SILERGY

# 2025

## Sustainability Report



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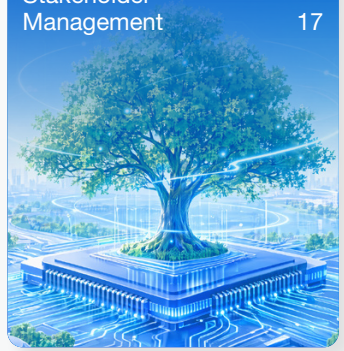


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# About the Report

## Introduction

This report is the fifth sustainability report released by Silergy Corp. Ltd. (hereinafter referred to as "Silergy Corp." or the "Company" or "we"). 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.

## Scope of the Report

The scope of this report covers Silergy Corp. Ltd. as the primary entity, with certain sections extending to its branches, subsidiaries, and directly affiliated entities. Unless otherwise specified, the scope of this report is consistent with that of the Company's annual report.

The time frame covered is from January 1, 2025 to December 31, 2025 (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.

## 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.

## Basis of Preparation

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

## 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. The 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.

## Contact Information

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ir@silergycorp.com (Investor Relations)

# Chairman's Message

On the release of this year's Sustainability Report, on behalf of the Company's Board of Directors, I would like to extend my sincerest gratitude and highest respect to all shareholders, partners, customers, and friends from all sectors of society who have long trusted and supported Silergy. As a global leader in analog semiconductors, with "Chip" at the core of our business and innovation as the driving force behind our growth, we have consistently integrated sustainability into every stage of our development. Through our chip technologies, we are committed to advancing energy conservation and carbon reduction. With every chip crafted to the highest standards of excellence, we strive to build a solid pathway toward a more sustainable world and contribute to addressing the global challenge of climate governance.

Driving Innovation to Advance a Low-Carbon Mission. In 2025, we continued to increase our investment in research and development, allocating 30% of total revenue to core technology R&D. During the year, we successfully launched the industry's first ultra-compact SiP module supporting 12Vin/15Aout, as well as the industry's first system monitor featuring a 120V bus voltage and 20-bit resolution, leveraging technological innovation to drive improvements in energy efficiency.At the same time, several of the Company's automotive-grade power management ICs successfully obtained ISO 26262:2018 ASIL-D functional safety certification, further strengthening the technological foundation for the safe and low-carbon development of the intelligent automotive industry. As of the end of 2025, the Company had obtained authorization for a total of 1,875 patents.

Building a Strong Foundation Through Governance and Compliance. The Company has consistently adhered to sound corporate governance practices and continued to optimize the structure of its Board of Directors. With independent directors accounting for 66.7% of the Board and women directors representing 22.2%, we have established a diverse, efficient, and resilient decision-making framework that ensures the Company's strategic direction remains both well-founded and stable.In 2025, we obtained ISO 22301 Business Continuity Management certification and TISAX information security certification for the first time, further integrating risk management into every aspect of our operations. By strengthening our comprehensive operational risk protection framework, we are ensuring that Silergy remains resilient and well-positioned for sustainable growth in an increasingly complex and dynamic market environment.

Advancing Sustainability Through Green Action and Measuring Our Low-Carbon Footprint. In response to global climate challenges, we have taken proactive and responsible actions by establishing a clear and well-defined roadmap for carbon peaking and carbon neutrality. We remain firmly committed to achieving carbon peak by 2028 and carbon neutrality by 2040. From investing in and developing distributed photovoltaic projects to implementing comprehensive carbon management throughout the entire product life cycle, we are transforming our green vision into concrete actions and contributing to the protection of a clean and sustainable planet for future generations.

Empowering Sustainable Growth Through Responsibility. We remain firmly committed to the highest standards of business ethics and continue to rigorously implement conflict minerals management practices. By sourcing 100% from RMI-certified smelters, we work hand in hand with our supply chain partners to build a responsible and sustainable industry ecosystem.We also deeply value every employee's contribution. In 2025, the Company employed 1,653 people. Through a comprehensive training system, robust employee benefits, and broad career development opportunities, we strive to ensure that every Silergy employee can grow professionally, feel a strong sense of belonging, and contribute to the Company's long-term development with shared purpose and motivation.

With unwavering commitment to our original aspirations and mission, we continue to move forward with dedication and determination toward long-term success. In 2025, Silergy continued to push the boundaries of technological innovation, deepen refined operational management, and advance steadily on the path toward carbon reduction. Looking ahead, we will continue to uphold our business philosophy of "Integrity, Innovation, and Sustainable Service." Through more advanced technologies, a stronger sense of responsibility, and a more open ecosystem, we will work closely with partners across industries to drive global high-quality development through the power of semiconductor innovation and jointly shape a greener, low-carbon future.

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# 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 highly efficient, high-quality, and highly integrated products to 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. The aim is to enhance efficiency, conserve energy, and measure energy usage. Moreover, 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. By promptly meeting the latest demands of the information product landscape, Silergy Corp. offers comprehensive specifications, designs, and service support to customers during product development. The Company's management team boasts extensive industry experience, a clear grasp of future product technology trends, and a 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 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.

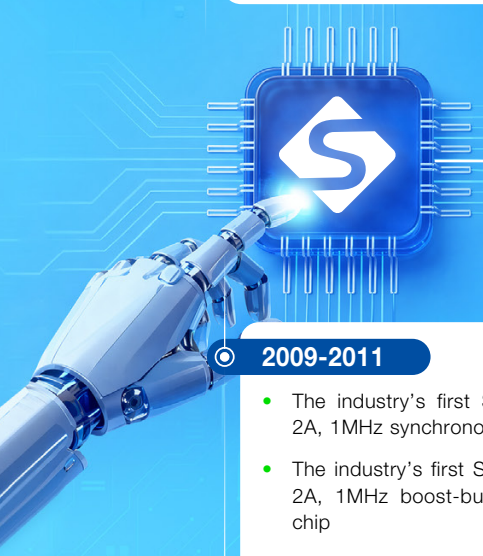
## Worldwide

**30+** cities

**1,650+** employees



# Development Journey



## 2008

- Silergy Incorporated
- Silergy US Incorporated
- Silergy Hangzhou Incorporated

## 2009-2011

- The industry's first SOT23-packaged 6V, 2A, 1MHz synchronous buck chip
- The industry's first SOT23-packaged 30V, 2A, 1MHz boost-buck MR16 LED driver chip
- The industry's smallest DFN2x2-packaged 6V, 6A, 1MHz synchronous buck chip

## 2012

- Establishment of Silergy Corp. Nanjing subsidiary
- The industry's smallest SOT23-6-packaged 18V, 5A synchronous buck LED driver chip

## 2013

- Listing on the stock market, stock code: 6415TW
- The industry's first boost-type intelligent high-current charging chip
- The industry's smallest DFN2x2-packaged 6A synchronous boost chip

## 2014-2016

- The industry's first TRIAC dimming MR16 driver chip
- The industry's first DFN4x4-packaged 30V, 15A synchronous boost chip
- The industry's first SOT23-packaged motor driver chip
- Acquisition of Maxim's Smart Meter Business Unit
- Acquisition of NXP's LED Lighting Business Unit

## 2017-2018

- The industry's first inductorless high-efficiency Triac dimming driver chip
- The industry's first QFN5X5-packaged single-inductor 5-way LED intelligent dimming chip
- The industry's first 60W PD boost-buck DC-DC conversion chip

## 2019-2020

- The world's first high-efficiency 30W isolated charge pump fast-charging chip
- The industry-leading high-performance Mini LED driver chip for display applications
- The industry's most sensitive ambient light sensor, spectral sensing for retinal chip

## 2021

- The industry's first DFN2x3-packaged ZVS flyback SR controller chip
- The industry's highest number of series-connected lithium battery mobile energy storage analog front-end chips

## 2022

- The industry's first QFN3x4-packaged 10MHz, 20A synchronous buck chip
- The industry's most energy-efficient QFN4X5-packaged 18V, 45A synchronous buck chip

## 2023

- The industry's first 40V/15A fully integrated automotive H-bridge motor driver

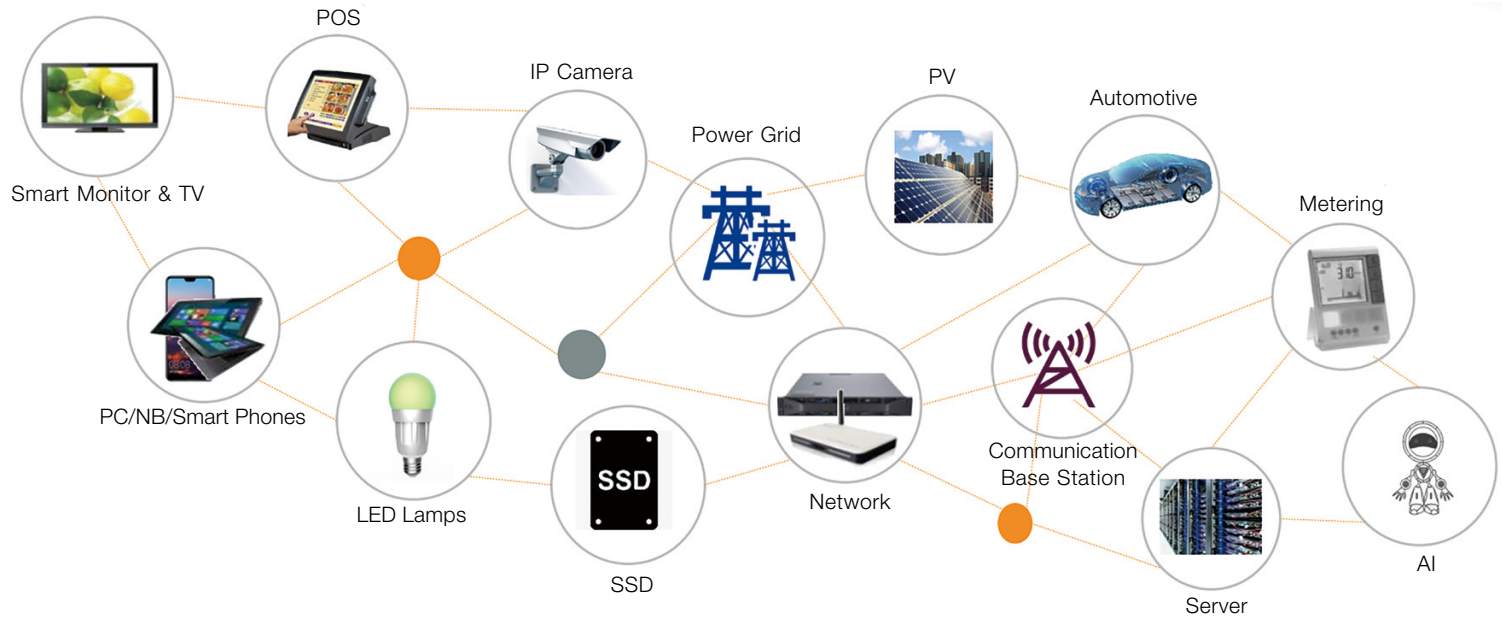
## 2024

- The industry's first high-efficiency, full-power integrated 25W IEEE 802.3af/at PD chip
- The industry's First 150V Highly Integrated PV Optimizer PMIC
- China's first 18-string ASIL-D functional safety BMS-AFE chip
- China's first automotive-grade, three-phase, half-bridge pre-driver chip to meet Functional Safety Level D
- China's first 11-channel multispectral sensor chip

## 2025

- The industry's first ultra-compact SiP module supporting 12Vin/15Aout
- The industry's first system monitor supporting 120V bus voltage with 20-bit measurement resolution

# Product Application Scenarios




## Automotive and Electric Vehicles





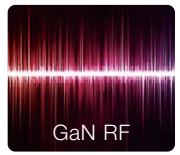








## Data Center and Telecom



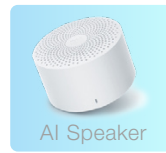


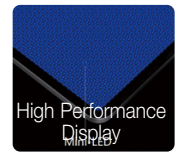





## Consumer



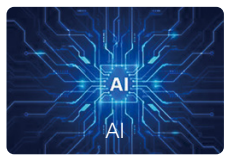





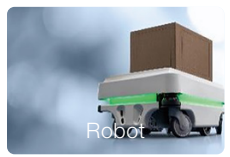


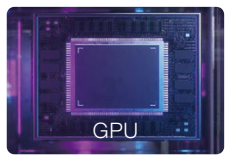
## Robotics and Artificial Intelligence










## Industrial



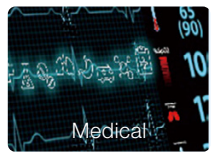















# Corporate Culture




# Sustainable Development Performance

| Topics | Achievements in 2025 | SDGs Goals |
|---|---|---|
| Environment | • Silergy Corp. is committed to achieving carbon emissions peak in Scopes 1 and 2 in its operations by 2028 and carbon neutrality by 2040<br>• First Scope 3 carbon inventory assessment | 6 CLEAN WATER AND SANITATION, 13 CLIMATE ACTION, 14 LIFE BELOW WATER, 15 LIFE ON LAND |
| Social | • The total number of employees was 1,653<br>• Women accounted for 28.70% of senior management positions<br>• Annual health examination coverage rate for employees was 100%<br>• Occupational accident ratio was 0%<br>• Total employee training investment reached 3,222.09 thousand New Taiwan Dollars (NTD), with total training hours amounting to 26,263 hours<br>• Annual health examination coverage rate was 100%, with no serious satisfaction survey<br>• Employee volunteer activities totaled 800 service hours, with participation from 60 employees | 3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES |
| Governance | • Obtained ISO 22301 Business Continuity Management System certification and TISAX information security certification<br>• A total of 1,209 employees participated in integrity and ethics training<br>• No major information security incidents occurred throughout the year<br>• R&D investment totaled 5,110,880 thousand New Taiwan Dollars (NTD), and the Company obtained 1,875 granted patents<br>• Customer complaint resolution rate reached 100%<br>• 100% of mineral raw materials were sourced from RMI-approved conformant smelters | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS |

# Honors and Awards

1




Zhejiang Provincial Specialized and Sophisticated “Little Giant” Enterprise

2




Zhejiang Provincial High-tech Enterprise

3




Top 100 Fastest-Growing Enterprises in Zhejiang Province

4




Jiaolong Leadership Award, Binjiang District, Hangzhou

5



AEIF 2025 Emerging Product Award

6




Second Prize, Science and Technology Progress Award of China Electrotechnical Society

7



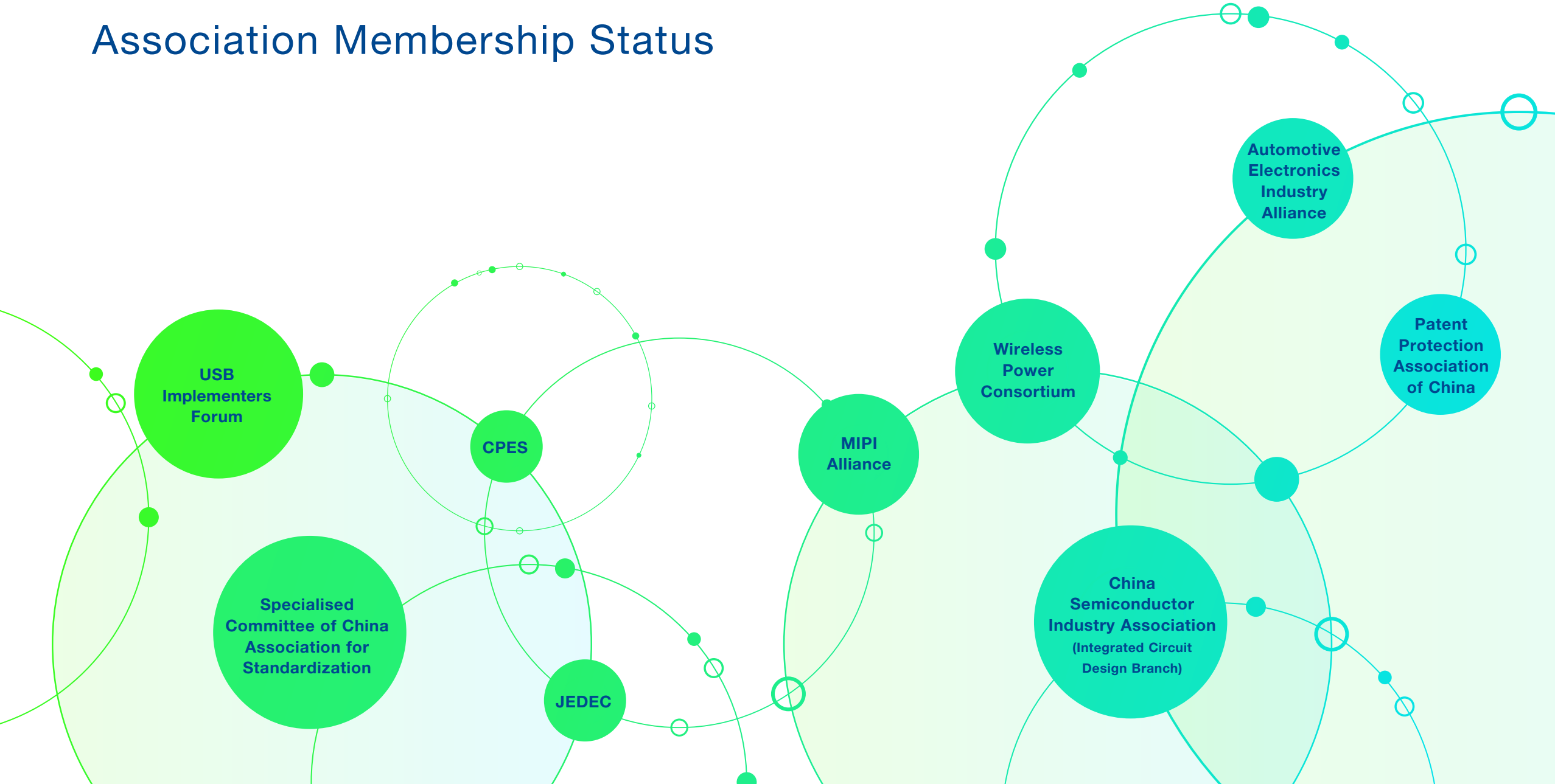

Key Enterprises of Digital Service Trade in Hangzhou

8




Chip Power Award

# Association Membership Status



The Path Toward

# *Sustainable Development*


- Sustainable Development Strategy 11
- Sustainability Management System 12
- Sustainability Material Topics Analysis 13
- Sustainability Risk Management 15
- Stakeholder Management 17


SDGs Addressed in This Chapter:

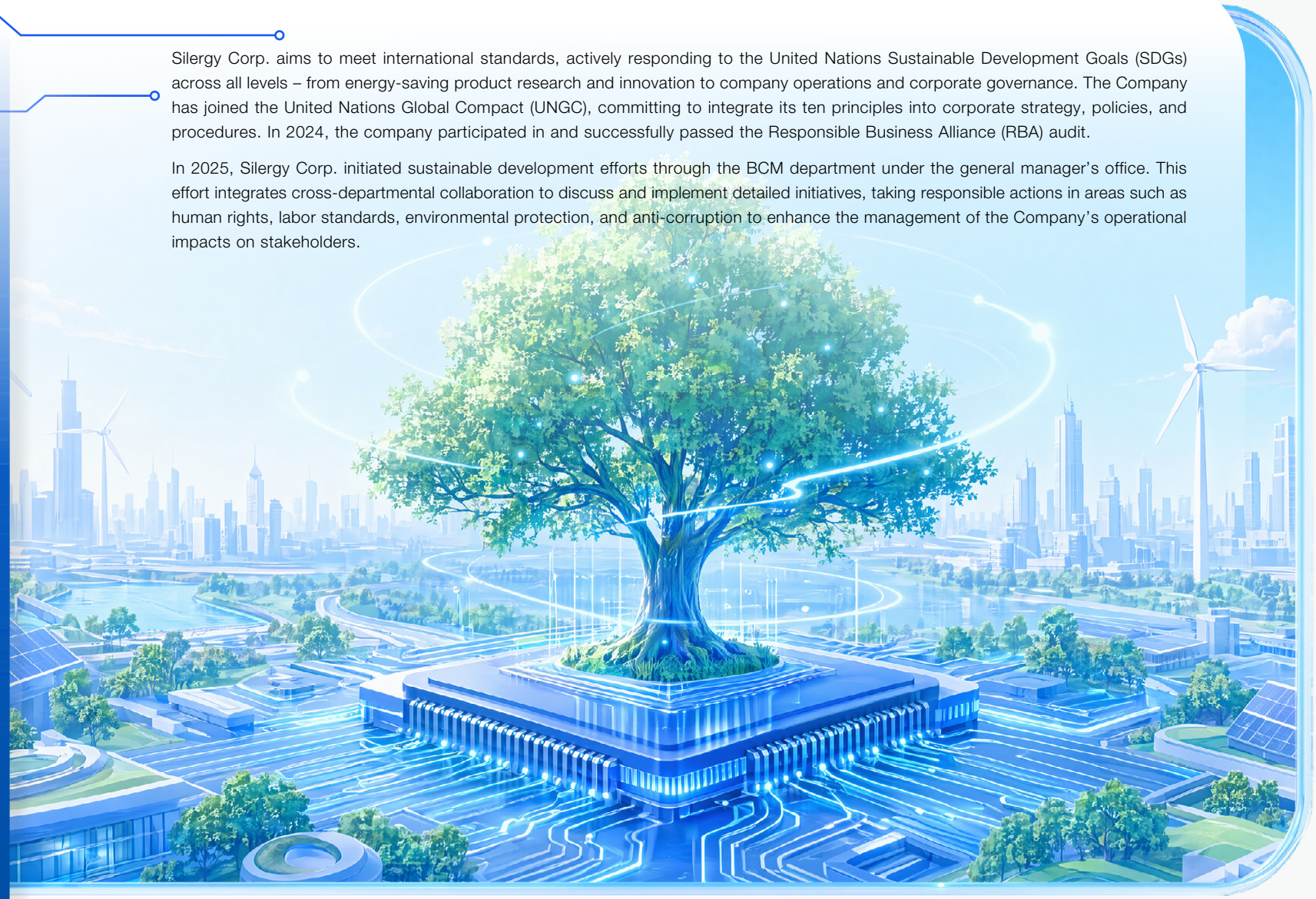



Material ESG Topics Covered in This Chapter:

Green Energy-Efficient Products

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. In 2024, the company participated in and successfully passed the Responsible Business Alliance (RBA) audit.

In 2025, 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 | Focusing on technological innovation as the core, continuously striving for the highest standards in analog ICs, and committing to becoming a technology-leading semiconductor company. | Continuously increase R&D investment to develop new product solutions through ongoing technological research and innovative design. | Provide high-efficiency, energy-saving product solutions that deliver high performance, reliability, and environmental friendliness to customers. | 9, 12 |
| Environment | Continuously striving to reduce energy consumption and protect the planet. | Utilizing new technologies to optimize production management methods, improve resource efficiency, and actively respond to the "dual carbon" goals. Safeguarding green ecosystems and contributing to environmental sustainability. | Achieve peak carbon emissions for Scope 1 and Scope 2 by 2028, and achieve carbon neutrality for Scope 1 and Scope 2 by 2040.<br>Establish a company-wide carbon audit system, conduct third-party verification annually for the group's operations, and develop a carbon reduction roadmap based on the verification results and the Company's actual situation.<br>Explore phased implementation of Scope 3 carbon accounting | 11, 13, 14, 15 |
| Social | Leverage a globalized and increasingly diverse talent pool to actively promote high-quality and sustainable development of the Company. | Strengthen the protection of employee rights, implement incentives and welfare programs, enhance employee capabilities, and safeguard physical and mental health. Continuously attract and retain international talents who possess both technical expertise and a sense of social responsibility. | Zero tolerance for forced labor and human rights violations.<br>Provide reasonable work arrangements and diversified employee benefits.<br>Achieve zero workplace injuries. | 3, 4, 5, 8, 10 |
| Governance | Adhere to the business philosophy of integrity, innovation, and sustainable service. Act with honesty and ethics while maintaining a high level of corporate governance. | Optimize the corporate governance system and strengthen risk management, internal controls, and anti-corruption measures. | Fully integrate the concept of sustainable development into every aspect of the Company's strategic planning and operational management. | 17 |

# Sustainability Management System

To enhance the quality of sustainable development information disclosure, Silergy Corp. refers to the *Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies* and relevant laws and regulations. Guided by the principles of "implementing corporate governance, promoting a sustainable environment, upholding social welfare, and strengthening sustainable development information disclosure," the Company has formulated the *Code of Practice for Sustainable Development* and the *Sustainable Information Management Measures*. 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.

## Principles of Sustainable Management

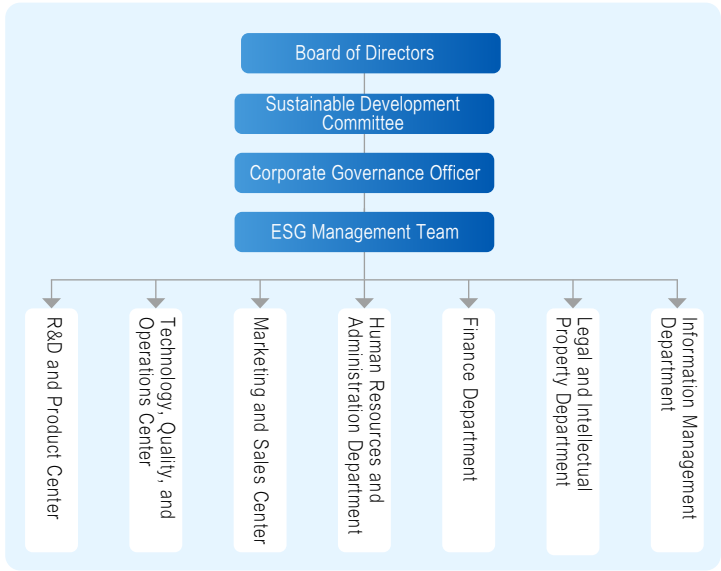
| | |
|---|---|
| Integration into Corporate Strategy: | From a strategic perspective, integrate sustainable development responsibilities into the Company's overall development strategy. Ensure unified planning and coordinated implementation, establish a key performance indicator (KPI) system for sustainable development tailored to the Company's characteristics, and build a closed-loop management system for corporate sustainable development governance. Strive to achieve coordinated and unified development in economic, social, and environmental aspects. |
| Alignment with Business Development: | Adhere to integrating sustainable development management concepts into internal operations and external business outputs. Strengthen coordination and vertical collaboration across departments and subsidiaries to ensure the formation of an efficient, action-oriented, and effective sustainable development network. Achieve organic integration and synergistic development of the Company's sustainable development responsibilities and business operations. |
| Alignment with Global Standards: | Actively implement international standards, regulatory requirements, relevant policies, and initiatives for sustainable development. Approach products and services from a sustainable development perspective, and systematically, standardly, and routinely advance the Company's sustainable development management in alignment with global standards. This includes policy frameworks, management systems, process mechanisms, action plans, and performance management. |

The Company establishes reasonable compensation and remuneration policies to ensure that compensation planning aligns with the organization's strategic objectives and the interests of stakeholders. The employee performance appraisal system is integrated with sustainability policies, and a clear and effective disciplinary system is established.

## Sustainable Management Structure

Our Sustainable Development Committee is composed of members of the Board of Directors. It 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 Sustainable Development Committee shall hold at least one committee meeting each year. The convener and chairperson of the meeting shall be elected by mutual nomination among all committee members. 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.

Under the Sustainable Development Committee, an ESG Management Team is established. This team 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.




Sustainable Development Structure

## Responsibilities and Authorities

**Decision-making Level: 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.

**Management Level: 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, the environment, human rights, and anti-corruption, ensuring that 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.

**Implementation Level: Functional Departments and Subsidiaries**

- Responsible for the collection, submission of specific sustainability data, and daily implementation duties.

# Sustainability Material Topics Analysis

## Materiality Assessment Principles

Silergy Corp. follows the double materiality assessment principles established in *IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information* to systematically identify and assess sustainability-related risks and opportunities that may impact the company's sustainable development.

## Double Materiality Policy

- Financial Materiality: Focuses on sustainability-related risks and opportunities that can reasonably be expected to affect the company's cash flows, financing arrangements, and cost of capital over the short, medium, and long term. This information is primarily intended for capital providers, investors, lenders, and creditors seeking sustainable returns from Silergy Corp., ensuring they receive material financial disclosures that may influence investment decisions.
- Impact Materiality: Focuses on the significant positive or negative impacts of Silergy Corp.'s operations on people, the environment, and the economy, reflecting the company's actual contribution to sustainable development. This information is intended for stakeholders seeking to understand the company's sustainability impacts and contributions, including disclosures related to its influence on sustainable development goals and other significant impacts of concern to key stakeholders.

## Materiality Assessment Procedures

During the reporting year, the Company enhanced its sustainability materiality assessment process by establishing a sustainability materiality assessment framework based on the principles of double materiality.

### 01 Understanding the Company's Sustainability Context

By analyzing the Company's position within the industry value chain, the company integrates sustainability responsibility concepts with its development strategy and operational characteristics. It evaluates the sustainability context in which it operates from perspectives including regulatory policies, market concerns, and industry trends, while identifying various internal and external stakeholders affected by the Company's business activities.

### 02 Establishing the ESG Topic Inventory

Based on the Company's actual business characteristics and with reference to industry practices and trends, sustainability topics were preliminarily identified and screened, and the potential impacts, risks, and opportunities associated with each topic were analyzed. During the reporting year, the Company identified a total of 19 ESG topics, including 6 environmental topics, 7 social topics, and 6 governance topics.

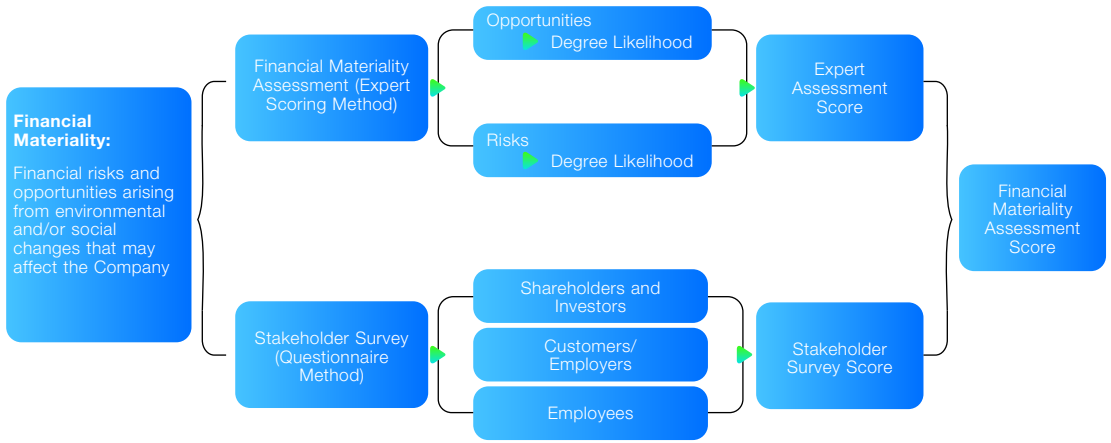
### 03 Double Materiality Assessment

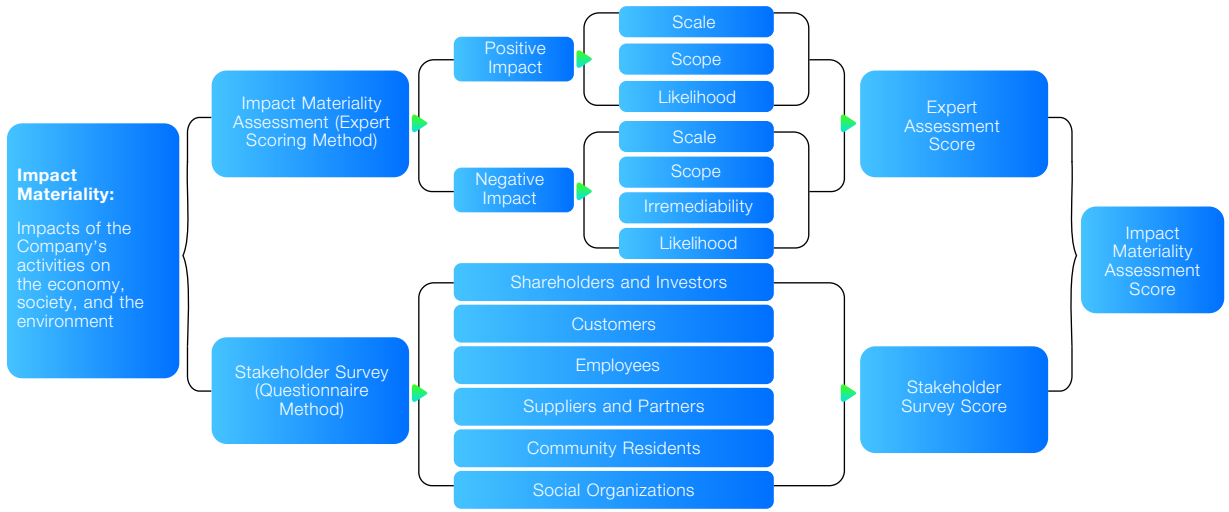
**Impact Materiality Assessment:** Through the Expert Scoring Method and the Questionnaire Method, the company communicated with various internal and external stakeholders to assess topics from two dimensions: the "severity of impact" (including scale, scope, and irremediability) and the "likelihood of impact." The results formed the basis of the impact materiality assessment.

**Financial Materiality Assessment:** Through the Expert Scoring Method and the Questionnaire Method, the company communicated with management and finance-related personnel to assess topics from two dimensions: the "likelihood of occurrence" and the "magnitude of financial impact." The results formed the basis of the financial materiality assessment.

### 04 Materiality Assessment Results

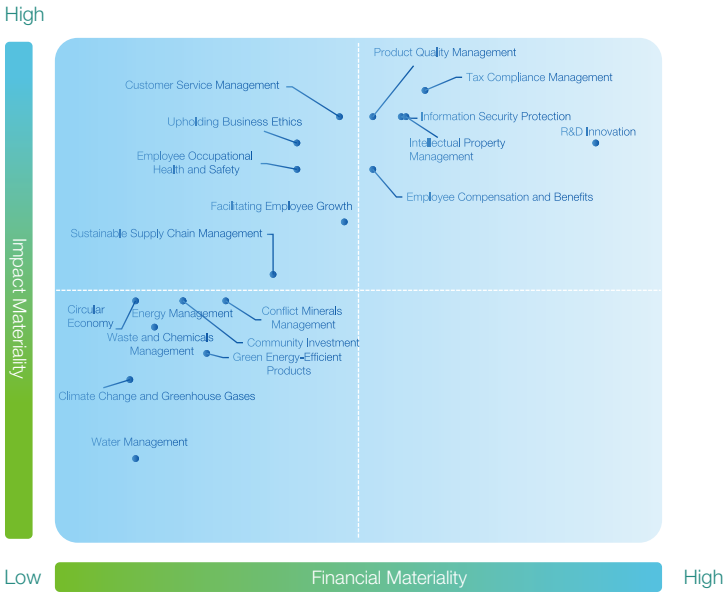
Based on the questionnaire survey results described above, the scores from both the impact materiality assessment and the financial materiality assessment for each topic were consolidated and calculated to develop the double materiality matrix for sustainability topics.



## Results of the Materiality Assessment

During the reporting year, through the assessment process described above, the Company identified 6 topics that are considered to have double materiality significance to the Company. These topics include: R&D Innovation, Intellectual Property Management, Tax Compliance Management, Information Security Protection, Product Quality Management, and Employee Compensation and Benefits. Based on the assessment results, the Company will further incorporate these topics into its risk management processes, establish monitoring and response mechanisms for material sustainability risks, and integrate relevant information into its decision-making and governance processes to ensure comprehensive and forward-looking risk management.




### Double Materiality

Social Topics: Product Quality Management, Employee Compensation and Benefits

Governance Topics: R&D Innovation, Intellectual Property Management, Tax Compliance Management, Information Security Protection

### Impact Materiality

Social Topics: Facilitating Employee Growth, Employee Occupational Health and Safety, Customer Service Management

Governance Topics: Sustainable Supply Chain Management, Upholding Business Ethics

### Financial Materiality

/

### Relevance

Environmental Topics: Climate Change and Greenhouse Gases, Energy Management, Waste and Chemicals Management, Water Management, Green Energy-Efficient Products, Circular Economy

Social Topics: Community Investment, Conflict Minerals Management

# Sustainability Risk Management

The Company has established a top-down sustainability risk management system, with the Board of Directors serving as the highest supervisory body for sustainability risk management, which regularly receives reports on sustainability risk analysis and management strategies. The Company has built a sound risk management mechanism and fully integrated sustainability concepts into its overall risk management process, ensuring effective identification, assessment, monitoring and response to sustainability risks, so as to safeguard the Company's long-term stable operation.

During the reporting year, the company conducted focused analysis and assessment of the identified sustainability topics with "double materiality" – namely, topics that have a significant impact on both the organization's financial performance and its stakeholders – from the perspective of impact, risk, and opportunity management. As part of the assessment process, the company fully considered the impacts of each topic across different stages of the value chain (upstream, own operations, and downstream) and across varying time horizons (short-, medium-, and long-term). Potential risks and opportunities were systematically identified, and corresponding sustainability risk management strategies were developed accordingly. In addition, to enhance transparency and accountability, the company placed particular emphasis in this report on disclosing the relevant governance practices, management measures, and implementation progress related to these material topics.

| Topics | Sustainability Risks/Opportunities | Potential Financial Impacts | Value Chain | Time Horizon | Silergy Corp.'s Response Strategies |
|---|---|---|---|---|---|
| Information Security Protection | **Risk:** Data breaches (such as production and R&D data, customer privacy data, etc.) or exposure to cyberattacks. | • Reduced customer trust, which may lead to a decline in market share and a decrease in core business revenue. | ✓ downstream<br>✓ own operations | Short-term | • Continuously improve the information security management system and obtain internationally recognized certifications<br>• Regularly conduct internal information security audits<br>• Carry out information security emergency response drills to strengthen the Company's ability to respond to unexpected incidents |
| | **Opportunity:** A systematic security management approach can reduce the likelihood of information security incidents and safeguard core intellectual property and R&D achievements. | • Prevent technology leakage, maintain product competitiveness, and ensure stable operating revenue. | ✓ downstream<br>✓ own operations | Medium/ Long-term | |
| Intellectual Property Management | **Risk:** Patent infringement or allegations of infringement may negatively impact the Company's reputation and reduce customer trust. | • Increased legal proceedings and litigation costs may lead to higher administrative expenses. | ✓ own operations | Medium/ Long-term | • Continuously improve the intellectual property management system<br>• Identify and clarify risks related to intellectual property infringement disputes<br>• Develop short-, medium-, and long-term intellectual property management strategies |
| | **Opportunity:** Strengthening patent portfolio development can establish technological barriers and protect product competitiveness. | • Avoid infringement risks and ensure stable operating revenue. | ✓ own operations | Medium/ Long-term | |
| Tax Compliance Management | **Risk:** Increasingly complex global tax policies may result in a higher effective tax rate for the Company. | • Increased tax burden may reduce net profit. | ✓ own operations | Short-term | • Establish a comprehensive tax management system<br>• Maintain a professional tax team to effectively respond to policy changes |
| | **Opportunity:** Effective global tax planning can help reduce the Company's effective tax rate. | • Reduced tax expenses can enhance net profit. | ✓ own operations | Short-term | |
| Product Quality Management | **Risk:** Product quality requirements continue to increase. Failure to meet these standards may result in the loss of key customers. | • Declining order share may lead to reduced operating revenue. | ✓ downstream | Short-term | • Establish a BCM Committee and develop business continuity plans<br>• Implement a comprehensive end-to-end product quality management system<br>• Enhance product quality traceability processes |
| | **Opportunity:** Continuously improving product quality can create a quality premium and strengthen customer loyalty. | • Securing long-term and stable orders can drive growth in operating revenue. | ✓ downstream | Medium/ Long-term | |
| R&D Innovation | **Risk:** Insufficient R&D innovation may lead to product homogenization and result in customer loss. | • Declining market share may lead to reduced operating revenue. | ✓ own operations | Medium/ Long-term | • Possess IC design capabilities with proprietary core process technologies and system architectures<br>• Continue to increase investment in R&D expenses<br>• Develop both short-term and long-term R&D strategies<br>• Steadily expand the global patent portfolio |
| | **Opportunity:** Leading R&D and innovation capabilities can enhance market competitiveness. | • Improve conversion efficiency and optimize manufacturing costs;<br>• Expand market share and drive growth in operating revenue. | ✓ own operations | Medium/ Long-term | |
| Employee Compensation and Benefits | **Risk:** Compensation below the industry average may lead to talent attrition. | • Talent loss may affect R&D progress and product quality, weaken market share, and reduce operating revenue. | ✓ own operations | Medium/ Long-term | • Establish a comprehensive incentive system that combines short-term incentives (employee compensation) with long-term incentives (equity-based incentives)<br>• Provide diversified reward mechanisms<br>• Gradually increase the proportion of employee welfare expenditures |
| | **Opportunity:** Competitive compensation and incentive programs can improve talent retention and R&D efficiency, thereby strengthening long-term competitiveness. | • Ensure the efficiency of R&D and operations while enhancing product competitiveness and operating revenue. | ✓ own operations | Medium/ Long-term | |

# Stakeholder Management

Silergy Corp. places great importance on communication with all stakeholders. We are constantly expanding our communication channels, actively listening to stakeholders' opinions and feedback, earnestly fulfilling our corporate social responsibilities, and actively fostering a reputation as a responsible corporate citizen. We have established a regular communication mechanism with stakeholders, engaging with them at least once or twice a year to promptly understand and address their concerns and requests.

| | Shareholders and Investors | Customers | Suppliers and Partners | Community Residents | Employees | Social Organizations | Environment |
|---|---|---|---|---|---|---|---|
| Key Stakeholders | | | | | | | |
| Expectations and Concerns | Information Transparency<br>Governance Structure<br>Risk Management | Customer Service<br>Customer Satisfaction<br>Product Quality | Supply Chain Management | Energy Consumption Management<br>Waste Emissions<br>Social Welfare Initiatives | Diversity, Equity, and Inclusion for Employees<br>Employee Care<br>Career Development and Career Paths<br>Occupational Safety and Health | Information Disclosure | Addressing climate change<br>Strengthening energy conservation and emissions reduction |
| Communication and Response Methods | Shareholders' Meeting<br>Periodic Reports<br>On-site Visits<br>Investor Hotline | Customer Communication Meetings<br>Product Launch Events<br>Industry Exhibitions<br>Customer Surveys<br>Technical Seminars<br>Satisfaction Surveys | Supplier Training<br>Supplier Audits<br>Supplier Conferences<br>Industry Exhibitions<br>Industry Training Programs | Community Communication<br>Project Collaboration<br>Public Welfare Activities<br>Corporate Open House Events | Employee Activities<br>Employee Training<br>Employee Feedback<br>Employee Satisfaction Surveys | Official Website<br>Press Releases | Implementation of environmental policies<br>Environmental information disclosure |

# Chips with Sound Governance

## *Strengthening the Foundation*


- Strengthening Corporate Governance 19
- Adherence to Business Ethics 24
- Strengthening Risk Management 26
- Strengthening Tax Management 28
- Intellectual Property Management 28
- Ensuring Information Security 29


Alignment with the SDGs:




Response to Material Sustainability Topics:

Upholding Business Ethics | Tax Compliance Management
Intellectual Property Management | Information Security Protection

## 2025 Sustainability Performance:

A total of **1,209** employees participated in integrity and ethics training

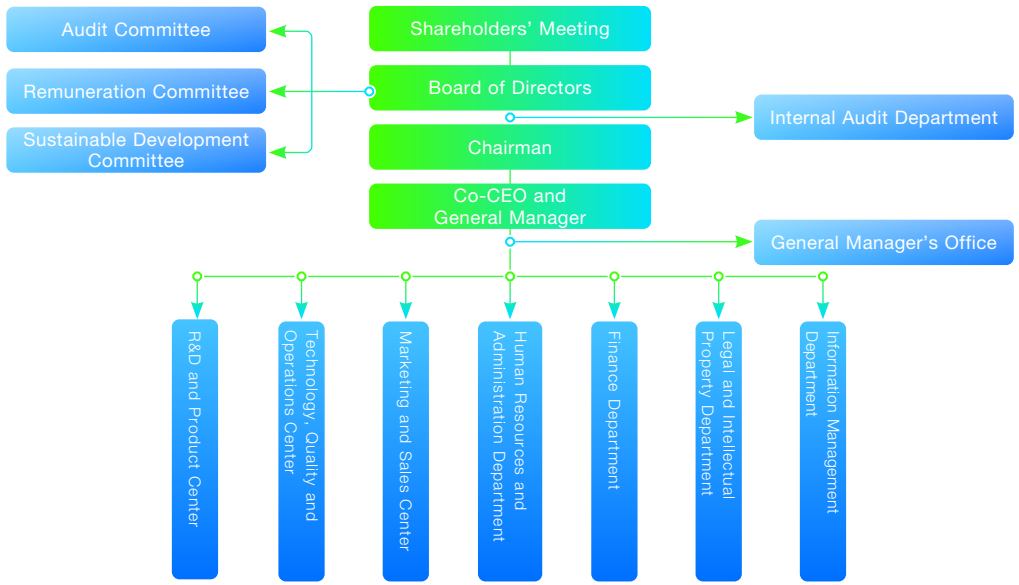
- Obtained ISO 22301 Business Continuity Management System certification.
- Obtained TISAX information security certification.
- No major information security incidents occurred throughout the year.



# Strengthening 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.

Silergy Corp.'s Organizational Chart




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 disclosed material information in accordance with relevant laws and regulations.

## 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*



## 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.



This year, the Company's Board of Directors consists of nine members, including six independent directors, who account for 66.7% of the total. The members range in age from 41 to 70, and there are two female directors, representing 22.2% of the total. Both figures have met the established targets.

| Title | Name | Gender/ Age | As an employee of the company | Industry Experience | | | Professional Expertise | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | Semiconductors | End Consumer Products | Other (Finance/ Securities/Accounting Services) | Business Management | Technology Expertise | Accounting/ Finance | Legal Affairs | Risk Management |
| Chairman | Wei Chen | Male 51~60 | V | V | | | V | V | | | V |
| Director | Budong You | Male 51~60 | V | V | | | V | V | | | V |
| Director | Bing Xie | Male 51~60 | V | V | V | | V | V | | | V |
| Independent Director | Zhijie Cai | Male 51~60 | | | | V | V | V | V | | V |
| Independent Director | Zhiting Gao | Male 41~50 | | | | | V | | | | V |
| Independent Director | Shiliang Liu | Male 61~70 | | V | | V | V | | V | | V |
| Independent Director | Qiying Qiu | Female 51~60 | | | | | V | | | V | V |
| Independent Director | Longguang Yang | Male 61~70 | | V | | | V | | | | V |
| Independent Director | Peiyi Huang | Female 51~60 | | | | V | V | | V | | V |

## Board Capability Development

To strengthen the professional knowledge and capabilities of directors, the Company adheres to the *Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies*. It requires incumbent directors to complete at least 6 hours of continuing education annually. The Company regularly arranges relevant training courses for directors each year.Please refer to the table below for details on the Board of Directors' training activities in 2025:

| Name | Training Date | Organizer | Course Name | Training Hours |
|---|---|---|---|---|
| Bing Xie | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| Zhiting Gao | November 6, 2025 | Securities and Futures Institute | Shareholders' Meetings, Corporate Control, and Equity Strategies | 3 |
| | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| WEI CHEN | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| Budong You | November 21, 2025 | Taiwan Project Management Association | Digital Technology and AI Trends: Risks and Opportunities in Business Management | 3 |
| | November 12, 2025 | Taiwan Project Management Association | Corporate Sustainable Development and Lean Production | 3 |
| | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| Qiying Qiu | May 15, 2025 | Corporate Operating and Sustainable Development Association | Practical Approaches to Preventing and Handling Labor-Management Litigation | 3 |
| | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| Longguang Yang | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| Zhijie Cai | June 19, 2025 | Securities and Futures Institute | Tax Challenges and Response Strategies in Business and Asset Succession | 3 |
| | August 7, 2025 | Corporate Operating and Sustainable Development Association | Latest Practices and Case Studies in Corporate Mergers & Acquisitions Law and Corporate Governance | 3 |
| | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| | October 31, 2025 | Securities and Futures Institute | Sustainability Strategies Built on Core Competencies: How Companies Use ESG to Create Long-Term Resilience and Competitive Advantage | 3 |
| Peiyi Huang | August 28, 2025 | Securities and Futures Institute | Trends in Sustainability Information Disclosure – The Release, Impact, and Response to the IFRS S1 and S2 Sustainability Disclosure Standards | 3 |
| | August 28, 2025 | Securities and Futures Institute | Corporate Integrity Management and Anti-Fraud Forensic Practices | 3 |
| | September 18, 2025 | Securities and Futures Institute | Digital Technology and AI Trends: Risks and Opportunities in Business Management | 3 |
| | September 19, 2025 | Securities and Futures Institute | Practical Implementation of Internal Controls for Sustainability Information Management | 3 |

## Functional Committees

The Company's Board of Directors has established three specialized committees: the Audit Committee, the Compensation Committee, and the Sustainability Committee. For a detailed description of the Sustainability Committee's responsibilities, please refer to the section above.

### Audit Committee

The Company's Audit Committee consists of six members, all of whom are independent directors, and is responsible for assisting the Board of Directors in fulfilling its duties related to accounting, auditing, the review of financial reports, and the evaluation of the effectiveness of the internal control system. In 2025, the Audit Committee held six meetings, with a 100% attendance rate by the independent directors.



### Scope of Authority of the Audit Committee

- Review of financial reports
- Formulation or amendment of internal control systems; evaluation of the effectiveness of internal control systems
- Appointment of signing certified public accountants; appointment and dismissal of the chief financial officer, chief accounting officer, or chief internal audit officer
- 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 (%) | Remark |
|---|---|---|---|---|---|
| Convener | Zhijie Cai | 6 | 0 | 100 | Re-elected at the shareholders' meeting on May 29, 2025 |
| Member | Yongsong Cai | 2 | 0 | 100 | Removed from office at the shareholders' meeting on May 29, 2025 |
| Member | Wenheng Jin | 2 | 0 | 100 | Removed from office at the shareholders' meeting on May 29, 2025 |
| Member | Zhiting Gao | 4 | 0 | 100 | Newly appointed at the shareholders' meeting on May 29, 2025 |
| Member | Shiliang Liu | 4 | 0 | 100 | Newly appointed at the shareholders' meeting on May 29, 2025 |
| Member | Qiying Qiu | 4 | 0 | 100 | Newly appointed at the shareholders' meeting on May 29, 2025 |
| Member | Longguang Yang | 4 | 0 | 100 | Newly appointed at the shareholders' meeting on May 29, 2025 |
| Member | Peiyi Huang | 4 | 0 | 100 | Newly appointed at the shareholders' meeting on May 29, 2025 |

## Remuneration Committee

The Company's current Remuneration Committee consists of 3 members, all of whom are independent directors. The committee is responsible for regularly reviewing the rules and procedures of the Remuneration Committee and proposing amendments, establishing and periodically reviewing the performance evaluation standards, annual and long-term performance goals, and the remuneration policies, systems, standards, and structures for directors and senior management. It also regularly evaluates the achievement of performance goals by directors and senior management based on the established performance evaluation criteria and determines their individual remuneration content and amounts accordingly. In 2025, the Remuneration Committee held 4 meetings, with a 100% attendance rate by independent directors.

### Scope of Authority of the Remuneration Committee

- Regularly review the rules and procedures of the Remuneration Committee and propose amendments
- Establish and periodically review the performance evaluation standards, annual and long-term performance goals, and the remuneration policies, systems, standards, and structures for the Company's directors and senior management
- Regularly evaluate the achievement of performance goals by the Company's directors and senior management and determine their individual remuneration content and amounts based on the results of the performance evaluations




Attendance of the Salary and Compensation Committee

| Position | Name | Actual Attendance Count | Proxy Attendance Count | Actual Attendance Rate (%) | Remark |
|---|---|---|---|---|---|
| Convener | Zhiting Gao | 3 | 0 | 100 | Newly appointed at the shareholders' meeting on May 29, 2025 |
| Member | Zhijie Cai | 4 | 0 | 100 | Re-elected at the shareholders' meeting on May 29, 2025 |
| Member | Qiying Qiu | 3 | 0 | 100 | Newly appointed at the shareholders' meeting on May 29, 2025 |
| Member | Yongsong Cai | 1 | 0 | 100 | Removed from office at the shareholders' meeting on May 29, 2025 |
| Member | Wenhang Jin | 1 | 0 | 100 | Removed from office at the shareholders' meeting on May 29, 2025 |

## Investor Communication

Shareholders and investors mainly focus on three key issues: risk management, compliant operations, and stable returns. Fully aware of such concerns, the Company incorporates these matters into core considerations for daily governance and strategic decision-making, and continuously improves internal control to effectively protect investors' rights and interests.

In terms of communication channels and response methods, the Company holds an annual general meeting of shareholders and hosts at least one investor briefing each quarter. A dedicated hotline for spokespersons and deputy spokespersons is also available for shareholder inquiries. In addition, the Company discloses financial and operational information regularly and irregularly through information disclosure platforms and its official website to ensure timely and transparent information dissemination.

In 2025, the Company held its Annual General Meeting of Shareholders on May 29, and conducted a total of 13 investor briefings throughout the year for face-to-face communication with investors and shareholders. The spokesperson and deputy spokesperson responded to shareholder inquiries via calls and emails, maintaining sound interaction with shareholders. Financial and operational information was uploaded to the official information disclosure platform within statutory time limits to provide shareholders and investors with up-to-date updates.

# Adherence to Business Ethics

Silergy Corp. fully complies with the Responsible Business Alliance (RBA) Code of Conduct. The Company has formulated the *Sustainable Development Practice Guidelines*, 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.

## Clean Business Practices

In 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 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.

The Company requires all employees to avoid any conduct that conflicts with the Company's interests, and strictly prohibits the use of one's position for personal gain. Relevant provisions also stipulate that directors and managers shall proactively disclose and explain any matters in which they or the legal entities they represent have an interest, and shall recuse themselves in accordance with applicable laws.



## 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.

### Training on Business Ethics and Compliance

This year, the company actively organized training sessions on business ethics and compliance, providing systematic instruction on key topics such as compliance with company policies, anti-corruption and bribery prevention, and proper software usage. The training combined case studies, policy explanations, and interactive Q&A sessions, further strengthening employees' compliance awareness and professional ethics.




## Anti-Corruption Efforts in the Supply Chain

Starting in 2024, we began conducting surveys on the business ethics of our suppliers. 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. We have formulated and updated the *Supplier Social Responsibility Commitment Letter* in response to the Responsible Business Alliance (RBA) Code of Conduct initiatives, and require all suppliers to sign and comply with it.

### Supplier Social Responsibility Questionnaire – Business Ethics Section

1. Has your company established clear anti-corruption and anti-bribery policies that prohibit all forms of bribery, kickbacks, or other illegal payments?
2. 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?
3. Does your company take measures to ensure that all transactions with suppliers, clients, and partners comply with anti-corruption and anti-bribery requirements?
4. Does your company have systems in place to ensure that all commercial contracts and agreements explicitly prohibit bribery and corrupt practices?
5. Does your company implement effective measures to prevent and stop unfair competitive practices, such as price-fixing, market segmentation, or other anti-competitive behaviors?
6. Does your company provide education and training to management and employees on fair competition and anti-monopoly laws?
7. 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

The company has formulated the *Detailed Rules for Handling Whistleblowing Cases*. If any violations of integrity regulations are discovered, they should be proactively reported through the whistleblowing channels set forth in the *Detailed Rules*. 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, with a one-month extension if necessary. The department or personnel responsible for handling the report must process the case without valid reasons for delay. If a reported case is verified to be true, the Company will handle it in accordance with applicable laws or internal regulations.

**Performance**

This year,
**1,209**
employees participated in the company's integrity training

# Strengthening Risk Management

## Risk Management Framework

We have established an internal audit department and formulated the *Internal Auditing Detailed Rules*. In accordance with the Company's size, business conditions, management needs, and other relevant legal requirements, we assign qualified and appropriate numbers of full-time internal auditors and designate alternate personnel. 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. An annual audit plan is developed, including monthly audit items. The annual audit 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. During the current fiscal year, 60% of internal auditors have obtained the Certified Internal Auditor (CIA) certification.


The Institute of Internal Auditors

Be It Known That

[redacted]

Has successfully met the prescribed requirements for qualification as established by The Institute of Internal Auditors and is hereby awarded the professional designation of

Certified Internal Auditor

Conferred by the Professional Certifications Board and the Board of Directors of The Institute of Internal Auditors
This month of

May 2005

CHAIRMAN OF THE BOARD OF DIRECTORS

CHAIRMAN OF THE PROFESSIONAL CERTIFICATIONS BOARD

CIA

53754
CERTIFICATE NO.

31 December, 2026
EXPIRATION DATE

The Certified Internal Auditor (CIA) certification

## Risk Management System

The company strictly adheres to the Company's internal control and risk management standards by formulating the *Risk and Opportunity Identification and Assessment Table*. 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 as low, medium, and high levels, and corresponding countermeasures are developed.

When identifying and assessing risks, the Company considers risks associated with the Company, its subsidiaries, departments, or other units that are relevant to the achievement of its objectives. Through the results of its annual internal control self-assessment, the Company reviews the risk tolerance level after quantifying the risks. For the corporate level and major operational activities, the Company designs and strictly implements its internal control system by taking into account the overall operational activities of the Company and its subsidiaries, while establishing mechanisms to assess risks arising from internal and external factors. This year, the Company formulated an annual audit plan covering a total of 41 audit items and has developed corrective actions or improvement plans for all identified internal control deficiencies and irregularities.

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

| | |
|---|---|
| Risk Identification | 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 | Analyze the identified risks based on their likelihood of occurrence and potential impact |
| Risk Assessment | Compare the analysis results with the Company's risk management standards, categorizing risks into low, medium, and high levels. Develop strategies and action plans specifically for high-risk items |

### Risk Level Classification

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

### Risk Levels and Corresponding Actions

| Risk Level | Measures |
|---|---|
| High Risk | Immediate action should be taken to avoid or mitigate the risk. |
| Medium Risk | Measures should be implemented to reduce the risk. |
| Low Risk | The risk is low, but actions should be taken to eliminate the risk if the associated costs are justifiable. |

## Strengthen Corporate Resilience

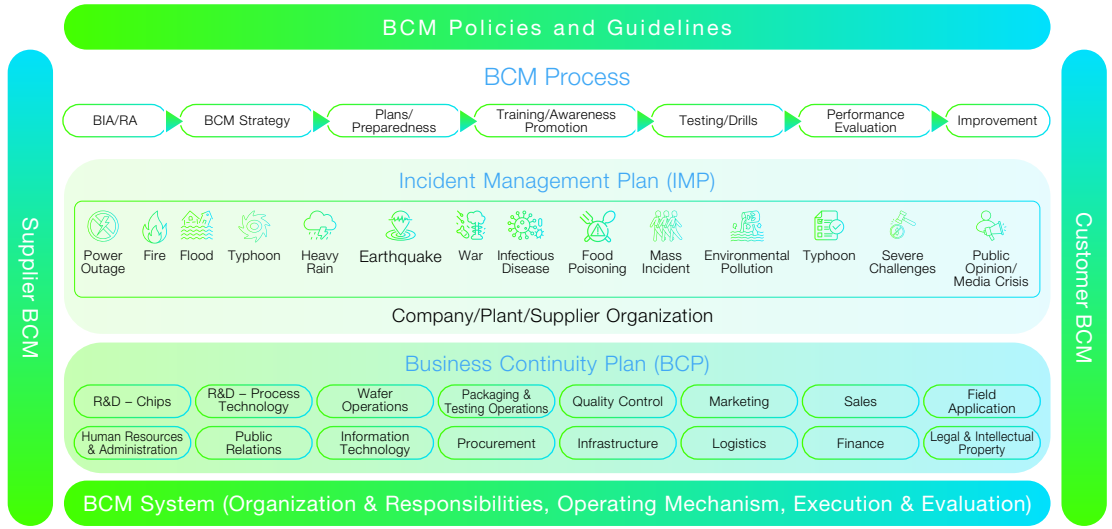
Currently, against the backdrop of an increasingly specialized global division of labor and a growing complexity in the business environment, establishing and strengthening a Business Continuity Management (BCM) system to continuously enhance corporate resilience is crucial for companies to achieve stable operations and sustainable development. Guided by the ISO 22301 standard and through years of systematic development, Silergy Corp. has established a comprehensive business continuity management system covering critical areas such as R&D, procurement, manufacturing, and logistics, achieving end-to-end coverage from suppliers to Silergy Corp. and from Silergy Corp. to its customers.

By establishing management structures, processes, and IT platforms, the company has integrated key BCM elements into product development and supply chain management. Through measures such as developing Business Continuity Plans (BCPs) and Incident Management Plans (IMPs), as well as conducting employee training and business continuity drills, the company continuously enhances the business continuity management capabilities of all departments, along with their ability to respond to and handle emergencies. In February 2026, Silergy Corp. obtained ISO 22301 certification.

The effective operation of this system enables Silergy Corp. to effectively manage risks related to business continuity, further solidifying the foundation for the company's stable and sustainable development, and significantly enhancing its ability to respond to various emergencies and its overall resilience.


BUSINESS CONTINUITY MANAGEMENT SYSTEM CERTIFICATION CERTIFICATE
SILERGY SEMICONDUCTOR TECHNOLOGY (HANGZHOU) CO., LTD.

Business Continuity Management System Certification Certificate




Business Continuity Management System

# 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 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.

### 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.

In 2025, the Company enhanced its intellectual property rights management system, covering patents, trademarks, trade secrets, and other types of IP.

### 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.

### Protecting Trade Secrets and Strengthening Confidential Information Assets

In March 2025, the Company expanded and amended its previously established confidential information policy to establish the *Management Measures for the Protection of Business Secrets*, which sets forth the operational procedures for various confidentiality control measures. The content of such protective measures has been incorporated into mandatory training courses and required training hours for all employees.

# 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.



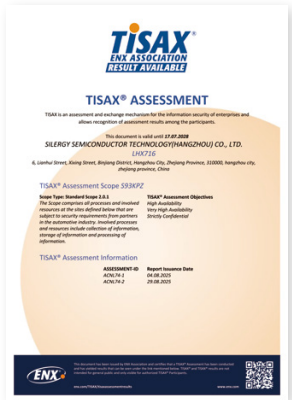

## Information Security Objectives

| | |
|---|---|
| Zero incidents of leakage of critical information belonging to the Company and its customers. | 0 |
| Zero customer complaints regarding information security. | 0 |
| No major information security incidents throughout the year. | |
| 100% coverage of annual information security training for employees. | 100% |

## Information Security Management System

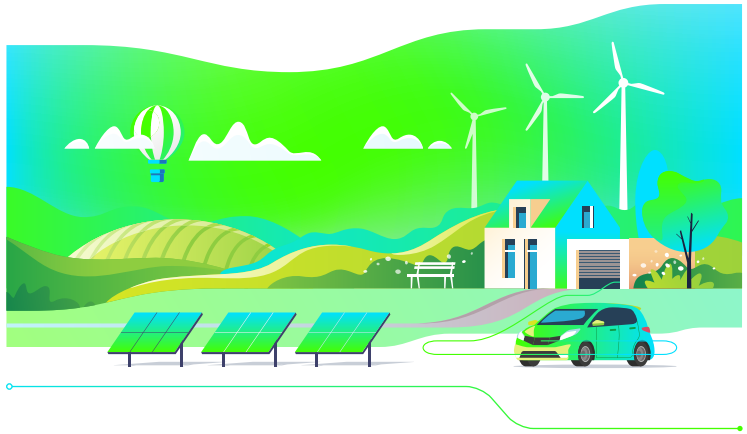
The Company has developed and implemented the *Information Security Management Manual*, which systematically outlines the strategies and requirements for information security management. It includes control measures for securely collecting, processing, and storing third-party information, as well as 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.

This year, the Company successfully obtained TISAX information security certification and renewed its ISO/IEC 27001: Information Security Management System certification, thereby providing effective safeguards for the Company's information security management system. **As of the end of the reporting period, a total of five of the Company's subsidiaries had obtained ISO 27001 certification.**






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. It 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**

Actively work 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**

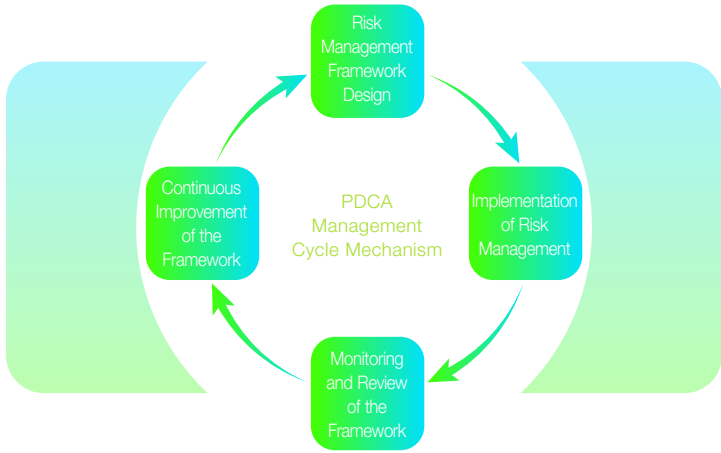
Individuals who discover abnormalities or incidents are obligated to promptly and accurately report the actual situation of the abnormalities or incidents. They must take appropriate temporary measures to prevent the incident from escalating further.

## 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, organizations, businesses, technology, the environment, or after major incidents, the group develops an information security risk assessment plan. The assessment results are confirmed, and an *Information Security Risk Assessment Report* is 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.



**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 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 2025, 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.

In addition, the Company conducts regular information security training sessions. In 2025, a total of 11 information security training sessions were held for all employees, with the aim of continuously enhancing their information security awareness and risk prevention capabilities.

### Information Security Training

In November 2025, the Company conducted specialized information security training for all employees, covering three main areas: the current state of information security, red-line policies and management standards, and information security strategies and management. Through a combination of case studies, policy explanations, and interactive Q&A sessions, the training helped employees gain a comprehensive understanding of the importance of information security and the Company's internal control standards.



# Chips with Boundless Innovation

## *Leading the New Wave*


- Science and Innovation Lead to the Future 33
- Provision of Sustainable Products 34
- Protection of Clients' Rights and Interests 36
- Building Responsible Supply Chain 37
- Conflict Minerals Management 39
- Industry Exchange and Cooperation 41


### Alignment with the SDGs




### Response to Material Sustainability Topics

R&D Innovation | Product Quality Management | Customer Service Management | Sustainable Supply Chain Management | Conflict Minerals Management

## 2025 Sustainability Performance:

R&D investment totaled **5,110,880** thousand New Taiwan Dollars (NTD).

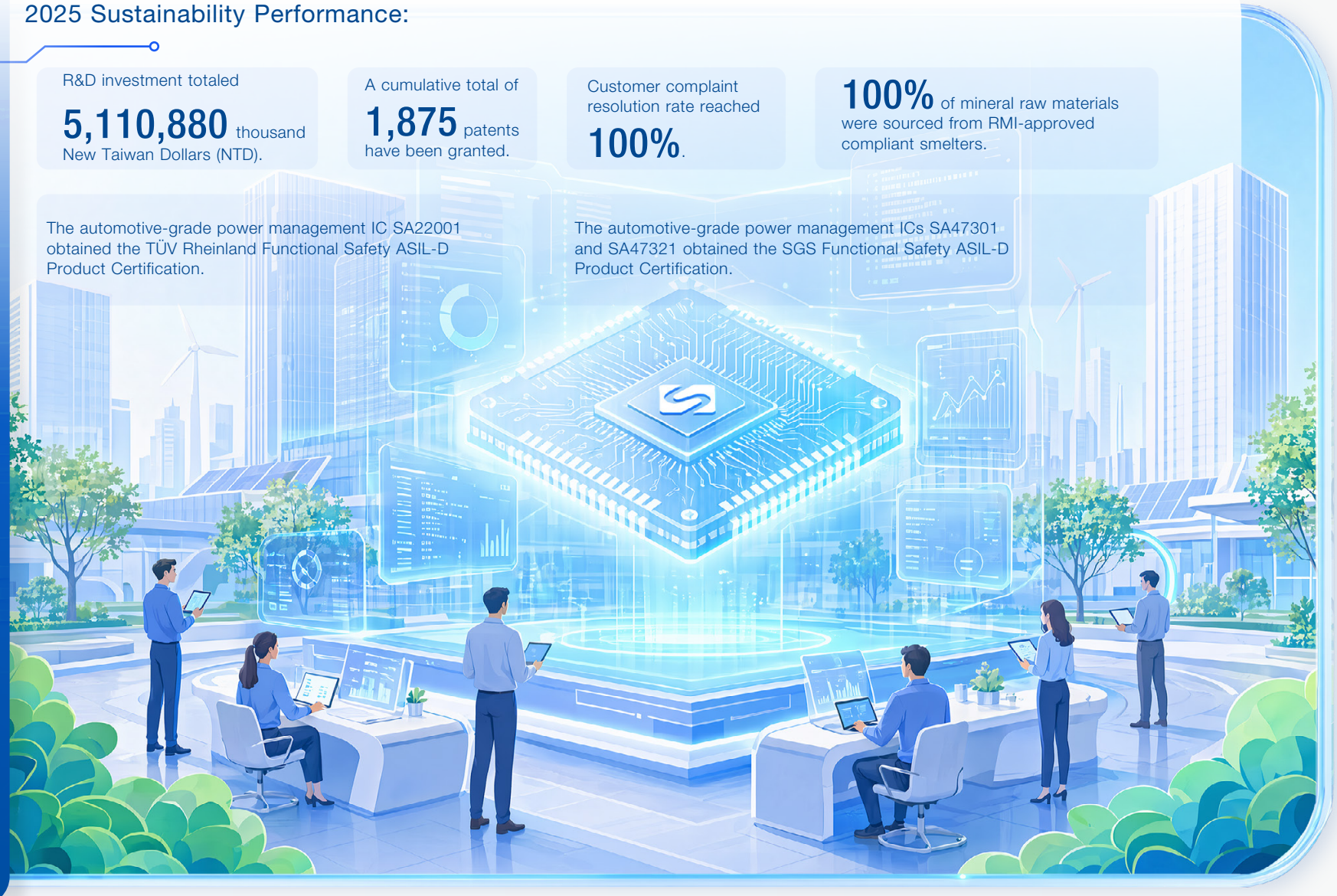
A cumulative total of **1,875** patents have been granted.

Customer complaint resolution rate reached **100%**.

**100%** of mineral raw materials were sourced from RMI-approved compliant smelters.

The automotive-grade power management IC SA22001 obtained the TÜV Rheinland Functional Safety ASIL-D Product Certification.

The automotive-grade power management ICs SA47301 and SA47321 obtained the SGS Functional Safety ASIL-D Product Certification.



# Science and Innovation Lead to the Future

As one of the fastest-growing global semiconductor companies, Silergy Corp. addresses some of the world's most demanding technological challenges through independent innovation and cutting-edge core technologies. In 2025, the Company continued to strengthen its presence in the automotive, consumer electronics, data center and artificial intelligence, industrial, and communications sectors. During the year, Silergy Corp. launched the industry's first ultra-compact SIP module supporting 12Vin/15Aout, as well as the industry's first system monitor capable of supporting a 120V bus voltage with 20-bit measurement resolution. These innovations enable higher computing performance and greater reliability, helping customers address key challenges such as high integration and high power density, while continuously driving technological advancement and product innovation across the industry.

## Short-term Research and Development Strategies and Plans

- Enhance its voltage and current capabilities and continue to update its design and manufacturing processes, as well as keep abreast of market trends and customer needs, in order to further expand its market share in the application of its products.
- Utilize the Company's accumulated power management-related technology and knowledge to continuously develop power management IC-related products and enhance market positioning through product upgrades.
- Continuously cultivate new technical talents, increase the proportion of non-power-related product applications, and provide customers with complete solutions.
- Continue to improve the stability, reliability, and service life of our products, and increase our R&D efforts in automotive electronics, industrial applications, 5G communications, server products, and other high-end applications.

## Long-term Research and Development Strategies and Plans

- Provide a complete line of products to meet the application needs of the market, and accumulate IC design experience and integrated technical capabilities to develop the breadth and depth of the product line, as well as develop other high-level products to diversify the product line to meet customers' Total Solution needs.
- Continue to develop key technologies and patents, as well as new generations of products in response to industry trends, in order to maintain our leading position in the industry.
- Actively develop other analog products and production technologies in order to provide more one-stop services to our customers.

In recent years, the Company has continued to increase its investment in research and development, with R&D expenses allocated in accordance with the development progress of new products and technologies. At the same time, in line with future revenue growth, the Company plans to gradually increase its annual R&D budget to provide robust support for R&D initiatives – including new product development and performance enhancements of existing products – and to continuously strengthen its market competitiveness. This year, the Company invested NT$ 5.11 billion in R&D, laying a solid foundation for future technological advancements and product iterations.

| Metrics | 2023 | 2024 | 2025 |
|---|---|---|---|
| R&D Expenditure (NT$1,000) | 4,894,418 | 5,150,809 | 5,110,880 |
| R&D as a Percentage of Operating Revenue (%) | 31.79 | 27.91 | 27.17 |

### Amount



As of the end of 2025, the Company had obtained authorization for **1,875** patents.

### Patent



More than 438 additional patent applications are currently pending. The authorized regions include Mainland China, the United States, Taiwan, Japan, and others. In 2025, the Company obtained **82** newly granted patents.

# Provision of Sustainable Products

Silergy Corp. has always adhered to the concept of "sustainable products," integrating product quality and reliability throughout the entire lifecycle – from IC design and verification to mass production and customer support. The company is committed to providing robust support for a green electronics ecosystem through high-quality, highly reliable sustainable products.

## Quality Management System

Silergy Corp. establishes a whole-process product quality management system and control standards from material procurement, production processes 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 systems to meet the high-quality needs of customers.

**Procurement Management**

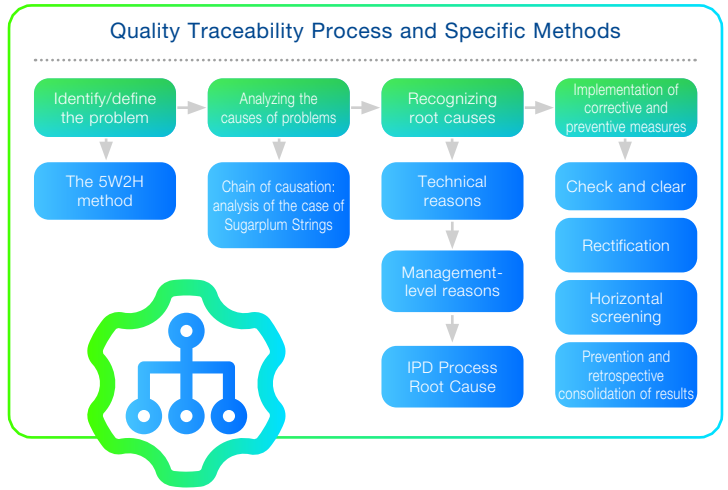
In order to ensure the quality of purchased goods, we have formulated a systematic purchasing workflow, so that only qualified suppliers can become the target of the Company's purchasing. In product acceptance, the Company from the design, production of raw materials and other aspects of strict control, such as wafer procurement, supplier product test data to meet the requirements in order to pass the acceptance.

**Process Management**

Resident staff are required to write weekly and daily reports for residents 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**

Establish a complete quality traceability process to ensure that the origin and handling of product quality can be traced in all cases.




## Quality Management Certification

The company has obtained ISO 9001 quality management system certification, providing a solid guarantee of product quality. As of the end of the reporting period, **seven of the company's subsidiaries worldwide had obtained a quality management system certification.**

In addition to management system certifications, the Company has also been actively pursuing specialized product quality certifications. This year, the Company's automotive power management ICs successfully obtained functional safety certification, which not only demonstrates the products' outstanding performance in terms of reliability and safety but also provides strong support for the Company's ongoing R&D and innovation efforts, as well as the global marketing of these products.

### Silergy Corp. Awarded DNV ISO/SAE 21434 Certification

On November 18, 2025, Silergy Corp. successfully obtained the ISO/SAE 21434 Automotive Cybersecurity Management System Certification. This certification signifies that Silergy has established a global, full-process, and high-standard product development and management system in the field of automotive electronics cybersecurity, providing strong guarantees for the safety and reliability of domestic automotive chips.

Silergy Corp.'s product lines fully cover functional safety requirements from ASIL-B to ASIL-D. As a new standard for automotive cybersecurity, ISO/SAE 21434 aims to ensure vehicles can effectively resist cyberattacks throughout their entire lifecycle.


DNV
CERTIFICATE OF CONFORMITY
Silergy Semiconductor Technology (Hangzhou) Co., Ltd.
ISO/SAE 21434:2021

## Silergy Corp.'s Automotive-Grade Power Management Chip SA22001 Obtains TÜV Rheinland Functional Safety ASIL-D Product Certification

On February 26, 2025, TÜV Rheinland, a globally recognized testing, inspection and certification body, officially awarded Silergy Corp.'s power management chip SA22001 the ISO 26262:2018 ASIL-D Product Certification. Due to its outstanding performance and high reliability, the SA22001 has undergone board-level tests and DV experiments with multiple customers, and been deployed in various automotive platforms, accumulating extensive application feedback and experience, which has won unanimous recognition from customers.

Having passed stringent AEC-Q100 qualification tests, the SA22001 delivers excellent performance in applications such as advanced driver-assistance systems (ADAS) through robust front-end design and comprehensive product verification, making it an optimal choice for customers' domestic substitution. Certified to ASIL-D functional safety standards, the SA22001 supports protection functions including output over-voltage, under-voltage, over-current, over-temperature, open-circuit and short-circuit protection. With its comprehensive buck-boost control technology, high-precision current sensing and flexible configuration capabilities, it meets the high-performance and high-reliability requirements of ADAS applications.



Certificate

TÜVRheinland CERTIFIED — Functional Safety — www.tuv.com ID 0600000000

No.: 968/FSP 2861.00/25

| | | | |
|---|---|---|---|
| Product tested | Power Management Integrated Circuit (PMIC) | Certificate holder | Silergy Semiconductor Technology (Hangzhou) Co., Ltd. No. 6, Lianhui Street, Xixing Sub-district, Binjiang District Hangzhou City Zhejiang Province P.R. China |
| Type designation | SA22001QEQ, SAH22001QEQ and SA22001AQEQ For the precise identification of certified product versions see the attached Revision List. | | |
| Codes and standards | ISO 26262-2:2018 ISO 26262-5:2018 | ISO 26262-8:2018 ISO 26262-9:2018 | |
| Intended application | The Power Management Integrated Circuit (PMIC) SA22001QEQ, SAH22001QEQ and SA22001AQEQ, developed as a Safety Element out of Context (SEooC), comply with the applicable requirements of ISO 26262. They can be used in safety-related applications up to ASIL D. In addition to the above listed standards ISO 26262-10 and ISO 26262-11 were used to support the evaluation. | | |
| Specific requirements | The integrator/user is obliged to validate the assumptions and constraints defined by the manufacturer, under consideration of the instructions of safety manual and data sheet. Appropriate environmental testing on control unit level for the Power Management Integrated Circuit (PMIC) SA22001QEQ, SAH22001QEQ and SA22001AQEQ according to ISO 26262-5 clause 10.4.6 needs to be implemented by the integrator. | | |

The issue of this certificate is based upon an examination, whose results are documented in Report No. 968/FSP 2861.00/25 dated 2025-01-24.
This certificate is valid only for products which are identical with the product tested.

TÜV Rheinland Industrie Service GmbH
Bereich Automation
Funktionale Sicherheit
Am Grauen Stein, 51105 Köln
Certification Body Safety & Security for Automation & Grid

Köln, 2025-01-30 — Dipl.-Ing. (FH) Stefan Goi

## Silergy Corp.'s Automotive-Grade Power Management Chips SA47301/SA47321 Obtain SGS Functional Safety ASIL-D Product Certification

On August 17, 2025, SGS, a globally recognized testing, inspection and certification organization, officially granted the ISO 26262:2018 ASIL-D Product Certification to Silergy Corp.'s multi-channel power management chips SA47301/SA47321. These are the first domestic multi-channel power management chips certified at the ASIL-D level by an internationally authoritative body.

Since launch, the SA47301/SA47321 series power management chips have been well-received by customers for their excellent performance, broad compatibility and stable and reliable quality. Board-level design and verification have been completed with over 40 customers, and DV validation has been finished in diverse application scenarios for more than 10 customers, winning wide recognition from clients.

Certified under stringent AEC-Q100 reliability standards, the SA47301/SA47321 series have become the top choice for domestic substitution in various applications, including Electric Power Steering (EPS), Electronic Parking Brake (EPB), Transmission Control Unit (TCU), active suspension, On-Board Charger (OBC), Battery Management System (BMS), Advanced Driver-Assistance Systems (ADAS), Vehicle Control Unit (VCU) and Zone Control Unit (ZCU).



SGS — SGS TÜV SAAR

CERTIFICATE NO.: FS/71/220/25/1705 PAGE 1/1

LICENCE HOLDER

SILERGY SEMICONDUCTOR TECHNOLOGY (HANGZHOU) CO., LTD.
NO.6, LIANHUI STREET, XIXING SUB-DISTRICT, BINJIANG DISTRICT, HANG-ZHOU CITY,
ZHEJIANG PROVINCE, P.R. CHINA

| Project-No/-ID | LICENSED TEST MARK | Report No. |
|---|---|---|
| U0W0 | SGS TÜV SAAR ASIL D COMPLIANT | U0W00002 |

| | |
|---|---|
| Tested according to | ISO 26262:2018 (Parts 2,4,5,8,9) |
| Certified Product(s) | SA47301 series; SA47311 series; SA47321 series |
| Technical Data/Parameter | The above-mentioned product has been approved in a standard configuration (see certification report for details). The identified technical and process parameters are in compliance with ASIL D requirements. |
| Specific Requirements | The certificate is for type approval and based on a detailed functional safety assessment. Any changes to the design or processes may require repetition of some of the assessment steps in order to retain type approval. The certificate report is an integral part of this certificate. All requirements and specifications of the current valid revision of this report shall be met |

Certification Body for Functional Safety SGS-TÜV Saar GmbH

Puchheim, Aug. 19th, 2025

Liu Min

The validation status is documented via SCS Certification Database.

The test mark regulation is an integral part of this certificate.

SGS-TÜV Saar GmbH, Bousser, 28, 82178 Puchheim, Germany

CERTIFICATE

# 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 to enhance customer satisfaction in all aspects.

Customer Satisfaction Work Process

- Collection, analysis and processing of customer information
- Customer Satisfaction Measurement
- Customer Profile Creation
- Communicating with customers
- Customer Service Monitoring and Evaluation

## Customer Complaint Handling and Improvement Process

**Complaints Received**

When receiving customer complaints, fill out the *Customer Complaint Request 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 Request Form* and the defective product, we immediately analyze the defective product and enter the relevant information into the system for subsequent tracking of the results of the analysis, improvement actions, and the time frame of the analysis, as well as other relevant information. When the cause of defects is determined and confirmed, when 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**

Depending on the severity of the shortcomings of the goods and customer communication, and according to the situation of the return, exchange and other ways to deal with.

**Data Recording and Retention**

The *Customer Complaint Request Form* is retained by the Quality Control Department. Monthly customer complaint cases are compiled, statistically analyzed, and countermeasures are reviewed by the Quality Control Department.

**Complaint Escalation**

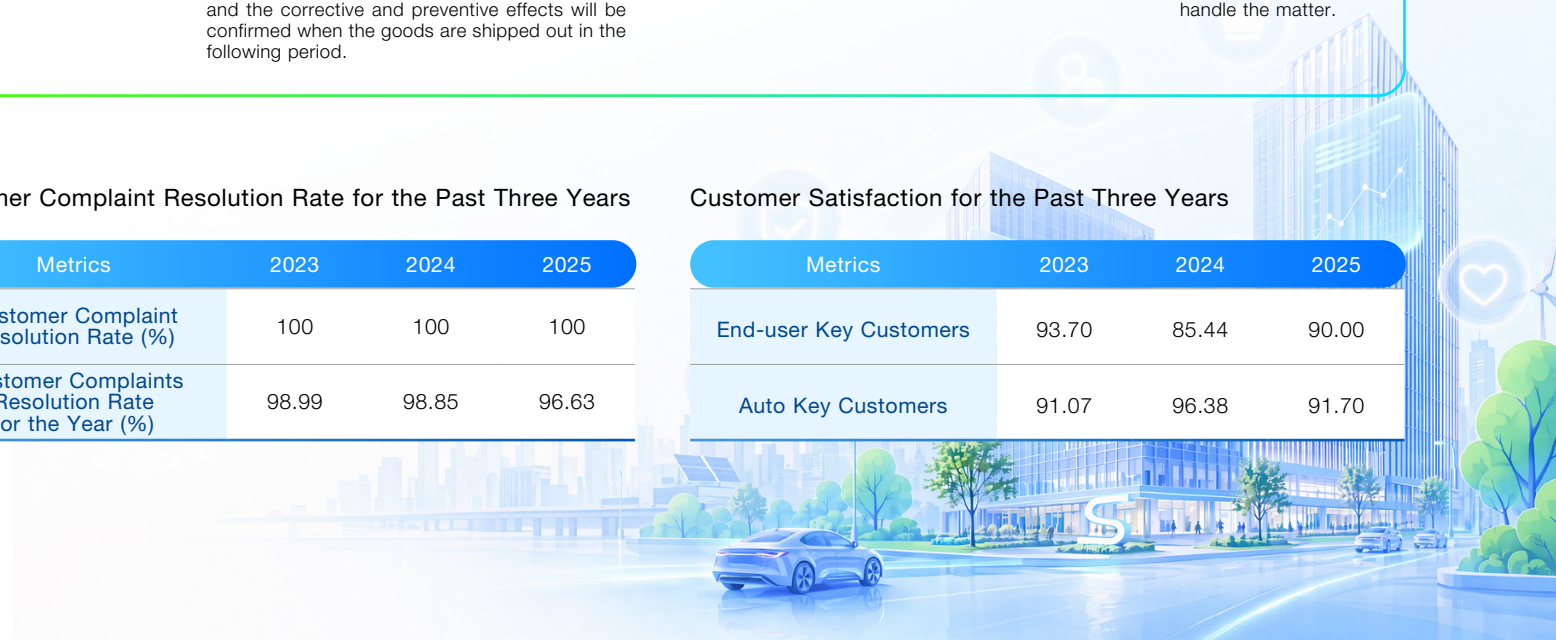
Escalation is triggered under the following circumstances: routine cases, failure to identify root cause within one week, failure to identify root cause within two weeks, or customer line stoppage/recall/shipment impact/system issues, etc. For urgent cases, the relevant department managers shall directly intervene and handle the matter.

### Customer Complaint Resolution Rate for the Past Three Years

| Metrics | 2023 | 2024 | 2025 |
|---|---|---|---|
| Customer Complaint Resolution Rate (%) | 100 | 100 | 100 |
| Customer Complaints Resolution Rate for the Year (%) | 98.99 | 98.85 | 96.63 |

### Customer Satisfaction for the Past Three Years

| Metrics | 2023 | 2024 | 2025 |
|---|---|---|---|
| End-user Key Customers | 93.70 | 85.44 | 90.00 |
| Auto Key Customers | 91.07 | 96.38 | 91.70 |



# Building Responsible Supply Chain

Silergy Corp. is committed to establishing a sustainable supply chain management system, working to ensure that suppliers comply with laws and regulations in areas such as quality, environmental protection, and human rights, and proactively fulfilling its social responsibilities and upholding business ethics. The company participated in and successfully passed the RBA audit in 2024. Meanwhile, Silergy Corp. has formulated and updated the Supplier Social Responsibility Commitment Letter in response to the Responsible Business Alliance (RBA) Code of Conduct initiatives, and requires all suppliers to sign and comply with it.

## Supplier Management Process

**New Supplier Introduction**

- √Written Review: Based on the Supplier Information and Risk Assessment Form , we conduct a review of the supplier's basic status, delivery, quality, finance, product structure, logistics, customer service, and business continuity. Suppliers conduct self-assessment based on the Outsourcing Vendor (Wafer) Assessment Form or the Outsourcing Vendor (Packaging and Testing) Assessment Form.
- √Field review: A survey team is formed to conduct a field visit to the outsourcer's quality assurance capabilities, enter the results of the survey, and provide a comprehensive score of the results.

**Supplier Login**

- √The contract can be formally signed after the supplier evaluation and sample passing.

**Vendor Routine Maintenance**

- √Implement regular annual evaluations of key suppliers; assign specialists to assist in counseling suppliers with poor performance, problems with products or audits, and have specialists push them to make corrections.
- √Vendors that have been frozen for more than three years with no transactions and are assessed to be difficult to resume cooperation with.
- √Exclude supplies that have significant deficiencies that affect quality or have an E rating in the current quarter and have not improved in the following two quarters.

**Supplier**

- √Conduct monthly reviews of key suppliers and document the evaluation results.
- √Suppliers will be disqualified if any of the following occurs: Disqualification of a supplier with a quarterly performance grade of E and no improvement in the next two consecutive quarters or violation of hazardous substance regulations.
- √Conduct occasional audits of outsourcers to ensure that they are properly implementing the relevant specifications and requirements.

**Suppliers**



As of the end of the reporting period, the Company had **60** suppliers.

## Supplier ESG Audits

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/regions and 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 fairer, greener, and more harmonious supply chain ecology.

In accordance with the RBA (Responsible Business Alliance) Code of Conduct, the sustainability guidelines of the Joint Audit Cooperation (JAC), and customer requirements, the Company has formulated the *Supplier Social Responsibility Agreement* by referencing international certification standards such as ISO 14001 and ISO 45001, and requires relevant cooperative suppliers to sign it. Supplier social responsibility audits are conducted through self-inspection and on-site assessments, urging suppliers to implement improvement measures, ensuring compliance with the Company's social responsibility requirements, and jointly building a sustainable supply chain.

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

### Labor Standards

- 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
- Stormwater management
- Energy consumption and greenhouse gas emissions

### Business Ethics Requirements

- Integrity in business
- 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 risk management
- Improvement objectives
- Training and communication
- Employee feedback and involvement
- Audits and evaluations
- Corrective action procedures
- Documentation and records
- Supplier responsibility



# 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 mineral control and responsible sourcing, and requires all suppliers to sign a *Conflict Minerals Non-Use Commitment*.



## Approaches to Conflict Minerals Management

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, undertakes 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.

## 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) and Cobalt Reporting Template (CRT) on the RMI official website.

**Timing of the survey:**
Each year when the Conflict Minerals Reporting Template (CMRT) & Cobalt Reporting Template (CRT) are formally updated for the public.

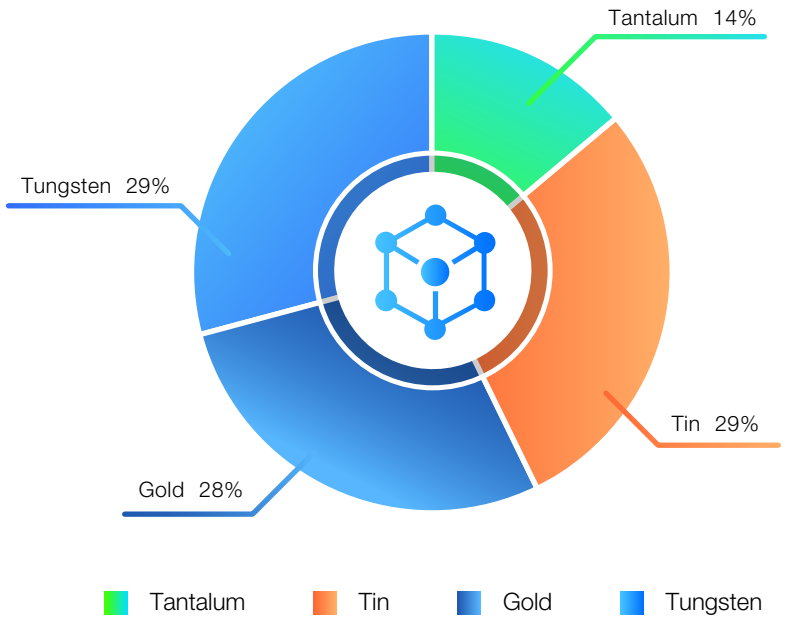
**Survey method:**
The operation department provides and confirms the list of all cooperating foundries and packaging houses, and the quality department distributes and collects them from relevant suppliers.

**Findings:**
Includes the number of smelters that have achieved external certification (RMI certification) and a summary list of smelters.

**Reporting of results:**
The quality department prepares an annual 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.

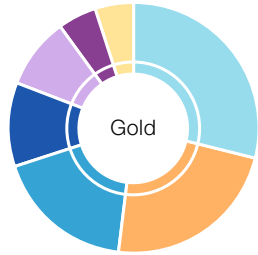
According to our investigation, the mineral raw materials used by Silergy Corp. this year – including gold, tin, tungsten, and tantalum – were sourced from a total of 199 smelters across 34 countries. All of these smelters are RMI-certified, and none of the materials were sourced from areas or countries controlled by non-governmental or illegal military factions in the Democratic Republic of the Congo. Moving forward, Silan will continue to require its suppliers to use conflict-free mineral raw materials.

## CMRT Mineral Smelter Ratio

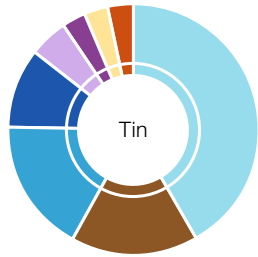



| Items | RMI-Compliant | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | CMRT | | | | EMRT | | | |
| Mineral Name | Gold | Tin | Tungsten | Tantalum | Cobalt | Copper | Nickel | Silver |
| Number of Smelters | 56 | 58 | 58 | 27 | 19 | 40 | 18 | 3 |
| Total Number of Smelters | 199 | | | | 80 | | | |
| Number of Qualified Entities | 199 | | | | 80 | | | |
| Qualification Rate | 100% | | | | 100% | | | |
| Number of Countries Where Smelters Are Distributed | 19 | 15 | 13 | 9 | 9 | 15 | 8 | 3 |

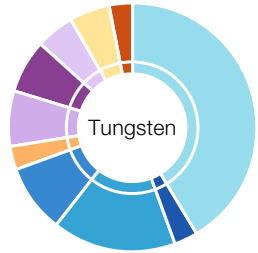
## Distribution of the Four Major Mineral Raw Material Sources for Silergy Corp.' Products



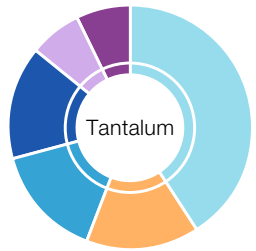

- JAPAN / 16 / 29%
- OTHERS / 13 / 23%
- CHINA / 10 / 18%
- GERMANY / 6 / 11%
- USA / 5 / 9%
- CANADA / 3 / 5%
- SWITZERLAND / 3 / 5%




- INDONESIA / 24 / 41%
- OTHERS / 9 / 16%
- CHINA / 10 / 17%
- BRAZIL / 6 / 10%
- USA / 3 / 5%
- JAPAN / 2 / 3%
- SPAIN / 2 / 3%
- THAILAND / 2 / 3%



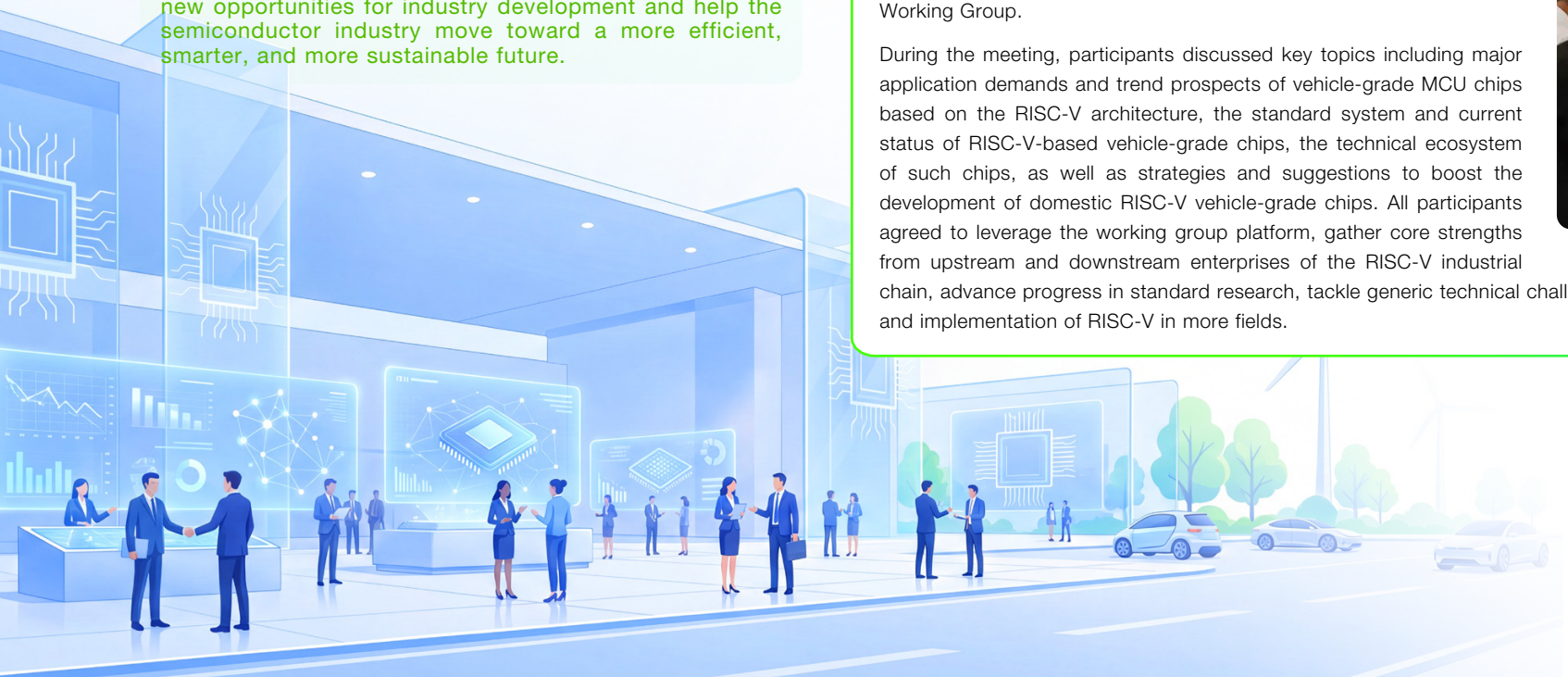

- CHINA / 24 / 41%
- PHILIPPINES / 2 / 3%
- RUSSIAN / 9 / 16%
- VIETNAM / 5 / 9%
- GERMANY / 2 / 3%
- USA / 4 / 7%
- OTHERS / 4 / 7%
- BRAZIL / 3 / 5%
- KOREA / 3 / 5%
- JAPAN / 2 / 3%




- CHINA / 11 / 41%
- OTHERS / 4 / 15%
- JAPAN / 4 / 15%
- USA / 4 / 15%
- GERMANY / 2 / 7%
- KAZAKHSTAN / 2 / 7%

# Industry Exchange and Cooperation

Silergy Corp. is committed to collaborating with all stakeholders to drive technological progress and industrial upgrading. The company actively participates in various industry forums and exhibitions, showcasing a wide range of advanced products and cutting-edge solutions across multiple sectors. Through these engagements, Silicon Motion deepens exchanges with industry partners, research institutions, and customers, sharing practical experience and drawing on industry insights. While contributing its own technological expertise, the company draws on the strengths of others to actively build an open and mutually beneficial cooperative ecosystem. Together, we explore new opportunities for industry development and help the semiconductor industry move toward a more efficient, smarter, and more sustainable future.



## Silergy Corp. Participates in the Launch Meeting of the RISC-V Working Group of China Automotive Chip Alliance



On August 19, the launch meeting of the RISC-V Research Working Group under the China Automotive Chip Industry Innovation Strategic Alliance was successfully held at the National New Energy Vehicle Technology Innovation Center. Hosted by the China Automotive Chip Industry Innovation Strategic Alliance and undertaken by the National New Energy Vehicle Technology Innovation Center and the Key Laboratory of Vehicle-Grade Chip Testing and Evaluation of the State Administration for Market Regulation, the event was attended by Silergy Corp. as a member representative of the RISC-V Research Working Group.

During the meeting, participants discussed key topics including major application demands and trend prospects of vehicle-grade MCU chips based on the RISC-V architecture, the standard system and current status of RISC-V-based vehicle-grade chips, the technical ecosystem of such chips, as well as strategies and suggestions to boost the development of domestic RISC-V vehicle-grade chips. All participants agreed to leverage the working group platform, gather core strengths from upstream and downstream enterprises of the RISC-V industrial chain, advance progress in standard research, tackle generic technical challenges and develop an ecosystem, and jointly promote the application and implementation of RISC-V in more fields.

# Chips with Green Momentum

## *Moving Toward the Future*


- Addressing Climate Change 43
- Upholding Environmental Compliance 50
- Strictly Controlling Hazardous Waste Emissions 54
- Coordinated Resource Utilization 61


Alignment with the SDGs:

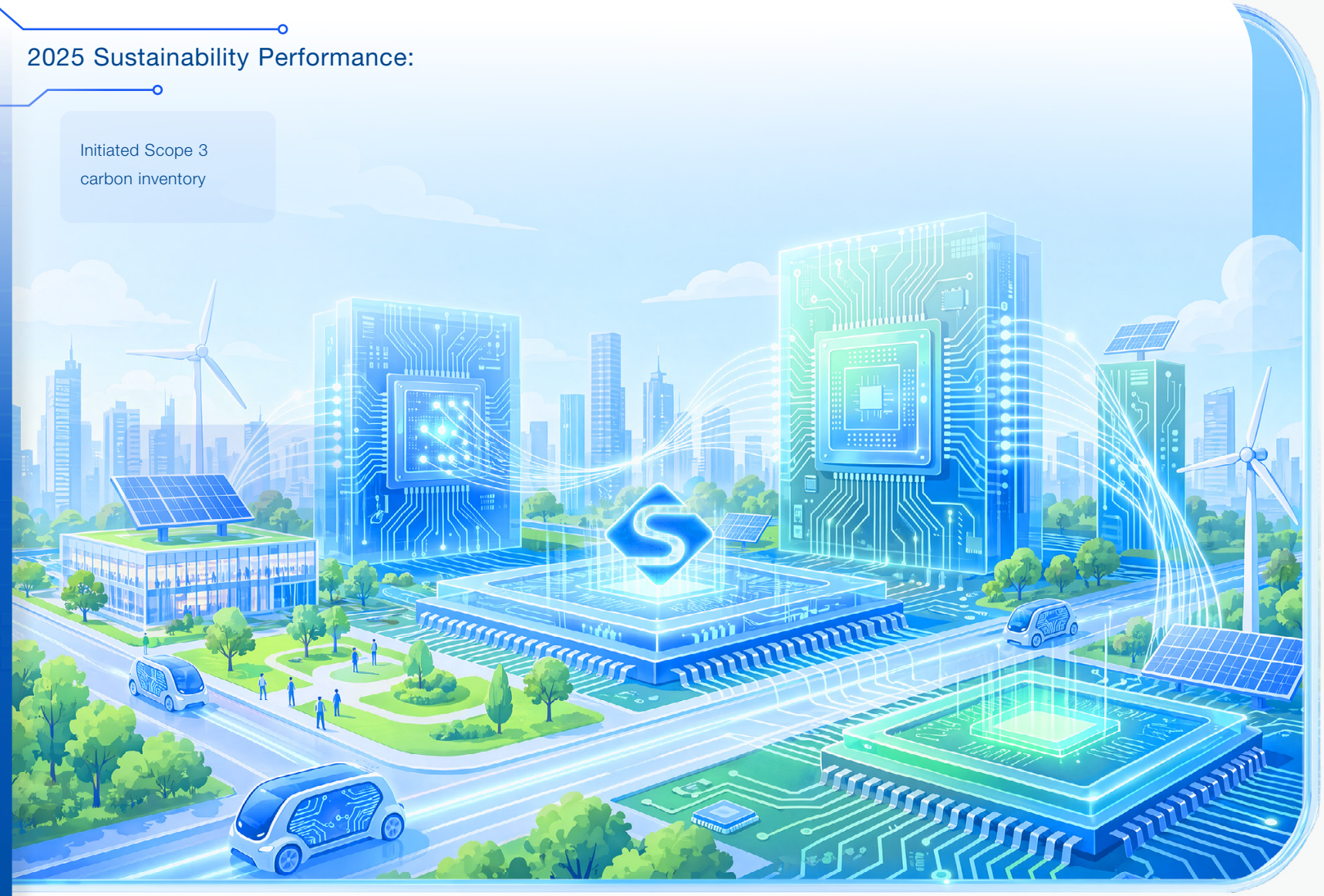



Response to Material Sustainability Topics:

Climate Change and Greenhouse Gases
Waste and Chemicals Management
Energy Management
Water Management
Circular Economy

## 2025 Sustainability Performance:

Initiated Scope 3 carbon inventory



# Addressing Climate Change

Silergy Corp. deeply recognizes that green manufacturing is a core competitiveness for the future, and is committed to integrating environmental responsibility into its operations. The Company actively addresses climate change and promotes the harmonious coexistence of corporate development and the natural environment.



## Enhancing Climate Resilience

### Governance

The Board of Directors is the highest decision-making body for the Company's climate change efforts, responsible for leading the strategic direction and decision-making on climate change. At the same time, to deepen and refine the specific management of climate-related matters within the Group, the Business Continuity Management function under the General Manager's Office is responsible for overseeing climate-related risks and opportunities, planning and implementing relevant policies and measures to address climate change, convening periodic meetings to discuss climate change-related matters, and reporting 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 impacts of extreme weather events caused by climate change on the Company's business model and value chain. Referring to the *IFRS S2 – Climate-related Disclosures*, the Company identifies physical risks and transition risks that may have potential impacts on the Company, and conducts materiality assessments of climate-related risks and opportunities across three dimensions: likelihood, magnitude of impact, and resilience.

| Risk Category | | Time Horizon | Potentially Affected Value Chain Segments | Potential Financial Impact | Mitigation Measures |
|---|---|---|---|---|---|
| Physical Risks | Extreme weather events such as extreme rainfall, typhoons, and coastal flooding | Short-term | Production operations<br>Downstream supply chain | • May cause damage to the Company's infrastructure in production and R&D centers located in East China, South China, and Taiwan, resulting in operational interruption, asset impairment, and increased operating costs.<br>• May damage power grid and communication infrastructure, leading to workplace safety incidents or forced operational interruption, thereby increasing operating and maintenance costs.<br>• May cause production manufacturer operational interruption, which in turn leads to failure in order delivery, resulting in a decline in revenue from main business operations. | • Establish a comprehensive extreme weather risk response mechanism and emergency plan, regularly conduct emergency drills and training for natural disaster incidents, and enhance the capability to respond to natural disasters.<br>• Make climate change adaptation risk one of the key work priorities for all functional departments. |
| | Extreme heat | Medium and long term | Production operations<br>Downstream supply chain | • On top of high summer temperatures, increased frequency and duration of heatwaves will lead to higher cooling demand, thereby causing a rise in electricity costs.<br>• Persistent extreme heat may increase the risk of heatstroke for employees during commuting or production processes. | |
| Transition Risks | Policy and Legal Risks | Short, medium and long term | Production operations<br>Downstream supply chain | • The increasing regulatory pressure on corporate carbon emissions across the globe leads to higher compliance costs for carbon emissions. If the Company fails to meet regulatory requirements in environmental management or fails to disclose carbon emissions and related information in a timely manner, it may face compliance risks. | • Monitor carbon emission policies and regulatory developments in operating locations to respond appropriately to policy and legal updates.<br>• Strengthen carbon inventory and carbon footprint management, strictly comply with disclosure requirements, and ensure compliant operations. |
| | Technology Innovation Risks | Medium and long term | Production operations<br>Downstream supply chain | • To reduce the carbon footprint of its products, the Company will strengthen the research, development and application of low-carbon and innovative process technologies. However, the early phase-out of high-energy-consumption equipment may result in accelerated asset impairment and an increase in operating costs. | • Implement green production concepts across all facilities and adopt low-carbon semiconductor manufacturing processes. |
| | Market Risks | Medium and long term | Production operations<br>Downstream supply chain | • Customers tend to prefer greener and lower-carbon products. If the Company fails to meet customer requirements in energy conservation and consumption reduction, it may face the risk of customer attrition, which could in turn reduce its operating revenue. | • Incorporate energy conservation and consumption reduction as key considerations in the optimization of semiconductor design and production process flows. |

# Climate Scenario Analysis

## Physical Risk Scenario Analysis

To assess and measure the impact of extreme weather events induced by climate change on the Company, we conducted regional climate scenario analyses on the identified physical risks and performed financial impact assessments for those physical risks with higher exposure.

### Climate Scenarios and Key Assumptions

We selected the SSP1-2.6 low-emission scenario and the SSP5-8.5 high-emission scenario under the Shared Socioeconomic Pathways proposed in the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (IPCC AR6). We also set two time horizons, namely the medium term (2028) and the long term (2040), to analyze and evaluate the Company's asset value under different scenarios at risk[1].

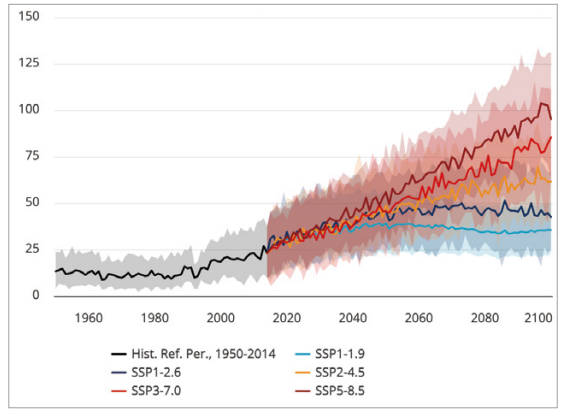
| Physical Risks | | |
|---|---|---|
| Scenario Name | Shared Socioeconomic Pathway SSP1-2.6 | Shared Socioeconomic Pathway SSP5-8.5 |
| Scenario Description | Assumes that countries will reduce greenhouse gas emissions in accordance with the Paris Agreement, thereby limiting the global temperature increase within this century to no more than 2.0°C above pre-industrial levels (1850), achieving sustainable development. | Assumes that countries do not implement greenhouse gas emission reduction measures, and that carbon emissions by 2100 will reach three times the 2015 level, resulting in a global temperature increase of 4.4°C by the end of this century compared to pre-industrial levels, requiring countries to implement climate adaptation and mitigation measures. |
| Temperature Increase Amplitude | No more than 2.0°C | Close to or exceeding 4.4°C |
| Key Assumptions | Assumes that factors such as business operations, asset scale, and asset locations remain unchanged, and only analyzes the asset value at risk of the Company under each scenario. | |

[1] Asset value at risk refers to the maximum potential loss that the Company's assets may suffer under a given confidence level.

### Climate Scenario Analysis of Extreme High-Temperature Events

As global climate change intensifies, the frequency and intensity of extreme high-temperature events have significantly increased, exerting profound impacts on the economy, society, and corporate operations. According to the IPCC Sixth Assessment Report (AR6), the global average temperature has risen approximately 1.2°C above pre-industrial levels and is expected to continue rising over the coming decades. Under different climate scenarios, the frequency and intensity of extreme high-temperature events (e.g., daily average maximum temperature ≥35°C) will significantly increase, particularly when global warming reaches 2°C or even higher.

Based on CMIP6 downscaled data and taking into account the regional distribution characteristics of the Company's assets, we analyzed the asset value at risk of the Company when facing extreme high-temperature events (≥35°C) under different climate scenarios in 2025, 2028 (medium term), and 2040 (long term).




Distribution Map of Projected Number of Days with Heat Index >35°C Under Different Scenarios

| Risk/Opportunity Type | Asset Value at Risk | | |
|---|---|---|---|
| | Time Horizon | SSP1-2.6 | SSP5-8.5 |
| Physical Risk – Extreme High – Temperature Events | 2040 | Medium Risk | High Risk |
| | 2028 | Low Risk | Low Risk |
| | 2025 | Low Risk | Low Risk |

## Physical Risk Scenario Analysis Results

By adopting impact pathways consistent with the above case study, the impact scope and parameters of major physical risks (extreme rainfall, typhoons, coastal flooding) were determined, and the impact of major physical risks on the Company's asset value at risk was analyzed. The analysis results are summarized as follows.

| Risk/Opportunity Type | Asset Value at Risk | | |
|---|---|---|---|
| | Time Horizon | SSP1-2.6 | SSP5-8.5 |
| Extreme Rainfall | 2040 | Medium Risk | High Risk |
| | 2028 | Medium Risk | Medium Risk |
| | 2025 | Low Risk | Low Risk |
| Typhoon | 2040 | High Risk | High Risk |
| | 2028 | Low Risk | Medium Risk |
| | 2025 | Low Risk | Low Risk |
| Coastal Flooding | 2040 | Medium Risk | High Risk |
| | 2028 | Low Risk | Medium Risk |
| | 2025 | Low Risk | Low Risk |

## Transition Risk Scenario Analysis

To assess and measure the impact of transition risks induced by climate change, such as changes in policies, technology, markets, and reputation, on the Company, we conducted climate scenario analyses on the identified transition risks and performed financial impact assessments for those transition risks with higher exposure.

### Climate Scenarios and Key Assumptions

We selected the Net Zero 2050 scenario under the Orderly Scenarios and the Current Policies scenario under the Hot House World Scenarios proposed by the Network for Greening the Financial System (NGFS) to evaluate the potential financial impact of transition risks on the Company in the medium term (2028) and long term (2040).

| Transition Risks | | |
|---|---|---|
| Scenario Name | (Net Zero 2050) Orderly Scenarios – Net Zero 2050 | (Current Policies) Hot House World Scenarios – Current Policies |
| Scenario Description | Limits global warming to 1.5°C through stringent climate policies and innovation, achieving net-zero $CO_2$ emissions by around 2040. | Assumes that only currently implemented climate policies are maintained, without taking additional climate actions. |
| Temperature Increase Amplitude by Mid-Century | No more than 1.5°C | Exceeding 2°C |
| Key Assumptions | Assumes that factors such as business operations, asset scale, and asset locations remain unchanged, and only analyzes the transition risks faced by assets under each scenario. | |

## Transition Risk Transmission Path Analysis

### Carbon Pricing Mechanism

The implementation of carbon pricing mechanisms (e.g., carbon taxes, carbon emissions trading systems) exposes high-carbon emitting companies to higher operating costs. As projected by the NGFS, under orderly scenarios, the carbon price needs to reach USD 300 per ton by 2035[2].

### Pressure to Reduce Greenhouse Gas (GHG) Emissions

Increasingly stringent global emission reduction policies will result in greater pressure on the Company and its supply chain to achieve emission reductions. Based on Silergy Corp.'s own emission reduction strategy – which includes investing in and constructing distributed solar PV projects, directly purchasing green electricity, and buying carbon allowances – the cost of GHG emission reductions is expected to increase significantly under a net-zero emission scenario.

### Increase in Customer Demand for Low-Carbon Products and Services

#### Market share

Downstream customers may favor low-carbon suppliers to meet their own carbon neutrality targets. If the Company remains on a high-carbon supplier list, it may face the risk of reduced market share, which could in turn lead to a decline in the Company's operating revenue.

#### R&D expenses

To meet downstream customers' requirements regarding product carbon footprints, the Company needs to continuously increase its R&D investment in low-carbon technologies to produce products with lower unit energy consumption.

## Transition Risk Scenario Analysis Results

| Risk/Opportunity Type | Climate Value-at-Risk (Climate VaR) | | |
|---|---|---|---|
| | Time Horizon | Net-Zero Emission Scenario | Current Policy Scenario |
| Carbon Pricing | 2040 | High Risk | High Risk |
| | 2028 | High Risk | Medium Risk |
| | 2025 | Low Risk | Low Risk |
| Pressure to Reduce GHG Emissions | 2040 | High Risk | High Risk |
| | 2028 | Low Risk | Medium Risk |
| | 2025 | Low Risk | Low Risk |
| Increase in Customer Demand for Low-Carbon Products and Services | 2040 | High Risk | High Risk |
| | 2028 | High Risk | Medium Risk |
| | 2025 | Low Risk | Low Risk |

[2] Network for Greening the Financial System (2024). NGFS Climate Scenarios for central banks and supervisors – Phase V

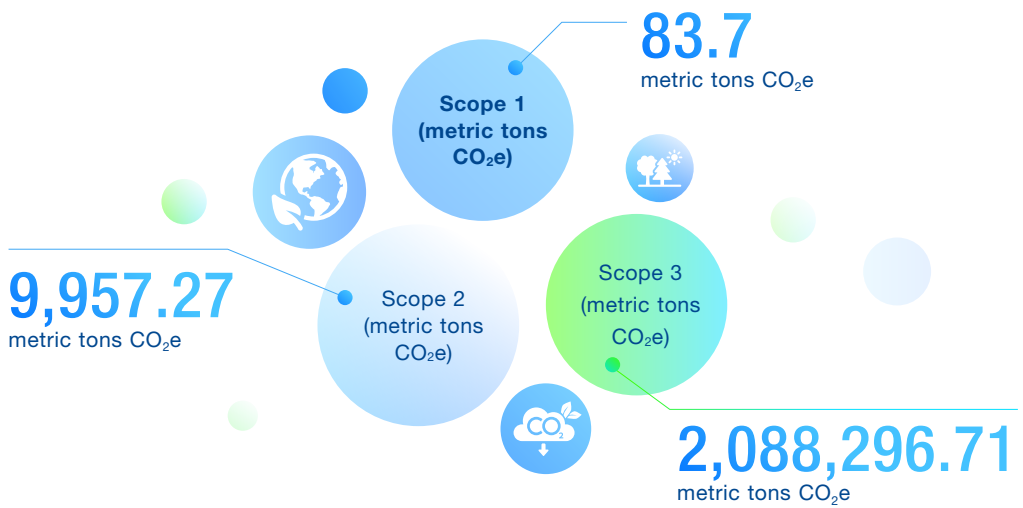
# Greenhouse Gas Management

## Greenhouse Gas Emissions

Silergy Corp. has established the *Management Measures for Greenhouse Gas Accounting and Monitoring Plan* and set up a Greenhouse Gas Emission Management Leading Group, which is responsible for coordinating the Company's greenhouse gas emission accounting, reporting, monitoring, and other related management work.

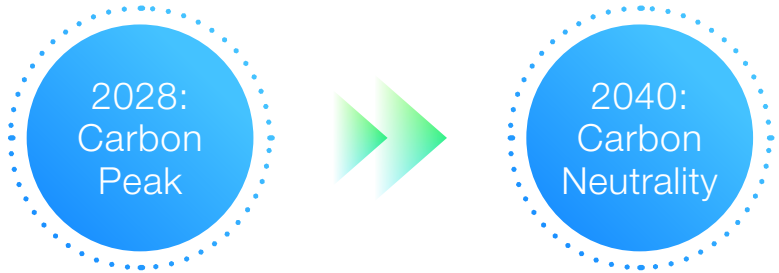
Currently, Silergy Corp. has completed the identification, assessment, and verification of its greenhouse gas emissions and has obtained corresponding greenhouse gas verification statements. To effectively reduce its own greenhouse gas emissions and build a sustainable operational model, the Company's verification scope covers the Group and all its subsidiaries and branches[3], and also covers Scope 1 (direct greenhouse gas emissions, arising from the use of diesel, gasoline, refrigerants, and septic tanks) and Scope 2 (energy indirect greenhouse gas emissions, arising from purchased electricity). This year, the Company completed its first Scope 3 greenhouse gas inventory, covering emission sources owned or controlled by the parent and subsidiary entities consolidated in the financial statements. Inventory categories include indirect emissions from transportation, indirect emissions from the use of sold products, and other product-related indirect emissions. The Company's greenhouse gas emissions over the past three years are as follows:

| Inventory Year | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total Emissions (metric tons $CO_2e$) | 5,477.60 | 5,748.54 | 2,098,337.68 |
| Scope 1 (metric tons $CO_2e$) | 14.64 | 63.06 | 83.7 |
| Scope 2 (metric tons $CO_2e$) | 5,462.96 | 5,685.48 | 9,957.27 |
| Scope 3 (metric tons $CO_2e$) | / | / | 2,088,296.71 |




## Carbon Reduction Target

To actively respond to the global initiatives on carbon peak and carbon neutrality, and to help achieve net-zero emission goals, Silergy Corp. has developed a clear carbon neutrality action pathway based on its own operations. The Company makes a clear commitment: to achieve carbon peak for Scope 1 (direct emissions) and Scope 2 (indirect emissions) from its operations by 2028; and to achieve carbon neutrality for Scope 1 and Scope 2 within its operational boundary by 2040. This target demonstrates the Company's firm determination and sense of responsibility regarding climate action.




Silergy Corp.'s "Dual Carbon" Goals

[3] The parent company, Silergy Corp., is registered in the Cayman Islands and does not directly participate in production or operational activities, nor does it have a physical production or operation address.

## Carbon Reduction Strategy

To achieve the 2040 carbon neutrality target as scheduled, we are actively advancing the Company's emission reduction strategy, focusing on energy management, operation management, and product carbon footprint management as key drivers.

### Clean Energy Management

Greening electricity is an essential pathway to carbon neutrality. The Company plans to reduce its Scope 2 greenhouse gas emissions by investing in the construction of distributed photovoltaic facilities and directly purchasing green electricity, while also lowering energy management costs and improving overall energy use efficiency.

#### Investment in Distributed Photovoltaic Construction

- The Company plans to install photovoltaic facilities on idle rooftop areas of its office buildings to increase the proportion of green electricity usage. The project has a planned installed capacity of 400kW, with an estimated average annual $CO_2$ emission reduction of approximately 412.06 metric tons.



### Promoting Green Mobility

To effectively reduce greenhouse gas emissions from its own operations, we have installed electric vehicle (EV) charging stations and eliminated the use of official fleet vehicles, while actively promoting EV and public transportation travel. Currently, the Company has 27 slow chargers and 2 fast chargers.




EV Charging Stations and Dedicated Parking Spaces for Charging Vehicles

### Product Carbon Footprint Management

Based on the assessment of the impact of climate transition risks on the Company's Climate Value-at-Risk (CVaR) under the NGFS Orderly Climate Scenario (Net Zero 2050 Scenario), the Company plans to use Life Cycle Assessment (LCA) tools to conduct product lifecycle carbon footprint management, precisely identifying high-carbon emission hotspots throughout the product lifecycle. On this basis, we aim to reduce product carbon intensity per unit through measures such as optimizing product design, implementing green and low-carbon processes in production, and collaborating with the supply chain to jointly set carbon targets and provide technical support.

# Upholding Environmental Compliance

Silergy Corp. fully aligns with the laws, regulations and standards of all its global operating locations. Adhering to the concept of green development, the Company continuously improves its internal environmental management system, strictly controls environmental compliance risks, upholds the ecological red line, and enhances its environmental governance and protection effectiveness with higher standards and stricter requirements.

## Environmental Management System

The Company strictly complies with the certification requirements of the ISO 14001:2015 environmental management system, ensuring that all business activities conform to national, local and industry-specific environmental regulations and standards. It has formulated the environmental policy of "employee participation, pollution prevention, energy conservation and consumption reduction, clean production, regulatory compliance, and continuous improvement," and is committed to reducing pollution emissions, achieving efficient resource utilization, building a green semiconductor enterprise, and realizing harmonious development between humanity and nature. We actively promote environmental management system certification, green production and related initiatives across our subsidiaries to continuously enhance the Company's environmental management level. As of the end of the reporting period, three subsidiaries of the Company had obtained the ISO 14001:2015 environmental management system certification certificate worldwide.






ENVIRONMENTAL MANAGEMENT SYSTEM
CERTIFICATION CERTIFICATE
SILERGY SEMICONDUCTOR TECHNOLOGY
(HANGZHOU) CO., LTD.

Registered Address: 6, Lianhui Street, Xixing Street, Binjiang District, Hangzhou City, Zhejiang Province
Business Location: 6, Lianhui Street, Xixing Street, Binjiang District, Hangzhou City, Zhejiang Province

The Environmental Management System Conforms to the Standard
ISO14001:2015

Certified Scope
Design of power management IC and related management activities
(Refer to annex/sub-certificate for sub-locations/sub-companies, area and business scope covered by certification)

Unified Social Credit Code: 91330100673960735E
Registration No.:UE250022R1
First Issuing Date:14 Jan. 2022
Issuing Date: 13 Jan. 2025
Expiration Date: 13 Jan. 2028

Issued By : Beijing United Intelligence Certification Co., Ltd.

Environmental Management System Certification

## Environmental Management Structure

To ensure the implementation of the environmental policy, we have established a clear allocation of responsibilities and management mechanism. Each department shall be responsible for corresponding environmental protection work based on its functions, ensuring that environmental management measures are effectively executed at all levels.



**Sustainable Development Committee**

Serves as the highest decision-making body for environmental management, responsible for supervising the implementation of the environmental policy, evaluating the achievement of environmental objectives, reviewing significant environmental issues, and reporting environmental management progress to management on a regular basis.



**Environmental Management Department**

Responsible for formulating the Company's overall environmental management strategy and specific implementation plans, and driving the execution of environmental protection measures in daily operations. This department also conducts regular environmental reviews, identifies potential environmental risks, and proposes improvement measures.



**Procurement Department**

Responsible for ensuring that the supply chain complies with environmental protection standards, promoting green procurement, and facilitating the use of environmentally friendly technologies and materials. The Procurement Department also collaborates with suppliers to ensure that they meet the Company's requirements in environmental management.



**Operations Department**

Ensures that production and operational activities conform to environmental protection standards. The Operations Department is responsible for implementing measures such as energy conservation, emission reduction, and resource saving during the production process, and regularly monitors environmental performance to ensure that all environmental standards are enforced.



**All Employees**

Every employee shall fully recognize the importance of environmental protection, proactively participate in environmental protection work in their respective roles, comply with the environmental policy, and propose suggestions for environmental improvement. Employees' environmental behavior will be incorporated into performance appraisals, and employees are encouraged to participate in environmental training and environmental protection projects.

## Environmental Management Objectives

| Objective | Specific Content | Management Measures | Assessment Frequency |
|---|---|---|---|
| Enhancing employees' environmental safety awareness | All employees are aware of environmental safety knowledge training requirements | Distribute various knowledge related to energy conservation, consumption reduction and environmental protection via the Silergy Talk official WeChat public account or WeChat groups | Once per year |
| | | Organize employee training and assessments, and provide retraining and reassessment for employees who fail to meet the requirements | Once per month |
| Waste minimization, resource recovery, and harmless treatment | 100% centralized recycling and treatment rate for solid waste; 100% harmless treatment rate for hazardous solid waste | Provide sufficient fixed waste sorting bins with labels, and designate waste storage areas | Once per quarter |
| | | Provide training to personnel in waste-generating positions and waste collection positions | Once per half year (Separate training for relevant new employees) |
| | | Entrust qualified entities to perform harmless treatment of hazardous solid waste and maintain records | Once per month |
| | | Organize employee training and assessments, and provide retraining and reassessment for employees who fail to meet the requirements | Once per month |
| Energy and resources | Control air conditioning temperature; save paper | Winter: between 16°C and 26°C<br>Summer: between 24°C and 28°C | Once per quarter |
| | | Ensure employees turn off lights and power on time | Once per day |

## Environmental Risk Management

### Environmental Aspect Identification and Assessment

Each functional department identifies environmental aspects for all positions and areas within its scope in accordance with the *Environmental Aspect Identification and Assessment Control Procedure*. The Human Resources Department is responsible for consolidating environmental aspects, assessing significant environmental aspects, and providing related training. The Management Representative is responsible for reviewing significant environmental aspects, which are then approved by the General Manager.

### Environmental Emergency Response

Prior to the annual rainy season and typhoon weather, the Company formulates and activates a special emergency response plan, specifying various preventive measures to effectively reduce property losses caused by severe weather. Our typhoon and disaster prevention emergency response team conducts comprehensive inspections in advance, implements preventive measures against typhoons and flooding, and makes all necessary preparations for emergency rescue supplies and personnel deployment.

In the event of a disaster, the Company's emergency response team will promptly organize on-site personnel to carry out dewatering operations, timely transfer critical raw materials, arrange emergency repairs for damaged facilities and equipment, and make every effort to accelerate the restoration of production order. During the post-disaster recovery phase, the Company continuously strengthens the maintenance of its drainage system and regularly cleans roofs, gutters, and storm drains to ensure unimpeded drainage. By establishing and refining a full-process "prevention-response-recovery" management mechanism, we continuously enhance our ability to respond to natural disasters, minimize risks to the greatest extent possible, and ensure the continuity and stability of production operations.

## Natural Resource Protection

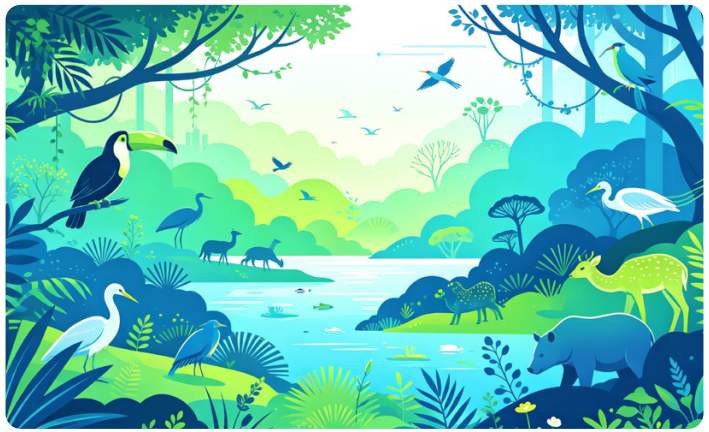
As biodiversity issues gain increasing global attention, the Company actively responds to global initiatives such as the *United Nations' 2030 Agenda for Sustainable Development* and the *Convention on Biological Diversity*, and has formulated and published a "Biodiversity Declaration." We plan to further introduce and implement a systematic biodiversity protection policy, focusing on land use management, resource utilization, pollutant control, and ecological restoration, to minimize the direct impacts of our own operations on natural ecosystems and biodiversity. At the same time, we will explore ways to guide supply chain partners to jointly participate in biodiversity protection, promote the formation of an eco-friendly business model covering the entire value chain, and contribute to building a planet where people and nature coexist in harmony.

### Silergy Corp. Biodiversity Declaration

Silergy Corp. deeply recognizes the significant importance of biodiversity to the Earth's ecosystems and human society, and actively engages in biodiversity protection actions. We commit to integrating biodiversity protection into our daily operations throughout the entire business process.

In the production process, we strive to reduce resource consumption and waste emissions. For raw material procurement, we strictly screen suppliers to ensure that the raw material acquisition process complies with eco-friendly principles and does not involve acts that destroy biological habitats or endanger species survival.

We advocate that all employees enhance their awareness of biodiversity protection and encourage innovation to develop more environmentally friendly, low-impact technologies and products. At the same time, we join hands with industry partners to jointly establish industry norms and standards for biodiversity protection, contributing Silergy Corp.'s strength to global biodiversity protection and building a beautiful future of harmonious coexistence between people and nature.



## Green Environmental Protection Publicity

The Company consistently practices green environmental protection concepts and continuously strengthens its environmental protection efforts. We actively carry out various forms of environmental publicity and education activities, such as hosting the "Green Travel Promotion Month" themed campaign, promoting low-carbon commuting, and raising the environmental awareness of all employees. At the same time, based on the work characteristics of employees in different positions, the Company has organized a series of highly targeted environmental technical training sessions, covering energy-saving operations, resource recycling, pollutant control, and other topics, effectively enhancing the hands-on environmental protection capabilities of each position.

In terms of energy conservation and emission reduction, the Company fully utilizes internal communication platforms such as its official public WeChat account to periodically publish articles on topics such as electricity conservation and waste reduction. These posts promote practical tips on saving electricity, including setting air conditioning to reasonable temperatures, turning off standby power promptly, and making full use of natural lighting. Through continuous communication and role-modeling, energy-saving behaviors are gradually internalized as daily habits among employees, collectively fostering a high-quality corporate environment that prioritizes energy conservation and emission reduction.

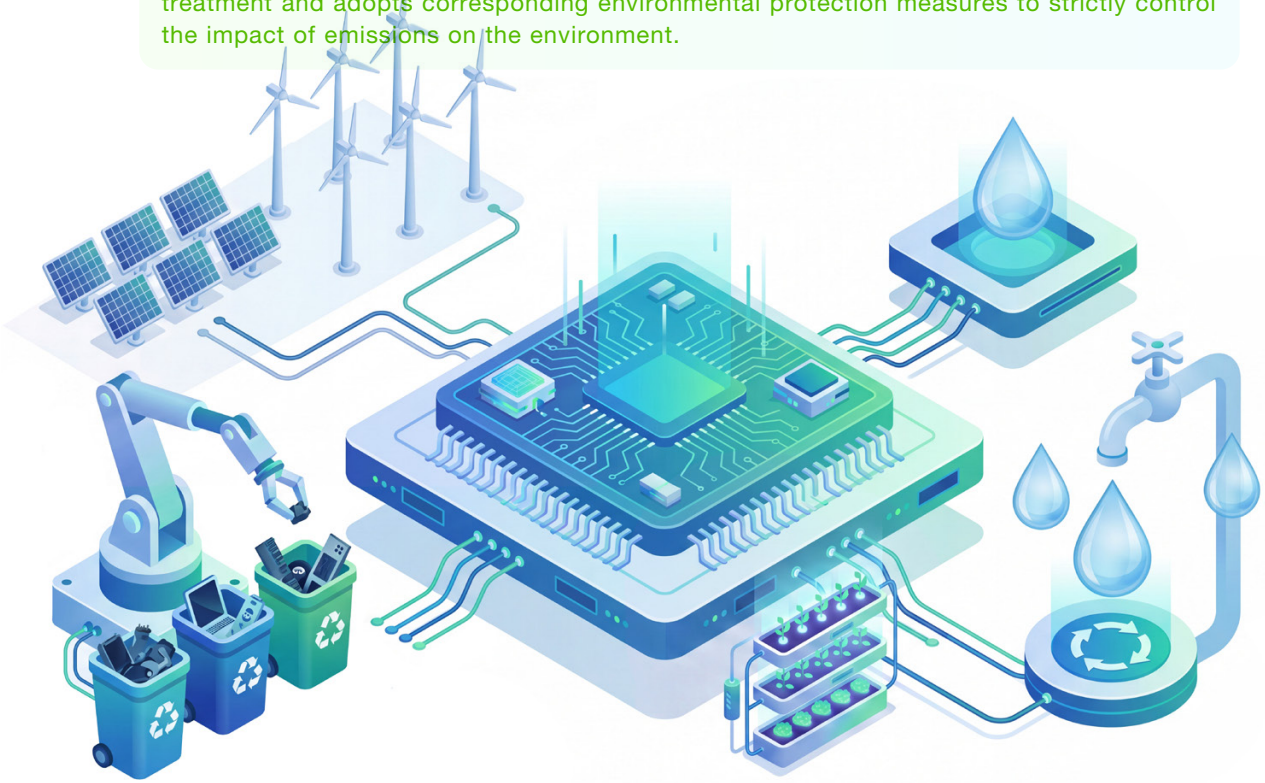
### Environmental Protection Activity of "Exchange Goods for Goods" on Arbor Day

On Arbor Day, March 12, 2025, the Company organized an environmental protection activity called "Exchange Goods for Goods," in which employees exchanged recyclable items for seeds. This activity promoted the concept of green environmental protection, enhanced employees" environmental awareness, and collectively added a touch of green to the Earth.



# Strictly Controlling Hazardous Waste Emissions

As an IC design company, Silergy Corp. is involved in partial production processes only in the packaging and testing stage. In these processes, the Company strictly implements pollution emission control measures, rigorously complies with the pollutant management laws and regulations in its operating locations, and has established internal policies such as the *Administrative Regulations on Wastewater*, *Exhaust Gas, and Noise* and the *Administrative Regulations on Solid Waste*. It promotes a standardized management model for pollutant treatment and adopts corresponding environmental protection measures to strictly control the impact of emissions on the environment.



## Waste Management

The Company specifies the treatment standards for general solid waste and hazardous waste, and strictly classifies hazardous waste and general waste generated during production and operations. At the same time, we standardize waste management by defining the whole-process operational procedures for waste generation control, storage management, and disposal, thereby comprehensively ensuring that waste is properly handled during the Company's production and operations.

### Waste Classification Management

The Company classifies waste according to its source and nature, and designates specific personnel to coordinate with the waste-generating departments. Based on identified environmental aspects, it establishes the *Waste Classification and Treatment Table*.

| Classification Standard | Responsible Department | Specific Classification | |
|---|---|---|---|
| By Source | All Departments | Domestic waste; Office waste | |
| By Nature | All Branch Companies | General Waste | Non-recyclable: Domestic-type waste, drainage ditch sludge, construction waste |
| | | | Recyclable: Waste paper, etc. |
| | | Hazardous Waste | Lamp tubes, waste ribbons, PCB boards, measuring equipment, etc. |

## Waste Disposal Management

The Company identifies, collects, and safely stores waste to reduce negative impacts on the environment. At the same time, for electronic waste, we have established the *Administrative Regulations on the Scrapping of Electronic Waste* to properly handle electronic equipment that can no longer be used and is generated during the Company's operations.

### Labeling

We use text, areas, or other appropriate methods individually or in combination to label various types of solid waste. Based on the characteristics of each waste type, terms such as "Toxic," "Flammable," "Explosive," "Corrosive," and "Reactive" are clearly marked.

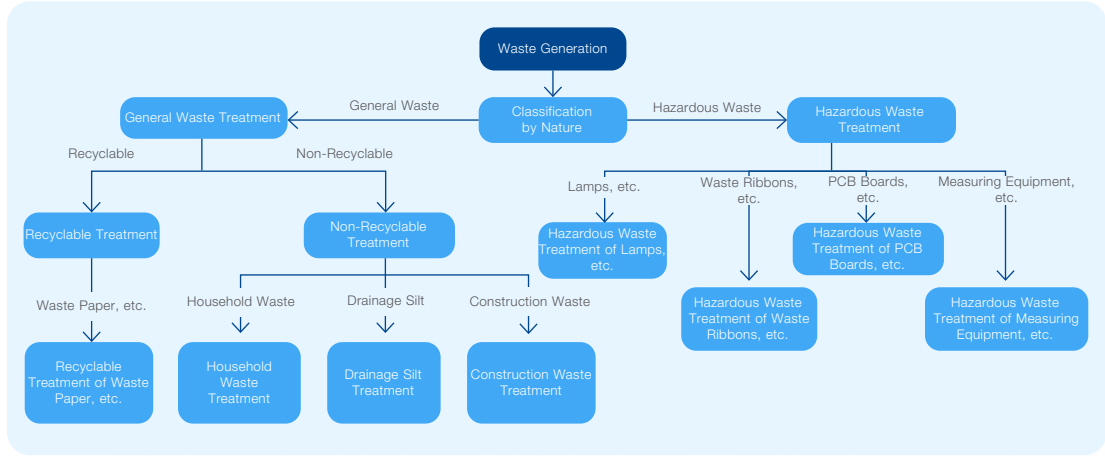
### Collection and Storage

Each department shall establish temporary waste storage areas or containers. After waste is generated, departmental personnel shall place it into the temporary storage areas or containers according to the nature of the waste, or directly deliver it to the Company's central waste storage yard.

### Disposal

- After thoroughly erasing the content of any still-readable storage media, the handling officer shall properly seal, number, and register the electronic waste in a centralized manner. Based on need, the executing department shall from time to time engage local enterprises qualified to handle waste electrical and electronic equipment for centralized recycling and disposal.
- Hazardous daily consumables such as waste batteries, fluorescent lamp tubes, and toner cartridges are treated as general hazardous waste. Each department shall dispose of them separately into designated waste bins in accordance with local waste classification regulations at the office premises, and handle them in compliance with the *Solid Waste Management Regulations*. The Company uses recyclable toner cartridges and engages a third-party organization to recycle and reuse the 93 waste toner cartridges generated during the year, thereby achieving compliant and environmentally sound disposal of hazardous waste.

In addition, to reduce the generation of electronic waste during office operations, the Company has formulated and implemented the *Computer Hardware Asset Management Regulations*, which stipulate that computer equipment must not be prematurely decommissioned or scrapped before the end of its useful life (five years for minicomputers, workstations, microcomputers, and peripherals). If scrapping is required due to operational needs or equipment failure, the using department must submit an application, which shall be reviewed by the IT Department and approved by the General Manager before implementation.




Silergy Corp. Waste Treatment Flowchart



## Waste Supervision and Management

We have established a waste supervision and management process, conducting quarterly inspections of the storage and treatment status of various types of waste. We use a checklist to inspect the storage points and final destination of various types of waste for any abnormalities. If any abnormality occurs, we will handle it in accordance with the *Improvement Control Procedure*. For emergency situations, we handle them in accordance with the *Emergency Preparedness and Response Control Procedure*.

General Waste Generation

| Treatment Method | 2023 | 2024 | 2025 |
|---|---|---|---|
| Incineration (Metric Ton) | 672.27 | 655.85 | 676.57 |
| Reuse (Metric Ton) | 19.35 | 18.88 | 19.48 |
| Physical Treatment (Metric Ton) | 443.41 | 432.58 | 446.24 |
| Total (Metric Ton) | 1,135.04 | 1,107.32 | 1142.29 |

Hazardous Waste Generation in 2025

| Waste Name | Packaging Method and Quantity | Form | Hazardous Characteristics |
|---|---|---|---|
| Laboratory Solid Waste | 1 Bag | Solid | Infectious, Toxic |
| Waste Chip PCB Board | 1 Bag | Solid | Toxic |
| Laboratory Liquid Waste | 1 Barrel | Liquid | Toxic, Corrosive |

Hazardous Waste Treatment in 2025

| Waste Name | Transferred Quantity | Received Quantity |
|---|---|---|
| Laboratory Solid Waste (Metric Ton) | 0.108 | 0.108 |
| Waste Chip PCB Board (Metric Ton) | 2.305 | 2.305 |
| Laboratory Liquid Waste (Metric Ton) | 0.453 | 0.453 |

## Hazardous Substance Management

Silergy Corp. continuously improves its management of hazardous substances and has established the *Hazardous Substance Management System*. Adhering to the management policy of "protecting the environment, complying with laws, regulations, and relevant customer requirements, and producing green and environmentally friendly products," the Company ensures that all products meet environmental hazardous substance control requirements and specific customer requirements. This not only enhances the market competitiveness of its own products but also better protects our green homeland, achieving a win-win situation for both economic and environmental benefits.

### Hazardous Substance Management Targets

| Target Item | Target Content | Implementation Frequency |
|---|---|---|
| Outsourcing product hazardous substance testing to third-party institutions | 100% of products tested with hazardous substances at 0% | Once per year |
| Validity of supplier RoHS/MSDS/REACH certificates | 100% certificate validity | Once per month |
| Compliance with laws and regulations | 100% compliance with laws and regulations; if one non-compliance occurs, it is 0% | Once every six months |
| Satisfaction of customer special hazardous substance requirements | 100% of hazardous substance quantities meet customer requirements | Real-time statistics |
| Hazardous substance management system team training | Actual training sessions reach more than 3 times per year | Real-time organization |
| Review of subcontractor hazardous substance management | 100% of audit sessions completed as planned | Once per year |
| Internal audit | 100% of internal audit sessions completed as planned | Once per year |
| Shipment batch and destination management | 100% of actual shipment batches completed as required | Once per month |
| Confirmation of hazardous substances in raw materials for new product design | 100% of new projects complete hazardous substance confirmation and statistics | Once per quarter |

## Hazardous Substance Management Structure

We have established a hazardous substance management organizational structure with the General Manager at the top level, under which the Management Representative of the Environmental System, who also serves as the Quality Director, is responsible for overall coordination. Internally, departments such as Quality, Procurement, Packaging Operations, Design, Training, and Product Sales perform their respective functions. From regulatory tracking and procurement control to production supervision, training, and sales management, an integrated management chain is formed.




## Hazardous Substances Management Training

To meet the training requirements of the management team regarding laws and regulations related to hazardous substances management, we have systematically compiled a list of applicable regulations. Based on this, we have clearly defined the training target, educational content, and implementation plan to ensure the management team possesses the capability to identify and prevent compliance risks.

## Hazardous Substances Audit

We conduct audits through a combination of internal and external audits, covering the control of prohibited environmental substances, the operational effectiveness of the hazardous substances 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 to coordinate with internal audits. At least once a year, we audit the control of prohibited environmental substances and the operational effectiveness of the hazardous substances management system, and notify the supervisor of each responsible unit of the internal audit results. If any non-conformity with environmental hazardous substance-related requirements is identified, we require the supervisor of each responsible unit to formulate corresponding corrective actions and preventive actions in accordance with the *Improvement Control Procedure*, and report to the Environmental Management Representative. Finally, a complete *Environmental Internal Audit Report* is prepared and reported to the General Manager.

**Criteria for Determining the Severity of Non-Conformities in Internal Audits:**

- Whether it complies with the hazardous substances management system
- Whether it complies with the hazardous substances management system and the environmental hazardous substances work instructions
- Whether it complies with relevant regulatory requirements

### External Audit

At least once a year, we conduct audits on key suppliers (suppliers with an annual assessment rating of A) regarding environmental systems, manufacturing processes, and the non-use of environmental hazardous substances in raw materials. At the same time, we also require our direct suppliers to conduct evaluations on their component and material suppliers (secondary suppliers). If a related quality issue occurs, we require the audit to be conducted within one month. For identified non-conformities, we require the outsourced supplier to submit preventive and corrective actions, and track and confirm their effectiveness.

## Hazardous Substances Testing

To control and reduce pollution from hazardous substances such as lead, cadmium, and mercury in electrical and electronic products, we engage a third-party testing agency once a year to test hazardous substances in electrical components and obtain a RoHS test report. At the same time, we test for a range of potential Substances of Very High Concern (SVHC) in products (such as carcinogenic and teratogenic substances), persistent organic pollutants, and toxic chemical substances, and obtain SVHC test reports, POPs test reports, and TSCA test reports. Through the above measures, we ensure that relevant electronic information products comply with pollution control standards and technical specification requirements.



## Hazardous Chemicals Management

The Company has established the *Hazardous Chemicals Management Regulations* and the *Chemical Spill Emergency Response Plan*, and has created a *Chemical List* to ensure that the use and management of chemicals and oils comply with relevant laws and regulatory requirements. While ensuring normal production operations, the Company also safeguards employee personal safety, Company property safety, and the safety of the surrounding environment.

### Hazardous Chemicals Management Measures

**Procurement Management**

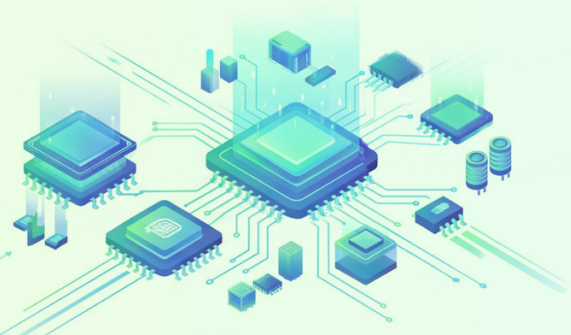
During process design and usage, we prioritize the selection of chemicals and substances that are safe and have little or no harm to the environment and human health.

We require that suppliers possess the relevant operating (production) licenses. When signing a purchase agreement, we request them to provide *Material Safety Data Sheet (MSDS) Documentation*. If such documentation cannot be provided, the supplier must specify the chemical composition, chemical name, and hazardous characteristics of the substance.

**Transportation Management**

We require that the transportation of chemicals and oils comply with national regulations governing the transport of dangerous goods, ensuring that each shipment is carried out in a compliant and orderly manner to maintain operational safety.

- Handle with care to prevent impact, dragging, and tipping.
- Do not mix shipments or violate stowage restrictions.
- Special chemicals and oils shall be transported with thermal insulation and moisture-proof measures.
- Transportation entities and personnel must possess the necessary permits for transporting dangerous goods (chemicals, oils, etc.), including a transport permit, driver's license, and route pass.



## Storage Management

We comprehensively ensure the storage safety of chemicals and oils, with full-process monitoring covering each step from warehousing to dispatch, building a solid defense line for storage safety.

- Must be stored in designated warehouses, dedicated areas, or specialized storage rooms (containers) with assigned personnel responsible for custody.
- Designated warehouses must comply with relevant safety and fire prevention regulations, and be equipped with appropriate safety facilities (e.g., ventilation, explosion protection, pressure relief, fire prevention, lightning protection, alarms, fire suppression, sun shading, temperature control, static elimination, and containment dikes) based on the type and nature of the materials stored.
- Shall be stored by category and item, with safety clearance maintained between stacks; overstocking is prohibited.
- Chemicals and oils that are prone to combustion, explosion, or the generation of toxic/polluting gases upon exposure to fire or moisture shall not be stored in open, damp, leaky, low-lying, or water-prone areas.
- Chemicals and oils that are prone to combustion, explosion, or the generation of toxic/polluting gases upon sunlight exposure (including drummed or canned flammable liquids and gases) shall be stored in cool, well-ventilated areas.
- Chemicals and oils whose chemical properties or protection/fire-extinguishing methods conflict with each other shall not be stored in the same warehouse or storage room.
- Smoking and the use of open flames are strictly prohibited in the warehouse. Fire prevention measures must be applied to motor vehicles entering the storage area.
- Provide firefighting resources, including fire suppression facilities and equipment, as well as appropriate protective gear and supplies for handling abnormal situations.
- Provide safety data sheets for hazardous chemicals and clearly label such chemicals based on their hazardous characteristics.
- Chemicals and oils shall be stored in sealed containers to prevent leakage and volatilization. If leakage is detected, timely corrective actions shall be taken.
- The maximum storage quantity of chemicals shall not exceed 2 tons.
- Warehouse staff shall establish a chemical management log, inspect the validity period of chemicals monthly, and promptly isolate and label any expired chemicals while notifying the supplier for recycling.

## Usage Management



- Strictly follow warehouse receiving and issuing procedures, and limit the quantity withdrawn. When feasible, use the original container for withdrawal. Prevent leakage during chemical receiving and withdrawal, and follow the FIFO (First-In, First-Out) principle per warehouse management regulations.
- Chemicals and oils shall be used strictly in accordance with the relevant work instructions, which include content on safe operation.
- In the event of a leak during chemical or oil usage or storage, immediately notify the relevant department supervisor, and activate the *Contingency Plan for Oil and Chemical Leaks* if necessary.
- Waste residues and liquids from chemicals and oils shall be collected uniformly; unauthorized dumping is strictly prohibited. Detailed procedures shall follow the *Solid Waste Management Procedure*.
- During use, preventive measures shall be taken to prevent leaks. If any spill occurs, clean it up immediately. Used tissues, wipes, etc., shall be placed in designated containers and disposed of according to regulations.
- Empty chemical containers shall be placed in designated areas. Inspections shall be conducted monthly in accordance with the *Solid Waste Management Regulation*, and records shall be kept in the *Daily Check Sheet for Solid Waste Storage*.
- When emergency situations occur during chemical or oil use or storage, response shall follow the *Emergency Preparedness and Response Procedure*.
- The warehouse is responsible for chemical and oil storage and usage, and shall coordinate with the HR department to conduct monthly inspections, recording the results in the *Daily Inspection Checklist for Oil/Chemical Storage/Usage*. Inspections shall follow the *EMS Monitoring and Measurement Control Procedure*.
- If any issues are identified during the use, transportation, or storage of chemicals and oils, corrective and preventive actions shall be taken in accordance with the *Improvement Control Procedure*.

## Wastewater Management

The Company strictly controls wastewater treatment in accordance with the *Sewage, Exhaust Gas and Noise Management Provisions* and the Grade I standard of GB8978-1996 *Integrated Wastewater Discharge Standard*, ensuring that all indicators of wastewater discharge meet stringent requirements, thereby protecting the ecological water environment quality at the source. The Company classifies wastewater into that generated from non-production activities and that generated during the production process, formulates corresponding management measures, and the Human Resources Department is responsible for testing the pH value of discharged water. In addition, the Company entrusts a qualified testing agency to conduct testing once a year.

Furthermore, for engineering or equipment in new or expansion projects that may cause water pollution, the Company manages them in accordance with the *Environmental Management Provisions for Related Parties*. If the Company receives opinions, suggestions, or complaints from its employees, local residents, and relevant stakeholders regarding water pollution or prevention, it will handle them promptly in accordance with the *Communication Management Procedure*.

**Wastewater from non-production activities:**

Sewage from restrooms must be discharged into the factory premises only after sedimentation in a septic tank, and the septic tank shall be cleaned regularly; washing vehicles and discharging waste oil and chemical substances into sewers within the Company premises are strictly prohibited; canteen wastewater must be pretreated through a grease trap before discharge, and the wastewater from the grease trap shall be collected by a qualified entity for recycling. The management of external construction and contracting units shall be strengthened, and the impact of their activities on water quality shall be strictly controlled.

**Wastewater from production activities:**

The Company's laboratory strictly ensures that the circulating water used in the production process achieves zero discharge.

## Noise Management

In accordance with national regulations on noise, the Company classifies noise into that generated at workplaces and that generated within the factory premises. For noise generated at workplaces, the Company complies with occupational safety and health regulations, and follows GBZ2.2-2007 *Occupational Exposure Limits for Hazardous Agents in the Workplace Part 2* and GBZ/T 189.8-2007 *Measurement of Physical Agents in the Workplace Part 8: Noise*, requiring that the average noise level shall not exceed 85dB per 8 hours; when the noise level exceeds 85dB, the Company provides corresponding personal protective equipment to employees; when the noise level exceeds 90dB, the Company improves the engineering conditions and reduces personnel exposure time.

For noise generated within the factory premises, the Company ensures that doors and windows of boundary workshops are not used for the passage of personnel and goods unless necessary, and keeps them closed, thereby achieving effective control of noise at the factory boundary. Regarding the implementation standards, the Company requires that noise at the southern factory boundary comply with the Class II standard of GB12348-2008 *Emission Standard for Industrial Enterprises Noise at Boundary*, and noise at the other factory boundaries comply with the Class II industrial area standard of GB12348-2008 *Emission Standard for Industrial Enterprises Noise at Boundary* (daytime: ≤60dB(A); nighttime: ≤50dB(A)).



# Coordinated Resource Utilization

## Energy Management

### Energy Consumption Management for Own Operations

The Company strictly complies with energy-related laws and regulations in its operating locations, continuously optimizes its electricity usage model, and effectively improves the effectiveness of energy saving and carbon reduction in electricity consumption by strengthening electricity usage control, promoting energy-saving concepts, and encouraging employees to adopt low-carbon commuting practices. **In 2025, the Company's total energy consumption was 69,455.74 GJ, purchased electricity consumption was 19,026,441.13 kWh, natural gas consumption was 26,991.00 cubic meters, and no gasoline or diesel consumption was generated.**

- The curtain wall uses insulated metal materials, the glass uses LOW-E insulating glass, and the exterior walls and roof adopt thermal insulation measures.
- Hot water uses solar flat plate collectors.
- Use of LED bulbs.
- Zoned lighting.
- Regular analysis of the Company's energy-saving potential and implementation of energy-saving retrofits.
- Control of air conditioning energy consumption.
- Renovation of the computer room air conditioning system, adding cooling channels to improve cooling efficiency.

The Company has established the *Silergy Corp. Building Energy Consumption Management and Control Regulations* to regulate employees' electricity usage behavior in offices and daily life, reasonably adjust the operating hours of air conditioning, reduce greenhouse gas emissions (including fluorinated greenhouse gases such as HFC, PFC, and SF6), actively carry out energy-saving publicity activities to enhance employees' awareness of energy conservation, encourage employees to cultivate the habit of saving electricity, and maintain a good living and working environment.

**Air Conditioning Management Requirements**

- Cooling air conditioning usage period: May 16 to September 30
- Heating air conditioning usage period: December 1 to March 15
- During spring and autumn, the main units of air conditioning systems are uniformly shut down for maintenance and servicing

**Temporary Air Conditioning Activation Periods Under Special Circumstances**

- During the summer period, when the maximum outdoor temperature in the daily weather forecast is not lower than 30°C
- During the winter period, when the outdoor temperature in the daily weather forecast is not higher than 5°C

**Usage Time Scope**

- Air conditioning may be turned on during working hours and overtime hours, and shall be turned off promptly after work

**Temperature Settings**

- During the summer period, the cooling temperature setting for summer air conditioning shall not be lower than 26°C
- During the winter period, the heating temperature setting for air conditioning facilities shall not exceed 20°C

**Lighting Usage Scope**

- Reasonably turn on office area lighting based on weather changes and utilizing natural outdoor light. Turn off area lighting promptly after work, and turn off lighting and other equipment promptly after meetings

### Supplier Energy Management

The Company actively responds to national initiatives and requires its suppliers to plan energy conservation and carbon reduction roadmaps, develop carbon emission programs, and gradually implement carbon reduction actions according to the plans. We have included questions regarding energy management in the *Supplier Social Responsibility Questionnaire*. The purpose is to further strengthen the supervision and evaluation of suppliers' energy efficiency improvements by assessing their performance in energy management, while also providing a basis for the Company to continuously improve supply chain management and optimize supplier selection.

**_Supplier Social Responsibility Questionnaire_ – Energy Management Section**

- Has your company established energy management policies or procedural documents that define objectives such as improving energy efficiency and reducing greenhouse gas emissions?
- Has your company taken measures to improve energy efficiency, such as equipment upgrades, process optimization, or the application of energy-saving technologies?
- Does your company use renewable energy (e.g., solar, wind, etc.) to replace traditional energy sources, thereby reducing carbon emissions and enhancing energy sustainability?
- Does your company monitor and report energy consumption to ensure that energy use complies with energy conservation and emission reduction requirements?

## Water Resource Management

The Company strictly complies with water resource-related laws and regulations in its operating locations, rigorously follows the water resource management system, strengthens water demand and water usage process management, and strictly controls total water consumption. At the same time, we regularly conduct water conservation publicity, ensure water safety, and comprehensively improve water use efficiency.

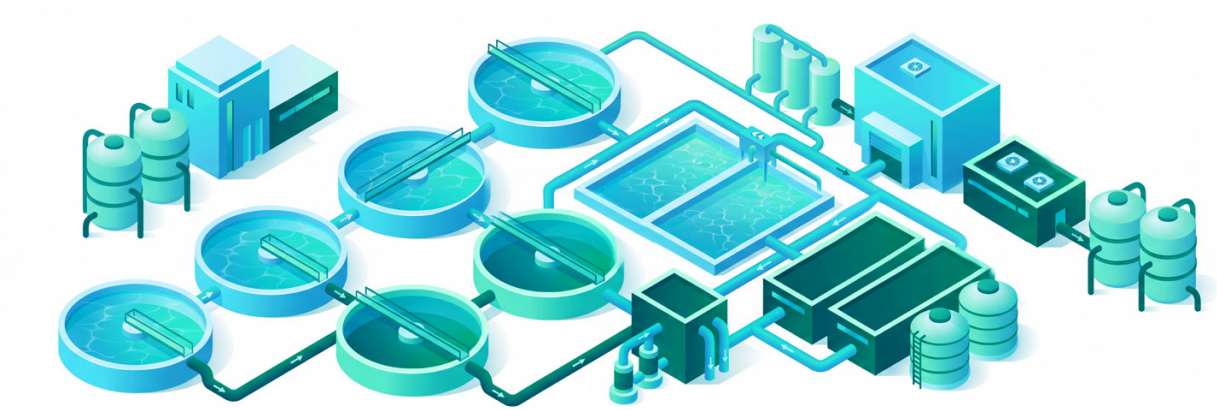
- Eliminate all dripping, leaking, and similar phenomena in production and daily operations
- Strengthen the daily maintenance and management of water-using equipment
- Timely identify and resolve water waste issues
- Advocate for all employees to develop good water-saving habits

### Water Risk Assessment

According to the World Resources Institute (WRI) Aqueduct Water Risk Atlas, the Company's main operating areas are located in regions with low baseline water stress (water stress < 10%) and are not located in regions with high or extremely high baseline water stress. Furthermore, as the Company's primary business of IC design does not consume water resources, the Company's water usage is mainly for domestic purposes, with relatively low actual water withdrawal and consumption, resulting in no water risk.

### Supplier Water Management

We encourage suppliers to improve their water resource management level through various means, including obtaining environmental management system certification, implementing water conservation projects, and reducing wastewater discharge. We have also included assessment questions on water resource management in the *Supplier Social Responsibility Questionnaire*, adopting multiple measures to maximize water use efficiency and ensure the sustainability of water resources.



*Supplier Social Responsibility Questionnaire*
Water Resource Management Section

- Has your company established water resource management policies or procedural documents that define water resource protection objectives, management measures, and responsible persons?
- Does your company monitor water usage in production processes, regularly assess water consumption, and take measures to reduce water usage?
- Does your company adopt measures such as water reuse and recycling to reduce water resource consumption and improve water use efficiency?
- Does your company conduct an annual assessment of water resource usage to evaluate the potential environmental and social impacts of water consumption?

Water Resource Usage

| Indicator | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total Water Withdrawal from All Sources (thousand m³) | 66.84 | 44.47 | 45.87 |
| Total Water Consumption from Operations (thousand m³) | 66.84 | 44.47 | 45.87 |
| Percentage of Total Water Withdrawal from Areas with High or Extremely High Baseline Water Stress (%) | 0 | 0 | 0 |

# Chips for Talent Cultivation

## *Giving Back to Society*


- Improving Employment Mechanisms 64
- Enhancing Employee Well-being 68
- Building a Growth System 71
- Protecting Occupational Health 75
- Supporting Charitable Initiatives for Social Good 78


Alignment with the SDGs:




Response to Material Sustainability Topics:

Employee Compensation and Benefits
Facilitating Employee Growth
Employee Occupational Health and Safety
Community Investment

## 2025 Sustainability Performance:

**1,653** active employees, with female supervisors accounting for **28.7%**, and **105** local executives

Employee satisfaction score of **4.03** points (out of a maximum of 5 points)

Total employee training investment of **3,222.09** (NT$1,000)

No work-related serious injuries or fatalities occurred throughout the year



# Improving Employment Mechanisms

In its corporate management, Silergy Corp. has always regarded employees as its most valuable resource. The Company respects the rights and dignity of all people, adheres to international human rights conventions such as the *Universal Declaration of Human Rights*, the *Ten Principles of the United Nations Global Compact*, the *UN Guiding Principles on Business and Human Rights*, the *ILO Declaration on Fundamental Principles and Rights at Work*, and the *OECD Guidelines for Responsible Business Conduct for Multinational Enterprises*, and has formulated comprehensive human rights and human capital development policies to fully protect employees' legitimate rights and interests, providing them with a platform for growth and development.

## Emphasis on Human Rights Management

We value and respect the basic human rights of all our employees, commit to never infringing upon human rights, and have developed and continuously improved a human rights protection system applicable to all employees. We maintain a zero-tolerance policy toward discrimination and harassment, conduct a series of human rights-related training sessions, and provide labor standards training for management personnel to ensure that no human rights violations occur in the course of labor management. We are also gradually extending our human rights concerns to business partners. The Company has established an independent reporting mechanism, allowing any employee to anonymously report alleged violations such as discrimination, harassment, and inhumane treatment. Meanwhile, the Company implements a progressive disciplinary system based on the severity of the violation, including disciplinary measures such as verbal warnings, written warnings, suspension, and dismissal (excluding financial penalties).

In 2025, the Company achieved its human rights management objectives, with no discrimination incidents or related complaints, no violations of freedom of association and collective bargaining rights, no child labor or forced labor incidents, no significant labor disputes, and no delayed or accumulated employee feedback or grievance incidents.

We strictly control risks related to human rights violations and have established the *Principles of Integrity in Business Operations, Operating Procedures, and Code of Conduct*. The Legal and Intellectual Property Department, together with the Human Resources and Administration Department, regularly identifies human rights-related risks from corporate operations and labor policy implementation processes, assesses compliance with current labor laws and regulations, identifies potential compliance risks, and conducts regular internal social responsibility audits. We have developed the *Risk and Opportunity Identification and Assessment Form* to identify potential risks through internal audits, third-party assessments, external reports, and other channels, ensuring the effectiveness of the system's operation.

### Employee Section of the Risk and Opportunity Identification and Assessment Form

| Risk Factor | Risk Level | Mitigation Measures |
|---|---|---|
| **Employee Satisfaction** | Medium | Conduct targeted surveys and improve employee satisfaction |
| **Office Environment** | Medium | 1. Improve office environment annually<br>2. Collect employee feedback through employee satisfaction surveys and implement improvements |
| **Awareness of Freedom of Association and Peaceful Assembly Rights** | Low | Develop training materials on freedom of association rights and conduct relevant training for all Company employees |
| **Learning Opportunities and Environment** | Medium | Survey training needs for the following year at the end of each year, develop an annual training plan at the beginning of the year, implement training assessments according to the plan, and give priority for promotion to those with excellent assessment results |
| **Safe Working Environment** | High | 1. Plan and conduct safety month activities<br>2. Develop a joint comprehensive safety hazard inspection plan<br>3. Inspect all equipment to ensure that each piece of equipment has safety operating procedures and that operators have been trained<br>4. Post conspicuous warning signs in hazardous areas of equipment<br>5. Repair damaged safety fool-proof devices on equipment in a timely manner<br>Related Document: *Accident Investigation Report and Handling Control Procedure* |

## Protecting Employee Rights and Interests

We strictly comply with the labor and human rights laws and regulations of the jurisdictions in which we operate (including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and others), as well as the RBA Code of Conduct and related regulations. Based on these, we have established internal policies such as the *Group Human Resources Management Policy*. These policies set forth clear commitments and provisions regarding recruitment and hiring, trade unions and collective bargaining, the prohibition of child labor and forced labor, and diversity. They aim to protect employees' legitimate rights and human interests while enhancing the Company's operational efficiency.

### Preventing Child Labor and Forced Labor

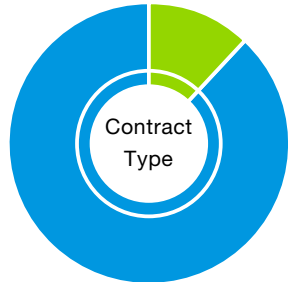
We resolutely oppose child labor and forced labor, adopting a zero-tolerance policy to ensure that all employment practices comply with international labor laws and ethical standards. To this end, we strictly adhere to the minimum legal working age requirements and rigorously verify age during the recruitment process, ensuring that all employees are of lawful working age. We have established an independent whistleblowing mechanism that allows any employee or external party to anonymously report suspected child labor or forced labor practices. We strictly protect the privacy of whistleblowers and ensure they are free from any form of retaliation.

For partners such as suppliers and contractors, we rely on internal monitoring and auditing mechanisms to conduct regular audits, review and supervise labor practices within the supply chain, and perform background checks on all suppliers and contractors to ensure their labor practices meet ethical standards. Should any violation be identified, we will suspend the cooperation with the relevant party depending on the circumstances.

### Equality and Diversity Strategy

We are committed to fair employment and strive to build a zero-discrimination, zero-harassment, and inclusive working environment. We firmly oppose all forms of employment discrimination and maintain a zero-tolerance policy toward any harassment, discrimination, or infringement based on gender, race, religion, sexual orientation, age, disability, or other grounds. To this end, we regularly organize diversity awareness and anti-discrimination training to help employees understand and respect each other's differences, ensuring that every employee is treated with dignity in the workplace. At the same time, we collect feedback on diversity and inclusion policies through employee surveys, set reasonable hiring ratios, provide equal interview opportunities, and ensure fairness in career development. To prevent discrimination in career development and promotion processes, we provide promotion management training for management, promote the concept of fair promotion at all levels, and post promotion announcements, ensuring that the promotion process is open and transparent, thereby fostering a diverse and inclusive workplace environment.

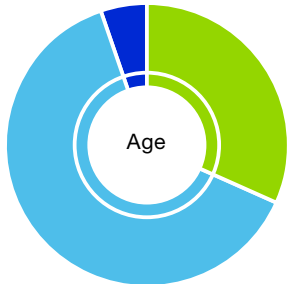
In 2025, the Company had a total of 1,653 active employees. Female supervisors accounted for 28.7%, and the number of local senior executives was 105. The specific breakdown by contract type, job level, age, gender, and educational background is as follows:



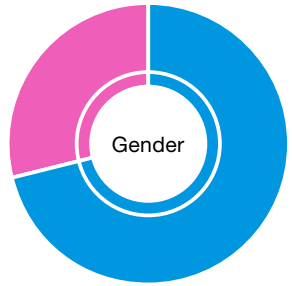

| | |
|---|---|
| Permanent Employees (Open-ended Employment Contracts) | 202 |
| Fixed-term Contract Employees | 1,451 |
| Dispatched Workers | 0 |



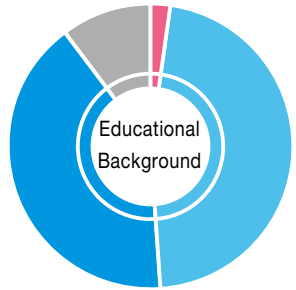

| | |
|---|---|
| Senior Management | 105 |
| Mid-level Management | 751 |
| General and Technical Staff | 797 |




| | |
|---|---|
| Under 30 | 525 |
| 30-50 | 1,044 |
| Over 50 | 84 |




| | |
|---|---|
| Male | 1,178 |
| Female | 475 |




| | |
|---|---|
| Doctorate | 41 |
| Master's Degree | 768 |
| Bachelor's Degree | 677 |
| Other | 167 |

## Improving Recruitment Management

We have established a multi-channel recruitment system covering campus recruitment, internal recruitment, and online recruitment to meet the needs of different positions and talent types. The Company's recruitment team strictly follows job qualifications to assess candidates' capabilities and development potential objectively and fairly. Recruitment decisions are made scientifically and reasonably by comprehensively considering candidates' actual performance, cultural fit with the Company, and team collaboration requirements. Throughout the entire interview and evaluation process, we eliminate any form of bias or discrimination, ensuring that all candidates can fully demonstrate themselves under equal conditions.

To ensure the smooth and standardized recruitment process, the Company bears all recruitment-related costs, ensuring that candidates are not disadvantaged during interviews or hiring due to financial reasons. At the same time, we provide all candidates with necessary process guidance and support, including interview arrangements, information communication, and result feedback, ensuring that recruitment is transparent, standardized, and traceable. By continuously optimizing the recruitment process and candidate experience, we are committed to attracting and selecting outstanding talents that best align with the Company's development needs.

The Company analyzes and forecasts its current talent status based on R&D strategies and plans, as well as marketing, production, operations, and financial strategies. We fully leverage digital tools to enhance the effectiveness of human resource data analysis in terms of business layout, scale, and structure. We publicly disclose the contact information of our regional companies in Hangzhou, Shanghai, Shenzhen, Taiwan (China), South Korea, Japan, Europe, and the Americas on our official website, organize open house events, and proactively recruit outstanding and potential talents. When a position becomes vacant or additional headcount is needed, department heads may recommend suitable candidates from within or from other departments.

To effectively prevent and resolve labor and employment risks, the Company strictly complies with the *Law of the People's Republic of China on Mediation and Arbitration of Labor Disputes* and other relevant laws and regulations, and diligently maintains harmonious and stable labor relations. In 2025, the total number of new employees was 180, and the turnover rate was 15.37%.

| Category | | Number of New Employees in 2025 | Number of Employee Departures in 2025 |
|---|---|---|---|
| Age | Under 30 | 95 | 80 |
| | 30 (incl.) – 50 | 82 | 86 |
| | Over 50 | 3 | 19 |
| Gender | Male | 130 | 138 |
| | Female | 50 | 47 |
| Job Level | Senior Management | 9 | 11 |
| | Mid-level Management | 72 | 66 |
| | General and Technical Staff | 99 | 108 |





## Employee Incentive Mechanism

We adopt comprehensive incentive measures to motivate employees through diversified approaches such as training, satisfaction surveys, rewards and disciplinary actions, and meetings, in order to address employee needs and motivations. We have established an effective management system, formulated management rules including the *Performance Appraisal Management Method* and the *Employee Compensation Management Method*, and reflect operational performance outcomes in employee compensation to help employees achieve their goals.

### Performance Appraisal Feedback

We establish an annual performance appraisal cycle. Within the stipulated timeframe, employees and their responsible supervisors conduct a comparative assessment of performance against the expected goals set in the previous period, while also comparing professional conduct against the Company's cultural values, and issue the current period's evaluation and rating accordingly.

The Company provides all supervisors with communication and training on performance appraisal, and maintains two-way dialogue with employees throughout the entire performance feedback process, thereby providing a channel for employees to express questions and opinions. For employees whose performance falls short of job requirements, the Company establishes a Performance Improvement Plan (PIP) to help them enhance their work capabilities and meet job demands.

At the same time, to promote cross-departmental collaboration and team support, the Company has introduced a cross-departmental feedback mechanism into its performance management and appraisal system, providing employees with a lateral channel for expressing opinions. This mechanism not only helps comprehensively assess employees' actual performance in areas such as collaboration and communication but also fosters a more open and trusting work environment. Throughout the entire performance appraisal and feedback process, we consistently prioritize the protection of employee rights and fully safeguard employees' right to know and right to appeal regarding the Performance Improvement Plan (PIP).

The Company has established standardized appeal channels and handling procedures to ensure the fairness and transparency of the appraisal process and actively responds to reasonable employee requests – any employee who objects to the implementation process or specific content of the Performance Improvement Plan may file an appeal in accordance with applicable laws and regulations. Through the above measures, we continuously enhance the fairness of performance management and employee trust, thereby solidifying a positive feedback culture within the organization.

**Performance**

Percentage of employees at headquarters and subsidiaries who undergo regular performance and career development assessments: **100.00%**

### Employee Reward and Disciplinary Provisions

We have formulated the *Administrative Measures for Employee Rewards and Disciplinary Actions* and the *Detailed Rules for Outstanding Employee Awards*, and established awards such as Quarterly Outstanding Employee, Annual Outstanding Employee, Quarterly Star Product, and Star Team, as well as diverse reward methods including financial rewards and administrative commendations, to recognize high performers, motivate others, and collectively foster a positive and progressive work atmosphere.

### Employee Stock Ownership Plan

We regularly implement an employee stock ownership incentive policy, granting equity allocation to employees who have met certain tenure requirements and demonstrated outstanding performance, and allocate different types of stock option models as long-term incentives based on different employee categories, in order to retain the Company's core talent.



# Enhancing Employee Well-being

Silergy Corp. places great emphasis on enhancing employee well-being, having established a comprehensive protection system covering compensation, benefits, leave, communication, democratic management, and employee care, creating a healthy and humanized work environment, and scientifically balancing work efficiency with employee care.

## Employee Compensation Management

We adhere to the "3P1M" (Position, Person, Performance, Market) compensation philosophy, with internal equity and external competitiveness as fundamental principles, and have established a broadband compensation system covering all employees. The Company dynamically updates broadband compensation ranges annually based on compensation market survey data or industry adjustment ratios, and conducts annual compensation adjustments based on factors such as employee performance and grade promotions, ensuring that employees at the same grade (regardless of hire date) fall within the same compensation range, thereby aligning and achieving fairness in the compensation system for both new and existing employees.

We solemnly commit that employees shall receive no less than the minimum wage standard stipulated by local laws. To further enhance compensation competitiveness, we refer to the "living wage" standards for various regions published by the Wage Indicator platform, and conduct systematic analysis of the salary levels of all Company employees (including interns and third-party on-site service personnel), ensuring that employee salary levels are on average higher than local living wage standards, thereby effectively safeguarding the basic living needs of employees and their families, and demonstrating a responsible and caring compensation management philosophy.

## Employee Benefits Management

In terms of benefits and treatment, the Company standardizes the administration and distribution of various internal benefits, providing employees with diverse and comprehensive welfare protection, promoting employee physical and mental health as well as team cohesion, and delivering organizational care through warm and actionable measures, thereby effectively enhancing employees' sense of belonging and fulfillment.

| | |
|---|---|
| Health Protection: | Provide employees with comprehensive social insurance, supplemental medical insurance beyond statutory insurance, and arrange group insurance for employees; organize regular employee health check-ups. |
| Incentive and Sharing: | Establish year-end bonus and employee profit-sharing systems to share operational results with employees. |
| Care and Support: | Distribute gift cards to employees during festivals and holidays; provide financial or leave assistance based on actual circumstances when an employee's immediate family member suffers a major illness or critical incident. |
| Work Environment: | The Hangzhou building is equipped with an employee cafeteria, fitness center, shower rooms, a nursing room, a coffee break and refreshment area, and a bed for each employee to use during lunch breaks, creating a favorable work environment for employees. |
| Retirement Protection: | The Company has business locations or subsidiaries in Mainland China, the United States, Taiwan China, South Korea, Japan, India, and other countries and regions. The Taiwan subsidiary, in accordance with the Labor Pension Act, contributes a fixed 6% of each employee's monthly salary to a designated pension account. All other locations follow local labor laws and regulations. |
| Family Support: | Provide summer childcare and daycare services for working parents to help full-time families alleviate childcare pressure. |

We guarantee that employees are entitled to a variety of leave types, including national statutory holidays, paid annual leave, maternity and paternity leave, marriage leave, and bereavement leave. At the same time, the Company actively implements parental leave and flexible working arrangements: granting an additional 15 days of special leave to employees who have completed five years of service; providing corresponding family leave annually based on the number of children in an employee's household; and granting five days of caregiving leave per year to only-child employees whose parents are over 60 years old, thereby fully accommodating employees' family needs.

## Employee Communication and Democratic Management

We continuously improve employee communication and feedback channels, establishing a diversified and normalized mechanism for soliciting opinions. An annual company-wide satisfaction survey is conducted regularly to systematically collect employee needs and suggestions regarding compensation, benefits, career development, and other areas. Based on the survey results, we formulate targeted policy optimization measures and drive closed-loop improvements on identified issues.

**Performance**

In 2025, the Company's employee satisfaction score was **4.03** (out of a maximum of 5 points).

We place great emphasis on employees' rights to information and participation. Relying on the employee representative congress and labor unions, we have established a normalized, multi-tiered communication mechanism. Through regular meetings and thematic seminars, we discuss important matters such as working conditions and benefits with employees, ensuring that employee voices are fully heard and incorporated into management decisions.

In terms of collective bargaining, the Company's labor unions regularly negotiate with management on key issues such as employee health and safety, working environment, career development and training, diversity management, anti-discrimination and anti-harassment, compensation system, working hour system, and labor protection. To ensure the implementation of negotiation outcomes, we have established a dedicated review mechanism to internally evaluate and track agreements reached through negotiations, ensuring they are operable, executable, and capable of continuous improvement.

During the reporting year, the percentage of employees covered by labor unions at the Company's headquarters and its subsidiaries and branches was 46.43%. As a next step, we will further accelerate the establishment of labor unions in subsidiaries and branches that have not yet formed them, continuously improve the democratic management system, ensure that employees exercise their rights to participation, expression, and supervision in accordance with the law, and promote the coordinated development of corporate governance and employee rights protection.

## Caring for Employee Well-being

The Company strives to create a healthy, happy, and warm working atmosphere for employees, continuously enhancing their sense of belonging and satisfaction. We have established over 30 employee clubs and regularly implement a variety of care initiatives, including annual meetings, quarterly birthday parties, themed holiday events and gift distribution, employee trips, summer daycare programs, and family days. In addition, we combine activities related to traditional festivals such as International Women's Day, Mid-Autumn Festival, Dragon Boat Festival, and New Year's Day, as well as sports and cultural events like basketball games and swimming club activities, to enrich employees' after-work lives, alleviate work stress, help employees achieve a balance between happy work and happy life, and promote comprehensive development across moral, intellectual, physical, aesthetic, and labor dimensions.



Birthday Party



Employee Trip




International Women's Day Gift



Dragon Boat Festival Gift

**Target**

2030 Target:

Achieve **100%** supplemental medical insurance coverage for all employees.

## Silergy Corp. Carnival – Joyful Family Gathering, Childlike Happiness – Family Open Day

To enhance employee family members' understanding and recognition of the Company and to increase employee belonging, the Company held a Family Open Day event, inviting employee family members to visit the Company and experience its corporate culture. The event cost was RMB 30,000.




## Silergy Youngsters, Sailing with Wisdom and Fun – Summer Daycare Program Service

To help alleviate the pressure on employees of caring for their children during the summer and to reduce the movement of children within office floors, the Company established the Silergy Corp. Summer Daycare Program, providing child care services for working parents. The program budget was RMB 70,000.



# Building a Growth System

## Employee Training Objectives

The Company is committed to cultivating a high-performance and sustainably developing team, implementing a formal talent pipeline building strategy, and continuously improving the employee career development system. We have formulated policies such as the *Measures for the Management of Employee Further Education*, which clarify training management norms, employee further education rules, and support policies, providing institutional safeguards for the establishment, implementation, and optimization of the training system, and ensuring that training work is carried out in a standardized and normalized manner.

## Optimizing Training Initiatives

Each year, based on the business objectives of each organization and team and an assessment of team strengths and weaknesses, the Company identifies employees' skill gaps and development needs through training needs surveys (combining company-wide questionnaire surveys with departmental interviews). The Company then formulates an annual training plan covering all departments, aiming to enhance employee capabilities in a targeted manner and facilitate the achievement of team goals. The training needs survey covers dimensions such as job-specific skill enhancement needs and general competency improvement, and includes employees at all levels and across all positions.

### Differentiated Development Pathways

The Company has established differentiated development pathways for employees at various levels and positions, covering all employees. Managers are focused on enhancing leadership decision-making capabilities and strategic vision, while general staff strengthen job-specific professional skills and professional competencies. Training programs with different emphases are provided for senior executives, mid-level and junior supervisors, as well as new/general staff. Additionally, comprehensive training course series are offered based on different job functions. For outsourced personnel, mandatory courses such as work safety, job code of conduct, and occupational safety are emphasized to ensure that all on-site personnel possess the fundamental competencies required for their positions.

**Target**

Achieve a **30%** increase in average employee training hours by 2030 compared to 2024

**Metrics**

Total Employee Training Investment of **3,222.09** (NT$1,000)

| Total Employee Training Hours | Cumulative Number of Trainees | Average Training Hours per Person |
|---|---|---|
| **26,263** hours | **1,799** persons | **15** hours |

* Training statistics cover mobile employees throughout the full year 2025.

| Target Audience | Key Capacity Development Training Focus |
|---|---|
| Senior Executives | Management decision-making and coordination skills<br>Understanding the roles and responsibilities of department managers<br>Developing business decision-making capabilities<br>Mastering the key management priorities of their own departments<br>Learning how to develop successors<br>Acquiring basic budget management and management by objectives skills<br>Foreign language communication skills |
| Middle and First-line Managers | Operational decision-making and delegation skills<br>Understanding their own job responsibilities<br>Strengthening organizational management capabilities<br>Developing skills in subordinate coaching and talent development<br>Problem prevention and resolution capabilities<br>Enhancing leadership skills<br>Foreign language communication skills |
| New Hires / General Staff | Understanding the Company's history and corporate culture<br>Getting to know department heads and their responsibilities across the Company<br>Basic working methods, etiquette, and relevant regulations |

## Leadership Training

Focusing on topics such as industry characteristics, cross-departmental collaboration, and performance coaching, external instructors were invited to conduct seminars using real-life case studies. The training covered a total of 38 managers from various departments of the Company, lasted two days, and achieved an 84% satisfaction rate. After the course, all participants followed up with a High-Effectiveness Leadership Application Plan and conducted a results review one month later.



## R&D Project Management Capability Enhancement Training

In response to the project management process and methodology shortcomings identified by the R&D department, the Company worked with key leaders to determine training objectives and content. The training was then delivered to over 40 employees from multiple departments in the form of offline workshops, supplemented with case study discussions and hands-on exercises. Upon completion, participants were required to complete graduation tasks related to their actual work. The training satisfaction rate reached 82%.

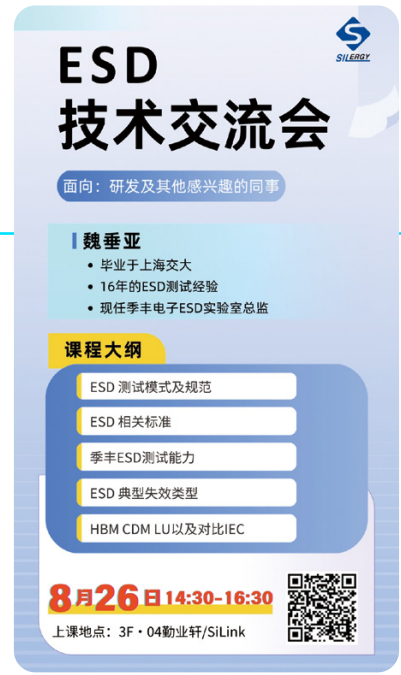


The Company has a special graduate training program to enhance its talent pipeline. For graduates in technical and sales tracks, customized learning journeys are arranged respectively. The learning content covers company introduction and bylaws, professional technical courses, product introduction series, and general workplace competencies. Learning formats include online/offline courses, hands-on exercises, site visits, seminars, job rotations, etc. A final project presentation is set up to evaluate training outcomes. In this program, we assign a mentor to each graduate to guide and enhance their knowledge and skills through practice, with tracking records maintained in the system.

For graduates taking up R&D positions, a dedicated onboarding process training is established, covering basic content such as corporate culture, foundational knowledge, and safety education. Subsequently, tailored R&D skills and experimental hands-on guidance are provided based on job characteristics. Phased assessments are used to reinforce improvement effects, helping graduates grow into competent, sustainable talent reserves for their positions.

## Graduate Training Program – Core Power Bootcamp

A five-month training program was delivered separately for design engineers and field application engineers, covering 25 new graduates. The training adopted a combined approach of “centralized training + departmental rotations/mentor coaching.” The content primarily included cultural integration, role transition, job-based foundational skills, and mentor guidance.



## Promoting University-Industry Collaboration

Silergy Corp. has established in-depth partnerships with target universities to facilitate university-enterprise joint training. The Company has jointly established joint training laboratories, practice education base (internship) programs, and visit programs with several key universities. At the same time, Silergy Corp. regularly invites university professors to deliver technical lectures to stay abreast of cutting-edge technology trends.

Silergy Corp. has established a Postdoctoral Workstation platform, bringing together internal and university postdoctoral supervisors to provide a postdoctoral research project platform and supervisory guidance for the Company's in-house doctoral talents, thereby extending the academic experience of top-tier academic professionals.

## External Continuing Education Support

Silergy Corp. encourages employees to pursue continuous learning and self-improvement and has established policies for on-the-job continuing education. Employees pursuing job-related bachelor, master, or doctoral degrees may apply for tuition support, with the subsidy ratio ranging from 50% to 80%. The Company provides tuition assistance to employees who achieve passing grades each semester and whose course of study is work-related, thereby fostering employee learning motivation. In 2025, the Company subsidized multiple employees to participate in on-job degree or diploma programs. All these employees have applied the professional knowledge acquired to Silergy Corp.'s projects, continuously practicing and improving work efficiency. At the same time, the Company encourages employees to pursue external skills certifications. In the current year, certificates obtained by the Company's employees include Process Auditor Certificates, Product Safety and Conformity Representative Certificates, and Project Management Certificates.

In addition, the Company provides annual applications for external training and travel expenses, arranging for employees in professional technical roles to receive vocational training and certification from industry-recognized authorities. The Company actively brings in external high-quality training resources each year, inviting industry experts to conduct training at the Company. The training content covers cutting-edge technology sharing, latest application cases, analysis of domestic and international industry trends, and technically feasible pathways for internal implementation. Adopting a format of "expert lectures + interactive discussions + Q&A exchanges," each training session attracts over 100 participants online and onsite.



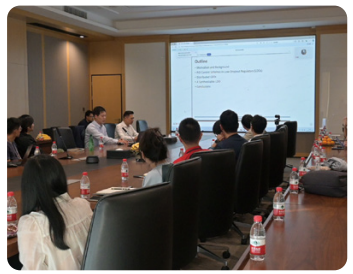

Process Auditor Certificate




Product Safety & Conformity Representative Certificate




Project Management Professional Certificate



External Expert Training

## Supporting Career Advancement

We have implemented a formal talent pipeline building strategy. For employee promotion and development, we provide a dual-track development path (management and technical), establish position- and level-specific promotion criteria, and conduct job grade evaluations and promotions on a regular cycle. Based on employee performance, tenure, and other conditions, through a process of supervisor nomination, employee online submission of achievements/ on-site presentation, and panel review, the Company identifies qualified candidates for promotion, thereby facilitating employee career advancement.

The Company regularly conducts talent reviews to identify successors for managers at different levels and high-potential employees within teams. At the same time, we encourage employees to participate in diverse career development opportunities such as cross-departmental rotations and internal promotions, helping employees accumulate diverse work experience, achieve personal growth and career goals, and ensure that there are sufficient and qualified successors at different levels to support the Company's sustainable development.




Promotion Review

# Protecting Occupational Health

Silergy Corp. consistently prioritizes employee occupational health and safety, establishing and continuously improving its occupational health and safety management system, and is committed to creating a safe, healthy, and comfortable working environment for all employees.

## Occupational Health Management System

To ensure the effective operation of the occupational health management system, we undergo ISO 45001:2018 Occupational Health and Safety Management System certification audits. Currently, the Company has three subsidiaries worldwide that have obtained occupational health and safety management system certification.

### Health Policy

1. The Company advocates that employees cultivate both internal and external well-being, not only maintaining physical health but also adjusting their mindset to face work, clients, and life with a positive and sunny disposition, thereby achieving a healthy life and a bright future.
2. The Company encourages employees to participate in beneficial sports activities, regularly organizes group sports events, and specifically allocates a fixed budget for sports activities. Additionally, by establishing a book bar, the Company encourages employees to gain more knowledge through books and media.

### Safety Policy

1. Upon joining the Company, all employees must undergo rigorous safety philosophy and safety knowledge training; they must endorse the Company's safety philosophy and pass the training before commencing work.
2. When commuting and traveling for work, all employees must strictly comply with traffic regulations, refrain from illegally crossing roads or running red lights; drivers and front-seat passengers must wear seat belts; unless in an emergency, refrain from running while commuting to or from work.
3. The procurement and arrangement of office equipment must consider the personal safety of employees and visitors, avoiding sharp or angular objects. After use, sharp items such as pens on employees' desks must be placed point-down in safe document containers. The configuration of electrical office equipment must be completed by qualified professionals, and all personnel are prohibited from running under non-emergency conditions.
4. All employees must be familiar with the building's evacuation routes and the locations of fire extinguishing equipment. In the event of an emergency such as a fire or earthquake, under the coordination of the Company's Safety Committee emergency response team, employees must safely evacuate following the emergency response plan and transport the injured to the hospital for first aid.
5. When entering client factory premises, office areas, or other locations, employees must also comply with corresponding safety regulations.

## Occupational Health Management Targets

| Target | Content |
|---|---|
| Core Target | "Zero" accidents involving fatalities, injuries, and illnesses |
| 2025 Target | Achieve 100% coverage of employee health and safety training |
| 2030 Target | Achieve 100% quarterly coverage of health and safety inspections at all operating locations |

## Occupational Disease Prevention Measures

As an analog semiconductor company, Silergy Corp. operates in a low-risk work environment regarding workplace safety. Nonetheless, we place a strong emphasis on on-site safety management by adopting the ISO 45001:2018 Occupational Health and Safety Management System, establishing a safety management team covering relevant functional departments, formulating the *Hazard Identification, Assessment, and Control Procedure*, and implementing a comprehensive hazard and risk identification program. We conduct regular and comprehensive health and safety risk assessments for all workplaces to ensure timely identification and resolution of potential hazards, adopt a graded management approach, perform annual checks on implementation status, and drive continuous improvement to maintain a safe and transparent working environment.

Recognizing that employees' daily work involves prolonged sitting, the Company provides ergonomic chairs for all staff to alleviate physical strain. These chairs offer multi-angle adjustments, conform to the natural curve of the spine, reduce pressure on the lower back and neck, and enable employees to work in a comfortable posture. The Company continuously optimizes the office environment, maintains a fresh air system operation log submitted regularly by the engineering department. Meanwhile, all departments actively organize mental health activities, pay attention to employees' psychological well-being, provide heatstroke prevention and cooling supplies each summer, and continuously improve the working environment to create a healthy, safe, and comfortable workplace atmosphere.

In 2025, the Company conducted pre-employment, in-service, and pre-separation health examinations for employees. The annual health examination coverage rate was 100%, and there were no severe work-related injuries or fatalities.

### Occupational Disease Prevention Measures

**External Protection**

- Detection of occupational disease hazard factors
- Chemical safety management
- Fire safety inspections
- Adequacy assessment of protective equipment
- Unannounced spot checks

**Personal Protection**

- Pre-employment, in-service, and pre-separation health examinations
- Employee cafeteria offering meals that meet diverse needs
- Provision of cleaning supplies such as hand sanitizer, paper towels, and disinfection products
- Personal protective equipment (PPE) including anti-static clothing, protective gloves, earplugs, masks, and safety goggles

## Occupational Health and Safety Emergency Management

The Company has established multiple emergency management protocols, including the *Emergency Preparedness and Response Control Procedure, Fire Fighting and Evacuation Emergency Response Plan*, *Flood and Typhoon Emergency Response Plan*, and *Accident Emergency Response Plan*, thereby building a comprehensive emergency management system. This ensures that in the event of an emergency, every employee can respond calmly and carry out alarm, evacuation, and rescue operations in an orderly manner, maximizing the protection of personnel and property.

In 2025, the Company conducted a total of 12 emergency drills of various types (including: 2 fire evacuation drills, 2 elevator entrapment drills, 2 security and riot prevention drills, 2 flood and typhoon prevention drills, 1 traffic accident emergency drill, 1 glass curtain wall rupture emergency drill, 1 sudden news media incident drill, and 1 barrier gate malfunction emergency drill), carried out 12 monthly safety inspections, performed 6 pre-holiday inspections of various types, completed 4 seasonal safety inspections, and conducted 2,920 daily unannounced patrols of the campus.

**Performance**

In the current year, the Company identified **123** potential hazards, with a **100%** hazard rectification rate.

## Building a Culture of Occupational Health and Safety

The Company continuously strengthens its culture of occupational health and safety by making safety training a mandatory component of new employee orientation. This helps employees firmly establish a safety-first mindset from the start of their employment, ensuring safe and accident-free daily operations. Safety training is conducted regularly once a month. During the reporting year, the Company held a total of 13 safety training sessions, covering 127 employees, with an aggregate training duration of 13 hours. The training content covered job-related risk identification, emergency response, personal protective equipment, and other relevant areas, effectively enhancing employees' safe operating skills.



# Supporting Charitable Initiatives for Social Good

| Our Actions | SDGs |
| --- | --- |
| Conducting charity sales of agricultural products to support rural revitalization | 1 NO POVERTY |
| Collaborating with Yunhui Charity to organize the “Qingyun Project” | 4 QUALITY EDUCATION |
| Organizing a “Swap for Green” environmental activity on Arbor Day | 15 LIFE ON LAND |

While focusing on and protecting the interests and well-being of its internal stakeholders, Silergy Corp. actively participates in volunteer support and charitable contributions to the community and society at large, extending its positive impact to other corners of society and faithfully fulfilling its social responsibilities as a corporate citizen.

**Performance**

In 2025, the Company’s total charitable donations amounted to NT$**30,000**, and total employee volunteer hours reached **800** hours, with **60** employees participating.

## Charity Sale of Agricultural Products to Support Farmers

The Company, in collaboration with the local subdistrict office, organized a charity sale of agricultural products to support local agricultural development, help farmers expand their sales channels, and contribute to rural revitalization.



## Qingyun Project – Summer Social Practice for Youth from Remote Areas

In August 2025, the Company collaborated with Yunhui Charity to organize the “Qingyun Project,” providing summer social practice venues and industry introductory education for children from remote areas. A total of 60 students and teachers visited Silergy Corp. for this event, and 15 of the Company’s employees participated in providing academic guidance and hospitality for the social practice. The Company provided the venue, lunch, afternoon tea, and instructors for the event, helping youth from remote areas broaden their horizons and inspire their dreams.



# Appendix

## Key Performance Indicator Table

### Operating Performance

| Topic | Index | Unit | 2025 | 2024 |
|---|---|---|---|---|
| Board of Directors | Number of directors (including independent directors) | seats | 9 | 8 |
| | Independent Director Seats | seats | 6 | 3 |
| | Female board seats | seats | 2 | 1 |
| | Percentage of female board seats | % | 22.2 | 12.50 |
| | Directors' attendance at board meetings | % | 98.36 | 98.44 |
| | Ratio of training hours for directors and supervisors in line with training requirements | % | 100 | 100 |
| Investor Communications | Number of legal briefings held by the Company each year | number of legal briefings | 13 | 13 |
| Anti-corruption | Number of concluded corruption cases in 2024 | cases | 0 | 0 |
| | Number of valid reports received in 2024 | cases | 0 | 1 |
| | Subsequent feedback rate of effective reports | % | 0 | 100 |
| | Number of people punished for disciplinary and irregular activities | people | 0 | 1 |
| | Disciplinary and regulatory violations | item | 0 | 1 |
| | Percentage of people who have received anti-corruption training | % | 100 | 80 |
| | Percentage of risky trading partners covered by corruption due diligence processes | % | 95 | 95 |
| | Percentage of all sites that have conducted internal assessments or reviews for specific business ethics issues | % | 100 | 100 |
| Litigation | Number of concluded corruption cases filed against companies or their employees | item | 0 | 0 |
| | Health and safety aspects of products and services | item | 0 | 0 |
| | Product information and labeling | item | 0 | 0 |
| | Marketing | item | 0 | 0 |

| Topic | Index | Unit | 2025 | 2024 |
|---|---|---|---|---|
| | Customer privacy and information | item | 0 | 0 |
| | Environmental aspects | item | 0 | 0 |
| | Number of cases of intellectual property infringement or intellectual property infringement | item | 0 | 0 |
| | Number of damages resulting from legal proceedings related to anti-competitive behavior regulations | New Taiwan Dollar | 0 | 0 |
| Product Recall | Number of product recalls | Item | 0 | 0 |
| | Product recall rate (the percentage of involved units/sales to total units/sales) | % | 0 | 0 |
| Product Life Cycle | Scrap product weight | Metric tons (t) | 1.50 | 2.27 |
| | Weight of electronic waste | metric tons | 1.50 | 2.27 |
| | Percentage of product recycled | % | 100 | 100 |
| | By income, including IEC 62474 Percentage of products with declarable substances | % | 0 | 0 |
| Customer Complaints | Customer complaint resolution rate | % | 100 | 100 |
| Customer Privacy | Number of major third-party privacy breaches | item | 0 | 0 |
| | Number of major data security/cybersecurity incidents | item | 0 | 0 |
| | Percentage of risky trading partners covered by information security due diligence processes | % | 95.00 | 95.00 |
| | Percentage of all sites with ISO 27001 certification | % | 41.67 | 41.67 |
| Supply Chain Management | Total number of suppliers | number of suppliers | 60 | 55 |
| | Number of suppliers audited annually | number of suppliers | 11 | 11 |
| | Percentage of targeted vendors that have signed a perpetual procurement charter/vendor code of conduct | % | 100 | 100 |
| | Percentage of suppliers with contracts that include environmental, labor and human rights requirements | % | 100 | 100 |
| | Percentage of targeted suppliers that have undergone a Corporate Social Responsibility (CSR) assessment (e.g. questionnaire) | % | 18.3 | 20 |
| | Percentage of targeted suppliers that have undergone on-site corporate social responsibility (CSR) audits | % | 18.3 | 20 |
| | Percentage of buyers in all regions who have undergone training in sustainable procurement | % | 35 | 35 |
| | Number of audited/assessed suppliers participating in corrective actions or capability building | number | 3 | 3 |
| Intellectual Property Protection and Competitive Conduct | Total monetary losses resulting from legal proceedings related to anti-competitive conduct regulations | NT$1,000 | 0 | 0 |

## Environmental Performance

| Topic | Index | Unit | 2025 | 2024 |
|---|---|---|---|---|
| Greenhouse gas emissions | Scope 1 greenhouse gas emissions | metric tons of $CO_2$ equivalent | 83.7 | 63.06 |
| | Scope I greenhouse gas emission intensity | metric tons of $CO_2$ equivalent/ person | 0.05 | 0.04 |
| | Scope 2 greenhouse gas emissions | metric tons of $CO_2$ equivalent | 9,957.27 | 5,685.48 |
| | Scope 2 greenhouse gas emissions intensity | metric tons of $CO_2$ equivalent/ person | 6.02 | 3.39 |
| | Scope 3 greenhouse gas emissions | metric tons of $CO_2$ equivalent | 2,088,296.71 | Not yet inventoried |
| | Scope 3 greenhouse gas emissions intensity | metric tons of $CO_2$ equivalent/ person | 1,263.34 | Not yet inventoried |
| | Greenhouse gas emissions | metric tons of $CO_2$ equivalent | 2,098,337.68 | 5,748.54 |
| | Greenhouse gas emission intensity | metric tons of $CO_2$ equivalent/ person | 1,269.41 | 3.43 |
| Water consumption | Total water withdrawal | thousand cubic meters ($m^3$) | 45.87 | 44.47 |
| | Water Withdrawal by Source | | | |
| | Water withdrawals in areas of high or very high baseline water stress as a percentage of total water withdrawals | % | 0 | 0 |
| | Water consumption in areas of high or very high baseline water stress as a percentage of total water consumption | % | 0 | 0 |
| | Total water consumption | thousand cubic meters ($m^3$) | 23.66 | 24.02 |
| | Total water usage | thousand cubic meters ($m^3$) | 45.87 | 44.47 |
| Energy | Cumulative total energy consumption | gigajoule (GJ) | 69,455.74 | 39,024.36 |
| | Purchased electricity consumption | kWh | 19,026,441.13 | 10,765,417.76 |
| | Power consumption comes from Percentage of purchased electricity | % | 100 | 100 |
| | Percentage of energy consumed that is supplied by the grid | % | 98.62 | 99.37 |
| | Natural gas | cubic meter ($m^3$) | 26,991.00 | 7,674.30 |
| Wastewater | Sewage discharge | thousand cubic meters ($m^3$) | 20.15 | 20.45 |
| Waste | Total amount of waste | tons | 1,142.29 | 1,110.88 |
| | Waste discharge density | tons/million turnover | 0.06 | 0.06 |
| | Hazardous waste | tons | 2.886 | 3.56 |
| | Percentage of hazardous waste recycled | % | 100 | 100 |
| | Non-hazardous waste | tons | 1,139.42 | 1,107.32 |
| Environmental Management | Percentage of employees trained on specific environmental issues | % | 80 | 80 |
| | Percentage of operations that have undergone specific environmental risk assessments | % | 100 | 100 |
| | Percentage of operations with environmental certifications (e.g. ISO14001, EMAS, ISO50001) | % | 25 | 25 |
| | Percentage of employees covered by operating sites with environmental certifications (e.g., ISO14001, EMAS, ISO50001) | % | 68.47 | 68.47 |
| Materials | Office paper consumption | kilogram | 22,756.44 | 26,073.11 |
| Package | Packaging materials-paper | kilogram | 5,704.53 | 5,596.19 |

## Social Performance

| Topic | Index | Unit | 2025 | 2024 |
|---|---|---|---|---|
| Hiring and Diversity | Total number of employees | people | 1,731 | 1,678 |
| | By contract type | | | |
| | Number of permanent employees (without fixed-term employment contracts) | people | 202 | 182 |
| | Number of people on limited-term contracts | people | 1,529 | 1,496 |
| | Number of labor dispatches | people | 0 | 0 |
| | By job level | | | |
| | Senior Management | people | 105 | 106 |
| | Middle Management | people | 757 | 684 |
| | General and technical staff | people | 869 | 888 |
| | By age | | | |
| | Under 30 years old | people | 569 | 731 |
| | 30-50 years old | people | 1,077 | 862 |
| | Over 50 years old | people | 85 | 85 |
| | By gender | | | |
| | Male employees | people | 1,237 | 1,201 |
| | Female employees | people | 494 | 477 |
| | Socially Responsible Recruitment Types | | | |
| | Number of employees with disabilities | people | 0 | 0 |
| | Number of active veterans | people | 0 | 0 |
| | Number of local executives | people | 105 | 106 |
| | By educational background | | | |
| | PhD | people | 41 | 41 |
| | master | people | 770 | 789 |
| | Undergraduate | people | 704 | 739 |
| | other | people | 216 | 109 |

| Topic | Index | Unit | 2025 | 2024 |
|---|---|---|---|---|
| | By Region | | | |
| | Asia | people | 1,593 | 1,602 |
| | Mainland China | people | 1,472 | 1,456 |
| | Hong Kong, Macau and Taiwan | people | 85 | 115 |
| | Japan, Korea, Singapore, Malaysia, India, etc. | people | 36 | 31 |
| | Europe and America | people | 60 | 76 |
| | Percentage of foreign nationals and employees located abroad (working abroad) | % | 0.87 | 0.48 |
| | Percentage of female managers | % | 28.70 | 18.21 |
| Labor and Human Rights | Percentage of employees at headquarters and branches who have received training on discrimination and harassment | % | 44.90 | 44.90 |
| | Number of cases involving discrimination or harassment complaint mechanisms | cases | 0 | 0 |
| | Percentage of employees covered by labor unions at headquarters and branches | % | 46.43 | 45.17 |
| | Percentage of headquarters and subsidiaries' operating sites that have undergone human rights reviews or impact assessments | % | 8.33 | 8.33 |
| | Percentage of employees covered by headquarters and subsidiaries' operations that have undergone human rights reviews or impact assessments | % | 45.17 | 45.17 |
| | Percentage of headquarters and subsidiaries' operations that are certified to labor and/or human rights standards | % | 25 | 25 |
| | Percentage of employees covered by headquarters and subsidiary companies with operating sites certified to labor and/or human rights standards | % | 68.47 | 68.47 |
| Employee Care | Total amount of employee support investment | New Taiwan Dollar | 0 | 0 |
| | Number of employees supported | people | 0 | 0 |
| | Annual physical examination coverage rate of employees | % | 100 | 100 |
| | Average employee benefits | NT$/person/year | 19,561 | 20,526 |
| Employee Rights | Percentage of medical insurance coverage | % | 100 | 100 |
| | Employee satisfaction | point | 4.03 (Total score 5 points) | 4.73 (Total score 5 points) |
| | Number of people covered by unions | people | 781 | 758 |
| | Average annual working hours of employees | hour | 3,306,000 | 3,356,000 |
| Occupational Health and Safety | Number of people injured in occupational accidents | people | 0 | 0 |
| | Occupational accident rate | % | 0 | 0 |
| | Number of serious consequences of work-related injuries | people | 0 | 0 |
| | Serious consequence injury rate | % | 0 | 0 |

| Topic | Index | Unit | 2025 | 2024 |
|---|---|---|---|---|
| | Number of work days lost due to work-related injuries | hour | 0 | 0 |
| | Lost days ratio | % | 0 | 0 |
| | Number of fatal accidents in the past three years | people | 0 | 0 |
| | Occupational fatality rate | % | 0 | 0 |
| | Total monetary losses resulting from legal actions related to employee health and safety violations | New Taiwan Dollar | 0 | 0 |
| | Number of people participating in occupational health and safety training | people | 127 | 93 |
| Emergency and Hidden Dangers | Number of regular and irregular safety inspections | item | 2,920 | 2,940 |
| | Number of hidden dangers detected | item | 123 | 105 |
| | Hidden danger rectification rate | % | 100 | 100 |
| | Number of emergency drills conducted | item | 12 | 20 |
| Employee Recruitment and Retention | Total number of new employees | people | 180 | 151 |
| | By job level | | | |
| | Senior Management | people | 5 | 11 |
| | Middle Management | people | 70 | 46 |
| | General and technical staff | people | 105 | 94 |
| | By age | | | |
| | Under 30 years old | people | 95 | 66 |
| | 30-50 years old | people | 82 | 72 |
| | Over 50 years old | people | 3 | 13 |
| | By gender | | | |
| | male | people | 130 | 105 |
| | female | people | 50 | 46 |
| | Employee turnover | people | 254 | 193 |
| | Employee turnover rate | % | 15.37 | 11.50 |

| Topic | Index | Unit | 2025 | 2024 |
|---|---|---|---|---|
| Training | Total number of employees trained | people | 1,799 | 1,586 |
| | Percentage of total employees trained | % | 94 | 95 |
| | Total training investment | New Taiwan Dollar | 3,222,093 | 1,429,000 |
| | Number of new employees trained | people | 206 | 140 |
| | Number of male employees trained | people | 1,305 | 1,123 |
| | Number of female employees trained | people | 494 | 463 |
| | Number of management and professional technical personnel | people | 1,575 | 1,305 |
| | Number of frontline staff | people | 1,191 | 1,213 |
| | Total hours of employee training | hour | 26,263 | 1,486 |
| | Number of training hours for male employees | hour | 19,051 | 1,052 |
| | Number of training hours for female employees | hour | 7,212 | 434 |
| | Number of hours of training for management and professional technical personnel | hour | 22,993 | 1,222 |
| | Number of training hours for frontline staff | hour | 17,387 | 1,136 |
| | Average number of training hours per person | hour | 15 | 13 |
| | Percentage of employees at headquarters and subsidiaries who receive regular performance and career development evaluations | % | 100 | 100 |
| Charity Activities | Total volunteer hours | hour | 800 | 800 |
| | Number of volunteers | people | 60 | 60 |
| | Total amount of charity donations | New Taiwan Dollar | 30,000 | 44,660 |

* Training statistics cover mobile employees throughout the full year 2025.

# Indicator Comparison Table

## IFRS S2 Climate-related Disclosures

| 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. | 3.1 Addressing Climate Change: Enhancing Climate Resilience |
| | 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 | 3.1 Addressing Climate Change: Enhancing Climate Resilience |
| | 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. | 3.1 Addressing Climate Change: Enhancing Climate Resilience |
| | 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 | 3.1 Addressing Climate Change: Greenhouse Gas Management |
| | 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 "3.1 Addressing Climate Change" section of this 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. | In 2025, Silergy Corp. did not use internal carbon pricing as a planning tool and will continue to assess and plan related processes. |
| 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. | For Silergy Corp.'s climate-related targets, greenhouse gas emission scopes, and annual progress toward achieving them, please refer to the "3.1 Addressing Climate Change" section of this report.<br>In 2025, Silergy Corp. did not use carbon offsets or renewable energy certificates (RECs) to achieve its related targets. |
| 9. Greenhouse gas inventories and assurance scenarios with reduction targets, strategies and concrete action plans. | Please refer to the "3.1 Addressing Climate Change" section of this report. |

# GRI Content Index

| GRI Standards | Disclosure | Disclosure Chapter |
|---|---|---|
| GRI 2 : General Disclosures 2021 | 2-1 Organizational details | About Silergy Corp. |
| | 2-2 Entities included in the organization's sustainability reporting | Scope of the Report |
| | 2-3 Reporting period, frequency and contact point | Scope of the Report、Contact Information |
| | 2-4 Restatements of information | / |
| | 2-5 External assurance | Statement of Independent Verification |
| | 2-6 Activities, value chain and other business relationships | About Silergy Corp. |
| | 2-7 Employees | 4.1 Improving Employment Mechanisms |
| | 2-8 Workers who are not employees | / |
| | 2-9 Governance structure and composition | 1.1 Strengthening Corporate Governance |
| | 2-10 Nomination and selection of the highest governance body | 1.1 Strengthening Corporate Governance |
| | 2-11 Chair of the highest governance body | 1.1 Strengthening Corporate Governance |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | 1.1 Strengthening Corporate Governance |
| | 2-13 Delegation of responsibility for managing impacts | 1.1 Strengthening Corporate Governance |
| | 2-14 Role of the highest governance body in sustainability reporting | Sustainable Management Structure |
| | 2-15 Conflicts of interest | / |
| | 2-16 Communication of critical concerns | Stakeholder Management |
| | 2-17 Collective knowledge of the highest governance body | 1.1 Strengthening Corporate Governance |
| | 2-18 Evaluation of the performance of the highest governance body | Detailed information can be found in the Company's annual report. |
| | 2-19 Remuneration policies | Detailed information can be found in the Company's annual report. |
| | 2-20 Process to determine remuneration | Detailed information can be found in the Company's annual report. |
| | 2-21 Annual total compensation ratio | Detailed information can be found in the Company's annual report. |
| | 2-22 Statement on sustainable development strategy | The Path Toward Sustainable Development |
| | 2-23 Policy commitments | The Path Toward Sustainable Development |
| | 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 | Applicable to the entire report |
| | 2-28 Membership associations | About Silergy Corp. |
| | 2-29 Approach to stakeholder engagement | Stakeholder Management |
| | 2-30 Collective bargaining agreements | / |
| GRI 3 Material Topics 2021 | 3-1 Process to determine material topics | The Path Toward Sustainable Development |
| | 3-2 List of material topics | The Path Toward Sustainable Development |
| | 3-3 Management of material topics | The Path Toward Sustainable Development |
| GRI 201 Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Detailed information can be found in the Company's annual report. |
| | 201-2 Financial implications and other risks and opportunities due to climate change | 3.1 Addressing Climate Change |
| | 201-3 Defined benefit plan obligations and other retirement plans | 4.2 Enhancing Employee Well-being |
| | 201-4 Financial assistance received from government | / |
| GRI 202 Market Presence 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 | 4.1 Improving Employment Mechanisms |
| GRI 203 Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | / |
| | 203-2 Significant indirect economic impacts | / |
| 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 | 1.2 Adherence to Business Ethics |
| | 205-2 Operations assessed for risks related to corruption | 1.2 Adherence to Business Ethics |
| | 205-3 Confirmed incidents of corruption and actions taken | No occurrence |
| GRI 206 Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | No occurrence |
| GRI 207 Tax 2019 | 207-1 Approach to tax | 1.4 Strengthening Tax Management |
| | 207-2 Tax governance, control, and risk management | 1.4 Strengthening Tax Management |
| | 207-3 Stakeholder engagement and management of concerns related to tax | 1.4 Strengthening Tax Management |
| | 207-4 Country-by-country reporting | / |

| GRI Standards | Disclosure | Disclosure Chapter |
|---|---|---|
| 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 | Key Performance Indicator Table |
| GRI 302 Energy 2016 | 302-1 Energy consumption within the organization | 3.4 Coordinated Resource Utilization |
| | 302-2 Energy consumption outside of the organization | / |
| | 302-3 Energy intensity | 3.4 Coordinated Resource Utilization |
| | 302-4 Reduction of energy consumption | 3.4 Coordinated Resource Utilization |
| | 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 | 3.4 Coordinated Resource Utilization |
| | 303-2 Management of water discharge related impacts | 3.4 Coordinated Resource Utilization |
| | 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 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 |
| | 304-2 Significant impacts of activities, products and services on biodiversity | Not Applicable |
| | 304-3 Habitats protected or restored | Not Applicable |
| | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | Not Applicable |
| GRI 305 Emissions 2020 | 305-1 Direct (Scope 1) GHG emissions | 3.1 Addressing Climate Change |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 3.1 Addressing Climate Change |
| | 305-3 Other indirect (Scope 3) GHG emissions | 3.1 Addressing Climate Change |
| | 305-4 GHG emissions intensity | 3.1 Addressing Climate Change |
| | 305-5 Reduction of GHG emissions | 3.1 Addressing Climate Change |
| | 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 | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | 306-2 Management of significant waste-related impacts | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | 306-3 Waste generated | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | 306-4 Waste diverted from disposal | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | 306-5 Waste directed to disposal | 3.3 Strictly Controlling Hazardous Waste Emissions |

| GRI Standards | Disclosure | Disclosure Chapter |
|---|---|---|
| GRI 308 Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | 2.4 Building Responsible Supply Chain |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | No occurrence |
| GRI 401 Employment 2016 | 401-1 New employee hires and employee turnover | 4.1 Improving Employment Mechanisms |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 4.2 Enhancing Employee Well-being |
| | 401-3 Parental leave | 4.2 Enhancing Employee Well-being |
| GRI 402 Labor/ Management Relations 2016 | 402-1 Minimum notice periods regarding operational changes | / |
| GRI 403 Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | 4.4 Protecting Occupational Health |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 4.4 Protecting Occupational Health |
| | 403-3 Occupational health services | 4.4 Protecting Occupational Health |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 4.4 Protecting Occupational Health |
| | 403-5 Worker training on occupational health and safety | 4.4 Protecting Occupational Health |
| | 403-6 Promotion of worker health | 4.4 Protecting Occupational Health |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 4.4 Protecting Occupational Health |
| | 403-8 Workers covered by an occupational health and safety management system | 4.4 Protecting Occupational Health |
| | 403-9 Work-related injuries | 4.4 Protecting Occupational Health |
| | 403-10 Work-related ill health | 4.4 Protecting Occupational Health |
| GRI 404 Training and Education 2016 | 404-1 Average hours of training per year per employee | 4.3 Building a Growth System |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 4.3 Building a Growth System |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 4.3 Building a Growth System |
| GRI 405 Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | 4.1 Improving Employment Mechanisms |
| | 405-2 Ratio of basic salary and remuneration of women to men | / |

| GRI Standards | Disclosure | Disclosure Chapter |
|---|---|---|
| GRI 406 Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | 4.1 Improving Employment Mechanisms |
| 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 | No occurrence |
| GRI 408 Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | No occurrence |
| GRI 409 Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | No occurrence |
| GRI 410 Security Practices 2016 | 410-1 Security personnel trained in human rights policies or procedures | / |
| GRI 411 Rights of Indigenous Peoples 2016 | 411-1 Incidents of violations involving rights of indigenous peoples | Not Applicable |
| GRI 413 Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | 4.5 Supporting Charitable Initiatives for Social Good |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | No occurrence |
| GRI 414 Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | 2.4 Building Responsible Supply Chain |
| | 414-2 Negative social impacts in the supply chain and actions taken | 2.4 Building Responsible Supply Chain |
| GRI 415 Public Policy 2016 | 415-1 Political contributions | Not Applicable |
| GRI 416 Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | 2.2 Provision of Sustainable Products |
| | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | No occurrence |
| GRI 417 Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | 2.2 Provision of Sustainable Products |
| | 417-2 Incidents of non-compliance concerning product and service information and labeling | No occurrence |
| | 417-3 Incidents of non-compliance concerning marketing communications | No occurrence |
| GRI 418 Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | No occurrence |

## SASB/IFRS – Semiconductor Industry Material Topics

| Topic | Metric | Unit | Disclosure Chapter | Code |
|---|---|---|---|---|
| Greenhouse Gas Emissions | Gross global Scope 1 emissions | Metric tons | 3.1 Addressing Climate Change | TC-SC-110a.1 |
| | Amount of total emissions from perfluorinated compounds | Metric tons | / | |
| | Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets | / | 3.1 Addressing Climate Change | TC-SC-110a.2 |
| | Analysis of performance against those targets | / | 3.1 Addressing Climate Change | |
| | Activities and investments required to achieve the goal or plan, and risks or constraints that may affect the achievement of the plan or goal | / | 3.1 Addressing Climate Change | |
| Energy | Total energy consumed | Gigajoules (GJ) | 3.4 Coordinated Resource Utilization | TC-SC-130a.1 |
| | Percentage grid electricity | % | / | |
| | Percentage renewable | % | / | |
| Water Resources | Total water withdrawn | Thousand cubic meters ($m^3$) | 3.4 Coordinated Resource Utilization | TC-SC-140a.1 |
| | Total water consumed | Thousand cubic meters ($m^3$) | 3.4 Coordinated Resource Utilization | |
| | 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 | / | 3.4 Coordinated Resource Utilization | |
| | Water withdrawals in areas of high or very high baseline water stress as a percentage of total water withdrawals | % | Key Performance Indicator Table | |
| Product Lifecycle Management | Percentage of products containing declared substances sold in the reporting period | % | / | TC-SC-410a.1 |
| | 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 | / | 3.3 Strictly Controlling Hazardous Waste Emissions | |
| | System - level processor energy efficiency based on servers, desktops and laptops (performance metrics/ power consumption) | Performance Specification/ Power Consumption | Not applicable | TC-SC-410a.2 |
| | Test and disclose performance according to product categories | | | |
| | Server | Performance Specification | | |
| | Desktop | Performance Specification | | |
| | Laptop | Performance Specification | | |
| Product Facilities | Total output | Pieces | Not applicable | TC-SC-000.A |
| | 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 |
|---|---|---|---|---|
| 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 ($m^3$) |
| 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 Minerals 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 |
|---|---|---|---|---|
| E1 | Climate change | Climate change adaptation | / | 3.1 Addressing Climate Change |
| | | Climate change mitigation | | 3.1 Addressing Climate Change |
| | | Energy | | 3.4 Coordinated Resource Utilization |
| E2 | Pollution | Pollution of air | / | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | | Pollution of water | | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | | Pollution of soil | | / |
| | | Pollution of living organisms and food resources | | / |
| | | Substances of concern | | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | | Substance of very high concern | | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | | Microplastics | | / |
| E3 | Water and marine resources | Water | Water withdrawals | 3.4 Coordinated Resource Utilization |
| | | | Water consumption | 3.4 Coordinated Resource Utilization |
| | | | Water discharges in waterbodies and in the oceans | Key Performance Indicator Table |
| | | Marine resources | Extraction and use of marine resources | / |
| E4 | Biodiversity and ecosystems | Direct impact drivers of biodiversity loss | Climate change | / |
| | | | Land-use change, fresh water-use change and sea-use change | / |
| | | | Direct exploitation | / |
| | | | Invasive alien species | / |
| | | | Pollution | 3.2 Upholding Environmental Compliance |
| | | | Others | / |

| ESRS | Topic | Sub-topic | Sub-sub-topic | Location |
|---|---|---|---|---|
| | | Impacts on the state of species | "Examples" Species population size | / |
| | | | "Examples" Species global extinction risk | / |
| | | Impacts on the extent and condition of ecosystems | "Examples" Land degredation | / |
| | | | "Examples" Desertification | / |
| | | | "Examples" Soil sealing | / |
| | | Impacts and dependencies on ecosystem services | / | / |
| E5 | Circular economy | Resources inflows, including resource use | / | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | | Resource outflows related to products and services | | 3.3 Strictly Controlling Hazardous Waste Emissions |
| | | Waste | | 3.3 Strictly Controlling Hazardous Waste Emissions |
| S1 | Own workforce | Working conditions | Secure employment | 4.4 Protecting Occupational Health |
| | | | Working time | 4.2 Enhancing Employee Well-being |
| | | | Adequate wages | 4.2 Enhancing Employee Well-being |
| | | | Freedom of association, the existence of works councils and the information, consultation and participation rights of workers | 4.2 Enhancing Employee Well-being |
| | | | Social dialogue | / |
| | | | Collective bargaining, including rate of workers covered by collective agreements | / |
| | | | Work-life balance | 4.2 Enhancing Employee Well-being |
| | | | Health and safety | 4.4 Protecting Occupational Health |

| ESRS | Topic | Sub-topic | Sub-sub-topic | Location |
|---|---|---|---|---|
| | | Equal treatment and opportunities for all | Gender equality and equal pay for work of equal value | 4.1 Improving Employment Mechanisms |
| | | | Training and skills development | 4.3 Building a Growth System |
| | | | Employment and inclusion of persons with disabilities | 4.1 Improving Employment Mechanisms |
| | | | Measures against violence and harassment in the workplace | 4.1 Improving Employment Mechanisms |
| | | | Diversity | 4.1 Improving Employment Mechanisms |
| | | Other work-related rights | Child labour | 4.1 Improving Employment Mechanisms |
| | | | Forced labour | 4.1 Improving Employment Mechanisms |
| | | | Privacy | 4.1 Improving Employment Mechanisms |
| S2 | Workers in the value chain | Working conditions | Secure employment | 2.4 Building Responsible Supply Chain |
| | | | Working time | 2.4 Building Responsible Supply Chain |
| | | | Adequate wages | 2.4 Building Responsible Supply Chain |
| | | | Freedom of association, including the existence of works councils | 2.4 Building Responsible Supply Chain |
| | | | Social dialogue | 2.4 Building Responsible Supply Chain |
| | | | Collective bargaining | 2.4 Building Responsible Supply Chain |
| | | | Work-life balance | 2.4 Building Responsible Supply Chain |
| | | | Health and safety | 2.4 Building Responsible Supply Chain |

| ESRS | Topic | Sub-topic | Sub-sub-topic | Location |
|---|---|---|---|---|
| | | Equal treatment and opportunities for all | Gender equality and equal pay for work of equal value | 2.4 Building Responsible Supply Chain |
| | | | Training and skills development | 2.4 Building Responsible Supply Chain |
| | | | Employment and inclusion of persons with disabilities | 2.4 Building Responsible Supply Chain |
| | | | Measures against violence and harassment in the workplace | 2.4 Building Responsible Supply Chain |
| | | | Diversity | 2.4 Building Responsible Supply Chain |
| | | Other work-related rights | Child labour | 2.4 Building Responsible Supply Chain |
| | | | Forced labour | 2.4 Building Responsible Supply Chain |
| | | | Privacy | 2.4 Building Responsible Supply Chain |
| S3 | Affected communities | Communities' economic, social and cultural rights | Adequate food | / |
| | | | Water and sanitation | / |
| | | | Land-related impacts | / |
| | | | Security-related impacts | / |
| | | | Adequate housing | / |
| | | Communities' civil and political rights | Freedom of expression | / |
| | | | Freedom of assembly | / |
| | | | Impacts on human rights defenders | / |
| | | Rights of indigenous communities | Self-determination | / |
| | | | Cultural rights | / |
| | | | Free, prior and informed consent | / |

| ESRS | Topic | Sub-topic | Sub-sub-topic | Location |
|---|---|---|---|---|
| S4 | Consumers and end-users | Information-related impacts for consumers and/or end users | Privacy | 1.6 Ensuring Information Security |
| | | | Freedom of expression | / |
| | | | Access to (quality) information | / |
| | | Personal safety of consumers and/or end-users | Health and safety | 2.2 Provision of Sustainable Products |
| | | | Security of a person | / |
| | | | Protection of children | / |
| | | Social inclusion of consumers and/or end-users | Non-discrimination | / |
| | | | Access to products and services | 2.2 Provision of Sustainable Products<br>2.3 Protection of Clients' Rights and Interests |
| | | | Responsible marketing practices | / |
| G1 | Business conduct | Corporate culture | / | Corporate Culture |
| | | Protection of whistle-blowers | | 1.2 Adherence to Business Ethics |
| | | Animal welfare | | Not Applicable |
| | | Political engagement | | Not Applicable |
| | | Management of relationships with suppliers including payment practices | | 2.4 Building Responsible Supply Chain |
| | | Corruption and bribery | | 1.2 Adherence to Business Ethics |

# Statement of Independent Verification

CTI华测认证

## Independent Assurance Statement

CTI Certification Co., Ltd. (CTI Certification) conducted an assurance of the sustainability information disclosed by Silergy Corp. Ltd. (Reporting Organization) in the *Silergy Corp. 2025 Sustainability Report.* (*the Report*) The purpose of the process is to provide stakeholders with confidence when making decisions based on the information provided by the Reporting Organization.

### Target Users of this Statement

- Shareholders and Investors
- Users
- Government and Regulators
- Employees
- Suppliers
- Partners / NGO
- Media
- Environment
- Society

### Assurance Standard

AA1000 Assurance Standard v3 (AA1000AS v3)

### Scope of Assurance

- Verify the content, context and application of the report and the quality of the sustainability information presented during the reporting period;
- Assess the extent to which the report complies with the AA1000 AccountAbility Principle (2018) of inclusiveness, materiality, responsiveness and impact;
- Review the sustainability practices, implementation, maintenance and performance information described in the report;
- Assess the reporting mechanisms for sustainable development information and consistency with the reporting application standards;
- Assess the applicability and appropriateness of data collection, quantification and data management for inclusion in the report.

### Type of Assurance

Type 2 Assurance

### Level of Assurance

| Assurance Item | Level of Assurance |
|---|---|
| Adherence to the AA1000 Principle | Moderate |
| Quality of Sustainability Information | Moderate |

### Reporting Standards and Reference

The preparation of *the Report* follows the relevant requirements of the Taiwan Stock Exchange's Regulations Governing the Preparation and Submission of Sustainability Reports by Listed Companies, and references the GRI Standards (GRI Standards 2021) issued by the Global Reporting Initiative, the United Nations Sustainable Development Goals (SDGs), the European Sustainability Reporting Standards (ESRS), the Task Force on Climate-related Financial Disclosures (TCFD) framework, International Financial Reporting Standard S1—General Requirements for Disclosure of Sustainability-related Financial Information, International Financial Reporting Standard S2—Climate-related Disclosures, as well as the SASB Standards issued by the Sustainability Accounting Standards Board.

### Source of Disclosure Information

Disclosure Information: *Silergy Corp. 2025 Sustainability Report*

Source: Silergy Corp. Ltd.

### Method of Assurance

CTI Certification formulates the validation plan and implements the validation activities according to the validation work procedures. CTI Certification carries out the validation with professional skepticism, and the validation activities include the following procedures:

- Sample-based assessment of the Reporting Organization's processes for applying AA1000 principles;
- Management interviews, including executives, department heads, and sustainability managers, to assess the effectiveness of relevant processes;
- Sampling-based reviews of management practices, operational processes, and documentation;
- Collection and evaluation of evidence and management declarations supporting the application of AA1000 principles.

### Conclusion

CTI Certification has conducted a Type 2 moderate assurance work of the sustainability information disclosed in the report prepared by the reporting organization in accordance with the AA1000AS v3. Based on the requirement of AA1000 AccountAbility Principle (2018), CTI Certification concluded that:

**Adherence to the AA1000 AccountAbility Principle (2018) of this Organization and Report**

| | |
|---|---|
| Inclusivity | The Reporting Organization has effectively identified and understood its stakeholders, conducted transparent and timely engagement, and incorporated stakeholders' key concerns into its sustainability considerations, in compliance with the inclusivity principle. |
| Materiality | The Reporting Organization applied appropriate criteria and thresholds to identify and evaluate material issues in terms of their importance, likelihood, and current and future impact, in line with the materiality principle. |
| Responsiveness | The Reporting Organization demonstrated clear responses to material issues within the Report, consistent with the responsiveness principle. |
| Impact | The Reporting Organization has established clear procedures to monitor and measure sustainability impacts regularly and has dedicated personnel to effectively advance its sustainability agenda, fulfilling the impact principle. |

### Quality of Sustainability Information

For the following information described in the Report, no material misstatements have been identified by CTI Certification:

**Sustainability Practical Information**

- Stakeholder Identification Completeness
- Stakeholder Communication Mechanism Effectiveness
- Double Materiality Assessment Participation
- Employee Opinion Collection and Feedback Mechanism
- Supplier ESG Communication and Engagement
- Appropriateness of Material Issue Identification Process
- Double Materiality Assessment Methodology
- Material Issue Boundary Setting
- Reporting Scope and Organizational Boundary
- Materiality Positioning of Climate Change Issues
- Climate Change Response Strategies and Actions
- Supply Chain ESG Management Measures
- Business Ethics and Anti-Corruption Management
- Employee Compensation and Welfare Protection
- Occupational Health and Safety Management
- Information Security Management
- Conflict Minerals Management
- Greenhouse Gas Emission Data Quality
- Product Lifecycle Carbon Footprint Management
- Climate Scenario Analysis and Financial Impact Assessment
- Biodiversity Impact Assessment
- Employment Models and Impact on Employee Rights
- Key Performance Data Completeness
- Target Setting and Progress Tracking Mechanism
- Effectiveness of Sustainable Development Governance Framework

**Sustainability Performance**

| Categories | Units | Performance |
|---|---|---|
| Greenhouse gas emissions (Scope1+Scope2+Scope3) | metric tons of CO2 equivalent | 2,098,337.68 |
| Cumulative total energy consumption | gigajoule (GJ) | 69,455.74 |
| Total water withdrawal | thousand cubic meters (m3) | 45.87 |
| Hazardous waste | tons | 2.87 |
| Non-hazardous waste | tons | 1,139.42 |
| Total number of employees | people | 1,653 |
| Female employees | people | 475 |
| Number of serious consequences of work-related injuries | people | 0 |
| Customer Satisfaction | / | End-user Key Customers: 90.00; Auto Key Customers: 91.70 |
| Total amount of charity donations | New Taiwan Dollar | 30,000 |

### Limitations and Mitigation

The limitations and mitigation methods of CTI Certification in the assurance process:

- Assurance was based on interviews and evidence sampling; performance indicators were verified for clear data sources only;
- No assurance was provided regarding statements of opinion, belief, inference, aspiration, or intention made in the Report;
- CTI Certification will continue to promote ongoing improvements in sustainability reporting and data management in future assurance engagements.

### Competence and Independence of CTI Certification

Established in 2004, CTI Certification has been approved by the China National Certification and Accreditation Administration (CNCA) and accredited by the China National Accreditation Service for Conformity Assessment (CNAS). It is an independent and impartial third-party professional certification institution with extensive experience in conducting management system certification for quality, environment, safety, occupational health and energy, and validation and verification of environmental information such as greenhouse gases.

Except for the assurance and verification of sustainability data and the report, no member of the assurance team has any business relationship with Silergy Corp., its directors, executives, or department managers. After the internal impartiality assessment conducted by CTI Certification, we believe that there is no conflict of interest in this assurance engagement.

AA1000 Licensed Report 000-669/V3-1OZEX

Signature: _____

CTI Certification Co., Ltd.

Date: 23 June 2026



## 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 Address: ESG@silergycorp.com (for ESG communication)

| 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 further information would you like to know?
6. Do you have any suggestions for the ESG reports to be released in the future?

Thank you for your interest in and support for Silergy Corp.!

