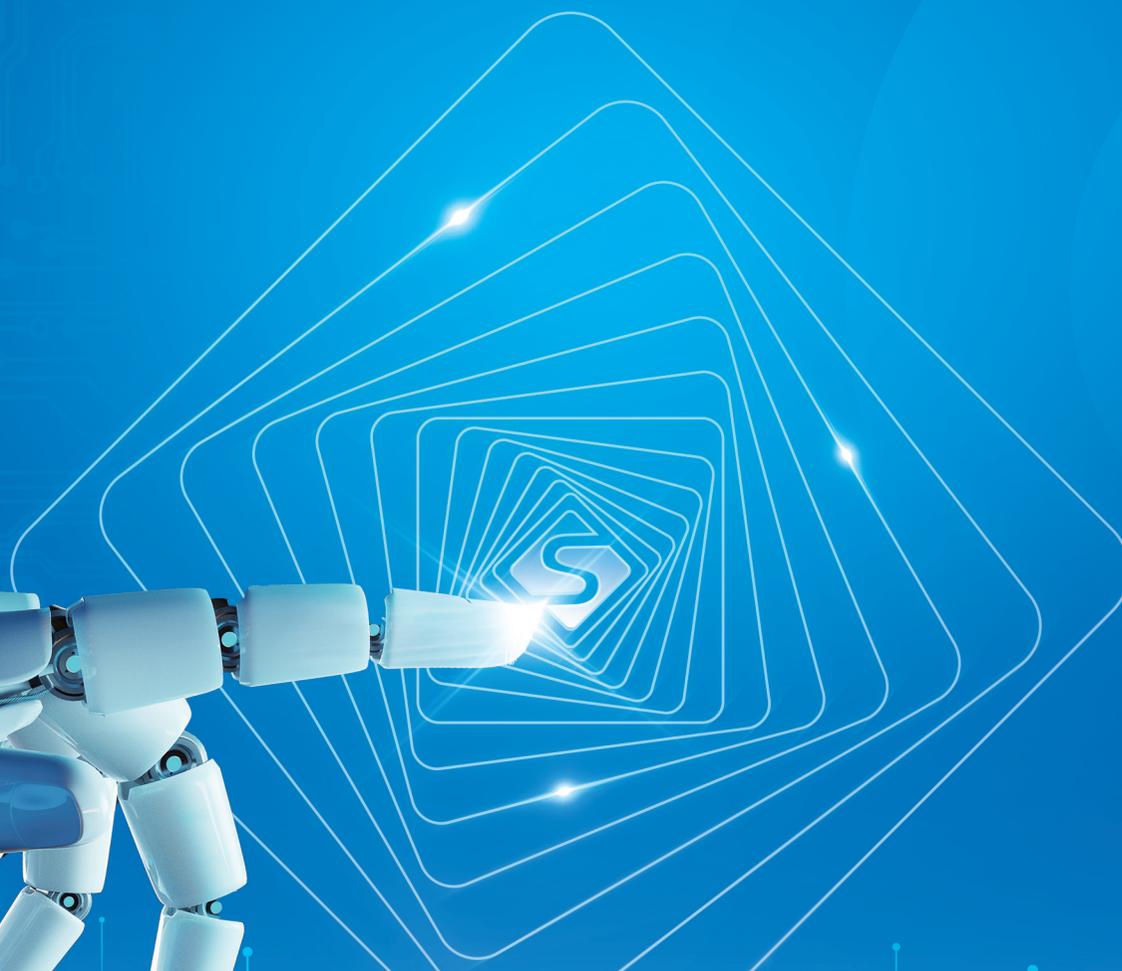
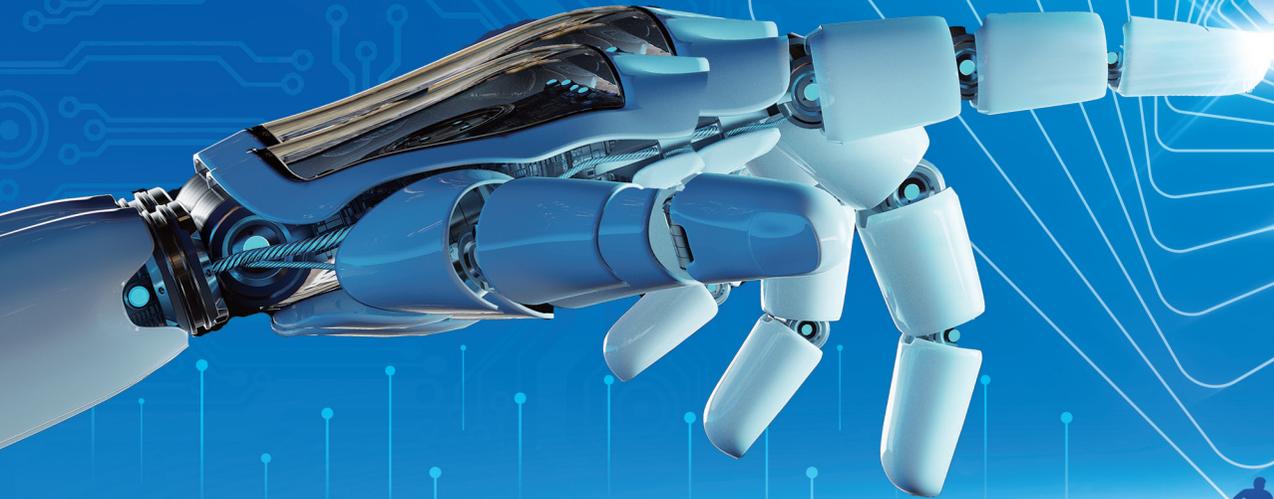




# 2022 ESG Report



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# About the Report

## Introduction

This report is the second 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 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, 2022, to December 31, 2022 (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 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 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.

## Contact Information

ESG Communication: [ESG@silergycorp.com](mailto:ESG@silergycorp.com)

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

# Chairman's Letter

In 2022, the global economy faced various impacts from natural disasters and many social and geopolitical changes, including frequent extreme weather and earthquakes, trade sanctions and decoupling, the Russia-Ukraine conflict, epidemic blockades, logistics bottlenecks, and inflation, resulting in expanded poverty, weak demand, supply shortages and industrial fluctuations, challenging the resilience and adaptability of corporate supply chains. In this context, all employees of Silergy Corp. condensed hearts to gather strength, forging ahead with enterprise and fortitude, and explore opportunities amid challenges, continuously invested in research and development and maintained resilience, and achieved a net revenue of NTD 23,511,086 thousand (a 9% annual growth). Simultaneously, we take proactive ESG (Environmental, Social, Governance) actions in our operations and industry chain to support the sustainable development of industries and society.

Corporate Governance is a crucial element for the stable development of a company. Silergy Corp. always adheres to the operating philosophy of "Ethics, Innovation, and Sustainable Service", continuously enhancing the corporate governance framework and internal control system, adheres to the red line of business ethics, strengthens the construction of a clean culture, respects and protects intellectual property rights of all parties. In 2022, the company reelected the board of directors and added a female director, strengthening the independence and diversity of board members.



Employees are the driving force behind the sustainable development and innovation of the company. Silergy Corp. values every employee, striving to provide a safe and healthy working environment, an inclusive and equitable workplace atmosphere, and competitive compensation and benefits. We aim to create a strong sense of cultural identity and emotional belonging within the "Employee Home" facilitating the realization of individual value and career development for employees. In 2022, we recruited 160 outstanding graduates and 184 experienced professionals worldwide, infusing fresh energy, enriching the diversity of our workforce, and contributing to local employment.

Green Low-Carbon is the important cornerstone for company to establish in the market and future. We have formulated the goals and action plans for "Emission Peak & Carbon Neutrality" with the aim of achieving Emission Peak by 2028 and Carbon Neutrality by 2040. We are committed to developing and supplying green energy-saving products that contribute to energy conservation and carbon reduction for users during their usage. In fields such as automotive, communication, computer, cloud computing, mobile phones, home appliances, lighting and so on, we have offered green and energy-efficient power conversion and management chips and solutions. Through technological innovation, we provide LED lighting driver chips, DC/DC and AC/DC power conversion chips that are globally leading in efficiency; Our high-precision energy management chip optimizes the power configuration of the system through intelligent algorithms, enabling the High-Performance Computing Systems in the Data Centers to meet the strictest energy consumption indicators, helping users save electricity and reduce costs.

Supply Chain Collaboration is an inevitable requirement for industry synergy and coexistence. Silergy Corp. always upholds responsible supply chain management and procurement, and works with industry partners to build a green, safe, and sustainable supply chain system. It takes labor and human rights, health and safety, environmental protection, business ethics, and conflict minerals as important indicators for supplier selection and audit. We are committed to building a Full Supply Chain Continuity Management System from suppliers to Silergy Corp., and then to customers, practicing a global and diversified supply strategy, without relying on any exclusive suppliers or single regions, establishing long-term, continuous, and stable supply capabilities, ensuring the continuity of product and service delivery to customers.

Looking ahead, we will continue to improve our Corporate Governance, invest in ESG construction, establish a robust and lasting ESG operational framework, deepen practical actions on important ESG issues, steadily improve the company's ESG management level and performance, uphold the concept of "Ethics, Innovation, and Sustainable Service", and effectively fulfill the social responsibility of corporate citizens.

Chairman **Wei Chen**

# 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 advanced process technologies, Silergy Corp. innovatively develops mixed-signal and analog chips, catering to a wide range of sectors including industrial, consumer electronics, Metacomputing, 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. 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 industry prowess.



## 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 comprehensive and timely services to customers globally, fostering mutual growth with renowned electronic brands around the world.

## Development Journey

### 2008

- ▶ Establishment of Silergy Group.
- ▶ Establishment of Silergy USA subsidiary.
- ▶ Establishment of Silergy Hangzhou subsidiary.

### 2012

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

### 2014-2016

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

### 2019-2020

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

### 2022

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

### 2009-2011

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

### 2013

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

### 2017-2018

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

### 2021

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

## 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

Topic	Achievements in 2022	SDGs
Environment	<ul style="list-style-type: none"> <li>Silergy Corp. is committed to achieving carbon emissions peak in Scopes 1 and 2 by 2028 and carbon neutrality by 2040.</li> <li>The SY838X series of products collectively reduced carbon emissions by approximately 86,625 metric tons, while the SY591XX series of products collectively reduced carbon emissions by approximately 345,659,155 metric tons.</li> <li>The total greenhouse gas emissions were 6,140.8313 metric tons of carbon dioxide equivalent.</li> <li>The greenhouse gas emissions intensity was 4.1121 metric tons of carbon dioxide equivalent per person.</li> <li>100% of hazardous waste was recycled.</li> <li>RoHS certification and SVHC certification were obtained.</li> <li>No gasoline or diesel consumption was generated throughout the year.</li> </ul>	
	<ul style="list-style-type: none"> <li>Total number of employees was 1,495.</li> <li>Annual health examination coverage rate for employees was 100%.</li> <li>Occupational accident ratio was 0%.</li> </ul>	
Social	<ul style="list-style-type: none"> <li>Total employee training hours was 1,070 hours.</li> <li>The employee satisfaction score was 4.3 out of 5 in the biennial satisfaction survey.</li> <li>Annual health examination coverage rate was 100%, with no serious work-related injuries or fatalities.</li> <li>Total amount of charitable donations was NT\$7,416,194.</li> </ul>	
Governance	<ul style="list-style-type: none"> <li>Total revenue in New Taiwan Dollars was NT\$23,511,086,000, with over 90% of revenue coming from energy-saving products.</li> <li>12 legal compliance training sessions were conducted.</li> <li>The training rate of technological innovation activity staff was 100%.</li> <li>Research and development expenses were NT\$4,460,370,000, with a total of 1,615 patents granted, including more than 120 new patents in 2022.</li> </ul>	
	<ul style="list-style-type: none"> <li>Patents related to improving energy efficiency and reducing consumption accounted for 70% of the overall patent portfolio.</li> <li>No major information security incidents occurred throughout the year.</li> <li>Customer complaint resolution rate was 99.28%, with any unresolved complaints from the current year being closed in the following year, aiming for 100% complaint resolution.</li> <li>The company received an "BB" rating from MSCI ESG Rating.</li> <li>The company received a "Medium Risk (20.2)" rating from Sustainalytics.</li> </ul>	

## Honors and Awards

**Annual Best Semiconductor Supplier**

Issuer:  
Visteon Corporation




**Annual Quality Competition Champion**

Issuer:  
Solid State Storage  
Technology Corporation




**Friend of Quanta**

Issuer:  
Quanta Computer Inc.




**The 5th "IC Innovation Awards" Technology Innovation Award**

Issuer:  
China Integrated Circuit Innovation Alliance



**The Fourth Batch of "Specialised, High-End and Innovation-Driven" (SMEs) Little Giant Enterprises**

Issuer:  
Zhejiang Provincial Department of  
Industry and Information Technology



**Zhejiang Provincial Leading Enterprise in Science and Technology**

Issuer:  
Zhejiang Provincial Department of  
Science and Technology



**High-Tech Enterprise**

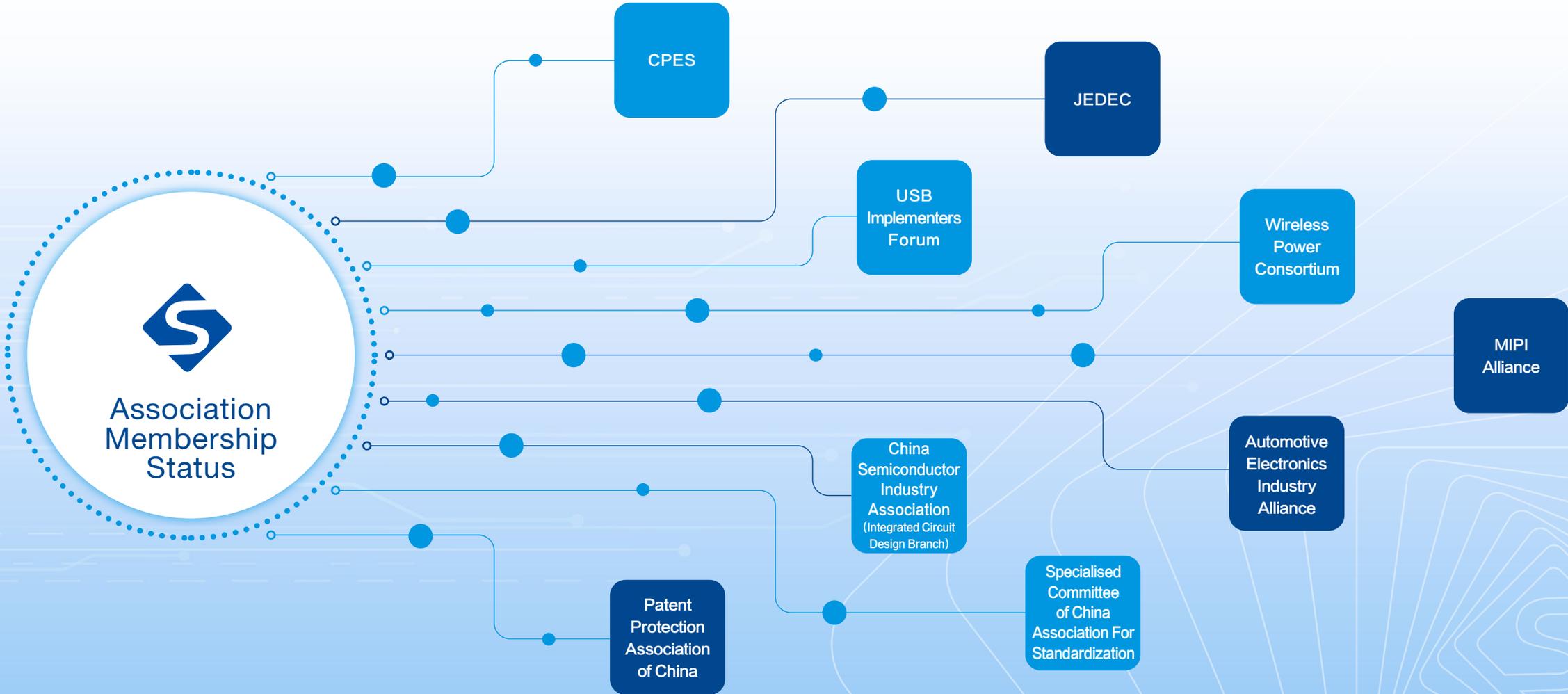
Issuer:  
Zhejiang Provincial Department of  
Science and Technology  
Zhejiang Provincial Department of  
Finance  
Zhejiang Provincial Tax Service,  
State Taxation Administration



**National Intellectual Property Demonstration Enterprise**

Issuer:  
State Intellectual Property Office of  
the People's Republic of China

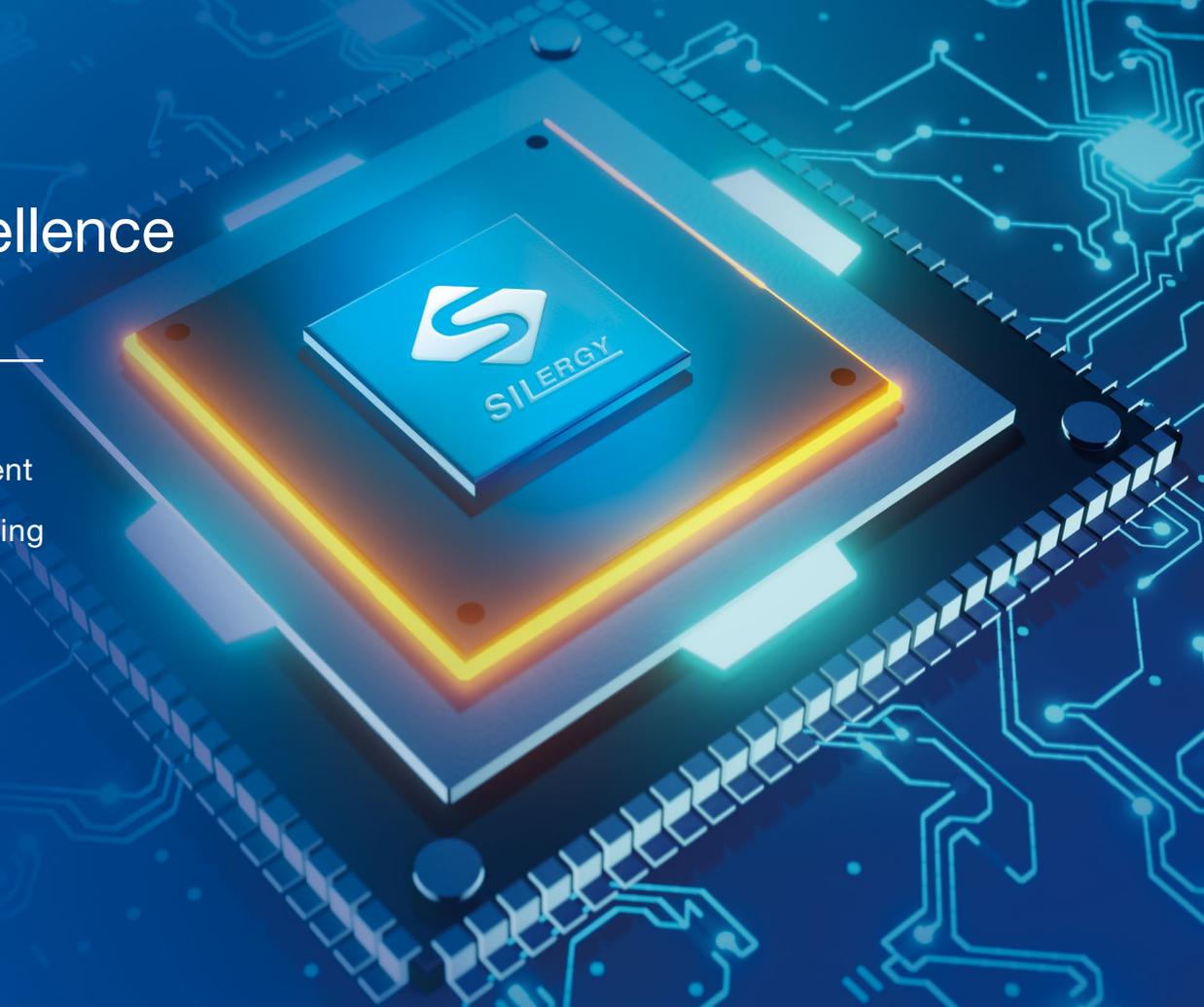




Part I

## Concentrating Efforts, Pursuing Excellence

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# Adhering to Value: Building Excellent Governance

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.

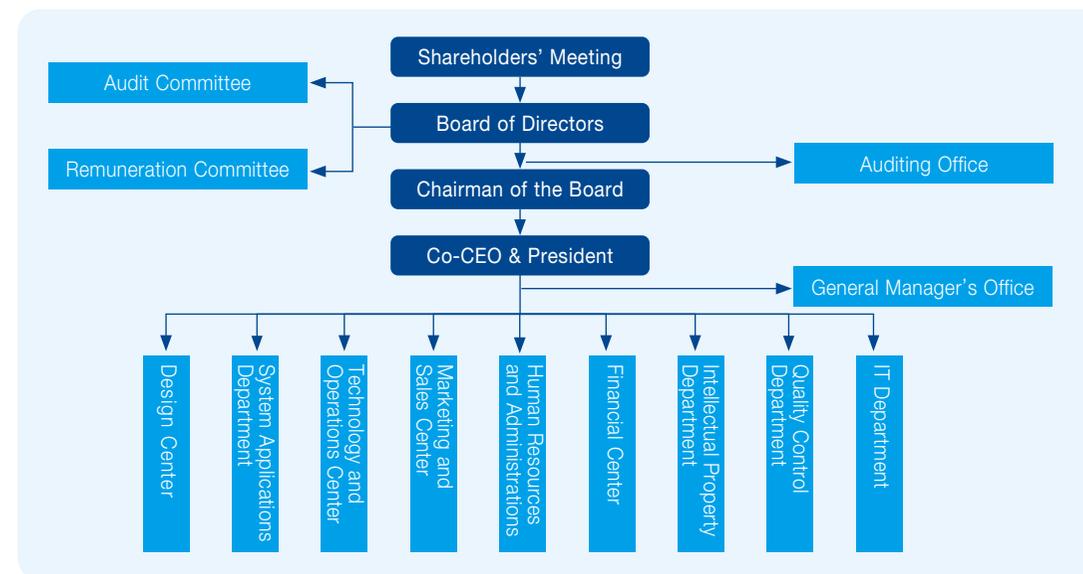
## Corporate Governance

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 Chart of Silergy Corp.

## 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*

*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*



## 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 has employed a candidate nomination system for the appointment of directors. The goal of this process ensures independent directors constituting 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 seven members, including three independent directors, accounting for 43% 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 14%. Throughout the year 2022, the company convened eight board meetings.



## Members of the Board of Directors

Names	Title	Gender	Age	Educational Background	Professional Ability	Main Experience and Academic Background	Whether Concurrently Holds Other Senior Management Positions within Silergy Corp.	Currently Serving as an Independent Director of Other Public Companies
Wei Chen	Chairman	Male	50-55	PhD	Enterprise Operation and Management Experienced in Science and Technology Risk Management	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA Technical Manager, Linear Technology Deputy Chief System and Applications Technology Officer, Monolithic Power Systems, Inc.	Yes	0
Budong You	Director	Male	50-55	PhD	Enterprise Operation and Management Experienced in Science and Technology Risk Management	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA Deputy Technology Manager, Volterra Semiconductor	Yes	0
Jiun-huei Shih	Director	Male	45-50	PhD	Accounting/Finance Law Risk Management	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	Enterprise Operation and Management Experienced in Science and Technology Accounting/Finance Law Risk Management	Languages/National Taiwan University President, Test Rite International Co., Ltd. GM of IBM Taiwan; Department of Foreign	--	1
Yong-Song Tsai	Independent Director	Male	65-70	Master's Degree	Enterprise Operation and Management Accounting/Finance	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	Enterprise Operation and Management Experienced in 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	Enterprise Operation and Management Experienced in Science and Technology Accounting/Finance	MBA, National Taipei University Electrophysics/Chiao Tung University 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

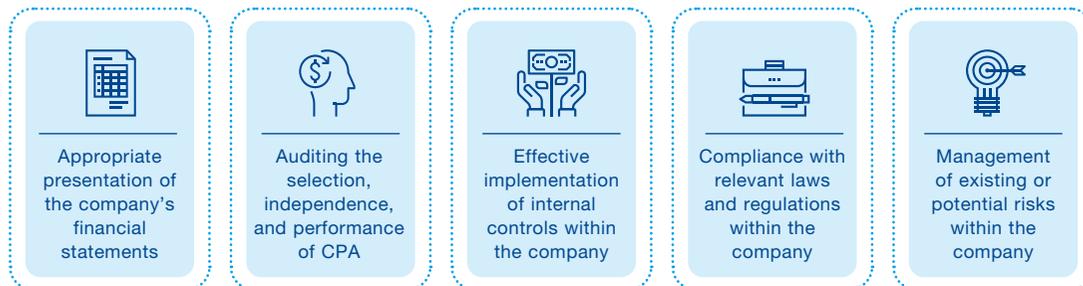
Names	Training Date	Course Title	Training Hours
Wei Chen	2022.06.21	From CSR to ESG: Corporate Management Mindset	3
		Suggestions on ESG Directions for Company Improvement	3
Budong You	2022.06.21	From CSR to ESG: Corporate Management Mindset	3
		Suggestions on ESG Directions for Company Improvement	3
Jiun-huei Shihi	2022.06.21	From CSR to ESG: Corporate Management Mindset	3
		Suggestions on ESG Directions for Company Improvement	3
Sophia Tong	2022.06.21	From CSR to ESG: Corporate Management Mindset	3
		Suggestions on ESG Directions for Company Improvement	3
Yong-Song Tsai	2022.06.21	From CSR to ESG: Corporate Management Mindset	3
		Suggestions on ESG Directions for Company Improvement	3
Henry King	2022.06.21	From CSR to ESG: Corporate Management Mindset	3
		Suggestions on ESG Directions for Company Improvement	3
Jet Tsai	2022.10.28	The Applicability of the Cyber Security Management Act under the Threat of Ransomware	3
	2022.09.16	Benefits of Circular Economy and Its Business Models	3
	2022.10.23	Foundry and Advanced Packaging Technologies and Supply Chain Business Opportunities	3
	2022.07.12	Advanced Case Study on Audit Committee Practices: Mergers and Acquisitions Review and Responsibilities of Directors	3
	2022.06.21	From CSR to ESG: Corporate Management Mindset	3
		Suggestions on ESG Directions for Company Improvement	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:



In 2022, the Audit Committee held 6 meetings, and the attendance rate of independent directors was 100%. The attendance status of independent directors in the company was as follows:

### Attendance of the Audit Committee

Title	Names	Actual Attendance	Proxy Presence	Actual Attendance Rate (%)	Notes
Convener	Shun-hsiung Ko	3	0	100	Resigned on May 27, 2022
Committee Member	Yong-Song Tsai	6	0	100	/
Committee Member	Henry King	6	0	100	/
Convener	Jet Tsai	3	0	100	Appointed on May 27, 2022

### 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 was 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	Shun-hsiung Ko	1	0	100	Resigned on May 27, 2022
Committee Member	Henry King	2	0	100	/
Committee Member	Jet Tsai	1	0	100	Appointed on May 27, 2022



## 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 2022, the Business Continuity Management Department under the General Manager's Office carried out the sustainable development promotion work, integrating collaborative discussions among various departments and implementing promotion details. The concept of sustainable development has been integrated into various departments such as the Audit Department, Intellectual Property Department, Public Relations Department, Quality Control Department, Technology and Operations Center, IT Department, Stock Affairs Department, and Human Resources and Administration to enhance the impact of management company operations on various stakeholders.

### 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.

1	<b>Stakeholder Identification</b>	We identified the six most significant stakeholders of Silergy Corp. through the AA1000 Stakeholder Engagement Standard as a guiding principle.
2	<b>Material Topics Collection</b>	In reference to major international sustainability standards and norms such as the GRI Sustainability Reporting Guidelines, semiconductor industry-related issues, and MSCI, we consolidated significant issues of Silergy Corp. in 2021 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.
3	<b>Analysis of Issue Relevance</b>	Based on the 2021 consolidation of material topics of Silergy Corp., we ranked major issues through legal and regulatory requirements, and comparative analysis of and peer disclosures.
4	<b>Identification and Verification</b>	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.
5	<b>Issue Disclosure and Management</b>	We ensured that relevant issues are transparent, balanced, and thoroughly disclosed in the report.



## Stakeholder Engagement

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

### Methods of Stakeholder Communication

Key Stakeholders	Expectations and Concerns	Modes of Communication and Response
 Shareholders and Investors	Risk Management Regulatory Compliance Stable Returns	Shareholders' Meeting Investment Conference Call Domestic and International Meetings 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 Charity	Social Welfare Support Projects Social Public Welfare Projects
 Media	Transparent Information Disclosure Strengthening Communication	Interviews with Journalists Timely Disclosure of Information

## Silergy Corp.'s Stakeholder Engagement Activities in 2022

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.



### Enlit 2022 Exhibition, Smart Meter SOC Leading Industry Recovery

In 2022, the Enlit 2022 exhibition was held in Frankfurt, Germany, with instrument engineer Wolf Homma representing Silergy Corp.

As a leading supplier in the field of Smart Meter System-on-Chip (SOC), Silergy Corp. provides critical chips for industrial and data center applications. At the exhibition, Silergy Corp. showcased its latest technology that significantly enhances the operational efficiency of Smart Meter SOC applications, empowering power providers to achieve more efficient smart electric power management and offer a better and more energy-saving electricity consumption experience.



Enlit 2022 Exhibition

### Silergy Corp.'s Participation in the Supplier Awards Ceremony Hosted by Visteon

In 2022, Silergy Corp.'s Co-CEO and Co-President, Mike Grimm, along with Sales Director John Michalik, attended the supplier awards ceremony hosted by the customer, Visteon, in Detroit. This event marked the first supplier awards ceremony organized by Visteon in the past three years. Silergy Corp.'s automotive team was honored to receive the "Annual Best Semiconductor Supplier" award. The recognition was attributed to Silergy Corp.'s ability to deliver AECQ100 parts promptly and provide assistance during periods of supply tightness, which greatly impressed the customer.

Silergy Corp. expressed its gratitude for the acknowledgment from the Visteon Corporation and would remain committed to fostering stronger partnerships as they contribute to the process of building an automotive brand.



Silergy Corp. Received the "Annual Best Semiconductor Supplier" Award from Visteon



## Silergy Corp.'s Participation in CPEEC & CPSSC 2022 and Winning Best Solution Presentation Award

From November 4th to 7th, 2022, Silergy Corp. was invited to participate in the 2022 China Power Electronics and Energy Conversion Conference along with the China Power Supply Society Conference and Exhibition (CPEEC & CPSSC 2022), held in Xiamen. This conference brought together renowned experts, scholars, top executives, research and development professionals, frontline engineers, and graduate students from the international power supply field. Together, they shared and exchanged insights on new technologies, achievements, products, and solutions across various domains. The event comprehensively showcased the development level of power supply technology and industry and explored the future development directions.



An Application Engineer from Silergy Corp.'s System Platform Team Delivered a Presentation at the Conference Venue

During the "High Efficiency and Green Energy Solution for Data Center" session of the conference, an invited keynote speech titled "Improving the Efficiency and Power Density for PSU of Data Center" was delivered by Silergy Corp.'s application engineering team focusing on the topic of high-power density module power products intended for data center applications. The content of the speech garnered widespread attention and high acclaim from industry peers and experts. Following a selection process, Silergy Corp. was honored with the Best Solution Presentation award in this session.

## Silergy Corp.'s Participation in Electronica South China 2022

On November 5th, 2022, the Electronica South China with the theme "Fusion Innovation, Smart Leading the Future" was held at the Shenzhen World Exhibition & Convention Center. Concurrently, the Electronica South China Equipment Exhibition was also held.

As the largest electronic exhibition held domestically this year, Electronica South China attracted numerous well-known international manufacturers. Silergy Corp. mainly showcased chip solutions related to automotive electronics at the exhibition, including automotive networking units, vehicle lighting, in-car USB charging, tire pressure monitoring, and other automotive applications. The exhibited products meet the widely recognized ACQ standards for automotive electronics and have been designed with targeted approaches to address the high reliability and low power consumption requirements of automotive applications.

Silergy Corp. expressed its commitment to investing in the research and development of automotive electronics, aiming to provide customers with more accurate, efficient, and high-quality analog chip solutions with reliable chip performance and exceptional quality.



Silergy Corp.'s Participation in Electronica South China 2022

# Striving for the Right Path: Improving Compliance Management

Silergy Corp. advocates integrity and ethical business practices, and has established comprehensive systems for anti-corruption and integrity building across its subsidiaries worldwide. It enforces a zero-tolerance policy towards any violations of regulations and activities. 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. 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
<b>Strategic Positioning Risks</b> <ol style="list-style-type: none"> <li>1. Technological Innovation and Industry Trends</li> <li>2. Changes in Market Demand</li> <li>3. Changes in Policies or Laws</li> <li>4. Global Political and Economic Developments</li> </ol>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Gradually increase annual R&amp;D expenses to support future new product development and enhancements for existing products, thus enhancing market competitiveness.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<b>Operational Management Risks</b> <ol style="list-style-type: none"> <li>1. Talent Recruitment and Development Management</li> <li>2. Information Security Risk</li> <li>3. Corporate Image</li> <li>4. Intellectual Property and Patents</li> <li>5. Public Opinion Emergencies</li> </ol>	<ul style="list-style-type: none"> <li>• Provide comprehensive education and training to cultivate a diverse R&amp;D talent pool. Maintain ongoing employee benefits and a dividend-based stock incentive policy to attract exceptional design talents.</li> <li>• 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.</li> <li>• Uphold the values of integrity and steady diligence, committed to enhancing quality and efficiency while strengthening internal management to uphold the corporate image.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<b>Financial Operations Risks</b> <ol style="list-style-type: none"> <li>1. Changes in Interest Rates, Exchange Rates, Inflation, etc.</li> <li>2. High-Risk, High-Leverage Investments</li> </ol>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Monitor fluctuations in market prices and maintain good interactive relationships with suppliers and customers.</li> <li>• 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.</li> </ul>
<b>Climate Change Risks</b> <ol style="list-style-type: none"> <li>1. Green Products</li> <li>2. Transition Risks Caused by Climate Change Factors</li> <li>3. Increased Supply Chain Costs Due to Climate Factors</li> </ol>	<ul style="list-style-type: none"> <li>• Continuously research and develop products with lower carbon footprint.</li> <li>• Continuously promote water-saving, energy-saving, and carbon reduction initiatives to enhance resource utilization efficiency.</li> <li>• Actively engage in sustainable supplier management practices.</li> </ul>

## 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.

## Business Ethics

Silergy Corp. fully complies with the Responsible Business Alliance (RBA) Code of Conduct and has formulated the *Silergy Code of Conduct*, *Codes of Ethical Conduct*, and *Procedures for Ethical Management and Guidelines for Conduct*, to uphold ethical and integrity-based business practices. The company strictly prohibits employees and suppliers from directly or indirectly providing, promising, giving, requesting, agreeing to, accepting, or receiving any form of improper payments, gifts, sponsorships, donations, entertainment, hospitality, or undue benefits. Engaging in bid manipulation, price fixing, industry collusion, information trading, money laundering, theft of trade secrets, manipulation, undue influence, or other forms of unfair competition is also prohibited. 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 terms of anti-corruption cultural development, the company continuously enhances anti-corruption education and training, constantly raising employees' awareness of corrupt practices and fostering anti-corruption consciousness.

### Silergy Corp. Holds Regular Anti-corruption Training Sessions

The company conducts an annual business ethics and standards training, covering topics such as compliance overview, anti-corruption and bribery, protection of trade secrets, and compliant software usage. The training aims to provide employees with a comprehensive understanding of the company's business ethics and standards.



Business and Ethics Standards 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.



# Maintaining Superior Quality: Leading Innovation and Upgrading

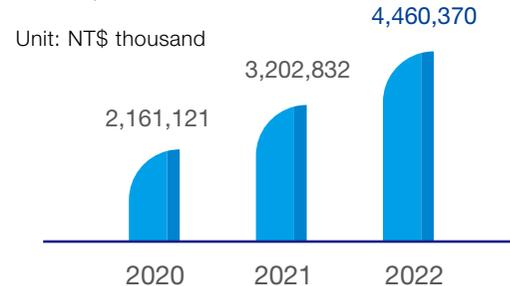
As a leading design company at the forefront of the IC industry, Silergy Corp. leverages its advantages of global presence and stable supply chain. Seizing the market opportunities brought by the accelerated development of 5G, artificial intelligence, and clean technologies, Silergy Corp. has developed 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

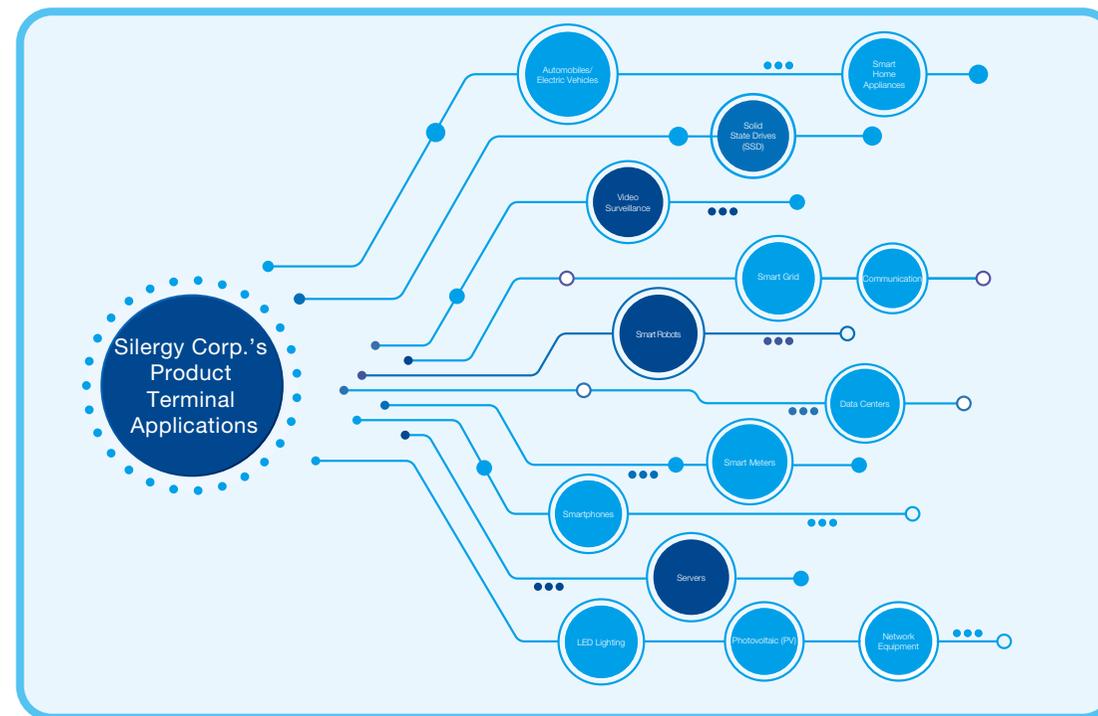
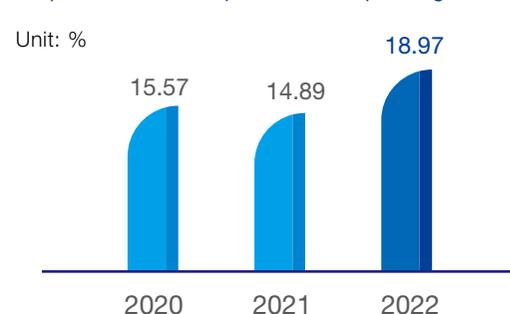
Silergy Corp. has showcased remarkable innovative achievements in the field of products. The company's product portfolio spans DC/DC converters, AC/DC converters, PMICs (Power Management ICs), BMS (Battery Management Systems), LED lighting, backlighting, charge pumps, wireless charging, protection switches, 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.

R&D Expenditure in the Past Three Years



Proportion of R&D Expenditure to Operating Income



## R&D Achievements in 2022

Utilizing a compact QFN package, with a switch frequency of up to 10MHz, the PCB area is only 1/4 of a regular frequency scheme. This reduces BOM (Bill of Materials) costs and significantly enhances the power density of the overall solution. This provides a power management solution for CPUs with quicker response to load transients.

**Industry's First  
QFN3x4 Package  
10MHz, 20A  
Synchronous  
Buck Chip**

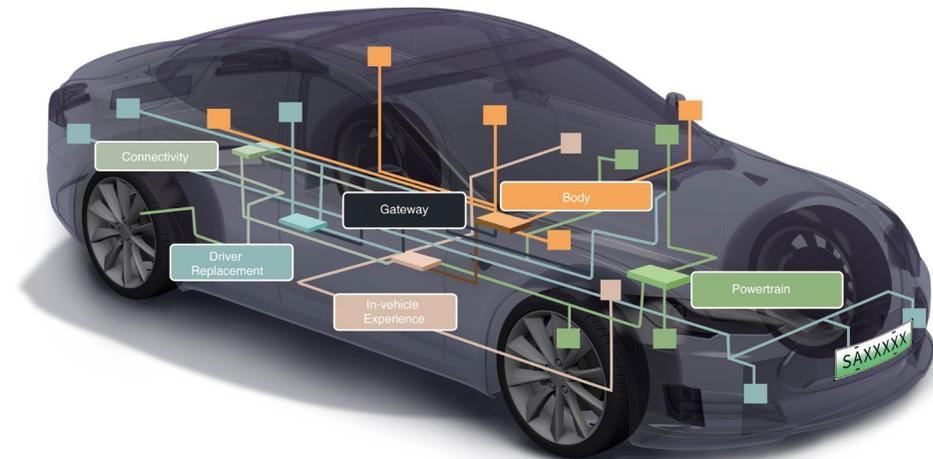
**Industry's Most  
Efficient QFN4x5  
Package 18V,  
45A Synchronous  
Buck Chip**

Within the same package type, the maximum output current has been increased to 45A, greatly boosting the power density of the overall solution. This provides a more lightweight and compact power management solution for 5G communication.



## Automotive Chip Research and Development

Automotive chips are utilized in modern vehicles to control various systems, including engine control units, driver assistance systems, infotainment systems, and safety systems. Unlike industrial or consumer products, automotive chips demand a higher level of reliability. Silergy Corp. maintains a steadfast commitment to long-term, high-level investment in automotive chip research and development. The product solutions support a wide range of automotive applications, spanning powertrain, body control, in-car communication, and infotainment systems. These small size solutions offer compact designs that maintain signal integrity and reduce thermal dissipation, fulfilling all illumination requirements. This dedication propels the advancement of future automotive electrification, advanced driver assistance systems (ADAS), in-car connectivity, and safety.



Silergy Corp. Automotive Chip Application Diagram



## Silergy Corp. Automotive Lamp Illumination Solution

With the progress of time, automotive lighting sources have made significant advancements. Currently, the most popular light sources in the market include halogen lamps, xenon lamps, and LEDs. Among them, halogen lamps and xenon lamps are constrained by issues such as lifespan, light efficiency, and start-up time. LED lighting for automotive lamps has rapidly gained prominence due to its more flexible design and the ability to achieve complex light control. This has made LEDs the mainstream direction in automotive lamp illumination development, with many mid to high-end vehicles adopting full LED lighting systems.

In the field of LED lighting, to emphasize the energy-saving and long-lasting characteristics of LED lamps, selecting the right LED driver chip is crucial. Linear LED driver chips exhibit high constant current accuracy, comprehensive fault diagnosis functions, lower power consumption, and a smaller size. They effectively address issues encountered during usage and are gradually replacing discrete design solutions as the mainstream approach for terminal applications. As a global leader in analog chip manufacturing, Silergy Corp. has leveraged its innovative processes, packaging, circuit design, and other technological advantages to develop the SA32707 linear LED driver chip. This chip offers a combination of high-power density, flexibility, reliability, and extremely low BOM costs.

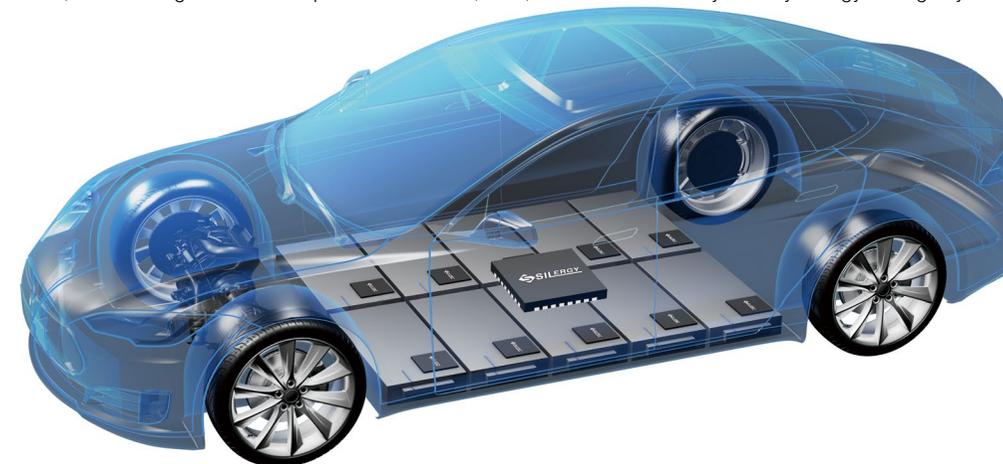
The SA32707 can be employed to drive automotive daytime running lights, rear combination lamps (such as fog lamps, reverse lamps, and brake lamps), as well as interior cabin lighting. It also supports the latest innovative and visually striking automotive visual effect designs.



## Silergy Corp. Energy Storage Solution

Amidst the transition in the energy landscape, the installed capacity of new energy sources like wind and solar power is poised to surpass coal, becoming the largest source of electricity generation. However, due to the intermittency of these new energy sources, energy storage is essential to ensure their stable implementation. Energy storage stands as a pivotal point for the development of new energy sources. With the rapid decarbonization of power systems, the global promotion of clean energy, and the need to enhance communities' resilience against climate-driven extreme weather events, energy storage has become a critical component of the energy revolution. It bridges the gap to clean energy and is closely intertwined with technologies like power batteries and new energy vehicles.

With the ongoing progress of replacing fossil fuels with new energy sources, energy storage is encountering new opportunities and challenges. The most crucial component within an energy storage system is the industrial battery pack, which consists of multiple series-connected cells and a Battery Management System (BMS). It serves as an independent power supply unit and is mainly composed of Analog Front End (AFE), Microcontroller Unit (MCU), interfaces, and power management sections. The AFE performs essential functions like battery sensing (voltage, current, temperature), balancing, and protection, making it the core component of the entire BMS system. Silergy Corp. offers high-precision, high-series-count AFE solutions and efficient, high-power-density power management solutions, contributing to the development of efficient, safe, and environmentally friendly energy storage systems.



## High-Quality Products

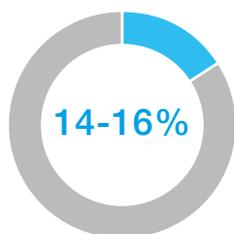
Silergy Corp. adheres to the concept of sustainable development by creating a world-class production and quality management system. We consistently introduce analog chips with high quality and standards, combining cost-effectiveness and efficiency, to provide customers with forward-looking energy-efficient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

## Energy-Saving Products

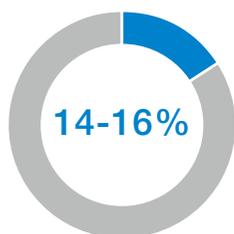
Silergy Corp. has always been dedicated to the development of clean technology products, actively participating in industry forums and conferences. The company designs environmentally friendly and energy-efficient power management chips, providing diverse energy management solutions. The company plays a crucial role in climate action by using high-efficiency chips to enhance energy savings in electronic products, assisting various industries in achieving energy optimization goals, and pursuing a vision of carbon neutrality. In the future, the company commits to investing at least 14% of its annual revenue as research funds, continuously optimizing and developing even more energy-efficient chips, and aiding customers in achieving energy savings and carbon reduction objectives. In 2022, approximately 70% of the company's patents were related to improving energy efficiency or reducing consumption, and over 90% of its revenue came from energy-saving products.

### Sustainable R&D Strategy Objectives

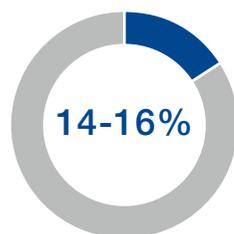
#### R&D Expense-to-Sales Ratio Target



Short Term: 1~3 year(s)



Mid Term: 3~5 years



Long Term: 5~8 years



## Low Carbon Energy Consumption, Environmental-Friendly Future

Silergy Corp.'s SY838X and SY591XX series products are leading power management solutions widely used in devices such as laptops and LED lights. The entire lifecycle energy consumption of these products far surpasses Intel's minimum standards and the energy consumption levels of competing brands. In 2022, the SY838X series products collectively reduced carbon emissions by approximately 86,625 metric tons, and the SY591XX series products reduced carbon emissions by approximately 345,659,155 metric tons. The significant energy-saving potential provides users with a more environmentally friendly choice and significantly reduces energy costs.

### Energy Savings of Silergy Corp.'s SY838X and SY591XX Series Products in 2022<sup>1</sup>

Indicators	Standby Mode <sup>2</sup>	Operating Mode <sup>3</sup>	Total (Metric Tons)
Carbon Emission Reduction by SY838X <sup>4</sup>	18,586	68,038	86,625
Carbon Emission Reduction by SY591XX <sup>5</sup>	/	/	345,659,155

#### Notes:

- The quantity of products is estimated based on Silergy Corp.'s market share.
- Estimated energy consumption by comparing with Intel connection alternate specification limits.
- Estimated by comparing with competitors' energy consumption.
- Estimated by assuming a carbon emission of 0.509kg per kWh, with a product lifespan of 5 years.
- Estimated by comparing with incandescent bulbs. Assuming a carbon emission of 0.509kg per kWh. The LED light has a lifespan of 5 years, with a total of 15,000 hours, and is used for 8 hours each day.

## 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

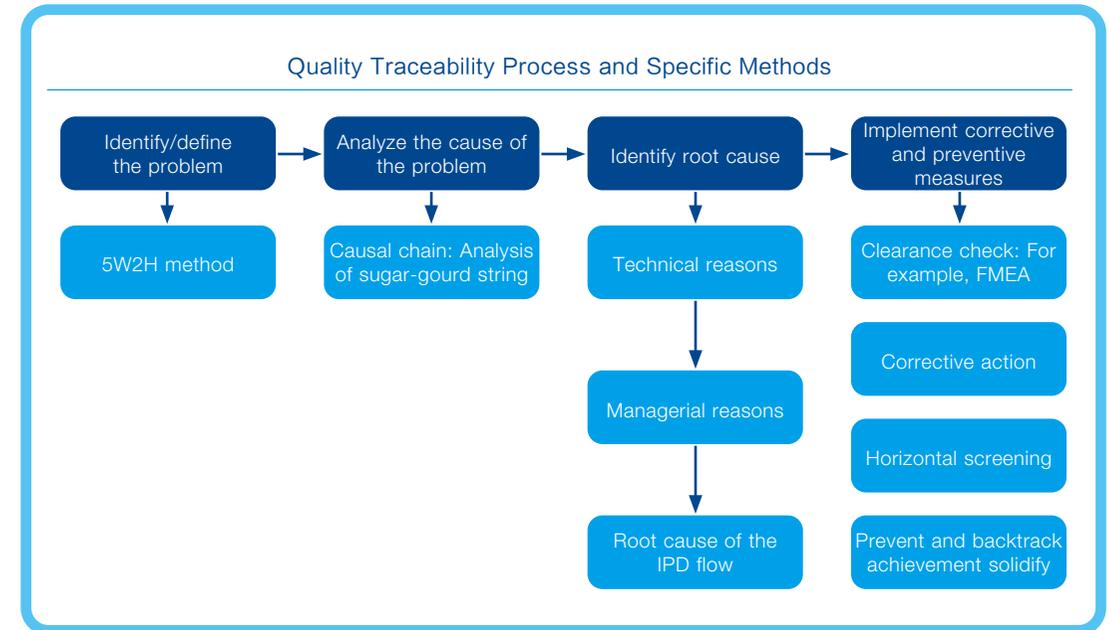
Grade	Score	Response Policy
A	≥90	Excellent/Primary Suppliers, Potential Cultivation
B	< 90~80 (inclusive)	Excellent/Primary Suppliers, Continuous Improvement
C	< 80~70 (inclusive)	Good/Average Suppliers
D	< 70~60 (inclusive)	Selective Compliance/Qualified Suppliers, with Improvement Required
E	< 60	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 specialised knowledge and skills, meeting high-quality standards and customer demands.



### Silergy Corp. Enhances Product Reliability Through Training

On February 16, 2022, Silergy Corp. organized a significant training event centered around the Product Reliability Specification Document REV 8, aimed at advancing the company's internal quality management standards. This training saw active participation from all members of the Quality Department.

The training provided employees at Silergy Corp. with an opportunity to gain a profound understanding and mastery of specialised knowledge and skills related to product reliability. It bolstered employees' awareness of quality management, ensuring that products can consistently perform their intended functions under specific usage conditions. Through continuous quality management training and knowledge updates, Silergy Corp. is dedicated to delivering high-quality chip products to its customers.

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. In 2022, a total of 6 subsidiary companies of the company worldwide were assessed and certified as meeting the requirements.



Quality Management System  
Certification Certificate



In 2022,

a total of **6** subsidiary companies of the company worldwide have been assessed and certified as meeting the requirements.

## 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. In 2022, the company obtained a total of 1,615 granted patents, covering regions including mainland China, the United States, Taiwan, Japan, and India.

### 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 2022, the company received 33.5 valid customer complaints per billion sales revenue, with a complaint resolution rate of 99.28%. Any unresolved complaints from the current year will be addressed in the following year, aiming to achieve a 100% resolution rate for all customer complaints.

In 2022,  
complaint resolution rate was  
**99.28%**<sup>6</sup>



### Customer Satisfaction Work Procedure

Collection, Analysis, and Processing of Customer Information

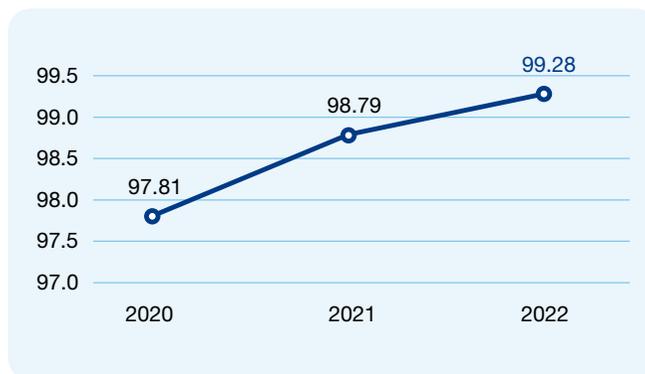
Measurement of Customer Satisfaction

Establishment of Customer Profiles

Communication with Customer

Customer Service Monitoring and Evaluation

### Resolution Rate of Customer Complaint



Note:

<sup>6</sup> Complaint resolution rate = Number of complaints resolved during the year/Total number of complaints received during the year.

## Information Security

With the acceleration of the digital transformation process, the importance of network and information security as well as privacy protection is increasing. In accordance with relevant laws, regulations, and regulatory requirements related to network and information security, Silergy Corp. has established a comprehensive network and information security management system that covers the entire company. A series of data security management systems and standard specifications have been formulated to define data security requirements throughout its lifecycle. In conjunction with relevant emergency drills and training initiatives, Silergy Corp. provides customers with efficient, convenient, and secure services. In 2022, Silergy Corp. successfully achieved its information security goals.

### 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
- 100% coverage of annual information security training for personnel
- Data collection, provision, statistics, and analysis

## Establishing a Sound System and Strictly Implementing Requirements

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.



## 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.

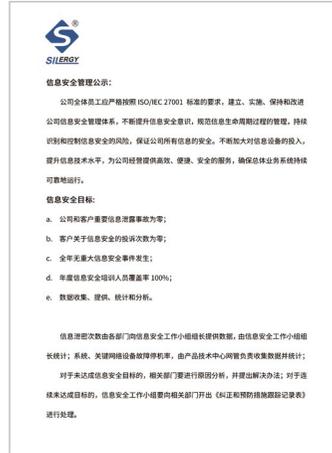
## Information Security Drills

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 2022,

the company conducted a total of

**15** information security emergency drills, involving all employees.



Information Security Management Document



## Annual Information Security Exercise Plan for Silergy Corp. (Partial)

Emergency Situations	Emergency Plan	Responsible Department
 <p>Critical Equipment Failure</p>	<ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ol>	IT Department
 <p>Data Loss</p>	<ol style="list-style-type: none"> <li>Verify whether the data was accidentally deleted or if it resulted from a storage malfunction.</li> <li>Coordinate and arrange the reconstruction of the business system, and restore off-site backup data to the business system.</li> <li>Ensure the integrity and availability of critical data.</li> </ol>	IT Department
 <p>Network Hacking Attack</p>	<ol style="list-style-type: none"> <li>The IT network administrator receives alert logs on intrusion defense or intrusion detection devices.</li> <li>Assess the effectiveness of the intrusion attack; if it's determined to be ineffective, adjust strategies to handle false alarms. If it's a valid attack, promptly block the attacking IP address, identify vulnerabilities, and take measures such as updating the signature database.</li> </ol>	IT Department

In 2022, the company initiated the ISO 27001:2013 Information Security Management System certification audit. Currently, 5 subsidiaries of the company worldwide obtained the 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"> <li>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.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Classify and grade suppliers to gain a comprehensive understanding of the overall supply chain status.</li> <li>Identify key suppliers, those who have significant impact on product quality and delivery times, or whose procurement amount reaches a certain threshold or proportion.</li> <li>For key suppliers, assign on-site engineers to enhance communication with the suppliers, ensuring product quality stability.</li> <li>Sign the Supplier <i>Integrity Commitment Agreement</i>.</li> </ul>

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

## 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 mineral management system that mandates all suppliers to adhere to 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. Annually, the company conducts comprehensive due diligence on all suppliers, requiring them to complete the *Conflict Minerals Reporting Template*. Additionally, suppliers are expected to conduct due diligence on the source of minerals and provide the investigation results to the company.

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

# Working Together, Forging Ahead

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- 33 Careful Care: Hand in Hand with Employee Growth
- 43 Caring for the Environment: Building a Green Future
- 52 Making Outstanding Contributions: Enhancing Social Welfare



# Careful Care: Hand in Hand with Employee Growth

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

In compliance with the Code of Conduct of the Responsible Business Alliance (RBA) and the labor and human rights laws and regulations of the place of operation, Silergy Corp. has formulated internal human resource systems such as *Human Resource Management Procedures*, *Human Resources Management Regulations* and *Personnel Operations Management Regulations* to promote work efficiency, enhance staff functions and improve personnel quality, which helps the company achieve business objectives, and enables employees to get due rights and interests and growth.

### Employee Right and Benefit

Silergy Corp. has developed the *Silergy Code of Conduct*, which sets out clear requirements for privacy protection, human and labor rights (free choice of employment, young workers, working hours, wages and benefits, humane treatment, non-discrimination and non-harassment, freedom of association, land rights, and responsible AI), to respect and protect the legitimate rights and interests of Silergy Corp.'s global employees and business partners, promote the diversified development and management of employees, and make the internal development of the organization more innovative and dynamic.

### 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 *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

Every two years, the company conducts a survey on employee satisfaction in the form of a questionnaire, which calculates the score for each item in a five-level scoring system. Because the employee satisfaction survey is conducted every two years, the company did not conduct the survey in 2022, so there was no survey result for this year. The company's most recent satisfaction survey in 2021, a total of 1,228 questionnaires were issued, 921 questionnaires were completed, a completion rate of 75%, and an employee satisfaction score of 4.73.

### In a recent employee satisfaction survey,



**1,228** questionnaires were issued,



**921** questionnaires were completed,



completion rate was **75%**,



employee satisfaction score was **4.73**.

## Employee Satisfaction Survey Responses

- 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 attaches great importance to the harmony of employee relations, in addition to strengthening the communication between the heads of departments around the world, but also frequently holds internal communication meetings to enhance the identity of employees to the company. There have been no major labor disputes in the company.

## Employee Diversity

In order to promote corporate diversity, and as permitted by the laws of our global operations, the company has taken proactive measures



**Cultivate** employees who are not affected by race, color, sex, age, religion, national origin, disability status, marital status, veteran status, sexual orientation, gender identity, or any other legally protected status,



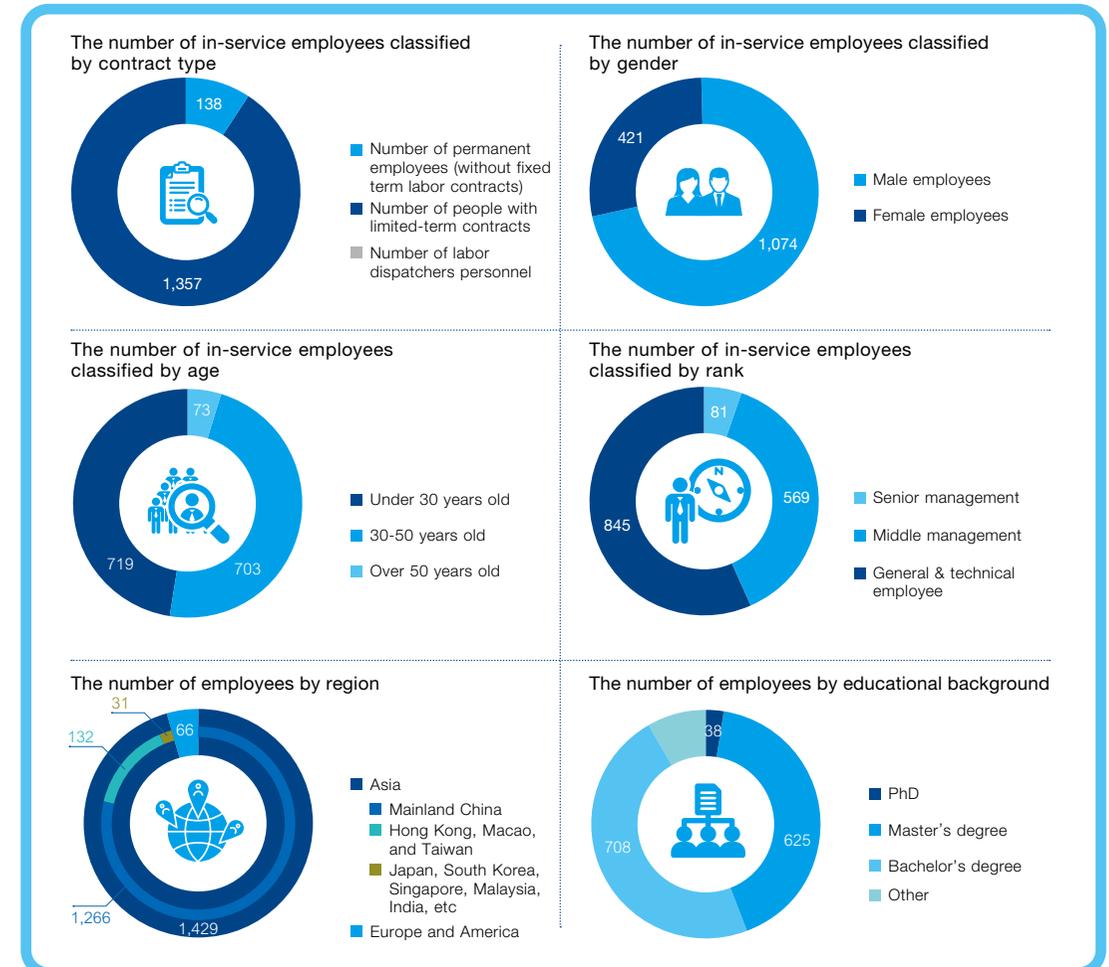
**Strengthen** the sense of diversity, equality, and inclusiveness among all personnel, to enhance the acceptance of co-workers from different backgrounds, to promote cooperation and synergy among co-workers,



**Create** a workplace environment in which all people feel safe and are recognized for the work that they do.



In 2022, the company had 1,495 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 2022, the company recruited 81 executives from the local community.

## Employee Incentive

By establishing a management system tailored to local conditions, Silergy Corp. helps employees in various regions to complete their work goals, promotes continuous and effective communication between direct supervisors and employees on the achievement of goals and professional behavior, and provides timely feedback and guidance to achieve forward-looking management. At the same time, the company will organically combine employee training and salary and welfare system to achieve a win-win situation for employees and enterprises.



**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
- Equity incentive for high performing employees (three-year assessment time point)
- Other



In order to motivate staff morale, implement clear rewards and punishments and excellent employee evaluation and management, the company has formulated the *Employee Rewards and Punishment Management Regulations and Outstanding Employee Award Rules*. The company's handling of reward and punishment cases follows the following scope principles:



**Rewards and Punishments have Evidence**

Rewards and punishments are based on the company's rules and regulations, employees' job description and work objectives.



**Timely Reward and Punishment**

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.



**Disclosure of Rewards and Punishments**

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.



**Merit must be Rewarded, and Mistakes must be Punished**

Strictly prevent the company's employee privileges, in front of the system all employees of the company should be equal, equal treatment.

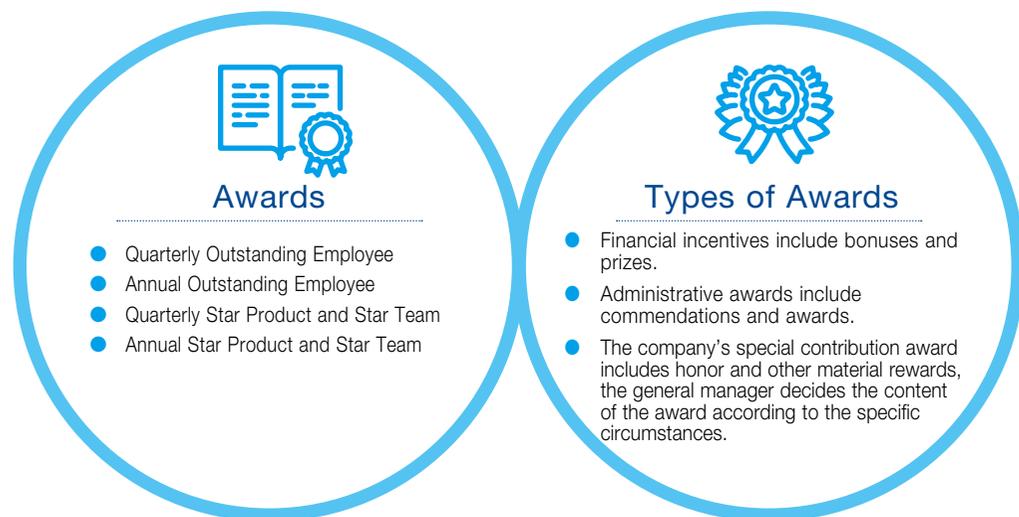
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Employees can only be rewarded if their performance exceeds the company's basic requirements for employees, including the employee code and job description.

The performance of the employee shall meet the basic requirements of the company for the employee. If the performance of the employee fails to meet the basic requirements of the company for the employee, the corresponding punishment shall be given.

Handling of penalties and disciplinary actions of employees for disciplinary faults and negligent acts of responsibility shall be notified in writing, and employees shall have the right to appeal.

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



Outstanding Employee Selection

## 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.



In 2022,

the average annual employee benefit of the company was

NT\$ **18,842** per person.

## 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.



The company has held a wealth of theme activities for employees around the world, such as Dragon Boat Festival, Mid-Autum Festival and other holiday activities, winter trip, light hearted trip and other theme activities, quarterly birthday party and team building activities, for the global employees of Silergy Corp. provide warm benefits and interesting activities to relieve work pressure and improve work happiness.

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

From the perspective of business layout, scale and structure, Silergy Corp. makes full use of digital means to improve the effectiveness of human resource data analysis, and publish the contact information of companies in 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 2022,

the total number of new employees in Silergy Corp. was

344,

the turnover rate was

5.69%.



Silergy Corp. On-campus Recruitment



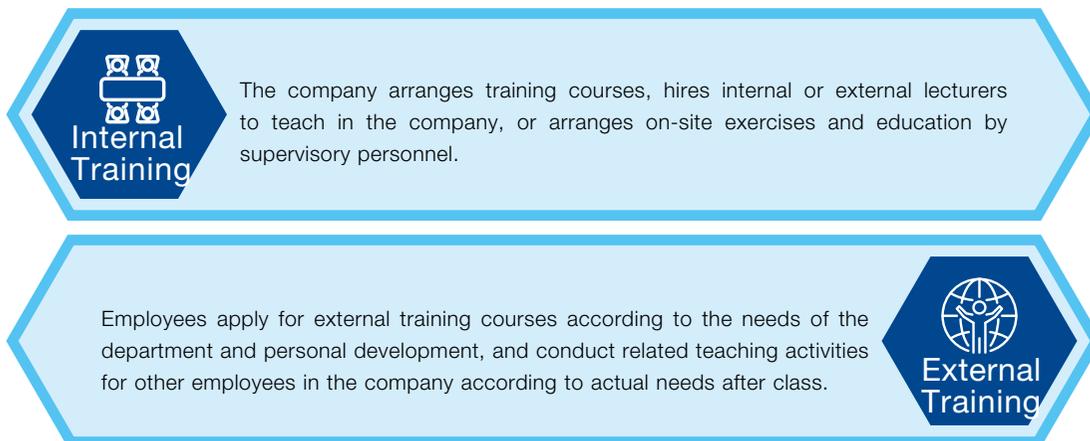
Zhejiang University School of Micro-Nano Electronics Visit Silergy Corp.

## Employee Training and Further Education

Silergy Corp. fully understands the needs of employees' career development, has established a sound training system, and encourages employees to pursue on-the-job training, according to the training plan and needs. The company prepares the next year's training schedule in December every year to serve as the basis for the next year's training implementation. In 2022, the total number of employees trained by the company was 700.

### Training Program

The training program is divided into two forms: internal training and external training.



### 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



## Training Focus

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.

Target	Capacity Development Training Focus
Senior Manager	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	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	Understand the company's history and culture Get to know the department heads and understand responsibilities of the company Basic working methods, etiquette regulations

In 2022, the company conducted a series of training courses to enhance employees' basic abilities such as English, emergency rescue, business ethics and information security, as well as professional knowledge and skills related to their positions.

## 2022 Series of Courses





## Silergy Corp. Carries out PoL Series Lectures

In 2022, Silergy Corp. launched a series of PoL lectures taught by Professor Zeyuan Li. Professor Li is an academian of the National Academy of Engineering (NAE), a foreign academian of the Chinese Academy of Engineering (CAE), an academian of the Academia Sinica in Taiwan, 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.

July 16 was the first lecture of the PoL series. Professor Li explained the development history of PoL, the upgrading of application scenarios in each historical stage, the challenges posed by PoL applications in each period, the influence of PoL output loop impedance on circuit dynamic performance, details of the switching process and loss calculation of low-voltage devices, and the effect of device packaging on device loss in a simple and easy to understand way. Our offices conducted this training and interaction online with nearly 120 participants.

## Workplace English Training of Silergy Corp.

On June 30, 2022, the first phase of the elementary workplace English training of Silergy Corp. ushered in the completion ceremony. In the 3-month 90-day English training course, the attendance rate of students reached 98%, and all 13 participants successfully completed the course.



## 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.

In 2022, a total of two employees of Silergy Corp. applied for a 3-year in-service tuition subsidy for job-related knowledge supplement and academic qualification improvement. The company calculated the corresponding subsidized tuition fees according to *the Management Measures for Staff In-service Education* and approved the application for tuition subsidies for two employees.



## 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.



### Club Activities



#### Badminton Club

Health Accompanying  
You, Happy Sharing  
with You



#### Running Club

"Heart" Light Will Not Disadvantage  
You and Me Along the Way



#### Basketball Club

Brothers, Basketball



## Occupational Health Protection

Silergy Corp. strictly complies with the occupational health and safety laws and regulations of the places where it operates globally, and has formulated the *Standards for Occupational Health and Safety* which provides for the following 10 work contents that may threaten the health and safety of employees. Detailed provisions are made in terms of responsibilities, requirements, training, site and site management, personal protective equipment, medical health and response measures, risk assessment and planning, monitoring and review, including chemical treatment, climbing and working at height, driving and vehicle safety, environmental and occupational noise, radiofrequency electromagnetic field exposure, fire protection, solo work, manual handling and transportation, personal protective equipment, electrical work to achieve the "Zero Goal" in occupational health and safety.



### Silergy Corp.'s "Zero Goal"

"Zero Goal " means that Silergy Corp.'s goal of zero accidents resulting in death, injury and illness is a strong commitment 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 overall plan to reach "Zero Goal". The business partners of Silergy Corp. must take all reasonable steps in their business relationship with Silergy Corp. to achieve "Zero Goal".

At the same time, the company regularly carries out safety training, actively pays attention to the physical and mental health of employees, provides employees with heat prevention and cooling supplies, and creates a healthy and safe working environment.



Safety Training

In 2022,

the company's annual physical  
examination coverage rate was

**100%**

and there were **no**  
serious injuries and  
deaths due to work.



# Caring for the Environment: Building a Green Future

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.

At present, Silergy Corp. 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 covered Hangzhou region and Taiwan region, and covered Scope 1 (direct greenhouse gas emissions from diesel, gasoline, refrigerant use and septic tanks) and Scope 2 (indirect greenhouse gas emissions from purchased electricity). After verification, greenhouse gas emissions in Scope 1 of Hangzhou area mainly came from natural gas and methane escape from septic tanks, and greenhouse gas emissions in Scope 2 mainly came from purchased electricity. Taiwan was not involved in Scope 1 greenhouse gas emissions, and all emissions came from purchased electricity.

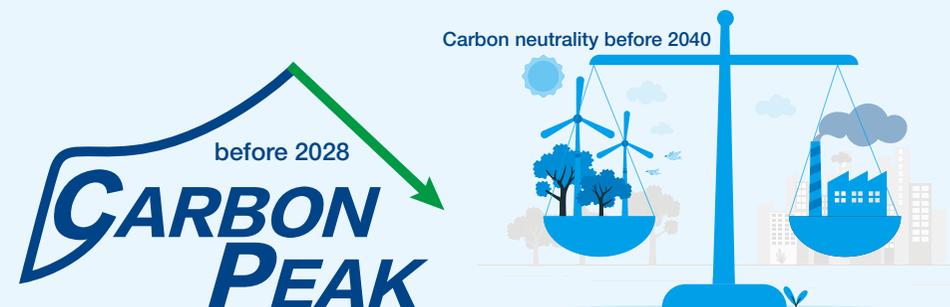
In order to actively respond to the global Carbon Peak and Carbon Neutrality initiative and achieve the goal of net zero emissions, the company has developed a carbon neutral action path from its own operations. For Scope 1 and 2, the company will achieve carbon peak by 2028 and be carbon neutrality 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.

## Silergy Corp. Greenhouse Gas Emissions in 2022

Region	Scope	Carbon Emissions (Metric Tons of Carbon Dioxide Equivalent)
Hangzhou	Scope 1	46.3547
	Scope 2	3,086.0752
	Scope 1 and 2	3,132.4299
Taiwan	Scope 1	0
	Scope 2	227.5764
	Scope 1 and 2	227.5764
Group <sup>7</sup>	Scope 1	84.7106
	Scope 2	6,056.1207
	Scope 1 and 2	6,140.8313

Note:

<sup>7</sup> The Group's carbon emissions was calculated from its own inventory.



## 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

With the environmental management policy of "protecting the environment, reducing energy consumption, reducing negative environmental impact, complying with laws and regulations and relevant customer requirements, and producing green products", Silergy Corp. is committed to reducing pollution emissions, realizing efficient resource utilization, building a green semiconductor enterprise, and realizing harmonious development of man and nature.

### Environmental Management System

Silergy Corp. strictly abides by the ISO 14001:2015 standard, continuously improves the environmental management system, develops and improves the environmental management system, and develops 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 manager's representative 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 the identification of environmental factors in all positions and regions within the department. 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. General manager is responsible for approving important environmental factors.

**Carrying out 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 companies, and continuously enhances the company's environmental management level. In 2022, 2 subsidiaries of the company worldwide were 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:



## Healthy and Environmentally Friendly, Green Travel

Silergy Corp. has designated September as Green Travel Awareness Month every year. Among them, the 9th to 25th is the Public Transport Awareness Week, and the 22nd is the World Car Free Day. During the bus travel publicity week, the company called on all employees to actively practice the "135" green travel mode, that is, "walk within 1 kilometer, ride within 3 kilometers, and take public transportation about 5 kilometers", combining travel with exercise and physical fitness, and integrating green, environmental protection and healthy travel habits into daily life.

### The "135" Green Travel Mode

walk within **1** kilometer

ride within **3** kilometers

take public transportation  
about **5** kilometers



Green Travel Slogan



Environmental Protection Training for New Employees

## 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 *Regulations on the Management of Solid Waste*, implements the standardized management mode of pollutant treatment, and adopts corresponding environmental protection measures to strictly control the environmental impact of emissions.

## Waste Management

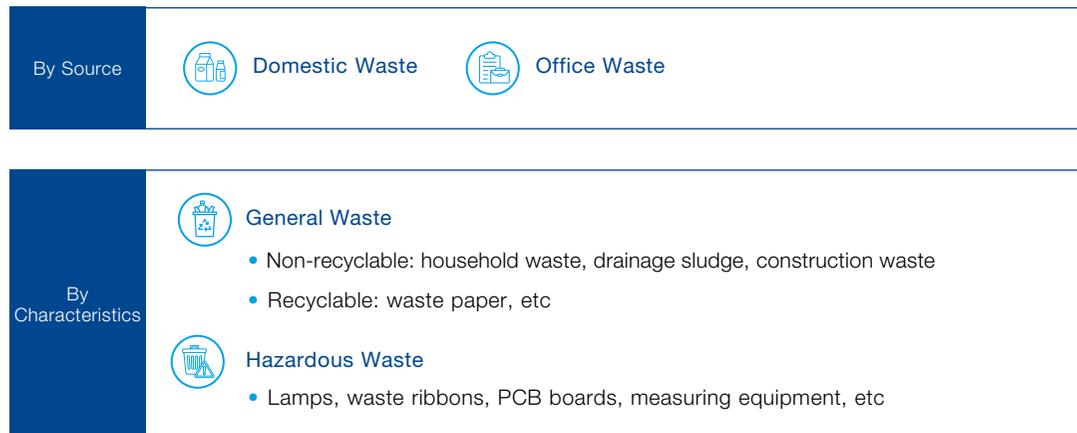
Silergy Corp. focuses on clarifying the standards of general solid waste and hazardous waste, stipulates the operation process of waste generation control, storage management and treatment, standardizes waste management, fully guarantees the strict classification of hazardous waste and general waste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



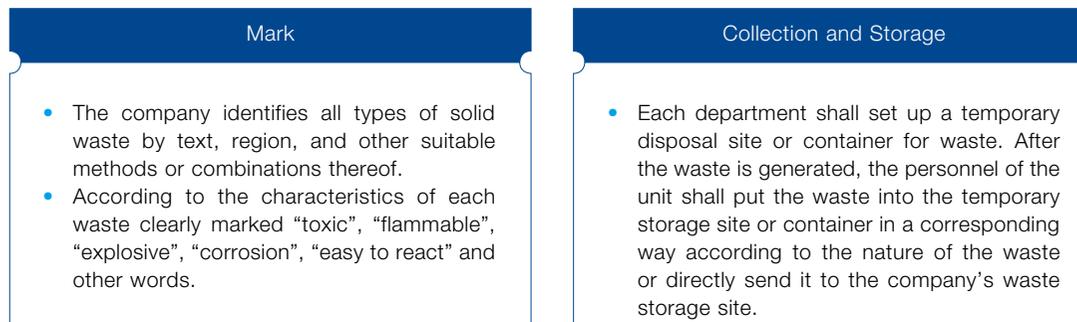
Solid Waste Recovery

## 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.



## Waste Disposal Management



## 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 checklist 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	2021 (Metric Tons)	2022 (Metric Tons)
Incineration	389.86	584.33
Reuse	15.78	16.82
Physical treatment	362.50	385.41
Total	768.13	986.56

## Generation of Hazardous Waste in 2022

Name of the Waste	Packing Method and Quantity	Form	Hazardous Characteristics	Disposing Method	Transfer Quantity (Metric Tons)	Quantity Accepted (Metric Tons)
Waste Packaging	One Bucket	Solid	InfectivityToxicity	Collection and Storage	0.05	0.05
Waste Chips PCB Boards	One Bag	Solid	Toxicity		0.88	0.88
Waste Alcohol	One Barrel	Liquid	Toxicity Corrosivity		0.31	0.31

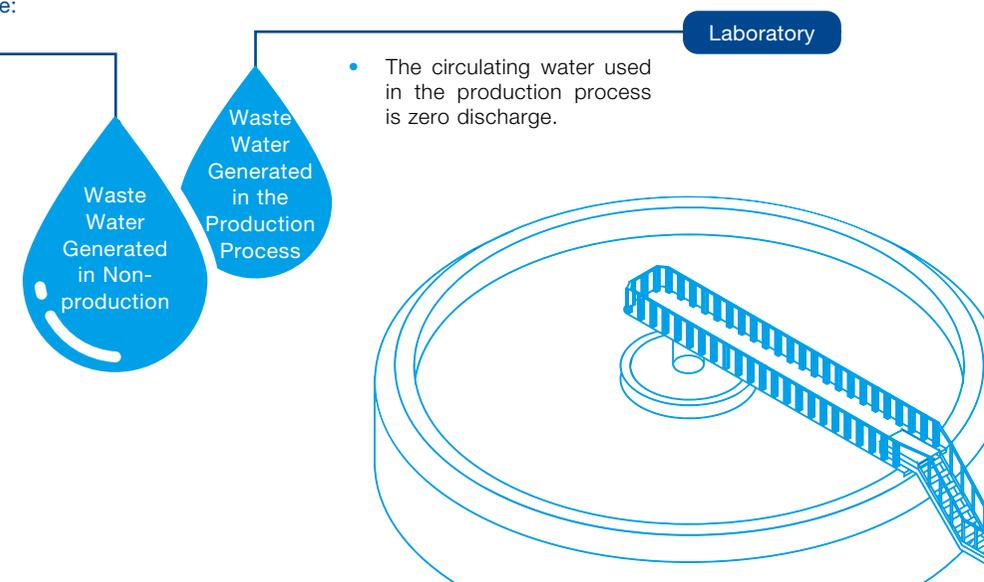
## Wastewater Management

In terms of wastewater 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 *Comprehensive Sewage Discharge Standard* grade 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:

### HR Department

- The sewage discharged from the toilet shall be precipitated by the septic tank before being discharged into the plant sewer.
- The company's septic tank should be cleaned regularly and managed by special personnel.
- Waste oil and chemicals are strictly prohibited from being discharged into the sewer.
- Washing of vehicles is strictly prohibited in the company.
- The relevant departments shall strengthen management over the construction and contracting units from outside and strictly control the influence of other activities on water quality. Projects or equipment that may cause water pollution in a new project shall be managed in accordance with *Environmental Management Regulations of Relevant Parties*.



## Exhaust Gas Management

In terms of waste gas management, Silergy Corp. strictly follows the GB16927-1996 *Air Pollutants Comprehensive Discharge Standard* level 2 emission standards and *Ume Emission Standard for Cooking Fume in Canteens* (GB18483\_2001) to ensure that all departments strictly fulfill their corresponding responsibilities, constantly strengthen waste gas treatment, and to ensure standard emissions. At the same time, the company requires suppliers to ensure compliance with emission standards and promotes the installation of VOC exhaust gas online detectors for online monitoring of exhaust gas.



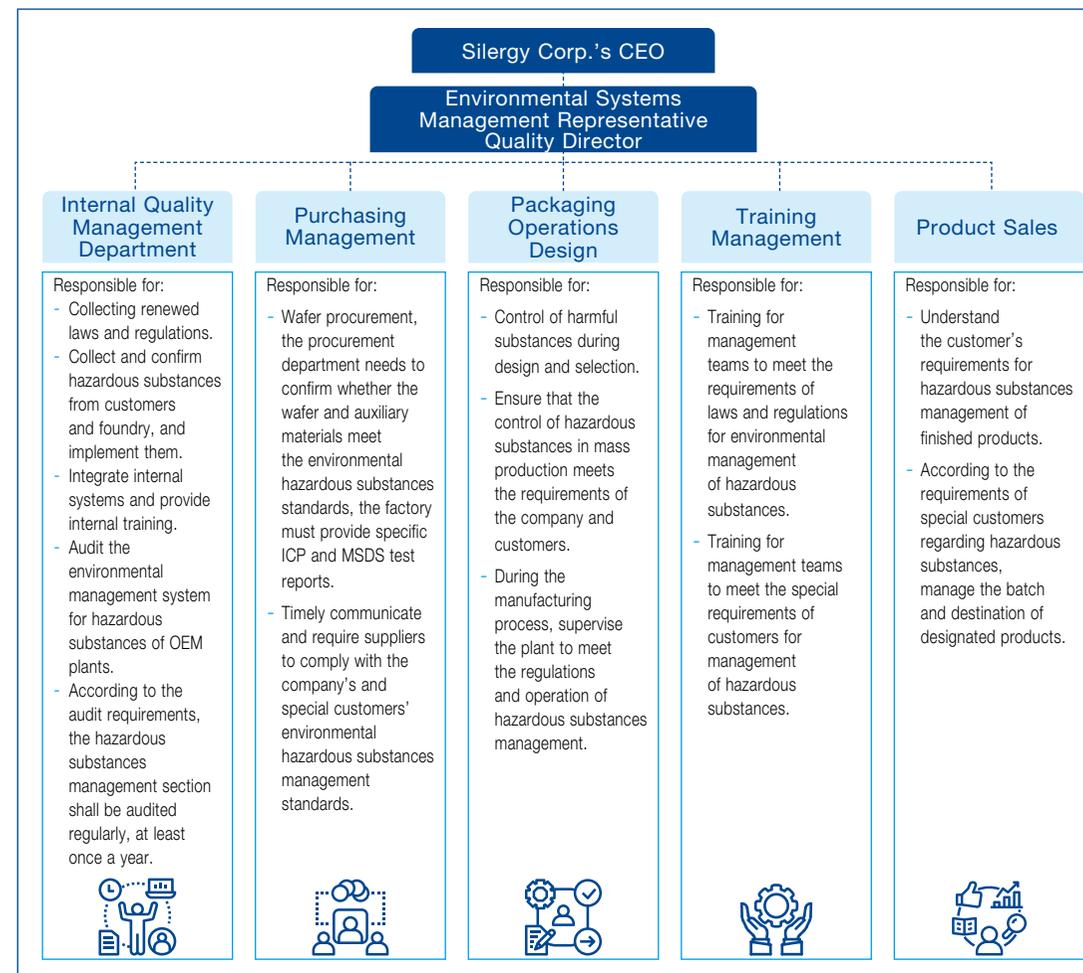
## Hazardous Substances Management

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 environmentally 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). A series of potentially highly concerned substances (carcinogenic, teratogenic, etc.) in the products were tested and the company passed and obtained SVHC (Substances of Very High Concern) certification. It demonstrates that the company's relevant electronic information products meet the pollution control standards and technical specifications.



## 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 hazardous substances are generated, and responding to relevant environmental laws, regulations, and customer requirements with the highest standards.



## Hazardous Chemicals Management

The *Regulations on the Management of Hazardous Chemicals* 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.

## Environmental Impact Assessment

In the new construction and expansion projects, Silergy Corp. strictly follows environmental protection standards, carries out environmental impact assessment before project construction in accordance with the law, conducts environmental impact investigation and analysis through water, ecology, sound, solid waste and atmosphere, and conducts public opinion survey and analysis to identify potential environmental and social impacts and formulate mitigation measures to effectively protect the surrounding environment and reduce pollution.

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 acoustic environment, and set the main environmental protection goals of the project according to the site investigation results. In the project construction stage, the company identified and estimated the main pollution factors (noise, waste gas, solid waste and wastewater, etc.) and pollution sources and emissions during the project construction stage. Next, the company conducted environmental impact analysis of pollutants and formulated pollution prevention and control measures against potential pollution. The corresponding pollution prevention measures were also formulated for water pollution, air pollution and noise pollution that may be caused by the operation of the project.

## Resource Management

Silergy Corp. strictly abides by the relevant laws and regulations of water resources and energy in the places where we operate, attaches great importance to resource utilization, continuously optimizing production management methods, improving resource utilization, pursuing less resource consumption, greater economic and social benefits, and helps build a resource-saving and environmentally friendly society.

### Water Resource Management

In terms of water resources management, Silergy Corp. deeply recognizes that the protection of water resources is the common responsibility of the whole society, the company establishes a reasonable water resources protection policy, puts water resources conservation in an important position of enterprise development, strictly in accordance with the water resources management system, takes a series of water use measures in production and life, regulates water use, rational development, utilization and recycling, and protects water resources.



In 2022,

the company's total water intake was  
**58,103.14**  
 thousand cubic meters  
 and its water consumption was  
**31,375.70**  
 thousand cubic meters.



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.



### Silergy Corp. Supplier Implements Reclaimed Water Reuse

Silergy Corp. attaches great importance to the sustainability of water resources. The company's suppliers have set up reclaimed water reuse facilities and continuously strengthen the recycling of water resources. The existing reclaimed water reuse facilities of 300 metric tons/hour and deep-water facilities of 155 metric tons/hour are used for greening, fountains and toilets in living areas, and deep-water effluent is used for supplementary water in power cooling towers, with a reuse rate of 40%.



## 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 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.

The energy consumption management regulations for buildings 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: Temporary turning on of air-conditioning when the forecast maximum outdoor temperature is above 28°C (including 28°C).

Winter: Temporary turning on of air-conditioning when the forecast maximum outdoor temperature is below 16 °C (including 16°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.



In 2022,

the total energy consumed by the group was **38,545.28** gigajoules, purchased electricity consumption was **10,707,021.90** kWh,

natural gas consumption was **16,516.49** cubic meters, there was **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.



### Silergy Corp. Suppliers Actively Carry out Energy Conservation and Emission Reduction Actions

Under the promotion of Silergy Corp., the company's suppliers have successfully achieved energy conservation and emission reduction by optimizing and improving production processes, and updating old equipment. Among them, one of the company's suppliers has a total of two ongoing energy saving projects, which are integrated circuit cutting vacuum pump pure water to tap water and integrated circuit courtyard street light photovoltaic transformation, which can save 680,000 KWh and 11,000 KWh, respectively, and save 691,000 KWh in total. In the future, Silergy Corp. will continue to promote the energy conservation and emission reduction of suppliers and the development of green energy, and work with partners to tackle climate change and jointly protect the green earth.



save

**691,000**

KWh in total.

# Making Outstanding Contributions: Enhancing Social Welfare

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 2022,

the total amount of charitable donations made by Silergy Corp. was NT\$ **7,416,194**,

the total number of employee volunteer hours was **720**.



## Silergy Corp.'s Employees Participate in "Run For Claus" Charity Event

The University of California, Orange holds an annual "Run for a Claus 5K/1 Mile" running fundraising event to raise funds for charities such as Kids Run the OC Foundation, American Cancer Society, etc. In 2022, Silergy Corp.'s American employees continued to participate in the "Run For A Claus" event and made charitable donations.



## Silergy Corp. Helps Remote Areas Development

On September 20, 2022, Silergy Shanghai Co., Ltd. cooperated with Yunnan Pingbian agricultural aid agencies to directly purchase agricultural and sideline products from the local area as employees' Mid-Autumn Festival welfare, and obtained the certificate of honor granted by the People's Government of Pingbian Miao Autonomous County.



## Build a Dream in Qingyun Program

Silergy Corp. actively participated in the Qingyun Program organized by Zhejiang Yunhui Foundation, making its own contribution to expanding the horizons and knowledge of students in the western region. On July 21, 2022, students from Meitan County, Zunyi City, Guizhou Province, entered Silergy Corp. to learn about the high-tech culture and advanced technology of Silergy Corp.

First of all, Mr. Budong You, CEO of Silergy Corp. and an internationally renowned semiconductor expert, introduced the strong competitiveness and broad development prospects of Silergy Corp. in the international semiconductor field. Then the company arranged for the students to visit the Silergy Corp. exhibition hall, the "semiconductor class" carried out by Zhejiang University's senior students and the exchange meeting. It helped the students understand the semiconductor production materials, production process and other professional semiconductor knowledge and made the students out of the classroom, close to the actual situation of the enterprise, understand the industry situation, and broaden their vision.





## Warm Heart Against Epidemic, Caring for Employees

Silergy Corp. regards it as its primary responsibility to protect the safety and health of its employees in its global operations. During the epidemic in 2022, the company did a good job of publicizing the new coronavirus infection in a timely manner, opened up the home office for employees (including China, the U.S. and other places of operation), sent masks to employees in Taiwan, and distributed epidemic prevention kits and oximeters containing the company's chips to employees, so as to safeguard the health and safety of all employees.

In Nanjing City, public transport was basically suspended during the epidemic, resulting in travel difficulties for employees in the area. The company coordinated colleagues with private cars and employees with travel difficulties to help each other, and provided masks, emergency medicines and nucleic acid tests for all employees who entered the office area, which effectively shared their worries and solved their difficulties.



Supplies Package During Control Period



## Warm Heart Against Epidemic, Dedication to Society

In 2022, in order to support the prevention and control of COVID 19, Mr. Wei Chen, chairman of Silergy Corp., and Mr. Budong You, CEO of Silergy Corp. initiated a donation campaign and donated about NT\$4,433 thousand. Many subsidiaries donated money and materials to communities and medical institutions, and issued an initiative to all employees to participate in the volunteer work of epidemic prevention and control in local communities, extend a helping hand, and contribute love.

In 2022, Silergy Corp. and all its employees donated about NT\$6,870 thousand to the society for the prevention and control of COVID 19. The company won medals, thank-you letters and honorary certificates issued by the Red Cross Society in many places.



donated about NT\$**6,870** thousand to the society for the prevention.



Medal Awarded by the Red Cross Society of China Shanghai Branch



Letter of Thanks for Community Volunteer Anti-Epidemic

# Appendix

## Key Performance Indicator Table<sup>8</sup>

Issue	Index	Unit	2022
Employment and Diversity	Total number of employees	Number of employees	1,495
	• By contact type		
	Total number of employees in service	Number of employees	1,495
	Number of permanent employees (open-term labor contract)	Number of employees	138
	Number of people with limited-term contracts	Number of employees	1,357
	Number of labor dispatchers	Number of employees	0
	• By rank		
	Senior management	Number of employees	81
	Middle management	Number of employees	569
	General & technical staff	Number of employees	845
	• By age		
	Under 30 years old	Number of employees	719
	30-50 years old	Number of employees	703
	Above 50 years old	Number of employees	73
	• By gender		
	Male employees	Number of employees	1,074
	Female employees	Number of employees	421
	• Number of employees by region		
	Asia	Number of employees	1,429
	Mainland China	Number of employees	1,266
Hong Kong, Macao, and Taiwan	Number of employees	132	
Japan, South Korea, Singapore, Malaysia, India, etc	Number of employees	31	
Europe and America	Number of employees	66	

Note:

<sup>8</sup> The amounts involved in this report are all in New Taiwan Dollars (NT\$). Among them, the financial data is sourced from the financial report, which shall prevail. Other data is converted based on the annual average exchange rate of NT \$ 1=RMB0.22557 (RMB1=NT \$ 4.4333) in 2022.

Issue	Index	Unit	2022
	• Number of employees by educational background		
	PhD	Number of employees	38
	Master's Degree	Number of employees	625
	Bachelor's Degree	Number of employees	708
	• Types of socially responsible recruitment		
	Number of employees with disabilities	Number of employees	0
	Number of veterans on board	Number of employees	0
	Number of executives hired from the local community	Number of employees	81
Employee Care	Employee annual physical examination coverage	%	100
Employee Benefits and Salaries	Average employee benefits	NT\$/employee/year	18,842
Employee Right and Benefit	Proportion of women in management positions	%	13.80
Occupational Health and Safety	Total working hours	Hours	2,966,080
	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	344
	Number of employee turnover	Number of employees	85
	Employee turnover rate	%	5.69

Issue	Index	Unit	2022
Training	Total number of employees trained	Number of employees	700
	Number of new employees trained	Number of employees	337
	Number of male employees trained	Number of employees	560
	Number of female employees trained	Number of employees	140
	Number of management and professional technicians	Number of employees	560
	Number of frontline employees	Number of employees	269
	Total number of employee training hours	Hours	1,070
	Number of hours of training for male employees	Hours	856
	Number of training hours for female employees	Hours	214
	Number of training hours for management and professional technicians	Hours	856
	Number of training hours for front-line employees	Hours	909
	Hours of training per capita	Hours	0.47
Public Benefit Activities	Number of volunteers	Number of employees	35
	Total volunteer hours	Hour	720
	Total amount of charitable donations	NT\$	7,416,194
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	11
	Number of regular and irregular safety inspections	Number of regular and irregular safety inspections	29
	Number of hidden dangers investigated	Number of hidden dangers investigated	2
	Rectification rate of hidden dangers	%	100
Safety Training	Number of safety training	Number of trainings	14
	Number of employees attended safety training	Number of employees	337

Issue	Index	Unit	2022
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	Number of customer complaints received per billion sales for the year	Number of complaints	33.50
	Customer complaints resolution rate	%	99.28
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)	2.30
	The weight of electronic waste	Metric tons (t)	2.30
	Percentage of product recycling	%	100
	• Main product output by product category Power management IC	Pieces	5,133,849,000
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	1,615
	Number of new patents	Number of patents	>120
	R&D investment amount	NT\$ thousand	4,460,370
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	23,511,086
	Net income	NT\$ thousand	6,144,912

Issue	Index	Unit	2022
Board	Number of directors (including independent directors)	Number of directors	7
	Number of independent boards	Number of directors	3
	Number of female boards	Number of directors	1
	Ratio of female boards	%	14.29
	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	58.10
	Total water consumption	Thousand cubic meters	31.38
	Intensity of water consumption per capita	Thousand cubic meters/employee	20.98
Energy	Total energy consumption	GJ	38,545.28
	Consumption of purchased electricity	KWh	10,707,021.90
	Percentage of electricity purchased	%	100
	Natural gas	Cubic meters	16,516.49
	Renewable energy utilization rate	%	0
Packaging	Packaging materials – Paper	Kg	5,024.15
Material	Amount of paper used in office	Kg	26,055.06
Greenhouse Gas Emissions	Scope 1 greenhouse gas emissions	Metric tons of carbon dioxide equivalent	84.7106
	Scope 1 greenhouse gas emissions	Metric tons of carbon dioxide equivalent/employee	0.0548
	Scope 2 greenhouse gas emissions	Metric tons of carbon dioxide equivalent	6,056.1207
	Scope 2 greenhouse gas emissions	Metric tons of carbon dioxide equivalent/employee	4.0573
	Greenhouse gas emissions	Metric tons of carbon dioxide equivalent	6,140.8313
	Greenhouse gas emission intensity	Metric tons of carbon dioxide equivalent/employee	4.1121
Wastewater	Wastewater effluent	Thousand cubic meters	26.73
Waste	Total waste	Metric tons	987.81
	Waste discharge intensity	Metric tons/million revenue	0.04
	Hazardous wastes	Metric tons	1.25
	Non-hazardous waste	Metric tons	986.56
	Percentage of hazardous waste recovered	%	100

## Indicator Table

### GRI Content Index

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	
	2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Governance	

GRI Standards	Number	Disclosure	Location	Remarks
	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: Directors' Continuing Education Status	
	2-18	Evaluation of the performance of the highest governance body	/	
	2-19	Remuneration policies	/	
	2-20	Process to determine remuneration	/	
	2-21	Annual total compensation ratio	/	
	2-22	Statement on sustainable development strategy	Sustainable Development Governance	
	2-23	Policy commitments	Sustainable Development Governance	
	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	/	
	2-29	Approach to stakeholder engagement	Sustainable Development Governance: Methods of Stakeholder Communication	
	2-30	Collective bargaining agreements	Introduction: Association Membership Status	

GRI Standards	Number	Disclosure	Location	Remarks
GRI 3: Material Topics 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 Letter	
	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 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 Standards	Number	Disclosure	Location	Remarks
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	/	
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 Standards	Number	Disclosure	Location	Remarks
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: Silergy Corp. Greenhouse Gas Emissions in 2022	
	305-2	Energy indirect (Scope 2) GHG emissions	Addressing Climate Change: Silergy Corp. Greenhouse Gas Emissions in 2022	
	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
	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 waste-related impacts	Pollutant Management: Waste Management	
	306-3	Waste generated	Pollutant Management: Waste Management	

GRI Standards	Number	Disclosure	Location	Remarks
	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 Protection	
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health Protection	
	403-3	Occupational health services	Occupational Health Protection	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health Protection	
	403-5	Worker training on occupational health and safety	Occupational Health Protection	
	403-6	Promotion of worker health	Occupational Health Protection	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health Protection	
	403-8	Workers covered by an occupational health and safety management system	Occupational Health Protection	

GRI Standards	Number	Disclosure	Location	Remarks
	403-9	Work-related injuries	Occupational Health Protection	
	403-10	Work-related ill health	Occupational Health Protection	
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 2016	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 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 Standards	Number	Disclosure	Location	Remarks
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	Enhancing Social Welfare	
	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 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	/	Not occurring

## Index of 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	Annual Disclosure	Remarks
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Key Performance Indicator Table	
2	Total water withdrawal, total water consumption	Resource Management: Water Resource Management	
3	Total hazardous waste generated and percentage recycled	Key Performance Indicator Table	
4	Types of, number of employees in and rate of occupational accidents	Key Performance Indicator Table	
5	Product lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	Key Performance Indicator Table	
6	Description of the management of risks associated with the use of critical materials	Standardized Procurement: Conflict Mineral Management	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Key Performance Indicator Table	
8	Production by product category	Key Performance Indicator Table	

## 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: Silergy Corp. Greenhouse Gas Emissions in 2022	
	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	
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

# Reader Feedback Form



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

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

Email address: [ESG@silergycorp.com](mailto:ESG@silergycorp.com)

## Your Information

Name

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Company

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Contact number

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Feedback

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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?

