019	207-1 Approach to tax	Strengthening Tax Management
	207-2 Tax governance, control, and risk management	Strengthening Tax Management
	207-3 Stakeholder engagement and management of concerns related to tax	Strengthening Tax Management
	207-4 Country-by-country reporting	/
GRI 301 Materials 2016	301-1 Materials used by weight or volume	Key Performance Indicator Table
	301-2 Recycled input materials used	Key Performance Indicator Table
	301-3 Reclaimed products and their packaging materials	Packaging materials are purchased from the factory side
GRI 302 Energy 2016	302-1 Energy consumption within the organization	Key Performance Indicator Table
	302-2 Energy consumption outside of the organization	/
	302-3 Energy intensity	Key Performance Indicator Table
	302-4 Reduction of energy consumption	Energy Management
	302-5 Reductions in energy requirements of products and services	/
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management
	303-2 Management of water discharge related impacts	Water Management
	303-3 Water withdrawal	Key Performance Indicator Table
	303-4 Water discharge	Key Performance Indicator Table
	303-5 Water consumption	Key Performance Indicator Table

GRI Standards	Disclosure	Disclosure Chapter
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
GRI 305 Emissions 2020	305-1 Direct (Scope 1) GHG emissions	Key Performance Indicator Table
	305-2 Energy indirect (Scope 2) GHG emissions	Key Performance Indicator Table
	305-3 Other indirect (Scope 3) GHG emissions	/
	305-4 GHG emissions intensity	Key Performance Indicator Table
	305-5 Reduction of GHG emissions	/
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	Contaminant Management
	306-2 Management of significant wasterelated impacts	Contaminant Management
	306-3 Waste generated	Contaminant Management
	306-4 Waste diverted from disposal	Contaminant Management
	306-5 Waste directed to disposal	Contaminant Management
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	/
	308-2 Negative environmental impacts in the supply chain and actions taken	Not occurring
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	Key Performance Indicator Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Protecting the Rights and Interests of Employees
	401-3 Parental leave	Protecting the Rights and Interests of Employees

GRI Standards	Disclosure	Disclosure Chapter	GRI Standards	Disclosure	Disclosure Chapter
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	/	GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not occurring
	403-1 Occupational health and safety management system	Health and Safe Workplaces		408-1 Operations and suppliers at significant risk for incidents of child labor	Not occurring
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safe Workplaces		409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not occurring
	403-3 Occupational health services	Health and Safe Workplaces		410-1 Security personnel trained in human rights policies or procedures	/
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safe Workplaces		411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
	403-5 Worker training on occupational health and safety	Health and Safe Workplaces		413-1 Operations with local community engagement, impact assessments, and development programs	Giving Back to the Community with Heart and Soul
	403-6 Promotion of worker health	Health and Safe Workplaces		413-2 Operations with significant actual and potential negative impacts on local communities	Not occurring
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safe Workplaces		414-1 New suppliers that were screened using social criteria	/
	403-8 Workers covered by an occupational health and safety management system	Health and Safe Workplaces		414-2 Negative social impacts in the supply chain and actions taken	Not occurring
	403-9 Work-related injuries	Health and Safe Workplaces		415-1 Political contributions	Not applicable
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Key Performance Indicator Table	GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Provision of Sustainable Products
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus on Talent Cultivation		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not occurring
	404-3 Percentage of employees receiving regular performance and career development reviews	/		417-1 Requirements for product and service information and labeling	Not applicable
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Protecting the Rights and Interests of Employees	GRI 417 Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Not occurring
	405-2 Ratio of basic salary and remuneration of women to men	/		417-3 Incidents of non-compliance concerning marketing communications	Not occurring
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Protecting the Rights and Interests of Employees	GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not occurring

## IFRS-Semiconductor Industry

Topic	Metric	Unit	Disclosure Chapter	Code
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Metric tons (t) CO <sub>2</sub> -e	Key Performance Indicator Table	TC-SC-110a.1
	Amount of total emissions from perfluorinated compounds	Metric tons (t) CO <sub>2</sub> -e	/	TC-SC-110a.1
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets	/	Responding to Climate Change	TC-SC-110a.2
	Analysis of performance against those targets	/	Responding to Climate Change	TC-SC-110a.2
	Activities and investments required to achieve the goal or plan, and risks or constraints that may affect the achievement of the plan or goal	/	Responding to Climate Change	TC-SC-110a.2
Energy	Total energy consumed	Gigajoules (GJ)	Key Performance Indicator Table	TC-SC-130a.1
	Percentage grid electricity	%	/	TC-SC-130a.1
	Percentage renewable	%	/	TC-SC-130a.1
Water Resources	Total water withdrawn (Thousand cubic meters (m <sup>3</sup> ))	Thousand cubic meters (m <sup>3</sup> )	Key Performance Indicator Table	TC-SC-140a.1
	Total water consumed (Thousand cubic meters (m <sup>3</sup> ))	Thousand cubic meters (m <sup>3</sup> )	Key Performance Indicator Table	TC-SC-140a.1
	Identify water abstraction and use activities in areas classified as having high (40%-80%) or very high (>80%) baseline water stress in the WRI Water Use Risk Atlas tool, Aqueduct	/	Water Management	TC-SC-140a.1
	Water withdrawals in areas of high or very high baseline water stress as a percentage of total water withdrawals	%	Key Performance Indicator Table	TC-SC-140a.1

Topic	Metric	Unit	Disclosure Chapter	Code
Product Lifecycle Management	Percentage of products containing declared substances sold in the reporting period	%	/	TC-SC-410a.1 TC-SC-410a.1
Product Facilities	How the use of substances classified in IEC 62474 as a group of declared substances or declared substances is managed, including in which specific operational processes their use is considered, and the actions taken by the subject to manage the use of these substances	/	Management of Hazardous Substances	TC-SC-410a.1
Product Facilities	System-level processor energy efficiency based on servers, desktops and laptops (performance metrics/power consumption)	Performance Specification/ Power Consumption		
Product Facilities	Test and disclose performance according to product categories		Not applicable	TC-SC-410a.2
Product Facilities	Server	Performance Specification		
Product Facilities	Desktop	Performance Specification		
Product Facilities	Laptop	Performance Specification		
Product Facilities	Total output	Pieces	Not applicable	TC-SC-000.A
Product Facilities	Percentage of output from owned facilities	%	Not applicable	TC-SC-000.B

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Appendix 1-8 Sustainability Disclosure Indicators – Semiconductor Industry

Number	Indicator	Type of Indicator	Annual Disclosure	Unit	Remarks
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	Key Performance Indicator Table	Gigajoules (GJ), percentage (%)	
2	Total water withdrawal, total water consumption	Quantitative	Key Performance Indicator Table	Thousand cubic meters (m³)	
3	Total hazardous waste generated and percentage recycled	Quantitative	Key Performance Indicator Table	Metric tons (t), percentage (%)	
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Key Performance Indicator Table	Ratio (%), quantity	
5	Product lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	Quantitative	Key Performance Indicator Table	Metric tons (t), percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Qualitative Description	Conflict Mineral Management	Not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Key Performance Indicator Table	Report currency	
8	Production by product category	Quantitative	Not Applicable	Varies by product type	

European Sustainability Reporting Standards (ESRS)

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
E1	Climate change	Climate change adaptation		Responding to Climate Change	
		Climate change mitigation	/		Responding to Climate Change
		Energy			Energy Management
E2	Pollution	Pollution of air		Contaminant Management	
		Pollution of water			Contaminant Management
		Pollution of soil			/
		Pollution of living organisms and food resources	/		/
		Substances of concern			Contaminant Management
		Substance of very high concern			Contaminant Management
E3	Water and marine resources	Microplastics		/	
		Water withdrawals	Key Performance Indicator Table		
		Water consumption	Key Performance Indicator Table		
		Water discharges in waterbodies and in the oceans	Key Performance Indicator Table		
E4	Biodiversity and ecosystems	Marine resources	Extraction and use of marine resources	/	
		Climate change			
		Land-use change, fresh water-use change and sea-use change			
		Direct exploitation			

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
E5	Circular economy	Impacts on the state of species	Invasive alien species	/	
			Pollution	/	
			Others	/	
			“Examples” Species population size	/	
			“Examples” Species global extinction risk	/	
		Impacts on the extent and condition of ecosystems	“Examples” Land degradation	/	
			“Examples” Desertification	/	
			“Examples” Soil sealing	/	
		Impacts and dependencies on ecosystem services	/	/	
		Resources inflows, including resource use	Contaminant Management		
S1	Own workforce	Working conditions	Resource outflows related to products and services	/	Contaminant Management
			Waste		Contaminant Management
			Secure employment	Health and Safety Workplaces	
			Working time	Protecting the Rights and Interests of Employees	
			Adequate wages	/	
		Freedom of association, the existence of works councils and the information, consultation and participation rights of workers	Freedom of association, the existence of works councils and the information, consultation and participation rights of workers	/	
			Social dialogue	/	
			Collective bargaining, including rate of workers covered by collective agreements	/	

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
S2	Workers in the value chain	Equal treatment and opportunities for all	Work-life balance	Focus on Talent Cultivation	
			Health and safety	Health and Safety Workplaces	
			Gender equality and equal pay for work of equal value	/	
			Training and skills development	Focus on Talent Cultivation	
			Employment and inclusion of persons with disabilities	Protecting the Rights and Interests of Employees	
		Other work-related rights	Measures against violence and harassment in the workplace	Protecting the Rights and Interests of Employees	
			Diversity	Protecting the Rights and Interests of Employees	
			Child labour	Protecting the Rights and Interests of Employees	
			Forced labour	Protecting the Rights and Interests of Employees	
			Privacy	Protecting the Rights and Interests of Employees	
		Secure employment	Create a Sustainable Supply Chain		
		Working time	Create a Sustainable Supply Chain		
		Adequate wages	Create a Sustainable Supply Chain		
		Freedom of association, including the existence of works councils	Create a Sustainable Supply Chain		
		Social dialogue	Create a Sustainable Supply Chain		
		Collective bargaining	Create a Sustainable Supply Chain		
		Work-life balance	Create a Sustainable Supply Chain		
		Health and safety	Create a Sustainable Supply Chain		

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
S3	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Create a Sustainable Supply Chain		
		Training and skills development	Create a Sustainable Supply Chain		
		Employment and inclusion of persons with disabilities	Create a Sustainable Supply Chain		
		Measures against violence and harassment in the workplace	Create a Sustainable Supply Chain		
		Diversity	Create a Sustainable Supply Chain		
	Other work-related rights	Child labour	Create a Sustainable Supply Chain		
		Forced labour	Create a Sustainable Supply Chain		
		Privacy	Create a Sustainable Supply Chain		
	Affected communities	Adequate food	/		
		Water and sanitation	/		

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
S4	Consumers and end-users	Information-related impacts for consumers and/or end users	Privacy	Ensuring Information Security	
			Freedom of expression	/	
			Access to (quality) information	/	
			Health and safety	Provision of Sustainable Products	
		Personal safety of consumers and/or end-users	Security of a person	/	
			Protection of children	/	
			Non-discrimination	/	
			Social inclusion of consumers and/or end-users	Access to products and services	Provision of Sustainable Products, Protection of Clients' Rights and Interests
		Business conduct	Responsible marketing practices	/	
			Corporate culture	Corporate Culture	

## ► Statement of Independent Verification



## ► Reader Feedback Form

In order to continuously improve our ESG work and improve our ESG management capabilities, we would like to hear your comments and suggestions.

You are kindly requested to help complete the relevant questions raised in the feedback form and send us suggestions or comments by email.

Email:

### Your Information

Name

Company

Contact Number

Email

Feedback

1. What do you think of our ESG report?  
 Excellent    Good    Average
  
2. Do you think this report has presented the significant impact of our ESG issues?  
 Yes    More or less    Don't know
  
3. How do you rate the clarity, accuracy and completeness of the information, data and indicators disclosed in this report?  
 Very high    High    Average    Low    Very low
  
4. Which aspect of this report are you most satisfied with?
  
5. What kind of information do you want to learn more about?
  
6. Do you have any suggestions for the ESG reports to be released in the future?

