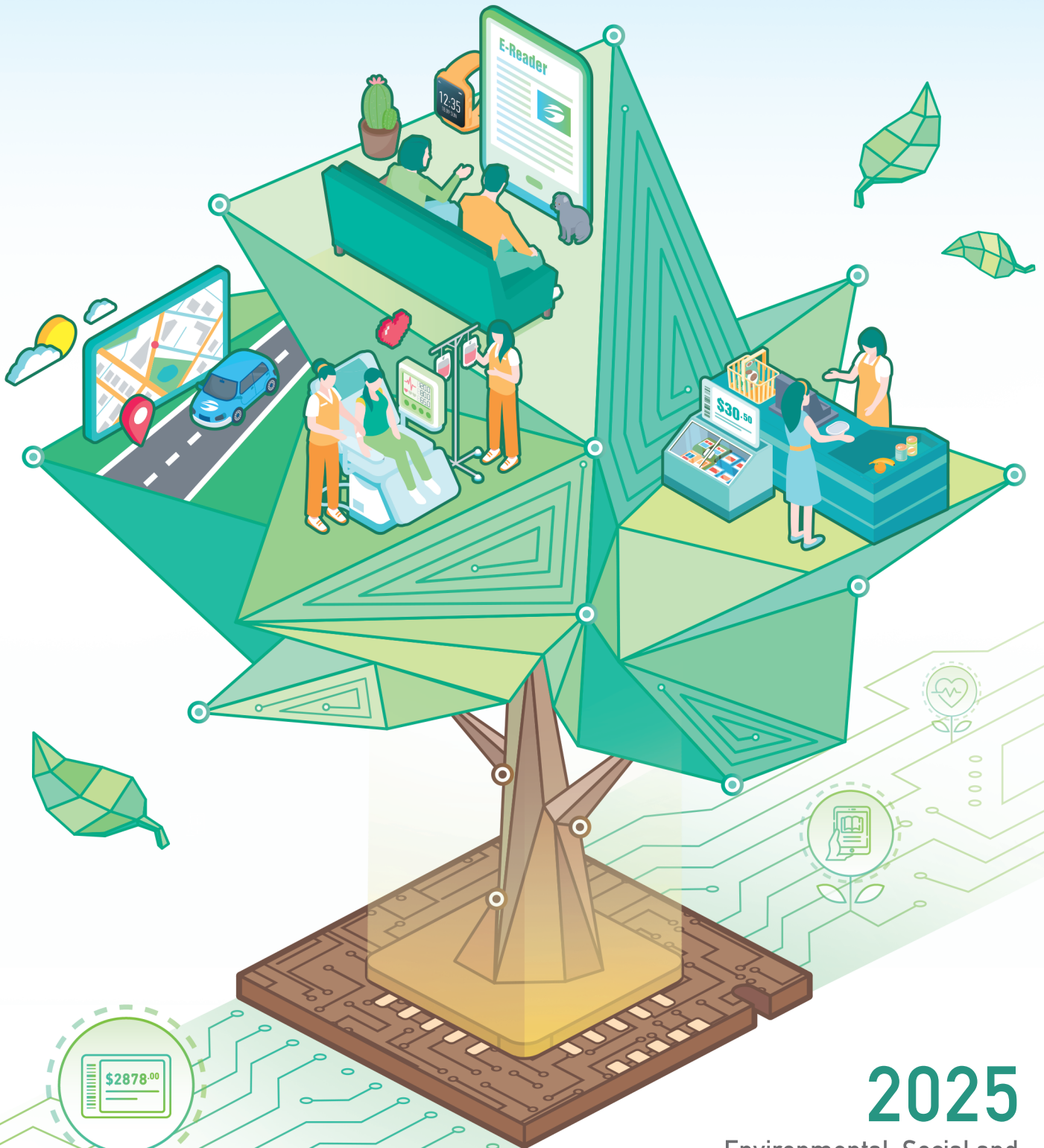




# Solomon Systech (International) Limited

## 晶門半導體有限公司

(Incorporated in Cayman Islands with limited liability)  
Stock Code: 2878



# 2025

Environmental, Social and  
Governance Report



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## ABOUT SOLOMON SYSTECH

Solomon Systech (International) Limited (the **"Company"**) and its subsidiaries (**"Solomon Systech"**, collectively, **"the Group"** or **"we"**) are a leading semiconductor group providing integrated circuit (**"IC"**) products and system solutions. Adopting a "fabless" business model, the Group specialises in the design, development and sales of IC products and system solutions that enable a wide range of display and touch applications for smartphones, tablets, TVs/monitors, notebooks and other smart devices, including electronic shelf labels (**"ESL"**), wearables, healthcare devices, smart home devices, as well as industrial appliances, etc.

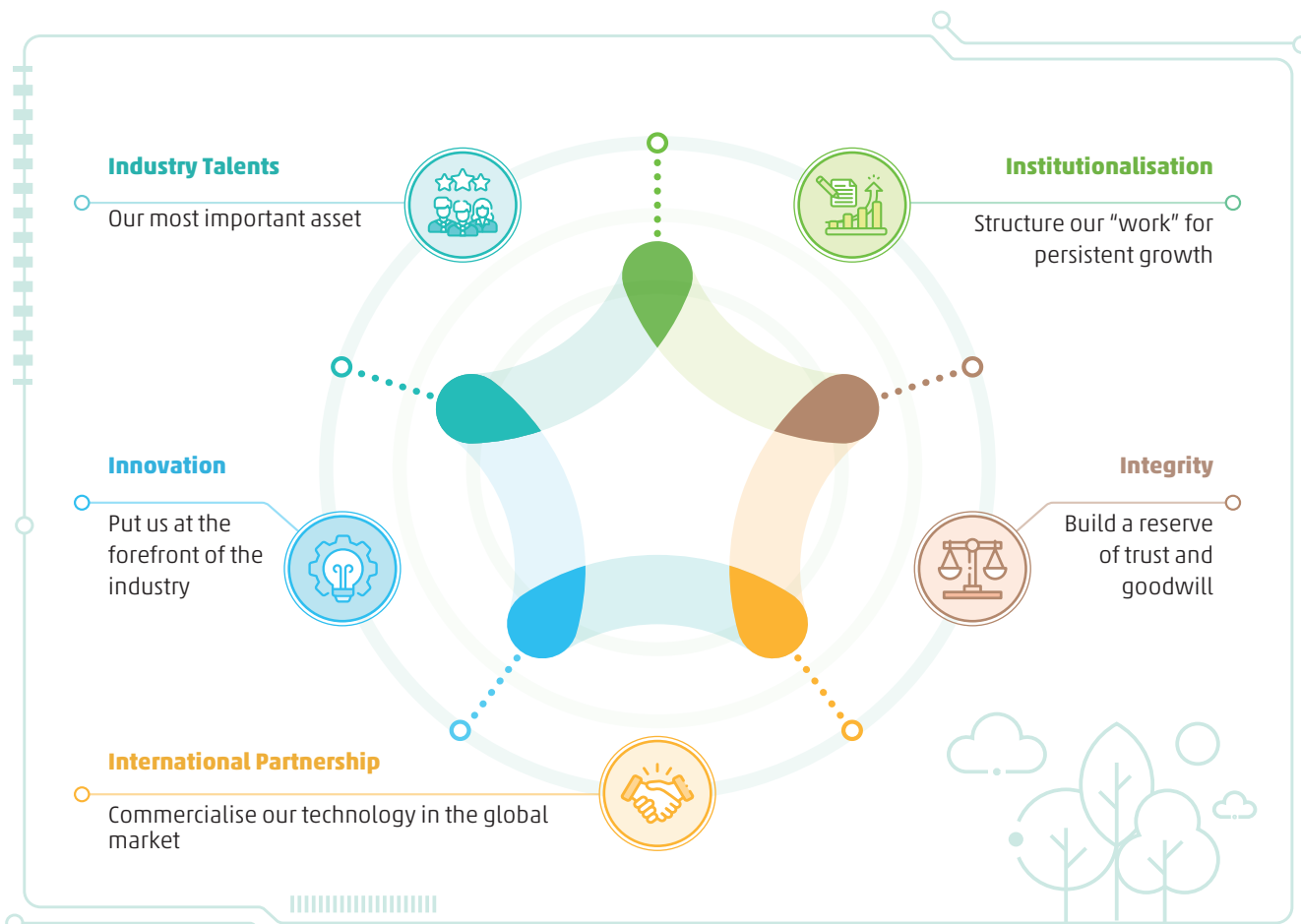
Solomon Systech has a high calibre and experienced design team to develop its intellectual properties (**"IP"**) for highly integrated IC products and total system solutions. The Group serves a number of renowned brands and well-established companies across the globe. Over the years, the Group has received a wide array of prestigious awards that have been widely recognised by the market and the industry.

The Group was listed on the Main Board of the Stock Exchange of Hong Kong Limited (**"Stock Exchange"**) on 8 April 2004.

### OUR VISION

Provide the ultimate silicon solution for every display system.

### OUR FOUNDATION – THE 5 "I" S FOR SUSTAINABLE DEVELOPMENT



# ESG APPROACH

## WHAT DOES “ESG” MEAN TO SOLOMON SYSTECH

ESG is an integral part of the Group’s business strategies in order to achieve business excellence and enhance long-term competitiveness. Therefore, the Group has always insisted on incorporating ESG responsibilities into corporate operation and management, and has established effective risk management and internal control systems in relation to ESG. The Group’s ESG strategy is based on the compliance with the applicable legal requirements, principle of sustainability and opinions from stakeholders. The Group has also established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community.

Solomon Systech’s customer base comprises some of the world’s most renowned and respected electronics corporations, including leading ePaper technology companies, multinational technology conglomerates, game console developers, various hand-held medical device and home appliance operating companies, and display module makers. In this context, the Group is committed to providing high-quality products and customer services through continually improving the product quality, minimising the environmental impact, ensuring sustainable operating practices through managing its supply chain in a socially and environmentally responsible manner, and also fulfilling applicable statutory and regulatory requirements.

As a technology company, the Group has been committed to supporting lifelong learning, nurturing talents and providing its employees with an open and healthy workplace. The Group firmly believes that for a company to be sustainable in the long term, it is essential for it to create value for both its stakeholders and society as a whole. It has been the Group’s strategy to leverage its expertise and resources to support the communities in which it operates.

### The 4-pillar Approach

#### Environmental Protection

- Green operations – minimise environmental impact
- Instil “green thinking” among employees
- Design to minimise environmental impact
- Provide benefits to the environment

#### Employment and Labour Practices

- Respect labour and human rights
- Foster continuous learning and development
- Provide an open, supportive and healthy workplace
- Motivate and reward our people

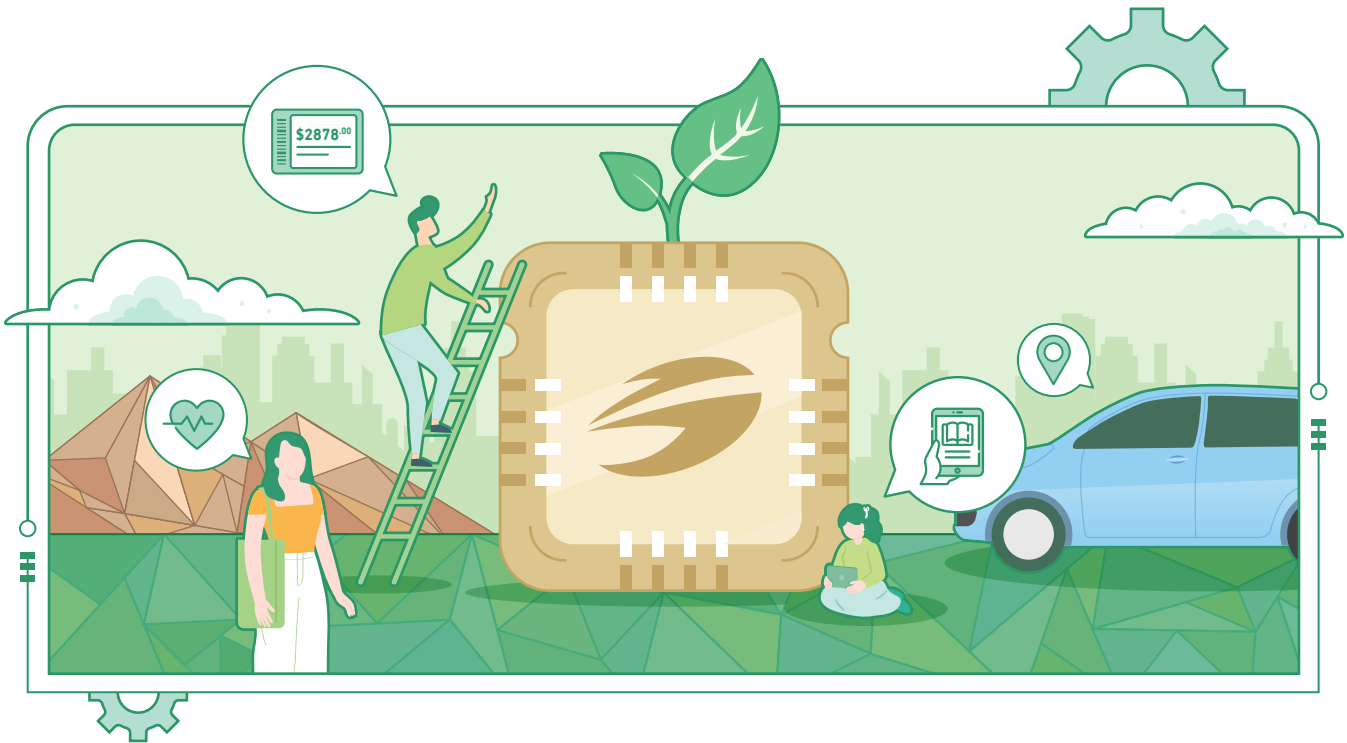
#### Sustainable Operating Practices

- Supply chain management and product responsibility
- Internal control, risk management and information security
- Code of conduct and anti-fraud policy

#### Community Investment

- Nourish industry talents
- Contribute to the community to fulfil our responsibilities as a good corporate citizen

## MESSAGE FROM THE BOARD



Dear Valued Stakeholders,

The Group is pleased to present the ESG Report for the year ended 31 December 2025 ("**2025**"). As an annual summary of the Group's sustainable development, this ESG Report fully demonstrates how the Group attaches great importance towards sustainable development, discloses the Group's performance in all the aspects of sustainable development, shows its vision and commitment to sustainable development, and at the same time provides the Group with the opportunity to understand its key stakeholders' expectations and demands regarding the Group's sustainable development.

The management of the Group is committed to incorporating corporate social responsibilities into business operations. In 2025, the Board continues to support in prioritising the Group's ESG issues and ensure the effective delivery of ESG strategies, as well as evaluate the Group's progress towards the ESG targets. Specifically, an ESG Task Force Committee (the "**Task Force**") was established to demonstrate the Group's commitment to sustainability with transparency and accountability. The Group has formulated clear terms of reference that sets out the authority delegated by the Board to it, as well as its duties and responsibilities. The Task Force is primarily responsible for identifying and evaluating the Group's ESG risks and ensuring the effectiveness of ESG-related risk management, controls and activities. The ESG Report and ESG-related performance and matters in 2025 are reviewed and confirmed by the Task Force and the Board.

The Group continuously communicates with its stakeholders to understand their concerns and fulfil their expectations. In order to identify and assess the material concerns of the Group's stakeholders, the Group has worked with an independent third party and conducted materiality assessment surveys through stakeholder engagement. The assessment helped the

## MESSAGE FROM THE BOARD

Group to determine and prioritise the factors that have material impacts on its sustainable growth and incorporated them in the development of its ESG strategies and targets. The Group's material ESG areas include quality products and customer services, business ethics, consumer data protection and privacy, IP rights, and supply chain management.

At Solomon Systech, sustainability is embedded in our operations and product development processes. We prioritise energy-efficient product designs and responsible sourcing to minimise our environmental footprint. Our sustainability practices reflect our dedication to reducing resource consumption and enhancing environmental performance, ensuring that we contribute positively to both the planet and society. Aiming to achieve the environmental targets, the Group is committed to implementing various measures, which will be mentioned in this ESG Report. The achievement status of these targets is reviewed by the Board and the Task Force annually to ensure that the Group's headquarters, offices, and testing centre are at a satisfactory pace to achieve the respective targets. A more elaborative description of the progress of such goals and targets related to the Group's contribution towards the environment will be discussed in the section headed "Environmental Targets". Through these efforts, we strive to uphold our environmental responsibilities and support a more sustainable future.

Solomon Systech's strategic direction is centred on fostering high growth and expanding technological capabilities. By focusing on cutting-edge innovations and broadening our product portfolios, we aim to meet the evolving needs of our customers while aligning with our ESG priorities. The Group endeavours to develop proprietary and customised display IC driver solutions incorporated into IC products for its customers, including high-speed and high-resolution solutions, as well as low-power consumption and low-carbon content advantages products such as ESL and e-readers, to minimise the environmental impacts. Our commitment to technological advancement not only drives business success but also supports our sustainability goals, ensuring that we deliver value to our stakeholders and maintain a competitive edge in the market.

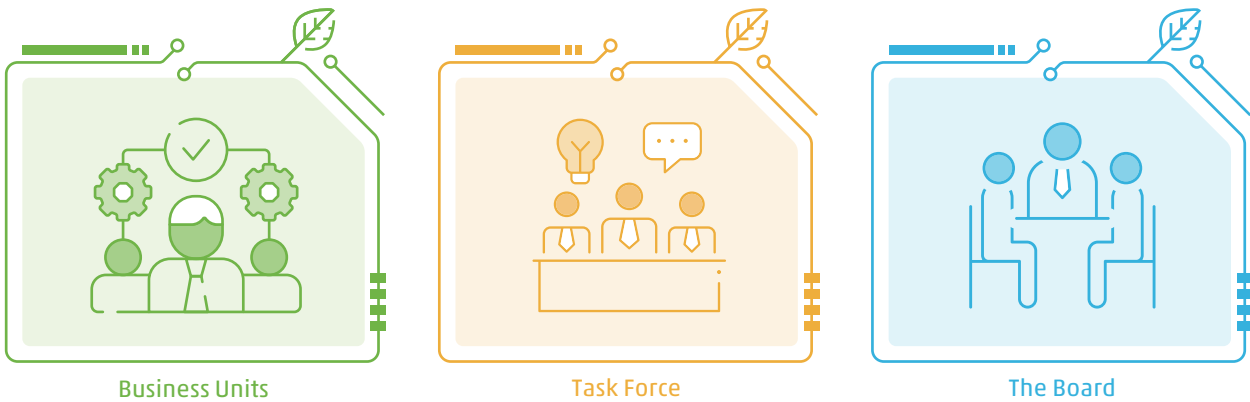
In addition to conserving the environment, the Group also believes that giving back to the community is indispensable to society's sustainable development. Through the philanthropic initiatives of donating to selected beneficiaries and encouragement to employees to actively participate in voluntary activities, the Group hopes to deliver warmth to the vulnerable and establish an inclusive society where everyone feels valued.

Finally, the Board would like to express its gratitude to the management team, all employees and stakeholders for their continuous contributions to the Group's sustainable development throughout 2025. Looking forward, the Group will expend more effort into ESG-related issues and enhance its sustainability strategy consistently to create the greatest value for its stakeholders.

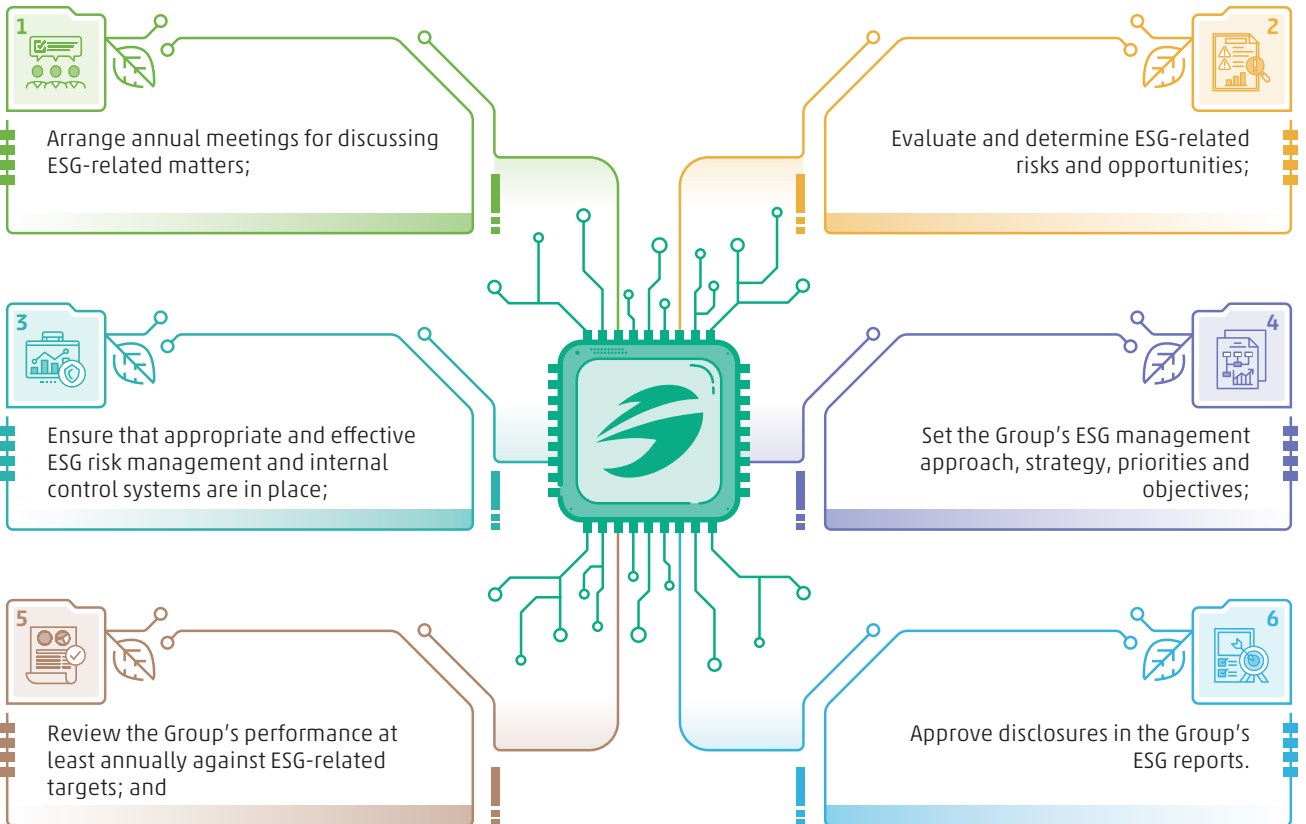
Hong Kong, 24 April 2026

# ESG GOVERNANCE STRUCTURE

The Group is committed to the principles of good corporate governance and strives to integrate ESG initiatives into its business strategies and management approach. A systematic governance structure has been established within the organisation consisting of the Board, the Task Force and the business units to holistically integrate ESG strategies and targets into the Group's development plan. The following diagram illustrates the Group's sustainability governance framework:

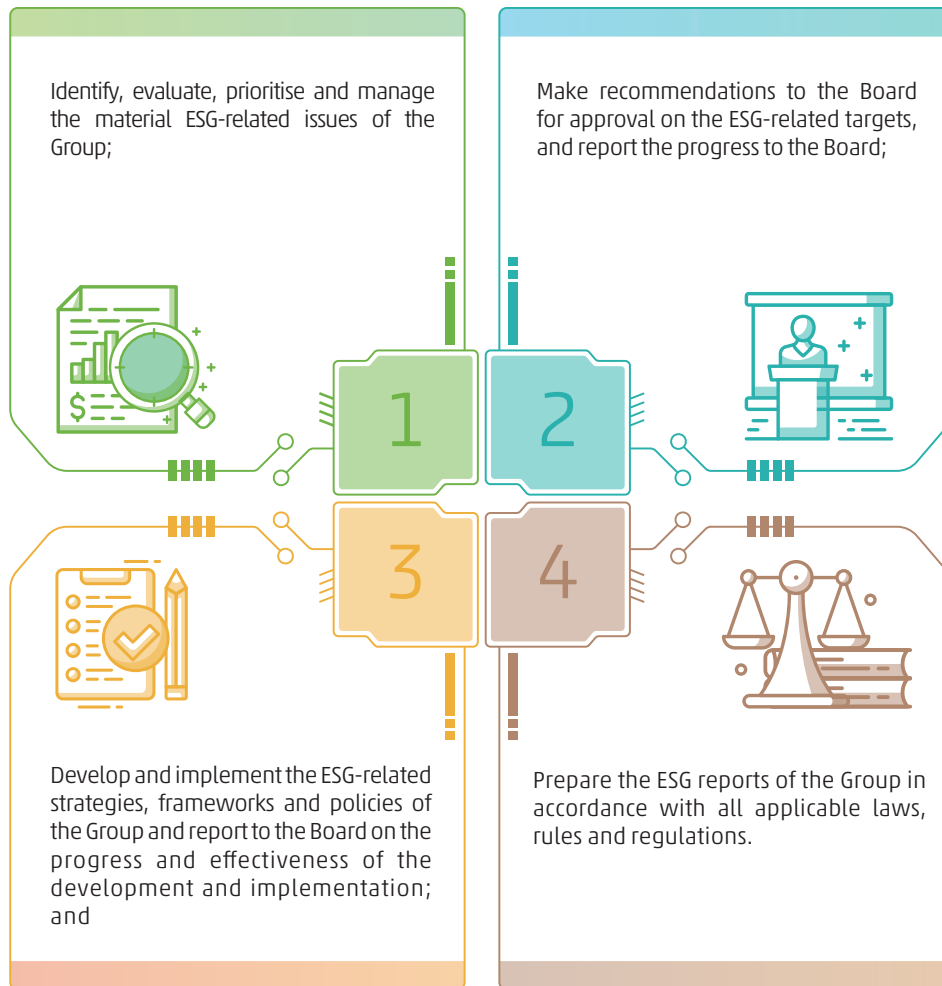


At Solomon Systech, the Board bears the collective and overall responsibility for the Group's strategy and reporting in respect of the ESG issues, which includes:



## ESG GOVERNANCE STRUCTURE

Under the Board's delegation, the Task Force, chaired by the Executive Director comprising the Company Secretary and staff from relevant departments, is set up to systematically manage the Group's ESG issues. The Task Force assists the Board in fulfilling the oversight responsibilities and reports to the Board annually. The main responsibilities of the Task Force include the following:



The implementation of the sustainability approach of the Group relies on the support of the designated personnel from various business units who are responsible for executing ESG-related policies and assisting in data collection. Through normal operation channels, all the business units are required to report to and support the Task Force in implementing the approved strategies and policies.

## ABOUT THIS ESG REPORT

This ESG Report is prepared by Solomon Systech to present the Group's approach and performance with regard to relevant ESG issues in 2025.

Committed to enhancing the ESG information disclosed and the quality of ESG Report, the Group's ESG practices and reporting processes are continuously being reviewed. Based on the principle of materiality, and considering its core business and main revenue sources, the scope of this ESG Report covers the ESG performance of the Group's principal business which includes the design, development and sales of IC products and system solutions of the Company and its major operating subsidiaries in Hong Kong, Chinese Mainland and Taiwan, details of which are set out in section 4 of the Appendix. The scope of this ESG Report is consistent with that for the year ended 31 December 2024 ("2024"). The Group uses revenue in calculating certain environmental key performance indicators ("KPIs"), particularly intensity metrics. However, due to inherent uncertainties and potential changes in economic, social and other external factors, the Group's revenue may fluctuate beyond the Group's control, impacting the reported intensity figures.

The content of this ESG Report has been prepared in compliance with the disclosure requirements of the Environmental, Social and Governance Reporting Code (the "ESG Reporting Code") as depicted in Appendix C2 of The Rules Governing the Listing of Securities by the Stock Exchange. In preparation for this ESG Report, the Group strives to ensure that the information disclosed herein follows the four reporting principles, namely materiality, quantitative, balance and consistency.

### MATERIALITY



Materiality assessment was conducted to prioritise material ESG issues during 2025. The materiality of ESG issues was reviewed and confirmed by the Board and the Task Force. Please refer to the sections headed "Stakeholder Engagement" and "Materiality Assessment" for further details.

### QUANTITATIVE

The standards and methodologies used in the calculation of relevant data in this ESG Report, as well as the applicable assumptions were disclosed separately under each section. The KPIs were supplemented by explanatory notes to establish benchmarks where feasible.



### BALANCE



This ESG Report is based on an objective and impartial manner to ensure that the information disclosed faithfully reflects the overall performance of the Group in ESG aspects.

### CONSISTENCY

Unless otherwise specified, the statistical methodologies applied to this ESG Report were substantially consistent with those applied to 2024, and explanations were provided regarding the calculation methodologies.






The Group has established internal controls and a formal review process to ensure that any information presented in this ESG Report is as accurate and reliable as possible. This ESG Report has been approved by the Task Force and the Board.




# STAKEHOLDER ENGAGEMENT

In order to facilitate the Group’s sustainable growth, the Group identified the key stakeholders and engaged them to identify the most material sustainability issues and the potential risks that may arise. Key stakeholders include, but are not limited to, employees, shareholders and investors, customers, suppliers and distributors, the government and other regulatory authorities, and the media and the public.

Stakeholders’ expectations have been taken into consideration by utilising diversified engagement methods and communication channels as shown below:

Stakeholders	Expectations	Communication Channels
 <p>Employees</p>	<ul style="list-style-type: none"> <li>• Remuneration and benefits</li> <li>• Safe working environment</li> <li>• Career development</li> <li>• Equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Training activities, seminars and briefings</li> <li>• Internal email</li> <li>• Regular meetings</li> <li>• Performance appraisal</li> <li>• Volunteering activities</li> </ul>
 <p>Shareholders and investors</p>	<ul style="list-style-type: none"> <li>• Sustainable profitability</li> <li>• Shareholder return</li> <li>• Business strategies and performance</li> </ul>	<ul style="list-style-type: none"> <li>• Interim and annual reports</li> <li>• Email</li> <li>• Investor and conference meetings</li> </ul>
 <p>Customers</p>	<ul style="list-style-type: none"> <li>• Possession of technical capability</li> <li>• Ability to provide accurate and efficient processing</li> <li>• High quality products and services</li> <li>• Customer privacy protection</li> <li>• Operation compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Customer service hotline</li> <li>• Customer meetings</li> </ul>

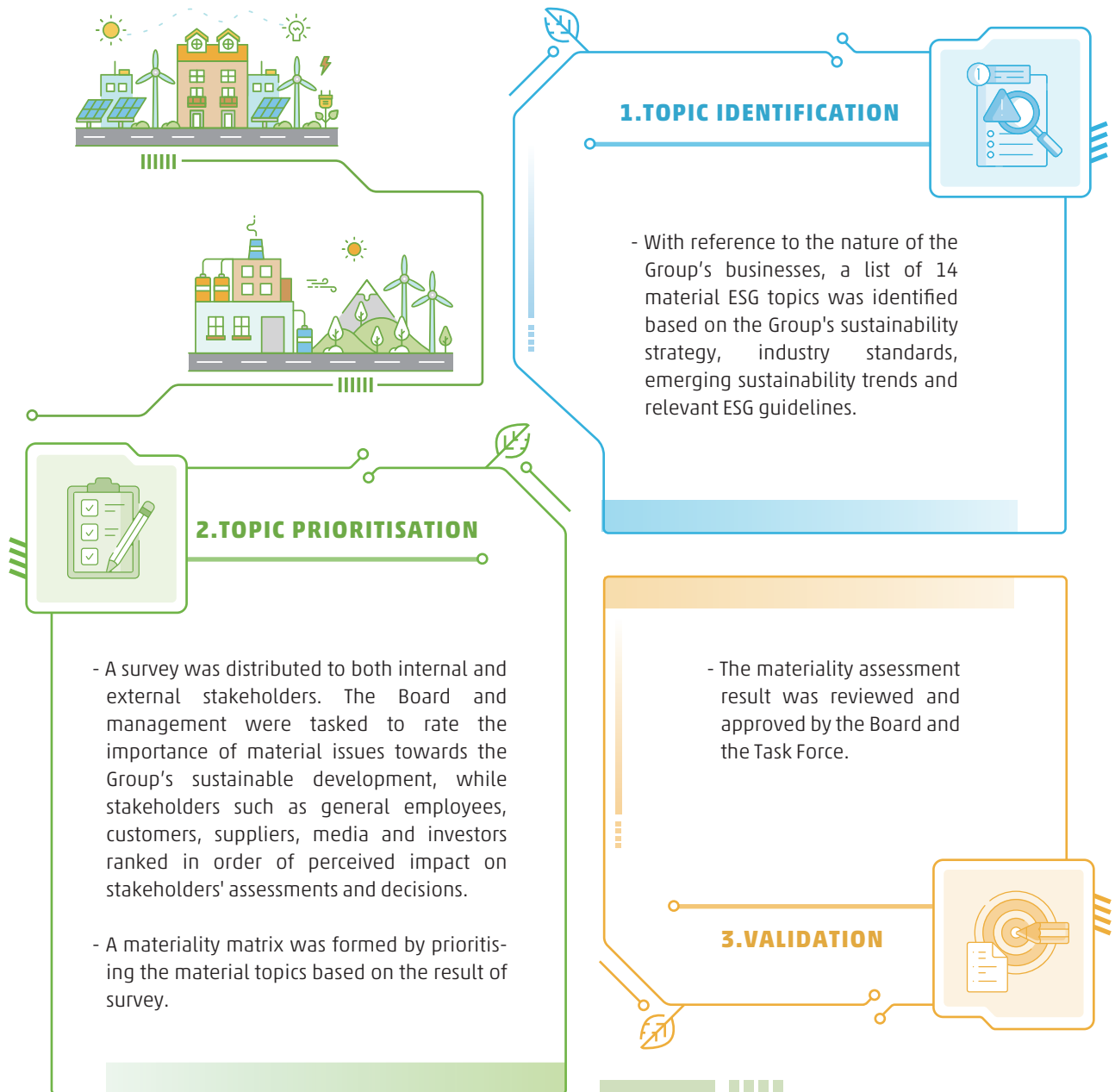
## STAKEHOLDER ENGAGEMENT

Stakeholders	Expectations	Communication Channels
 <p>Suppliers and distributors</p>	<ul style="list-style-type: none"> <li>Fair and open procurement</li> <li>On-time payment</li> <li>Sustainable relationship</li> </ul>	<ul style="list-style-type: none"> <li>Site visits</li> <li>Business meetings and discussions</li> </ul>
 <p>Government and other regulatory bodies</p>	<ul style="list-style-type: none"> <li>Pay taxes as required by law</li> <li>Business ethics and reputation</li> <li>Legal compliance</li> </ul>	<ul style="list-style-type: none"> <li>Compliance check</li> <li>Due diligence</li> <li>Regulatory filing and statutory announcements</li> <li>Conferences and seminars</li> <li>Site visits</li> </ul>
 <p>Media and the public</p>	<ul style="list-style-type: none"> <li>Transparency of ESG issues and financial disclosure</li> <li>Legal compliance</li> <li>Corporate governance</li> <li>Community investment</li> </ul>	<ul style="list-style-type: none"> <li>Reports and announcements</li> <li>Press release</li> <li>Corporate website</li> </ul>

The Group endeavours to actively listen to and collaborate with its stakeholders to ensure that their opinions can be effectively communicated through efficient channels. In the long run, the stakeholders' contribution will assist the Group in enhancing ESG performances and sustaining the success of the Group's business in the challenging market.

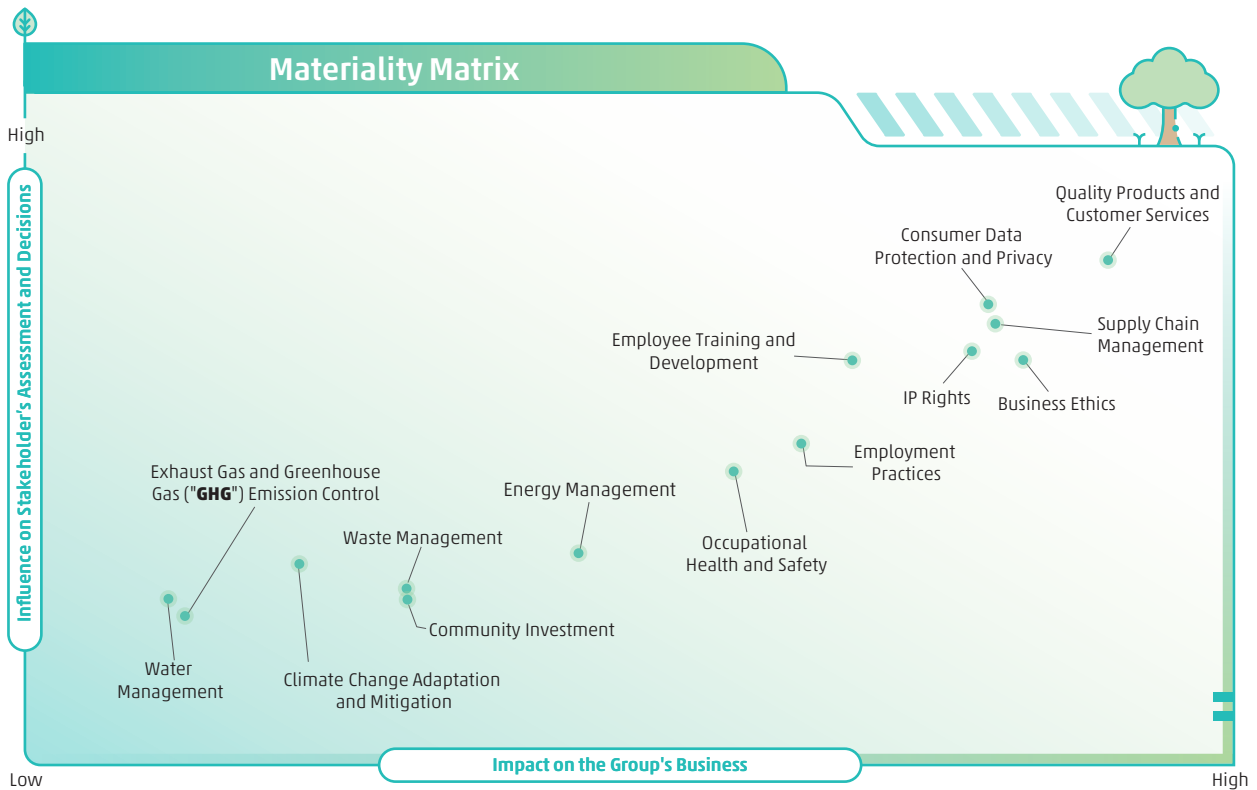
# MATERIALITY ASSESSMENT

The materiality assessment process helps the Group to identify and prioritise ESG topics that have the most significant impact on the Group's businesses and its stakeholders' assessments and decisions. The process is summarised below:



## MATERIALITY ASSESSMENT

The following matrix is a summary of the Group's material ESG topics:



Considering the impact of relevant ESG topics, the 5 most material issues were consistent with that of the previous year, namely quality products and customer services, business ethics, consumer data protection and privacy, IP rights, and supply chain management. Each focus area provides the Group with clear direction and guidance in deploying resources whilst strengthening its business strategies. The policies and management measures in all material aspects specified in the ESG Reporting Code issued by the Stock Exchange are set out in the relevant sections of this ESG Report. For details, please refer to the index table in the Appendix.

# CONTACT US

The Group values your feedback, and your valuable input will aid in its ongoing improvement. If you have any suggestions or questions on its ESG approach and performance, please share your views with the Group through any of the channels below:

Address: Unit 607-613, 6/F Wireless Centre, 3 Science Park East Avenue,  
Hong Kong Science Park, Shatin, New Territories,  
Hong Kong

Tel: (852) 2207 1111  
Fax: (852) 2267 0800  
Website: [www.solomon-systech.com](http://www.solomon-systech.com)



## ENVIRONMENTAL PROTECTION

Solomon Systech adopts a “fables” business model and focuses on the design, development, as well as quality control and marketing of IC solutions. As the Group has outsourced the manufacturing processes, it does not impose a significant direct impact on the environment in the course of business operations. However, the Group is committed to reducing the possible adverse impact of its operations on the environment. Environmental considerations are integrated into the Group’s business operations through its environmental management system (“EMS”) certified with the ISO14001 standard. The Group believes its EMS creates a robust framework for managing its environmental and energy performance.

The Group’s Environmental Management Policy highlights its commitment to providing benefits to interested parties and the environment, protecting the environment by restricting the use of hazardous substances in products and utilising natural resources prudently and rationally conserve resources, as well as fulfilling applicable statutory or regulatory requirements and compliance obligations. To supplement the Environmental Management Policy, the Group has the Environmental Office Practices outlining the practices to be adopted for minimising the environmental impacts of office activities. The above-mentioned policy and practices are communicated to the Group’s employees and are reviewed by the Task Force periodically.

In 2025, the Group was not aware of any non-compliance with laws and regulations that have a significant impact on the Group relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. These include but are not limited to the Air Pollution Control Ordinance (Cap.311), the Water Pollution Control Ordinance (Cap.358), the Waste Disposal Ordinance (Cap. 354) of Hong Kong, the Environmental Protection Law of the People’s Republic of China (the “PRC”), the Law of the PRC on the Prevention and Control of Atmospheric Pollution and the Basic Environment Act of Taiwan.



## ENVIRONMENTAL PROTECTION

### ENVIRONMENTAL TARGETS

To fulfil the aforementioned environmental policies, the Group has set clear environmental objectives and targets to manage its environmental impact, covering energy efficiency, water conservation, GHG emission control and waste reduction. The Group strives to meet its targets through stringent management and regular review. The following table is the summary of the Group's relevant major environmental targets:



Aspect	Indicators	Progress
<b>Energy Efficiency</b>	<i>Group-wide (ex-Dongguan Testing and Packing Centre)</i> Reduce total electricity consumption by 0.2% gradually by 2025, using the year ended 31 December 2021 (" <b>2021</b> ") as the baseline year.	✓ Compared with 2021, the Group's total electricity consumption decreased by approximately 0.60% in 2025. The Group has successfully achieved this target.
	<i>Hong Kong Headquarter</i> Support and participate in energy-saving campaigns at least once a year from 2022 onwards.	✓ To demonstrate the Group's commitment in supporting WWF's Earth Hour 2025, the Hong Kong Headquarter has participated on the official event date on 22 March 2025.
	<i>Dongguan Testing and Packing Centre</i> Reduce total electricity consumption by 0.2% gradually by the year ending 31 December 2027 (" <b>2027</b> "), using 2022 as the baseline year.	⌘ Compared with 2022, Dongguan Testing and Packing Centre's total electricity consumption increased by approximately 22.75% mainly due to the commencement of a new clean room in the factory building in 2024.
	<i>Dongguan Testing and Packing Centre</i> Reduce electricity consumption intensity (kWh per installed capacity <sup>1</sup> ) in the centre by 3% gradually by 2027, using 2022 as the baseline year.	⌘ Compared with 2022, the electricity consumption intensity in Dongguan Testing and Packing Centre has increased by approximately 6.72% in 2025, driven by an increased operational demand that has outweighed the rise in installed capacity.



## ENVIRONMENTAL PROTECTION



Aspect	Indicators	Progress
<b>Water Conservation</b>	<i>Group-wide (ex-Dongguan Testing and Packing Centre)</i> Provide notices to staff to arouse water reservation awareness at least once a year from 2022 onwards.	✓ Posted notices on our internal portal and through electronic communications; and provided water-saving tips near the water taps in the offices.
	<i>Dongguan Testing and Packing Centre</i> Reduce total water consumption by 0.2% gradually by 2027, using 2022 as the baseline year.	⌚ Compared with 2022, Dongguan Testing and Packing Centre's total water consumption increased by approximately 39.20% with greater operational need.
	<i>Dongguan Testing and Packing Centre</i> Reduce total water consumption intensity (m <sup>3</sup> per installed capacity <sup>1</sup> ) by 3% gradually by 2027, using 2022 as the baseline year.	⌚ Compared with 2022, the total water consumption intensity in Dongguan Testing and Packing Centre has increased by approximately 21.03%, driven by an increased operational demand that has outweighed the rise in installed capacity.
<b>GHG Emission Control</b>	<i>Group-wide (ex-Dongguan Testing and Packing Centre)</i> Reduce GHG emissions by 0.2% gradually by 2025, using 2021 as the baseline year.	✓ Compared with 2021, the Group's GHG emissions (Scope 1 and 2) decreased by approximately 19.37% in 2025. The Group has successfully achieved this target.

## ENVIRONMENTAL PROTECTION



Aspect	Indicators	Progress
<b>Waste Reduction</b>	<i>Group-wide (ex-Dongguan Testing and Packing Centre)</i> Provide waste separation recycling bins for the collection of recyclables including wastepaper, plastics, metals and glass in each of the Group's offices from 2022 onwards.	✓ Installed recycling bins in office areas, laboratories, and common areas, such as reception, pantry, and printing room.
	<i>Group-wide (ex-Dongguan Testing and Packing Centre)</i> Provide notices to inform staff on the reduce, reuse and recycle principle at least once a year from 2022 onwards.	✓ Communicated the principle of reduce, reuse, and recycle to staff through postings in the printing room and electronic communications.
	<i>Hong Kong Headquarters</i> Reduce total non-hazardous waste by 5% gradually by 2025, using 2021 as the baseline year.	✓ Compared with 2021, the total non-hazardous waste generated in the Hong Kong headquarters decreased significantly by approximately 45.23% in 2025. The Group has successfully achieved this target.
	<i>Hong Kong Headquarters</i> Reduce total paper consumption by 0.5% gradually by 2025, using 2021 as the baseline year.	✓ Compared with 2021, the amount of paper consumed in the Hong Kong headquarters decreased by approximately 47.30% in 2025. The Group has successfully achieved this target.

\*✓Achieved      ☒In Progress

Note:

1. Installed capacity is measured in CP Machine hours. In 2025, the installed capacity is 235,200 hours (2024: 235,200 hours; 2023: 227,700 hours).

During the Reporting Year, the Group has reviewed and revised the environmental targets. Details could be referred to the paragraph headed "Metrics and Targets" below.



## ENVIRONMENTAL PROTECTION

### EMISSIONS MANAGEMENT

#### Air Emissions

Given the Group's business nature, the Group does not generate a significant amount of air emissions directly during its operations. The Group's emissions are mainly from petrol consumed by vehicles. The Group has actively adopted measures to minimise emissions, such as regularly maintaining and repairing vehicles to prevent them from generating excessive air emissions from broken parts or other reasons and encouraging employees to take public transport for business trips.

A summary of the Group's performance on air emissions is as follows:



Indicator <sup>2</sup>	Unit	2025		2024	
		The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre	The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre
Nitrogen oxides (NO <sub>x</sub> )	kg	2.17	—	2.62	—
Sulphur oxides (SO <sub>x</sub> )	kg	0.03	—	0.04	—
Particulate matter (PM)	kg	0.16	—	0.19	—

No air emissions were generated from the Dongguan Testing and Packing Centre due to the utilisation of an electric vehicle ("EV"). In general, EVs offer a remarkable alternative to traditional vehicles powered by fossil fuels and contribute to reducing the increase in air emissions as it produces zero tailpipe emissions during operation.

Note:

- The calculation method of air emissions is based on "How to prepare an ESG report - Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

#### GHG Emissions

Using operational control approach due to the access to operational data, the measurement is divided into three scopes:

- Scope 1: direct GHG emissions from the combustion of petrol consumed by vehicles and emissions from refrigerants
- Scope 2: energy indirect GHG emissions from purchased electricity
- Scope 3: other indirect GHG emissions from the value chain arising from purchased goods and services, waste generated in operations as well as business travel

The Group has adopted proactive measures to reduce its GHG emissions. The Group focuses on nurturing and strengthening the employees' awareness of environmental protection in their daily work processes, and actively implements environmental protection initiatives. In addition, detailed guidelines of environmental design requirements are introduced for employees to follow during the design process, aiming to minimise GHG emissions. As a result of the effective implementation of the measures described in the section headed "Air Emissions", the direct emissions arising from petrol consumed by vehicles have decreased by approximately 9.62%. Moreover, the emission from the replenishment of refrigerants has decreased along with less consumption. There was a slight increase in electricity consumption in 2025. The increase could not only be attributed to the extended operation time of air conditioning due to hot weather, but also the fact that the expansion of a new clean room commenced operation in the second half of 2024, which renders direct comparisons less feasible.



## ENVIRONMENTAL PROTECTION

The rise in other indirect (Scope 3) GHG emissions as compared to 2024 is mainly attributable to purchased goods and services with the combined effect of increase in purchase amount of the Group's top 80% of annual procurement and the update of relevant emission factors, which outweighed the emission reductions achieved through decreased business travel.

A summary of the Group's performance on GHG emissions is as follows:



Indicator <sup>3</sup>	Unit	2025		2024	
		The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre	The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre
Scope 1 – Direct GHG emissions	tCO <sub>2</sub> e*	6.20	12.74	6.86	19.60
<ul style="list-style-type: none"> <li>Petrol consumed by vehicles</li> <li>Use of refrigeration</li> </ul>					
Scope 2 – Energy indirect GHG emissions	tCO <sub>2</sub> e	519.81	2,084.25	502.37	1,855.99
<ul style="list-style-type: none"> <li>Purchased electricity</li> </ul>					
<b>Total GHG emissions (Scope 1 and 2)</b>	<b>tCO<sub>2</sub>e</b>	<b>526.01</b>	<b>2,096.99</b>	<b>509.23</b>	<b>1,875.59</b>
Indicator	Unit	The Group		The Group	
<b>Total GHG emissions (Scope 1 and 2)</b>	<b>tCO<sub>2</sub>e</b>	<b>2,623.00</b>		<b>2,384.82</b>	
Scope 3 – Other indirect GHG emissions <sup>4</sup>	tCO <sub>2</sub> e	11,322.56		7,099.79	
<ul style="list-style-type: none"> <li>Category 1: Purchased goods and services</li> </ul>	tCO <sub>2</sub> e	11,270.48		6,968.33	
<ul style="list-style-type: none"> <li>Category 5: Waste generated in operations</li> </ul>	tCO <sub>2</sub> e	13.52		16.02 <sup>5</sup>	
<ul style="list-style-type: none"> <li>Category 6: Business travel</li> </ul>	tCO <sub>2</sub> e	38.56		115.44	
<b>Total GHG emissions (Scope 1, 2 and 3)</b>	<b>tCO<sub>2</sub>e</b>	<b>13,945.56</b>		<b>9,484.61</b>	
<b>Total GHG emissions Intensity<sup>6</sup></b>	<b>tCO<sub>2</sub>e/million revenue (US\$)</b>	<b>149.53</b>		<b>83.61</b>	

\* tCO<sub>2</sub>e: tonnes of carbon dioxide ("CO<sub>2</sub>") equivalent

## ENVIRONMENTAL PROTECTION

### Notes:

3. GHG emission data is presented in terms of CO<sub>2</sub> equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "Global Warming Potential Values" from the Intergovernmental Panel on Climate Change ("IPCC") Sixth Assessment Report (AR6), the "Notice on Releasing the Carbon Dioxide Emission Factor of Electricity in 2023" issued by the Ministry of Ecological Environment of the PRC, the 2023 electricity carbon emission factor published by the Energy Administration, Ministry of Economic Affairs of Taiwan and the "2024 Sustainability Report ESG Data Hub" published by the CLP Holdings Limited.
4. The calculations of other indirect GHG emissions (Scope 3) are based on, but not limited to, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, Annual Report 2023/24 published by the Water Supplies Department of Hong Kong, Sustainability Report 2023-24 published by the Drainage Service Department of Hong Kong, "US Environmentally-Extended Input-Output (USEEIO) Models" published by the United States Environmental Protection Agency, and "UK Government GHG Conversion Factors for Company Reporting" published by the Department for Energy Security & Net Zero and Department for Environment Food and Rural Affairs of the UK. When data collection and calculation methods are enhanced, the Group will strive to disclose more categories when feasible in the future.
5. The figure of 2024 has been restated after taking the amounts of recycled wastes into consideration.
6. In 2025, the Group has recorded a total revenue of approximately US\$93,257,000 (2024: US\$113,440,000). Unless otherwise specified, the data is also used for calculating other intensity data.

### Waste Management

#### Hazardous Waste

In daily office operations, the Group generates an insignificant amount of hazardous waste, including toner cartridges and fluorescent lamps.

During the Group's research and development ("**R&D**") process of IC products, hazardous wastes such as waste oil, batteries, oil filters, and waste packaging are unpreventably generated. Hence, the Group has formulated a comprehensive Operating Instruction Manual for Hazardous Chemicals Management (《作業指導書-化學危險品管理》)( "**MHCM**" ), aiming to enhance the Group's storage, manage the usage of hazardous chemicals, as well as prevent spills and environmental pollution. The Group actively executes the following measures as stated in the MHCM:

- Control the storing temperature and humidity of each hazardous chemical based on the chemicals' properties;
- Store the particularly hazardous chemical in specified containers only, and clean the containers before using them to prevent potential waste due to contamination;
- Keep records of the names and quantities of each raw material during the process of materials requisition, issuance and restoration in the Inbound and Outbound of Hazardous Chemicals Record Form (《危險化學品出入庫記錄表》);
- Inspect the quality, quantity, weight, and packaging, and act promptly if there are leaks or shortages of stabilisers; and
- Collect and reuse waste computer accessories or systems wherever practicable.

Meanwhile, being aware that hazardous waste shall be discharged, disposed of, or transported with extreme carefulness to prevent the toxic substances from damaging the environment, the Group has authorised qualified third-party companies to collect hazardous waste for further treatment. Warehouse keepers of the Group are responsible to fill in the Storage Form of Hazardous Waste (《危險廢物儲存環節記錄表》) which records the outbound of hazardous waste from the warehouse. The Group has also maintained high standards in the implementation of the waste management system and formulated relevant procedures to standardise and manage its waste management operations and ensure all disposal records are traceable and controllable.

## ENVIRONMENTAL PROTECTION

In 2025, the Group's total hazardous waste intensity was approximately 21.37 kg/million revenue (US\$) (2024: approximately 9.06 kg/million revenue (US\$)). The increase was attributed to the thorough cleaning and maintenance of the water treatment system at the Dongguan Testing and Packing Centre. In addition, the Group's revenue decreased in 2025. Thus, the intensity figure increased year-on-year.

A summary of the Group's performance on hazardous waste generated is as follows:



Indicator	Unit	2025		2024	
		The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre	The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre
Waste oil <sup>7</sup>	kg	–	130.85	–	37.00
Batteries	kg	1.25	–	1.60	–
Toner cartridge	kg	13.89	–	21.08	–
Fluorescent lamp	kg	4.45	5.45	18.85	–
Oil filters	kg	–	41.20	–	52.00
Waste packaging	kg	–	68.31	–	112.00
Alkaline soil <sup>8</sup>	kg	–	1,728.00	–	785.00
<b>Total hazardous waste</b>	<b>kg</b>	<b>19.59</b>	<b>1,973.81</b>	<b>41.53</b>	<b>986.00</b>
Indicator	Unit	The Group		The Group	
<b>Total hazardous waste</b>	<b>kg</b>	<b>1,993.40</b>		<b>1,027.53</b>	
<b>Total hazardous waste intensity</b>	<b>kg/million revenue (US\$)</b>	<b>21.37</b>		<b>9.06</b>	

Notes:

- The recorded weight of waste oil is influenced by the timing of lubricating oil replacements, meaning the annual waste oil figures may include some oil generated in the previous year. This creates an inherent limitation in reflecting the amount of waste oil generated within a single year.
- Alkaline soil is generated during the process of maintenance of water treatment system. Since the actual production involves concentration and condensation of alkaline water over multiple years, the amount for 2025 includes a proportion of condensation of alkaline water produced in 2024. For further details, please refer to the paragraph headed "Sewage Discharge".

## ENVIRONMENTAL PROTECTION

### *Non-hazardous Waste*

The non-hazardous waste generated during the Group's operations is mainly used paper in offices and general waste involving the disposal of defective plastic film and the plastic component of malfunctioning IC products in the test centre. With the aim of minimising the amount of non-hazardous waste generated in its business operations and achieving its targets, the Group has made relentless efforts at reducing waste. The Group has also implemented the Environmental Office Practices and other relevant policies to raise environmental awareness among its employees.

In the office, the Group greatly encourages employees to reduce waste generation through reducing the use of office paper to strive for a paperless office and reusing or recycling materials before disposal when appropriate. Furthermore, with reference to the Environmental Office Practices, the Group has implemented waste management approach and initiatives including but not limited to the following:

- Introduce a Human Resource Self-Service System to handle employee benefits scheme online applications, aiming at creating a paperless office;
- Install recycling facilities to facilitate the recycling of general solid wastes;
- Communicate and provide paper-saving guidelines to staff including the double-sided printing setting guideline to staff;
- Collect and reuse waste computer accessories in other computers or systems wherever practicable; and
- Collect scraped information technology equipment and contact appropriate contractors to pick up for recycling where possible.

The Group also recognises the importance of properly handling general waste generated during the process of design and testing of IC products. To handle such waste, the Group contacts experienced contractors certified with ISO 14001 certificate to pick up scraped materials for recycling where possible. Meanwhile, warehouse keepers of the Group are required to fill in the General Industrial Solid Waste Inbound and Outbound Record Form (《一般工業固體廢物進出儲存記錄表》) when wastes are directed to third-parties.

In 2025, the Group's total non-hazardous waste intensity was approximately 200.81 kg/million revenue (US\$) (2024: approximately 173.87 kg/million revenue (US\$)). Through the effective implementation of waste reduction strategies, the Group has made significant progress in reducing paper consumption, resulting in an overall decrease in waste generated by approximately 5.05% compared to 2024. The increase in waste intensity was primarily attributed to a decline in revenue.

## ENVIRONMENTAL PROTECTION

A summary of the Group's performance on non-hazardous waste generated is as follows:



Indicator	Unit	2025		2024	
		The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre	The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre
General waste	kg	9,945.50	2,065.00	9,959.50	2,035.00
Paper	kg	662.49	195.59	1,252.82	187.45
Silicon dust	kg	–	5,859.00	–	6,289.00
<b>Total non-hazardous waste</b>	<b>kg</b>	<b>10,607.99</b>	<b>8,119.59</b>	<b>11,212.32</b>	<b>8,511.45</b>
<b>Waste recycled</b>	<b>kg</b>	<b>3,075.50</b>	<b>1,473.00<sup>9</sup></b>	<b>3,089.50</b>	<b>40.15</b>
Indicator	Unit	The Group		The Group	
<b>Total non-hazardous waste</b>	<b>kg</b>	<b>18,727.58</b>		<b>19,723.77</b>	
<b>Total non-hazardous waste intensity</b>	<b>kg/million revenue (US\$)</b>	<b>200.81</b>		<b>173.87</b>	
	<b>kg/shipping volume in million units<sup>10</sup></b>	<b>54.76</b>		<b>N/A</b>	

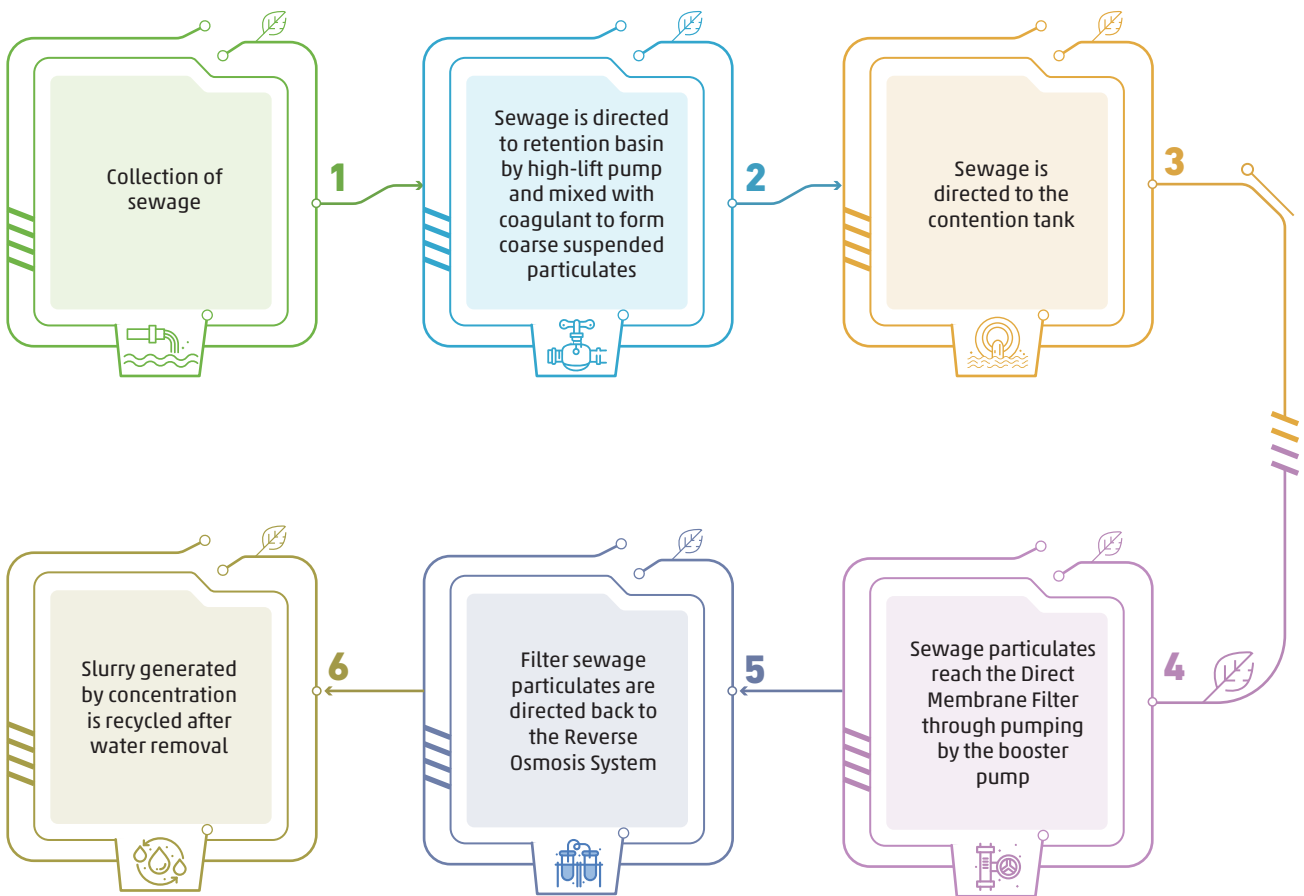
Notes:

9. Waste recycled included filter of water treatment, back grinding tape, dicing tape, grinding wheel, dicing blade, etc.
10. In 2025, the Group recorded approximately 342 million units of shipping amount. The data is disclosed for the first time and used for calculating intensity data for environmental targets set out in the section headed "Metrics and Targets".

## ENVIRONMENTAL PROTECTION

### Sewage Discharge

The Group does not consume a significant volume of water through its business activities, therefore its business activities did not generate a material portion of discharge into water. Yet, the Group has updated the Operating Instruction Manual of Sewage System and Maintenance (《作業指導書-污水系統操作和維護保養》) to ensure the sewage treatment operates properly, fulfil the goal of water purification and management of sludge disposal, as well as abide by relevant standards and regulations in where it operates to protect the environment. The procedures of sewage treatment are as follows:



Alkaline soil is generated during the process of maintenance of water treatment system and is collected by qualified handling companies. Relevant data and information could be referred to the paragraph headed "Hazardous Waste" above.

In 2025, the Dongguan Testing and Packing Centre has recycled a total of 26,605.00 m<sup>3</sup> (2024: 24,490.00 m<sup>3</sup>) of wastewater. As the sewage discharged by the Group is discharged into the municipal sewage pipe network, the amount of sewage discharge is considered as the water consumed. The amount of water consumed and corresponding water-saving initiatives will be described in the section headed "Water Consumption".

### RESOURCE UTILISATION

#### Energy Consumption

During its daily production and operations, the Group's major sources of energy consumption are mainly petrol consumed by the vehicles for transportation means and electricity consumption for its daily operations in offices and the testing centre. Adhering to the Group's commitment to saving energy and improving energy efficiency, the Group has established a sound energy management system to improve energy efficiency and has incorporated various measures to reduce energy consumption for different operations. Below are some of the energy-saving practices:

##### *Energy Management in Offices*

- Switch off unnecessary lights, the last person leaving the meeting room and office should switch off all the lights;
- Maintain optimal room temperature at the offices by switching off unnecessary air-conditioners;
- Select and purchase energy-efficient office equipment where possible;
- Share "Green Tips" with employees every week, i.e. simple but feasible energy-saving measures in the workplace; and
- Activate power management features on computers so that computers would enter power-saving mode when idle.

##### *Energy Management in Testing Centre*

- Minimise the number and use of facilities for production; and
- Adopt the use of inverters for high-power motors.

##### *Evaluation of Energy Efficiency*

- Assign designated personnel to inspect the usage of electricity for all electrical equipment;
- Record the overall electricity consumption of different departments on the Electricity Consumption Record Form monthly; and
- Instruct the financial department to summarise and verify the energy data, as well as gather all the information and present it in form of a report.

In 2025, the Group's total energy consumption intensity was approximately 68.05 MWh/million revenue (US\$) (2024: approximately 52.41 MWh/million revenue (US\$)). In addition to the decreased revenue, the increase was mainly attributable to the rise in electricity consumption due to the extension of air conditioning consumption due to rise in temperature and commencement of a new clean room since second half of year 2024.

## ENVIRONMENTAL PROTECTION



A summary of the Group's performance on energy consumption is as follows:

Indicator <sup>11</sup>	Unit	2025		2024	
		The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre	The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre
Direct energy consumption • Petrol consumed by vehicles	MWh	22.50	–	24.93	–
Indirect energy consumption • Purchased electricity	MWh	1,167.69	5,156.49	1,122.95	4,797.07
<b>Total energy consumption</b>	<b>MWh</b>	<b>1,190.19</b>	<b>5,156.49</b>	<b>1,147.88</b>	<b>4,797.07</b>
Indicator	Unit	The Group		The Group	
<b>Total energy consumption</b>	<b>MWh</b>	<b>6,346.68</b>		<b>5,944.95</b>	
<b>Total energy consumption intensity</b>	<b>MWh/million revenue (US\$)</b>	<b>68.05</b>		<b>52.41</b>	
	<b>MWh/shipping volume in million units</b>	<b>18.56</b>		<b>N/A</b>	

Note:

- The unit conversion method of energy consumption data is formulated based on the Energy Statistics Handbook issued by the International Energy Agency.

The Group has taken concrete actions to reduce energy consumption by raising energy efficiency. Looking ahead, the Group would continually make efforts in reducing its energy consumption and regularly review possibilities to improve energy management across its operations.



## ENVIRONMENTAL PROTECTION


### Water Consumption

The Group's water consumption is mainly for domestic use, sourcing from the municipal water supply. The Group does not face any problems or risks when accessing sufficient water sources. Since water is one of the most precious resources in the world, the Group makes every effort to cherish water resources and reduce unnecessary water consumption. The Group has always been seeking effective ways to use water, and encourages all employees to develop a good habit of conserving water consciously to reduce water consumption. To further enhance the utilisation efficiency of water resources, the Group has adopted the following water-saving practices:

- Promote and educate staff to save water through posters and seminars;
- Fix dripping taps and other defects in the water supply system promptly;
- Conduct regular leakage tests on water taps and joint rings; and
- Require designated personnel in each operating site to fill in the Water Consumption Record Form for the financial department to summarise, verify and present the data in the form of a report monthly.

The Group's total water consumption intensity per million revenue (US\$) increased by approximately 42.14% primarily attributable to the combined effect of expansion of operating area and drop in revenue. The Group will strive to enhance the water efficiency in the future.

A summary of the Group's performance on water consumption is as follows:



Indicator	Unit	2025		2024	
		The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre	The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre
<b>Total water consumption</b>	<b>m<sup>3</sup></b>	<b>2,021.12</b>	<b>23,140.00</b>	<b>1,905.90</b>	<b>19,626.00</b>
Indicator	Unit	The Group		The Group	
<b>Total water consumption</b>	<b>m<sup>3</sup></b>	<b>25,161.12</b>		<b>21,531.90</b>	
<b>Total water consumption intensity</b>	<b>m<sup>3</sup>/million revenue (US\$)</b>	<b>269.80</b>		<b>189.81</b>	
	<b>m<sup>3</sup>/shipping volume in million units</b>	<b>73.57</b>		<b>N/A</b>	

## ENVIRONMENTAL PROTECTION

### Use of Packaging Material

Packaging materials used in finished products of the Group consists of paper and plastic. The Group practices reusing packaging materials after unpacking, thereby minimising purchases to the minimum order quantity from suppliers only when stock levels are low.

To improve the product packaging and make it more sustainable and eco-friendlier, the Group continues to work on reducing excessive packaging and exploring the use of eco-responsible materials as substitutes for conventional packaging. The use of recyclable packaging materials is preferred in the Group, especially those containing recycled constituents or environmentally certified products such as recycled paper.

The Group's "Supply Management Procedure" specifies the requirements for packing and label materials from suppliers. The materials shall be halogen-free and comply with the EU Directive on Packaging and Packaging Waste (94/62/EC). Beyond mere compliance, the Group recognises the critical significance of minimising the adverse effects of halogens on human health and fire risk.

In 2025, the quantity of packaging materials consumed at the Dongguan Testing and Packing Centre has significantly increased to cater to the increased production volume. A summary of the Group's performance on packaging material consumption is as follows:



Indicator	Unit	2025		2024	
		The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre	The Group (ex-Dongguan Testing and Packing Centre)	Dongguan Testing and Packing Centre
Paper	kg	232.00	8,582.00	227.80	1,204.00
Plastic	kg	39.00	17,074.00	48.48	3,714.00
<b>Total packaging material consumption</b>	<b>kg</b>	<b>271.00</b>	<b>25,656.00</b>	<b>276.28</b>	<b>4,918.00</b>
Indicator	Unit	The Group		The Group	
<b>Total packaging material consumption</b>	<b>kg</b>	<b>25,927.00</b>		<b>5,194.28</b>	
<b>Total packaging material consumption intensity</b>	<b>kg/million revenue (US\$)</b>	<b>278.01</b>		<b>45.79</b>	

### THE ENVIRONMENT AND NATURAL RESOURCES

#### Green Operations

The Group's business mainly involves the design, development and sales of goods and there are no significant manufacturing or production activities, therefore, its operations do not directly have a material impact on the environment and natural resources. Nevertheless, the Group strives to mitigate the indirect impact of its operations on the environment. Committed to fulfilling its corporate social responsibility and aiming to be a responsible and sustainable enterprise, the Group has implemented the aforementioned environmental policies and an effective EMS to reduce natural resource consumption and pollution, as well as ensure that it strictly abides by all relevant laws and regulations.

To demonstrate the Group's commitment, the policy on "Workplace Environment Management" has been formulated by the Dongguan Testing and Packing Centre. By reinforcing the implementation of "6S" standard and cultivation of good work habits across divisions, the workplace has been maintained as a comfortable working environment with excellent indoor air quality. In recognition of the potential health risks associated with silicon dust exposure, despite that it is not classified as hazardous waste, the Group has implemented comprehensive measures aimed at mitigating the hazards in the workplace. The amount of silicon dust collected is disclosed in the section headed "Non-hazardous Waste" above. By prioritising the health and safety of our employees and adhering to relevant environmental regulations, we strive to create a safe, more sustainable workplace.

#### Design to Minimise Environmental Impact

Environmental aspects are integrated into new product development process with an aim to minimise its environmental impact throughout the product life cycle. By integrating environmental consideration into the Group's business strategies, Solomon Systech aims to be an environmentally sustainable enterprise. The Group recognises low power design that improves the battery life by minimising power consumption is a huge differentiator and extremely important to the end users' applications such as smartphones, tablets, smartwatches and video game controllers. In striving for environmental excellence while also enhancing customer satisfaction, the Group is committed to continuously developing products and solutions with eco-features and enhanced energy efficiency.

## ENVIRONMENTAL PROTECTION

### CLIMATE CHANGE

#### Governance

The Group is committed to managing the potential climate-related issues which may impact its business activities. The Board has ultimate oversight of climate-related risks and opportunities as part of its broader ESG responsibilities. The Board ensures it maintains the appropriate skills and competencies to oversee climate-related issues through a combination of relevant expertise, ongoing training, and, where necessary, engagement of external consultants.

The Group considers climate-related risks and opportunities in its strategy development, business planning, and day-to-day operations, including decisions on major transactions. The Group identifies these risks and opportunities through its regular materiality assessments, and risk review processes. The risks and opportunities associated with climate change are incorporated in the Risks & Opportunities Matrix for evaluation and analysis every year. As with other material risks, the Group applies consistent risk management and internal control mechanisms to evaluate and manage relevant risks and opportunities, with oversight provided by the management and regular reporting to the Board. The Group has also established relevant policies with defined environmental objectives and programmes to minimise its impact on climate change.

The management of climate-related issues is delegated by the Board to the Task Force, which comprises management from different business functions. The Task Force serves as the Group's primary internal coordination mechanism and is responsible for planning, implementing and integrating climate-related considerations into the Group's strategies and operations, and monitoring performance against climate-related targets and related action plans.

To support oversight, relevant functions provide inputs to the Task Force within their respective areas of responsibility. The Task Force consolidates these inputs for internal reporting, and reports material climate-related issues and developments to the Board at least annually, and on an ad hoc basis where appropriate. Relevant controls and procedures are reviewed regularly by management to ensure effectiveness.

The Task Force is responsible for periodically reviewing climate-related targets based on the Group's performance and updating the Board at least once a year. The Group has reviewed its climate-related targets during the Reporting Year. To further its climate commitments, the Group will continue to explore the feasibility of establishing a long-term climate-related or carbon neutralisation target as part of the Group's transition plan.

At this stage, climate-related performance metrics have not been incorporated into the Group's remuneration policies. The Group will continue to monitor developments in this area to inform future integration of such metrics.

#### Strategy

With reference to the IFRS Sustainability Disclosure Standards ("ISSB Standards"), climate-related risks are divided into physical and transition risks. In the meantime, the Group has also identified potential opportunities related to transition to low-carbon economy. Considering the nature of the climate-related risks and opportunities as well as the PRC's "dual carbon" targets, i.e. to peak carbon emissions before 2030 and achieve carbon neutrality by 2060 in the PRC where the Group mainly operates, the time horizons of assessment are as follows:

Short term: 1-3 years	aligned with the Group's strategic planning
Medium term: 3-5 years (i.e. by 2030)	aligned with the national strategies and global initiatives
Long term: 5+ years by 2060	

## ENVIRONMENTAL PROTECTION



### Climate-related Risks

Climate-related Risks	Potential Impact	Time Horizon	Measures Taken
<b>Physical Risks</b>			
<p>Acute: Frequency and magnitude of extreme weather events may intensify. Particularly, Dongguan, one of our operation locations, is located in the subtropical south, where typhoons and floods occur frequently during summer.</p>	<p>Extreme weather events may lead to reduced capacity and productivity, damage to power grids and communications infrastructure, employee injuries during their work, and exposing the Group to risks associated with non-performance and delayed performance.</p>	Short term	<p>Adaptation: The Group has implemented business contingency plans (such as the Basic Equipment Management and Emergency Response Procedures) and provides alternate solutions for remote work during bad or extreme weather conditions. In addition, the Group has increased the use of video conference facilities to conduct virtual meetings worldwide, thereby reducing the need for employee travel and minimising the potential for business interruption.</p>
<p>Acute: Extreme weather events may disrupt the global supply chain</p>	<p>Disruption of the product flow may lead to failure of delivery on time, resulting in possible financial costs.</p>	Short term	<p>Adaptation: The Group has established a contingency plan for the sustainable operation of the supply chain. To stabilise the supply chain, the Group has been maintaining diversified sources for high run rate items, and multiple storage and shipment locations, while reserving inventory buffer for sole-source items in high-risk areas.</p>



## ENVIRONMENTAL PROTECTION



Climate-related Risks	Potential Impact	Time Horizon	Measures Taken
<b>Transition Risks</b>			
Policy and legal: More stringent climate legislation and regulations	Higher compliance costs and exposure to litigation	Medium term	Adaptation: The Group regularly monitors legal requirements related to GHG and energy efficiency regulations to understand and evaluate impacts on its business, customers, and the communities where we operate.
Market: Shift in market preference may lead to an increasing demand for environmental-friendly products and increasing consideration of environmental criteria	Failure to satisfy the shift in customer preference may hinder the Group's own overall market effectiveness, relevance and competitiveness. When market demand for our products drop, the inventory may become obsolete.	Long term	Mitigation: The Group has implemented the EMS according to ISO14001 standard and has committed to achieving a sustainable value chain with behavioural change to outperform peers.

## ENVIRONMENTAL PROTECTION

### *Climate-related Opportunities*

In light of the growing customer demand for sustainable products, Solomon Systech considers developing technologies that improve energy efficiency in devices and other applications as a significant business opportunity. The Group has utilised resources on the products that better adapt with the global market trend and market needs and remains selective in its product R&D spending.

To fully capture emerging demand across diverse e-paper market segments, the Group has prioritised product diversity with the e-paper sector. For instance, the Group has developed next-generation display IC solutions, such as the Spectra™ 3100 platform for electronic displays. This advancement supports multi-colour display capabilities, expanding the applications of their products and meeting the increasing demand for innovative and sustainable display technologies. The growing trend towards paperless operations aligns with global sustainability goals, positioning Solomon Systech's ESLs as a key product in environmentally conscious markets.

Looking ahead, Solomon Systech will endeavour to develop green products with designs to minimise environmental impact, and provide environmentally friendly products to our customers in order to create sustainable shareholder value.

### *Climate Resilience*

Given that the primary production process is operated at the Testing and Packing Centre in Dongguan, PRC, the climate-related risks and opportunities are mainly concentrated in Chinese Mainland. The risk assessment exercise is based on assumptions that may or may not materialise and on the information available at the time of preparation, and hence do not represent actual future outcomes. From the results of the above assessment, the identified climate-related risks and opportunities above have no material impact on the carrying amounts of assets and liabilities. The Group is aware of the growing climate-related risks to our business such as business model, strategy, resource allocation and the carrying amounts of assets and liabilities. The Group continues to monitor climate-related issues that could materially impact our business and operations. Where such issues are identified, we will conduct corresponding risk assessments and develop appropriate mitigation measures. These findings can inform both current operations and anticipated evolutions in our business model, with allocation of necessary resources to address climate-related risks and capitalise on emerging opportunities. Based on the information that is available to the Group at the reporting date, it is unable to assess climate-related risks using scenario analysis, and to separately identify the current and anticipated financial effect of the climate-related risks and opportunities and quantify relevant amounts and changes. The Group will continue to enhance its data capabilities and will disclose such effects as they become measurable in the future.

The Group has been taking comprehensive environmental protection measures as detailed in the paragraphs headed "Emissions Management" and "Resource Utilisation" above.

### **Risk Management**

We strive to continuously refine our business model by incorporating ESG risks, including climate-related risks, into our risk management processes. Climate-related risks are addressed as part of our risk management in the Risks & Opportunities Matrix along with other types of risk such as financial, compliance, and cybersecurity risks. The assessment is comprised of key risk management processes to ensure key corporate risks are properly identified. Risks are prioritised by risk level assessed based on effect of uncertainty on an expected result. The management reviews the findings of the risk assessment exercise annually. Our integrated risk management model also ensures periodic risk assessment and effectiveness of actions are evaluated.

## ENVIRONMENTAL PROTECTION

### Metrics and Targets

During the Reporting Year, the Group has set new environmental targets to reflect its group-wide efforts. The “dual carbon” targets of the PRC has positively influenced the Group’s climate goals.



	Baseline Year	Targets	Target Type
GHG emissions	2025	reduce GHG emissions (Scope 1 and 2) by 10% by 2030	Absolute
Energy consumption		reduce energy consumption intensity by 10% by 2030	Intensity (by shipping volume in million units)
Water consumption		reduce water consumption intensity by 10% by 2030	
Waste		reduce non-hazardous waste intensity by 10% by 2030	

In this ESG Report, GHG emissions are disclosed in tonnes of CO<sub>2</sub> equivalent, covering, including but not limited to, CO<sub>2</sub>, nitrous oxide (“N<sub>2</sub>O”) and methane (“CH<sub>4</sub>”). Only Scope 1 and Scope 2 emissions are covered by the target, reflecting our effort on activities that the Group directly controls. The Group has established targets which are quantitative, focused on reducing GHG emissions. As the Group is not engaged in carbon-intensive activities, its GHG target was not derived using a sectoral decarbonisation approach. The Group may consider purchasing carbon credits to support climate projects in future.

The environmental targets are reviewed by the Board and Task Force annually to track progress. Performance against the targets will be disclosed in the upcoming ESG reports.

The Group’s measurement of GHG emissions is described in the paragraph headed “GHG Emissions” above. Based on the information that is available to the Group, it is unable to separately identify the anticipated financial effect of the climate-related risks and opportunities and quantify relevant amounts and changes within the reporting period. The Group will continue to enhance its data capabilities and will disclose such effects as they become measurable in the future.

The Group did not maintain an internal carbon price during the Reporting Year. Nevertheless, the Group will continuously monitor the relevant carbon price in the market and the latest regulations associated with carbon tax to assess the potential increase in costs. The Group will reference industry-based metrics for enhanced climate disclosure in the future.

# EMPLOYMENT AND LABOUR PRACTICE

## EMPLOYEES AND WORKPLACE QUALITY

The Group's business development and growth rely heavily on the skills, passion and commitment of its employees, thus the Group considers its employees as its most valuable asset. The Group strives to maintain a work environment that respects and supports human rights, foster a "continuous learning" culture, encourage innovation as well as provide employees with an open, supportive and healthy workplace. The Group also motivates and rewards its people for their hard work and achievements. The Group thus has established related employment policies, including but not limited to the Guidelines on Staff Movement Recommendation and the Leave Policy. For Dongguan Testing and Packing Centre, we have also implemented the Labour Contract Supervision and Management System (《勞動合同安全監督管理制度》), the Protection System for Female Workers and Minor (《女工和未成年人保護制度》), and the Insurance of Work-related Injury and Insurance of Production Safety Responsibility Management System (《工傷保險、安全生產責任保險管理制度》) and the Code of Conduct, covering employment-related practices, including compensation and dismissal, recruitment and promotion, working hours, rest periods, diversity, equal opportunity, anti-discrimination, health and safety and other benefits and welfare for employees.

In 2025, the Group was not aware of any material non-compliance with labour laws and regulations that would have a significant impact on the Group, including but not limited to the Employment Ordinance (Cap.57), the Employees' Compensation Ordinance (Cap. 282), the Minimum Wage Ordinance (Cap. 608) of Hong Kong, the Labour Law of the PRC, the Labour Contract Law of the PRC and the Labour Standards Act of Taiwan.

## Recruitment, Promotion and Dismissal

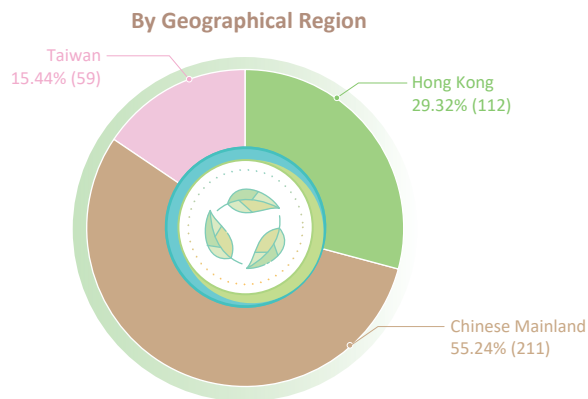
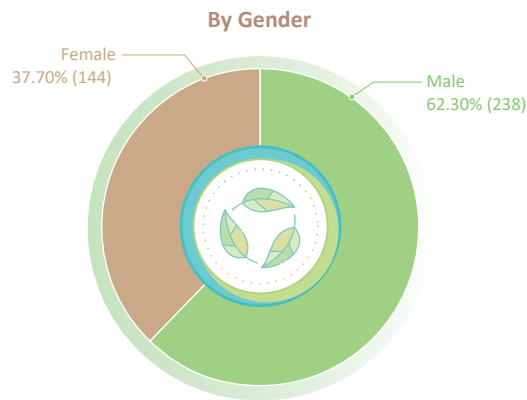
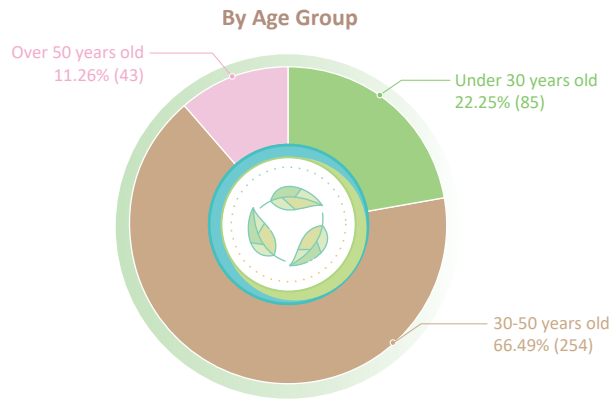
The Group adopts a robust and transparent recruitment process based on merit. To guarantee that the employees and applicants are treated and evaluated fairly, the recruitment and promotion of individuals are solely based on their suitability for the position and potential to fulfil the Group's current and future needs.

The Group is committed to providing career advancement opportunities for employees to develop and utilise their potential whenever possible, while at the same time recognising their outstanding performance and enabling the Group to retain qualified staff. Standardised procedures are established in the Guidelines on Staff Movement Recommendation with an aim to review employees' performance on an ongoing basis. The process is designed to meet the needs and align expectations of both management and employees while ensuring that all employees have the opportunity to develop and succeed in their careers.

To protect the employees' rights, the Group strictly prohibits any kind of unfair or unreasonable dismissal. Termination of employment contracts will only proceed with reasonable, lawful grounds and internal policies.

## EMPLOYMENT AND LABOUR PRACTICE

As at 31 December 2025, the Group had a total workforce of 382 employees (as at 31 December 2024: 379), all of which were working on a full-time basis. Its relative distribution by gender, age group and geographical region are as follows:



## EMPLOYMENT AND LABOUR PRACTICE

As at 31 December 2025, 77.75% of the Group's employees possessed a bachelor's degree or higher (as at 31 December 2024: 76.52%), while 31.68% held a master's degree or higher academic qualifications (as at 31 December 2024: 30.08%). The Group's emphasis on new product innovation is mirrored in the composition of its workforce, where 61.78% of the Group's employees specialised in product design and development by the same date (as at 31 December 2024: 59.89%).

In 2025, the Group's overall turnover rate<sup>12</sup> was approximately 7.85% (2024: approximately 9.23%). The Group's employee turnover rates by gender, age group and geographical region are as below:



	Turnover Rate (%) <sup>13</sup>	
	2025	2024
<b>By Gender</b>		
Male	8.40	10.55
Female	6.94	7.04
<b>By Age Group</b>		
Under 30	7.06	10.31
30-50	7.48	7.88
Over 50	11.63	14.63
<b>By Geographical Region</b>		
Hong Kong	5.36	8.18
Chinese Mainland	6.16	7.66
Taiwan	18.64	16.67

Notes:

12. The overall turnover rate is calculated by dividing the number of employees leaving employment during the reporting period by the number of existing employees as at the end of the reporting period.
13. The turnover rate by category is calculated by dividing the number of employees leaving employment in the specific category during the reporting period by the number of existing employees in the specific category as at the end of the reporting period.

### Remuneration and Benefits

The Group's remuneration policy is built upon the principles of providing equitable and market-competitive remuneration packages that can stimulate and drive staff at all levels to work towards achieving the Group's objectives. To motivate and retain talent, the Group ensures that employees are recognised by the Group appropriately with respect to their efforts and contributions. In this context, employees' remuneration is determined with reference to the prevailing market level as well as their competence, performance, qualifications and experiences.



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For employees with outstanding performance, the Group offers incentives, including promotion, bonuses, salary increases or additional allowances, based on the overall assessment. In particular, the Group offered the NPI First Order Award, which was granted for new products garnered design wins for mass production with the first successful sample attempt, and also performance-based cash reward schemes, including the KPI Incentive Program, the Profit-Sharing Incentive and the ES1 Mass Production Incentive, for enhancing the quality of work, revenue generation and cost reduction. The Patent Granted Award was also in place to encourage and reward technological innovation, while the Long Service Award was granted to employees of long standing.

Meanwhile, as stated in the Group's Leave Policy, employees are entitled to leaves including statutory festive holidays, paid annual leave, family caring leave, sick leave, marriage leave, maternity leave, paternity leave and compassionate leave. Employees are also provided with benefits such as medical, life and disability insurance coverage. In addition, retirement schemes are included as part of their remuneration packages.

### **Diversity, Equal Opportunities and Anti-discrimination**

The Group recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture in which all can thrive. To promote the values of equal opportunities, the Group's policy is committed to providing equal opportunity in all aspects of employment and maintaining a workplace that is free from discrimination, physical or verbal harassment against any individual on the basis of race, religion, colour, gender, physical or mental disability, age, place of origin, marital status and sexual orientation. This covers all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training.

In compliance with applicable laws and regulations, the Group has zero tolerance for workplace discrimination or harassment for any reason. Employees are also encouraged to report any discrimination incidents to the Human Resources and Administration Department of the Group. The Group strives to ensure that complaints, grievances and concerns are handled fairly, promptly and confidentially.

### **Working Hours and Rest Periods**

The Group has formulated policies for determining working hours and rest periods in accordance with local employment laws and regulations. The Group tracks employees' working hours through an attendance system to avoid violation of the policy. To allow employees to have more flexibility to meet family needs and personal obligations, the Group has also formulated the Flexible Work Hours Policy. This policy allows employees to adjust their time of reporting and leaving work, hence achieving work-life balance.

Various types of paid leaves, such as examination, paternity, maternity, marriage, and bereavement, are provided by the Group to cope with the employees' needs. The Group also adopts family caring leave to assist its employees in balancing their work and family life.

### PROVIDE A SAFE AND HEALTHY WORK ENVIRONMENT

Ensuring the health and safety of all employees is a crucial priority for the Group as it cares for them and their well-being, whilst mitigating occupational health and safety risks. Therefore, the Group has implemented the Occupation Health Management Policy and the Occupational Disease Prevention and Implementation Plan, to ensure that employees are entitled to work in environments where risks to their health and safety are properly controlled. As the Hong Kong headquarters is a tenant of the Hong Kong Science Park, its handbook for tenant companies serves as an additional guideline for internal reference to safeguard the safety and health of our employees.

In 2025, the Group recorded one work-related injury attributable to the lifting and transportation of heavy objects within the workplace. The injured employee was provided with prompt medical attention, which resulted in a total of 2.5 days lost (2024: 16 days). The incident was duly reported to the Labour Department, and the Group has complied with the relevant guidelines concerning sick leave and the reimbursement of medical expenses. The case has been fully resolved, and the Group's liability is regarded as fulfilled. As a precautionary measure, the Group has instituted protocols to ensure that only qualified professionals are tasked with the handling of heavy objects.

In 2025, the Group was not aware of any material non-compliance with health and safety-related laws and regulations, including but not limited to the Occupational Safety and Health Ordinance (Cap. 509) of Hong Kong, the Production Safety Law of the PRC, the Law of the PRC on the Prevention and Treatment of Occupational Diseases and the Occupational Health and Safety Act of Taiwan.

### Occupational Safety Management

The Group always puts occupational health and safety in the first place, and thus takes various measures to reduce the occurrence of safety accidents, which effectively eliminates factors that endanger the health of employees. For its Dongguan Testing and Packing Centre, the Group has formulated an effective safety management mechanism. In addition, the Group has implemented the Safety, Health and Environmental Policy, the Occupational Health Management Policy, the Occupational Disease Prevention and Implementation Plan, and Safety Manual, covering aspects such as safety operation management, safety inspection, hazard identification and assessment, safety monitoring account setting, and training of safety education.

In order to identify and analyse the risk factors in our operation and develop effective risk control measures, our testing and packing centre has formulated the Safety Assessment and Hazard Identification Procedure. Under the procedure, the Group set up a Risk Evaluation Team to collect information and conduct on-site inspections to identify potential hazards and prevent accidents. The Risk Evaluation Team is responsible to analyse and evaluate the risk associated with those identified hazards, determine appropriate elimination plans, and control the risk when the hazard cannot be eliminated.

Moreover, the Group believes that maintaining a high degree of emergency preparedness is important for minimising the occurrence of health and safety incidents at workplace. The Group has developed the Emergency Preparedness and Response Procedure to address any emergency. The Emergency Preparedness and Response Procedure lists various work procedures, safety measures and inspection procedures, and covers standard procedures for the prevention and handling of security incidents. The Group has also paid attention to fire safety in its operations and has formulated the Emergency Evacuation Procedure. This procedure outlines the steps to be taken in the event of fire emergencies, and is intended to ensure the orderly and safe evacuation of personnel. Emergency response drills and safety inspections are also arranged by the Group regularly to secure a safe working environment for its employees. Regarding potential health crises, the Group has a "Health Crisis Response System" in place. Various contingency measures are designed according to risk levels assessed based on different case scenarios.

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### Hazardous Substances Management

The Group also recognises the risk of handling hazardous chemicals, hence, guidelines on management of hazardous substances at workplace are formulated to ensure employees' health and safety. The Group only sources from licensed chemical suppliers. During procurement, suppliers are required to provide the Material Safety Data Sheet which specifies the characteristics, dangers, safety precautions and emergency measures of the hazardous chemicals.

The Group keeps all hazardous chemicals away from fire while good ventilation of warehouses is maintained, and approval is required before any operation that may involve fire. The storage spot is also aloof from non-explosion-proof electrical appliances, power switches, electric sockets and wires. Any trial, welding, oxy-fuel cutting or any other activities that may cause conflagration are strictly prohibited.

In addition, training on the potential hazards of the chemicals and knowledge related to chemical hazardous warning signals are conducted for the employees working in the testing centre who are prone to handle the hazardous chemicals. Operators and managers are allowed to perform their duty only if they passed the assessment about the dangers of hazardous chemicals, relevant rule of law, safety precautions and emergency measures. While stock keepers are required to pass the assessment on fire safety.

### Employee Engagement and Open Working Environment

Solomon Systech promotes a culture of honest and transparent communication to create an open and collaborative work environment that increases job satisfaction. The Group uses the intranet as a key platform to disseminate information about corporate strategy, activities, events and achievements. Also, there is a direct communication email platform, namely the "CEO Mailbox" to encourage anonymous communications between individual employees and the chief executive officer.

The Group advocates sharing and interactive communications among employees to foster collective creativity and a long-term commitment to Solomon Systech. All departments are encouraged to hold information-sharing sessions and departmental gatherings.

### FOSTER CONTINUOUS TRAINING AND DEVELOPMENT

Building a professional and competent team is the key to maintaining the overall competitiveness of the Group. As a technology company, the Group actively invests in employee training and helping employees to develop their core skills and expertise. Committed to unleashing the full potential of the Group's employees, the Group provides a wide range of training courses and workshops to employees (including Orientation, Quality and Environmental Management System Introduction, 6 Sigma Quality Training, Technical Sharing, Ethics at Work and Health Talks), and strive to ensure that they become continuous learners with enhanced capabilities to create and innovate according to the Group's development objectives, the latest industry standards and knowledge and management goals. Apart from in-house training, the Group has also encouraged and sponsored employees to take external job-related courses.

## EMPLOYMENT AND LABOUR PRACTICE

In 2025, the Group dedicated a total of approximately 7,199.93 hours (2024: approximately 6,603.35 hours) to both in-house and external training and development, covering technical and soft skill training. In 2025, the overall training percentage<sup>14</sup> of the Group was approximately 79.61% (2024: approximately 68.84%) and the average training hours per employee<sup>15</sup> was approximately 17.48 hours (2024: approximately 15.95 hours). A summary of the Group's training statistics is presented as follows:



Indicator	2025		2024	
	Percentage of Trained Employees <sup>16</sup> (%)	Average Training Hours <sup>17</sup> (Hours)	Percentage of Trained Employees <sup>16</sup> (%)	Average Training Hours <sup>17</sup> (Hours)
<b>By Gender</b>				
Male	77.13	13.81	66.03	9.69
Female	83.77	23.62	73.68	26.74
<b>By Employee Category</b>				
Product Development	82.21	12.44	71.77	10.77
Quality and Manufacturing	89.61	7.44	73.75	42.54
Others	62.20	42.43	55.81	6.16

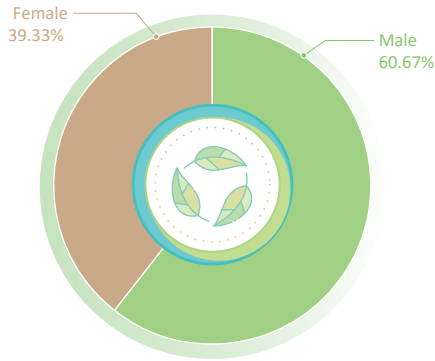
Notes:

14. The overall training percentage is calculated by dividing the total number of employees who took part in training during the reporting period by the total number of employees as at the end of the reporting period, covering the existing and resigned employees.
15. The average training hours per employee is calculated by dividing the total number of training hours during the reporting period by the total number of employees as at the end of the reporting period, covering the existing and resigned employees.
16. The percentage of trained employees by category is calculated by dividing the number of employees in the specific category who took part in training during the reporting period by the total number of employees in the specific category as at the end of the reporting period, covering the existing and resigned employees.
17. The average training hours by category is calculated by dividing the number of training hours for employees in the specific category during the reporting period by the number of employees in the specific category as at the end of the reporting period, covering existing and resigned employees.

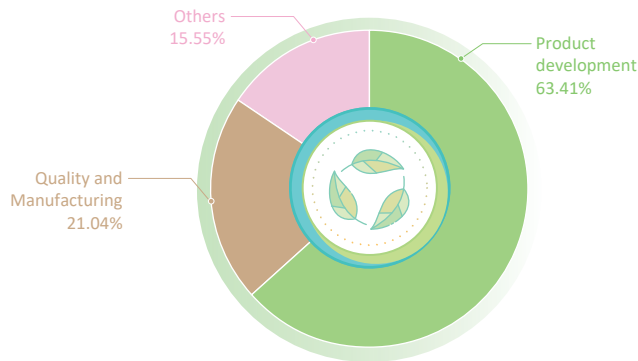


## EMPLOYMENT AND LABOUR PRACTICE

Breakdown of Employees Trained by Gender<sup>18</sup>



Breakdown of Employees Trained by Employee Category<sup>18</sup>



Note:

18. The breakdown of employees trained by category is calculated by dividing the number of employees in the specific category who took part in training during the reporting period by the total number of employees who took part in training during the reporting period.

### RESPECT LABOUR AND HUMAN RIGHTS

The Group strictly prohibits the recruitment of child labour and forced labour as defined by laws and regulations. The Group has formulated Protection System for Female Workers and Minor (《女工和未成年人保護制度》) according to relevant laws and regulations. At the same time, the Group has established a well-defined recruitment process which examines the background of candidates and a formal reporting procedure for handling any exception. During the recruitment process, personal data of the candidates, including age, is collected and verified against the identity documents of the candidates. If an employee suspects child or forced labour, the employee should report to the department head or executive director. Once the Group discovers any case which fails to conform to the relevant labour laws, regulations or standards, the relevant employment contract will be immediately terminated.

In 2025, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations that would have a significant impact on the Group, including but not limited to the Employment Ordinance (Cap.57) of Hong Kong, the Labour Law of the PRC and the Labour Standards Act of Taiwan.

# SUSTAINABLE OPERATING PRACTICES

## SUSTAINABLE SUPPLY CHAIN

### Supplier Assessment Framework

The Group recognises the importance of supply chain management practices in mitigating environmental and social risks, as well as sustaining its business operations and development. Solomon Systech prioritises engagement with suppliers who can demonstrate their commitment to not only offering high-quality products, but also improving sustainable performance in the social and environmental aspects. As part of its commitment to product quality, the Group has also developed a comprehensive Supplier Quality Management System, covering the entire product life, from careful selection of suppliers, regular product inspection, process control to supplier evaluation, ensuring that its suppliers deliver high-quality products and services.

Prior to developing formal business relationships, relevant departments of the Group will evaluate potential candidates according to their corresponding operational needs, as well as the business status, operating practices, and product characteristics of the supplier. Under the Group's standardised procurement procedure, the responsibility of each department is as follows:



Relevant Departments	Responsibilities
Purchasing Department	<ul style="list-style-type: none"> <li>Responsible for identifying qualified suppliers and regular supplier evaluation</li> <li>Communicate the quality and environmental requirements of purchased products to suppliers</li> <li>Retain records of supplier and purchasing information</li> </ul>
Quality Assurance Department	<ul style="list-style-type: none"> <li>Ensure raw materials, outsourced processed goods, production auxiliary materials and packaging materials are up to quality standards</li> <li>Collaborate with the Purchasing Department for supplier evaluation</li> </ul>
Finance Department	<ul style="list-style-type: none"> <li>Review all documents related to procurement, including procurement budgets</li> <li>Ensure compliance with internal control policies</li> </ul>

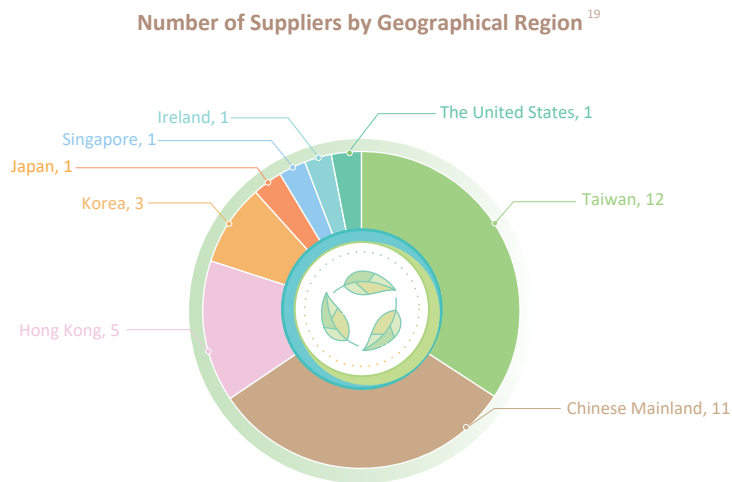
Meanwhile, to manage potential environmental and social risks in its supply chain, the Group has established a stringent procurement system which is formally documented in the Procurement Policy. The policy stipulates a standardised procurement process, the selection criteria of suppliers, supplier evaluation and other relevant practices relating to engaging suppliers. Additionally, to fulfil the aim of environmental sustainability in supply chain management, the Group prioritises the procurement of environmentally friendly products where possible and financially viable.

The Group's employees should adhere strictly to principles stated in the Code of Conduct to ensure that the suppliers and distributors could compete in an open and fair way. The Group does not differentiate or discriminate against certain suppliers and it strictly monitors and prevents all kinds of business bribery. Employees or personnel who have an interest relationship with the supplier will not be allowed to be involved in the related business activity.



## SUSTAINABLE OPERATING PRACTICES

The Group engages suppliers to manufacture, assemble and test its designed products. In 2025, the Group had a total of 35 suppliers and subcontractors (2024: 41), all of which have undergone the standardised procurement process. The number of suppliers by geographical region is as follows:



Note:

19. This data cover only suppliers of the Group who have been involved in its key business activities, including manufacturing, assembling and testing of IC products.

### Supplier Quality Management

The Group is aware of its ability to influence environmental and social performance not only within its operations but also throughout its value chain and investment decisions. In order to minimise the potential impact of the Group's supply chain on the environment, the Group has formulated Internal and External Environment Identification, Evaluation and Risk and Opportunity Evaluation and Response Plan (《內部和外部環境識別、評價及風險與機遇應對策劃》). For a product to be compliant, its raw materials and constituent components must be compliant. Therefore, all of the suppliers are required to conduct laboratory analysis of raw materials supplied and sign an Environmental Requirements Warranty Letter to ensure their raw materials and the manufacturing processes comply with international environmental standards.

To mitigate environmental risks associated with electronic and electrical waste management, the Group implements a comprehensive approach along its supply chain, striving for zero environmental complaints. In particular for distribution to the EU market, it is essential to ensure compliance with the Restrictions on the use of Hazardous Substance ("RoHS") and REACH Regulation (Registration, Evaluation and Authorization of Chemical Substances - EC1907/2006). Suppliers are obliged to assure that all products shipping to the Group, especially packing and label materials, are halogen-free, in which the concentration of specified heavy metals shall be limited. To facilitate ongoing monitoring, suppliers are required to provide updated substance test reports annually. Yearly sampling tests and REACH surveys are conducted on suppliers to verify compliance. The Group also exercises due diligence within its supply chain on the source of conflict minerals used in its IC products by requiring all suppliers to complete the Conflict Minerals Reporting, thereby ensuring adherence to regulatory requirements.

## SUSTAINABLE OPERATING PRACTICES

To ensure the credibility of the suppliers and their performance, the Group managed and monitored suppliers by conducting supplier ratings, quality reviews and audits. The Group has also established and enhanced the Control of Subcontracted Manufacturing specifying that evaluation shall be performed on the basis of their ability to meet the requirements in terms of customer run-rate, price, technology, cost, device size, development cost, profitability, timing, capacity, service and any specific quality assurance requirements. Moreover, according to the Supply Management Procedure, the Group also conducts quality reviews annually with its suppliers who supply over 30% of any specific materials or services in order to identify any potential environmental and social risks. Manufacturing supplier audits are conducted for suppliers to evaluate their qualifications on various environmental and social aspects on a regular basis. The Group also assesses suppliers' sustainability performance through its business scorecard. Site audits will be conducted with suppliers based on the rating on the scorecard, and also when any issues or problems arise regarding the quality of products.

Despite the assessed low risk level, the Group strives to maintain a stable and flexible supply chain and minimise the risk of supply chain interruption caused by critical events such as pandemics and natural disasters. Therefore, the Group has set up a supply chain contingency plan to manage the event of supply interruption. The Group has maintained multiple supply sources with an Alternate Site Matrix for high run-rate items. Meanwhile, for sole-source items, the Group has always maintained an inventory buffer against supply chain disruption which is reviewed monthly. In the event of disruption of transportation of goods, alternative route would be arranged with logistic vendors in order to minimise the impact to scheduled delivery. Every incident of supply chain disruption is duly recorded for future review.

To assure that the product can be produced at a high-quality level on a continual basis, all of the Group's suppliers are expected to comply with relevant local laws and also the international quality and environmental management standards that the Group has attained. As stated in the Group's Supply Management Procedure, suppliers are expected to have ISO14001 certification (or equivalent) or have a formal and documented EMS that fulfils the Supply Management requirement listed in the Control of Subcontracted Manufacturing as a minimum. In 2025, 100% of the Group's major suppliers (2024: 100%) have achieved ISO9001 Quality Management Certification and ISO14001 Environmental Management Certification.

### PRODUCT RESPONSIBILITY

The Group is committed to providing the highest quality of products and services to its customers and actively safeguards the quality of its products with the internal control process as stated in the Quality and Environmental Manual. The Group maintains ongoing communication with customers to ensure understanding and satisfaction of their demands and expectations, and to improve its service quality. Under the Core Operation Procedure, environmental aspects are integrated into new product development process by balancing ecological and economic considerations. The Group also keeps track of international treaties, local and foreign laws and regulations that are relevant to its products in places where its business operates as well as regularly updates its management policies governing products and services in terms of health, safety, labels, privacy, and other areas.

In 2025, the Group was not aware of any material non-compliance with any laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to products and services and methods of redress that would have a significant impact on the Group, including but not limited to the Personal Data (Privacy) Ordinance (Cap.486) and the Copyright Ordinance (Cap.528), the Trade Descriptions Ordinance (Cap.362) of Hong Kong, the Law of the PRC on the Protection of Consumer Rights and Interests, the Product Quality Law of the PRC and the Consumer Protection Act of Taiwan.

## SUSTAINABLE OPERATING PRACTICES

### Quality Assurance

The IC design operation of the Group comprises the design of IC and the development of application systems. The Group is not directly involved in aspects such as manufacturing and assembling, albeit adhering to the tenet of "zero defects" in provision of products and services to customers. The Group advocates comprehensive quality management with the involvement of all staff, striving to control and improve continuously the entire process of production of products. The Group's quality and environmental management system ("**QEMS**") is based on the adoption of PDCA cycle (Plan-Do-Check-Act) to achieve the intended outcomes, including enhancing the quality and environmental performance, establishing, implementing, maintaining and continually improving the QEMS.

The Group has established corresponding management measures for aspects such as product design and development, risk control, outsourcing production control, and performance evaluation, in accordance with the requirements of ISO9001 Quality Management System, so as to meet the market demands for diversification, personalisation and refinement through systematic management. Regular inspections of final products by sampling are also conducted to ensure our products meet the legal and customers' requirements.

For substandard products found during operation, the Group will deal with the substandard products in accordance with the requirements of the internal procedures, while arrangements will be made for the responsible departments to analyse the reason for the generation of substandard products, formulate rectification and preventive measures, and be responsible to follow up on their implementation and the effectiveness of these measures. In 2025, the Group has reviewed and updated its Core Operation Procedure to ensure product quality. There was no record of any material recall of the Group's products sold or delivered due to safety and health concerns.

### Customer Service and Satisfaction

Maintaining excellent customer service and high satisfaction rate are of utmost importance when measuring the Group's product quality. With regard to customers, the Group has in place well-established working instructions and a two-level system to encourage communication with customers, and to ensure efficient handling of customer enquiries and requests for material returns. The first level is for customer incidents ("**CI**") which focus on the investigation and handling of customer enquiries or complaints. The Group targets to complete each CI with investigation report generated within 7 days of the customer enquiries or complaints. The second level is for return material requests through which the Group handled valid CIs that lead to the return of materials. In 2025, the Group didn't receive complaints related to the Group's products and services (2024: 1).

The Group conducts customer satisfaction survey ("**CSS**") annually to closely monitor its performance in terms of product development, logistics arrangement, services, quality and price. During 2025, the Group conducted the CSS with customers in different regions and achieved a customer satisfaction rate of 86%.

### Protecting IP Rights

The proper handling and dissemination of inside information is one of the key considerations in assessing the effectiveness of Solomon Systech's risk management and internal control. With regard to the protection of proprietary information, the Group has in place the Protection and Proprietary Information Policy which aims to identify, classify and protect information that is confidential or sensitive from inadvertent or unauthorised disclosure, theft, fraud, misappropriation and loss. The policy is posted on the Group's internal intranet site for easy access of employees.

## SUSTAINABLE OPERATING PRACTICES

IP rights contribute significantly to a company's assets and market value, in particular to a technology company like Solomon Systech. To encourage patent development to reduce IP risk and strengthen its IP portfolio, Solomon Systech has set up the Intellectual Property Incentive Program and Patent Granted Award to acknowledge patent inventors. The Patent Committee of the Group is responsible for evaluating new patent applications with respect to development status, IP status, market potential, market maturity, and competing technologies. It also works with a patent attorney on patent applications to facilitate the process.

As at 31 December 2025, the Group is in possession of over 461 patent rights granted worldwide covering various display design and application areas, and 199 patent rights are in the process of application.

### Consumer Data Protection and Privacy Policies

Solomon Systech is practicing a business-to-business model which targets display module makers and electronic devices manufacturers instead of the consumer market, the Group has formulated the Protection and Proprietary Information Policy focusing on protecting business-related information, confidential and proprietary information or trade secrets. Placing strong emphasis on privacy and information confidentiality, the Group has incorporated clauses and signed non-disclosure agreements with its business partners and customers to safeguard data privacy and security. The Group has also taken appropriate steps to ensure security controls and measures are in place to prevent any unauthorised access to personal data. Access to any sensitive and personal information is restricted to only designated personnel. The Group will only keep the personal data of customers as long as necessary to fulfil the purpose for which the data was collected unless the personal data is also retained to satisfy any applicable statutory or contractual obligations. Personal data which are no longer required will be destroyed.

By signing the confidentiality contract, employees confirm that they would not disclose any information and trade secrets. Employees undertake to do their best to prevent any unauthorised access, use, publication or disclosure of trade secret or confidential information related to the business and finance of the Group. Employees violating the confidentiality undertakings are subject to disciplinary actions including summary dismissal.

### Advertising and Labelling

The Group realises the importance of advertising and labelling to enable its products to stand out in the market and, more importantly, provide accurate information to consumers. The Group abides by the relevant laws and regulations, including but not limited to the Trade Descriptions Ordinance (Cap. 362) of Hong Kong. During the Reporting Year, the Group was not aware of any material non-compliance cases in relation to advertising and labelling matters that would have a significant impact on the Group.

## BUSINESS ETHICS AND BUSINESS CONDUCT

The Group upholds a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in its businesses. The Group's Code of Conduct and Anti-Fraud Policy Group has outlined relevant procedures to guide employees in preventing possible violations of bribery, corruption and conflicts of interest. The Group also established the Entertainment and Gift Policies to provide guidelines regarding the administration of entertainment and gifts offering for business purposes. The Group specifically stipulates that employees must discharge their duties with loyalty and integrity, and shall not abuse their positions to seek any improper interests.

## SUSTAINABLE OPERATING PRACTICES

In 2025, the Group was not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group, including but not limited to the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), the Criminal Law of the PRC and the Anti-corruption Act of Taiwan. Meanwhile, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees in 2025 (2024: Nil).

### Whistle-blowing Mechanism

The Group has established a complete whistle-blowing mechanism and implemented the Whistleblowing Policy. The Group encourages all stakeholders to report on any possible fraudulent, economic extortion, and illegal activities related to its business by submitting a written report to the Audit Committee regarding the suspected misconduct with supporting evidence. The Group will conduct a thorough investigation if necessary, upon making a preliminary analysis on the report.

Internally, employees are encouraged to report on any possible improprieties, misconducts, malpractices or irregularities to their supervisors. Supervisors must maintain confidentiality and report matters related to corrupt or criminal conduct, criminal involvement or serious improper conduct to the Anti-Fraud Management Team ("**AFM Team**") within one working day their acquiring knowledge of the matters or, in cases where this is not practicable, as soon as possible. The AFM Team is formed by the Executive Director, Finance Director, Head of Operations, Human Resources Director and Planning & Customer Service Director and is responsible for the control and administration of the Group's Anti-Fraud policy.

The Group intends to protect the whistle-blower from common concerns such as potential retaliation. Therefore, the employee reporting in good faith under the whistle-blowing mechanism can be assured of the protection against unfair dismissal or victimisation, even if the reports are subsequently proved to be unsubstantiated.

### Anti-corruption Training

Recognising that anti-corruption training is essential for creating a healthy corporate culture, the Group has established guidelines for gift handling and has provided relevant training to Directors and employees. The Group strives to cultivate good professional ethics among personnel at all levels. In 2025, 6 (2024: 6) Directors and 10 (2024: 33) employees of the Group received approximately 10.7 hours (2024: 38.5 hours) of anti-corruption training in total by attending annual seminars on anti-corruption-related legislation with case study and best practices. In addition, the Group strives to strengthen compliance training and encourages employees to actively explore the latest developments and future trends of global anti-corruption and compliance work.

## COMMUNITY INVESTMENT

The Group is committed to emboldening and supporting the public through various means of social participation and contribution as part of its strategic development. It has established the Donation Policy to ensure all donations made by or on behalf of Solomon Systech align with its code of conduct and ethics. The Group has also formulated the Community Engagement Policy on community investment to encourage employees to actively participate in their communities and positively impact the quality of life within these communities. Through active involvement in various community initiatives, the Group underscores its commitment to fostering meaningful change in both societal and environmental realms.

In 2025, the Group demonstrated its commitment to community engagement and sustainable development through various impactful initiatives, achieving total proceeds raised for charity exceeding HK\$1,200,000. In Hong Kong, notable contributions included a significant HK\$1 million donation to the Support Fund for the Tai Po Wang Fuk Court fire victims, aiding in long-term resident support and home rebuilding. Beyond financial contributions, the Group deepened its industry-academia collaboration by sponsoring the “eRead for the Future” project in Taiwan and establishing the “Solomon Systech Outstanding Talent Scholarship” with Shenzhen University.

Employee volunteerism was also a key focus, with teams participating in Food Angel’s meal preparation and the Orbis Blindfold Dining Experience. Furthering its commitment to environmental stewardship and humanitarian aid, the Group facilitated e-waste reduction through equipment donations to Hong Kong Caritas Computer Workshop and supported Orbis’ sight-restoring programmes and the Hong Kong Red Cross through charity purchases. These multifaceted efforts, which also earned the Group recognition such as the “Caring Company” Award, underscore its holistic dedication to social responsibility and creating lasting value for the community.

### MAJOR COMMUNITY ACTIVITIES PARTICIPATED IN 2025

#### Supporting Affected Residents of Tai Po Wang Fuk Court

The devastating fire that occurred at Tai Po Wang Fuk Court on 26 November has brought immense sorrow and pain to the entire city. With help and support still much needed in the aftermath of the tragedy, Solomon Systech has donated HK\$1 million to the “Support Fund for Wang Fuk Court in Tai Po” established by the HKSAR Government. The fund would be used to assist residents in rebuilding their homes and providing long-term and sustained support.

Solomon Systech extends our deepest condolences to all who have lost their loved ones. We wish all the affected families and residents peace and resilience during this difficult time, and we also wish to express our heartfelt gratitude to the firefighters and other frontline responders for their extraordinary dedication.

### Standing Together with Tai Po Wang Fuk Court Residents

Solomon Systech Donates HK\$1 million to  
“Support Fund for Wang Fuk Court in Tai Po”



## COMMUNITY INVESTMENT

### “eRead for the Future” Project

For the fourth consecutive year, the Group supported E Ink Holdings’ “eRead for the Future” Project by helping to establish mobile libraries for 42 elementary schools in Miaoli County of Taiwan, as one of the sponsors of the e-book procurement with a contribution of NT\$300,000. In collaboration with 20 e-paper ecosystem partner companies including E Ink Holdings, Netronix Inc., BOOKS.COM, Ubright Optronics – Zhunan, Fitipower, Zheng Sheng Hi-Tech, Xuan Tong System Integration, Uniflex Technology, Kuen Yuh Machinery Engineering, Himax Technologies, EFUN Technology, Global Lighting Technologies, Desiccant Technology, Innolux, Elan Microelectronics, Crown Machinery, Integrated Solutions Technology, Ushine Photonics, Lee Ming Construction and ePaper Industry Alliance, a total of 1,040 colour e-book readers and over 170,000 e-books (each reader contains 164 quality e-books for lower, middle and upper grades), with a total value of over NT\$30 million were donated. The e-books will benefit nearly 21,000 students in Miaoli County and enhance their overall learning.

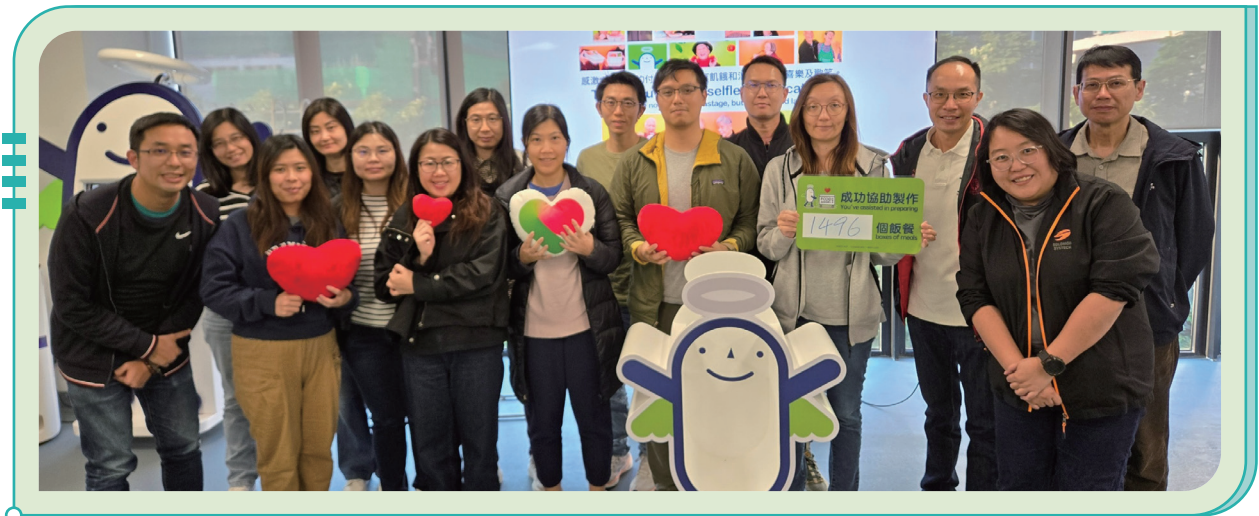
The “eRead for the Future” project provides students with means of eye-friendly digital reading by utilising the e-paper core technology, e-book readers that are especially designed for reading, and a variety of e-books with rich content. Among the 164 e-books donated to Miaoli County this year, 32 were works of local literature and picture books. These e-books help students deepen their understanding and build stronger connections to local culture through digital reading. The list also includes content in line with United Nations Sustainable Development Goals (SDGs).



## COMMUNITY INVESTMENT

### Food Angel Meal Boxes Preparation

Last Christmas, our Hong Kong team gave back by volunteering with Food Angel—a food rescue and assistance program by Bo Charity Foundation. Together, our volunteers packed nearly 1,500 nutritious meal boxes using surplus food rescued from across the food industry. These meals were distributed to the underprivileged communities in Hong Kong, helping to fight both food waste and food poverty.



## COMMUNITY INVESTMENT

### Orbis Blindfold Dining Experience

The Group took part in an Orbis blindfold dining workshop to better understand the daily challenges faced by people with visual impairments. Dining without sight, the participants relied on touch, hearing, smell, and taste—turning a simple meal into a real challenge and a powerful learning experience.



## COMMUNITY INVESTMENT

### Solomon Systech Scholarship Program

For the past two decades, the Solomon Systech Scholarship has recognised outstanding postgraduate and undergraduate students who demonstrate excellence in engineering study. Besides awarding distinguished students from accredited universities in Hong Kong annually, the Group has also jointly established the "Solomon Systech Outstanding Talent Scholarship", which is a 3-year program established with Shenzhen University in 2025, and completed the first award presentation during the year. While supporting research and innovation, as well as academic excellence, these programmes also aim to strengthen industry-academia collaboration.



### Orbis' Charity Merchandise Program

To share the festive joy of Mid-Autumn Festival with the staff, the Group has supported Orbis' charity merchandise program by purchasing its charity mooncakes as a festive gift. In addition to a purchase amount of over HK\$10,000, the Group also made an extra donation to Orbis. The proceeds raised will help Orbis' sight-restoring work in developing countries, bringing new hope to thousands of blind people worldwide.



### Donation to Hong Kong Caritas Computer Workshop

In support of reuse and recycling, the Group has donated nearly 50 retired desktop computers to Caritas Computer Workshop. The donated equipment was then donated or sold at a very low price to the needy by the Workshop. Through this initiative, e-waste can be reduced by extending the lifespan of electronic equipment.

## COMMUNITY INVESTMENT

### Hong Kong Red Cross "Pass-it-on Campaign 2025" Christmas eCard

In support of the humanitarian works of the Hong Kong Red Cross, the Group has participated in the organisation's "Pass-it-on Campaign 2025" charity sale program by ordering its Christmas eCard. While sending seasonal greetings to the stakeholders, the Group also hopes to bring warmth to the vulnerable people.



## AWARDS & RECOGNITION

### Caring Company 2024/2025

The Group was named a "Caring Company" by the Hong Kong Council of Social Service in 2025 in recognition of its active involvement in social and community activities, as well as its commitment to environmental protection.



### Good MPF Employer Award 2024/2025

The Group was named a "Good MPF Employer" and presented with "e-Contribution Award" and "MPF Support Award" by the Hong Kong Mandatory Provident Fund Schemes Authority, in recognition of its efforts to enhance the employees' retirement protection.



### BOCHK Corporate Low-Carbon Environmental Leadership Awards 2024

The Group was also named as a "3 Years+ EcoPioneer" and "EcoPartner" at the BOCHK Corporate Low-Carbon Environmental Leadership Awards 2024 by the Federation of Hong Kong Industries for its persistent environmental accomplishment.



# APPENDIX



## 1. CONTENT INDEX OF THE ESG REPORTING CODE

Mandatory Disclosure	Section/Statement
<b>Governance Structure</b>	Message from the Board, ESG Governance Structure
<b>Reporting Principles</b>	About this ESG Report
<b>Reporting Scope</b>	About this ESG Report



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>A. Environmental</b>		
<b>Aspect A1: Emissions</b>	<p>General Disclosure</p> <p>Information on:</p> <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</li> </ul> <p>Note: Air emissions include NO<sub>x</sub>, SO<sub>x</sub>, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p>	Environmental Protection
<b>KPI A1.1</b>	The types of emissions and respective emissions data.	Emissions Management
<b>KPI A1.2</b>	Repealed 1 January 2025	
<b>KPI A1.3</b>	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
<b>KPI A1.4</b>	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
<b>KPI A1.5</b>	Description of emissions target(s) set and steps taken to achieve them.	Environmental Targets; Emissions Management



## APPENDIX



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>A. Environmental</b>		
<b>KPI A1.6</b>	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Environmental Targets; Waste Management
<b>Aspect A2: Use of Resources</b>	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Resource Utilisation
<b>KPI A2.1</b>	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Consumption
<b>KPI A2.2</b>	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Consumption
<b>KPI A2.3</b>	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Targets; Energy Consumption
<b>KPI A2.4</b>	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Targets; Water Consumption
<b>KPI A2.5</b>	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Packaging Material
<b>Aspect A3: The Environment and Natural Resources</b>	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	The Environmental and Natural Resources
<b>KPI A3.1</b>	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Operations, Design to Minimise Environmental Impact
<b>Aspect A4: Climate Change</b>	Repealed 1 January 2025	
<b>KPI A4.1</b>		





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>B: Social</b>		
<b>Aspect B1: Employment</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employees and Workplace Quality
<b>KPI B1.1</b>	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Recruitment, Promotion and Dismissal
<b>KPI B1.2</b>	Employee turnover rate by gender, age group and geographical region.	Recruitment, Promotion and Dismissal
<b>Aspect B2: Health and Safety</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Provide a Safe and Healthy Work Environment
<b>KPI B2.1</b>	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Provide a Safe and Healthy Work Environment
<b>KPI B2.2</b>	Lost days due to work injury.	Provide a Safe and Healthy Work Environment
<b>KPI B2.3</b>	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Safety Management



## APPENDIX



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>B: Social</b>		
<b>Aspect B3: Development and Training</b>	<p>General Disclosure</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</p>	Foster Continuous Training and Development
<b>KPI B3.1</b>	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Foster Continuous Training and Development
<b>KPI B3.2</b>	The average training hours completed per employee by gender and employee category.	Foster Continuous Training and Development
<b>Aspect B4: Labour Standards</b>	<p>General Disclosure</p> <p>Information on:</p> <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</li> </ul>	Respect Labour and Human Rights
<b>KPI B4.1</b>	Description of measures to review employment practices to avoid child and forced labour.	Respect Labour and Human Rights
<b>KPI B4.2</b>	Description of steps taken to eliminate such practices when discovered.	Respect Labour and Human Rights
<b>Aspect B5: Supply Chain Management</b>	<p>General Disclosure</p> <p>Policies on managing environmental and social risks of the supply chain.</p>	Sustainable Supply Chain
<b>KPI B5.1</b>	Number of suppliers by geographical region.	Supplier Assessment Framework
<b>KPI B5.2</b>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supplier Assessment Framework
<b>KPI B5.3</b>	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supplier Quality Management
<b>KPI B5.4</b>	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supplier Assessment Framework





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>B: Social</b>		
<b>Aspect B6: Product Responsibility</b>	General Disclosure  Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
<b>KPI B6.1</b>	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Quality Assurance
<b>KPI B6.2</b>	Number of products and service related complaints received and how they are dealt with.	Customer Service and Satisfaction
<b>KPI B6.3</b>	Description of practices relating to observing and protecting intellectual property rights.	Protecting IP Rights
<b>KPI B6.4</b>	Description of quality assurance process and recall procedures.	Quality Assurance
<b>KPI B6.5</b>	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Consumer Data Protection and Privacy Policies
<b>Aspect B7: Anti-corruption</b>	General Disclosure  Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics and Business Conduct



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Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>B: Social</b>		
<b>KPI B7.1</b>	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Business Ethics and Business Conduct
<b>KPI B7.2</b>	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Whistle-blowing Mechanism
<b>KPI B7.3</b>	Description of anti-corruption training provided to directors and staff.	Anti-corruption Training
<b>Aspect B8: Community Investment</b>	General Disclosure  Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
<b>KPI B8.1</b>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
<b>KPI B8.2</b>	Resources contributed (e.g. money or time) to the focus area.	Major Community Activities Participated in 2025





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Climate-related Disclosures</b>		
<b>Governance</b>		
<b>19</b>	An issuer shall disclose information about:	
<b>(a)</b>	the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	Climate Change - Governance
<b>(i)</b>	how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Climate Change - Governance
<b>(ii)</b>	how and how often the body(s) or individual(s) is informed about climate related risks and opportunities;	Climate Change - Governance
<b>(iii)</b>	how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer’s strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	Climate Change - Governance
<b>(iv)</b>	how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities, including whether and how related performance metrics are included in remuneration policies; and	Climate Change - Governance
<b>(b)</b>	management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	
<b>(i)</b>	whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Climate Change - Governance
<b>(ii)</b>	whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Climate Change - Governance



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Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Strategy</b>		
<b>Climate-related risks and opportunities</b>		
<b>20.</b>	An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
<b>(a)</b>	describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	Climate Change - Strategy
<b>(b)</b>	explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	Climate Change - Strategy
<b>(c)</b>	specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	Climate Change - Strategy
<b>(d)</b>	explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	Climate Change - Strategy
<b>Business model and value chain</b>		
<b>21.</b>	An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	
<b>(a)</b>	a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and	Climate Change - Strategy
<b>(b)</b>	a description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Climate Change - Strategy





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Strategy</b>		
<b>Strategy and decision-making</b>		
<b>22.</b>	An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
<b>(a)</b>	information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	
<b>(i)</b>	current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities;	Climate Change – Strategy
<b>(ii)</b>	current and anticipated adaptation and mitigation efforts (whether direct or indirect);	Climate Change – Strategy
<b>(iii)</b>	any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer’s transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and	Climate Change – Strategy (Not applicable – explained)
<b>(iv)</b>	how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	Emissions Management; Resource Utilisation; Climate Change – Strategy
<b>(b)</b>	information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	Climate Change – Strategy
<b>23.</b>	An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	Climate Change – Strategy



## APPENDIX



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Strategy</b>		
<b>Current financial effect</b>		
<b>24.</b>	An issuer shall disclose qualitative and quantitative information about:	
<b>(a)</b>	how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	Climate Change - Strategy
<b>(b)</b>	the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	Climate Change - Strategy
<b>Anticipated financial effect</b>		
<b>25.</b>	The issuer shall provide qualitative and quantitative disclosures about:	
<b>(a)</b>	how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:	
<b>(i)</b>	its investment and disposal plans; and	Climate Change - Strategy (Not applicable explained)
<b>(ii)</b>	its planned sources of funding to implement its strategy; and	Climate Change - Strategy (Not applicable explained)
<b>(b)</b>	how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	Climate Change - Strategy (Not applicable explained)
<b>Climate resilience</b>		
<b>26.</b>	An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	
<b>(a)</b>	the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	
<b>(i)</b>	the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	Climate Change - Strategy
<b>(ii)</b>	the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	Climate Change - Strategy
<b>(iii)</b>	the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	Climate Change - Strategy



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement	
<b>Strategy</b>			
<b>Climate resilience</b>			
<b>(b)</b>	how and when the climate-related scenario analysis was carried out, including:	Climate Change – Strategy (not applicable – explained with implementation relief)	
<b>(i)</b>	information about the inputs used, including:		
<b>(1)</b>	which climate-related scenarios the issuer used for the analysis and the sources of such scenarios;		
<b>(2)</b>	whether the analysis included a diverse range of climate-related scenarios;		
<b>(3)</b>	whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;		
<b>(4)</b>	whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;		
<b>(5)</b>	why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;		
<b>(6)</b>	time horizons the issuer used in the analysis; and		
<b>(7)</b>	what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);		
<b>(ii)</b>	the key assumptions the issuer made in the analysis; and		
<b>(iii)</b>	the reporting period in which the climate-related scenario analysis was carried out.		
<b>Risk Management</b>			
<b>27.</b>	An issuer shall disclose information about:		
<b>(a)</b>	the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:		
<b>(i)</b>	the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	Climate Change – Risk Management	
<b>(ii)</b>	whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	Climate Change – Strategy (not applicable – explained with implementation relief)	



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Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Risk Management</b>		
<b>(iii)</b>	how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	Climate Change - Risk Management
<b>(iv)</b>	whether and how the issuer prioritises climate-related risks relative to other types of risks;	Climate Change - Risk Management
<b>(v)</b>	how the issuer monitors climate-related risks; and	Climate Change - Risk Management
<b>(vi)</b>	whether and how the issuer has changed the processes it uses compared with the previous reporting period;	Not applicable - no change
<b>(b)</b>	the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	Climate Change - Risk Management
<b>(c)</b>	the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	Climate Change - Risk Management



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Metrics and Targets</b>		
<b>Greenhouse gas emissions</b>		
<b>28.</b>	An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO <sub>2</sub> equivalent, classified as:	
<b>(a)</b>	Scope 1 greenhouse gas emissions;	Emissions Management – GHG Emissions
<b>(b)</b>	Scope 2 greenhouse gas emissions; and	Emissions Management – GHG Emissions
<b>(c)</b>	Scope 3 greenhouse gas emissions.	Emissions Management – GHG Emissions
<b>29.</b>	An issuer shall:	
<b>(a)</b>	measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	Emissions Management – GHG Emissions
<b>(b)</b>	disclose the approach it uses to measure its greenhouse gas emissions including:	
<b>(i)</b>	the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	Emissions Management – GHG Emissions
<b>(ii)</b>	the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	Emissions Management – GHG Emissions
<b>(iii)</b>	any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Emissions Management – GHG Emissions
<b>(c)</b>	for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	Emissions Management – GHG Emissions
<b>(d)</b>	for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	Emissions Management – GHG Emissions



## APPENDIX



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Metrics and Targets</b>		
<b>Climate-related transition risks</b>		
30.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Climate Change – Metrics and Targets (not applicable – explained with implementation relief)
<b>Climate-related physical risks</b>		
31.	An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Climate Change – Metrics and Targets (not applicable – explained with implementation relief)
<b>Climate-related opportunities</b>		
32.	An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Climate Change – Metrics and Targets (not applicable – explained with implementation relief)
<b>Capital deployment</b>		
33.	An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	Climate Change – Metrics and Targets





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Metrics and Targets</b>		
<b>Internal carbon prices</b>		
<b>34.</b>	An issuer shall disclose:	
<b>(a)</b>	an explanation of whether and how the issuer is applying a carbon price in decision-making (for example, investment decisions, transfer pricing, and scenario analysis); and	Climate Change – Metrics and Targets (not applicable – explained)
<b>(b)</b>	the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	Climate Change – Metrics and Targets (not applicable – explained)
<b>Remuneration</b>		
<b>35.</b>	An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	Climate Change – Governance (not applicable – explained)
<b>Industry-based metrics</b>		
<b>36.</b>	An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	Not applicable



## APPENDIX



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Metrics and Targets</b>		
<b>Climate-related targets</b>		
<b>37.</b>	An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	
<b>(a)</b>	the metric used to set the target;	Environmental Targets
<b>(b)</b>	the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Climate Change – Metrics and Targets
<b>(c)</b>	the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	Climate Change – Metrics and Targets
<b>(d)</b>	the period over which the target applies;	Environmental Targets
<b>(e)</b>	the base period from which progress is measured;	Environmental Targets
<b>(f)</b>	milestones or interim targets (if any);	Not applicable
<b>(g)</b>	if the target is quantitative, whether the target is an absolute target or an intensity target; and	Climate Change – Metrics and Targets
<b>(h)</b>	how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Climate Change – Metrics and Targets





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Metrics and Targets</b>		
<b>Climate-related targets</b>		
<b>38.</b>	An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
<b>(a)</b>	whether the target and the methodology for setting the target has been validated by a third party;	Not applicable
<b>(b)</b>	the issuer's processes for reviewing the target;	Climate Change - Governance
<b>(c)</b>	the metrics used to monitor progress towards reaching the target; and	Environmental Targets; Climate Change - Metrics and Targets
<b>(d)</b>	any revisions to the target and an explanation for those revisions.	Environmental Targets; Climate Change - Metrics and Targets
<b>39.</b>	An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	Environmental Targets
<b>40.</b>	For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
<b>(a)</b>	which greenhouse gases are covered by the target;	Climate Change - Metrics and Targets
<b>(b)</b>	whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	Climate Change - Metrics and Targets
<b>(c)</b>	whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	Climate Change - Metrics and Targets



## APPENDIX



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>Metrics and Targets</b>		
<b>Climate-related targets</b>		
(d)	whether the target was derived using a sectoral decarbonisation approach; and	Climate Change – Metrics and Targets
(e)	the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
(i)	the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	Climate Change – Metrics and Targets
(ii)	which third-party scheme(s) will verify or certify the carbon credits;	Not applicable
(iii)	the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	Not applicable
(iv)	any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	Not applicable
<b>Applicability of cross-industry metrics and industry-based metrics</b>		
41.	In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	Not applicable

## 2. MANAGEMENT SYSTEM CERTIFICATION AND HAZARDOUS SUBSTANCE COMPLIANCE

ISO9001:2015	Quality Management System
ISO14001:2015	EMS
RoHs	Restrictions on the Use of Hazardous Substance





### 3. GOVERNANCE STRUCTURE AND COMPOSITION OF THE BOARD & COMMITTEES

The Group has established six governance committees. The composition of the Board and committees are listed as follows:

	Position	The Board	Audit Committee	Remuneration Committee	Nomination Committee	Investment Committee
<b>Mr. Ma Yuchuan</b> (resigned with effect from 29 July 2025)	Chairman and Non-executive Director	☐			☐	✓
<b>Mr. Yang Kun</b> (appointed with effect from 29 July 2025)	Chairman and Non-executive Director	☐			☐	✓
<b>Mr. Wang Wah Chi, Raymond</b>	Chief Executive Officer and Non-executive Director	✓				☐
<b>Ms. Liu Fei</b>	Non-executive Director	✓	✓		✓	
<b>Mr. Wang Hui</b>	Non-executive Director	✓		✓		✓
<b>Mr. Chan Chi Kong</b>	Independent Non-executive Director	✓	☐		✓	✓
<b>Dr. Kwok Hoi Sing</b>	Independent Non-executive Director	✓		✓	✓	
<b>Dr. Chan Philip Ching Ho</b>	Independent Non-executive Director	✓	✓	☐	✓	✓



## APPENDIX



	Position	Task Force	AFM Team
<b>Mr. Wang Wah Chi, Raymond</b>	Executive Director	C	C
<b>Mr. Yu Chon Man</b>	Finance Director & Company Secretary	✓	✓
<b>Ms. Lo Oi Yee, Mabel (resigned with effect from 1 May 2025)</b>	Human Resources Director	✓	✓
<b>Ms. Florence Sham (appointed with effect from 1 May 2025)</b>	Human Resources Director	✓	✓
<b>Mr. Wong Ka Kei</b>	Planning & Customer Service Director	✓	✓
<b>Ms. Caley Chan</b>	Corporate Communications Manager	✓	

- C Chairman  
 ✓ Member

### 4. MAJOR OPERATING SUBSIDIARIES



	Place of registration/ incorporation and kind of legal entity	Principal activities and place of operation
<b>Solomon Systech Limited</b>	Hong Kong, China, LLC*	Design, development, sales of IC and system solutions, Hong Kong
<b>Jing Guang Semiconductors (Dongguan) Limited</b>	China, LLC	Testing and packing of IC, Chinese Mainland
<b>Solomon Systech (Shenzhen) Limited</b>	China, LLC	Design and distribution of IC, Chinese Mainland
<b>Solomon Systech Taiwan Limited</b>	Taiwan, China, LLC	Design and development of IC, Taiwan
<b>Solomon Systech (China) Limited</b>	China, LLC	Design and distribution of IC, Chinese Mainland

\* LLC: Limited Liability Company



# CORPORATE AND SHAREHOLDER INFORMATION

## Financial Calendar

### Financial Year End

31 December

### Announcement of Annual Results

19 March 2026

## Share Listing

### Listing Venue and Date

Main Board of The Stock Exchange of Hong Kong Limited  
8 April 2004

### HKSE Stock Code

2878

### Board Lot

2,000 shares

### Trading Currency

HKD

### Issued Shares

2,497,752,351 (as at 31 December 2025)

## Principal Share Registrar and Transfer Agent

Vistra (Cayman) Limited  
P.O. Box 31119  
Grand Pavillion Hibiscus Way  
802 West Bay Road  
Grand Cayman  
KY1-1205  
Cayman Islands

## Hong Kong Branch Share Registrar

Tricor Investor Services Limited  
17/F, Far East Finance Centre  
16 Harcourt Road  
Hong Kong  
Tel: (852) 2980 1333  
Fax: (852) 2810 8185  
Website: [www.tricoris.com](http://www.tricoris.com)

## Independent Auditor

Ernst & Young  
Certified Public Accountants  
Registered Public Interest Entity Auditor  
Under the Accounting and  
Finance Reporting Council Ordinance

## Hong Kong Legal Advisor

Loeb & Loeb LLP

## Board Members

### Executive Director

Mr. Wang Wah Chi, Raymond (Chief Executive Officer)

### Non-executive Directors

Mr. Yang Kun (Chairman)  
(Appointed with effect from 29 July 2025)  
Mr. Ma Yuchuan (Resigned on 29 July 2025)  
Mr. Wang Hui  
Ms. Liu Fei

### Independent Non-executive Directors

Mr. Chan Chi Kong  
Dr. Chan Philip Ching Ho  
Dr. Kwok Hoi Sing

## Authorized Representatives

Mr. Wang Wah Chi, Raymond  
Mr. Yu Chon Man

## Company Secretary & Qualified Accountant

Mr. Yu Chon Man  
CPA, FCCA

## Corporate Communications/Investor Relations

Email: [ir@solomon-systech.com](mailto:ir@solomon-systech.com)

## Principal Office

Unit 607-613, 6/F Wireless Centre  
3 Science Park East Avenue  
Hong Kong Science Park, Shatin, New Territories  
Hong Kong  
Tel: (852) 2207 1111  
Fax: (852) 2267 0800

## Website

[www.solomon-systech.com](http://www.solomon-systech.com)

## CORPORATE AND SHAREHOLDER INFORMATION

This 2025 ESG Report (bilingual version in English and Chinese) has been posted on the Company's website at [www.solomon-systech.com](http://www.solomon-systech.com).

Shareholders who have chosen to receive the Company's corporate communications (including but not limited to annual reports, summary financial reports (where applicable), interim reports, summary interim reports (where applicable), notices of meeting, listing documents, circulars and proxy forms) via the Company's website and for any reason have difficulty in gaining access to the ESG Report posted on the Company's website will promptly upon request be sent by post the ESG Report in printed form free of charge.

### **Shareholders may at any time change their choice of means of receipt of the Company's corporate communications.**

Shareholders may request for printed copy of the ESG Report or change their choice of means of receipt of the Corporate Communications by sending reasonable notice in writing to the Company's branch share registrar in Hong Kong, Tricor Investor Services Limited, at 17/F, Far East Finance Centre, 16 Harcourt Road, Hong Kong or by sending an email to [solomon2878-ecom@vistra.com](mailto:solomon2878-ecom@vistra.com).

本2025 ESG報告的中英文雙語合併本已登載於本公司網站[www.solomon-systech.com](http://www.solomon-systech.com)。

選擇透過本公司網站收取本公司的公司通訊（其中包括但不限於年報、財務摘要報告（如適用）、中期報告、中期摘要報告（如適用）、會議通告、上市文件、通函及代表委任表格），及因任何理由以致在接收載於本公司網站的ESG報告上出現困難的股東，可即時要求以郵寄方式獲免費發送ESG報告的印刷本。

### **股東可隨時更改收取本公司的公司通訊方式**

股東可在給予本公司合理時間的書面通知，要求索取ESG報告的印刷本或更改收取本公司之公司通訊的方式，該書面通知應交予本公司之香港股份過戶登記分處—卓佳證券登記有限公司，地址為香港夏慤道16號遠東金融中心17樓，或將該通知電郵至[solomon2878-ecom@vistra.com](mailto:solomon2878-ecom@vistra.com)。



[www.solomon-systech.com](http://www.solomon-systech.com)

# CORPORATE GOVERNANCE STRUCTURE

## 企業管治架構

