

2023

ESG Report



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About the Report

Introduction

This report is the third ESG Report released by Silergy Corp. Ltd. (hereinafter referred to as "Silergy Corp." or the "Company"), which highlights the performance of the Company and its subsidiaries in the areas of environment, social, and governance (hereinafter referred to as "ESG").

This report is aimed to transparently present Silergy Corp.'s practices and achievements in fulfilling its social and environmental responsibilities to stakeholders, including shareholders, employees, government, customers, partners, and the public.

Standard Declaration

This report follows the relevant requirements of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies and references the GRI Standards 2021 issued by the Global Reporting Initiative, Sustainable Development Goals (SDGs), European Sustainability Reporting Standards (ESRS), Task Force on Climate-related Financial Disclosures (TCFD) and the SASB Standards published by the Sustainability Accounting Standards Board, in accordance with sustainable development principles.

Scope and Boundaries

This report is an annual report covering the fiscal year from January 1, 2023, to December 31, 2023 (hereinafter referred to as the "reporting period"). Certain related information might extend beyond the reporting period. The policies and data presented in this report encompass both the Company and its subsidiaries, and the reporting scope aligns with the financial report. Unless otherwise specified, the financial data in this report is presented in New Taiwan Dollars (NT\$). In case of any inconsistencies with the financial report, the financial report takes precedence.

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

Publication and Access



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

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Chairman's Letter

In 2023, the global economy continues to face challenges such as rising raw material prices, inflation, significant fluctuations in the international currency market, and multiple impacts due to economic weakness such as uncertain end-demand and widespread inventory adjustments in the supply chain. During the period of global economic and industrial supply chain adjustment, the semiconductor industry is being faced with a complex and challenging environment, with revenue in 2023 falling short of expectations. In the face of the complex and difficult environment, the Company has made more rigorous plans and adjustments in research and development, business, and internal operations to do its best to stand firm in the challenging environment. Silergy Corp.'s revenue for 2023 was approximately NT\$15,427,335 thousand. The annual net profit was NT\$746,004 thousand, with a net profit margin of 5% and basic earnings per share of NT\$1.96. At the same time, as a key member of the global semiconductor supply chain, we continue to steadily implement sustainable development and corporate social responsibility with our industrial partners on an ESG (Environment, Social, Governance) basis.

Corporate governance is the cornerstone of high-quality corporate development. Silergy Corp. adheres to the operating philosophy of "Integrity, Innovation, and Sustainable Service", and its comprehensive development has been steady and far-reaching. Silergy Corp. continues to deepen its standardized governance to ensure the orderly and efficient operation of the General Meeting of Shareholders, the Board of Directors, and the Management Team; it also optimizes its risk management system, adheres to integrity and honesty, and continues to improve the level of its integrity and honesty. In 2023, the Company re-elected its Board of Directors and further strengthened the diversity of its Board of Directors by electing an additional director with extensive experience in business administration and electrical engineering specialties.

Employees are the important driving force for the sustainable development of an organization. Silergy Corp. regards employees as the most precious resources and wealth of the Company, makes every effort to protect the legal rights and interests of every employee, provides a healthy and safe workplace environment for employees, attracts and gathers talents with a diversified, equal and inclusive mindset, continuously optimizes the cultivation of talents, completes the construction of the talent ladder, and opens up the channel for the development of talents, so as to enhance the sense of attainment, happiness, and security for all the employees, and to make progress with the employees hand in hand. In 2023, the number of employees was 1,720, including 1,350 R&D staff and 355 general staff, an increase of 19.26% and 2.54%, respectively, compared to last year.

Green and low carbon is a prerequisite for building the core competitiveness of an enterprise. With energy saving and carbon reduction as the core of our product technology, and with the goal of environmentally friendly and sustainable development, Silergy Corp. puts forward the Carbon Peaking and Carbon Neutrality development strategy, and plans to achieve Carbon Peaking by 2028 and Carbon Neutral by 2040. Meanwhile, we establish a corporate carbon inventory system, conduct group-wide third-party verification every year, and formulate carbon emission reduction planning routes based on the verification results and the actual situation of the Company.

Technological innovation can promote the development of enterprises and the whole industrial chain. With technological innovation as the core, Silergy Corp. continues to increase its investment in research and development, and develops new products and solutions through continuous technological research and innovative design. At the same time, dozens of new application chips have been exported to global automotive manufacturers. BMS AFE and MCU chips are also about to enter mass production, further elevating the overall application level. Meanwhile, regarding AI power supply, the multi-phase Buck power supply equipped with efficiency-grade DrMOS is currently being mass-produced on clients.

Looking into the future, with unchanged long-term objectives, Silergy Corp. will continue to focus on its core of innovative technologies as well as its mission of reducing energy consumption to maintain a clean planet. The Company will continue to pursue the highest standard of energy-saving analog chips and strive to become one of the leading semiconductor companies in energy-saving technologies. In the new year, the Company will continue to invest in advanced product R&D and accelerate the adoption of more advanced manufacturing processes through refined management and internal controls. While adhering to principles of integrity, innovation, and sustainable service, the Company will carry out the expansion of the market scope and market share of new products, with a goal to create greater corporate value to reward shareholders' support.



Chairman 陳偉

About Silergy Corp.

Introduction

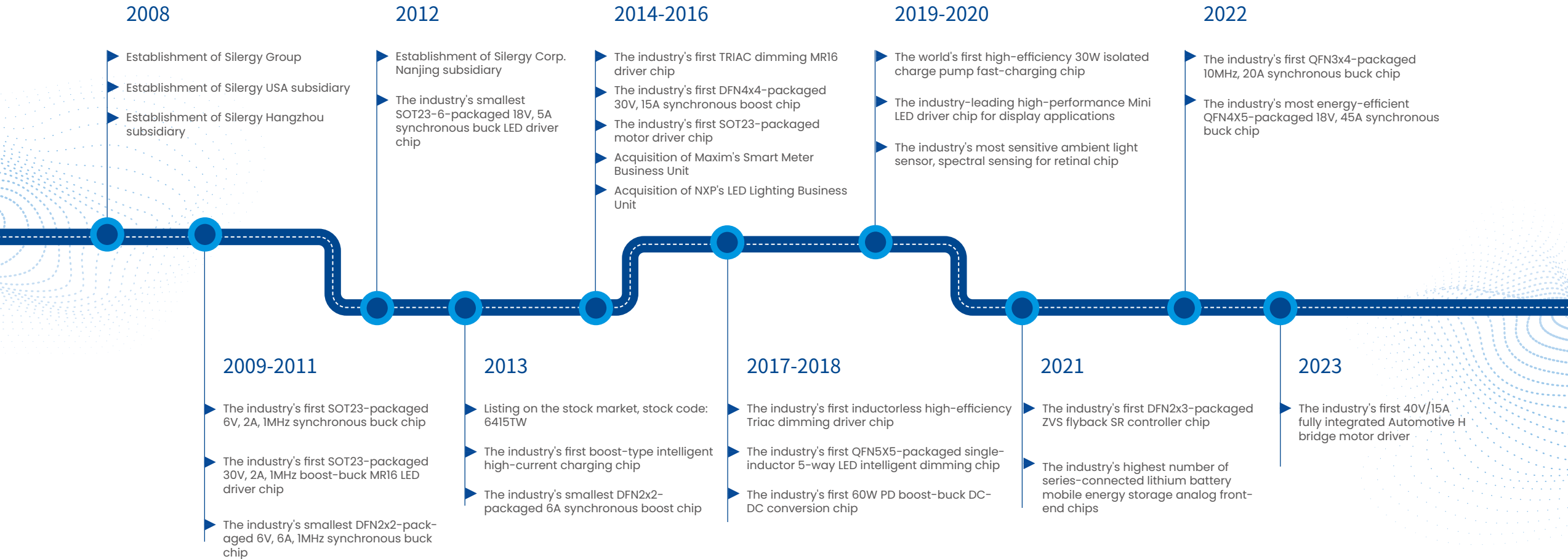
Silergy Corp. is an analog semiconductor Company focused on energy savings. Founded in 2008, the Company went public on the Taiwan Stock Exchange in 2013. With strong IC design and system design capabilities, as well as industry-leading expertise in wafer processing and packaging technology, Silergy Corp. delivers highly efficient, high-quality, and highly integrated products to the customers. Employing industry-leading advanced process technologies, Silergy Corp. innovatively develops mixed-signal and analog chips, catering to a wide range of sectors including industrial, consumer electronics, cloud computing, communication, and automotive electronics. 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.



Global Presence

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

Development Journey



Corporate Culture

By utilizing innovative technologies, we relentlessly pursue the highest energy efficiency standards in analog chips to reduce energy consumption and uphold a clean planet.

We aspire to be the global leader in energy-efficient semiconductor manufacturing.



Guided by the principles of "Integrity, Innovation, and Sustainable Service," we provide customers with cost-effective and efficient analog chips. Simultaneously, we offer comprehensive customized system design support and services to ensure customer satisfaction.

Highlights Performance

Topics	Achievements in 2023	SDGs
Environment	<ul style="list-style-type: none"> Silergy Corp. is committed to achieving carbon emissions peak in Scopes 1 and 2 in its operations by 2028 and carbon neutrality by 2040 The total greenhouse gas emissions were 5,981.6700 metric tons of carbon dioxide equivalent The greenhouse gas emissions intensity was 3.4777metric tons of carbon dioxide equivalent per person 100% of hazardous waste was recycled RoHS certification and SVHC certification were obtained No gasoline or diesel consumption was generated throughout the year 	
Social	<ul style="list-style-type: none"> Total number of employees was 1,720 Occupational accident ratio was 0% Total employee training hours was 1,135 hours Annual health examination coverage rate for employee was 100%, with no serious work-related injuries or fatalities 	
Governance	<ul style="list-style-type: none"> Total revenue in New Taiwan Dollars was NT\$15,427,335 12 legal compliance training sessions were conducted The training rate of technological innovation activity staff was 100% Research and development expenses were NT\$4,894,418, with a total of 1,378 patents granted Patents related to improving energy efficiency and reducing consumption accounted for 70% of the overall patent portfolio No major information security incidents occurred throughout the year Customer complaint resolution rate was 98.99%, with any unresolved complaints from the current year being closed in the following year, aiming for 100% complaint resolution The Company received an "BB" rating from MSCI ESG Rating The Company received a "Low Risk (19.6)" rating from Sustainalytics 	

Honors and Awards in 2023

The 18th "China Chip" Excellent Technological Innovation Products

Issuer: China Center for Information Industry Development

National Intellectual Property Demonstration Enterprise

Issuer: China National Intellectual Property Administration

Business Support Award

Issuer: Flextronics International, LTD.

Technology Information Award

Issuer: Legend Holdings Corporation

Technology Information Award

Issuer: 2023 LCFC Supplier Conference

Core Partner of the year

Issuer: Wuhan FiberHome International Technologies Co., LTD.

Outstanding Partner Award

Issuer: 2023 TCL CSOT Global Supplier Conference

Best Delivery Award

Issuer: ZTE Global Partner Conference

Best Partner

Issuer: Shenzhen Longsys Electronics Co., LTD.

2023 Best Supplier

Issuer: TPV Technology Co., LTD.

Chinese Red Cross dedication Medal

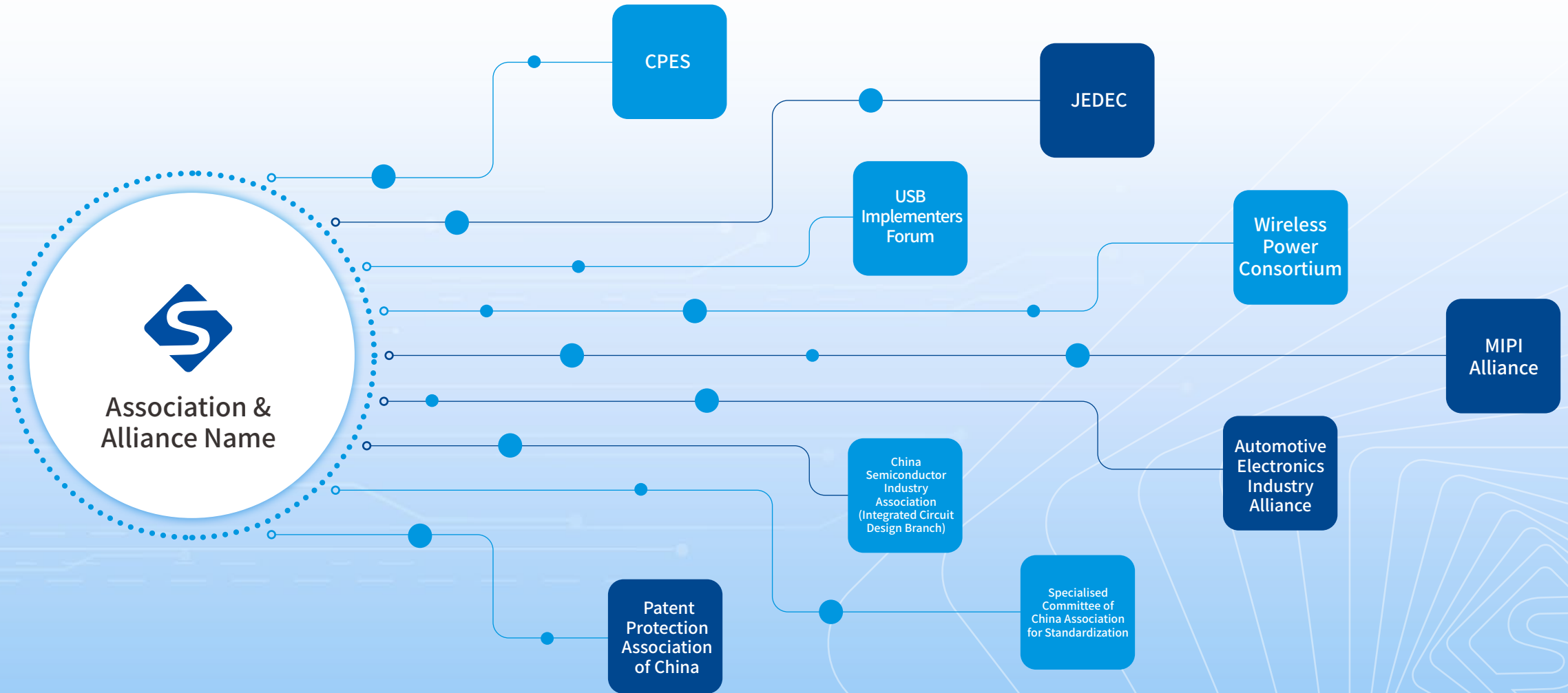
Issuer: Red Cross Society of China

Off-campus practice education base

Issuer: HangZhou City University

Little giants

Issuer: Ministry of Industry and Information Technology of the People's Republic of China



Part I :

UNITING IN A CONCERTED EFFORT, ACHIEVING EXCELLENCE IN PROGRESS

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Careful Management, Sustainable Growth

Silergy Corp. has always upheld the business philosophy of integrity, innovation, and sustainable service. Acting with honesty and ethics, we are committed to maintaining a high level of corporate governance. We deeply integrate our business development with the Company's values, compliance requirements, external initiatives, international standards, and customer expectations in an honest and ethical manner. We further incorporate ESG principles into various aspects of our strategic planning and operational management, solidifying the foundation for high-quality and sustainable development.

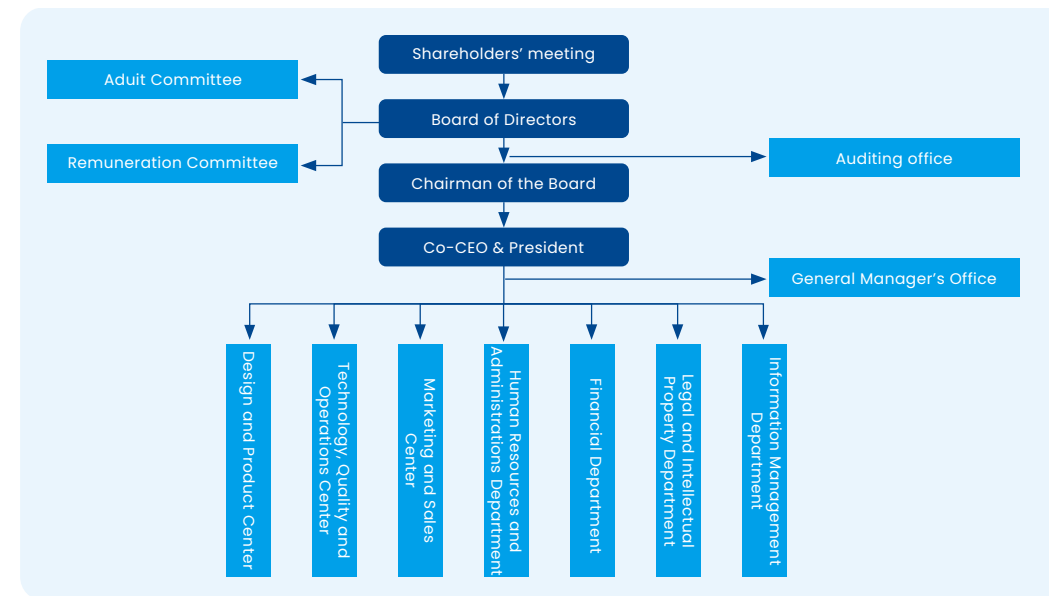
Corporate Governance

A comprehensive corporate governance system is crucial for sustainable value creation. Silergy Corp. continually refines its corporate governance framework, ensuring systematic safeguards that regulate Company operations. We establish diligent and responsible boards and sound governance mechanisms to consistently elevate the standard of corporate governance.



Organizational Structure

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



Organizational Structure

Governance Mechanisms

Silergy Corp. places great emphasis on the effective implementation and operationalization of corporate governance regulatory documents, which guide various governance activities within the Company. In accordance with the principles of Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Company has established institutional documents such as the Rules of Procedure for Board of Directors Meetings, Audit Committee Charter, Remuneration Committee Charter, and Procedures for Handling Material Inside Information. Additionally, the Company has disclosed significant information as required by relevant laws and regulations. The following are some of the important corporate documents:

Silergy Corp. Important Governance Documents:

Corporation Articles of Incorporation

Corporation Articles of Incorporation

Rules of Procedure for Shareholders Meetings

Procedures for the Election of Directors and Independent Directors

Rules of Procedure for Board of Directors Meetings

Audit Committee Charter

Remuneration Committee Charter

Procedures for Acquiring or Disposing of Assets

Procedures for Ethical Management and Guidelines for Conduct

Internal Major Information Processing and Prevention of Insider Trading Management Regulations

Codes of Ethical Conduct, Rules for Performance Evaluation of Board of Directors

Corporate Governance Best Practice Principles



Board of Directors Election and Diversity

Silergy Corp. has established the Procedures for the Election of Directors and Independent Directors, which outlines the composition of the board of directors to consider diversity. The system formulates diversity policies based on its own operations, business forms, and developmental needs, including but not limited to criteria such as gender, age, nationality, culture, professional knowledge, and skills.

Regarding the director election process, the Company employs a candidate nomination system for the appointment of directors. The goal of this process is ensuring independent directors constitute at least one-third of the total number of directors and including at least one female director. Furthermore, the Company requires board members to possess the necessary knowledge, skills, and qualities to effectively fulfill their duties. Overall, they should possess the following abilities: operational judgment, accounting and financial analysis skills, business management capabilities, crisis handling expertise, industry knowledge, international market perspectives, leadership skills, and decision-making abilities.

Silergy Corp.'s board of directors comprises members with diverse backgrounds, including varying industry experiences and substantial practical knowledge. The Company's current board consists of eight members, including three independent directors, accounting for 37.5% of the total composition. The age distribution of the board members ranges from 45 to 70 years, with the inclusion of one female director, constituting 12.5%. Throughout the year 2023, the Company convened five board meetings.



Members of the Board of Directors

Name	Title	Gender	Age	Educational background	Professional ability	Main experience and academic	Whether concurrently holds other senior management positions within Silergy Corp.	Currently serving as an independent director of other public companies
Wei Chen	Chairman	Male	50-55	PhD	Semiconductor Enterprise management Science and technology major Risk management	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA Technical Manager, Linear Technology Deputy Chief System and Applications Technology Officer, Monolithic Power Systems, Inc.	Yes	0
Budong You	Director	Male	50-55	PhD	Semiconductor Enterprise management Science and technology major Risk management	PhD, Department of Electrical Engineering, 3Virginia Polytechnic Institute and State University, US Deputy Technology Manager, Volterra Semiconductor	Yes	0
Jiun-huei Shih	Director	Male	45-50	PhD	Finance/Securities/Accounting Services Accounting/Finance Legal Risk Management	JD, Stanford University Law school BS, United States Military Academy Managing Director and Partner at JP Morgan/One Equity Partners Industry banker at both Merrill Lynch and Deutsche	--	0
Sophia Tong	Director	Female	60-70	Bachelor's Degree	End-consumer products Business Management Science and Technology Expertise Accounting/Finance Legal Risk Management	Languages/National Taiwan University President, Test Rite International Co., Ltd GM of IBM Taiwan; Department of Foreign	--	1
Bing Xie	Director	Male	55-60	Master's Degree	Semiconductor End-Consumer Products Business Management Science and Technology Expertise Accounting/Finance Risk Management	Master of Business Administration at Clemson University in South Carolina Bachelor of Science in Electronics Engineering at Xidian University in Xi'an, Shaanxi, China. Senior Vice President/Executive Officer; Vice President; President/General Manager; TI Greater China; and Sales Manager, TI Greater China, Texas Instrument	Not in 2023	0
Yong-Song Tsai	Independent Director	Male	65-70	Master's Degree	Semiconductor Finance/Securities/Accounting Services Business Management Accounting/Finance Risk Management	Masters, International Business, National Taiwan University (NTU) Master, Materials Science and Engineering from The Ohio State University, USA Partner, APP Capital Limited Deputy General Manager, Walden International Taiwan Co., Ltd.	--	1
Henry King	Independent Director	Male	55-60	Master's Degree	Finance/Securities/Accounting Services Business Management Science and Technology Accounting/Finance Risk Management	EBMA Enterprise Class, National Cheng-Chi University, TAIWAN MBA in Finance, Loyola University of Chicago, USA BS in Electrical Engineering (minor in BA), National Central University, TAIWAN Managing Director, Co-head of Asia Technology team, Head of Taiwan research, Goldman Sachs Asia Senior analyst, Credit Suisse	--	2
Jet Tsai	Independent Director	Male	55-60	Master's Degree	Finance/Securities/Accounting Services Business Management Science and Technology Accounting/Finance Risk Management	MBA, National Taipei University Electrophysics/Chiao Tung Universit CPA, Jianda Lianhe Accounting Firm	--	2

Professional Development of the Board of Directors

To enhance the professional knowledge and capabilities of the directors, in accordance with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies, Silergy Corp. requires re-elected directors to complete a minimum of 6 hours of continuing education annually. The Company regularly arranges courses for directors' professional development each year. The table below shows the continuing education status of the directors during the reporting period:



Directors' Continuing Education Status


Name	Training date	Organizer	Course title	Training hours
Wei Chen	2023.05.26	Taiwan Corporate Governance Association	Risk management and crisis management	3
			Risks are everywhere, how to manage them effectively	3
Budong You	2023.05.26	Taiwan Corporate Governance Association	Risk management and crisis management	3
			Risks are everywhere, how to manage them effectively	3
Jiun-huei Shih	2023.05.26	Taiwan Corporate Governance Association	Risk management and crisis management	3
			Risks are everywhere, how to manage them effectively	3
Sophia	2023.05.26	Taiwan Corporate Governance Association	Risk management and crisis management	3
			Risks are everywhere, how to manage them effectively	3
Bing Xie	2023.08.23	Accounting Research and development Foundation	Corporate governance literacy and financial reporting risk assessment practice	6
	2023.08.24	Securities & Futures Institute	Trends of Corporate governance and sustainable development of companies	3
	2023.11.15		2030/2050 green industrial revolution	3
Yong-Song Tsai	2023.05.26	Taiwan Corporate Governance Association	Risk management and crisis management	3
			Risks are everywhere, how to manage them effectively	3
	2023.06.06	Securities & Futures Institute	Understanding and application of credit rating	3
Henry King	2023.05.26	Taiwan Corporate Governance Association	Risk management and crisis management	3
			Risks are everywhere, how to manage them effectively	3
Jet Tsai	2023.05.26	Taiwan Corporate Governance Association	Risk management and crisis management	3
			Risks are everywhere, how to manage them effectively	3

Functional Committees


Audit Committee

The Company's Audit Committee consists of all independent directors, responsible for assisting the Board of Directors in fulfilling the Company's obligations related to accounting, audit, financial reporting review, and evaluating the effectiveness of internal control systems.


The Audit Committee operates with the primary purpose of overseeing the following matters:




Appropriate presentation of the Company's financial statements




Auditing the selection, independence, and performance of accountants



Effective implementation of internal controls within the Company



Compliance with relevant laws and regulations within the Company



Management of existing or potential risks within the Company

In 2023, the Audit Committee held 5 meetings, and the attendance rate of independent directors was 100%. The attendance status of independent directors in the Company is as follows:

Audit Committee Attendance

Title	Names	Actual Attendance	Proxy Presence	Actual Attendance Rate (%)	Notes
Convener	Jet Tsai	5	0	100	/
Committee Member	Yong-Song Tsai	5	0	100	/
Committee Membe	Henry King	5	0	100	/

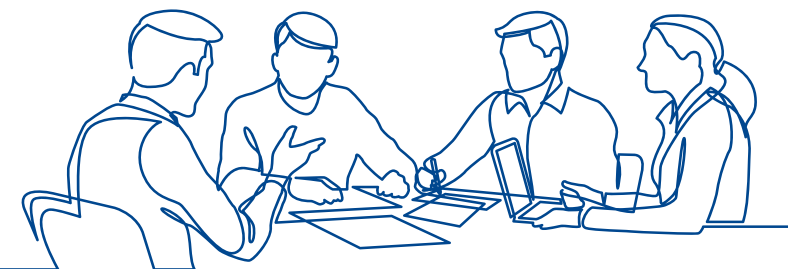
Remuneration Committee

The Remuneration Committee of the Company is composed of all independent directors, responsible for regularly reviewing the Remuneration Committee's rules, proposing amendments, establishing and periodically reviewing performance evaluation criteria for directors, supervisors, and executives, setting annual and long-term performance goals, formulating policies, systems, standards, and structures for compensation, assessing the attainment of performance goals for directors, supervisors, and executives, and determining the content and amounts of individual compensation based on the evaluation results obtained from the performance assessment criteria.

During this reporting period, the Remuneration Committee held 2 meetings, with a 100% attendance rate of independent directors. The attendance of independent directors of the Company is as follows:

Attendance of the Remuneration Committee

Title	Names	Actual Attendance	Proxy Presence	Actual Attendance Rate (%)	Notes
Convener	Yong-Song Tsai	2	0	100	/
Committee Member	Henry King	2	0	100	/
Committee Member	Jet Tsai	2	0	100	/



Sustainable Development Governance

As an enterprise that has focused on energy-saving technology products since its establishment, Silergy Corp. actively responds to the United Nations Sustainable Development Goals (SDGs) with international standards as its goal, from research and innovation of energy-saving products to Company operations and corporate governance. In 2023, the Business Continuity Management Department under the General Manager's Office will carry out the sustainable development promotion work, integrating collaborative discussions among various departments and implementing promotion details. The concept of sustainable development will be integrated into various departments such as the Audit Department, Design and Product Center, Technology, Quality and Operations Center, Marketing and Sales Center, Human Resources and Administration Department, Financial Department, Legal and Intellectual Property Department, Information Management Department to enhance the impact of management Company operations on various stakeholders.



Sustainable Management

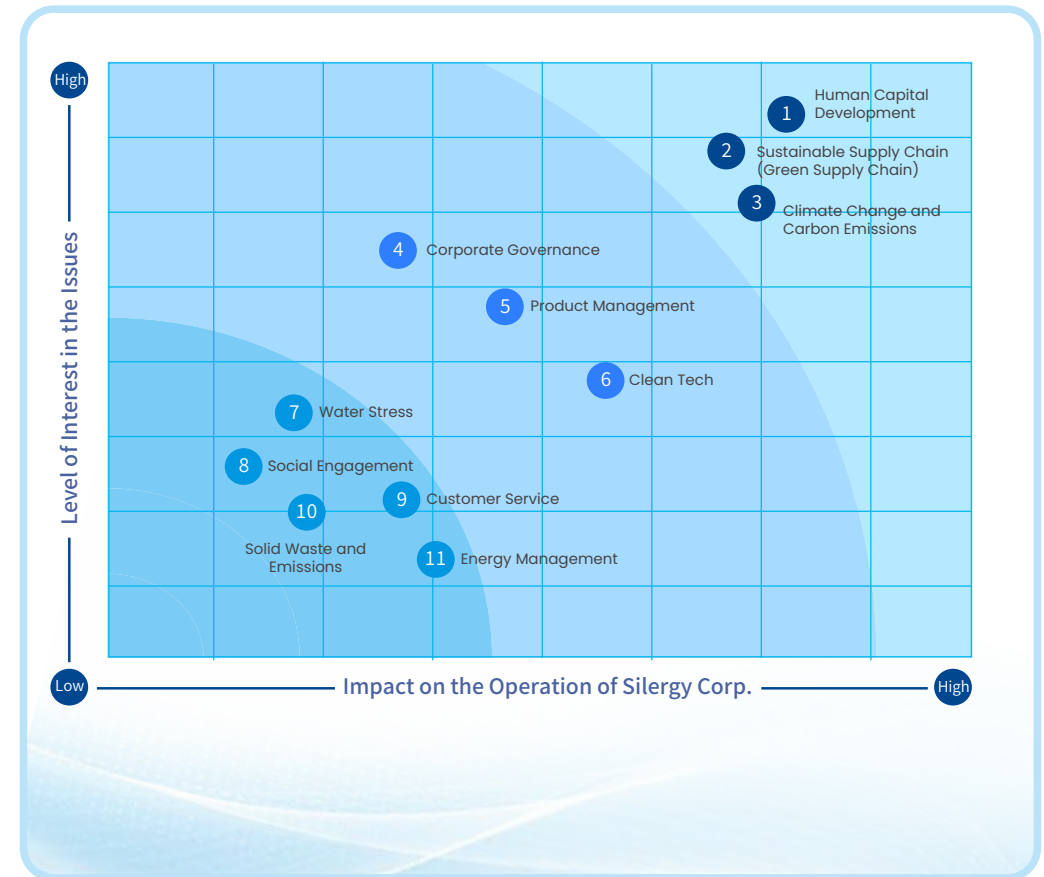
In September 2015, the United Nations adopted the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development. Companies play an important role in achieving these SDGs. As an important member of the semiconductor industry chain, Silergy Corp. is committed to combining its corporate sustainable development strategy with the SDGs, and to pursuing a more sustainable future through its own goal-attainment efforts.

	Strategy	Guide	Goals	SDGs
Innovation	We are committed to becoming a leading semiconductor manufacturer with the highest standard of analog crystals, centered on technological innovation	Continuously increase investment in R&D and develop new product solutions through continuous technological research and innovative designs	Provide energy efficient product solutions that offer customers high performance, reliability and environmental friendliness	
Environment	Continuous pursuit of reducing energy consumption and maintaining a clean earth	Utilizing new technologies to optimize production and management methods, improve resource efficiency, actively respond to the "dual-carbon" goal, guard the green ecology, and contribute to the sustainable development of the environment.	To achieve carbon peak in scope I and II by 2028, and to achieve carbon neutralization in scope I and II by 2040; Establish a corporate carbon inventory system, conduct third-party verification of the Group scope every year, and formulate a carbon emission reduction planning route based on the verification results and the actual situation of the Company	
Social	Leveraging a global and increasingly diverse team of talented individuals to actively drive high quality and sustainable growth for the Company	Continuously strengthen the protection of employees' rights and interests, the implementation of incentives and benefits, the enhancement of competencies, and the protection of employees' physical and mental health, in order to continue to attract and retain international talents with both technical and social responsibilities.	Zero tolerance for forced labor and human rights violations; Provide reasonable work arrangements and diverse employee benefits; Zero work-related injuries	
Governance	Maintain a high level of corporate governance by acting in an honest and ethical manner under the business philosophy of integrity, innovation, and sustainable services	Optimize the corporate governance system and strengthen risk internal control and anti-corruption management	Fully integrate ESG concepts into all aspects of the Company's strategic planning and operational management	

Management of Material Issues





To further enhance the material nature of the report, Silergy Corp. conducted extensive surveys of internal and external stakeholders, assessing from both the perspectives of "importance to Silergy Corp." and "importance to stakeholders." This evaluation helped identify stronger material issues to be highlighted in the report, addressing the expectations and demands of stakeholders in a targeted manner.





<p>1 Stakeholder Identification</p>	<p>We identified the six most significant stakeholders of Silergy Corp. through the AA1000 Stakeholder Engagement Standard as a guiding principle.</p>
<p>2 Material Topics Collection</p>	<p>In reference to major international sustainability standards and norms such as the GRI Sustainability Reporting Guidelines, semiconductor industry-related issues, MSCI, we consolidated significant issues of Silergy Corp. in 2022 and conducted a comprehensive assessment of the Company's medium and long-term vision along with its daily operations to identify a total of 13 material issues.</p>
<p>3 Analysis of Issue Relevance</p>	<p>Based on the 2022 consolidation of material topics of Silergy Corp., we ranked major issues through legal and regulatory requirements, and comparative analysis of and peer disclosures.</p>
<p>4 Identification and Verification</p>	<p>Based on the matrix analysis results, we established 11 significant issues, categorized as high, medium, or general concern levels, serving as reference points for assessing significance.</p>
<p>5 Issue Disclosure and Management</p>	<p>We ensured that relevant issues are transparent, balanced, and thoroughly disclosed in the report.</p>



Stakeholder Engagement

Silergy Corp. attaches great importance to the diverse demands of stakeholders and establishes various communication channels to listen to their opinions regarding the Company's sustainable development. The Company's communication channels with stakeholders are as follows:

Key Stakeholders	Expectations and Concerns	Modes of Communication and Response
 Shareholders and Investors	Risk Management Regulatory Compliance Stable Returns	Shareholders' Meeting Corporate Briefings Domestic and International Interviews Listed Company Information Disclosure Telephone and Email Communication
 Customers	Product Quality Assurance Providing High-Quality Services Customer Privacy Protection Intellectual Property Protection	Regular Visits Technical Discussion Meetings Customer Service Hotline
 Employees	Safeguarding Legal Rights Promoting Employee Growth and Development Caring for Employee Well-being	Opinions, Complaints, and Feedback Employee Training and Development Support for Employees in Need
 Suppliers and Partners	Responsible Procurement Fairness and Transparency Integrity and Commitment Win-Win Collaboration	Tender Meetings Supplier Training Industry Forums

Key Stakeholders	Expectations and Concerns	Modes of Communication and Response
 Environment	Addressing Climate Change Enhancing Energy Efficiency and Emissions Reduction	Implementation of Environmental Policies Environmental Information Disclosure
 Community Residents	Supporting Local Community Development Engaging in Volunteer Activities	Volunteer Service Community Activities Public Communication
 Social Organizations	Waste and Emission Management Practicing Public Welfare and Charit	Social Welfare Support Projects Social Public Welfare Project
 Media	Transparent Information Disclosure Strengthening Communication	Interviews with Journalists Timely Disclosure of Information

Silergy Corp.'s Stakeholder Engagement Activities in 2023

The achievement of the United Nations Sustainable Development Goals requires collective efforts from stakeholders around the world. Silergy Corp. actively organizes and participates in sustainability-related activities, engaging in extensive and in-depth collaboration and communication on issues of common concern with stakeholders. These include topics such as sustainable supply chains, climate change and greenhouse gases, green technology, and product management. Leveraging its own and its partners' creativity and innovation capabilities, Silergy Corp. aims to make a positive impact and drive sustainable development.



Case: Silergy Corp.'s Participation in Enlit Europe Conference

Enlit Europe is the ultimate energy transition event bringing together thousands of industry leaders representing all aspects of the energy ecosystem to help organizations increase brand awareness, expand their reach as thought leaders, and gain exposure to the business opportunities presented by top industry leaders, innovative startups, and various end users.

Silergy Corp. participated in the Enlit Europe Conference in 2023, where attendees discussed product solutions with customers and distributors, and displayed the Company's product development achievements at the booth, reflecting the Company's continuous and active contribution to product technology innovation and R&D.



Enlit Europe



Case: Silergy Corp. Automotive-grade AFE DDebuts at Asia Outdoor Power Conference

The 2023 Asia charging expo (Spring) was held on March 14-16 in Hall 7 of Shenzhen Futian Convention and Exhibition Center, and the 6th Outdoor Power Conference Asia was grandly opened on March 16 at the same time. Asia Outdoor Power Conference, initiated by ChargeHead.com, has been held for many consecutive sessions since the first conference was held in Shenzhen in 2018. Carbon peak, carbon neutral, the use of clean energy has long been a hot topic. Outdoor power is as one of the representatives of clean energy, due to its portability to obtain a wide range of applications. In this event, Silergy Corp. exhibits with several product demos, releases 1 outdoor power supply program speech, covers 5 product lines, and provides multiple types of solutions including BMS AFE, which is widely concerned.



2023 Asia Charging Expo (Spring)



Case: Silergy Corp. Presents Automotive-grade MCU and BMS AFE Solutions at Electronica Shanghai in Munich

Electronica Shanghai 2023 was grandly opened from July 11th to 13th in China National Convention and Exhibition Center (Shanghai). Silergy Corp. made a heavy appearance with more than 20 chip demos including the latest automotive-grade power management, LED driver, motor driver, light sensor, audio amplifier, amplifier, voltage reference, tire pressure monitoring, BMS AFE, MCU and so on. Among them, automotive-grade 18-serial high-precision AFE (ASIL-D) SA63122 and cost-effective automotive-grade MCU chip SA32Bxx are debuted in MU show.

During the same period, on July 12, Silergy Corp. held a forum on automotive chip quality and innovation development in cooperation with China Saipao Laboratories to discuss AEC-Q standards, automotive chip reliability and failure analysis technology, and automotive functional safety in depth, and to promote automotive chip technological innovation with industry peers, and to contribute to the high-quality development of the automotive industry.



Automotive Chip Quality and Innovation Development Forum

Operate with Dedication, Develop in Compliance

Silergy Corp. advocates integrity and ethical business practices, and establishes comprehensive systems for anti-corruption and integrity building across its subsidiaries worldwide. It enforces a zero-tolerance policy towards any violations of regulations and conducts. Silergy Corp. fully complies with international regulations concerning risk management, anti-corruption, and anti-bribery requirements. The Company is committed to cultivating an image of ethical, honest, and trustworthy business operations, and strives to create a clean and transparent business environment.

Risk Internal Control

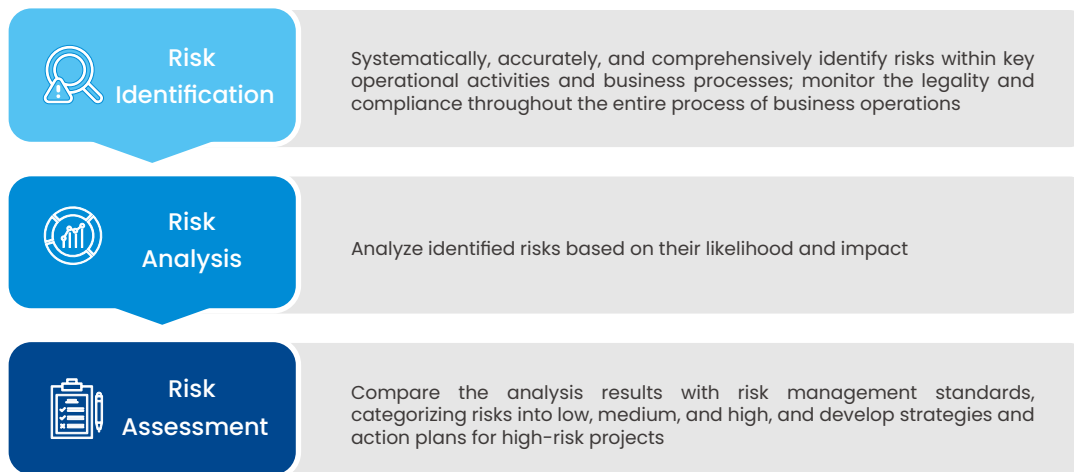
Silergy Corp.'s various departments strictly adhere to the Company's Risk Internal Control Management standards and have developed a Risk and Opportunity Identification and Assessment Table. According to our respective responsibilities, we identify relevant risks that could impact the Company's operations or sustainable development. They implement corresponding management measures to strengthen risk internal control management, enhance adaptability, achieve the goals of risk internal control, and boost the Company's competitiveness.

Risk Management

Silergy Corp. actively promotes risk management, identifying, analyzing, and assessing risks. In terms of risk identification, the Company systematically, accurately, and comprehensively identifies potential risks it faces across categories such as strategic positioning, operational management, financial operations, climate change, etc. It routinely monitors the legality and compliance throughout the entire process of business operations. For identified risks, the Company analyzes their likelihood and impact, compares the analysis results with its risk management standards, defines risk levels such as low, medium, and high, and formulates corresponding countermeasures.

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

Risk Identification Process: Risk Identification, Analysis, and Assessment



Categories of Risks and Response Strategies

Risk Issues	Policy or Strategy
<p>Strategic Positioning Risks</p> <ol style="list-style-type: none"> 1. Technological Innovation and Industry Trends 2. Changes in Market Demand 3. Changes in Policies or Laws 4. Global Political and Economic Developments 	<ul style="list-style-type: none"> • The management periodically monitors market changes and technological trends, evaluating their risks and their impact on the Company's product positioning, in order to mitigate all risk factors. • Gradually increase annual R&D expenses to support future new product development and enhancements for existing products, thus enhancing market competitiveness. • Stay attuned to market demand, maintain close contact and collaboration with end-brand manufacturers to seize market opportunities, develop more innovative and advanced products, and preemptively introduce new products aligned with consumer tastes and preferences. • Stay vigilant about trends in international policy development and regulatory changes, collect relevant information to provide decision-making references for the management, and adopt appropriate strategies.
<p>Operational Management Risks</p> <ol style="list-style-type: none"> 1. Talent Recruitment and Development Management 2. Information Security Risk 3. Corporate Image 4. Intellectual Property and Patents 5. Public Opinion Emergencies 	<ul style="list-style-type: none"> • Provide comprehensive education and training to cultivate a diverse R&D talent pool. Maintain ongoing employee benefits and a dividend-based stock incentive policy to attract exceptional design talents. • When planning network security, establish secure control mechanisms for computer network systems to prevent unauthorized access. Regularly review and assess the security of software and hardware, configure firewall systems, and periodically educate employees about information security policies and regulations. Conduct periodic testing. • Uphold the values of integrity and steady diligence, committed to enhancing quality and efficiency while strengthening internal management to uphold the corporate image. • Align with the overall development plan, scientifically formulate and implement an intellectual property scheme, define short-term intellectual property goals, and develop feasible intellectual property work plans. • Develop and activate emergency response plans based on unforeseen events, strictly control external information flow, engage in proactive media relations activities, and minimize negative impacts on the Company's reputation. Simultaneously, rigorously enforce accountability and continuously enhance daily media relations activities, establishing channels for media crisis management. Non-compliance with regulations by individuals or units will result in accountability actions by the Company.
<p>Financial Operations Risks</p> <ol style="list-style-type: none"> 1. Changes in Interest Rates, Exchange Rates, Inflation, etc 2. High-Risk, High-Leverage Investments 	<ul style="list-style-type: none"> • Continuously gather exchange rate data and enhance connections with financial institutions through real-time exchange rate information on the internet or other means. Analyze exchange rate trends and strive for a balance between foreign currency assets and liabilities in our strategies to achieve a natural hedge effect and minimize the impact of exchange rate fluctuations. • Monitor fluctuations in market prices and maintain good interactive relationships with suppliers and customers. • The Company's operational strategy has always been based on conservative and focused principles, avoiding involvement in high-risk industries. Additionally, the financial policy is primarily conservative and cautious, refraining from engaging in high-leverage investments.

Risk Issues	Policy or Strategy
<p>Climate Change Risk</p> <ol style="list-style-type: none"> 1. Green Products 2. Transition Risks Caused by Climate Change Factors 3. Increased Supply Chain Costs Due to Climate Factors 	<ul style="list-style-type: none"> • Continuously research and develop products with lower carbon footprint. • Continuously promote water-saving, energy-saving, and carbon reduction initiatives to enhance resource utilization efficiency. • Actively engage in sustainable supplier management practices.
<p>Supplier Risk</p> <ol style="list-style-type: none"> 1. Rising Material Costs and Shrinking Product Margins Affect Company Profitability 2. Inability to Meet Production Requirements and Deliver on time when Order Volume Rises 3. Serious Natural Disasters in Factories that Prevented timely Delivery of Customer Orders 	<ul style="list-style-type: none"> • Do a market assessment of material prices and stock up ahead of time. • At least 1 alternate supplier for each type of material that meets requirements. • Select at least 2 suppliers in different geographic locations as options for each type of material.
<p>Customer Demand Risk</p> <ol style="list-style-type: none"> 1. Increase in Material Prices, Strong Demand from Customers for annual Price Reductions, and Shrinkage of the Company's Profitability, affecting the Company's Operations 2. Higher threshold for automotive electronics, resulting in potentially higher initial investment 	<ul style="list-style-type: none"> • Strictly enforcing cost controls while developing new processes to replace manual work and save money. • Increase R&D investment in automotive electronics and product optimization. And establish automotive electronics IATF16949 system structure and through the ISO26262 system and product certification to increase competitiveness.
<p>Substitute Risk</p> <ol style="list-style-type: none"> 1. Competitive Prices and Customer Acceptance of the Quality and Performance of Substitutes Lead to a Squeeze on the Market for Existing Products and a Relative Reduction in Market Share 	<ul style="list-style-type: none"> • Keeping a close eye on market trends and actively seeking new directions for development.

Internal Controls

Silergy Corp. has established an Internal Control System. The Company has established an internal audit department, which, based on the Company's size, business conditions, management needs, and relevant legal requirements, allocates a suitable number of full-time internal auditors and designates acting auditors as needed. The main responsibilities of the Company's internal audit department include investigating and assessing the soundness, reasonableness, and effectiveness of the Company's internal control system and various management systems. A yearly audit plan is formulated, including projects to be audited each month. The annual audit plan must be executed as planned to evaluate the Company's internal control system. Audit reports are prepared by attaching working papers, relevant data, and other materials.



Case: Silergy Corp. Carries out Internal Auditor Capacity Enhancement Training Course

To improve the internal auditors' own quality and ability, the Company carried out the online training on internal auditors' ability enhancement organized by the Internal Audit Association on August 22-24, 2023, interpreting the Internal Auditing Standards and the Code of Ethics for Internal Auditors, and telling the trainees about the norms and skills of writing audit reports and practice cases, etc., so as to help the trainees to better master the knowledge and skills in auditing. Finally, the trainees successfully completed the assessment and were awarded a certificate of completion.



Business Ethics

Silergy Corp. fully complies with the Code of Conduct of the Responsible Business Alliance (RBA), and in conjunction with the trend of the foreign trade electronics industry and the Company's strategy, Silergy Corp. has formulated the Silergy Corp Corporate Social Responsibility Manual and Codes of Conduct, which is designed to implement the Company's employees and suppliers through the handbook to conduct business with integrity and ethics and other behaviors, and to reduce the Company's business ethics to reduce the adverse impacts of the Company's business ethics.

Integrity in Business. The highest standards of integrity must be adhered to in business activities, with clear prohibitions on misconduct such as bribery, embezzlement, extortion and misappropriation of public funds, and companies are required to comply with anti-corruption laws through the implementation of monitoring and enhanced procedures to ensure transparency and compliance in transactions.

No Improper Benefits. The Company shall follow the principles of integrity and compliance requirements in its business activities, including strict rules on gift policies, anti-bribery and anti-kickback practices for employees in their interactions with customers, suppliers, and government officials, to ensure that all business practices are transparent and lawful, and to avoid any behavior that could damage the Company's reputation or violate the law.

Fair Competition. The Company must follow the principle of fair competition, comply with the antitrust and unfair competition laws of the countries in which it operates, prohibit any form of collusion, and refrain from conspiring with any party, including suppliers, customers, and peers, to obtain an unfair advantage or competitive advantage.

If any violations of integrity and ethical business practices are identified, individuals are required to report them proactively to the Audit Committee, executives, internal audit supervisors, or other supervisors. Those found to be in violation of these principles will be subject to appropriate sanctions based on the severity of the circumstances. Additionally, the Company conducts regular training and awareness sessions for directors, executives, employees, and actual controllers. Business units responsible for various operations are tasked with promoting these principles among individuals involved in the Company's business activities, ensuring a thorough understanding of the Company's commitment to integrity, policies, preventive measures, and the consequences of engaging in dishonest behavior. In the year 2023, the Company did not encounter any major litigation involving corruption, bribery, or unfair competition.

Silergy Corp. Holds Regular Anti-corruption Training Sessions

The Company holds annual training on its internal control system, which includes the Code of Ethics and Conduct, the Code of Business Integrity and Guidelines for Operating Procedures and Behavior, and the Measures for the Protection of Personal Data, etc. A quiz is conducted after the training to enhance the staff's comprehensive understanding of the Company's business ethics. At the same time, anti-corruption content is added to the induction training for new employees, so as to achieve full coverage of anti-corruption training.



New Employee Training Poster

Whistleblower Procedures

Silergy Corp. has established clear reporting procedures and whistleblower protection measures in its reporting system. The Company encourages real-name reporting, strictly implements the principle of confidentiality of whistleblowers and the principle of avoidance of interested parties. The parties, whistleblowers and relevant personnel responsible for handling cases shall not disclose relevant information to the public. The reported cases shall be handled by the audit supervisor and appointed appropriate auditors as case specialists, and the cases shall be closed within two months from the day after confirmation of acceptance. The department or person receiving the complaint must handle the complaint case without any valid reasons. If the reported case is verified, the Company shall handle it according to law or relevant internal regulations.

Tax Management

Silergy Corp. conducts tax management work while strictly adhering to relevant tax laws and regulations and considering its actual circumstances. The Company devises tax payment plans prudently, standardizes tax-related behaviors, and maximizes efforts to reduce tax risks and losses. The main components of the Company's tax management include establishing a sound tax management system, regulating the timing and procedures of voucher transmission, ensuring timely and accurate tax payments, continuously strengthening tax management process controls, enhancing tax management of internal related transactions, implementing reasonable tax planning, and conducting tax risk assessments and self-audits.

Craftsmanship Guardianship, Quality Service

As a leading design Company at the forefront of the IC industry, Silergy Corp. leverages its advantages of global presence and stable supply chain. Seizing the market opportunities brought by the accelerated development of 5G, artificial intelligence, and clean technologies, Silergy Corp. has developed enhanced analog chips. The Company is fully committed to meeting customer demands for high-performance and highly reliable chips, thus maintaining rapid growth and a leading market position. Additionally, the Company strictly adheres to ethical and moral principles throughout the procurement process, taking into full consideration factors such as social responsibility, environmental impact, and human rights. By promoting supply chain compliance, Silergy Corp. collaborates with customers and suppliers to build a more sustainable and equitable future.

Research and Development Innovation (R&D)

Silergy Corp. has showcased remarkable innovative achievements in the field of products. The Company's product portfolio spans DC/DC converters, AC/DC converters, PMICs (Power Management ICs), BMS (Battery Management Systems), LED lighting, backlighting, charge pumps, wireless charging, protection switches, linear regulators, electrostatic protection, motor drivers, meters, amplifiers, sensors, Bluetooth/RF (Radio Frequency), clock/Timing, MCUs (Microcontrollers), SAR (Successive Approximation Register), protocol chips, and more. These products find extensive applications in industries including automotive, industrial, consumer electronics, cloud computing, and communication devices. Through continuous technological research and innovative design, the Company provides customers with high-performance, reliable, and environmentally friendly products. Silergy Corp. also offers advanced technical support and innovative solutions to various industries.

In recent years, the Company has increased its investment in research and development, enhancing its IC design capabilities and process technologies. This effort has resulted in a power density increase of over four times in the latest products compared to the first-generation products. As a result, consumer goods, communication devices, industrial equipment, and automotive products have become more lightweight. These advancements also enable operation with minimal power consumption, contributing to a reduction in carbon emissions.

To further promote product innovation and enhance product competitiveness in the future, the Company has formulated short-term and long-term research and development strategies and plans to improve existing products or develop new products through scientific research and technological development in order to meet market demand and enhance the Company's market position.

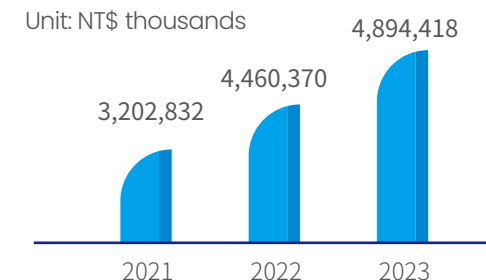
Short-term R&D Strategies and Plans

- Improve voltage and current capacities and continue to revise design processes; monitor market trends and customer requirements to further expand market share of product applications.
- Leverage power management related technologies and knowledge acquired and continue to develop PMIC related products; upgrade products to improve market position.
- Continue to nurture new technology talents, increase the application ratio of products not related to power, and provide customers with comprehensive solutions.
- Continue to improve product stability, reliability, and lifecycle, increase the proportion of R&D in products required in high-end applications, such as automotive electronics, industrial applications, 5G communications, and server products.

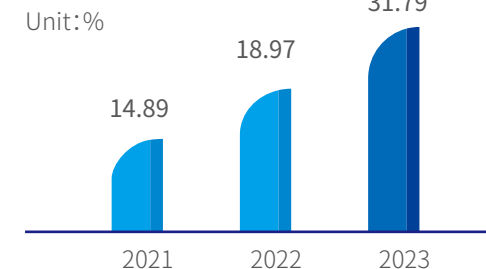
Long-term R&D Strategies and Plans

- Include market applications and requirements to provide a comprehensive product portfolio; use IC design experience, integration technologies and capabilities to expand the scope and depth of various product series; develop other high-end products to diversify products and satisfy the customer's need for total solutions.
- Continue to develop key technologies and patents, and develop next generation products that correspond to industrial trends and developments to secure leading position for the products.
- Actively develop other analog products and production technologies to provide customers with more one-stop services.

R&D Expenditure in the Past Three Years



Proportion of R&D Expenditure to Operating Income



Silergy Corp.'s Product Terminal Applications

End-use applications include consumer electronics, network communication devices, security monitoring, LED lighting, cloud computing, automotive and artificial intelligence.



Smart TV



Network Equipment



Personal Electronics



Photovoltaic (PV)



POS



Communication Base Station



LED Lighting



Automotive Electronics



Video Surveillance



Servers



Solid State Drives (SSD)



Intelligent Electric Meter



Power Grid



AI Smart Interaction

Automotive Electronics Showcase



Smart Cabin



BMS



OBC/DCDC



Advanced Assisted Driving

Artificial Intelligence Product Showcase



Industrial Robot Arm



Logistic Robots

Consumer Electronics Showcase



Virtual Reality



Smart Speaker



High Performance Display



White Power

Industrial Application Product Showcase



Artificial Intelligence (AI)



Photovoltaic (PV)



Data Center



Motor Drive



Medical Care



Energy Storage

R&D Achievements in 2023

First 40V/15A fully integrated Automotive H bridge motor driver.

The Company established "Corporate Governance Practices Guidelines" on December 20, 2023, after the discussion and approval of the Board of Directors. The Company's website features an investor relations section where investors can access information related to corporate governance, including that of the Board of Directors, functional committees, and important Company documents.



Case: Silergy Corp.'s New Generation of Efficient LED Backlight Drivers

White Light Emitting Diode (WLED) applications are quite common, mainly because WLEDs can be used to provide backlighting for portable electronics displays. SY7759, Silergy Corp.'s new generation of high-efficiency boost WLED backlight driver chip, can stably drive six strings of parallel-connected LED strips when the battery voltage varies with the power level. Each string can be connected with up to 12-13 WLED beads in series, which can be used for backlight panels that require high brightness. SY7759 has good dimming linearity and consistency (deviation <2%), which ensures that each string of LEDs has excellent brightness uniformity and accuracy. In addition, with its compact QFN3.5x3.5 package and simple peripherals, the SY7759 accommodates the trend of lighter and thinner notebooks, making it the best backlight driver solution for notebook PCs.



Notebook Application Schematic



Case: Energy Storage System (ESS) Programs—Key to the Clean Energy Transition

Renewable energy sources such as solar and wind have the disadvantage of being intermittent, and energy storage systems (ESS) play a vital role in green energy infrastructure by guaranteeing the stability of the power supply. ESS technology utilizes configured solar or wind facilities to provide clean energy that can respond instantaneously to outage situations.

An energy storage system (ESS) consists of two main components: a battery management system (BMU) and a power conversion system (PCS). The PCS performs AC/DC and DC/AC conversion, electrical energy into the batteries, charging the batteries, or converting the energy stored in the batteries to alternating current (AC), which can be transmitted back to the grid. The BMU has battery charging, balancing, and health monitoring functions, and is equipped with a microprocessor responsible for the system control and communication.

For many years, Silergy Corp. has been committed to improving the efficiency and performance of analog chips and providing customers with cost-effective system solutions based on technological innovation. With the world's leading analog chip solutions for energy production, transmission, power conversion and battery management, Silergy Corp. is the best partner to drive Energy Storage System (ESS) solutions. Among them, Silergy Corp.'s BMS AFE, current sense amplifiers, digital-to-analog converters, voltage references, multiplexed power management, isolated power supplies and driver solutions are the best products for energy storage system design.



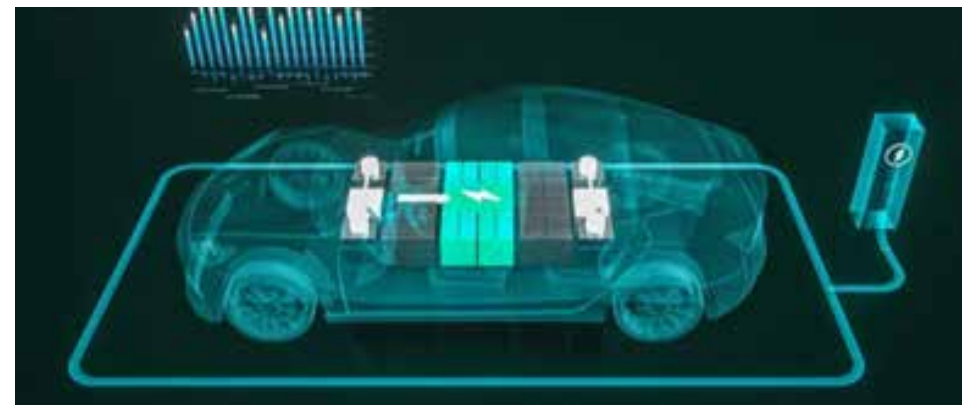
New Energy Vehicle Application Schematic



Case: Silergy Corp.'s In-vehicle BMS Solution

In the development of the electric vehicle industry, the first thing manufacturers need to ensure is the safety and reliability of the car. For consumers, the range, charging frequency and charging speed of electric vehicles are also included in the key considerations. Therefore, the battery is the core of an electric vehicle, and battery performance and life is an important indicator of electric vehicle performance. Advanced BMS (Battery Management System) solutions can accurately measure battery pack usage, protect and equalize battery pack power, help to address the many challenges faced during battery use, and ensure the safe operation of electric vehicles.

Silergy Corp. is committed to comprehensively layout the BMS field and develop innovative products, making full use of new technology breakthroughs: cell monitoring, high-voltage detection, current detection, isolation monitoring and high-voltage interlocking, etc., and launching automotive Battery Management System (BMS) solutions, which contain a total of 15 product solutions in 10 major categories. Meanwhile, we optimize software and hardware during the design process, and the functional safety level of many types of products reaches ASIL D, which helps extend the service life of electric vehicle batteries, increase range, improve safety and reliability, and reduce design costs, further promoting the development and popularization of electric vehicles around the world.



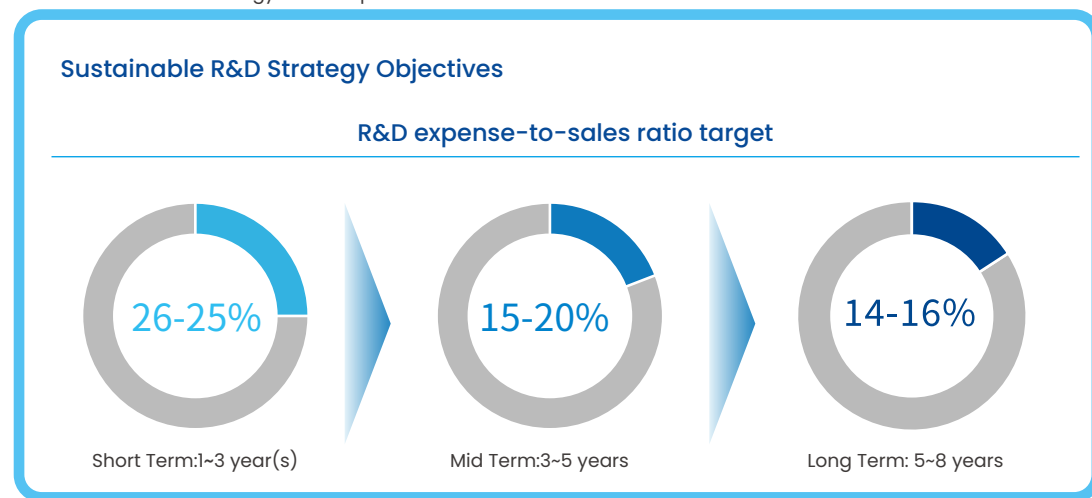
Electric Vehicle Battery Application Schematic

High-quality Products

Silergy Corp. adheres to the concept of sustainable development by creating a world-class production and quality management system. We consistently introduce analog chips with high quality and standards, combining cost-effectiveness and efficiency, to provide customers with forward-looking energy-efficient products.

Energy-saving Products

Silergy Corp. always focuses on the development of clean technology products, actively participates in industry exchange summits, designs environmentally friendly and energy efficient power management chips, and provides diversified energy management solutions. The Company plays an important role in climate action by helping to enhance the energy-saving effect of electronic products with high-efficiency chips, assisting enterprises in various industries to achieve the goal of energy optimization and management, and pursuing the vision of carbon neutrality. In the future, the Company is committed to investing at least 14% of its annual revenue as research funding to continuously optimize and develop more energy-efficient chips to help customers achieve their energy saving and carbon reduction goals. In the current year, the Company has maintained the growth of R&D investment in spite of the decrease in revenue, and R&D expenses accounted for 31.79% of its operating income. In 2023, the Company's patents related to improving energy efficiency/reducing consumption accounted for 70% of the overall, and more than 90% of revenue comes from energy efficient products.



Quality Assurance

Silergy Corp. places great emphasis on product quality issues and has established a series of internal protocols, such as the Subcon Baseline for Assembly & Testing, Improved Control Procedure, Supplier Process Control Procedure, and Procurement Control Procedure. These protocols standardize production controls to ensure the quality of purchases. Through these measures, the Company promptly addresses and prevents issues and potential problems within the quality management system, enhancing the effectiveness of product, process, service, and quality management systems.

Procurement Management

To ensure the quality of procured goods, the Company has developed a systematic procurement workflow, and only suppliers that have been evaluated and approved can become procurement partners. During product acceptance, the Company rigorously evaluates aspects like design and production materials. For example, in the procurement of wafers, supplier product testing data must meet requirements to pass the acceptance process.

Evaluation Grade and Response Policy

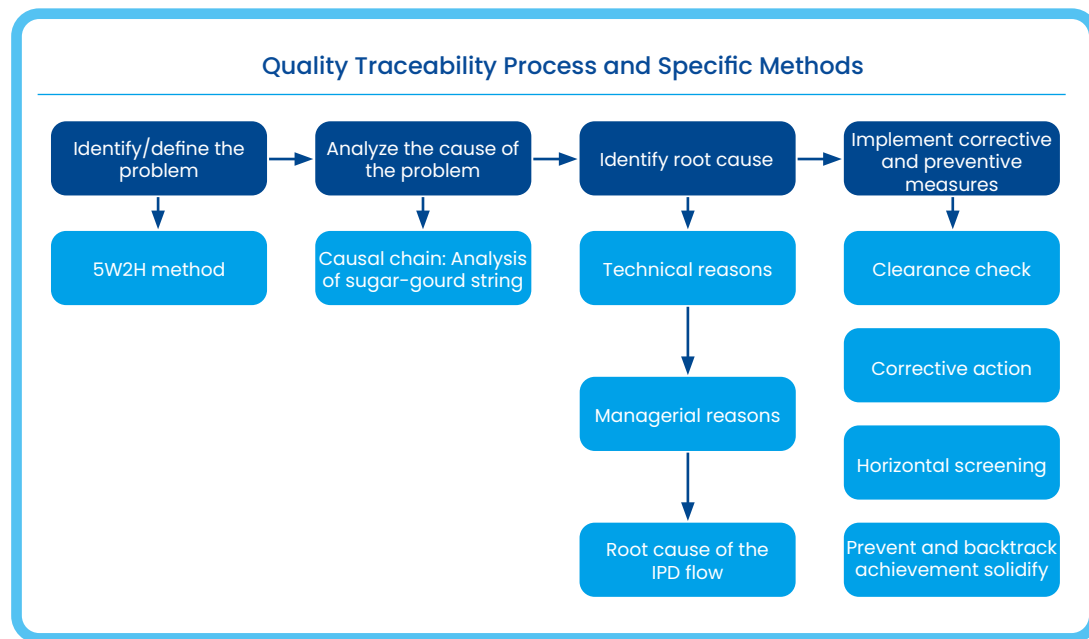
Grade	Score	Response Policy
A	≥90	Excellent/Primary Suppliers, Potential Cultivation
B	<90-80 (inclusive)	Excellent/Primary Suppliers, Continuous Improvement
C	<80-70 (inclusive)	Good/Average Suppliers
D	<70-60 (inclusive)	Selective Compliance/Qualified Suppliers, with Improvement Required
E	<60	To Be Rectified/Risk Suppliers, Reduce Mass Production, Consider Disposal

Process Management

The Company mandates on-site personnel to prepare weekly and daily reports, detailing the Company's handling of various production and project management tasks, ensuring that product quality meets relevant standards.

Quality Traceability

The Company has established a comprehensive quality traceability process to ensure that the source and handling process of product quality can be traced under any circumstances.



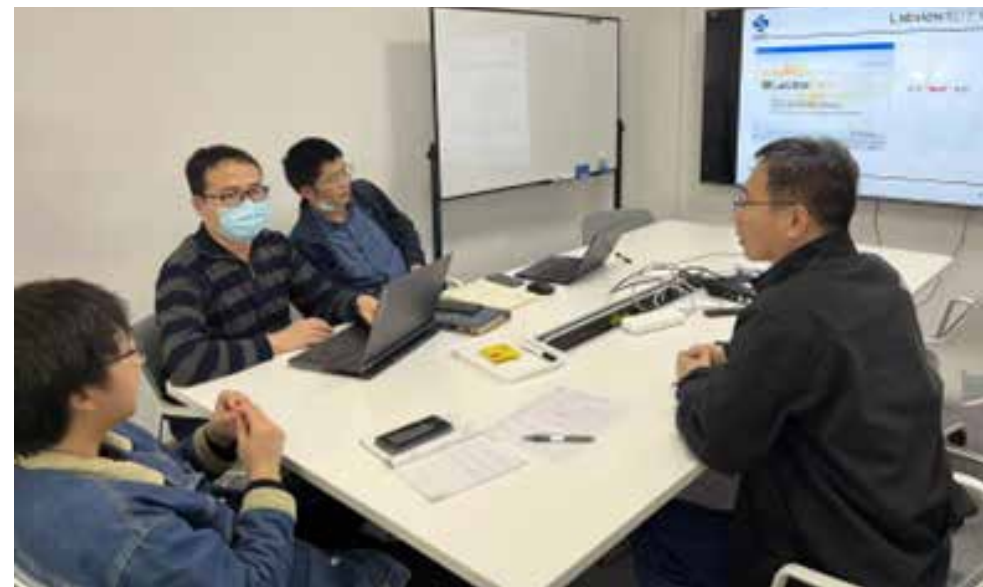
Employee Training

To ensure the stability and reliability of product quality, the Company actively conducts reliability training to empower employees with specialized knowledge and skills, meeting high-quality standards and customer demands.



Case: Silergy Corp. Carries out In-house Professional Knowledge Training

In 2023, Silergy Corp. held an important LabVIEW professional training to further enhance the professional skills of our employees. The training received active participation from all members of related departments.



In-house Specialized Knowledge Training

Quality Certification

The Company first obtained the ISO 9001:2015 Quality Management System certification in 2010. By the end of April 2019, the Company successfully completed the ISO 9001:2015 quality system certification audit conducted by the third-party organization SGS. In April 2022, the Company passed the recertification audit. The validity of the most recent certificate extends until April 27, 2025. At present, a total of seven subsidiaries of the Company worldwide have obtained the certificate of quality management system certification.



Quality Management System Certification Certificate

In addition, as a global leading supplier of automotive analog chips, Silergy Corp. has a complete safety team capability and always puts safety as the first priority in chip R&D and design. The Company began to deploy R&D and production in accordance with automotive certification requirements in 2015, and has now released more than fifty automotive-grade chips. SA63122 is the first automotive-grade BMS AFE chip in China to obtain ASIL-D certification, with a typical sampling accuracy of $\pm 1mV$, and the sampling accuracy leads the new national standard, providing the highest level of safety for the energy storage system, and safeguarding the safe operation of the automotive battery. Safe operation of automotive batteries. In 2023, the Company obtained the ASIL D certificate, the highest level of the ISO 26262 functional safety system, and the Laboratory Qualification Certificate (ISO/IEC 17025:2017).



Case: Silergy Corp. has been Awarded the Highest Level of ASIL D Certificate for ISO 26262 Automotive Functional Safety System

On June 26th, 2023, Silergy Corp. was awarded the highest level of ASIL D certificate for ISO 26262 Functional Safety System by TÜV Rheinland, an international independent third-party testing, inspection and certification organization. This signifies that Silergy Corp. has formed a set of practical system including management method, system flow, technical means, and verification method in the whole safety life cycle of automotive products; it also means that Silergy Corp. has enough ability and technology to develop more complex and mature automotive-grade chips.

In the rapid development of new energy vehicles, the Company will comply with the ISO 26262 system development process, with more safety-compliant chip product design and more comprehensive product system documentation to help customers achieve the goal of automotive functional safety, to reduce the cost of design, saving development time at the same time, comprehensively protect the functional safety of automobiles, and to help the new energy automotive industry to develop in a healthy manner.



ISO26262 Functional Safety Management System Certification Awarding Ceremony Site



The Highest Level of ASIL D Certificate for ISO 26262 Functional Safety System

Laboratory as an important link in testing product quality, its reliability and precision is a prerequisite for guaranteeing high product quality. The Company's testing environment, equipment, standards compliance, experimental processes and R & D capabilities have reached the international leading level, highly recognized by international testing organizations, largely demonstrating the Company's ability to ensure the high quality of the product production.



Case: Silergy Corp. was Awarded the Certification of TÜV Rheinland Eyewitness Detection Laboratory

On October 23rd, 2023, Silergy Corp. was awarded the Certificate of Qualification for Witness Testing Laboratory (ISO/IEC 17025:2017) officially issued by TÜV Rheinland, an international independent third-party testing, inspection and certification organization. The awarding ceremony means that Silergy Corp.'s laboratory is fully recognized by TÜV Rheinland testing agency in terms of testing environment, testing instruments, testing standards, experimental specifications and R&D capabilities, and it is also an important symbol of Silergy Corp.'s laboratory's step towards international standardization.



Laboratory Qualification Certificate Presentation Ceremony



Laboratory Qualification Certificate (ISO/IEC 17025:2017)

Product Alerts

In order to deal with the potential risks of semiconductor products, the Company warns its customers through warning labels, strengthening technological research and development and innovation capabilities, enhancing regulation and standardization, strengthening information security awareness and technological protection measures, as well as strengthening the establishment of risk assessment and contingency plans.

Intellectual Property Management

Silergy Corp. has consistently placed a high emphasis on intellectual property management and has established a dedicated Intellectual Property Department. The Company strictly adheres to patent protection laws and regulations in its operational regions, actively applies for patents and registers trademarks, drafts applications for and maintains patents, plans patent layouts, monitors patent litigation cases, and engages in extensive activities such as regulatory awareness campaigns, knowledge dissemination, and training. These efforts are aimed at ensuring that the Company's technological products remain free from infringement. Silergy Corp. is committed to resolutely safeguarding its intellectual property, continuously promoting innovative development, advancing technology, and contributing to the Company's prosperity. As of the end of 2023, not accounting for over 364 patents still in the application process, a total of 1,727 patents from Mainland China, United States, Taiwan, Japan, India, etc. have been obtained, including 116 new patents acquired in 2023, a total of 1,227 patents have been acquired and 357 are currently reviewed.

Silergy Corp.'s Intellectual Property Management

Establishing a sound and comprehensive intellectual property system	Integrate intellectual property work into the entire enterprise management process, achieving comprehensive standardization of intellectual property work and incorporating it into performance assessments.
Enhancing the capacity building of intellectual property management	Undertake innovation in intellectual property management, forming an effective intellectual property management system and mechanism aligned with the needs of international markets. The top management of the Company leads the intellectual property work.
Developing and implementing intellectual property enforcement plans	Combine with the overall development plan of the Company to scientifically formulate and implement intellectual property strategies. Clearly define short-term intellectual property objectives, and establish practical and feasible intellectual property work plans.
Increasing efforts in intellectual property training	Conduct tiered and phased popularization and enhancement training on intellectual property for new employees, regular employees, technical staff, and management personnel, ensuring a training rate of 100% for those directly involved in technical innovation activities.
Strengthening the capacity for intellectual property protection	Actively study the competitive landscape of intellectual property in international markets. Make full use of national intellectual property administrative protection and judicial protection mechanisms. While strengthening the protection of the Company's intellectual property, avoid infringing on the intellectual property of others.

Satisfactory Experience

Silergy Corp. strictly complies with the consumer protection laws and regulations of the operational regions. The Company has established internal procedures such as the Control Program of Customer Satisfaction and Customer Complaints and Return Management Method. Customer satisfaction is regarded as a core business principle. The Company fully understands the unique needs of customers from different countries and regions, and has established a robust service network worldwide. Regardless of the customer's location, the Company provides professional solutions to various issues based on multi-language support. By continuously improving product design, production, and service processes, Silergy Corp. actively listens to feedback from customers with diverse cultural backgrounds around the world. The Company has established a closed-loop customer complaint management and control system to promptly address issues.

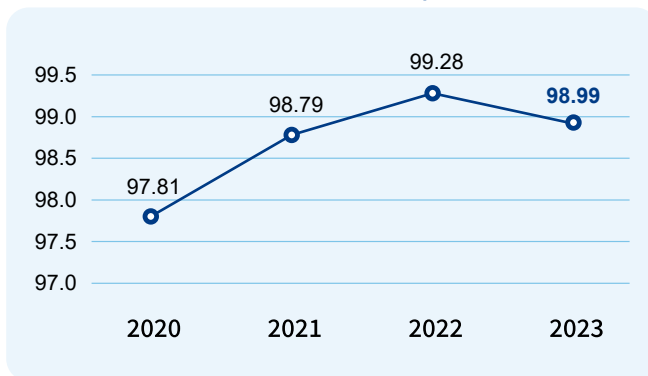
In terms of handling customer complaints, the Company conducted tests on abnormal samples received from customers in 2023 to find out the reasons for the abnormalities. Finally, the samples that passed the test were shipped to the customers for double confirmation. In 2023, the Company's customer complaint resolution rate was 98.99%, and the unresolved customer complaints of the current year will be completed in the next year, and all customer complaints will be 100% resolved.

In terms of customer satisfaction, the Company amounted to the top ten customers of the 2023 customer satisfaction of the consolidated 95.28%, compared with 95.99% in 2022, which is basically flat; for the terminal key customers (non-auto) satisfaction survey for the 2023 consolidated score of 93.7%, compared with the 2022 annual consolidated score of 88% has been improved; for the AUTO key customers of the satisfaction survey, the 2023 composite score was 91.07%, down from the FY2022 composite score of 96.28%, and the overall satisfaction target of 85% was accomplished.

Customer Satisfaction Work Procedure



Resolution Rate of Customer Complaint (%)



Note:

1 Complaint resolution rate = Number of complaints resolved during the year / Total number of complaints received during the year

Information Security

As the process of digital transformation accelerates, the importance of network and information security and privacy protection is increasing. Silergy Corp. has built a Company-wide network and information security management system, formulated a series of data security management systems and standards, and combined with relevant emergency drills and training advocates to provide customers with efficient, convenient, and secure services. 2023, Silergy Corp.'s information security goals have all been achieved.

Silergy Corp.'s Information Security Goals:

- 0 incidents of significant leakage of Company and customer critical information
- 0 customer complaints related to information security
- No occurrence of major information security incidents throughout the year

Establishing a Sound System and Strictly Implementing Requirements

In accordance with the ISO27001 standard for information security management, Silergy Corp. has established a sound information security management system, in accordance with PDCA (Plan-Do-Check-Action) management loop mechanism to review the effectiveness of information security policies, guidelines, objectives and strategies. The Company rigorously follows the requirements of the ISO 27001:2013 standard to establish a comprehensive information security management system. Continuous investment is made in information equipment to enhance information technology capabilities. Regular information security training is conducted to elevate the information security awareness and competence of all employees. Simultaneously, the Company tracks, identifies, and controls information security risks to provide customers with efficient, convenient, and secure services, ensuring the sustained and reliable operation of the overall business systems.



PDCA Management Loop Mechanism

- The Plan Stage**

The Company implements ISO27001 certification to reduce enterprise information security risks in terms of system, technology and procedures, and establish a high standard of confidential information protection services which meet client demands.
- The Do Stage**

The Company continues to introduce new information security technologies and applies information security in its daily operation and maintenance services to ensure the confidentiality, integrity and availability of its critical assets.
- The Check Stage**

Through regular meetings, the Company checks the effectiveness of information security implementation, information security incidents and information security risk management. It continuously implements and improves the implementation effectiveness and security of the relevant information security system to reduce the information security risks.
- The Action Stage**

The Company implements supervision and auditing to ensure that the information security system continues to be effective, and when employees violate relevant regulations and procedures, they will be punished in accordance with the relevant information security rules and procedures. Silergy Corp. regularly reviews and implements information security measures, education training and awareness campaigns to ensure that important information of the Company is not leaked.

Clearly Defining Network and Information Security Responsibilities, Implementing Internal Work Mechanisms

In accordance with the requirements of information security management, the Company has established a rigorous information management work procedure. Each department provides data on the number of information leakage incidents to the head of the Information Security Working Group, who then compiles the statistics. The Network Management department of the Information Technology Center is responsible for collecting data on system and critical network equipment failure rates and downtime statistics. If the information security goals are not met, the relevant departments must conduct root cause analysis and propose solutions. In cases of continuous failure to meet the goals, the Information Security Working Group must issue a *Corrective and Preventive Measures Tracking Record* to address the issue with the relevant departments.



Information Security Management Document

Building Information Security Capacity to Ensure Data Security and Stability

The Company attaches great importance to the construction of information security capabilities. It has formulated emergency reference documents such as the Network Equipment HA Switching Contingency Plan, Virus Contingency Plan, and Data Recovery Contingency Plan. The Information Technology Center is responsible for developing and implementing an annual emergency exercise plan. Key equipment failures, data loss, network hacking attacks, and other emergency scenarios are simulated during these drills. In 2023, the Company conducted three drill tests: a restore test for data backup, an Internet multi-link switching drill, and a data center server room blackout drill. Of these, the restoration test for data backup was 100% successful, and the remaining two tests passed with flying colors.

In addition, the Company holds regular information security trainings, held in 2023 for all employees, and implemented an online information security exam with a participation rate of 87.8% .

Emergency	Emergency Plan	Rehearsal Process	Rehearsal Results
Critical Equipment Failure	<ol style="list-style-type: none"> If there are multiple devices, activate devices of the same model for use, while the equipment maintenance personnel carry out emergency repairs on the faulty devices. In the case of a single device, the IT department should immediately organize personnel for emergency repairs, while ensuring an inventory of critical equipment for backup. If diagnosed as unrepairable by the internal team, promptly notify the equipment supplier or outsourced equipment maintenance unit for repairs. The production department will determine the production recovery time. The IT department should adjust the progress of business recovery promptly after the equipment returns to normal operation. 	After checking the firewalls, an alarm message "Node0 and Node1 HA failure" is found, the HA switchover plan of network devices is activated, and the two firewalls can communicate with each other after replacing the spare heartbeat cable. Reorganize the HA settings and restore the HA status of the firewalls.	The exercise was fully compliant with the Network Equipment HA Switchover Plan and with the entire BCM control procedure; all services were not impacted.
Large-scale Utility Power Outage	<ol style="list-style-type: none"> The administrative department determines the cause and time of the power outage and issues a power outage notice. The IT department immediately starts the blackout plan and sets up the machine room shutdown plan according to the plan. After the power is turned on, the equipment in the server room will be turned on according to the plan. 	Shut down all servers and equipment in accordance with the Data Center Blackout Plan; contact the server room maintenance manufacturer to repair the server room power system on-site, and start all equipment in accordance with the Data Center Blackout Plan after the repair is completed.	Fully comply with the Data Center Blackout Plan and the provisions of the entire BCM control procedure.

Emergency	Emergency Plan	Rehearsal Process	Rehearsal Results
Virus Infection	<ol style="list-style-type: none"> 1. Activate the IT department's emergency response team. 2. Determine the scope of the virus infection, the implementation of search and kill. 3. Coordinate and arrange antivirus software vendors to provide on-site support. 	<p>Disconnect from the network to re-enable the antivirus software full disk scan to confirm virus isolation into the system, scan the hard disk again to ensure that there is no virus after backing up the data reinstallation of the system, and finally to all computers and servers to send the scanning task and isolation of the file on the virus list.</p>	<p>This virus infection drill is in full compliance with the Virus Infection Plan and the entire BCM control program; all operations were resumed within the specified time.</p>
Storage Device Failure	<ol style="list-style-type: none"> 1. The IT department receives feedback from each monitoring system or user about the failure and determines that it is a storage failure. 2. Check the type of storage system failure, if it can be quickly repaired, it is not necessary to switch to standby storage, if it can not be quickly repaired, will enable the storage switching process. 3. After confirming the need to switch to the backup storage, ITO members collaborate with each other to complete the switchover. 	<p>First, shut down the computer normally and cut off the power supply and network of the main storage. After receiving the failure information, start the storage switchover plan and switch to the backup storage. After the primary storage failure is restored, notify employees to save data and switch back to the primary storage.</p>	<p>Fully comply with the Storage Switchover Plan and the entire BCM control program; all operations are resumed within the specified time.</p>
Internet Network Failure	<ol style="list-style-type: none"> 1. After receiving the link alarm, first confirm whether the alarm is caused by the external network problem, if so, contact the operator, if not, investigate the internal failure point. 2. If the external network is faulty, contact the corresponding operator's account manager to assist in link repair. 3. After the fault recovery, you need to confirm whether the route switching is normal or not, because the firewall does the floating route, when the A line is broken, the route will automatically go to the B out of the link repair, A link recovery, the route will automatically go to the A, and finally you only need to confirm whether the route path is correct. If the path is not correct, you can try to do manual switching on the firewall, such as modifying the priority, etc., or you can be guided by the vendor support. 	<p>The network administrator receives a China Telecom enterprise private line outage alarm, checks the service and confirms route switching, and contacts the account manager to report the problem. After checking that it was caused by road construction digging up the fiber optic cable, the line was finally restored to normal.</p>	<p>Fully compliant with the Internet Multi-Link Switching Plan and the entire BCM control program; the line interruption did not have any impact on the service.</p>

Emergency	Emergency Plan	Rehearsal Process	Rehearsal Results
Data loss	<ol style="list-style-type: none"> 1. Confirm whether the data was accidentally deleted or caused by storage failure. 2. Coordinate and arrange to rebuild the business system and restore the off-site backup data to the business system. 3. Serious data integrity and availability. 	<p>Recover data through server hidden directory snapshots and restore business to normal after confirmation by R&D staff.</p>	<p>Fully compliant with the Data Recovery Plan and the provisions of the entire BCM control program; all operations were resumed within the specified period of time.</p>
Network Hacking	<ol style="list-style-type: none"> 1. IT network administrators receive alarm logs on intrusion prevention or intrusion detection equipment. 2. Determine the validity of the intrusion attack, such as invalid attacks, modify the policy, dispose of false alarm information; such as valid attacks, the first time to block the attacking IP, detect vulnerabilities, and upgrade the feature library and other measures. 	<p>Activate network attack plan, confirm the validity of the attack by testing devices and ARP attack checking, etc.; find the attacking IP address and block the IP.</p>	<p>Fully comply with the Virus Infection Plan and the entire BCM control program; all operations are resumed within the specified time.</p>



In 2023, a total of five of the Company's subsidiaries worldwide obtained information security management system certification.



Information Security Management System Certification Certificate

Standardized Procurement

Silergy Corp. has always believed that responsible procurement is a crucial step in fulfilling corporate social responsibility. By adhering to moral and ethical principles, the Company considers factors such as society, environment, and human rights throughout the procurement process. This ensures that the Company's supply chain partners also adhere to the same values, working together to minimize environmental impact and promote social justice.

Selecting Suppliers	Managing Suppliers
<ul style="list-style-type: none"> Through written reviews and on-site audits, ensure that suppliers meet Silergy Corp.'s and its customers' requirements in terms of process capability, product reliability, and product quality. Investigate whether suppliers have mechanisms in place for implementing corporate social responsibility and ensure that they have met relevant sustainability requirements before becoming Silergy Corp.'s suppliers. 	<ul style="list-style-type: none"> Classify and grade suppliers to gain a comprehensive understanding of the overall supply chain status. Identify key suppliers, those who have significant impact on product quality and delivery times, or whose procurement amount reaches a certain threshold or proportion. For key suppliers, assign on-site engineers to enhance communication with the suppliers, ensuring product quality stability. Sign the Supplier Integrity Commitment Agreement.

Supplier Social Responsibility Commitment Letter

To establish and ensure a secure working environment within the supply chain, as well as to ensure that workers are treated with respect and dignity, environmental responsibilities are upheld, and ethical standards are adhered to, Silergy Corp. requires suppliers and their affiliated companies to sign a Social Responsibility Commitment Letter. This commitment letter mandates that suppliers must clearly acknowledge that all their business operations must fully comply with the regulations and laws of their respective countries/regions, and should adhere to internationally recognized standards to promote corporate social and environmental responsibilities, while adhering to business ethics.

The Key Contents Covered in the Supplier Social Responsibility Commitment Letter

Labor Standards	Health and Safety Requirements	Environmental Protection	Business Ethics Requirements	Management System Requirements
<ul style="list-style-type: none"> Freedom of Employment Child Labor and Juvenile Workers Working Hours Salary and Benefits Humane Treatment Non-Discrimination Freedom of Association 	<ul style="list-style-type: none"> Occupational Safety Emergency Preparedness Occupational Injuries and Illnesses Industrial Hygiene Heavy Physical Work Machine Guarding Public Health, Food, and Accommodation Health and Safety Communication Product and Service Delivery Absolute Rules 	<ul style="list-style-type: none"> Environmental Permit Report Environmental-Friendly Design Pollution Prevention and Resource Conservation Hazardous Substances Wastewater and Solid Waste Exhaust Gas Emissions Material Restrictions Stormwater Management Energy Consumption and Greenhouse Gas Emissions 	<ul style="list-style-type: none"> Integrity in Business No Improper Benefits Information Disclosure Intellectual Property Fair Trade, Advertising, and Competition Identity Protection and Non-Retaliation Policy Responsible Mineral Procurement Privacy 	<ul style="list-style-type: none"> Company Commitment Management Accountability and Responsibility Legal and Customer Requirements Risk Assessment and Risk Management Improvement Objectives Training and Communication Employee Feedback and Engagement Audits and Assessments Corrective Action Procedures Documentation and Records Supplier Responsibility

Supplier Social Responsibility Audits

Silergy Corp. regards CSR as the social and environmental requirements of customers for products and their production processes, and passes the same requirements to the Company's suppliers and lower-tier suppliers as procurement requirements. Based on customer requirements, the EICC Electronic Industry Code of Conduct and the JAC Sustainability Guidelines, and with reference to international standards such as RBA, ISO14001, and OHSAS18001, the Company formulates the "Supplier Social Responsibility Agreement" and provides audit operation guidelines to evaluate the supplier's compliance with the Company's social responsibility requirements based on the Supplier Social Responsibility Inspection Report Template and Checklist. Provide audit guidelines to assess the level of compliance and gaps between suppliers and the Company's Supplier Social Responsibility Agreement. 2023, the Company is not aware of any significant negative impacts on the environment and society caused by suppliers.

Supplier Self-testing

Prior to the Company's audit, suppliers shall complete a self-inspection and submit the results of the self-inspection to the Company. Suppliers conduct self-inspections through on-site inspections, document reviews, management interviews, employee interviews and web searches to identify achievements, good practices and shortcomings in all aspects of suppliers' social responsibility, formulate corrective and preventive measures, and follow up on their progress.

Silergy Corp. On-site Audits

The Company conducts on-site audits for about two days through on-site inspections, document reviews, management and employee interviews, and web searches. The scope of the auditor's audit covers the production plants, warehouses, power generation houses, dormitories and canteens of the Company's operations, and requires manufacturers to provide ISO9001, ISO14001 and other relevant certificates. Before the end of the on-site audit, the auditor briefly reports the results of the audit, including the strong points and major problems, so that the supplier can take corrective actions as soon as possible.

Items Covered and Scored by the Supplier's Social Responsibility Inspection and Examination (Partial)

Child and Underage Labor

1.1 Does the supplier recruit child laborers in any form below the age required by local regulations? Including temporary, dispatched and student workers, has it been penalized, complained or negatively reported in the media for employing child labor?

1.2 Does the supplier understand the requirements of regulations prohibiting child labor and have effective procedures for identifying child labor?

1.3 Does the supplier have written child labor remediation procedures in place and communicate them to all employees as required by the regulations?

.....

Forced Labor

2.1 Does the supplier use prison labor or forced labor, and are suppliers and subcontractors prohibited from using prison labor or forced labor? Are there restrictions on personal liberty or withholding of identification documents?

2.2 Do all employees (including temporary, student and dispatched workers) accept employment voluntarily? Have employees signed labor contracts and received copies of the contracts in a timely manner, as required by regulations?

.....

Discrimination and Discipline

3.1 Does the supplier use violence, including corporal punishment, verbal abuse or sexual harassment, and does it prohibit unlawful body searches or searches of the opposite sex?

3.2 Is the supplier committed to prohibiting discrimination and has a clear policy that is communicated to all managers and employees?

.....

Freedom of Association and Communication

4.1 Does the supplier prohibit any media crises and serious mass incidents, including unnatural deaths (suicides, homicides, falls, sudden deaths, etc.), collective labor disputes or strikes, mass fights and brawls, collective poisonings, or other mass deaths and injuries?

4.2 Does the supplier respect freedom of association and the right to collective bargaining? Are there employee organizations with regular activities and does the supplier provide the necessary facilities for such activities?

.....

Wages for Working Hours

5.1 Does the basic salary (including probationary period) paid by the supplier to all employees meet the local minimum wage? Are wages in arrears?

5.2 Does the supplier have a detailed hours, wages and benefits policy based on local regulations and living wage levels that is communicated to all employees?

.....

Business Ethics

6.1 Does the supplier comply with the provisions of the integrity and honesty agreement, which prohibits bribes to customers and any gifts in the form of kickbacks, commissions, tips, cash coupons, and other forms of cash to the customer's employees? Does the supplier register gifts given and received?

6.2 Whether the supplier prohibits corruption and dishonest events, to achieve "no association, no bribery, no substandard, no jerry-built, no falsification, no commercial fraud, and keep their promises", i.e., "six no's and one promise", and whether the supplier has provided false or incomplete information in this audit? Complete information?

.....

Items Covered and Scored by the Supplier's Social Responsibility Inspection and Examination (Partial)

Firefighting

7.1 Does the supplier have significant fire or explosion hazards, including proper management of flammable and explosive materials, effective control of ignition sources, regular maintenance of firefighting equipment and evacuation routes, and prohibition of employee dormitories in plant or warehouse buildings?

.....

Chemical Safety

8.1 Does the supplier prohibit any working conditions that seriously jeopardize life safety or health, and fatal accidents on the job site? Are hazardous chemicals properly stored and managed to prevent fire, explosion, poisoning or spillage accidents?

.....

Equipment Safety and Health

9.1 Whether the supplier retains all special equipment (e.g., boilers, pressure vessels, lifting equipment, elevators and forklifts, laser equipment and X-ray machines)

.....

Dormitories and Canteens

10.1 Has the supplier had any collective food poisoning incidents? Does the supplier purchase food ingredients from clear sources (e.g. meat, cooking oil, etc.)?

.....

Environmental Protection

11.1 Does the vendor prohibit the unlawful discharge of toxic and hazardous pollutants, including wastewater, exhaust or sludge, and are there any major environmental violations, bonding complaints or lawsuits?

.....

Management System

12.1 Does the supplier have and maintain valid ISO14001 and OHSAS18001 management system certifications? Or have a written CSR management system based on ISO14001/OHSAS18001/SA8000/EICC/JAC etc.?

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Conflict Mineral Management

As a technological leader in the analog chip industry, Silergy Corp.'s products are extensively applied in end products across various sectors such as automotive, industrial, consumer electronics, cloud computing, and communication devices. Consequently, Silergy Corp. bears an undeniable responsibility for conflict mineral management. The Company wholeheartedly supports industry initiatives, including the Responsible Business Alliance Code of Conduct (RBA) and the Global Enabling Sustainability Initiative (GeSI). It adheres to the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, reviews all products, and identifies tantalum, tin, tungsten, and gold as necessary minerals in the production process. Based on this, the Company diligently investigates the source and supply chain of these minerals, committing to avoiding the use of conflict minerals and ensuring the responsibility of the supply chain.

The Company has established a conflict minerals management system, requiring all suppliers to comply with the Supplier Code of Conduct, including requirements related to mineral control and responsible sourcing. Currently, the Company has formulated the Conflict-Free Minerals Commitment and mandates all suppliers to sign it. Every year, the Company conducts comprehensive due diligence on all suppliers, requiring them to fill in the *Conflict Minerals Reporting Template*, conduct due diligence on the source of minerals and provide feedback to the Company on the results of their investigations. Suppliers are also required to complete the Expanded Minerals Report Template, which is designed to collect due diligence information for the cobalt and mica supply chain, support compliance management in sourcing minerals from high-risk areas, and improve transparency and accountability in supply chain management.

When selecting suppliers, the Company adheres to the principles of sustainable procurement and reviews their conflict mineral purchasing practices to ensure their compliance with Company policies.

The Company's quality department collects investigation results and compiles a Conflict Mineral Management Report. For suppliers not meeting the requirements, corrective actions are proposed and reported to senior management to fulfill the supply chain's conflict mineral management demands. Through these measures, the Company ensures that all procured raw materials are conflict-free minerals.



Template of Conflict-Free Minerals Commitment that Silergy Corp. Requires Suppliers to Sign

Part II:
ROWING TOGETHER, STRIVING FORWARD

- 38 SINCERE CARE, A BLISSFUL PROFESSIONAL REALM
- 52 UNITED IN SPIRIT, CRAFTING A BETTER ENVIRONMENT
- 65 WARM HEARTED RETURN, HARMONIOUS SOCIETY



Sincere Care, A Blissful Professional Realm

As a high-tech enterprise, while pursuing its own efficient development, Silergy Corp. always keeps in mind that employees are the greatest driving force and the basis for high-quality and sustainable development. From the aspects of improving internal systems, developing projects and activities, the Company constantly strengthens the protection of employees' rights and interests, the implementation of incentives and benefits, the improvement of capabilities, and the protection of employees' physical and mental health, constantly attracts and retains international talents with both technical and social responsibility, and builds a high-quality team that is compatible with the development of the Company.

Protection of the Rights and Interests

Silergy Corp. adheres to the relevant conventions of the International Labour Organization (ILO) as well as the laws and regulations issued by national, regional, and industry authorities. It firmly and actively protects workers' rights and interests. At the same time, Silergy Corp. has established the Silergy Corporate Social Responsibility Manual and Codes of Conduct, along with internal human resources systems such as the Human Resource Management Procedures, the Human Resources Management Regulations and the Personnel Operations Management Regulations. These measures aim to promote the protection of employee rights, enhance employee functions, improve personnel quality, assist the Company in achieving its business objectives, and ensure that employees receive their due rights and growth.

Employee Right and Benefit

Silergy Corp. complies with labor and human rights laws and regulations in its operating locations, as well as the RBA (Responsible Business Alliance) standards and related laws and regulations. It has established the Corporate Social Responsibility Management Policy and Objectives, which explicitly requires freedom of employment, prohibition of child labor, work hours, compensation and benefits, humane treatment, non-discrimination, and free association. The following commitments are made:

- No child labor, no acceptance of any supplier or subcontractor that uses child labor
- Respect the freedom of workers and not accept any supplier or subcontractor that uses any form of forced labor
- Provide safe and hygienic working and living conditions to ensure the safety and health of employees
- Promote labor-management cooperation and respect employees' freedom of association and right to collective bargaining
- Provide an equal and fair working environment and prohibit any form of discriminatory behavior
- Respect the basic human rights of employees and prohibit any form of degrading behavior
- Reasonably arrange production plans, and reasonably arrange employees' working hours and rest and vacation
- Provide reasonable wages and benefits to meet at least the basic needs of employees

Protect Employee Privacy

The Company has formulated the Management Measures for Personal Data Protection to make clear provisions on the collection, storage, processing, transmission and sharing of personal information in order to respect and protect the reasonable privacy requirements of employees' personal information.

Scientific and Reasonable work Arrangements

In order to avoid excessive workload of employees and damage to their physical and mental health, all departments of the Company regularly check the Job Description, analyze their workload, and make appropriate adjustments and corrections.

Holiday Policy

According to the actual situation of various regions, the Company has developed a widely adapted the Holiday Policy to provide all employees with holidays suitable for each region, so that employees can achieve a good balance between work and life.

Holiday Type

- Annual leave: Statutory annual leave, Silergy Corp. length of service leave
- Sick leave: Paid sick leave, Sick leave without pay
- Family leave
- Silergy Corp. 5th anniversary vacation
- Marriage leave, Funeral leave
- (Female employee) Maternity leave and prenatal examination leave, Breastfeeding leave
- (Male employee) Paternity leave
- Couple parental leave
- Paternity leave for a single child

Employee Satisfaction Survey

The Company conducts employee satisfaction surveys on a regular basis, addressing areas where employees have raised concerns to improve overall satisfaction and engagement. This helps reduce the risk of low job participation and lack of motivation due to unmet employee needs, which could otherwise impact the Company's development.

- The Company pays attention to the protection of personal privacy, and has never detained documents or disclosed personal information at will, which has caused trouble to me.
- The Company provided me with a safe working environment, never restricted my personal freedom or forced labor, and arranged for a health check.
- The Company fully respects my right to family life, can enjoy a complete variety of holidays in the Company, and has corresponding protection and care for female employees during childbirth.
- The Company fully respects my freedom of speech, assembly, and belief, and there has never been any gender discrimination, religious discrimination or sexual harassment.
- The Company allows and encourages employees to make reasonable improvements within the scope of their job responsibilities, and employees can always find appropriate channels to report problems and opinions to the Company.
- The Company is law-abiding, and senior management sets an example in demonstrating the Company's values.
- The Company uses labor legally, never employs child labor, and there has plenty of time off every week after work.
- The Company attaches great importance to product quality, which are subject to strict internal controls, as well as to the protection of the environment.
- The Company's products and international brands attract me the most, and the top management can give employees a clear understanding of the Company's development direction.
- The Company recognized my achievements in patent innovation.
- The various training arrangements provided by the Company (including but not limited to: new employee training, internal trainer training, intra-group technical exchange, Silergy Corp. lecture, on-the-job education and external training) have benefited me greatly.
- The Company has established business processes related to departments/positions, and has established clear system regulations, and I am clear about the knowledge, ability and comprehensive quality requirements required by my position.
- My supervisor talks to me about my career development plan every year, and the existing development channels (such as promotion mechanism and promotion space) are fair and reasonable.
- I really appreciate the Company's corporate culture; welfare benefits and incentive mechanism can fully mobilize my work enthusiasm.
- Risk planning and control measures: In the event of an emergency, the Company has adopted a series of policies and measures in a timely manner, and put the protection of employees in the first place (such as the outbreak of COVID-19).



Employee Communication

The Company places great importance on harmonious employee relations. In addition to enhancing communication among departmental managers globally, we frequently hold internal communication meetings to boost employees' sense of belonging to the Company. To date, there have been no significant labor disputes.



Case: Holding a Staff Congress

In October 2023, the Silergy Corp. (Hangzhou) Trade Union Committee convened a staff congress to solicit opinions from staff representatives regarding the revised version of the Employee Handbook. There were 46 people present at the meeting (including 1 trade union chairperson and 45 staff representatives), all of whom voted in favor, unanimously approving the revised version of the Employee Handbook.

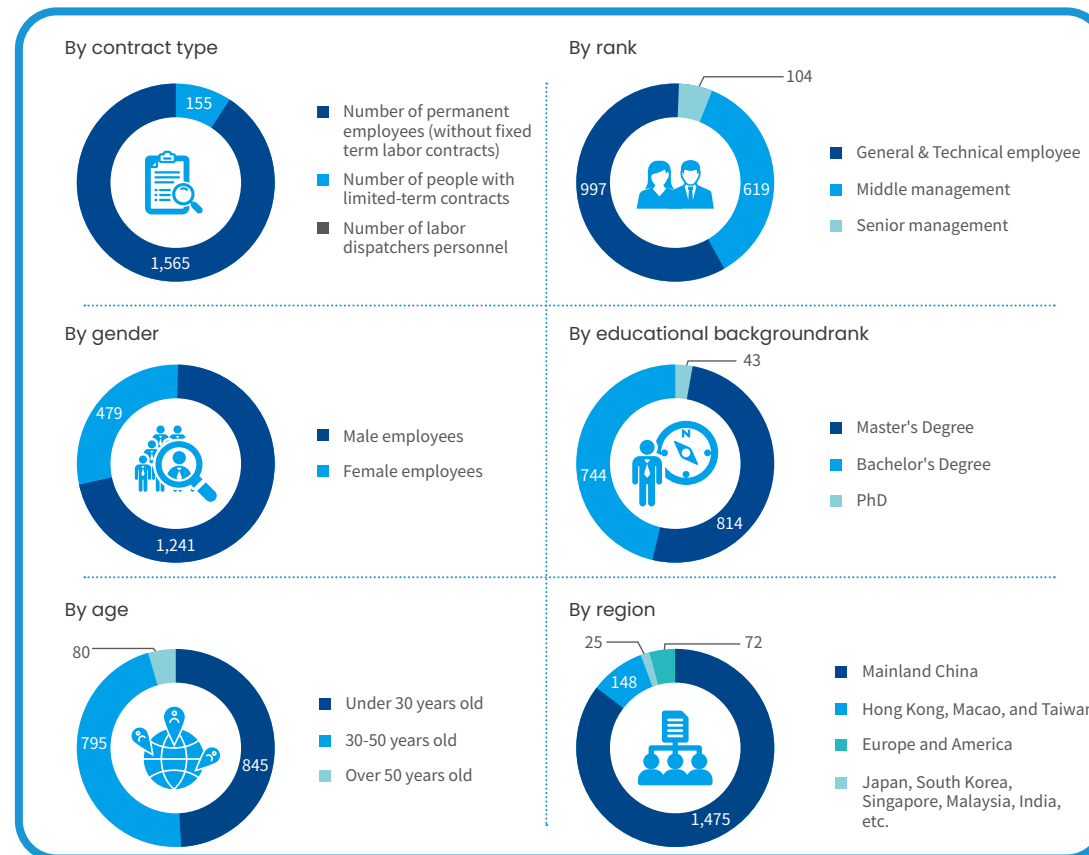
Employee Share Option Plan

The outstanding options granted are valid for 10 years and exercisable at certain percentages after a certain period from the grant date. Except for options currently outstanding but granted before the IPO whose exercise price needs to be separately agreed on, other options were granted at an exercise price equal to the closing price of the Company's common shares listed on the Taiwan Stock Exchange on the grant dates. The board of directors of Silergy Corp. agreed to issue 5,400,000 options on March 9, 2023. Each option entitles the holder to subscribe to one common share of Silergy Corp. Upon completion of registration with the Financial Supervisory Commission (FSC), Silergy Corp. issued 803,800 options, 1,676,000 options and 89,000 options in August 2023, November 2023 and December 2023, respectively. More detailed information can be found in the share-based payment arrangements of the Company's Annual Report.

Employee Diversity

Where legally permissible in all our operational locations, the Company takes proactive measures to foster an environment where employees are not affected by their race, skin color, gender, age, religion, nationality, disability status, marital status, veteran status, sexual orientation, gender identity, or any other legally protected characteristic. We strive to strengthen awareness of diversity, equality, and inclusion among employees, creating a workplace where everyone feels safe and valued.


In 2023, the Company had 1,720 employees, broken down by contract type, gender, age, rank and other types, as shown in the chart below:



At the same time, the Company takes concrete actions to recruit and attract talent from diverse backgrounds in a fair, equal and legal manner. In 2023, the proportion of female managers in Company management positions reached 20.88%.

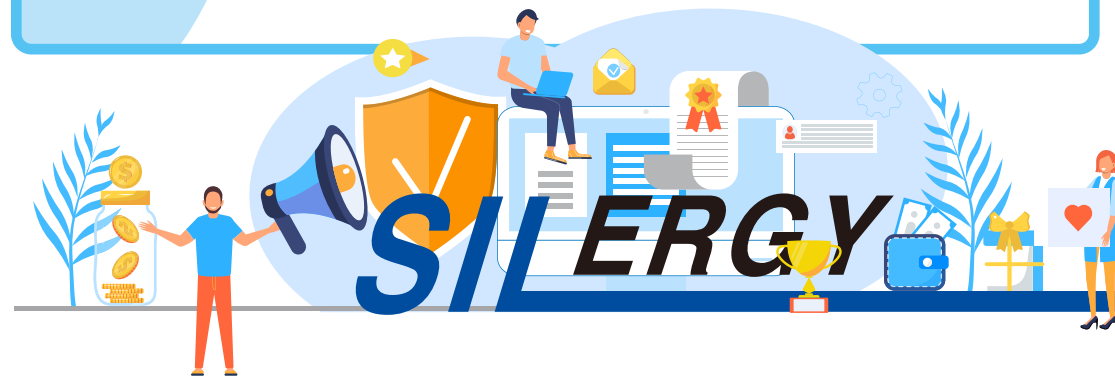
Employee Incentive

Silergy Corp. implements comprehensive motivational measures, using a diverse and personalized approach including training, employee satisfaction surveys, rewards and recognition, and meetings. These initiatives are designed to meet the varied needs and motivations of different employees, helping them feel the value and significance of their work. This, in turn, ignites their enthusiasm, creativity, and maximizes their potential, fostering the shared development of both the Company and its employees.



Personnel Motivation

- Job shift, training and further education
- Survey of employee satisfaction (According to the actual situation of the Company, but not less than once every two years.)
- Welfare, incentives and punishments
- Communication, talks and suggestion box
- Promotion & degrades, evaluation and selection of excellent employees
- Proposal improvement
- Employee care programs and other initiatives



Employee Performance Appraisal and Feedback

The Company has established an effective management system, formulating rules such as the Management Measures for Performance Appraisal and the Management Measures for Employee Compensation. These rules ensure that the results of business performance are appropriately reflected in employee compensation, helping employees achieve their work goals. The system promotes ongoing and effective communication between direct supervisors and employees regarding the achievement of goals and professional behavior, providing timely feedback and guidance to achieve forward-looking management.

Besides informal evaluations conducted during daily work, the second to fourth weeks of July and January are designated as annual performance review periods, requiring formal evaluations every half-year. Employees and their direct supervisors conduct evaluations within the specified timeframe, comparing actual performance against expected performance (as set in the previous phase) and assessing professional behavior against the Company's cultural values. For employees whose performance does not meet the requirements of their positions, the Company develops performance improvement plans to help enhance their job capabilities and meet position demands. Throughout the performance evaluation and feedback process, we prioritize the protection of employee rights. Should any employee be dissatisfied with the implementation or content of the performance improvement plan, they have the right to file a grievance.

Performance Improvement Program	Program Content
Develop Improvement Plans	Department supervisors and employees engage in formal communication to jointly discuss and develop performance improvement plans based on the contents of the Performance Improvement Plan Form. This includes identifying areas that need improvement, setting the required standards, establishing timelines, and determining the date for the next evaluation.
Follow the Implementation	Every 30 days, supervisors are required to review the effectiveness of the plan following its implementation. Supervisors should maintain adequate communication with employees and provide additional guidance. If there is a noticeable improvement in performance or if standards are not met, supervisors should point this out promptly.
End-of-period Evaluation	Department supervisors and employees review each item in the <i>Performance Improvement Plan Form</i> to evaluate the final results. If the employee's performance meets the requirements of the improvement plan, the plan concludes. If the employee's performance still does not meet the requirements, the Company may terminate the employment contract or reassign the employee to a more suitable position.

Employee Rewards and Punishments Regulations

In order to motivate staff morale, the Company has formulated the Employee Rewards and Punishment Management Regulations and the Outstanding Employee Award Rules. The Company's handling of reward and punishment cases follows the following scope principles:

<p>Rewards and punishments have evidence</p>	<p>Timely reward and punishment</p>	<p>Disclosure of rewards and punishments</p>	<p>Merit must be rewarded, and mistakes must be punished</p>
<p>Rewards and punishments are based on the Company's rules and regulations, employees' job description and work objectives.</p>	<p>In order to encourage employees' contribution to the Company and correct behavior and correct employees' wrong behavior in a timely manner, so that the reward and punishment mechanism can play its due role, reward and punishment must be timely.</p>	<p>In order to make rewards and punishments just and fair, and achieve the due effect, the results of rewards and punishments must be made public.</p>	<p>Strictly prevent the Company's employee privileges, in front of the system all employees of the Company should be equal, equal treatment.</p>

Employees can only be rewarded if their performance exceeds the Company's basic requirements for employees, including the employee code and job description.

The Company has also set up different awards and rewards for outstanding employees, and the following three rewards can be implemented separately or combined.

Awards

- Quarterly Outstanding Employee
- Annual Outstanding Employee
- Quarterly Star Product and Star Team
- Annual Star Product and Star Team

Types of Awards

- Financial incentives include bonuses and prizes
- Administrative awards include commendations and awards
- The Company's special contribution award includes honor and other material rewards, the general manager decides the content of the award according to the specific circumstances

Employee Welfare

Talent is the fundamental driving force for Silergy Corp.'s development, innovation and enhancement of market competitiveness. The Company attaches great importance to the attraction and retention of talents, constantly improves the rights and interests of employees, incentives and welfare protection policies, develops activities that truly benefit global employees, and attracts and retains more international talents.

Welfare

- Year-end bonus and employee dividend system, share business results
- The Company's quarterly activities enrich the leisure life of employees and enhance the feelings among employees
- Regular employee health check, apply for staff group insurance
- Hold employee year-end party to express the comfort and encouragement to the employee
- The Company has established more than 30 sports clubs and organizes various activities from time to time to create the Company's corporate culture
- Company anniversary tour to enhance employees' sense of belonging to the Company
- An additional 15 days of special leave will be given after five years of service
- Women are entitled to maternity leave and men are entitled to nursing leave to take care of their families. In addition, every year employees can give corresponding family leave according to the number of children in the family to accompany children. Employees with only children whose parents are over 60 years old can be given 5 days of paternity leave every year
- If immediate family members suffer serious injuries, illnesses, or accidents, the Company will provide financial or vacation assistance according to the actual situation
- During festivals and holidays, the Company will give employees gift cards to enjoy the holidays with employees
- The Company's building in Hangzhou is well-equipped with a staff restaurant, fitness center, shower room, mother and baby room, and equipped with tea breaks and refreshments and lunch beds for each employee, to create a better working environment for employees
- Retirement system and state of implementation: The Company has set up sales offices or subsidiaries in China, US, Taiwan, Korea, Japan, India, etc. In accordance with the Labor Pension Act and relevant regulations, Taiwan subsidiary contributes 6% to every employee's retirement account every month; the employee may also voluntarily set aside an additional amount of not more than 6% of their salary to their retirement account every month. The rest of the companies shall abide by their respective local labor laws



The Company organizes a variety of themed events for employees worldwide, such as Dragon Boat Festival, New Year, and Christmas celebrations, quarterly birthday parties, and team-building activities. These events provide warm benefits and fun activities for Silergy Corp. employees globally, helping to alleviate work stress and enhance job satisfaction.

In addition, the Company cares about the work and life of every employee. In order to effectively help employees in difficulty, the Company has formulated the employee assistance system to provide targeted life or financial assistance to the families of employees with specific needs to alleviate their urgent difficulties.



Talent Training and Development

Silergy Corp. attaches great importance to the career development of employees and strives to build a strategic human resource management system with competence and quality as the core. Focusing on the Company's strategy and goals, Silergy Corp. constantly improves the talent training system, fully focuses on the key content, helps employees comprehensively improve the all-round quality and ability, and creates an excellent, innovative and enterprising international talent team.

Employee Recruitment and Adjustment

Silergy Corp., based on its short-term and long-term development strategies and plans—including research and development strategies, marketing, production, operations, and financial strategies—as well as an analysis of current talent, predicts recruitment needs, builds and accumulates a talent pool, and recruits new employees. Additionally, it adjusts existing positions and conducts employee training to continuously adapt to and meet the Company's development strategies and plans.

At the same time, Silergy Corp. makes full use of digital means to improve the effectiveness of human resource data analysis from the perspective of business layout, scale and structure, and publish the contact information of companies in Hangzhou, Shanghai, Shenzhen, Taiwan, South Korea, Japan, Europe, America and other regions on the official website. Silergy Corp. holds open visits, actively recruits outstanding and potential talents, and carefully selects like-minded partners, and provides employees with smooth internal promotion and transfer channels to help employees fully realize their personal value.

When there is a vacancy in the Company or there is a need for additional manpower, the department head can recommend suitable candidates from within the department or other departments, and take the individual's working attitude, leadership ability, performance appraisal record, reward and punishment record and development potential as the basis for evaluation. For example, when the internal personnel have similar conditions, internal promotion will be given priority.



In 2023

the total number of new employees in Silergy Corp. was **106**, and the turnover rate was **12.44%**.



Silergy Corp. On-campus Recruitment



Tsinghua University Integrated Circuit Special Recruitment Event

Employee Training and Further Education

Silergy Corp. fully understands the career development needs of its employees and has established a comprehensive training system. The Company encourages employees to pursue further education while working. Every November, the Company distributes the Training Needs Survey Form to gather feedback from employees and departments. Based on this feedback, the HR department and various departments communicate to determine training needs. By December, the Company compiles the training plan for the following year according to the training strategy and identified needs, serving as the basis for training execution in the upcoming year.



In 2023:

Training sessions: **400+** sessions

Total trainees: **2,700+** participants

Total teaching hours: **130+** hours

Training coverage: **100%**

Training Categories

Training categories are divided into pre-employment training and on-the-job training.



Pre-employment Training

New employees have their training schedules arranged by the administrative and human resources department. The training courses include the Company's business philosophy and quality policies, management regulations, industrial safety and health education, environmental education, and more.

Fire safety, auditing, accounting, quality control, human resources, and statistical staff must receive appropriate training from their respective department supervisors before entering their positions. Only after qualifying through this training can they assume their roles.

For external training and unplanned temporary training during the year, the requesting department must submit a Training Application Form. This application must be approved by the authorized supervisor according to the Approval Authority guidelines before the training can be conducted. Once participants are approved to attend, they are required to participate and may not be absent unless for special reasons.

For long-term external training that incurs higher costs, the requesting department must submit a Cost Application Form before the training begins. This application must be approved by the authorized supervisor before the training can proceed. After the training is completed, the administrative and human resources department will archive the actual costs verified by the finance department.



On-the-job Training

To continuously enhance the professional capabilities of employees, the Company invited both internal staff and external professional institutions and colleges to conduct a series of internal and external training courses in 2023. This enhanced the comprehensiveness and professionalism of the training content.

2023 Annual Training Plan

Time	Courses	Time	Courses
February	<ul style="list-style-type: none"> FA new technologies and reliability standards Monthly meetings/workshops (CIA training) Human resources (online courses) New tax content 	June	<ul style="list-style-type: none"> Power Management for Point-of-loadVoltage Regulators Human resources (online courses)
March	<ul style="list-style-type: none"> Power Management for Point-of-loadVoltage Regulators VDA6.3 training Use of new equipment 	July	<ul style="list-style-type: none"> RIE(Reactive Ion Etching) new equipment supplier on-site operation demonstration and training
April	<ul style="list-style-type: none"> Power Management for Point-of-loadVoltage Regulators Use of new equipment Human resources (online courses) Advanced human resources seminar Financial thinking for HR Packaging reliability design 	August	<ul style="list-style-type: none"> Power Management for Point-of-loadVoltage Regulators CIA Continuing Professional Development course Hangzhou Changchuan Technology D9000 machine training
May	<ul style="list-style-type: none"> Modeling and Control Design of DC/DC Converters FA new technologies and reliability standards Continuing professional development course for internal auditors Human resources (online courses) Training on how to improve recruitment skills 	September	<ul style="list-style-type: none"> Coherent's 8D Training AFM/CAF/SCM applied analytical methods



Case: Professor Li Zeyuan conducted Lectures on the Relevant Topic

In 2023, Professor Li Zeyuan delivered five lectures on Power Management for Point-of-LoadVoltage Regulators. Professor Li is a academician of the National Academy of Engineering (NAE), a foreign academician of the Chinese Academy of Engineering (CAE), an academician of the Academia Sinica in Taiwan, China, a distinguished professor of Virginia Tech (VT), an IEEE Fellow, and the director of the world-renowned Center for Power Electronics Systems (CPES). He has achieved outstanding achievements in the fields of high-frequency power conversion and power electronic systems, and was awarded a certificate of commendation from NASA, the William E. Newell Power Electronics Award (NPEA), the highest honor in power electronics from the Institute of Electrical and Electronics Engineers (IEEE), and the Ernst-Blickle Award from the European SEW-Euro Drive Foundation. He was the chairman of IEEE, and has served as the chairman of the IEEE Power Electronics Society (PELS) conference for many times.

The series of lectures totaled 15 hours and had over 100 participants. It helped the research and development personnel at Silergy Corp. to further understand related electrical and electronic knowledge, as well as cutting-edge technologies in the power supply field.



Case: Inviting External Educational Training Institutions to Conduct Training on HR-related Themes

In 2023, Silergy Corp. invited Nanjing Langkun Education and Training Information Consulting Co., Ltd. to host four online training sessions for the human resources staff at the Nanjing office. The training enabled employees to systematically study a series of HR-related courses, including recruitment and personnel management, which helped further enhance their professional capabilities in human resources.



Case: Holding the 2023 Training Review and Internal Trainer Award Ceremony

At the beginning of 2024, the Company conducted a comprehensive review of the training situation in 2023, including the application process for training and operation management internal trainers and the growth path of think tanks courses, course grading standards, and training effectiveness evaluation. Additionally, to express gratitude for the hard work of the instructors throughout the year, the Company awarded certificates and gifts to the internal trainers of 2023.



2023 Annual Training Review and Outlook Event

Training Content

The training content includes the Company's management system standards and management system documents, practical skills and experience, new staff training, corporate culture, management and awareness enhancement, work-related professional tools and technologies, safety technology knowledge, relevant laws and regulations and customer specific requirements. Training methods include lectures, self-study, knowledge competitions, exchange sessions, posting, circulation, bulletin boards, technical competition, etc.

Training Course Content

Operating Management

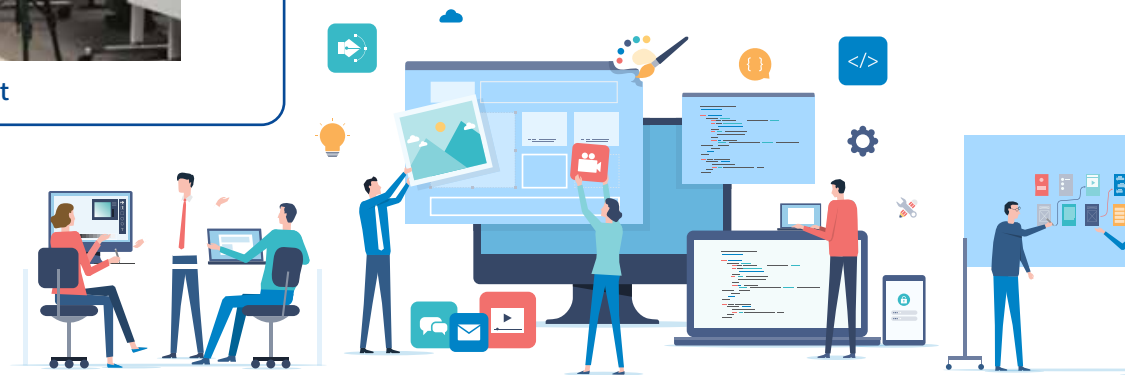
- Strategic Management
- Human Resource
- Crisis Management
- Legal Affairs, Patents
- Financial Management

Specialized Courses

- Production Management
- Research and Development
- Quality Control
- HR & Administration
- Financial Accounting
- Business Marketing
- Quality Management
- Foreign Language Proficiency

Basic Program

- General Management
- Intellectuality, Life
- Safety and Sanitation
- Fire-fighting



Trainee and the Focus of Training

The Company has designed different ability training focuses for different levels of employees, so that employees at different levels can obtain sufficient and high-quality training to promote the overall growth of personal ability. At the same time, the Company pays attention to the actual effectiveness of employee training and conducts follow-up visits after training sessions. In 2023, for the new employee development training, the Company set up exam questions related to specific themes to assess the training outcomes of employees. At the same time, employees who did not pass the assessment were given opportunities to retake the exam. If an employee fails to pass even after two retakes, they will be arranged for retraining to ensure that employees genuinely master the training content, thus guaranteeing the quality of the training.

Trainee	Focus of capacity development training
Senior manager	<ul style="list-style-type: none"> • Management decision-making and coordination ability • Get to know the department managers • Cultivate business decision-making ability • Master their own department management priorities • Learn how to develop a successor • Learn basic budget management and target management skills • Foreign language communication ability
Middle and lower-level managers	<ul style="list-style-type: none"> • Business decision making and allocation capabilities • Understand their own work tasks • Strengthen the management capacity of the organization • Mentoring and cultivation ability for subordinate • Problem prevention and solving ability • Strengthen leadership • Foreign language communication ability
New/general employee	<ul style="list-style-type: none"> • Understand the Company's history and culture • Get to know the department heads and understand responsibilities of the Company • Basic working methods, etiquette regulations

New Employee Onboarding Training Course for May 2023

- Getting to Know Silergy Corp.
- Exhibition Hall Presentation
- Three-Level Occupational Health and Safety Education
- Hazardous Substance Management and Control
- Internal Systems and Information Security
- Internal Control Management
- Quality and Environmental Management System
- Safety Operation Guidelines
- Financial Reimbursement Policy
- Introduction to BCM
- PCN & ECN Management





Case: Graduates Training Program

From December 23 to 24, 2023, the Company conducted a systematic technical training course for the 2023 graduates who joined the AE&DE department. The training included topics such as the Silergy Corp. product development process, advanced quality planning, Package process, test development process & testing equipment & TMS, basics of automotive functional safety, introduction to IC reliability testing, and an overview of the process platforms, all aimed at helping new employees quickly enhance their professional skills.



Training Site

Staff In-service Education

The Company has formulated the Management Measures for Staff In-service Education covering all employees, encouraging employees to carry out on-the-job degree training. All domestic and foreign formal employees who have worked in the Company for more than one year can receive tuition subsidies based on the degree of relevance between their further education subjects and their work if their grades are qualified or above each semester.

Employee Activity

While paying attention to improving the ability of employees, the Company has organized and set up a variety of beneficial physical and mental health activities for employees, and set up more than 30 employee clubs to enrich the spare time life of employees, promote the physical and mental health of employees, help employees achieve happy work and happy life, and provide sufficient conditions for the comprehensive development of employees.





Employee Activities



Co-hosted a Spring Fun Sports Meet



Badminton Club Team 1 secured second place in their group at the annual Badminton Competition corporate badminton league in Hangzhou High-tech Zone (Binjiang)



Conducted seal carving, calligraphy, and traditional Chinese painting experience activities



Occupational Health Protection

Silergy Corp. strictly adheres to the occupational health and safety-related laws and regulations of all operational locations globally. The Company implements the laws and regulations related to safety production and other emergency management at its global operations and has formulated the Social Responsibility Management Manual and the Hazard Identification and Evaluation Control Procedures to establish standards for health and safety, striving to provide employees with a safe and healthy working environment.

Health and Safety Management

The Company adheres to the occupational health and safety policy of "Healthy Living, Safe Environment, Bright Future", striving to become a socially responsible corporate citizen. The Company formulates health and safety policies, sets health and safety goals, establishes health and safety standards, and provides comprehensive and considerate protection for the health and safety of its employees.

Health and Safety Goals

Silergy Corp.'s "Zero Goal" is to eliminate all incidents that lead to death, injury, and illness. This is a firm commitment by Silergy Corp. to the health, safety, and well-being of the Company's employees and anyone working for Silergy Corp. "Silergy Corp. Care" is the Company's comprehensive program to achieve the "Zero Goal." The Company's business partners must take all reasonable measures in their business relationship with Silergy Corp. to achieve the "Zero Goal." Additionally, the Company completed the formulation of the 2024 safety metrics and target management plan in 2023.

2024 Safety Metrics and Target Management Plan

Targets	Metrics	Metrics and Target Management Plan	Frequency of Assessment
Fire and explosion	Controlled to 0 incidents	Develop fire emergency response plans and conduct fire drills.	Once per half-year
		Strengthen inspections of fire equipment.	Once a month
		Appoint dedicated fire safety officers.	/
Occupational Diseases	Controlled to 0 Incidents	Annually commission a third-party inspection agency to conduct workplace inspections, ensuring compliance with GBZ 2.1-2019 the Standard for Occupational Exposure Limits for Hazardous Factors in the Workplace.	Once a year
		Post signs to guide employees in wearing personal protective equipment.	/
Food Poisoning Incidents	Controlled to 0 Incidents	Require the cafeteria to obtain certificates for each batch of raw materials purchased. Establish a Dietary Committee to regularly inspect the hygiene conditions of the cafeteria.	Once a month

Health and Safety Policy

Health Policy

- The Company advocates that employees not only maintain physical health but also cultivate a positive mindset, focusing on both internal and external well-being. Employees should face work, clients, and life with a positive and sunny disposition, leading a healthy life and looking forward to a bright future.
- The Company encourages employees to participate in beneficial sports activities and regularly organizes collective sports events. To support this, the Company has set aside a dedicated sports activity budget.
- Our Company encourages employees to gain more knowledge through books and media and has established a book bar. We believe that the enrichment and health of the mind are crucial. Changing one's mindset can change one's life. By reading more books and engaging in sports, employees can learn from the insights and experiences of others, strengthen their bodies, and relax and balance their minds, thereby working and living more healthily.

Safety Policy

- All employees must undergo rigorous safety concept and safety knowledge training upon joining the Company. They must acknowledge the Company's safety principles and pass the training before they can begin their work.
- During off-hours and when traveling for work, all employees must strictly adhere to traffic rules, avoid jaywalking, running red lights, or speeding while driving. Both drivers and passengers in the front seat must wear seat belts. Unless in an emergency, employees should not run while commuting.
- The procurement and arrangement of office equipment must prioritize the safety of employees and visitors, avoiding sharp or angular objects. After use, sharp items such as pens must be placed point-down in a secure container. Electrical equipment in the office must be installed by qualified professionals, and all personnel are prohibited from running unless in an emergency.
- All employees must be familiar with the building evacuation routes and the location of fire extinguishers. In the event of emergencies such as fires or earthquakes, they should evacuate safely under the coordination of the Company's Safety Committee Emergency Team, following the emergency response plan, and transport any injured individuals to the hospital for immediate medical care.
- When entering client facilities or offices, employees must also comply with the corresponding safety regulations.

Health and Safety Standards

Health and Safety Standards

- **Health and Safety:** Silergy Corp. controls potential hazards in the workplace through proper design, engineering technology, management controls, preventive maintenance, safe operating procedures, and safety training. This includes electrical, energy, fire, vehicle, and fall hazards. If these hazards cannot be effectively controlled, good personal protective equipment is provided to employees. The focus is on enhancing safety awareness rather than punitive management.
- **Emergency Preparedness:** Procedures have been established to identify and assess emergency situations, implementing emergency plans and processes to mitigate negative impacts. This includes emergency reporting, notification and evacuation, training drills, appropriate fire prevention and control equipment, sufficient exit facilities, and recovery plans.
- **Work injuries and illnesses:** Silergy Corp. has established procedures and systems to prevent, manage, track, and report work-related injuries and illnesses. The Company encourages workers to report incidents, records cases of injuries and illnesses, provides necessary treatment, investigates and corrects issues to eliminate such occurrences, and assists workers in returning to their positions.
- **Industrial Hygiene:** Procedures have been established to identify, evaluate, and control the hazards posed by chemical, biological, and physical factors to workers. Engineering and management controls are used to prevent overexposure to these hazards. When these controls cannot effectively manage the hazards, personal protective equipment programs are implemented to protect worker health.
- **Heavy Physical Work:** The Company identifies, evaluates, and controls the effects of high physical labor on employees, such as lifting and repeatedly handling heavy loads, prolonged standing, and highly repetitive or forceful assembly tasks.
- **Machine Guarding:** Silergy Corp. conducts risk assessments of production equipment and machinery, providing guards, interlocks, and barriers, and ensures proper maintenance to safeguard workers.
- **Public Health, Food, and Accommodation:** Silergy Corp. provides clean restroom facilities, drinking water, hygienic food and storage facilities, and utensils for workers.
- **Health and Safety Communication:** The Company commits to providing occupational health and safety training for employees and posting health and safety information in prominent locations.

Occupational Health Examination

The Company conducts pre-employment, in-service, and pre-departure health examinations for employees. In 2023, the Company achieved a 100% coverage rate for annual health check-ups, with no serious work-related injuries or fatalities occurring.



- Pre-employment Health Examination: For key positions, employees should undergo a health examination before starting their employment.
- In-service Health Examination: Cafeteria staff should undergo health examinations, with a recheck once a year. Employees are scheduled for a health examination.
- Pre-departure Health Examination: For key positions.

Occupational Health Certification

In 2023, the Company began the certification audit for the ISO 45001:2018 Occupational Health and Safety Management System. Currently, the Company has three subsidiaries worldwide that have obtained the Occupational Health and Safety Management System certification.



Occupational Health and Safety Management System Certification Certificate

Health and Safety Culture Building

The Company has established the Emergency Preparedness and Response Control Procedure, the Firefighting and Evacuation Emergency Plan, the Flood Prevention and Typhoon Resistance Emergency Plan, the Accident Emergency Plan, and other management procedures and emergency response plans to ensure that every employee can respond calmly and orderly in case of emergencies, carrying out tasks such as alerting, evacuation, and rescue, thus maximizing the safety of personnel and property. Regular safety training is conducted, and the Company actively pays attention to the physical and mental health of employees. The Company provides heat protection and cooling supplies to employees to create a healthy and safe working environment. In 2023, there were no serious work-related injuries or fatalities.



Case: Conducting Emergency First aid Training

On November 16, 2023, the Company hosted an emergency first aid training session, inviting doctors from the Red Cross Society of China Zhejiang Branch to give lectures. The training focused on theoretical knowledge and practical points of cardiopulmonary resuscitation (CPR) and AED (Automated External Defibrillator) usage, as well as airway obstruction due to foreign objects. The training included real-life examples to enhance employees' safety awareness and their ability to respond to emergencies.



Case: Conducting the First Fire Drill of 2023

On May 19, 2023, Silergy Corp. conducted a live fire drill based on the Fire Drill Evacuation Plan. The drill involved 400 participants, including volunteer fire representatives and all building occupants (employees, catering, and cleaning staff), and lasted for one hour. The drill focused on two main aspects: on-site fire evacuation and practical use of fire extinguishers. This exercise aimed to enhance the fire safety awareness and emergency response capabilities of employees, as well as to train the emergency command team's organizational and adaptive skills, improving the overall fire emergency readiness of the entire staff.



United in Spirit, Crafting a Better Environment

A beautiful ecological environment is people's great expectation for a better life in the new era. Silergy Corp. has incorporated the concept of green environmental protection into the Company's operation, formed a green and low-carbon development model, continuously improved the efficiency of resource use, actively responded to the "dual carbon" goals, protected green ecology, and contributed to the sustainable development of the environment.

Addressing Climate Change

In the face of increasingly severe climate issues, Silergy Corp. has actively responded to the Climate Action 100+ initiative to address climate change in the direction of international integration, committed to achieving carbon neutrality in Scope 1 and Scope 2 of its own operations by 2040, and actively disclosed carbon emission information.

Climate Change Governance

The Board of Directors serves as the highest decision-making body for the Company's climate change initiatives, responsible for leading the strategic direction and decision-making related to climate change. To deepen and refine the management of climate-related matters within the group, the Business Continuity Management Department under the CEO's office oversees the supervision of climate-related risks and opportunities. This department is tasked with planning and implementing policies and measures to address climate change. It convenes regular meetings to discuss climate-related issues and reports back to the Board of Directors to ensure that climate-related risks and opportunities are effectively managed.

Climate Risks and Opportunities

In 2023, Silergy Corp. referenced the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to identify climate change-related risks and opportunities for the Company, as well as to analyze their potential financial impacts. Based on this analysis, the Company formulated relevant response measures to effectively mitigate negative impacts while seizing the opportunities that may arise during the process of addressing climate change. This approach aims to continuously enhance the Company's resilience and competitiveness.



Risk Type	Risk Name	Time Interval	Potential Financial Impact	Response Measures
Physical Risk	Flood (Acute)	Short-term to Long-term	Global warming will increase the risk of flooding. The Company's production and research centers in East China, South China, and Taiwan face certain flood risks. Flooding could result in damage to semiconductor factory infrastructure and related facilities, causing operational disruptions, leading to asset impairment, and increasing operational costs.	Develop comprehensive extreme weather risk response mechanisms and emergency plans; conduct regular natural disaster response drills and training to enhance disaster response capabilities; integrate climate change adaptation as a priority in all functional departments.
	Typhoon (Acute)	Short-term to Long-term	Operations in South China and Taiwan are vulnerable to extreme weather conditions such as typhoons, which can damage power grids and communication infrastructure, potentially leading to safety incidents or forced operational interruptions, thereby increasing operational and repair costs.	
	Temperature Rise (Chronic)	Long-term	Rising temperatures, on top of already hot summer weather, will increase the demand for cooling in production, posing a heatstroke risk for employees and supply chain partners. Increased electricity consumption and potential operational disruptions may lead to higher operational costs.	
	Sea Level Rise (Chronic)	Long-term	The Company has many operational sites in coastal areas, which may face threats of ground-level operational disruptions, resulting in financial losses.	
Transition Risk	Policy and Legal Risk	Long-term	Increasing regulatory scrutiny on corporate carbon emissions globally leads to higher compliance costs. If the Company fails to meet regulatory requirements in environmental management or does not disclose carbon emissions information in a timely manner, it will face compliance risks.	Monitor carbon emission policies and regulatory developments in the regions where the Company operates to reasonably respond to updates in policies and laws. Enhance carbon accounting and carbon footprint management, strictly adhere to disclosure requirements, and ensure compliant operations.
	Market Risk	Short-term to Long-term	Customers tend to prefer greener, lower-carbon products. If the Company cannot meet customer requirements for energy savings and emission reductions, it may face the risk of losing customers, thereby reducing operational revenue.	In the process of semiconductor design and production process optimization, energy-saving and consumption reduction are included as important considerations.
	Technological Innovation Risk	Short-term to Long-term	To reduce product carbon emissions, the Company will strengthen the research and development of low-carbon innovative technologies and applications. The early phase-out of high-energy-consuming equipment may accelerate asset impairment and increase operational costs.	Practice green production concepts and implementing low-carbon semiconductor production processes in all plants.
Opportunities	Energy Sources	Long-term	Increasing the use of clean energy in operational activities can help reduce the risks associated with future energy price increases and carbon emissions trading, thereby lowering operating costs.	Enhance the proportion of clean energy used and decreasing the consumption of various resources throughout operations.
	Products and Services	Long-term	In the context of transitioning to a low-carbon economy, customers and consumers are increasingly aware of environmental protection. The growing demand for green, low-power products necessitates increased research and development (R&D) and use of green technologies. This will enhance the Company's supply chain advantages, expand its market share, and increase revenue from core business operations.	Develop products with lower power consumption and higher efficiency, and continuously improving the environmental friendliness and green attributes of products.

Greenhouse Gas Emissions

At present, Silergy Corp. has carried out the identification, assessment and verification of greenhouse gas emissions, and obtained the corresponding greenhouse gas verification certificate. In order to effectively reduce its own greenhouse gas emissions and build a sustainable business model, the Company's verification scope covers the group and its subsidiaries, and covers Scope 1 (direct greenhouse gas emissions from diesel, gasoline, refrigerant use and septic tanks) and Scope 2 (indirect greenhouse gas emissions from purchased electricity).

The parent company, Silergy Corp., is registered in the Cayman Islands and does not directly participate in production and operational activities. It does not have a physical address for production and operation, and its carbon-free emissions data has been entrusted to Deloitte Taiwan to issue a confirmation report.



Greenhouse Gas Verification Statement

Silergy Corp. greenhouse gas emissions² in 2023

Region	Scope	Carbon emissions (metric tons of carbon dioxide equivalent)
Group	Scope 1	220.7100
	Scope 2	5,760.9700
	Scope 1+Scope 2	5,981.6700

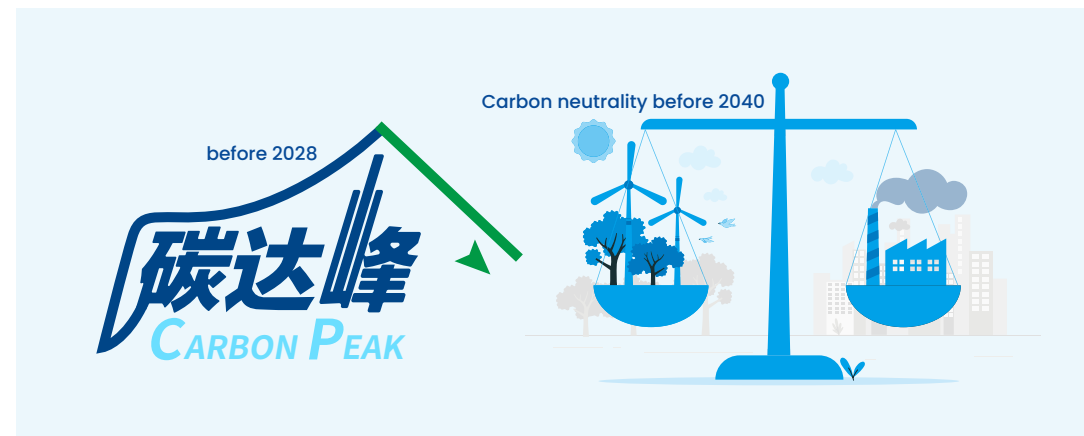
Note:

² The scope of the 2023 greenhouse gas inventory data covers the following companies: Silergy Semiconductor Technology (Hangzhou), Nanjing Silergy Micro Technology Co., Ltd., Shanghai Silergy Microelectronics Technology Co., Ltd., Xian Silergy Semiconductor Technology, Shanghai Silergy Semiconductor Technology, Chengdu Silergy Semiconductor Technology, Xiamen Silergy Semiconductor Technology Co., Ltd., Silergy Technology (Taiwan) Inc., Silergy Semiconductor (Macau) Limited, SILERGY TECHNOLOGY, SILERGY TECHNOLOGIES PRIVATE LIMITED and Silergy Semiconductor Samoa Limited. Note that the parent Company, Silergy Crop, has no emission data. The categories of greenhouse gases included in the inventory are: Carbon dioxide (CO₂), Methane (CH₄) and Nitrous oxide (N₂O).

In order to actively respond to the global Carbon Peak and Carbon Neutrality initiative and achieve the goal of net zero emissions, the Company has developed a carbon neutral action path from its own operations. Silergy Corp. commits to achieving carbon peak for Scope 1 and Scope 2 emissions in its operations by 2028, and carbon neutrality for Scope 1 and Scope 2 emissions in its operations by 2040. At present, the Company has set up electric vehicle charging piles and cancelled the use of official vehicles, actively promote tram and public transportation travel, and will increase the proportion of green electricity in the Company's electricity consumption year by year, and invest in green energy appropriately. For suppliers, the Company helps and urges suppliers to use green energy, carry out special work on energy conservation and emission reduction, and strive to help suppliers achieve the goal of carbon neutrality as soon as possible. Currently, the Company has 27 slow-charging stations and 2 fast-charging stations.



Charging Stations and Parking Spaces for Charging Vehicles



Environmental Management

Silergy Corp. strictly abides by the laws and regulations of the global operations, adheres to the concept of green development, constantly improves the internal environmental management system, strictly controls environmental compliance risks, strictly adheres to the bottom line of the ecological environment, and continuously improves the Company's environmental governance and protection capabilities with higher standards and more stringent requirements.

Environmental Management Concept

Silergy Corp. has established an environmental policy that emphasizes "Employee Participation, Pollution Prevention, Energy Conservation, Reduced Resource Consumption, Clean Production, Compliance with Laws and Regulations, and Continuous Improvement." The Company's environmental management approach focuses on "protecting the environment, reducing energy consumption, minimizing negative environmental impacts, complying with legal and regulatory requirements as well as relevant customer requirements, and producing green products." Silergy Corp. is committed to reducing pollution emissions, achieving efficient resource utilization, building a green semiconductor enterprise, and promoting harmonious development between people and nature.

The Company initiated and completed the formulation of the 2024 Environmental Metrics and Objectives Management Plan in 2023. The plan includes environmental goals, metrics, management measures, and expected completion dates. It also assigns responsibility to specific departments/persons who are tasked with regularly reviewing the relevant targets and metrics to ensure that the objectives of environmental governance are achieved.



2024 Environmental Metrics and Objectives Management Plan

Environmental Objectives	Metrics	Objectives, Metrics and Management Plan	Frequency of Assessment
To enhance employees' environmental safety awareness	All employees meet the environmental safety knowledge training requirements	Through the official WeChat account or WeChat group to send all kinds of energy saving and environmental protection related knowledge	Once a year
		Organize training sessions	Once a month
		Conduct assessment, retraining and assessment of employees who do not meet the requirements	Once a month
Waste reduction, resource recovery, and harmlessness	A 100% centralized collection and recycling rate for solid waste A 100% harmless treatment rate for hazardous solid waste	Prepare sufficient designated waste sorting bins and label them, and designate areas for waste accumulation	Once per quarter
		Train personnel in positions that generate waste and those responsible for waste collection	Once per half-year (Separate training for relevant new employees)
		Entrust qualified entities with the harmless disposal of hazardous solid waste and keep records of such disposals	Once a month
		Organize training sessions for employees	Once a month
		Conduct assessment, retraining and assessment of employees who do not meet the requirements	Once a month
Fire, explosion	Controlled to 0 incidents	Formulate fire emergency plans and conduct fire drills	Once per half-year
		Strengthen the fire fighting equipment spot check	Once a month
		Establishment of full-time fire wardens	/
Energy and resources	Control air conditioning temperature Save paper	Winter: between 16°C and 26°C Summer: between 24°C and 28°C	Once per quarter
		Ensure that employees turn off lights on time	Once every day

Environmental Management System

Silergy Corp. strictly abide by the ISO 14001:2015 standard, continuously improve the environmental management system, develop and improve the environmental management system, and develop sound management measures in the identification and evaluation of environmental factors, risk identification and environmental emergency management, in order to ensure that safety, economic and environmental goals are realized simultaneously.



Environmental Management System Certification



Improving the Network of Environmental Management Organizations

The CEO office is responsible for formulating the Company's quality and environmental policies, objectives and strategies, and is fully responsible for the implementation of the Company's management system. The Business Continuity Management Department under the CEO Office serves as the primary department responsible for environmental sustainability. It is responsible for the establishment and implementation of the environmental management system, maintaining and continuously improving its effectiveness, and needs to be responsible for reporting to the CEO on the operation of the quality environmental management system, including the need for environmental management system improvements.



Identification and Evaluation of Environmental Factors

Each functional department is responsible for identifying the environmental factors related to all positions and areas within their department according to the Environmental Aspects Identification and Evaluation Control Procedure. HR is responsible for summarizing environmental factors, evaluating important environmental factors and carrying out environmental factors training. The management representative is responsible for reviewing important environmental factors. CEO is responsible for approving important environmental factors.



Carrying ut Risk Identification and Emergency Response

When the rainy season and typhoon weather occurs, the Company makes emergency response plans, and does a good job in various preventive work to ensure the safety of the Company's property. The Company's typhoon and flood prevention emergency team will check the implementation of typhoon and flood prevention measures and emergency rescue preparations. If a disaster occurs, the Company will arrange all on-site personnel to drain waterlogging, transfer raw materials, rush to repair damaged facilities and equipment, and step up the resumption of production. In addition, the roof, gutter and storm drain will be cleaned regularly in the later stage to ensure smooth drainage.

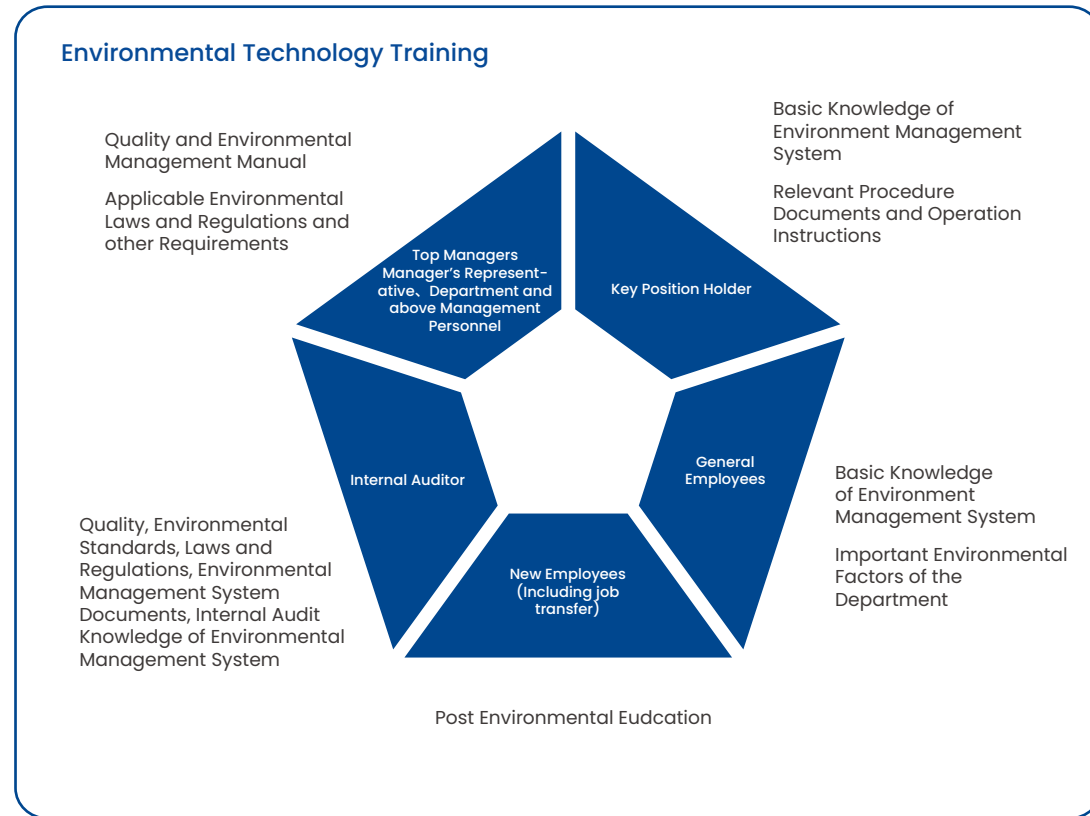


Environment Management System Certification

The Company vigorously promotes environmental management certification, green production and other work in each subsidiary, and continuously enhances the Company's environmental management level. In 2022, 2 subsidiaries of the Company worldwide have been assessed and certified as meeting the requirements of ISO 14001:2015.

Environmental Education and Publicity

Silergy Corp. actively promotes environmental protection education and technical training, increases environmental protection efforts, carries out green travel awareness month, and improves the environmental protection awareness of employees throughout the Company. The Company has carried out a series of environmental technology training for all employees:



Case: Saving Electricity Together

Silergy Corp. enthusiastically responds to the call for energy conservation and emissions reduction. The Company regularly publishes posts on its official WeChat account about saving electricity and other environmental topics. These posts promote electricity conservation and provide tips on saving energy, such as using air conditioning wisely and turning off unnecessary power sources promptly. The aim is to cultivate an awareness of electricity conservation among employees and encourage everyone to transform energy-saving actions into habitual behaviors, collectively fostering a positive corporate atmosphere for energy conservation and emissions reduction.



Pollutant Management

Silergy Corp. strictly implements pollution emission control in the production process, complies with the relevant laws and regulations on pollutant management in the place where it operates, and has formulated internal systems such as the Sewage, Exhaust and Noise Management Procedures and the Solid Waste Management Regulations, implements the standardized management mode of pollutant treatment, and adopts corresponding environmental protection measures to strictly control the environmental impact of emissions.

Waste Management

Silergy Corp. focuses on clarifying the standards of general solid waste and hazardous waste, stipulates the operation process of waste generation control, storage management and treatment, standardizes waste management, fully guarantees the strict classification of hazardous waste and general waste in the production and operation process, and properly handles it to reduce the negative impact on the environment.

Waste Classification Management

The Company classifies the waste according to the source and nature, and the dedicated person coordinates the departments that produce the waste, and establishes the Waste Classification and Disposal Table according to the identified environmental factors, which is one of the bases for the operation of each department. For packaging materials, the Company achieves 100% recycling.

Department: Each Department

By Source	Domestic Waste	Office Waste
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Department: Each Branch Company

By Characteristics	General Waste: <ul style="list-style-type: none"> • Non-recyclable: household waste, drainage sludge, construction waste • Recyclable: waste paper, etc.
	Hazardous Waste: <ul style="list-style-type: none"> • Lamps, waste ribbons, PCB boards, measuring equipment, etc.

Waste Disposal Management

Mark	Collection And Storage
<ul style="list-style-type: none"> • The Company identifies all types of solid waste by text, region, and other suitable methods or combinations thereof. • According to the characteristics of each waste clearly marked "toxic", "flammable", "explosive", "corrosion", "easy to react" and other words. 	<ul style="list-style-type: none"> • Each department shall set up a temporary disposal site or container for waste. After the waste is generated, the personnel of the unit shall put the waste into the temporary storage site or container in a corresponding way according to the nature of the waste or directly send it to the Company's waste storage site.

For electronic waste, the Company has established the Electronic Waste Disposal Management Regulations to properly handle electronic devices that can no longer be used during the course of its operations.

E-waste End-of-life Disposal Process

- Thoroughly erase the content of any readable storage media before the handler securely consolidates, numbers, and registers the e-waste. As needed, the responsible department periodically entrusts local enterprises with the proper qualifications for handling discarded electrical and electronic equipment to conduct unified recycling and disposal.
- Used batteries, fluorescent tubes, toner cartridges, and other harmful daily consumables are classified as general hazardous waste. Each department is responsible for disposing of these items according to the local waste sorting regulations at their respective workplaces, placing them in the appropriate waste bins. These items are handled in accordance with the Solid Waste Management Regulations. The Company uses recyclable toner cartridges and entrusts a third-party organization to regenerate and dispose of the 93 used cartridges generated during the year, ensuring compliant and environmentally friendly management of hazardous waste.

Waste Supervision And Management

Check

Responsible for checking the storage and disposal status of all kinds of waste every quarter.

Exception Handling

Check the storage points and final flow direction of all kinds of waste according to the check list for any abnormalities. If so, it should be handled in accordance with the Improved Control Procedures, and in the case of emergencies, it should be handled in accordance with the Emergency Preparedness and Response Control Procedures.

Waste Generation

Generation of General Solid Waste

Processing Method	2022(metric tons)	2023(metric tons)
Incineration	584.33	672.27
Reuse	16.82	19.35
Physical Treatment	385.41	443.41
Total	986.56	1,135.04

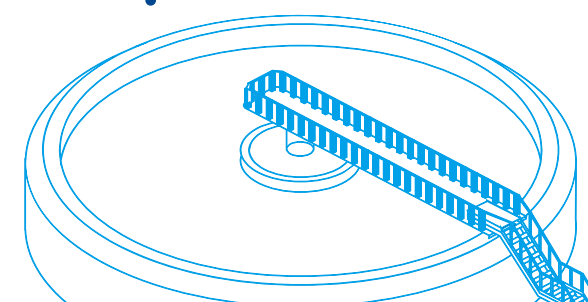
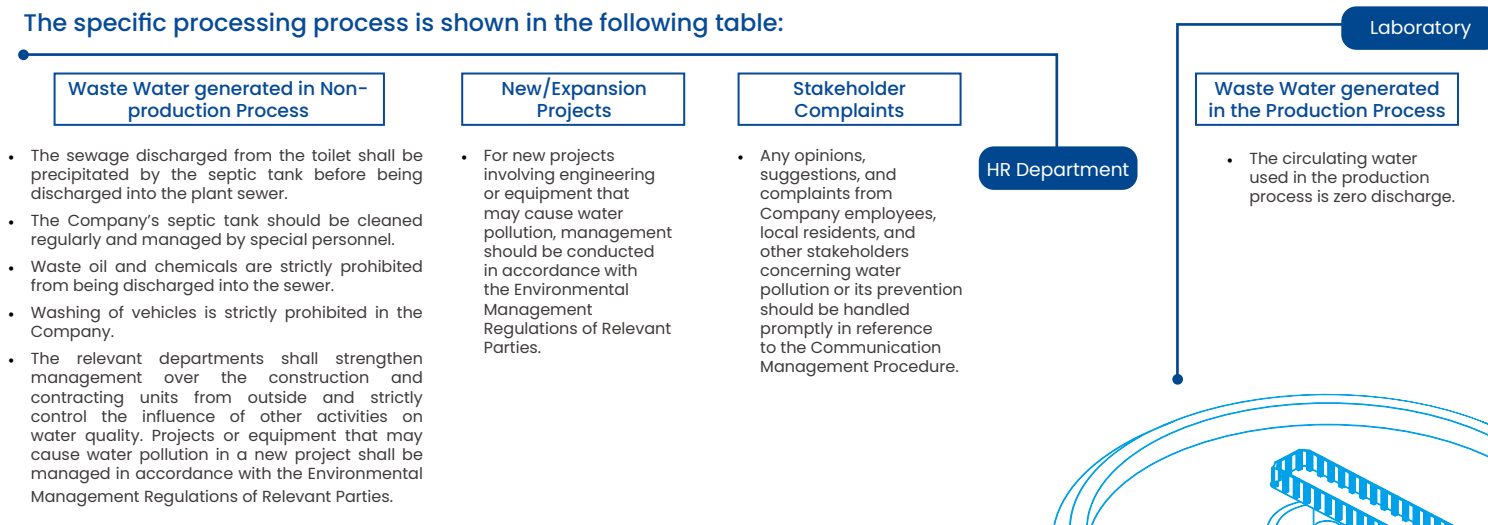
Generation of Hazardous Waste in 2023

Name of the waste	Packing method and quantity	Form	Hazardous characteristics	Disposing method	Transfer quantity (metric tons)	Quantity accepted (metric tons)
Waste chips PCB boards	One bag	Solid	Toxicity	Collection and storage	0.884	0.884
Laboratory waste liquids	One barrel	Liquid	Toxicity Corrosivity		0.3	0.3
Waste alcohol	One barrel	Liquid	Toxicity Corrosivity		0.482	0.482

Wastewater Management

In terms of waste water treatment, Silergy Corp. continuously strengthens sewage treatment and reduces sewage discharge in strict accordance with the Sewage, Exhaust and Noise Management Procedures and GB8978-1996 the Comprehensive Sewage Discharge Standard level I standard. The Company classifies wastewater into wastewater generated in non-production and wastewater generated in the production process, which are properly treated by the personnel department and the laboratory respectively.

The specific processing process is shown in the following table:



Exhaust Gas Management

In terms of waste gas management, Silergy Corp. strictly follows the GB16927-1996 the Comprehensive Emission Standard for Air Pollutants level 2 emission standards and the Emission Standard for Grease from Canteens and the Catering Industry (GB18483_2001) to ensure that all departments strictly fulfill their corresponding responsibilities, constantly strengthen waste gas treatment, and to ensure standard emissions.

- The exhaust gases from the laboratory comply with the secondary emission standards specified in Table 2 of GB 16297-1996, the Comprehensive Emission Standards for Air Pollutants.
- During welding operations, a small amount of welding fumes generated must be processed through a welding fume purification device.



- Wherever waste gas is produced, it is necessary to maintain the circulation of air, and gradually expand the plant's green area, purify the plant and beautify the surrounding environment.
- During production at the production site, it is necessary to check the normal operation of all ventilation equipment.

Noise Management

Silergy Corp., in accordance with national noise regulations, divides noise management into workplace and surrounding areas of the factory. The Company manages noise in the workplace according to GBZ2.2-2007 the Occupational Exposure Limits for Hazardous Factors in the Workplace—Part 2. For environmental noise around the factory, the Company adheres to GB12348-2008 the Noise Emission Standards for Boundary Areas of Industrial Enterprises—Class III and commissions external testing annually.

Noise Management Measures:

Workplace Noise: The average noise measurement over an 8-hour period must not exceed 85 decibels (dB). When the noise level exceeds 85 dB, appropriate personal protective equipment must be provided to employees. When the noise level exceeds 90 dB, engineering improvements must be implemented or the exposure time for personnel must be reduced.

Surrounding Area Noise: Pay attention to noise insulation at the boundaries of the factory. Take measures such as keeping windows and doors of boundary buildings closed to prevent the entry and exit of personnel and goods, thereby controlling boundary noise levels.

Hazardous Substances Management

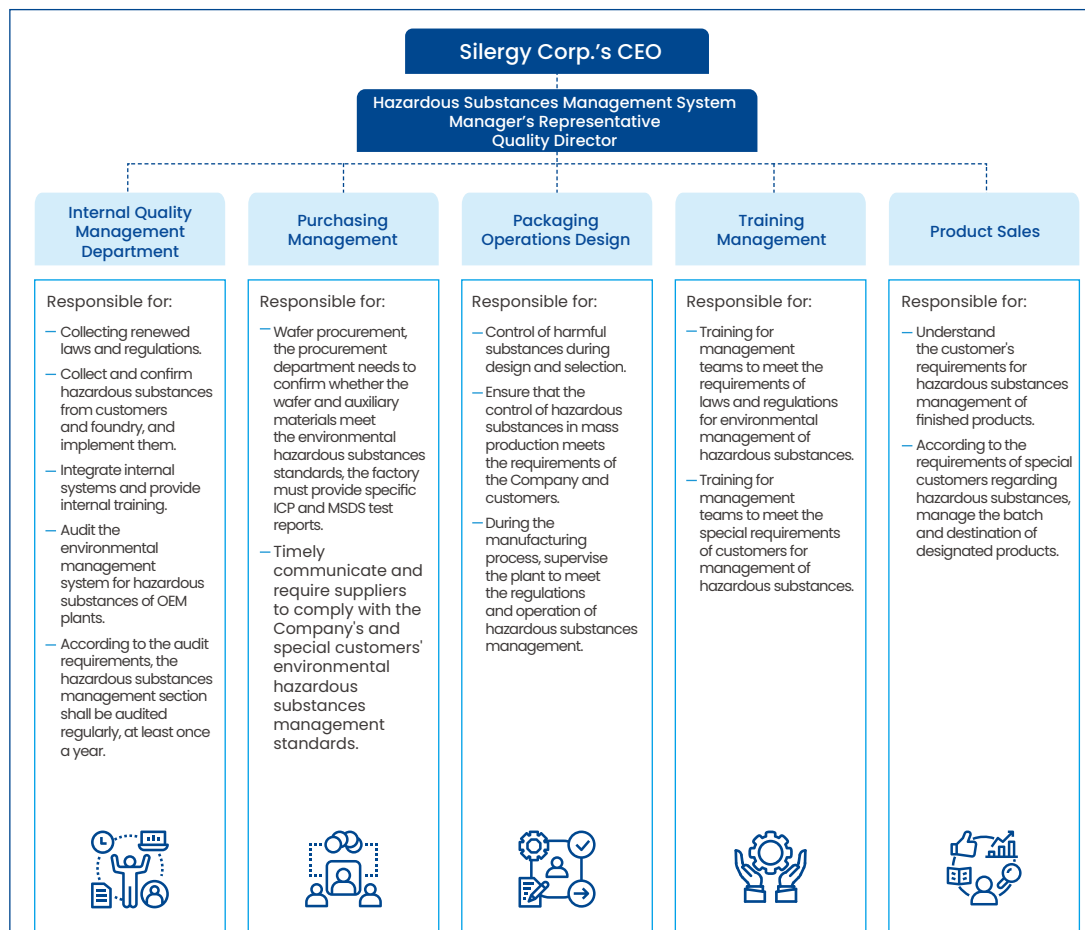
Silergy Corp. has formulated the Hazardous Substances Management System, adhering to the hazardous substances management policy of "protecting the environment, complying with laws and regulations, meeting customer requirements, having green environmental protection product", continuously improving the Company's management of hazardous substances, ensuring that products meet the requirements of environmental hazardous substances control and customer specific requirements, enhancing product market competitiveness, and better protecting the earth environment.

In order to control and reduce the pollution of lead, cadmium, mercury and other harmful substances in electrical and electronic products, Silergy Corp. commissioned a third-party testing organization to test the harmful substances contained in electrical components and obtained the Voluntary Certification for Restriction of Hazardous Substances (RoHS certification). The product has been tested for a series of substances of very high concern (such as carcinogenic and teratogenic substances), persistent organic pollutants, and toxic chemicals. The product has passed the tests and obtained the Substances of Very High Concern (SVHC certification), the Persistent Organic Pollutants (POPs certification), and the Toxic Substances Control Act (TSCA certification). The Company's relevant electronic information products meet the pollution control standards and technical specifications.



Product Packaging with Rohs Certification and Halogen-Free Labels

Hazardous Substances Management Organization



Hazardous Substances Training

The Company provides training to meet the requirements of laws and regulations on hazardous material environmental management for the management team, clarifying the target audience, educational content, and implementation plan for education and training.

Hazardous Substances Management Goals

The product is outsourced once a year to a third-party organization for testing of harmful substances, ensuring that no substances that comply with hazardous substance management are generated, and responding to relevant environmental laws, regulations, and customer requirements with the highest standards.

To effectively implement the management standards, objectives, and plans for hazardous substances, and to establish an organizational structure, the following plan is formulated to achieve the set goals:

Number	Goals	Target Value	Calculation Method	Implementation Plan
1	Products should be outsourced to a third-party institution for hazardous substance testing	100%	The detection of hazardous substances is 0%	Once a year
2	Validity of suppliers' RoHS/MSDS/REACH certificates (*)	100%	(Number of valid reports/all reports) *100%	Once a month
3	Compliance with laws and regulations	100%	Verify the updated version of laws and regulations against the existing version. If any non-conformance is found, the compliance rate is 0%	Once every six months
4	Fulfillment of customer-specific hazardous substance requirements	100%	(Number of customer's hazardous substance requirements met/Total number of customer's hazardous substance requirements) *100% (meet/all) *100%	Real-time count
5	Team training for hazardous substances management system	More than 3 times per year	Number of actual trainings	Real-time organization
6	Review of hazardous substance management by outsourcers	100%	(Number of actual/planned reviews) *100%	Once a year
7	Internal audit	100%	(Number of actual audits/planned audits) *100%	Once a year
8	Shipment lot and destination management (*)	100%	(Actual batches shipped/requested batches shipped) * 100%	Once a month
9	Confirmation of hazardous substances in raw materials for new product design	100%	(actual counts/number of new projects) *100%	Once per quarter

Hazardous Chemicals Management

The Regulations on the Management of Hazardous Chemicals and the Emergency Response Plan for Chemical Spills have been formulated to ensure that the management of chemicals and oils used by the Company complies with the requirements of relevant laws and regulations, ensuring normal production, and the safety of employees and Company property as well as the surrounding environment.

Measures For the Management Of Hazardous Chemicals:

- In the process design and use, choose chemicals and oils that are harmless to the environment and human body or less harmful and safe as far as possible, to ensure the safety of enterprise production and workers.
- The transportation of chemicals and oil shall comply with the relevant national regulations on the management of dangerous goods transportation.
- Chemicals, oil storage on the basis of the Company's warehouse management measures, but also must meet the requirements, such as storage in a special warehouse, special site or special storage room (container) and set up special custody.
- All departments using chemicals and oils shall collect their waste (left over) and waste liquid in a unified manner, and it is strictly prohibited to dump them without permission. In the course of use, preventive measures should be taken to prevent leakage. Once spilled, it should be cleaned immediately, and used tissues, rags, etc. should be put into the designated container and disposed of according to regulations. Disused chemical containers should be placed in the designated location areas.

The Daily Management and Leak Prevention Checks for Chemicals

- Items must be transported in a way that avoids collisions and exposure to direct sunlight. The storage and management of chemicals must be conducted according to their specific properties, and it is strictly prohibited to mix them with incompatible substances or substances that may easily react with them.
- The storage area for chemicals should have good ventilation equipment, fire-fighting equipment, and clear no-fire signs.
- For volatile or irritant chemicals, operations must be carried out in well-ventilated conditions. After use, the bottle caps should be tightly sealed or the packaging should be securely closed.

In the Event of a Chemical Spill

- Personnel at the scene should first ensure their own protection by wearing appropriate personal protective equipment, such as gloves and anti-toxic masks, isolating the source of the leak if possible, and turning on all ventilation equipment.
- For small spills, use absorbent materials such as cloths or absorbent pads to clean up the leaked substance.
- When the chemical spill is substantial and of high concentration: Immediately report the incident to Company leadership; Designate the affected area as a hazard zone and prohibit unauthorized personnel from entering. If anyone is poisoned, immediately take emergency measures to transport them to a hospital for treatment, and contact emergency services such as "110" (police), "119" (fire department), or the health department for external assistance.

Post-incident Handling

- To prevent the recurrence of accidents, post-incident investigations and summaries should be conducted. The office is responsible for organizing the investigation into the causes of the accident and documenting the findings in the Accident and Event Investigation Report. Based on the findings, preventive measures should be developed to avoid similar incidents in the future, and the emergency response plan should be continuously improved.



Environmental Impact Assessment

Silergy Corp. strictly adheres to environmental standards in new construction and renovation/expansion projects. The Company legally conducts environmental impact assessments before the start of construction, performs investigations and analyses of environmental impacts, and carries out public opinion surveys and analyses to identify potential environmental and social impacts and to develop mitigation measures.

An environmental impact survey was carried out on the project of Silergy Corp. Semiconductor Industrialization base. In the early stage of project construction, the Company conducted investigation and statistics on the environmental quality status of the area where the construction project was located, such as ambient air, surface water environment, and set the main environmental protection goals of the project according to the site investigation results. In the project construction stage, the Company will identify and estimate the main pollution and pollution sources and emissions during the project construction stage, and conduct environmental impact analysis of pollutants, and formulate pollution prevention and control measures and countermeasures for potential pollution. In the operation phase of the project, corresponding pollution prevention measures are also formulated for water pollution, air pollution and noise pollution that may be caused by the project.

Resource Management

Silergy Corp. strictly complies with the resource and energy-related laws and regulations of the regions where it operates. The Company has established the Energy and Resource Management Procedures to continuously optimize production management methods, improve utilization rates, and pursue reduced resource and energy consumption while maximizing economic and social benefits. This contributes to building a resource-conserving and environmentally friendly society.

Water Resource Management

In water resources management, Silergy Corp. strictly adheres to water management systems, strengthening both water demand and usage process management. By establishing robust systems and strictly controlling total water usage, the Company conducts water conservation awareness campaigns to ensure water supply security and comprehensively improves water use efficiency.

In terms of water risk assessment, based on the Water Risk Atlas by the World Resources Institute (WRI), the Company's primary operational areas are located in regions with low baseline water stress (water stress <10%), not in areas with high or extremely high baseline water stress. Additionally, since the Company's main business, IC design, does not involve the use of water resources, the water used is primarily for domestic purposes. Both the actual withdrawal and consumption of water are minimal, posing no significant water risk.

Metric	Category	Unit of Measure	2022	2023
Total Water Withdrawn	Quantitative	Thousand Cubic Meters (m ³)	58.10	66.84
Total Water Withdrawn Percentage of Each in Regions with High or Extremely High Baseline Water Stress	Quantitative	%	0	0
Total Water Consumed	Quantitative	Thousand Cubic Meters (m ³)	31.38	36.10



In addition, the Company knows that working with supply chain partners can effectively improve the efficiency of water use. The Company not only requires the rational use of water resources in all aspects of its operations, but also encourages suppliers to improve water resources management through various means, including through environmental management system certification, water-saving projects, reducing sewage discharge, etc., to maximize water efficiency and ensure the sustainability of water resources.

Energy Management

In terms of energy management, Silergy Corp. continues to optimize the operation mode, strengthen the electric power management, spread the concept of energy conservation, advocate low-carbon travel for employees and other measures to strengthen the power efficiency of energy saving and carbon reduction. At the same time, the Company formulated the Regulations on Energy Consumption Control and Management of Silergy Corp. Building to regulate employees' office and household electricity consumption, adjust the operation time of air conditioners, carry out energy-saving publicity to strengthen employees' awareness of energy conservation, and encourage employees to save electricity and maintain good living and office habits.

Energy Management Measures

- The curtain wall uses heat-insulating metal materials, and the glass is LOW-E insulating glass. Both the exterior walls and the roof are equipped with thermal insulation measures
- Hot water is heated using solar flat plate collectors
- LED light bulbs are used
- Lighting is segmented
- Air conditioning energy consumption is managed
- The Company regularly analyzes its energy-saving potential and implements energy-saving renovations



The building's energy consumption management regulations are as follows:

Air Conditioning Management Requirements

Cold air conditioner service time: From May 16 to September 30
 Heating and air conditioning service time: From December 1 to March 15

In spring and autumn, the air conditioner is closed for maintenance

Turn on the Air Conditioner Temporarily During Special Periods

Summer: The maximum outdoor temperature according to the day's weather forecast is no less than 30°C

Winter: The outdoor temperature according to the day's weather forecast is no higher than 5°C

Service Time Range

It can be turned on during working hours and overtime hours, and the air conditioner should be turned off when leaving after working hours

Temperature Setting

The setting temperature of air conditioning refrigeration in summer should not be lower than 26 °C, and the setting temperature of air conditioning heating in winter should not be higher than 20 °C

Lighting Use Time Range

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



Temperature Setting Requirements for Building Air Conditioning

In 2023, the total energy consumed by the group is 37,519.54 gigajoules, purchased electricity consumption is 10,313,062.38 kWh, natural gas consumption is 11,028.71 cubic meters, and there is no gasoline and diesel consumption.

For suppliers, the Company actively responds to the national call for, suppliers to carry out energy-saving and carbon reduction route planning, formulate carbon emission plans and gradually implement carbon reduction actions in accordance with the plan. Silergy Corp. is committed to actively helping suppliers to conserve energy and reduce emissions in order to cope with climate change.

Warm Hearted Return, Harmonious Society

While paying attention to and protecting the interests and well-being of internal stakeholders, Silergy Corp. actively participates in the voluntary support and charitable contributions of the community and society, so that the Company's light and heat can be played to other corners of the society, and practical practice of social responsibility as a corporate citizen. In 2023, the total number of volunteer hours contributed by employees was 800 hours, with a participation of 40 people.



Case: A Journey of Technology And Wisdom

In July 2023, the Yunhui 88 Qingyun Summer Camp visited the Silergy Corp. exhibition hall. The expert from Silergy Corp. provided an informative overview of the development and current state of analog integrated circuits, explaining the differences between digital and analog chips in simple terms. Two senior students from Zhejiang University also participated in an engaging sharing session. Silergy Corp.'s CEO, You Budong, joined the event to introduce how integrated circuits have made the world more interconnected and shared insights on how career planning and foresight determine one's future amid industry developments and global changes. Finally, Ms. Wang introduced the concept of Nonviolent Communication (NVC) and guided the students through practical exercises in small groups, allowing them to experience the power of NVC firsthand.



The Expert from Silergy Corp. Provided the Students with an Informative Lecture on the Integrated Circuit (IC) Industry

The Students Listened Attentively to the Lecture

Words of Encouragement from Silergy Corp. CEO Mr. You

The Yunhui Public Welfare Foundation Presented Silergy Corp. (Hangzhou) with a Trophy Recognizing It as a "Public Welfare Partner"

The Entire Yunhui 88 Qingyun Program Group at Silergy Corp.



Case: Faculty and Students from Hangzhou City University Visited Silergy Corp. Headquarters

To gain insights into semiconductor industry trends and experience the corporate culture and philosophy firsthand, on the afternoon of November 3, 2023, more than 60 faculty members and students from Hangzhou City University visited the Company headquarters. The students toured the exhibition hall and experienced areas focusing on smart city and IoT solutions, automotive electronics, and cloud solutions. After the tour, Company staff engaged in discussions with the students on topics such as the Company's operations, academic learning, and industry development. Through this exchange activity, the students gained significant insights, and Silergy Corp. will continue to strengthen its cooperation with educational institutions to empower university talent, achieving mutual benefits and providing new momentum for the Company's high-quality development.



Exhibition Hall Tour



Exchange Discussion

Appendix

Key Performance Indicator Table ³

Issue	Index	Unit	2023
Employment and Diversity	Total number of employees	Number of employees	1,720
	• By contact type		
	Total number of employees in service	Number of employees	1,720
	Number of permanent employees (open-term labor contract)	Number of employees	155
	Number of people with limited-term contracts	Number of employees	1,565
	Number of labor dispatchers	Number of employees	0
	• By rank		
	Senior management	Number of employees	104
	Middle management	Number of employees	619
	General & technical staff	Number of employees	997
	• By age		
	Under 30 years old	Number of employees	845
	30-50 years old	Number of employees	795
	Above 50 years old	Number of employees	80
	• By gender		
	Male employees	Number of employees	1,241
	Female employees	Number of employees	479
	• Number of employees by region		
	Asia	Number of employees	1,648
	Mainland China	Number of employees	1,475
Hong Kong, Macao, and Taiwan	Number of employees	148	
Japan, South Korea, Singapore, Malaysia, India, etc	Number of employees	25	
Europe and America	Number of employees	72	

Note:

³ The amounts involved in this report are all in New Taiwan Dollars (NT\$). Among them, the financial data is sourced from the financial report, which shall prevail. Other data is converted based on the average annual exchange rate of NT\$1=0.2557 (NT \$4.4333) in 2023.

Issue	Index	Unit	2023
Employment and Diversity	• Number of employees by educational background		
	PhD	Number of employees	43
	Master's Degree	Number of employees	814
	Bachelor's Degree	Number of employees	744
	• Types of socially responsible recruitment		
	Number of employees with disabilities	Number of employees	0
	Number of veterans on board	Number of employees	0
Employee care	Number of executives hired from the local community	Number of employees	104
	Employee annual physical examination coverage	%	100
Employee benefits and salaries	Average employee benefits	NT\$/employee /year	19,950
Employee right and benefit	Proportion of women in management positions	%	20.88
Occupational health and safety	Total working hours	Hours	3,426,240
	Number of occupational accidents	Number of employees	0
	Occupational accident ratio	%	0
	Number of serious injury injuries	Number of employees	0
	Serious injury rate	%	0
	Number of working days lost due to injury	Hours	0
	Ratio of days lost at work	%	0
	Number of work-related fatalities in the past three years	Number of employees	0
	Work-related fatality rate	%	0
Total monetary losses due to legal actions related to employee health and safety violations	NT\$	0	
Employee recruitment and retention	Total number of new employees	Number of employees	106
	Number of employee turnover	Number of employees	214
	Employee turnover rate	%	12.44
Training	Total number of employees trained	Number of employees	756
	Number of new employees trained	Number of employees	366
	Number of male employees trained	Number of employees	538
	Number of female employees trained	Number of employees	218
	Number of management and professional technicians	Number of employees	681
	Number of frontline employees	Number of employees	604
	Total number of employee training hours	Hours	1,135

Issue	Index	Unit	2023
Training	Number of hours of training for male employees	Hours	808
	Number of training hours for female employees	Hours	327
	Number of training hours for management and professional technicians	Hours	1,023
	Number of training hours for front-line employees	Hours	908
	Hours of training per capita	Hours	0.70
Public benefit activities	Number of volunteers	Number of employees	40
	Total volunteer hours	Hour	800
	Total amount of charitable donations	NT\$	0
Anti-corruption	Number of corruption proceedings concluded	Cases	0
	Number of valid reports received	Cases	0
	Effective reporting follow-up response rate	%	0
	Number of disciplinary violations dealt with	Number of employees	0
	Handling of violations of discipline and regulations	Cases	0
Supply chain management	Total number of suppliers	Number of suppliers	55
	Number of suppliers audited annually	Number of suppliers	55
Emergency and hidden danger	Number of various emergency drills	Number of various emergency drills	15
	Number of regular and irregular safety inspections	Number of regular and irregular safety inspections	2,939
	Number of hidden dangers investigated	Number of hidden dangers investigated	114
	Rectification rate of hidden dangers	%	100
Safety training	Number of safety training	Number of trainings	13
	Number of employees attended safety training	Number of employees	366
Lawsuit	The number of corruption cases brought and concluded against enterprises or their employees	Cases	0
	Health and safety aspects of products and services	Cases	0
	Product information and labeling	Cases	0
	Marketing	Cases	0
	Customer privacy and data	Cases	0
	Environment	Cases	0
	Number of cases in which infringed intellectual property rights or intellectual property rights were infringed	Cases	0
Amount lost as a result of legal proceedings relating to anti-competitive conduct regulations	NT\$	0	
Customer Complaint	Customer complaints resolution rate	%	98.99

Issue	Index	Unit	2023
Product recall	Number of products recalls this year	Number of recalls	0
	Rate of product recalls in the current year (Number of items/Sales as a percentage of total number of units sold/Sales)	%	0
Product life cycle	The weight of the end-of-life product	metric tons(t)	10.16
	The weight of electronic waste	metric tons(t)	10.16
	Percentage of product recycling	%	100
	• Main product output by product category		
	Power management IC	Pieces	3,776,279,000
Customer privacy	Number of significant third-party privacy breaches	Cases	0
	Number of major data security/cybersecurity incidents	Cases	0
Professional & R&D	Number of patents granted	Number of patents	1,378
	Number of new patents	Number of patents	357
	R&D investment amount	NT\$ thousand	4,894,418
Intellectual property protection and competitive behavior	The total amount of monetary losses incurred as a result of legal proceedings relating to anti-competitive conduct regulations	NT\$ thousand	0
Financial data	Operation revenue	NT\$ thousand	15,427,335
	Net income	NT\$ thousand	746,004
Board	Number of directors (including independent directors)	Number of directors	8
	Number of independent boards	Number of directors	3
	Number of female boards	Number of directors	1
	Ratio of female boards	%	12.50
	Attendance of directors at board meetings	%	100
	The number of training hours of the board of directors and supervisors meets the ratio of key training points	%	100
Investor communication	Number of annual legal meetings held by the Company	Number of meetings	12
Water consumption	Total water withdrawal	Thousand cubic meters	66.84
	Total water consumption	Thousand cubic meters	36.10
	Intensity of water consumption per capita	Thousand cubic meters/employee	20.98
Energy	Total energy consumption	GJ	37,519.54
	Consumption of purchased electricity	KWh	10,313,062.38
	Percentage of electricity purchased	%	100
	Natural gas	Cubic meters	11,028.71
	Renewable energy utilization rate	%	0

Issue	Index	Unit	2023
Packaging Material	Packaging materials - Paper	Kg	3,695.59
	Amount of paper used in office	Kg	22,051.44
Greenhouse gas emissions	Scope 1 greenhouse gas emissions	Metric tons of carbon dioxide equivalent	220.7100
	Scope 1 greenhouse gas emissions	Metric tons of carbon dioxide equivalent /employee	0.1283
	Scope 2 greenhouse gas emissions	Metric tons of carbon dioxide equivalent	5,760.9700
	Scope 2 greenhouse gas emissions	Metric tons of carbon dioxide equivalent /employee	3.3494
	Greenhouse gas emissions	Metric tons of carbon dioxide equivalent	5,981.6700
	Greenhouse gas emission intensity	Metric tons of carbon dioxide equivalent /employee	3.4777
Wastewater	Wastewater effluent	Thousand cubic meters	30.75
Waste	Total waste	Metric tons	1,136.71
	Waste discharge intensity	Metric tons /million revenue	0.07
	Hazardous wastes	Metric tons	1.67
	Non-hazardous waste	Metric tons	1,135.04
	Percentage of hazardous waste recovered	%	100

Indicator Comparison Table

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

Risks and opportunities for the Company due to climate change and the measures taken by the Company to address them

Project	Implementation
<p>1. Describe the Board's and management's oversight and governance of climate-related risks and opportunities.</p> <p>2. Describe how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).</p> <p>3. Describe the financial impacts of extreme weather events and transition actions.</p> <p>4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system.</p> <p>5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts.</p> <p>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.</p>	<p>Please refer to the section on Climate Change Governance and Climate Risks and Opportunities in the Addressing Climate Change section of the report for the measures taken by Silergy Corp. to respond to the risks and opportunities of climate change.</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for price setting should be described.</p>	<p>In 2023, Silergy Corp. did not use internal carbon pricing as a planning tool and will continue to evaluate and plan related operations.</p>
<p>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.</p>	<p>Please refer to the Greenhouse Gas Emissions section of the report for the scope of Silergy Corp.'s climate-related targets and greenhouse gas emissions, as well as the annual progress in achieving them.</p> <p>Silergy Corp. did not use carbon offsets or renewable energy certificates (RECs) to achieve the targets in 2023.</p>
<p>9. Greenhouse gas inventories and assurance scenarios with reduction targets, strategies and concrete action plans.</p>	<p>Please refer to the corresponding content of Greenhouse Gas Emissions in the section of Addressing Climate Change of the report for the disclosure of the Greenhouse Gas Inventory 2023 of Silergy Corp.</p>

GRI Content Index

Use Statement: Silergy has made reference to the GRI Guidelines for disclosure of information quoted in the GRI Content Index Table for the period from January 1, 2023 to December 31, 2023.

GRI Standards	Number	Disclosure	Location	Remarks
GRI 2: General Disclosures 2021	2-1	Organizational details	Introduction	
	2-2	Entities included in the organization's sustainability reporting	Scope and Boundaries	
	2-3	Reporting period, frequency and contact point	Scope and Boundaries, and Contact Information	
	2-4	Restatements of information	/	
	2-5	External assurance	/	
	2-6	Activities, value chain and other business relationships	/	
	2-7	Employees	Protection of the Rights and Interests: Employee Diversity	
	2-8	Workers who are not employees	/	
	2-9	Governance structure and composition	Corporate Governance: Governance Mechanisms	
	2-10	Nomination and selection of the highest governance body	Corporate Governance: Governance Mechanisms	
	2-11	Chair of the highest governance body	Corporate Governance : Members of the Board of Directors	
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance: Governance Mechanisms	
	2-13	Delegation of responsibility for managing impacts	Sustainable Development Governance : Sustainable Development Governance	
	2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Governance : Sustainable Development Governance	
	2-15	Conflicts of interest	/	
	2-16	Communication of critical concerns	Sustainable Development Governance : Methods of Stakeholder Communication	
	2-17	Collective knowledge of the highest governance body	Corporate Governance : Professional Development of the Board of Directors	
	2-18	Evaluation of the performance of the highest governance body	/	
	2-19	Remuneration policies	/	
	2-20	Process to determine remuneration	/	
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	/	
	2-22	Statement on sustainable development strategy	Sustainable Development Governance: Sustainable Management	
	2-23	Policy commitments	Sustainable Development Governance: Sustainable Management	
	2-24	Embedding policy commitments	/	
	2-25	Processes to remediate negative impacts	/	
	2-26	Mechanisms for seeking advice and raising concerns	Sustainable Development Governance: Stakeholder Engagement	
	2-27	Compliance with laws and regulations	/	Full text application
	2-28	Membership associations	Introduction: Association Membership Status	
	2-29	Approach to stakeholder engagement	Sustainable Development Governance: Methods of Stakeholder Communication	
	2-30	Collective bargaining agreements	/	
GRI 2: General Disclosures 2021	3-1	Process to determine material topics	Sustainable Development Governance: Management of Material Issues	
	3-2	List of material topics	Sustainable Development Governance: Management of Material Issues	
	3-3	Management of material topics	Sustainable Development Governance: Management of Material Issues	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Chairman's Message	
	201-2	Financial implications and other risks and opportunities due to climate change	Risk Internal Control: Categories of Risks and Response Strategies	
	201-3	Defined benefit plan obligations and other retirement plans	Protection of the Rights and Interests: Employee Welfare	
	201-4	Financial assistance received from government	/	

GRI Standards	Number	Disclosure	Location	Remarks
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	Key Performance Indicator Table	
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	/	
	205-2	Operations assessed for risks related to corruption	Business Ethics	
	205-3	Confirmed incidents of corruption and actions taken	/	Not occurring
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	/	Not occurring
GRI 207: Tax 2019	207-1	Approach to tax	Tax management	
	207-2	Tax governance, control, and risk management	Tax management	
	207-3	Stakeholder engagement and management of concerns related to tax	Tax management	
	207-4	Country-by-country reporting	/	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Key Performance Indicator Table	
	301-2	Recycled input materials used	Key Performance Indicator Table	
	301-3	Reclaimed products and their packaging materials	/	Packaging materials are purchased by the factory

GRI Standards	Number	Disclosure	Location	Remarks
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Resource Management: Energy Management	
	302-2	Energy consumption outside of the organization	/	
	302-3	Energy intensity	Resource Management: Energy Management	
	302-4	Reduction of energy consumption	Resource Management: Energy Management	
	302-5	Reductions in energy requirements of products and services	/	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Resource Management: Water Resource Management	
	303-2	Management of water discharge related impacts	Resource Management: Water Resource Management	
	303-3	Water withdrawal	Resource Management: Water Resource Management	
	303-4	Water discharge	Key Performance Indicator Table	
	303-5	Water consumption	Resource Management: Water Resource Management	
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	Addressing Climate Change: Greenhouse Gas Emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	Addressing Climate Change: Greenhouse Gas Emissions	
	305-3	Other indirect (Scope 3) GHG emissions	/	
	305-4	GHG emissions intensity	Key Performance Indicator Table	
	305-5	Reduction of GHG emissions	/	First year verification

GRI Standards	Number	Disclosure	Location	Remarks
	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	Pollutant Management: Waste Management	
	306-2	Management of significant wasterelated impacts	Pollutant Management: Waste Management	
	306-3	Waste generated	Pollutant Management: Waste Management	
	306-4	Waste diverted from disposal	Pollutant Management: Waste Management	
	306-5	Waste directed to disposal	Pollutant Management: Waste Management	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	/	
	308-2	Negative environmental impacts in the supply chain and actions taken	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent Training and Development: Employee Recruitment and Adjustment	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Protection of the Rights and Interests: Employee Welfare	
	401-3	Parental leave	Protection of the Rights and Interests: Employee Welfare	
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	Occupational Health and Safety Assurance	
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Assurance	
	403-3	Occupational health services	Occupational Health and Safety Assurance	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Assurance	

GRI Standards	Number	Disclosure	Location	Remarks
	403-5	Worker training on occupational health and safety	Occupational Health and Safety Assurance	
	403-6	Promotion of worker health	Occupational Health and Safety Assurance	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Assurance	
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Assurance	
	403-9	Work-related injuries	Occupational Health and Safety Assurance	
	403-10	Work-related ill health	Occupational Health and Safety Assurance	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Key Performance Indicator Table	
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Training and Development: Employee Training and Further Education	
	404-3	Percentage of employees receiving regular performance and career development reviews	/	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Protection of the Rights and Interests: Employee Right and Benefit	
	405-2	Ratio of basic salary and remuneration of women to men	/	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Protection of the Rights and Interests: Employee Diversity	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	/	Not occurring
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	/	Not occurring

GRI Standards	Number	Disclosure	Location	Remarks
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	/	Not occurring
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	Heartwarming Giving, Harmonious Society	
	413-2	Operations with significant actual and potential negative impacts on local communities	/	Not occurring
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	/	
	414-2	Negative social impacts in the supply chain and actions taken	/	Not occurring

GRI Standards	Number	Disclosure	Location	Remarks
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	Information Security	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	/	Not occurring
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	/	Not applicable
	417-2	Incidents of non-compliance concerning product and service information and labeling	/	Not occurring
	417-3	Incidents of non-compliance concerning marketing communications	/	Not occurring
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Key Performance Indicator Table	

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

Number	Indicator	Type of Indicator	Annual Disclosure	Unit	Remarks
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	Key Performance Indicator Table	Gigajoules (GJ), percentage (%)	
2	Total water withdrawal, total water consumption	Quantitative	Resource Management: Water Resource Management	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 Discription	Standardized Procurement: Conflict Mineral Management	Not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Key Performance Indicator Table	Report currency	
8	Production by product category	Quantitative	Key Performance Indicator Table	Varies by product type	

Note:

1 Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

SASB Index- Semiconductor Industry

Topic	Code	Accounting Metric	Location	Remarks
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Addressing Climate Change: Greenhouse Gas Emissions	
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Addressing Climate Change: Greenhouse Gas Emissions	
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Key Performance Indicator Table	
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Resource Management: Water Resource Management	
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Key Performance Indicator Table	
Employee Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Occupational Health Protection	
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Key Performance Indicator Table	
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Protection of the Rights and Interests: Employee Right and Benefit	The data disclosed is integer and not disclosed as a percentage
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	/	
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	High-quality Products: Energy-saving Products	
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Standardized Procurement: Conflict Mineral Management	
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	/	Not occurring

(ESRS) European Sustainability Reporting Standards (ESRS)

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
E1	Climate change	Climate change adaptation	/	Addressing Climate Change	
		Climate change mitigation		Addressing Climate Change	
		Energy		Resource Management:Energy Management	
E2	Pollution	Pollution of air	/	Pollutant Management:Exhaust Gas Management	
		Pollution of water		Pollutant Management:Waste Water Management	
		Pollution of soil		/	Not Applicable
		Pollution of living organisms and food resources		/	Not Applicable
		Substances of concern		Pollutant Management: Hazardous Substances Management	
		Substance of very high concern		Pollutant Management: Hazardous Substances Management	
		Microplastics		/	Not Applicable
E3	Water and marine resources	Water	Water withdrawals	Resource Management: Water Resource Management	
			Water consumption	Resource Management: Water Resource Management	
			Water discharges in waterbodies and in the oceans	Key Performance Indicator Table	
		Marine resources	Extraction and use of marine resources	/	Not Applicable
E4	Biodiversity and ecosystems	Direct impact drivers of biodiversity loss	Climate change	/	Not Applicable
			Land-use change, fresh water-use change and sea-use change	/	Not Applicable
			Direct exploitation	/	Not Applicable
			Invasive alien species	/	Not Applicable
			Pollution	Pollutant Management: Environmental Impact Assessment	
			Others	/	Not Applicable
		Impacts on the state of species	"Examples" Species population size	/	Not Applicable
			"Examples" Species global extinction risk	/	Not Applicable
		Impacts on the extent and condition of ecosystems	"Examples" Land degradation	/	Not Applicable
			"Examples" Desertification	/	Not Applicable
			"Examples" Soil sealing	/	Not Applicable
Impacts and dependencies on ecosystem services	/	/	Not Applicable		

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
E5	Circular economy	Resources inflows, including resource use	/	Pollutant Management: Waste Management	
		Resource outflows related to products and services		Pollutant Management: Waste Management	
		Waste		Pollutant Management: Waste Management	
S1	Own workforce	Working conditions	Secure employment	Occupational Health and Safety Assurance	
			Working time	Protection of the Rights and Interests: Employee Right and Benefit	
			Adequate wages	/	
			Freedom of association, the existence of works councils and the information, consultation and participation rights of workers	/	
			Social dialogue	/	
			Collective bargaining, including rate of workers covered by collective agreements	/	
			Work-life balance	Talent Training and Development: Employee Activity	
			Health and safety	Occupational Health and Safety Assurance	
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	/		
		Training and skills development	Talent Training and Development: Employee Training and Further Education		
		Employment and inclusion of persons with disabilities	Protection of the Rights and Interests: Employee Right and Benefit		
		Measures against violence and harassment in the workplace	Protection of the Rights and Interests: Employee Right and Benefit		
		Diversity	Protection of the Rights and Interests: Employee Right and Benefit		
	Other work-related rights	Child labour	Protection of the Rights and Interests: Employee Right and Benefit		
		Forced labour	Protection of the Rights and Interests: Employee Right and Benefit		
Privacy		Protection of the Rights and Interests: Employee Right and Benefit			
S2	Workers in the value chain	Working conditions	Secure employment	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
			Working time	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
			Adequate wages	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
			Freedom of association, including the existence of works councils	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
			Social dialogue	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
			Collective bargaining	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
			Work-life balance	Standardized Procurement: Supplier Social Responsibility Commitment Letter	
	Health and safety	Standardized Procurement: Supplier Social Responsibility Commitment Letter			
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Standardized Procurement: Supplier Social Responsibility Commitment Letter		
		Training and skills development	Standardized Procurement: Supplier Social Responsibility Commitment Letter		
		Employment and inclusion of persons with disabilities	Standardized Procurement: Supplier Social Responsibility Commitment Letter		
		Measures against violence and harassment in the workplace	Standardized Procurement: Supplier Social Responsibility Commitment Letter		
	Other work-related rights	Diversity	Standardized Procurement: Supplier Social Responsibility Commitment Letter		
		Child labour			
		Forced labour	Standardized Procurement: Supplier Social Responsibility Commitment Letter		
Privacy					

ESRS	Topic	Sub-topic	Sub-sub-topic	Location	Remark
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	/	
S4	Consumers and end-users	Information-related impacts for consumers and/or end users	Privacy	Information Security	
			Freedom of expression	/	
			Access to (quality) information	/	
		Personal safety of consumers and/or end-users	Health and safety	/	
			Security of a person	/	
			Protection of children	/	
		Social inclusion of consumers and/or end-users	Non-discrimination	/	
			Access to products and services	High-quality Products: Quality Assurance	
		Responsible marketing practices	/	Not Applicable	
G1	Business conduct	Corporate culture	/	About Silergy: Corporate Culture	
		Protection of whistle-blowers		Whistleblower Procedures	
		Animal welfare		/	Not Applicable
		Political engagement		/	Not Applicable
		Management of relationships with suppliers including payment practices		Standardized Procurement	
		Corruption and bribery		Business Ethics	

Independent Assurance Statement

The target stakeholders of this statement:

Government Non-Government Organization Clients
Suppliers Investors Customers
Other stakeholders

Responsibilities of the reporting organization and assurance provider: CTI Certification Co., Ltd. (hereinafter referred to as "CTI") is entrusted to assure the sustainable development information disclosed by Silergy Corp. Ltd. (hereinafter referred to as the "Reporting Organization") in Silergy Corp. 2023 ESG Report (hereinafter referred to as the "Report"). The purpose of this process is to provide reasonable assurance for the sustainable information disclosed by the Reporting Organization, and to provide confidence for stakeholders to make decisions based on the information provided by the Reporting Organization.

Assurance standard: AA1000 AS (v3)

Scope:

- Assure the content, background, and application of the Report, as well as the quality of sustainable development information presented during the reporting period;
- Evaluate the compliance of the Report with the AA1000 Accountability Principles (2018) in terms of inclusivity, materiality, responsiveness, and impact;
- Review the sustainability initiatives, practices, implementation, maintenance, and performance information described in the Report;
- Assess the reporting mechanism of sustainability information and its consistency with applicable reporting standards;
- Evaluate the applicability and appropriateness of data collection, quantification, and data management included in the report

Assurance type: Type 2

Subject matters of assurance:	Level of Assurance
Degree of compliance with AA1000 Accountability Principles (2018)	Moderate Level
Quality of sustainability performance	Moderate Level

Reference to criteria used:

ISO 26000 GRI SASB
ISO 14064 IFRS UNSDG
TCFD IIRC HKEX ESG
Others:ESRS

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Sources of disclosures covered: Name of Report: Silergy Corp. 2023 ESG Report
 Source: Reporting Organization

Methodology: CTI formulated an engagement plan based on the assurance process and conducted the engagement according to the plan. CTI conducted inspections with a professional skepticism attitude, and the assurance activities included the following procedures:

- Based on the process of sampling, understanding, testing and judging the degree to which the Reporting Organization adheres to the AA1000 Accountability Principles;
- Conducting management interviews on the effectiveness of the processes that have an impact, including the top management, department managers and managers responsible for sustainable development;
- Based on sampling, reviewing and inspecting the management practices, business processes and evidence-collection processes of the Reporting Organization;
- Collecting and assessing documentary evidence and management representations that support adherence to the AA1000 Accountability Principles.

Conclusions: According to the AA1000 Assurance Standard (v3), CTI conducted a Type 2 assurance on the sustainable development information disclosed in the Report prepared by the Reporting Organization. According to the requirements of the AA1000 Accountability Principles (2018), the conclusions are as follows:

The conformity of reporting organization and the report against AA1000 Accountability Principles (2018)

Inclusivity: CTI did not find any deviation between the Report and the inclusive principle of AA1000 Accountability Principles (2018). The Reporting Organization regularly identifies and participates stakeholders, incorporating the concerns of key stakeholders into important considerations for the company's sustainable development. The Report meets the requirements of inclusivity.

Materiality: According to the AA1000 Accountability Principles (2018), CTI conducted a substantive evaluation of various aspects of the Reporting Organization, both internally and externally. CTI believes that the Report proposes various issues and boundaries of different business operations of the Reporting Organization. The Report meets the requirements of materiality.

Responsiveness: After the assurance of CTI, it is believed that the Reporting Organization's response to major issues has been defined and reflected in the Report. The Report meets the responsiveness requirements of the AA1000 Accountability Principles (2018).

Impact: The Reporting Organization has clear procedures to regularly monitor and measure their sustainable development impact, and has professionals to effectively promote the sustainable development agenda. CTI did not find any situations or issues that had an impact on the ecosystem and surrounding infrastructure, and the Reporting Organization meets the impact requirements of the AA1000 Accountability Principles (2018).

The quality of sustainability information disclosed in the report

For the sustainability performance in 2023 disclosed in the Report, no material errors were found by CTI, as described below:

Greenhouse gas emissions (Metric tons of carbon dioxide equivalent) 5,981.6700 Total energy consumption (GJ) 37,519.54 Amount of paper used in office (Kg) 22,051.44

Hazardous wastes (Metric tons) 1.67 Total number of employees in service (Number of employees) 1,720 Total number of employees trained (employees) 756

Total number of suppliers (Number of suppliers) 55 Customer complaints resolution rate (%) 98.99 Total volunteer hours (Hour) 800

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Limitations and mitigation methods

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

- CTI did not conduct assurance on economic performance indicators, and only confirmed the accuracy of economic performance indicators through the verification of audited financial reports;
- CTI did not verify sustainability performance indicators. It only confirmed through interviews and factual evidence that all sustainability performance indicators have clear data sources;
- CTI was unable to provide assurance opinions on the opinions, beliefs, inferences, wishes, expectations, future intentions, and other viewpoints described in the Report. However, CTI conducted assurance and issued assurance opinions on both quantitative and non-quantitative factual evidence supporting the above viewpoints;
- CTI will further focus on improving and enhancing the disclosure and management of ESG Report information based on the purpose of continuous improvement in future assurance engagement.

Competence and independence of CTI

Founded in 2004, CTI is a professional certification body approved by the Certification and Accreditation Administration of China (CNCA) and accredited by the China National Accreditation Service for Conformity Assessment (CNAS), enjoying an independent third-party impartial status. We have extensive experience in conducting third-party audits for management system certifications in quality, environment, safety, occupational health, energy, as well as 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. Ltd., its directors, executives, or department managers. After the internal impartiality assessment conducted by CTI, we believe that there is no conflict of interest in this assurance engagement.

Assurance Team Leader

Wang Hui

王惠

Technical Reviewer

Li Qi

李祁

Signed by

General Manager: Zhou Lu

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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.

ESG@silergycorp.com

Your Information

Name

Company

Contact Number

Email

Feedback

1.What do you think of our ESG report?

- Excellent
- Good
- Average

2. Do you think this report has presented the significant impact of our ESG issues?

- Yes
- More or less
- Don't know

3. How do you rate the clarity, accuracy and completeness of the information, data and indicators disclosed in this report?

- Very high
- High
- Average
- Low
- Very low

4. Which aspect of this report are you most satisfied with?

5. What kind of information do you want to learn more about?

6. Do you have any suggestions for the ESG reports to be released in the future?



