



# Silergy Corp.

## 2024 Annual Report

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Title	Name	Nation	Major experience /academic background
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Director	Mr. Jiun-huei Shih	ROC	
Director	Mrs. Sophia Tong	ROC	
Director	Mr. Bing Xie	USA	
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**Name of overseas securities dealers and methods to inquire into overseas securities: NA****Company Website:** <http://www.silergy.com>

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## Chapter I Letter to Shareholders

The global economy in 2024 was amid complex conditions, including geopolitical uncertainties, persistent inflation, the semiconductor industry still recovering from a slump in end-user demand, and global supply chain adjustments. Despite these challenges, the Company's operations have maintained resilience through research and development across various projects. For 2024, Silergy Corp.'s consolidated net operating revenue amounted to NT\$18,454,847 thousand, representing an increase of approximately 20% from NT\$15,427,335 thousand in 2023. The consolidated net profit after tax reached NT\$2,124,168 thousand, a significant increase of approximately 233% compared to NT\$637,050 thousand in 2023, resulting in a net profit margin of 11% and basic earnings per share of NT\$5.95.

In the terminal application sector, revenue from consumer, information, and automotive products has demonstrated significant growth, with automotive products in particular experiencing a growth rate of over 70%. Notably, the introduction of microcontroller units (MCUs), battery management systems (BMS), and highly complex management ICs has expanded the application scope of these products. Revenue growth for industrial and communication products was modest, as some consumers were still adjusting inventories. Information products achieved approximately 30% annual revenue growth, mainly from general-purpose products, while AI server sector is currently in the design and introductory phase. Revenue growth for consumer products is around 20%, largely benefiting from recovering end-user demand in certain regions and a slight increase in market share. In 2024, consumer electronics, industrial products, information products, network communication products, and automotive products contributed to approximately 38%, 31%, 14%, 6%, and 11%, respectively, of the total revenue.

In terms of R&D and process technology development, the Company's proprietary process technology on the G3 platform has gradually increased its production ratio year by year. The G4 process has already begun scaling up and is expanding its proportion in conjunction with new product launches, thus enhancing product competitiveness. The Company's patents for R&D and process technologies have also continued to increase. As of the end of 2024, not accounting for over 410 patents still in the application process, a total of 1,787 patents from China, United States, Taiwan, Japan, India, etc. have been obtained, including 62 new patents acquired in 2024.

In terms of the Company's sustainable development strategy, Silergy has always focused on energy conservation and carbon reduction as the core of its product technology, with eco-friendly sustainable development as its objective. In 2024, the Company established a Sustainable Development Committee responsible for the strategic planning of its ESG initiatives,

setting goals that comply with international standards while continuously refining implementation details to align with global practices. In the same year, Silergy completed the ISO 45001 system development and plans to complete the Responsible Business Alliance (RBA) system certification in 2025 while building a green supply chain management system. At the same time, it plans to fully integrate the concept of sustainable management into the Company's strategic planning and operational management at all levels, and laying a solid foundation for high-quality sustainable development. In the future, the Company will continue to invest resources and implement improvements in various areas, such as the environment, social responsibility, and corporate governance. The goal is to achieve both business growth and environmental protection, demonstrating the achievements and value of sustainable development.

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

Chairman, Wei Chen

# Chapter II Company Introduction

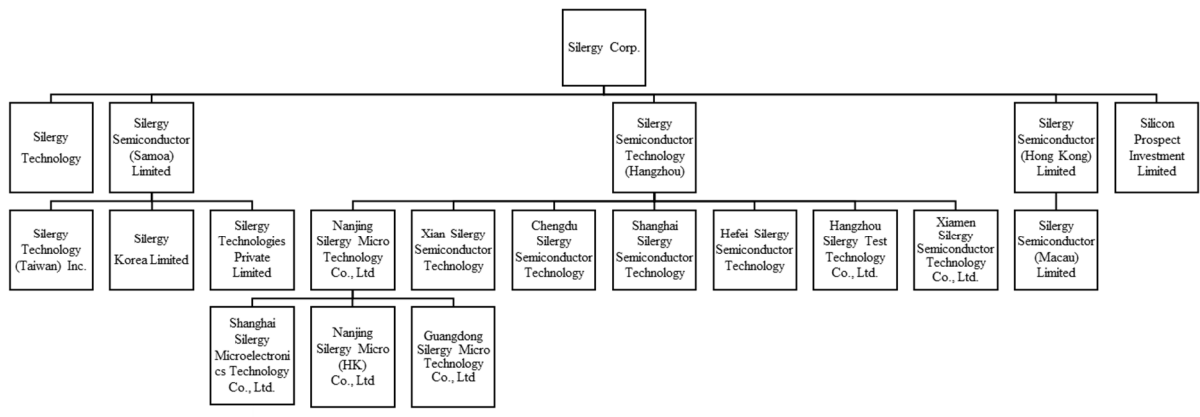
## I. Date of Founding and Summary

Silergy Corp. was founded on February 7, 2008, as a holding company in the British Cayman Islands (hereinafter referred to as “Cayman Islands”), with main businesses in the research and development, design, and sales of power management IC (PMIC). The Company has set up R&D, sales or service locations in China, America, Taiwan, South Korea, Japan and India. Silergy Corp. and its subsidiaries (hereinafter referred to as “Silergy”, “the Company”, or “the Group”) is a professional analog IC design house, and is one of the few IC design houses in the world capable of producing high-voltage, high-current IC in small packages. Silergy has R&D teams specializing in IC design and systems design technologies, and are equipped with industry-leading wafer fabrication and packaging technology design capabilities, enabling Silergy to provide customers with highly integrated products of high performance and quality. Our comprehensive and total solutions enable us to successfully enter the supply chain of companies or ODM/OEM of tablet computers, LED lighting, solid-state drive (SSD), LED TV, notebook, security and surveillance equipment, and smart phones, and expand our customer base for different product applications through IC distributors.

Silergy's management team has years of industrial experience and is well aware of the future directions of the development of products technologies. With our team which specializes in key technologies, Silergy is able to quickly respond to the latest specifications of computer products and provide customers with development platform equipped with comprehensive specifications, designs, and real-time customer service during the product development stage. With the rapid development of information products, Silergy has proven to be a professional IC design house with competitive advantages.

## II. Corporate Structure

December 31, 2024



Note : Silergy Corp. direct or indirect investment shares hold in Nanjing Silergy Micro Technology Co., Ltd is 63.83%.  
Silergy Corp. direct or indirect investment shares hold in Shanghai Silergy Semiconductor Technology Co., Ltd is 49.00%.

### III. Company History

Date	Important event
2008	February: Established Silergy Corp., with primary business in power management IC (PMIC) design. May: Established Silergy Technology, a US subsidiary primarily engaged in collecting advanced technologies from the market. Established Silergy (Hangzhou) on April 22, a subsidiary mainly responsible for receiving orders, design, operations, and technical support.
2009	Released industry's first 6V, 2A, 1 MHz synchronous step-down IC in SOT23 package that went into mass production; developed the industry's first 6V, 3.5A, 1 MHz synchronous step-down IC in DFN3x3 package that went into mass production.
2010	Released the world's smallest dual-channel 6A smart-load switch IC in DFN2x2 package. Also released industry's first 30V/2A, 1 MHz buck-boost MR16 LED driver IC in SOT23 package. Passed ISO9001 certification and recognized as a high-tech enterprise and integrated circuit (IC) design enterprise in China.
2011	Released the world's smallest 6V/6A, 1 MHz synchronous step-down IC in DFN2x2 package; released industry's first PFC/QRC/PSR isolated LED driver IC in SOT23 package.
2012	Established Nanjing Silergy Semiconductor Technology. Released industry's first built-in MOS PFC/QRC/PSR isolated LED driver IC in SO8 package. Also released industry's smallest 18V/5A synchronous step-down IC in an SOT23-6 package.
2013	Released industry's first MOS built-in LED driver IC in SOT23 package; and released industry's first input current 6A step-up smart charging IC in QFN3x3 package.
2014	Established Hangzhou Innvolt Technology. Released industry's first SCR dimmable MR16 driver IC. Released industry's first 30V/15A synchronous step-up IC in DFN4x4 package.
2015	Released industry's first motor-driver IC in SOT23 package. Released industry's first high-performance MOS built-in 6.78 MHz wireless charging emitter IC.
2016	Acquired smart-meter and energy-monitoring business units of Maxim Integrated and LED lighting business unit of NXP Semiconductors. Released industry's smallest 500V MOS with PFC silicon-controlled light-modulating LED driver IC in SOT23 package. Released industry's first dual-output DC/DC IC.
2017	Released the industry's first non-inductive high-efficiency Triac dimmable driver IC. Released the industry's smallest 28V/10A four-switch fully integrated buck converter IC in QFN4x4 package. Released the industry's smallest 3.2x3.2 high-efficiency SSD PMIC. Released the industry's smallest QFN4x4 20W power bank PMIC that supports fast charging of mobile phone. Released the industry's smallest 5A switch IC with reverse insertion, over-voltage and over-current protection in QFN2x2 package.
2018	Industry's first single IC, single-inductor, 5-output smart LED dimmable driver IC in QFN5X5 package. Industry's first non-inductive, non-MLCC, high-efficiency Triac dimmable driver IC. IOT buck DCDC IC with ultra-low static power dissipation, 0.5A current in DFN2x2 package. Industry's first single IC 60W PD buck-boost DCDC IC in QFN5X5 package.
2019	Industry first high efficiency 30W isolated charge pump fast charger IC. Industry leading miniLED driver IC for high quality display applications.



Date	Important event
2020	Silergy's first signal chain product has officially entered mass production and successfully applied to monitors. Large batches of products have also been delivered. Industry's first 100W USB PD fully integrated buck IC in QFN3X3 package. Industry's highest sensitivity environmental light sensor, which has successfully entered the medical application fields of heart rate and blood oxygen detection.
2021	First Triac Dimmable MR16 LED driver First DFN4x4 30V/15A Sync Boost Regulator
2022	First 10MHz/20A Sync Buck in QFN3x4 First 18V/45A Sync Buck in QFN4x5
2023	First 40V/15A fully integrated Automotive H bridge motor driver.
2024	First Flyback SR controller with CCM operation at low input and ZVS operation in high input voltage. First PV power optimizer PMIC with a wide input voltage of 7.5V to 150V in 5x5 QFN package.

## IV. Risks

### (I) Risk factors

1. The impact of changes in interest rates, exchange rate fluctuations, and inflation, on the Company's gain or loss, and the Company's future response measures:

#### (1) Interest rate changes

Silergy incurred an interest expense of NT\$16,458 thousand in 2024, mainly from interest expense generated from lease liability using the effective interest method, and will be amortized during the lease period. It amounts to 0.09% of the year's net operating revenue, showing limited impact on the Company's gain and loss.

As the Company increases its scale of operations and profitability, we have adequate equity fund and less reliance on loans from financial institutions. Hence, even if China's interest rates increase in the future, Silergy will not be exposed to risks from significant increase in interest expenses owing to increased interest rates. There will be no material impact on the Company due to interest rate changes.

#### (2) Exchange rate fluctuations

Majority of Silergy's sales and purchases are transacted in US dollars. As such, receivables and payables from the sales and purchases will offset each other, resulting in a natural hedging effect. The Company's 2024 exchange gain was NT\$189,870 thousand, amounting to 1.03% of the year's net operating revenue, showing limited impact on the Company's gain and loss.

The main functional currency of Silergy is US dollar, and there is no major risk of exchange rate fluctuation to date. To reduce the impact on the Company's gain or loss as a result of fluctuation in exchange rate, Silergy constantly collects currency exchange information, relies on real-time online exchange rate system, and strengthens communication with financial institutions, to determine the trend in exchange fluctuations and use it as basis for exchange settlements. Silergy strives to balance foreign currency assets and liabilities to achieve natural hedging and lower the impact from exchange rate fluctuations. In the future, Silergy will base on the exchange rate fluctuations and foreign currency funding needs, employ financial derivatives for hedging to avoid foreign exchange risks.

### (3) Inflation

Silergy continues to monitor market price fluctuations and maintain positive interactions with both suppliers and customers. There has been no significant impact caused by inflation in recent years.

2. Policies on high-risk, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives trading, main reasons for profits or losses generated thereby, and future response measures to be undertaken:

Silergy has formulated regulations that include Procedure for Acquisition and Disposition of Assets, Procedure for Loaning Capital to Other Parties, and Procedure for Endorsements and Guarantees. These regulations are used by Silergy and its subsidiaries as the basis for compliance when pursuing relevant activities. Up to the publication date of the annual report, Silergy has not made high-risk or highly leveraged investments, nor provided any capital loan to other parties, made no engagement in derivatives trading. Silergy practices a steady and conservative business strategy and focuses on our primary business. As we do not branch into high-risk industries, adopt a steady and conservative financial policy, and do not engage in highly leveraged investments, the risk is limited.

3. Future research and development plans and expected expenditure

#### (1) Future research and development plans

- A. Develop high-efficiency and highly reliable high-voltage IC manufacturing processes to create control units, driver units, and highly integrated single-chip.
- B. Develop novel digital-analog mixed control technologies, optimize system architecture, and promote smart PMIC developments.
- C. Digitally controlled PMIC.
- D. Develop sensor and detector IC for future Internet of Things (IoT) applications.

#### (2) Expected research and development expenditures

R&D investments by Silergy will be based on the progress achieved in the development of new products and technologies. With the growth of revenue in the future, Silergy will gradually increase its annual R&D expenses, and is expected to invest at least NT\$5 billion by 2025 to support the R&D projects of new product development in the future, and upgrading the performance of existing products, increasing the market competitiveness of the Company.

4. Major changes to local and overseas policies and laws that impact the Company's financial operations, and response measures:

Silergy's daily operations are compliant with both local and overseas laws and regulations, and our financial operations have not been affected by major changes in local or overseas policies and laws. Silergy is also constantly monitoring the trends and development in local and overseas policies to collect relevant information as reference for the management to develop suitable response strategies.

5. Developments in science and technology (including cyber security risks) as well as industrial change that impact the company's financial operations, and response measures:

Silergy has a strong foundation in research and development which has been recognized by our customers. Our management team constantly monitors the market development and technological trends, and assesses the impact of the risk on the Company's

product positioning, so as to reduce all risk factors and generate maximum benefits for our shareholders. Silergy will also continue to invest in the research and development of new products, monitor product development cycles, formulate relevant response measures, and maintain stable financial structure and flexibility in capital allocation, to cater for future market development. In the last fiscal year up to the date of printing of the annual report, changes in technologies and the industry did not have any material impact on the financial operations of Silergy.

Information security control is an unavoidable issue for companies in the era of industrial control and Internet of Things. In terms of network security planning, Silergy has established security control mechanism in its computer network system to prevent unauthorized system access, conducts periodic review and assessment on various software and hardware security and firewall settings, regularly conveys information security policies and regulations to the employees, conducts tests and network intrusion in a non-periodic manner, and conducts publication and drills for response procedures of possible impacts. The Company has established information security management regulations and obtained ISO27001 standard system certification, where information security and protection and emergency response procedures for information and communication security shall be handled accordingly.

6. Changes to corporate image that impact the Company's crisis management, and response measures

Silergy upholds the spirit of integrity management and stability, and is committed in improving quality, efficiency, and internal management, thereby establishing good reputation and corporate image in the industry. There were no changes to corporate image which led to business crisis. Silergy will continue to maintain corporate governance and operational transparency, as well as protect the shareholders' rights to strengthen the image of the Company.

7. Expected benefits and possible risks of mergers and acquisitions, and response measures

Silergy did not engage in any mergers or acquisitions in the past fiscal year and up to the publication date of the annual report. If there are any mergers and acquisition plan in the future, it will be handled in accordance with relevant laws and regulations and relevant regulations formulated by the Company, to protect the interests of the Company and shareholders.

8. Expected benefits and possible risks of plant expansion, and response measures

Silergy is an IC design house and adopts a fabless business model. There is no plan to expand the plant.

9. Risks resulting from consolidation of purchasing or sales operations, and response measures

- (1) Risks resulting from consolidation of purchasing operations and response measures

Semiconductor industry is a vertical specialization business model. After Silergy completes a design, the rest of the manufacturing process, including photomask production, wafer fabrication, singulation, packaging, and backend testing are outsourced to other specialized companies. Wafer is the primary material in this production process. The key factors of consideration for IC design houses include process technology, quality yield, capacity, and delivery date. One or two fabrication plants are selected as suppliers, and Silergy selected Company R and Company S as ours. To avoid risks of supply shortage or interruptions, Silergy has

also established a backup supply, maintains a constant supply proportion, and has built a positive relationship with its suppliers. Product technical specifications are also used to adjust supply proportions. Although consolidation of supply operations is common in the industry, Silergy will continue to monitor the state of production and maintain close contact to avoid risks of over consolidation of production.

(2) Risks resulting from consolidation of sales and response measures

In 2024, sales to the Company's top one customer is approximately 14%. In general, there is no risk of over-consolidation of sales. Silergy also constantly monitors the customer's financial status, makes credit assessments, and sets aside an allowance for doubtful accounts according to the collection and aging of delinquent accounts. Besides establishing a positive and stable partnership with its customers, Silergy continues to expand its customer base.

10. Impact and risk to the Company due to major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10% stake in the Company has been transferred or changed hands, and response measures:

For information of the fourth board of directors, please refer to the inner cover of the annual report. For the past fiscal year up to the publication date of this report, changes to members of the board of directors, directors, and major shareholders holding at least ten percent (10%) of the shares did not result in operation risks or material impact to the finances and operations of Silergy.

11. Impact and risk due to any change in governance rights in the company, and response measures

Over the past fiscal year up to the publication date of this report, there has been no change in governance rights in Silergy. Silergy has enhanced various corporate governance measures and introduced independent directors to safeguard the rights and interests of its shareholders. Silergy's professional managerial officers manage our day-to-day operations, and our strong management team has made significant contributions to the performances of the Company, and is expected to continue to gain support from the shareholders. Hence, any change in management power in the future will not have material negative impact on the Company's management and operational advantages.

12. Any litigious or non-litigious matters or administrative disputes up to the publication date of this report where the company and company directors, supervisors, general managers, and persons with actual responsibility in the company, and major shareholders holding more than 10% of the company's shares and affiliated companies who have been concluded through final judgment or still under litigation, to be a party thereof, and where the results thereof could materially affect the shareholders' equity or prices of the company's securities, as well as the facts of the dispute, amount of money at stake, date of litigation commencement, and main parties to the litigation: No such incident.

13. Other material risks and response measures

(1) Safeguarding shareholder rights and interests

There are a number of differences in the provisions of the Cayman Islands Companies Law and the Company Act of the Republic of China (ROC). Although Silergy has revised its Articles of Incorporation according to the Checklist for the Protection of Shareholder Rights and Interests in the Registration Site of a Foreign Issuer, there are still a number of differences related to corporate operations in the laws of both countries. An investor is unable to adopt the concept of legal rights

protection for investments in Taiwanese companies when investing in a Cayman Islands company. Investors should have proper understanding and acquire professional advice to ensure that investments made in a company incorporated in the Cayman Islands are subject to shareholders' rights protection.

(2) Overall risks of economy, political environment, foreign exchange, and laws

Silergy is registered in the Cayman Islands while the major business operations are conducted in China. The overall economy, changes in political environment and foreign exchange fluctuations of the country of incorporation and countries where its main operations are conducted will affect the operations of Silergy.

(3) Cash dividend distribution and tax liabilities

According to the relevant laws of China, when a subsidiary in China distributes profit, at least 10% of net income after taxes (NIAT) every year must be first set aside as the legal surplus (regarded as a legal reserve that cannot be distributed as dividend on shares until it reaches 50% of the registered capital of the company). A tax on any share dividend, bonus, interest, and other income earned in and from China by a non-resident company of a country or territory that has signed a tax agreement with China shall be, according to the provisions of the relevant tax agreement, less than 10%. After the company's applications are reviewed and approved by a competent tax authority, the company may be eligible to the agreed tax rate. With the exception of the aforementioned scenarios, and when the China subsidiary remits the share dividends to places outside China, an income tax of 10% shall be deducted on behalf of the shareholder. These provisions may potentially reduce the ability of Silergy to distribute share dividends to its shareholders. A subsidiary in China must comply with local laws for overseas remittance of shares dividend. If China changes laws related to the aforementioned activities and to dividend remittance so that a subsidiary of Silergy in China is unable to comply with the relevant laws or must acquire permission or submit files related to the activities, there may be a risk of failure to remit share dividends.

(4) Rapid changes to market scale of the product

The demand for consumer electronics depends on the consumer's taste, preference, and government policies of various countries. End-user product suppliers, which include Silergy's customers and market share, are constantly and rapidly changing. The integration of Silergy's products and manufacturers, and the growth of the Company's product market share, in the past and foreseeable future, depend on the ability in predicting consumer tastes and preference, as well as the Company's ability to provide cost-effective design, production, and sale of product to end consumers who control the market.

Silergy will continue to monitor the market demand and work closely with end product manufacturers, so as to grasp market opportunities. We will research and develop more innovative and advanced products, and beat our competitors in launching new products that meet the customer's tastes and preferences to reduce risks caused by demand changes in consumer electronics.

(5) Risks of reduced average sales prices

ICs developed and sold by Silergy are widely used in various types of consumer electronics. Potential price pressure from customers, and the highly competitive and price sensitivity consumer products, may cause a rapid drop in price in the future,

leading to reduced gross earnings for Silergy. With expected price pressure from competitors, Silergy may have to lower its products' average sale price. If Silergy is unable to increase sales volume, reduce manufacturing cost, or quickly develop more innovative and higher value-added products to compensate for the reduction in average sales price, it may affect the Company's gross earnings and financial results.

Silergy will continue to monitor customer demands, research and develop products that are more innovative and with more added value to create new markets. It will also continue to use flexible and low-cost business models to raise profitability, in the aim to reduce the risks of falling average selling prices of consumer electronics.

(6) Risks for violating intellectual property laws and patent rights

As commonly seen in semiconductor industry, Silergy or its customers may encounter intellectual property charges from time to time, or may discover that patent rights or IP rights owned by others contain technologies, products or services of Silergy or its end customers. It is a characteristic of the semiconductor industry that many companies own a large number of patents and other IPs, and actively seek, protect and exercise these IP rights.

Silergy is an IC design house, and its core assets are its research and development personnel, and the intangible intellectual properties developed by them. If the Company's intellectual properties are infringed by third parties, besides affecting the Company's products and revenue, significant time and cost may be incurred in legal proceedings to protect the Company's interest, which may have adverse effect on the Company's operations.

Charges of IP infringement are not uncommon in the technology industry. Silergy may also face IP infringement charges in the future. Regardless of whether there is sufficient evidence, the accusation may affect the Company's reputation, finance, business and revenue, and may cause the Company to incur high litigation cost, resulting in adverse impact on the Company's operations.

(7) Information security risk

Information security control is an unavoidable issue for companies in the era of industrial control and Internet of Things. In terms of network security planning, Silergy has established security control mechanism in its computer network system to prevent unauthorized system access, conducts periodic review and assessment on various software and hardware security and firewall settings, regularly conveys information security policies and regulations to the employees, conducts tests and network intrusion in a non-periodic manner, and conducts publication and drills for response procedures of possible impacts. The Company has established information security management regulations and obtained ISO27001 standard system certification, where information security and protection and emergency response procedures for information and communication security shall be handled accordingly.

## Chapter III Corporate Governance Report

### I. Information on the directors and main managerial officers

(I) Directors information (Silergy has not appointed any supervisors):

March 30, 2025, Unit: 1000 shares; %

Title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Length of term	Date of first election	Shares held when elected		Shares currently held		Shares held by spouse and minor children		Shares held by directors in the name of other persons		Main experience and academic background	Positions currently assumed in Silergy and other companies	Other officers, directors or supervisors with spouses, or relatives within the second degree of kinship			Note (1)
							Shares	%	Shares	%	Shares	%	Shares	%			Position	Name	Relationship	
Chairman	US	Wei Chen	Male 51~60	2022/5/27	3 years	2008/2/07	28,672	7.93	27,925	7.20	-	-	202	0.05	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA Technical Manager, Linear Technology Deputy Chief System and Applications Technology Officer, Monolithic Power Systems, Inc.	For information on positions in the Company's affiliates, please refer to "Directors, supervisors, and general managers of affiliated companies" under "VIII. Special Items to be Included" (Page 110 - 112) of the Annual Report.	-	-	-	-
Director	US	Budong You	Male 51~60	2022/5/27	3 years	2008/2/22	14,748	4.08	14,933	3.85	-	-	-	-	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA Deputy Technology Manager, Volterra Semiconductor	For information on positions in the Company's affiliates, please refer to "Directors, supervisors, and general managers of affiliated companies" under "VIII. Special Items to be Included" (Page 110 - 112) of the Annual Report.	-	-	-	-
Director	ROC	Jiun-huei Shih	Male 51~60	2022/5/27	3 years	2016/6/2	-	-	-	-	-	-	-	-	JD, Stanford University Law school BS, United States Military Academy Managing Director and Partner at JP Morgan/One Equity Partners	Founding Partner, Hudson Highland Partners Advisory Partner, eJnnn Phecda Partners	-	-	-	-

Title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Length of term	Date of first election	Shares held when elected		Shares currently held		Shares held by spouse and minor children		Shares held by directors in the name of other persons		Main experience and academic background	Positions currently assumed in Silergy and other companies	Other officers, directors or supervisors with spouses, or relatives within the second degree of kinship			Note (1)
							Shares	%	Shares	%	Shares	%	Shares	%			Position	Name	Relationship	
															Industry banker at both Merrill Lynch and Deutsche					
Director	ROC	Sophia Tong	Female 61~70	2022/5/27	3 years	2022/5/27	-	-	-	-	-	-	-	-	Languages/National Taiwan University President, Test Rite International Co., Ltd. GM of IBM Taiwan; Department of Foreign	CEO, HonTai Group Chairman, ZHAN TENG Ltd. Independent Director, Acer Cyber Security Inc. Director, Dotmore Media	-			-
Director	ROC	Bing Xie	Male 51~60	2023/5/26	3 years	2023/5/26	-	-	-	-	-	-	-	-	Master of Business Administration at Clemson University in South Carolina Bachelor of Science in Electronics Engineering at Xidian University in Xi'an, Shaanxi, China. Senior Vice President/Executive Officer; Vice President; President/General Manager; TI Greater China; and Sales Manager, TI Greater China, Texas Instrument	Director, Zepp Health Corporation For information on positions in the Company's affiliates, please refer to "Directors, supervisors, and general managers of affiliated companies" under "VIII. Special Items to be Included" (Page 110 - 112) of the Annual Report.	-			-
Independent director	ROC	Yong-Song Tsai	Male 51~60	2022/5/27	3 years	2014/6/24	-	-	-	-	-	-	-	-	Masters, International Business, National Taiwan University (NTU) Partner, APP Capital Limited Deputy General Manager, Walden International Taiwan Co., Ltd.	Independent director, WAFER WORKS Corporation	-			-



Title	Nationality or place of registration	Name	Gender Age	Date of election (appointment)	Length of term	Date of first election	Shares held when elected		Shares currently held		Shares held by spouse and minor children		Shares held by directors in the name of other persons		Main experience and academic background	Positions currently assumed in Silergy and other companies	Other officers, directors or supervisors with spouses, or relatives within the second degree of kinship			Note (1)
							Shares	%	Shares	%	Shares	%	Shares	%			Position	Name	Relationship	
Independent director	ROC	Henry King	Male 61~70	2022/5/27	3 years	2019/6/13	-	-	-	-	-	-	-	-	EMBA Enterprise Class, National Cheng-Chi University, TAIWAN MBA in Finance, Loyola University of Chicago, USA BS in Electrical Engineering (minor in BA), National Central University, TAIWAN Managing Director, Co-head of Asia Technology team, Head of Taiwan research, Goldman Sachs Asia Senior analyst, Credit Suisse	Chairman, Kashman Investment Co., Ltd Director, GOLDEN BRIDGE ELECTECH INC. Independent Director, PANRAM INTERNATIONAL CORP.	-	-	-	-
Independent director	ROC	Jet Tsai	Male 61~70	2022/5/27	3 years	2022/5/27	-	-	-	-	-	-	-	-	MBA, National Taipei University Electrophysics / Chiao Tung University CPA, Jianda Lianhe Accounting Firm	CPA, Jianda Lianhe Accounting Firm President & Director, GLOBAL VIEW CO., LTD.. Chairman, JIE DENG CO., LTD. Chairman, DA SHU ENERGY CO.,LTD Independent Director,NISHOKU TECHNOLOGY INC. Independent Director,Success Prime Corporation	-	-	-	-
Note1: Where the Chairperson and the general manager or person of an equivalent post (the highest level manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increase number of independent directors, and more than half of the directors do not concurrently hold position as an employee or managerial officer)																				

## 2. Professional qualifications and independence of the directors:

March 30, 2025

Condition Name	Professional qualifications and experience (Note 1)	Independence (Note 2)	Currently serving as an independent director of other public companies
Wei Chen	Please refer to pages 11-13 for the information on the directors.	Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies.	0
Budong You	Please refer to pages 11-13 for the information on the directors.	Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies.	0
Jiun-huei Shih	Please refer to pages 11-13 for the information on the directors.	Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies.	0
Sophia Tong	Please refer to pages 11-13 for the information on the directors.	Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies.	1
Bing Xie	Please refer to pages 11-13 for the information on the directors.	Where none of the circumstances in the subparagraphs of Article 30 of the Company Act applies.	0
Yong-Song Tsai	Please refer to pages 11-13 for the information on the directors.	Not a spouse or a relative within the second degree of kinship with any director. 1. Not a director, supervisor or an employee of the Company or any of its affiliates. 2. Not a natural person shareholder of the Company. 3. Serving as a director, supervisor, or employee of a company having a specific relationship with the Company (as defined in Items 5-8, Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"). 4. Remuneration received in the past 2 years for providing commercial, legal, financial, or accounting services to the Company or its affiliate of the Company.	1
Henry King	Please refer to pages 11-13 for the information on the directors.		1
Jet Tsai	Please refer to pages 11-13 for the directors' information. Jet Tsai holds a CPA license and is currently serving as a CPA at Jianda Lianhe Accounting Firm.		2

Note 1: Professional qualifications and experience: Describe the professional qualifications and experience of each director and supervisor. For members of the Audit Committee with accounting or financial expertise, specify their accounting or financial background and work experience. Additionally, indicate whether there are circumstances in the subparagraphs of Article 30 of the Company Act.

Note 2: The statement for independent directors should specify their compliance with independence requirements, including but not limited to: whether the individual, their spouse, or a relative within the second degree of kinship serve as a director, supervisor, or employee of the Company or any of its affiliate of the Company; the number and percentage of Company shares held by the individual, their spouse, or a relative within the second degree of kinship (including shares held under the name of another person); whether the individual serves as a director, supervisor, or employee of a company having a specific relationship with the Company (as defined in Items 5-8, Paragraph 1, Article 3 of the "Regulations Governing Appointment of Independent

Directors and Compliance Matters for Public Companies”); and the amount of remuneration received in the past 2 years for providing commercial, legal, financial, or accounting services to the Company or its affiliate of the Company.

### 3. Diversity, professional qualification, and independence of the Board of Directors:

- (1) Board Diversity: Describe the board diversity policy, its objectives, and the status of achievement. The diversity policy includes, but is not limited to, the selection criteria for directors, as well as the composition or proportion of the Board in terms of professional qualifications and experience, gender, age, nationality, and culture. The Company shall also disclose specific objectives related to the aforementioned policy and the status of their achievement. If the number of Directors of any gender on the board of a listed or OTC company does not reach one-third, the company shall disclose the reasons and outline the measures to enhance gender diversity in the Board of Directors.

The Company has specified in the Regulations Governing the Election of Directors and Independent Directors that the composition of the Board of Directors shall be determined by taking diversity into consideration and formulating an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs. It is advisable that the policy include, without being limited to, the following two general standards:

- A. Basic requirements and values: Gender, age, nationality, and culture.
- B. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

The Company adopts a candidate nomination system for the director election. The Company's objectives are to ensure that independent directors account for at least one-third of the total number of board seats and that there is at least one female director on the board. All members of the board shall have the knowledge, skills, and experience necessary to perform their duties. The board of directors shall possess the following abilities: 1. Ability to make operational judgments. 2. Ability to perform accounting and financial analysis. 3. Ability to conduct management administration. 4. Ability to conduct crisis management. 5. Knowledge of the industry. 6. An international market perspective. 7. Ability to lead. 8. Ability to make policy decisions.

- (2) Board Independence: Specify the number and proportion of independent directors and explain how the board maintains its independence. Provide a statement confirming that none of the circumstances described in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act apply. This includes disclosure of any spouse or relative within the second degree of kinship among directors, among supervisors, or between directors and supervisors.

The current members of the Board of Directors includes three independent directors, where the independent directors accounted for 37.5% of the Board. Members of the Board have an age distribution of 51-70 years old. And there is one female director, and the proportion of female directors reaches 12.5%, both of which have reached the set goals.

Among the current members of the Board, three also serve as part of the Company's management team. There are no spouse or relative within the second degree of kinship among the directors, and none of the circumstances described in Article 26 3, Paragraphs 3 and 4 of the Securities and Exchange Act apply. To maintain the independence of the Board, the Company plans to increase the number of board seats to nine (including six independent directors) in the 2025 shareholders' meeting, ensuring that directors who are also Company employees do not exceed one-third of the Board.

## (II) Information of main managerial officers:

March 30, 2025, Unit: Thousand shares; %

Title	Nationality	Name	Gender	Date of appointment	Shares held		Shares held by spouse amd minor children		Shares held by by managerial officers in the name of other persons		Main experience and academic background	Positions currently assumed in other companies affiliated companies	Managerial officers are a spouse or within second-degree relative of kinship to each other			Note (2)
					Shares	%	Shares	%	Shares	%			Position	Name	Relationship	
Chairman	US	Wei Chen	Male	2008/02/07	27,925	7.20	-	-	202	0.05	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA; Technical Manager, Linear Technology; Deputy Chief System and Applications Technology Officer, Monolithic Power Systems, Inc.	For information on positions in the Company's affiliates, please refer to "Directors, supervisors, and general managers of affiliated companies" under "VIII. Special Items to be Included" (Page 110 - 112) of the Annual Report.	-			-
Co-CEO & President	US	Budong You	Male	2008/02/22	14,933	3.85	-	-	-	-	PhD, Department of Electrical Engineering, Virginia Polytechnic Institute and State University, USA; Deputy Technology Manager, Volterra Semiconductor		-			-
Co-CEO & President	US	Bing Xie	Male	2024/04/10	-	-	-	-	-	-	Master of Business Administration at Clemson University in South Carolina  Bachelor of Science in Electronics Engineering at Xidian University in Xi'an, Shaanxi, China. Senior Vice President/Executive Officer; Vice President; President/General Manager; TI Greater China; and Sales Manager, TI Greater China, Texas Instrument					
Chief Financial Officer	ROC	Shao-wei Chen	Male	2020/04/28	5	0.00	-	-	-	-	Department of Accounting, Chung Yuan Christian University; Financial manager, BenQ Materials Corp.		-			-
Note1:Managerial officer has, during the above period, held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm: none.																
Note2:Where the Chairperson and the general manager or person of an equivalent post (the highest level manager) of the Company are the same person, spouses, or relatives within the first degree of kinship, an explanation shall be given of the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increase number of independent directors, and more than half of the directors do not concurrently hold position as an employee or managerial officer)																

## II. Remuneration paid out to directors, general manager, and vice presidents in the most recent fiscal year

### (I) Director's remuneration:

Unit: NT\$ thousand; thousand shares; %

Title	Name	Director's remuneration								Proportion of sum of A, B, C, and D, to NIAT		Employee remuneration for other activities								Proportion of sum of A, B, C, D, E, F and G, to NIAT		Whether the person receives remuneration from non-subsidiary investments
		Remuneration (A)		Retirement pension (B)		Director's remuneration (C)		Business execution fees (D)				Salaries, bonuses and special expenses (E) (Note1)		Retirement pension (F)		Employee's compensation (G)						
		The Company	All companies in the financial report	The Company	All companies in the financial report	The Company	All companies in the financial report	The Company	All companies in the financial report	The Company	All companies in the financial report	The Company	All companies in the financial report	The Company	All companies in the financial report	The Company		All companies in the financial report		The Company	All companies in the financial report	
																Cash	Dividend	Cash	Dividend			
Director	Wei Chen	-	-	-	-	-	-	-	-	-	-	-	9,634	-	-	-	-	-	-	-	9,634/0.42	None
	Budong You	-	-	-	-	-	-	-	-	-	-	-	9,306	-	-	-	-	-	-	-	9,306/0.41	None
	Jiun-huei Shih	-	-	-	-	-	2,310	-	16	-	2,326/0.10	-	-	-	-	-	-	-	-	-	2,326/0.10	None
	Sophia Tong	-	-	-	-	-	2,310	-	-	-	2,310/0.10	-	-	-	-	-	-	-	-	-	2,310/0.10	None
	Bing Xie (Note 2)	-	-	-	-	-	633	-	-	-	633/0.02	-	12,042	-	-	-	-	-	-	-	12,675/0.55	None
Independent director	Yong-Song Tsai	-	-	-	-	-	2,760	-	48	-	2,808/0.12	-	-	-	-	-	-	-	-	-	2,808/0.12	None
	Henry King	-	-	-	-	-	2,760	-	64	-	2,824/0.12	-	-	-	-	-	-	-	-	-	2,824/0.12	None
	Jet Tsai	-	-	-	-	-	2,760	-	48	-	2,808/0.12	-	-	-	-	-	-	-	-	-	2,808/0.12	None
Independent directors' remuneration policies, system, standard and structure, and the relation to the individual's responsibilities, risk, time spent by the individual, etc.: Independent directors' remuneration shall be assessed in accordance with the Company's "Regulations for Board Performance Evaluation". The Company's remuneration committee and board of directors, shall in accordance with the Company's Articles of Association, take into account the individual's responsibilities, risk, the time spent by the individual, etc., as well as the reasonable remuneration standard in the industry, both locally and overseas.																						
Remuneration provided to a director for providing services (such as serving as a non-employed consultant) to any company in the financial report in the most recent fiscal year: None.																						

Note1 : Salary expenses recognized under IFRS 2 Share-based Payment, such as employee share subscription warrants, new restricted employee shares, and participation in subscription of stocks in cash capital increase, shall be included in the remuneration.

Note2 : Director Bing Xie has concurrently assumed the position of CEO effective April 10, 2024.

(II) Remuneration for general manager and vice presidents:

Unit: NT\$ thousand; thousand shares; %

Title	Name	Salary (A)		Retirement pension (B)		Bonuses and special expenses (C) (Note) and special expenses (C) (Note)		Employee's remuneration (D)				Proportion of sum of A, B, C, and D, to NIAT(%)		Whether the person receives remuneration from non-subsidiary investments
		The Company	All companies listed in this Financial Report	The Company	All companies in this Financial Report	The Company	All companies in this Financial Report	The Company		All companies listed in this Financial Report		The Company	All companies in this Financial Report	
								Cash	Dividend	Cash	Dividend			
Co-CEO & President	Budong You	-	21,348	-	-	-	-	-	-	-	-	-	21,348/0.93	None
Co-CEO & President	Michael Grimm(Note)													
Co-CEO & President	Bing Xie													

Note: Michael Grimm has been retired on 2024/3/31. Bing Xie has concurrently assumed the position of CEO effective 2024/4/10.

(form)

Note: Salary expenses recognized under IFRS 2 Share-based Payment, such as employee share subscription warrants, new restricted employee shares, and participation in subscription of stocks in cash capital increase, shall be included in the remuneration.

Table of remuneration range

Remuneration range for general manager and vice presidents	Name of the general manager and vice presidents	
	The Company	All companies in the financial report (A + B + C + D)
Less than NT\$1,000,000	-	Michael Grimm
NT\$1,000,000 (inclusive) to 2,000,000 (not inclusive)	-	-
NT\$2,000,000 (inclusive) to 3,500,000 (not inclusive)	-	-
NT\$3,500,000 (inclusive) to 5,000,000 (not inclusive)	-	-
NT\$5,000,000 (inclusive) to 10,000,000 (not inclusive)	-	Budong You
NT\$10,000,000 (inclusive) to 15,000,000 (not inclusive)	-	Bing Xie
NT\$15,000,000 (inclusive) to 30,000,000 (not inclusive)	-	-
NT\$30,000,000 (inclusive) to 50,000,000 (not inclusive)	-	-
NT\$50,000,000 (inclusive) to 100,000,000 (not inclusive)	-	-
More than NT\$100,000,000	-	-
Total	-	3 people

(III) The remuneration of the top five highest-paid managerial officers

Title	Name	Salary (A)		Retirement pension (B)		Bonuses and special expenses (C) (Note) and special expenses (C) (Note)		Employee's remuneration (D)				Proportion of sum of A, B, C, and D, to NIAT(%)		Whether the person receives remuneration from non-subsidiary investments
		The Company	All companies listed in this Financial Report	The Company	All companies in this Financial Report	The Company	All companies in this Financial Report	The Company		All companies listed in this Financial Report		The Company	All companies in this Financial Report	
								Cash	Dividend	Cash	Dividend			
Co-CEO & President	Bing Xie	-	12,042	-	-	-	-	-	-	-	-	-	12,042 / 0.52	-
Chairman	Wei Chen	-	9,634	-	-	-	-	-	-	-	-	-	9,634 / 0.42	-
Co-CEO & President	Budong You	-	9,306	-	-	-	-	-	-	-	-	-	9,306 / 0.41	-
Chief Financial Officer	Shao-wei Chen	-	2,726	-	108	-	-	-	-	-	-	-	2,834 / 0.12	-
Co-CEO & President	Michael Grimm	-	-	-	-	-	-	-	-	-	-	-	- / 0	-

Note: Michael Grimm has been retired on 2024/3/31.

(form)

Note: Salary expenses recognized under IFRS 2 Share-based Payment, such as employee share subscription warrants, new restricted employee shares, and participation in subscription of stocks in cash capital increase, shall be included in the remuneration.

(IV) Names of managerial officers provided with employee's compensation and state of distribution:

December 31, 2024, Unit: NT\$ thousand; %

	Title	Name	Dividend	Cash	Total	Ratio to NIAT
Managerial officer	Chairman	Wei Chen				
	Co-CEO & President	Budong You	-	69,943	69,943	69,943
	Co-CEO & President	Michael Grimm(Note)				
	Co-CEO & President	Bing Xie(Note)				
	VP of Asia Sales	Chih-chung Lu(Note)				
	Fellow	Jaime Tseng(Note)				
	Chief Financial Officer	Shao-wei Chen				

Note: Michael Grimm was dismissed from the position of managerial officer as of 2024/3/31 ; Chih-chung Lu was dismissed from the position of managerial officer as of 2024/5/14 ; Jaime Tseng was dismissed from the position of managerial officer as of 2025/3/25. Bing Xie has concurrently assumed the position of CEO effective April 10, 2024.

(V) Analysis of total remuneration paid to directors, supervisors, general managers, and vice presidents over the past two years by Silergy and all companies listed in the consolidated financial statement as a percentage of NIAT, and descriptions of the policies, standards and packages, procedures for determining remuneration, and relation to operational performance and future risk exposure:

1. Analysis of the total remuneration paid to the Company's directors, supervisors, general managers, and vice presidents by the Company and all companies listed in the consolidated financial statement as a percentage of NIAT:

Unit: NT\$ thousand; %

Item	2023		2024	
	Amount	As a proportion of NIAT	Amount	As a proportion of NIAT
NIAT	746,004	100.00	2,286,178	100.00
Total remuneration paid to the Company's directors, supervisors, general managers, and vice presidents by the Company and all companies listed in the consolidated financial statement	42,777	5.73	102,165	4.47

2. Policies, standards and packages, procedures for determining remuneration, and relation to operational performance and future risk exposure:
  - (1) In accordance with Article 129 of the Articles of Association, no more than 2% of the profit before tax shall be set aside as directors' remuneration if there is profit before tax for the year. Directors' remuneration shall be assessed in accordance with the Company's "Regulations for Board Performance Evaluation". The Company's remuneration committee and board of directors, besides referencing the Company's overall operational performance, future risk exposure and development trend in accordance with the Company's Articles of Association, shall also take into account the individual's performance achievement rate and contribution to the Company's performance, as well as the reasonable remuneration standard in the industry, both domestic and overseas. The Company's remuneration committee and board of directors shall review the remuneration system in a timely manner, based on the actual operating conditions and relevant laws and regulations, so as to balance the Company's sustainability and risk control.
  - (2) Remunerations paid to a general manager and vice presidents are determined by the Company's remuneration committee and the board of directors in accordance



with the Company's Personnel Charter, based on their position held, contributions to the Company, and their performance.

The relationship between the performance evaluation and bonus for managers and the distribution of bonuses is as follows:

A. Assessment Scope: The remuneration policy for managers encompasses fixed remuneration, annual bonuses, and long-term incentive plans.

B. Assessment Process:

Establishing clear and measurable objectives for managers facilitates the effective allocation of efforts and resources toward the right direction, and serves as a fundamental prerequisite for a fair and objective performance evaluation system. Only by setting and achieving challenging, measurable objectives can the Company enhance organizational efficiency and maintain a leading position in the industry.

A quantitative scoring system is adopted in accordance with the Company's performance management system to set annual KPIs. Assessment is based on the completion rate of set goals, including but not limited to target achievement, core competency performance, and managerial competency performance. The evaluation process also considers various management dimensions across sales, management, and R&D, along with peer benchmarks, the Company's operating performance, risk control capabilities, and the correlation between responsibilities, contributions, and performance. Remuneration is subject to review by the Remuneration Committee for reasonableness and is then submitted to the Board of Directors for final approval.

C. Evaluation Level:

A: Outstanding performance, far exceeds expectations. Consistently sets challenging goals and completes them on time with high quality, making outstanding contributions to company performance and core values.

B: Excellent Performance. Made significant contributions to the company's performance and core values. Consistently sets and achieves challenging work goals, ranking in the upper-middle tier of performance.

C: Meets basic requirements. However, performance is in the mid-range with some projects needing optimization.

D: Performance is relatively poor. Ranking towards the lower end, requiring performance improvement.

E: Performance fails to meet set goals. Requiring a reassessment of the alignment between the individual's role and performance expectations.

To realize the incentive function of the remuneration system, the fixed remuneration, annual bonus, and long-term incentive plans for managers are closely linked to their performance. The Company will regularly review and amend the remuneration policy, strengthening the specificity of performance indicators to achieve a balance between sustainable operation and risk management.

- (3) Silergy offers competitive remuneration to attract talents. Performance evaluation indicators for managerial officers include contributions to the Company according to the position held. Future business risks and long-term business outcomes are also taken into consideration.

### III. State of implementation of corporate governance

#### (I) State of operations of the board of directors

The Company's board of directors has held 8 【A】 board meetings in 2024, and the directors' attendance rates are as follows:

Title	Name	Actual attendance 【B】	Proxy attendance	Actual attendance rate (%) 【B/A】	Notes
Director	Wei Chen	8	0	100	--
Director	Budong You	8	0	100	--
Director	Jiun-huei Shih	8	0	100	--
Director	Sophia Tong	8	0	100	--
Director	Bing Xie	7	1	87.5	--
Independent director	Yong-Song Tsai	8	0	100	--
Independent director	Henry King	8	0	100	--
Independent director	Jet Tsai	8	0	100	--

- Where the proceedings of the board meeting include one of the following circumstances, the date of board meeting, session, topic discussed, opinions of every independent director, and their handling by Silergy, shall be stated:
  - Matters included in Article 14-3 of the Securities and Exchange Act: Regulations from Article 14-3 is not applicable since the Company has already established an audit committee. For explanations on matters stipulated in Article 14-5 of the Securities and Exchange Act, please refer to Operations of the Audit Committee (Page 22).
  - In addition to the aforementioned motions, other board meeting motions where an independent director expressed a dissenting or qualified opinion that have been recorded or stated in writing: none.
- For recusal of directors due to conflict of interests, the name of the directors, the content of the proposals, reasons for recusal, and participation in voting shall be stated:
  - On March 12, 2024, the Board of Directors discussed the resolution No. 6: "2023 Employees' and directors' compensation". As the director compensation involved the distribution of individual amounts, the attending directors recused themselves from the discussion and resolution of their respective remuneration. The resolution is approved by the attending Directors.
  - At the Board meeting held on March 12, 2024, the discussion No. 18: The performance evaluation and bonus for managers in 2023 and the Salary Adjustment in 2024 were discussed. Directors Wei Chen and Budong You recused themselves from the discussion and resolution of this proposal because they work concurrently as the managers of the Company. The remaining directors elected independent director, Jet Tsai, to act as proxy of the chairperson. This proposal was approved as presented after consulting the rest of the directors at present by the chairperson.
  - On April 10, 2024, the Board of Directors discussed Proposal No. 1: "Appointment of Manager." Director Bing Xie, being concurrently appointed as a manager of the Company, recused himself from voting on this proposal. This proposal was approved as presented after consulting the rest of the directors at present by the chairperson. Proposal No. 2: "Release of Non-Compete Restrictions for Manager." Director Bing Xie, being a director of the Company, recused himself from voting on this proposal. With the consent of the remaining attending directors, the proposal was approved as presented.
  - On December 19, 2024, the Board of Directors discussed Proposal No. 2: "Proposed Incentive Bonus Plan for the Company's General Manager/CEO for 2025." Director Budong You, being concurrently appointed as a manager of the Company, recused himself from voting on this proposal. This proposal was approved as presented after consulting the rest of the directors at present by the chairperson.
- Board of directors' self-evaluation (or peer evaluation) cycles and periods, scope, method and content; and how the board performance evaluation has been conducted:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation methods	Evaluation content
Executed every year.	Evaluate the performance of the board of directors for the period from January 1, 2024	The Company's board evaluation scope covers the evaluation	Methods of evaluations include the internal evaluation of the board, self-evaluation by	(1) Participation in the operation of the company; improvement of the quality of the board of directors' decision making; composition and structure of the board of directors; election and continuing education of

	to December 31, 2024.	of the board as a whole, individual directors and functional committees.	individual board members, and self-evaluation by functional committee members.	the directors; and internal control. (2) Self-evaluation by individual board members: Alignment of the goals and missions of the company; awareness of the duties of a director; participation in the operation of the company; management of internal relationship and communication; the director's professionalism and continuing education; and internal control. (3) Evaluation of functional committee: Participation in the operation of the company; awareness of the duties of the functional committee; improvement of quality of decisions made by the functional committee; makeup of the functional committee and election of its members; and internal control.
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Board of directors' self-evaluation (or peer evaluation) report has been reported to BOD on 2025/3/12.

4. Goals for enhancing the functions of the board of directors for the current and most recent fiscal period as well as assessments of the actions implemented:  
Silergy has established an Audit Committee and a Salary and Remuneration Committee. Refer to Pages 22 and 35 for the activities of the committees.

## (II) State of operations of audit committee

The Company has set up an audit committee, which is composed of the entire number of independent directors, to assist the board of directors in fulfilling its duties in supervising the Company in accounting, audit, and financial report review, and evaluate the effectiveness of the internal control. The Company's audit committee held 7 **【A】** meetings in 2024, and the following describes the independence directors' attendance, main job scope and state of operations

Title	Name	Actual attendance <b>【B】</b>	Proxy attendance	Actual attendance rate (%) <b>【B/A】</b>	Notes
Convener	Jet Tsai	7	0	100	-
Independent director	Yong-Song Tsai	7	0	100	-
Independent director	Henry King	7	0	100	-

1、Key tasks for Silergy's Audit Committee for the year: (1) review financial report, (2) assess the effectiveness of internal control, (3) appoint certified public account, (4) CPA provides independent assessment on audit and non-audit services, (5) amend handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, extension of monetary loans to others, or endorsements or guarantees for others, (6) review material asset, monetary loan, endorsement, or provision of guarantee transactions.

2、Where the proceedings of the audit committee meeting include one of the following circumstances, the date of meeting, session, and motion of the board meeting, resolutions of the audit committee, and Silergy's handling of the comments shall be stated:

(1) Items listed in Article 14-5 of the Securities and Exchange Act:

Date of the Audit Committee	Company Matters as specified in Article 14 5 of the Securities and Exchange Act	Independent Director's Opinion	Board of Directors Resolution	Company Handling Situation
2024/02/07	Proposal 1: Issuance of employee stock warrants	None	Pass	Not applicable
2024/03/12	Proposal 1: 2023 "Statement of Internal Control System"	None	Pass	Not applicable
	Proposal 3: Amendments to the company's Internal Control System-Other Management Cycles and Internal Audit Implementation Rules-Other Management Cycles	None	Pass	Not applicable
	Proposal 4: CPA audit fee for 2024	None	Pass	Not applicable

	Proposal 5: Issuance of new shares in conjunction with the Company's employee stock warrants	None	Pass	Not applicable
	Proposal 11: Silergy Semiconductor Technology (Hangzhou) Co., LTD. makes Endorsements/Guarantees for Nanjing Silergy Micro Technology Co., Ltd.	None	Pass	Not applicable
	Proposal 12: The amendments to the Procedures for Endorsements & Guarantees	None	Pass	Not applicable
	Proposal 14: Issuance of employee stock warrants	None	Pass	Not applicable
	Proposal 15: Issuance of new restricted employee shares	None	Pass	Not applicable
2024/05/14	Proposal 1: Issuance of new shares in conjunction with the Company's employee stock warrants	None	Pass	Not applicable
	Proposal 4: Silergy Semiconductor Technology (Hangzhou) Co., LTD. makes Endorsements/Guarantees for Hefei Silergy Semiconductor Technology Co., Ltd.	None	Pass	Not applicable
	Proposal 5: Capital Increase of Hangzhou Silergy Test Technology Co., Ltd.	None	Pass	Not applicable
	Proposal 6: Change in Internal Audit Supervisor	None	Pass	Not applicable
2024/08/29	Proposal 1: Issuance of new shares in conjunction with the Company's employee stock warrants	None	Pass	Not applicable
	Proposal 2: Consolidated financial statement Q2 2024	None	Pass	Not applicable
	Proposal 3: Cancellation and reduction of capital for new restricted employee shares not meeting vesting conditions	None	Pass	Not applicable
2024/11/12	Proposal 1: Amendments to the company's Internal Control System and Internal Audit Implementation Rules	None	Pass	Not applicable
	Proposal 4: Issuance of new shares in conjunction with the Company's employee stock warrants	None	Pass	Not applicable
2024/11/21	Proposal 1: Subsidiary, Silergy Semiconductor Technology (Hangzhou) Co., Ltd., intended to invest in Hangzhou Silantronics Equity Investment Partnership (Limited Partnership)	None	Pass	Not applicable
2024/12/19	Proposal 2: Amendment to Procedures for Handling Material Inside Information and the Procedure for Repurchasing Treasury Stocks of the Company	None	Pass	Not applicable
	Proposal 3: The Company proposed to invest in InnoScience (Suzhou) Technology Holding Co., Ltd.	None	Pass	Not applicable
	Proposal 5: The subsidiary of the Company, Silergy Semiconductor Technology (Hangzhou) Co., LTD., proposed to increase its capital in its wholly-owned subsidiary, Hangzhou Silergy Test Technology Co., Ltd., by 100%.	None	Pass	Not applicable

(2) In addition to the aforementioned motions, other motions not passed by the audit committee but passed by at least two-thirds of the votes of the entirety of the board of directors: none.

3、For the implementation and state of the independent director's recusal on conflict of interest, describe the director's name, contents of the motion, reasons for the required recusal, and participation in the voting process: none.

4、Communication between the independent director and the internal audit manager or certified public accountant (shall include material matters, methods, and results of communication on the finances and state of business of Silergy):

(1) Silergy convenes regular audit committee meetings every quarter. Where necessary, the certified public accountant, audit manager, and relevant managers are invited to the meeting.

- (2) The internal audit manager regularly submits audit reports to each independent director for review. During the quarterly audit committee meeting, report on the implementation of internal audits and operations of the internal control system (ICS) for the quarter is presented. The manager may also convene a meeting where there is a major non-conformity.
- (3) Silergy convenes regular audit committee meetings to communicate and discuss with the certified public accountants, the review and assessment results of the quarterly financial statements, and compliance of the laws and regulations.

Communication between the Company's Independent Directors and the internal audit supervisor is satisfactory. The key communication points for 2024 are summarized as follows:

Date/Form	Key Points	Independent Director Recommendations
Audit Committee, March 12, 2024	Internal Audit Business Report Q4 2023	No opinions.
	2023 "Statement of Internal Control System"	
Audit Committee, May 14, 2024	Internal Audit Business Report Q1 2024	No opinions.
Audit Committee, August 29, 2024	Internal Audit Business Report Q2 2024	No opinions.
Audit Committee, November 12, 2024	Internal Audit Business Report Q3 2024	No opinions.
	2025 Audit Plan	

Communication between the Company's Independent Directors and the CPAs is satisfactory. The key communication points for 2024 are summarized as follows:

Date/Form	Key Points	Independent Director Recommendations
Audit Committee, March 12, 2024	2023 Audit report of consolidated financial statement	No opinions.
Audit Committee, May 14, 2024	Review report of consolidated financial statement Q1 2024	No opinions.
Audit Committee, August 29, 2024	Audit report of consolidated financial statement Q2 2024	No opinions.
Audit Committee, November 12, 2024	Review report of consolidated financial statement Q3 2024	No opinions.
	2024 financial report: audit planning, major risk assessment, and communication of key audit matters	

(III) The state of the Company's implementation of corporate governance, any departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure.

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
I. Does the company establish and disclose the Corporate Governance Best-Practice Principles" based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies"?	V		The Company established "Corporate Governance Practices Guidelines" on December 20, 2023, after the discussion and approval of the Board of Directors. In accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies, the Company adheres to important principles such as safeguarding shareholder rights, strengthening the functions of the Board of Directors, leveraging the role of Independent Directors, respecting the rights of stakeholders, and enhancing information transparency. Relevant corporate governance regulations have been established, including Rules and Procedures for Board of Directors' Meetings, Remuneration Committee Charter, Procedures for Handling Material Inside Information and the Prevention of Insider Trading, Rules Governing the Scope of Powers of Independent Directors, and the Procedures for Ethical Management and Guidelines for Conduct, and significant information, as well as periodic financial information, is disclosed in accordance with relevant laws and regulations. The Board of Directors also fulfills the responsibilities entrusted by shareholders by guiding the Company's business strategies and supervising management across the business.	No major gaps.
II. Equity structure and shareholders' rights of the company				
(I) Did the company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigations? Are such matters handled according to the internal procedure?	V		(I) Silergy has established a spokesperson system and has appointed a spokesperson and a deputy spokesperson to handle shareholder recommendations, doubts, disputes, and litigations to safeguard the shareholders' rights.	No major gaps.
(II) Did the company maintain a register of major shareholders with controlling power as well as a register of persons exercising ultimate control over those major shareholders?	V		(II) Silergy constantly monitors shareholding conditions of its directors, managerial officers, and major shareholders holding more than 10% of the shares.	No major gaps.
(III) Did the company establish and enforce risk control and firewall systems with its	V		(III) Silergy has established relevant control measures in its internal control system (ICS) and Regulations for Financial	No major gaps.

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
<p>affiliates?</p> <p>(IV) Did the company stipulate internal rules that prohibit company insiders from trading securities using information not disclosed to the market?</p>	V		<p>Transactions with Related Parties.</p> <p>(IV) Silergy has stipulated Regulations for Handling Major Internal Information and Prevention of Insider Trading, prohibiting company insiders from trading securities using information not disclosed to the market.</p>	No major gaps.
<p>III. Composition and responsibilities of the board of directors:</p> <p>(I) Has a policy of diversity been established and implemented for the composition of the board of directors?</p>	V		<p>(I) The Company stated in the Regulations for Election of Directors and Independent Directors", that composition of Board members shall be diversified. Corresponding diversity policies shall be formulated in accordance with its own operations, type of business, and development requirements, including but not limited to the following two standards:</p> <p>1. Basic requirements and values: Gender, age, nationality, and culture.</p> <p>2. Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.</p> <p>All members of the board shall have the necessary knowledge, skills, and experience to perform their duties, and the Board of Directors shall possess the following abilities:</p> <p>(1) The ability to make operational judgments.</p> <p>(2) Accounting and financial analysis ability.</p> <p>(3) Management administration ability.</p> <p>(4) Crisis management ability.</p> <p>(5) Knowledge of the industry.</p> <p>(6) An international market perspective.</p> <p>(7) Leadership ability.</p> <p>(8) Decision-making ability.</p> <p>The Board of Directors of the Company shall consider adjusting its composition based on the results of performance evaluation.</p> <p>The Board members currently comprise 8 directors, including three independent Directors, aged between 51 and 70. The nationality, industry experience, and profession of the individual directors are set out on page 11-13 of the Annual Report.</p>	No major gaps.

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
(II) In addition to salary and remuneration committee and audit committee established according to law, has the company voluntarily established other functional committees?	V		(II) Silergy has established a remuneration committee and audit committee in accordance with the relevant laws, and will form other functional committees according to actual requirements and legal regulations. For the purpose of assisting the Board of Directors in continuously promoting corporate sustainability, enhancing corporate governance, and achieving sustainable operations, the Sustainability Development Committee was established on December 19, 2024.	No major gaps.
(III) Did the company stipulate regulations for performance evaluation of the board, and its evaluation method, and conduct performance evaluation on a yearly basis; and submit the results of performance assessments to the board of directors and use them as reference in determining compensation for individual directors, their nomination and additional office term?	V		(III) Silergy has established "Regulations for Board Performance Evaluation" which was passed on November 14, 2016. Since 2016, self-evaluation questionnaire on performance are given to all directors at the end of every year. In addition to evaluating the overall operations of the board of directors, every director is also required to review their own performance. Evaluations for the entire Board of Directors include the following five dimensions: 1.Participation in the operation of the Company. 2.Improving Board of Directors' decision-making. 3.Composition and structure of the Board of Directors. 4.Elections and continuous training of the directors. 5.Internal control. Self-evaluation of director performance shall comprise at least the six following dimensions: 1.Knowledge of corporate objectives and mission. 2.Knowledge of the director's responsibilities. 3.Level of participation in corporate operations. 4.Internal relationships and communications. 5.Director's professionalism and continuous training. 6.Internal control. Evaluations for functional committee include the following five dimensions: 1.Participation in the operation of the Company. 2.Awareness of the duties of the functional committee. 3.Improvement of quality of decisions made by the functional committee. 4.Makeup of the functional committee	No major gaps.



Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
(IV) Did the company regularly implement assessments on the independence of the certified public accountants?	V		<p>and election of its members.</p> <p>5. Internal control. After the questionnaires have been returned, the Company's board meeting unit conducts analysis in accordance with the above methods, submits the results to the board of directors, and proposes recommendations for improvements. The results of performance evaluation can serve as the basis of reference for the election or nomination of directors, and the results of performance evaluation of individual directors can serve as the basis of reference for determining their individual salary and remuneration. The preceding rules and evaluation results are disclosed on the Company's website.</p> <p>The results of 2024 Board of Directors' performance evaluation are as follow and reported the results on March 12, 2025 Board of Director:</p> <p>1. Board performance scored 4.81 points (maximum 5 points). 2. Self-evaluation by individual board members scored 4.96 (maximum 5.00 points). 3. Self-evaluation by the Audit Committee scored 4.96 (maximum 5.00 points). 4. Self-evaluation by the Remuneration Committee scored 4.97 (maximum 5.00 points).</p> <p>(IV) The financial department of Silergy implements an evaluation of the independent auditors's independence by the standard of AQIs once every year. Evaluation results in 2024 were reported to the audit committee and board of directors on March 12, 2025 for review, and were approved. Silergy's finance department evaluated CPA Ming-Yen Chien and CPA Chun-Hung Chen of Deloitte Taiwan, and both conform to the standards of independence established by Silergy and are capable of serving as CPA of Silergy. The CPA evaluation standards table please refer to note 2 (Page 34).</p>	No major gaps.
IV. Does the TWSE/TPEX listed company have an adequate number of corporate governance personnel with appropriate qualifications, and appoint a chief corporate governance officer to be in charge of corporate governance	V		The Board of Directors resolved on May 11, 2023 to establish the position of Head of Corporate Governance, which is concurrently held by the Company's President. The Head of Corporate Governance possesses the qualification of having held a supervisory position of corporate governance related affairs in a	No major gaps.

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
affairs (include but not limited to furnishing information required for business execution by directors and supervisors, assisting directors and supervisors with legal compliance, handling matters relating to board meetings and shareholders meetings according to laws, producing minutes of board meetings and shareholders meetings, etc.)?			public company for at least three years. The following matters are jointly handled by the Corporate Governance Department and the Investor Relations Department: 1. Handling matters relating to board meetings and shareholders meetings according to laws 2. Producing minutes of board meetings and shareholders meetings 3. Assisting in onboarding and continuous development of directors 4. Furnishing information required for business execution by directors 5. Assisting directors with legal compliance 6. Reporting the results of whether the qualifications of independent directors comply with relevant laws and regulations when nomination, election and during their term of office to the board of directors. 7. Conducting matters related to changes of directors. 8. Other matters set out in the articles of corporation or contracts	
V. Has the company established a communication channel with stakeholders (including but not limited to shareholders, employees, customers, and suppliers)? Has a stakeholders' area been established in the company's website? Are major corporate social responsibility (CSR) topics that the stakeholders are concerned with addressed appropriately by the company?	V		Silergy has appointed responsible personnel exclusively to handle matters related to stakeholders, including financial institutions and other creditors, employees, customers, suppliers, and related parties of corporate interest, and to maintain open communication channels. Silergy has also appointed a spokesperson and a deputy spokesperson as a contact window for communicating with external parties and provide appropriate responses to relevant matters.	No major gaps.
VI. Has the company delegated a professional shareholder services agent to handle matters of shareholders' meeting?	V		Silergy has delegated the responsibility of handling matters related to shareholders' meetings to the shareholders affairs department of Yuanta Securities.	No major gaps.
VII. Information disclosure (I) Did the company establish a website to disclose information on financial operations and corporate governance?	V		(I) Silergy has complied with relevant laws to disclose finance related matters and material information on the Market Observation Post System (MOPS). Silergy has also established a special area for shareholders' interaction on its official Chinese and English website ( <a href="http://www.silergy.com">http://www.silergy.com</a> ) to promptly disclose corporate information.	No major gaps.
(II) Did the company adopt other means of information disclosure (such as establishing an English language website, delegating a professional to collect and disclose company	V		(II) Silergy has appointed personnel in charge of collecting corporate information and disclosure of material events (email: <a href="mailto:IR@silergy.com">IR@silergy.com</a> ). It has also appointed a spokesperson and deputy spokesperson system according	No major gaps.

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
information, implement a spokesperson system, and disclosing the process of investor conferences on the company website)?  (III) Did the Company publish and report its annual financial report within two months after the end of the accounting year, and publish and report its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline?		V	to law; while holding investors' conference, information related to the conference is uploaded to the corporate website and the Market Observation Post System (MOPS); the relevant material information is readily available on MOPS.  (III) Though the Company has not published and reported its annual financial report within two months after the end of the accounting year, it has published and reported its financial reports for the first, second and third quarters as well as its operating status for each month before the specified deadline.	No major gaps.
VIII. Has the company provided important information to enable better understanding of the state of corporate governance (including but not limited to employees' rights, employee care, investor relations, supplier relations, stakeholders' rights, progress of training of directors and supervisors, risk management policy and state of implementing risk impact standards, state of implementing customer policies, and the company's purchase of liability insurance for its directors and supervisors)?	V		(I) Employees' rights: To safeguard the employees' rights, Silergy has established an employees' manual and corporate welfare policy, clearly stating the employees' rights, obligations, and welfare. (II) Employee care: Silergy provides social insurance according to relevant laws of the local government to safeguard employees' interests. Silergy also holds meal gatherings, tours, and other activities every now and then to improve employees' physical and mental well-being. (III) Investor relations, supplier relations, and stakeholder relations: Silergy maintains an open communication channel with its investors, suppliers, and stakeholders to safeguard their legal rights and interests. (IV) Supplier relations: Silergy has maintained a positive relationship with its suppliers. (V) Stakeholder relations: Stakeholders can communicate and make recommendations to Silergy to safeguard their legal rights. (VI) Director's training: Directors of Silergy participate in various professional training courses (Note 1). (VII) Director recusal on conflict of interest: For restrictions and recusals of directors in conflict of interest, Silergy has stipulated clear rules and incorporated the rules in the Board Meeting Rules. (VIII) Risk management policy and risk assessment standards, and implementation thereof: Silergy has	No major gaps.

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
			<p>established internal control systems (ICS) and internal management rules according to relevant laws, and implemented various risk management and assessment according to relevant systems and rules to reduce and prevent any possible risks.</p> <p>(IX) State of implementation of customer policies: There is a dedicated department to address customer queries and provide channel for complaint.</p> <p>(X) Liability insurance for the directors: Silergy has purchased liability insurance for every director. The status of payment for liability insurance premium for the directors has been reported at the board meeting held on December 19, 2024.</p>	

Note 1: Director training in Silergy during 2024:

Name	Training date	Organizer	Course title	Training hours
Wei Chen	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3
Budong You	2024.01.31	Accounting Research and Development Foundation	Recent developments in ESG sustainability, self-compiled financial reporting policies, and internal control management practices	6
	2024.02.26	Accounting Research and Development Foundation	Common deficiencies in financial report reviews and practical analysis of important internal control regulations	6
	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3
Jiun-huei Shih	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3

Item		State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
		Yes	No	Summary	
Sophia Tong	2024.03.29	Taiwan Corporate Governance Association	U.S.-China-Taiwan relations and future international situations: political risks of investing in Mainland China	3	
	2024.08.22	Taiwan Corporate Governance Association	Securities Regulations and Corporate Governance	3	
	2024.08.23	Taiwan Corporate Governance Association	Introduction to IFRS Sustainability Disclosure Standards and an Overview of Domestic and International Trends in Carbon Neutrality	3	
	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3	
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3	
Bing Xie	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3	
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3	
Yong-Song Tsai	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3	
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3	
	2024.09.25	Securities & Futures Institute	Global Risk Awareness: Opportunities and Challenges for the Next Decade	3	
Henry King	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3	
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3	
Jet Tsai	2024.08.29	Taiwan Corporate Governance Association	Assessment of the Functions and Effectiveness of the Board of Directors and Application in Corporate Governance Evaluation	3	
			Company Board of Directors Election and Nomination Committee: Corporate Governance Practices	3	

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	

Note 2 : CPA evaluation standards table

Item	Evaluation Item	Evaluation Results	Is it in compliance with independence?
1	Whether the CPA and the client possess any direct or major indirect financial interests	Yes	Yes
2	Whether the CPA and the client possess any inappropriate interests	Yes	Yes
3	Has the CPA never served as a director, manager, or key staff member of the client, and has not left the position for less than two years?	Yes	Yes
4	Declaration of Non-Use of CPA's Name by Others	Yes	Yes
5	Do the CPAs and all members of the audit service team not hold any shares in the client?	Yes	Yes
6	Whether the CPA has refrained from engaging in any monetary lending or borrowing with the client.	Yes	Yes
7	Is there no relationship of joint investment or profit-sharing between the CPA and the client?	Yes	Yes
8	Whether the CPA does not concurrently hold a regular position with the client nor receive fixed remuneration from the client.	Yes	Yes
9	Has the CPA received any commissions related to the business?	Yes	Yes
10	Whether the CPA's consecutive engagement for audit attestation has not exceeded seven years without rotation.	Yes	Yes

- IX. Describe improvements made according to the corporate governance assessment made in the latest fiscal year by the Corporate Governance Center of the Taiwan Stock Exchange Corporation (TWSE), and provide priority improvements and measures to be taken for improvements that have yet to be carried out. (not required as the Company is not an assessed company)
1. Improvement status:
- (1) Established "A written policy governing financial and business transactions with related parties"
  - (2) The Corporate Governance Best-Practice Principles have been established and approved by the Board of Directors.
  - (3) The Company has established a Board Diversity Policy and discloses the specific management objectives and implementation status of the policy on its website and in the annual report.
  - (4) An information security risk management framework has been established, along with the formulation of an information security policy, specific management measures, and the allocation of resources for information security management. Relevant information is disclosed on the Company's website or in the annual report.
  - (5) The Company's website discloses relevant information on finance, business operations, and corporate governance.
  - (6) The Company prepares its Sustainability Report in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI), and uploads the report to MOPS and the Company's website by the end of September each year.
  - (7) The Company uploads the English version of its Sustainability Report to MOPS and the Company's website.
  - (8) The Company discloses the identified stakeholders, their key concerns, communication channels, and response methods on its website or in the annual report.
  - (9) The Company discloses the Integrity Management Policy, approved by the Board of Directors, on its

Item	State of implementation			Departure of such implementation from the Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies, and the reason for any such departure
	Yes	No	Summary	
website or in the annual report, outlining specific practices and measures to prevent dishonest behavior, along with an explanation of its implementation status.				
(10) The Company has established a whistleblowing system for reporting illegal (including corruption) and unethical behavior, and provides detailed information about this system on its website, covering both internal and external personnel.				
2. Priority improvements and measures:				
(1) The Company plans to report the remuneration received by the directors at the 2025 Annual General Meeting, including the remuneration policy, individual compensation details, and amounts.				
(2) The Company established a Sustainability Development Committee in 2024, and will appoint more than half of its members as independent directors during the 2025 Board of Directors election.				
(3) The Company discloses the measures for protecting employee personal safety and working conditions, along with their implementation status, on its website and in the annual report.				
(4) The Company plans to regularly report the communication with stakeholders to the Board of Directors starting in 2025.				

(IV) Composition, duties, and operations of the remuneration committee:

To enhance corporate governance and to establish a comprehensive remuneration system for the directors and managerial officers, Silergy has established a remuneration committee on March 29, 2013, and appointed three independent directors to serve as the members of the first committee, with the duration of a service term similar to that of a director on the board of directors.

1. Information on members of the current remuneration committee

March 31, 2025

Condition		professional qualifications and experience	Compliant to the requirements of independence	Number of salary and remuneration committee memberships concurrently held in other public companies End of this section
Identity	Name			
Chairperson Independent Director	Yong-Song Tsai	Refer to Directors information (pages 11–13) of the Annual Report.		1
Independent Director	Henry King			1
Independent Director	Jet Tsai			2

## 2. State of operations of the remuneration committee

- (1) Silergy has a remuneration committee composed of three members.
- (2) Term of current committee members: From May 27, 2022 to May 26, 2025, the remuneration committee has convened 3 【A】 meetings in 2024. The following outlines the qualifications of the committee members and their attendance:

Title	Name	Actual attendance 【B】	Proxy presence	Actual attendance rate (%) 【B/A】	Notes
Convener	Yong-Song Tsai	3	0	100	-
Committee member	Henry King	3	0	100	-
Committee member	Jet Tsai	3	0	100	-

Other items that shall be recorded:

1. The duty of the Company's remuneration committee is to professionally and objectively evaluate the remuneration policy and system for the Company's directors and managerial officers, and make recommendations to the board of directors, to be used as reference for their decision making. The scope of duties include regular review of the Company's Remuneration Committee Charter and propose amendment recommendations, establish and conduct review on performance evaluation standards of the Company's directors, supervisors and managerial officers, set annual and long-term performance targets, establish remuneration policies, system, standard and structure, regularly evaluate the performance target achievement of the Company's directors, supervisors and managerial, and set the individual's remuneration content and quantity based on the results from the performance evaluation standards.
2. The matters discussed and the resolutions made by the Remuneration Committee in the most recent year, as well as the Company's handling of members' opinions.

Date of the Meeting	Discussion Purpose	Resolution Result	The Company's handling of the resolutions made by the Remuneration Committee.
2024.03.12 (The 4th meeting of the 4th Remuneration Committee)	1. 2023 Employees' and directors' compensation 2. 2023 Performance evaluation and bonus, and 2024 salary adjustment	This proposal was approved as presented after consulting all directors at present by the chairperson.	Except for directors who recused themselves from discussion and voting due to conflicts of interest, the remaining attending directors approved the proposal as submitted.
2024.04.10 (The 5th meeting of the 4th Remuneration Committee)	1. Proposal of manager appointment 2. Release the prohibition of managers working concurrently in competing companies	This proposal was approved as presented after consulting all directors at present by the chairperson.	Except for directors who recused themselves from discussion and voting due to conflicts of interest, the remaining attending directors approved the proposal as submitted.
2024.12.19 (The 6th meeting of the 4th Remuneration Committee)	1. Proposal for the 2025 incentive bonus plan for the Company's General Manager/CEO.	This proposal was approved as presented after consulting all directors at present by the chairperson.	Except for directors who recused themselves from discussion and voting due to conflicts of interest, the remaining attending directors approved the proposal as submitted.

3. If the board of directors chooses not to adopt or revise the recommendations proposed by the remuneration committee, the date of the board meeting, session, contents discussed, results of board resolutions, and how the Company handle the opinions of the remuneration committee shall be described in detail: none.
4. Where resolutions of the remuneration committee include dissenting or qualified opinion which is on record or stated in a written statement, the date of remuneration committee meeting, session, contents discussed, opinions from every member, and how the members' opinions are handled, shall be described in detail: none.



(V) Implementation Status of Promoting Sustainable Development and Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons										
	Yes	No	Abstract Explanation											
i. Does the company established a governance structure to promote sustainable development and establish an exclusively (or concurrently) dedicated unit to promote sustainable development, which is authorized by the board of directors to be handled by senior management, and reports to the board of directors for its development?	V		The Company has established a Sustainability Development Committee, along with a Sustainability Task Force responsible for the preparation and publication of the sustainability report and related initiatives. The Sustainability Development Committee is chaired by the General Manager and composed of several members of the Board of Directors. The committee convenes quarterly and operates under the supervision of the Board to jointly review the Company’s core operational capabilities, conduct risk assessments on environmental, social, and corporate governance (ESG) issues related to business operations, and formulate and promote the implementation of mid- to long-term sustainability strategies. The 2024 Sustainability Report was approved by the Board of Directors on March 12, 2025.	None.										
ii. Does the company assess environmental, social and governance (ESG) risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies? (Note 2)	V		<div>The Company adheres to a proactive risk management policy and formulates targeted prevention, emergency, and recovery strategies based on risk identification and assessment. In terms of risk identification, the Company comprehensively identifies potential risks in systems and standards of various categories, such as strategic planning, operation management, financial operations, and climate change, and monitors the legality and compliance of the entire business operation process on a daily basis. The Company analyzes the likelihood and impact of identified risks, compares analysis results with the Company's risk management standards, identifies risks at low, medium, and high levels, and formulates corresponding countermeasures. To effectively manage risks that may impact operational continuity, the Company has established a business continuity management system.</div> <table><tr><th colspan="2">Risk Issues</th><th>Policy or Strateg</th></tr><tr><td rowspan="3">Strategic Positioning Risks</td><td>1.Technological Innovation and Industry Trends</td><td>The management periodically monitors market changes and technological trends, evaluating their risks and their impact on the company’s product positioning, in order to mitigate all risk factors.</td></tr><tr><td>2.Changes in Market Demand</td><td>Gradually increase annual R&amp;D expenses to support future new product development and enhancements for existing products, thus enhancing market competitiveness.</td></tr><tr><td>3.Changes in</td><td>Stay attuned to market</td></tr></table>	Risk Issues		Policy or Strateg	Strategic Positioning Risks	1.Technological Innovation and Industry Trends	The management periodically monitors market changes and technological trends, evaluating their risks and their impact on the company’s product positioning, in order to mitigate all risk factors.	2.Changes in Market Demand	Gradually increase annual R&D expenses to support future new product development and enhancements for existing products, thus enhancing market competitiveness.	3.Changes in	Stay attuned to market	None.
Risk Issues		Policy or Strateg												
Strategic Positioning Risks	1.Technological Innovation and Industry Trends	The management periodically monitors market changes and technological trends, evaluating their risks and their impact on the company’s product positioning, in order to mitigate all risk factors.												
	2.Changes in Market Demand	Gradually increase annual R&D expenses to support future new product development and enhancements for existing products, thus enhancing market competitiveness.												
	3.Changes in	Stay attuned to market												

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons		
	Yes	No	Abstract Explanation			
				Policies or Laws	demand, maintain close contact and collaboration with end-brand anufacturers to seize market opportunities, develop more innovative and advanced products, and preemptively introduce new products aligned with consumer tastes and preferences	
				4.Global Political and Economic Developments	Stay vigilant about trends in international policy development and regulatory changes, collect relevant information to provide decision-making references for the management, and adopt appropriate strategies.	
			Operational Management Risks	1.Talent Recruitment and Development Management	Provide comprehensive education and training to cultivate a diverse R&D talent pool. Maintain ongoing employee benefits and a dividend-based stock incentive policy to attract exceptional design talents.	
				2.Information Security Risk	When planning network security, establish secure control mechanisms for computer network systems to prevent unauthorized access. Regularly review and assess the security of software and hardware, configure firewall systems, and periodically educate employees about information security policies and regulations. Conduct periodic testing.	
				3.Corporate Image	Uphold the values of integrity and steady diligence, committed to enhancing quality and efficiency while strengthening internal management to uphold the corporate image.	
				4.Intellectual Property and Patents	Align with the overall development plan, scientifically formulate and implement an intellectual property scheme, define short-term intellectual property goals, and develop feasible intellectual property work plans	
				5.Public	Develop and activate	

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons			
	Yes	No	Abstract Explanation				
				Opinion Emergencies	emergency response plans based on unforeseen events, strictly control external information flow, engage in proactive media relations activities, and minimize negative impacts on the company’s reputation. Simultaneously, rigorously enforce accountability and continuously enhance daily media relations activities, establishing channels for media crisis management. Non-compliance with regulations by individuals or units will result in accountability actions by the company		
				Financial Operations Risks	1.Changes in Interest Rates, Exchange Rates, Inflation, etc		Continuously gather exchange rate data and enhance connections with financial institutions through real-time exchange rate information on the internet or other means. Analyze exchange rate trends and strive for a balance between foreign currency assets and liabilities in our strategies to achieve a natural hedge effect and minimize the impact of exchange rate fluctuations.
			2.High-Risk, High-Leverage Investments		Monitor fluctuations in market prices and maintain good interactive relationships with suppliers and customers. The company’s operational strategy has always been based on conservative and focused principles, avoiding involvement in high-risk industries. Additionally, the financial policy is primarily conservative and cautious, refraining from engaging in high-leverage investments.		
			Climate Change Risks		1.Green Products		Continuously research and develop products with lower carbon footprint.
					2.Transition Risks Caused by Climate Change Factors		Continuously promote water-saving, energy-saving, and carbon reduction initiatives to enhance resource utilization efficiency.

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<div>3.Increased Supply Chain Costs Due to Climate Factors</div> <div>Actively engage in sustainable supplier management practices</div>	
iii. Environmental issues (1) Does the company establish proper environmental management systems based on the characteristics of their industries?	V		(1) The Company is committed to improving the efficiency of resource utilization and using reclaimed materials with low impact on the environment, so that the earth's resources can be used sustainably. For environmental management, the Company adopts the principles of “prevention first”, “combination of prevention and control”, and “comprehensive governance”; and it is committed to implementing environmental-friendly, energy-saving, and carbon-reducing actions; and it implements the principles of “pollutant discharge under certain standard” and “total amount control of pollutant”. In addition, the Company has established internal management system in accordance with ISO 14001 Environment Management Structure. Such system includes the following items: 1. Collect and evaluate adequate and timely information on the impact of business activities on the natural environment. 2. Establish measurable environmental sustainability goals and regularly review the sustainability and relevance of their development. 3. Establish specific plans, action plans, or other implementation measures, and regularly review the operational performances.	None.
(2) Does the company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	V		(2) The Company implements environmental management in accordance with the international standard ISO 14001 environmental management system, and adopts the following related measures: 1. The Company implements green design for products and processes to enable the compliance of both products and service outsourcers with environmental-friendly requirements. 2. The Company complies with government requirements to recycle or treat the “three wastes” generated in production and life. 3. The Company recycles water resources and regularly checks for water leaks in the headquarters building. 4. The Company inspects the sewage and septic tanks of the headquarters building quarterly and cleans them no less than twice a year; and in addition, we conduct oil-water separation through separation tank, discharge to the sewage pipe, and then ensure that the	None.

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons									
	Yes	No	Abstract Explanation										
			<p>standards are met before discharging into the municipal pipe.</p> <p>5. For test laboratories, the Company sets up waste gas treatment equipment to prevent volatile gases from polluting the environment or producing odors and to avoid environmental pollution or odor nuisance incidents.</p> <p>6. The Company sets up noise reduction, sound insulation, anti-vibration measures to resolve issue of the headquarters building prone to noise and vibration.</p> <p>7. The Company sets up exhaust vent for the warehouse, garage, personnel intensive places, and the exhaust gas is discharged through the shaft and out from the roof covering.</p>										
(3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	V		(3) Being well aware of the impact of global climate change, the Company continues to optimize its internal energy management, compile statistics on greenhouse gas emissions, and formulate measures to save energy, and reduce carbon, and greenhouse gas emissions, and promote them accordingly in order to reduce the impact of its business activities on climate change. The company has developed a carbon neutral action path from its own operations. For Scope 1 and 2, the company will achieve carbon peak by 2028 and be carbon neutrality by 2040.	None.									
(4) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?	V		<p>(4) The Company's most recent statistical data and scope of information for the following items:</p> <p>1. Greenhouse gas: The Company's main energy use in its business activities is electricity. The total greenhouse gas emissions please refers to Page 47.</p> <p>2. Water consumption: The actual annual water consumption of Hangzhou headquarters in 2023 is 20,159 m3, and 2024 is 19,958 m3.</p> <p>3. Waste: Our solid waste centralized recycling rate reached 100% in 2023 and 2024. Statistics of waste disposal method(Hangzhou headquarter):</p> <table><tr><th>Year</th><th>hazardous waste</th><th>non-hazardous waste</th></tr><tr><td>2023</td><td>3.590</td><td>1,135.04</td></tr><tr><td>2024</td><td>3.5625</td><td>1,107.32</td></tr></table> <p>Greenhouse gas reduction, water reduction or other waste management policies.</p> <p>1. The Company's greenhouse gas (GHG) reduction targets are to reach peak carbon emissions by 2028 and achieve carbon neutrality by 2040. The Company's main energy use in its business activities is electricity. Its energy management measures:</p>	Year	hazardous waste	non-hazardous waste	2023	3.590	1,135.04	2024	3.5625	1,107.32	None.
Year	hazardous waste	non-hazardous waste											
2023	3.590	1,135.04											
2024	3.5625	1,107.32											

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>(1) The curtain wall is made of heat-insulating metal materials; the glass is made of LOW-E insulated glass; and the exterior wall and roof are equipped with heat insulation measures.</p> <p>(2) Adopt solar flat plate collectors for hot water.</p> <p>(3) Adopt LED light bulbs.</p> <p>(4) Use segmented dimmer.</p> <p>(5) Adopt air-conditioning energy consumption control.</p> <p>(6) Regularly analyze the company’s energy-saving potential and implement energy-saving transformation.</p> <p>2. The Company focuses on conservation and protection to enhance water resource utilization efficiency, strengthens the management of water demand and use process, and improves water utilization efficiency by improving the system, implementing responsibilities, strictly controlling the total amount of water use, and ensuring the security of water supply. Meanwhile, we post the water saving slogans at public water supply points and manage daily water consumption reduction to enhance water-saving rate.</p> <p>3. The Company’s waste can be divided into three categories: non-recyclable solid waste, recyclable solid waste, and hazardous solid waste. Hazardous wastes are regularly treated by a qualified waste disposal and treatment company.</p> <p>All floors of the building are equipped with sorting bins, which are collected and handled by the property. The logistics department supervises and inspects the collection, sorting, storage and handling of solid waste every month.</p> <p>(1) Non-recyclable solid waste includes food waste and household waste.</p> <p>(2) Recyclable solid waste includes metal parts, waste cardboard boxes, waste wooden boxes, waste plastics, waste paper, etc.</p> <p>(3) Hazardous waste includes used fluorescent tubes, used ink cartridges, toner cartridges, and electronic waste.</p>	
iv. Social issues (1) Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	V		<p>(1) The Company has established appropriate management policy and procedures to fulfill its responsibility of protecting human rights, which includes the following.</p> <p>1. Present a corporate human rights policy or statement. Formulate a code of conduct to protect the rights and human rights of</p>	None.

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			<p>employees</p> <ol style="list-style-type: none"> <li>Evaluate the impact of the Company's operational activities and internal management on human rights, and establish procedures to deal with them accordingly.</li> <li>Periodically review the effectiveness of corporate human rights policies or statements.</li> <li>The procedures for dealing with the interested parties are disclosed when human rights violations are involved.</li> </ol> <p>In 2025, the Company became a signatory member of the United Nations Global Compact (UNGC). The UNGC outlines ten universal principles guiding corporate strategies and operations, covering areas such as human rights, labor, environment, and anti-corruption.</p> <p>The Company places great importance on and respects the fundamental human rights of all employees. We are firmly committed to upholding human rights and have established and continue to improve a human rights protection system applicable to all employees. We maintain a zero-tolerance policy toward discrimination and harassment, and we conduct a series of human rights training programs, including labor standards training for management personnel, to ensure that no violations of human rights occur during labor management processes. The Company also seeks to extend its human rights considerations progressively to its business partners.</p> <p>To rigorously manage risks associated with human rights violations, the Company has established the Silergy Labor and Business Ethics Risk Management Procedure, under which the Legal &amp; Intellectual Property Department and the Human Resources &amp; Administration Department regularly identify human rights risks throughout corporate operations and labor policy implementation. This includes evaluating compliance with current labor regulations and identifying potential risks. Potential violations are monitored through internal audits, third-party assessments, and external whistleblowing mechanisms. The Audit Office conducts quarterly reviews of the human rights risk management process to ensure its effectiveness.</p> <p>The Company maintains an independent whistleblower mechanism that allows any employee to anonymously report cases of suspected discrimination, harassment, or inhumane treatment. In addition, the Group</p>	

Promotion Item	Implementation Status			Deviations from "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Explanation	
			enforces a progressive disciplinary system based on the severity of the offense, which may include verbal warnings, written warnings, suspension, and dismissal (excluding financial penalties). In 2024, the Company did not receive or confirm any reports of discrimination or human rights violations.	
(2) Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?	V		(2) The Company has established management rules such as "Regulations Governing Performance Appraisal", "Regulations Governing Employee Rewards and Punishments", "Training Management Regulations", "Attendance Management Regulations", "Regulations Governing Employee Compensation", "Regulations Governing Employee Benefits and Services" and "Employee Handbook" to appropriately reflect the performance or results of operations in the compensation of employees. The Company shall set aside a maximum of 20% and a minimum of 8% of the Company's pre-tax profit as employee compensation (including the Company's employees and/or employees of affiliated companies) if the Company has pre-tax profit for the year as specified in the Articles of Incorporation.	None.
(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	V		(3) The Company values workplace safety and aims to minimize employee and contractor injuries, creating a safe and healthy working environment. The Company has obtained ISO 45001 Occupational Health and Safety Management System certificate. 1. Identify risks, conduct occupational safety and health testings for each position, and provide necessary safety equipment. 2. Provide essential health and emergency facilities with the aim of reducing factors that pose risks to employee safety and health, preventing occupational accidents. 3. Provide regular safety and health education and training, as well as annual health checkups, to all employees. 4. Conduct regular safety drills at each position. 5. Prepare sufficient fire-fighting equipment and conduct regular fire drills. In 2024, the Company conducted a total of 12 emergency response drills, including: 2 fire evacuation drills, 2 elevator entrapment drills, 2 security and anti-riot drills, 2 flood and typhoon preparedness drills, 2 traffic accident response drills, 1 curtain wall glass breakage drill, and 1 emergency media response drill. Monthly comprehensive inspections were carried out, along with 6 pre-holiday safety inspections and 2 special flood and typhoon prevention inspections. Additionally,	None.



Promotion Item	Implementation Status			Deviations from "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Explanation	
			unscheduled daily patrols across the park were conducted, totaling 2,920 times throughout the year. There were no occupational accidents or fire disasters in the Company in 2024.	
(4) Does the company provide its employees with effective career development and training sessions?	V		(4) The Company has arranged suitable development plans for different types of employees to improve the ability and experience of our employees, and maintain our long-term competitive advantage. 100% of our employees have received corresponding education and training as follows: 1. For new graduates/new employees (including part-time and contracted employees), the Company provides on-the-job training and basic work skills training 2. For current employees, the Company provides both technical and managerial paths with reference to their career planning and development direction, and further design vocational training according to their stage, which is based on the framework of "basic general knowledge", "core competencies" and "professional competencies" to provide suitable training courses.	None.
(5) Do the company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are relevant consumer protection and grievance procedure policies implemented?	V		(5) The Company regularly commissions professional third-party companies to conduct information security audits and health checks to ensure that information systems and network environments comply with security implementation standards, and strictly enforces information security policies and customer privacy protection measures to protect the Company's trade secrets and customer information from leakage. As for the health and safety of customers, marketing and labeling of products and services, the Company follows the relevant laws and regulations and international standards, and a special department is responsible for customer inquiries and complaint channels.	None.
(6) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.	V		(6) The Company has established a supplier management policy that requires suppliers to comply with relevant regulations on environmental protection, occupational safety and health, or labor rights, and evaluate whether their suppliers have a record of environmental and social impacts before engaging in business transactions to avoid transactions with those in conflict with the CSR policy.	None.
v. Does the company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as corporate	V		V. The Company has established an ESG management team and publishes an ESG report annually. The report is prepared in accordance with relevant requirements of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, referencing GRI Standards 2021	None.

Promotion Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
social responsibility reports? Do the reports above obtain assurance from a third party verification unit?			published by the Global Reporting Initiative and SASB Standards published by the Sustainability Accounting Standards Board. In the future, the Company's sustainability report will seek confirmation from third-party verification agencies.	
vi.If the company has its own code of conduct for sustainable development in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe the deviations of its implementation from the Best Practice Principles: The Company has established Sustainable Development Best Practice Principles, and there are no deviations of implementation from the Best Practice Principles.				
vii.Other important information to facilitate a better understanding of the status of sustainable development practices: None.				

# 1. Climate-related information and implementation status

Item	Execution situation
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	The Company has established Sustainability Development Committee for identifying and managing climate-related risks, as well as reporting to the Board of Directors on a quarterly basis. Currently, in response to climate risks, the Company has made a commitment to achieve carbon peaking for Scope 1 and Scope 2 emissions by 2028, and carbon neutrality for Scope 1 and Scope 2 emissions by 2040. The Company has established a carbon inventory system and conducts third-party carbon audits on a yearly basis within the group. Based on results of the carbon audits, the Company will integrate its development with international trends, formulating and adjusting the course for reducing carbon emission.
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	
3. Describe the financial impact of extreme weather events and transformative actions.	
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	
8. If climate-related targets have been set, the activities covered, scope of greenhouse gas emissions, planning horizon, and progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	
9. Greenhouse gas inventory and assurance status (fill out in 1-1 & 1-2).	As follows

## 1-1 The Company's Greenhouse Gas Inventory and Assurance in the Recent Two Years

1-1-1 Greenhouse Gas Inventory Information: Describe the greenhouse gas emission volume (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NTD million), and data coverage for the most recent two years. °

Year of inventory	2023	2024
Total Discharge	5,477.6000	5748.5400
Scope 1	14.6400	63.06
Scope 2	5,462.9600	5685.48
Emission intensity (tons CO <sub>2</sub> e/NTD million)	0.3541	0.3115
data coverage	Group	Group

Note 1: Direct emissions (scope 1, i.e. directly from emission sources owned or controlled by the Company), indirect energy emissions (scope 2, i.e. indirect greenhouse gas emissions from imported electricity, heat or

steam) and other indirect emissions (scope 3: emissions generated from corporate activities that are not indirect emissions from energy sources but come from sources owned or controlled by other companies).

Note 2: The data coverage of direct emissions and indirect energy emissions shall be handled in accordance with the schedule specified in Article 10, Paragraph 2 of the guidelines. Other indirect emissions information may be disclosed voluntarily.

Note 3: Greenhouse gas inventory standard: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standard-ization (ISO).

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, but at least the data calculated in terms of turnover (NTD million) shall be stated.

1-1-2 Greenhouse Gas Assurance Information: Describe the status of assurance in the last 2 years up to the date of publication of the annual report, including the scope of assurance, institutions of assurance, criteria of assurance, and opinions of assurance.

1. There is no data within the Parent company's (individual company) greenhouse gas emission boundary.

For the year 2023, a limited assurance conclusion was issued based on the assurance report obtained from Deloitte & Touche.

The assurance engagement for the year 2024 is currently in progress.

2. The full assurance information of the subsidiary's greenhouse gas emissions: will be disclosed in the Sustainability Report.

Note 1: The process shall be conducted in accordance with the schedule specified in Article 10, paragraph 2 of the guidelines. If the company has not obtained the full assurance of greenhouse gas opinion by the date of publication of the annual report, it is necessary to indicate "complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it should be noted that "complete assurance information will be disclosed on the Market Observation Post System" and complete assurance information will be disclosed in the next annual report.

Note 2: The assurance institutions shall comply with the relevant requirements of Taiwan Stock Exchange Corporation and the Taipei Exchange of the Republic of China on assurance institutions for sustainability reports.

Note 3: For the disclosure contents, please refer to the Corporate Governance Center section of the Taiwan Stock Exchange website for sample template of best practice.

1-2 Greenhouse gas reduction goals, strategies and concrete action plans: Describe the greenhouse gas reduction base year and data, reduction goals, strategies, and concrete action plans and achievement of the reduction goals.

Processed in accordance with the compliance schedule

Note 1: It shall be processed in accordance with the schedule prescribed in Article 10, paragraph 2 of the guidelines.

Note 2: The base year should be the year that the inventory is completed based on the boundaries of the consolidated financial statements. For example, according to Article 10, paragraph 2 of the standards, companies with capital over NTD 10 billion should complete the review of the 2024 consolidated financial statements in 2025. Therefore, the base year is 2024. If the Company has completed the inventory of the consolidated financial statements ahead of schedule, the earlier year can be used as the base year, and the data of the base year can be calculated by a single year or the average of several years.

Note 3: For the disclosure contents, please refer to the Corporate Governance Center section of the Taiwan Stock Exchange website for sample template of best practice.

(VI) Fulfillment of Ethical Corporate Management and Deviations from the “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies” and Reasons

Evaluation Item	Implementation Status			Deviations from the “Ethical Corporate Management Best Practice Principles
	Yes	No	Abstract Explanation	
i. Establishment of ethical corporate management policies and programs	V		(1) The Company has established “Procedures for Ethical Management and Guidelines for Conduct”, which is approved by the Board of Directors. It is clearly stated in these Procedures that the Company's directors, officers, employees or persons with substantial control over the Company are prohibited from offering, promising, requesting or accepting, directly or indirectly, any improper benefits or committing other dishonest acts such as breach of good faith, wrongfulness or breach of fiduciary duty, in the course of engaging in business conduct with the intent to obtain or maintain benefits.	None.
(1) Does the company have a Board-approved ethical corporate management policy and stated in its regulations and external correspondence the ethical corporate management policy and practices, as well as the active commitment of the Board of Directors and management towards enforcement of such policy?	V		(2) The Company has established “Procedures for Ethical Management and Guidelines for Conduct”, which regulates business activities with a higher risk of dishonest behavior in the scope of our business to strengthen the prohibition of bribery and bribery acceptance, illegal political contributions, improper charitable donations or sponsorships, unreasonable gifts, hospitality or other improper benefits, and other illegal activities.	None.
(2) Does the company have mechanisms in place to assess the risk of unethical conduct, and perform regular analysis and assessment of business activities with higher risk of unethical conduct within the scope of business? Does the company implement programs to prevent unethical conduct based on the above and ensure the programs cover at least the matters described in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies?	V		(3) The Company has established “Procedures for Ethical Management and Guidelines for Conduct”, to standardize the company's operating procedures, behavior guidelines, reporting and disciplinary system, and promote the importance of integrity behavior from time to time to internal employees.	None.
(3) Does the company provide clearly the operating procedures, code of conduct, disciplinary actions, and appeal procedures in the programs against unethical conduct? Does the company enforce the programs above effectively and perform regular reviews and amendments?	V			
ii. Fulfill operations integrity policy	V		(1) Our staff will avoid engaging in business transactions with dishonest suppliers, customers or other business partners. We will immediately stop dealing with them if found, and they will be listed as a rejected partner in order to implement the company's integrity regulations.	None.
(1) Does the company evaluate business partners' ethical records and include ethics-related clauses in business contracts?		V	(2) The Company established the Sustainability Development Committee under the Board of Directors on December	None.
(2) Does the company have a unit responsible for ethical corporate management on a full-time basis				

Evaluation Item	Implementation Status			Deviations from the “Ethical Corporate Management Best Practice Principles
	Yes	No	Abstract Explanation	
under the Board of Directors which reports the ethical corporate management policy and programs against unethical conduct regularly (at least once a year) to the Board of Directors while overseeing such operations?			19, 2024. Comprising four directors, including one independent director, the committee assists the Board in continuously promoting corporate integrity and sustainable development. It convenes regularly (at least once a year) to oversee the implementation of integrity management policies and measures for preventing unethical conduct.	
(3) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	V		(3) If a conflict of interest situation is identified by the Company's personnel in the course of conducting the Company's business, the Company shall report the relevant situation to the immediate supervisor, who shall provide appropriate guidance.	None.
(4) Does the company have effective accounting and internal control systems in place to implement ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit the systems accordingly to prevent unethical conduct, or hire outside accountants to perform the audits?	V		(4) The Company's management has established an effective accounting system and internal control system, and the internal audit unit follows an annual audit plan to ensure compliance with the system.	None.
(5) Does the company regularly hold internal and external educational trainings on operational integrity?	V		(5) The Company promotes the Ethical Corporate Management Best Practice Principles in various meetings from time to time. In the future, the Company will hold education and training related to ethical management on a regular basis depending on the actual needs. The annual training and assessment on the Code of Business Conduct and Ethics for all employees was completed on February 28, 2025.	None.
iii.Operation of the integrity channel				
(1) Does the company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?	V		(1) The Company has established personnel management rules and regulations, including the "Procedures for Ethical Management and Guidelines for Conduct", "Guidelines for the Adoption of Codes of Ethical Conduct", "Regulations Governing Performance Appraisal", "Regulations Governing Employee Reward and Punishment" and "Rules for Handling Whistleblower Cases", and has set up employee complaint mechanisms and channels, and assigned appropriate staff to accept complaints.	None.
(2) Does the company have in place standard operating procedures for investigating accusation cases, as well as follow-up actions and	V		(2) The Company will do its utmost to protect the privacy and confidentiality of the whistleblower in accordance with the	None.

Evaluation Item	Implementation Status			Deviations from the “Ethical Corporate Management Best Practice Principles
	Yes	No	Abstract Explanation	
relevant post-investigation confidentiality measures?  (3) Does the company provide proper whistleblower protection?	V		relevant regulations to encourage employees to report violations of the law.  (3) The Company will fulfill its duty of confidentiality and protection to the whistleblower and will not be subject to improper disposal measures due to the complaint.	None.
iv.Strengthening information disclosure Does the company disclose its ethical corporate management policies and the results of its implementation on the company’s website and MOPS?	V		The Company has established “Procedures for Ethical Management and”Guidelines for Conduct”, and disclosed the content of Ethical Corporate Management Best Practice Principles and its promotion outcome in the Company’s website and MOPS.	None.
v.If the Company has established its own Ethical Corporate Management Best Practice Principles in accordance with “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”, please state the deviations of its implementation from the Best Practice Principles: The Company has established “Ethical Corporate Management Best Practice Principles” and fulfills its social responsibility and establishes a good management system and risk control mechanism based on the concept of sustainable management and development. In conducting business activities, the Company's personnel shall uphold the principles of fairness, honesty, trustworthiness and transparency, implement honest management, and actively prevent dishonest behavior.				
vi.Other important information to facilitate a better understanding of the company’s ethical corporate management policies: None.				

(VII) Other important information to better understand the state of implementation of corporate governance: None.

(VIII) Implementation of internal control system

1. Statement of Internal Control System

**Silergy Corp.**  
Statement of Internal Control System

Date: March 12, 2025

Silergy makes the following statement based on the self-evaluation of its internal control system in 2024:

- I. Silergy fully understands that the establishment, implementation, and maintenance of internal control system (ICS) are the responsibilities of Silergy's board of directors and managerial officers, and have established the said system accordingly. The objectives of ICS include achieving various objectives in business benefits and efficiency (including profitability, performance, and protection of assets and safety), ensuring reliability, timeliness, transparency, and regulatory compliance of reporting, and providing reasonable assurance.
- II. All ICS are bound by natural limitations and regardless of the robustness of designs, effective ICS can only provide reasonable assurance for the three objectives listed above. Efficacy of the ICS will also change with the changing environment or context. However, Silergy's ICS has self-monitoring systems, allowing Silergy to promptly initiate corrective actions for any defects detected.
- III. Silergy will refer to the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as "ICS Regulations") to identify assessment items for determining the effectiveness of ICS as well as the performance of design and implementation of the system. The ICS is divided into five key components according to the process of management control to generate ICS assessment items used by the ICS Regulations, namely:
  1. control environment,
  2. risk assessment,
  3. control activities,
  4. information and communication, and
  5. monitoring activities.Each key component also includes a number of sub-items. For the aforementioned items, please refer to the provisions in the ICS Regulations.
- IV. Silergy has adopted the aforementioned ICS assessment items to evaluate the effectiveness of ICS design and implementation.
- V. Based on the above assessment results, it is determined that the Company's internal control system (include monitoring and management of subsidiaries) as at December 31, 2024, is effectively designed and implemented, and can reasonably ensure that: it understand the degree of achievement of operational effectiveness and efficiency objectives; the reporting is reliable, timely, transparent, and complies with applicable rules; and the applicable laws, regulations, and bylaws have been complied with.
- VI. This Statement shall be a major content of Silergy's annual report and prospectus, and shall be publicly disclosed. Where any of the disclosed content contains any illegal acts such as misrepresentation or nondisclosures, Silergy shall be subject to legal responsibilities provided in Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. We hereby declare that this Statement has been approved by the board of directors on March 12, 2025. Amongst the eight directors present at the meeting, none had dissenting views, and all have all agreed with the content of this Statement.

Silergy Corp.

Chairman: Wei Chen

General Manager: Budong You



(IX) The disciplines towards the internal personal of the Company in compliance with rules and the internal personal in violation of internal rules, the related major deficiency and the improvement of the most recent fiscal year up to the publication date of this report: None.

(X) Major resolutions of shareholders meeting and meeting of the board of directors of the most recent fiscal year up to the publication date of this report:

Major resolutions of 2024 shareholders meeting:

\* 2023 Business Report and Consolidated Financial Statements

Resolution and state of implementation: Approved.

\* Proposal for 2023 Earnings Distribution

Resolution and state of implementation: Approved.

\* To approve the amendments to the Governing Making of Endorsements/Guarantees

Resolution and state of implementation: Approved, and the revision will be effected on May 26, 2023.

\* Issuance of New Restricted Employee Shares

Resolution and state of implementation: Approved and effective on July 8, 2024, in accordance with the Financial Supervisory Commission Official Letter Jin-Guan-Zheng-Fa-Zi No. 1130348717. The shares may be distributed in one installment or in several within a period of one year starting from the date of receipt of the notice informing formal activation of the declaration.

\* Major board meeting resolutions

Date of the Meeting	Important Resolutions
February 7, 2024	Issuance of employee stock warrants
March 12, 2024	(I) 2023 "Statement of Internal Control System"
	(II) Audit of 2023 accountants' independence and performance evaluation
	(III) Amendments to the company's "Internal Control System-Other Management Cycles" and "Internal Audit Implementation Rules-Other Management Cycles"
	(IV) CPA audit fee for 2024
	(V) Issuance of new shares in conjunction with the Company's employee stock warrants
	(VI) 2023 Employees' and directors' compensation
	(VII) 2023 Consolidated financial statement
	(VIII) 2023 Business report
	(IX) 2023 Distribution of earnings
	(X) Subsidiary, Nanjing Xilijie Semi-Conductor Technology Co., Ltd., increased bank amount
	(XI) Silergy Semiconductor Technology (Hangzhou) Co., LTD. makes Endorsements/Guarantees for Nanjing Silergy Micro Technology Co., Ltd.
	(XII) The amendments to the Procedures for Endorsements & Guarantees
	(XIII) Amendments to the Share Repurchase and Employee Incentive Plan and stipulate the Procedure for Repurchasing Treasury Stocks
	(XIV) Issuance of employee stock warrants

Date of the Meeting	Important Resolutions
	(XV) Issuance of new restricted employee shares (XVI) Establishment of relevant matters for 2024 Ordinary Shareholders' Meeting (XVII) Amendments to the Rules of Procedure for Board of Directors Meetings and Audit Committee Charter (XVIII) 2023 Performance evaluation and bonus, and 2024 salary adjustment (XIX) List of employees allotted to the issuance of employee stock warrant in 2023
April 10, 2024	(I) Proposal of manager appointment (II) Release the prohibition of managers working concurrently in competing companies
May 14, 2024	(I) Issuance of new shares in conjunction with the Company's employee stock warrants (II) Consolidated financial statement Q1 2024 (III) Subsidiary, Hefei Silergy Semiconductor Technology Co., Ltd., increased bank amount (IV) Silergy Semiconductor Technology (Hangzhou) Co., LTD. makes Endorsements/Guarantees for Hefei Silergy Semiconductor Technology Co., Ltd. (V) Capital increase of Hangzhou Silergy Test Technology Co., Ltd. (VI) Change in Internal Audit Supervisor (VII) List of employees allotted to the issuance of employee stock warrant in 2023 (VIII) Amendment to "Regulations for the 1st Issuance of Employee Stock Warrants in 2024"
August 29, 2024	(I) Issuance of new shares in conjunction with the Company's employee stock warrants (II) Consolidated financial statement Q2 2024 (III) Cancellation and reduction of capital for new restricted employee shares not meeting vesting conditions (IV) Amendment to "Regulations for the 2nd Issuance of Employee Stock Warrants in 2024" (V) List of employees allotted to the issuance of employee stock warrant (VI) List of employees allotted to the issuance of new restricted employee shares
November 12, 2024	(I) Amendments to the company's Internal Control System and Internal Audit Implementation Rules (II) Establishment of 2025 audit plan (III) Proposal to establish the Company's Sustainability Development Committee and to adopt the following regulations: Silergy Sustainability Practices Guidelines, Silergy Sustainability Information Management Procedures, and Silergy Sustainability Development Committee Charter. (IV) Issuance of new shares in conjunction with the Company's employee stock warrants (V) Consolidated financial statement Q3 2024

Date of the Meeting	Important Resolutions
	(VI) List of employees allotted to the issuance of employee stock warrant (VII) List of employees allotted to the issuance of new restricted employee shares
November 21, 2024	(I) Subsidiary, Silergy Semiconductor Technology (Hangzhou) Co., Ltd., intended to invest in Hangzhou Silantronics Equity Investment Partnership (Limited Partnership)
December 19, 2024	(I) 2025 Operating budget (II) Proposal for the 2025 incentive bonus plan for the Company's General Manager/CEO. (III) Proposal for the establishment of the Company's Sustainability Development Committee (IV) Amendment to Procedures for Handling Material Inside Information and the Procedure for Repurchasing Treasury Stocks of the Company (V) Proposal to stipulate the Company's Procedures for Financial and Business Transactions among Related Parties (VI) Proposal to stipulate the Company's Sustainability Disclosure Standards Implementation Plan (VII) The Company proposed to invest in InnoScience (Suzhou) Technology Holding Co., Ltd. (VIII) The Company's subsidiary, Silergy Semiconductor Technology (Hangzhou) Co., Ltd., intended to invest in Zhongxing Zhongtong Zhanlu Equity Investment Partnership (Limited Partnership) (IX) The subsidiary of the Company, Silergy Semiconductor Technology (Hangzhou) Co., LTD., proposed to increase its capital in its wholly-owned subsidiary, Hangzhou Silergy Test Technology Co., Ltd., by 100%. (X) List of employees allotted to the issuance of employee stock warrant (XI) List of employees allotted to the issuance of new restricted employee shares
March 12, 2025	(I) 2024 "Statement of Internal Control System" (II) Audit of 2024 CPAs' independence and performance evaluation (III) Change of CPA and CPA Audit Fee for 2025 (IV) Issuance of new shares in conjunction with the Company's employee stock warrants (V) 2024 Employees' and directors' compensation (VI) 2024 Consolidated financial statement (VII) 2024 Business report (VIII) 2024 Distribution of earnings (IX) Issuance of 2025 1st employee stock warrants (X) Amendment to "Articles of Incorporation" (XI) Proposal to the amendment of the Ethical Corporate Management Best Practice Principles and Procedures and Code of Conduct (XII) Election of Directors

Date of the Meeting	Important Resolutions
	(XIII) Nomination and review of candidates for the directors and independent directors of the 5th Board of Directors of the Company
	(XIV) Release the prohibition of directors working concurrently in competing companies
	(XV) Establishment of relevant matters for 2025 Ordinary Shareholders' Meeting
	(XVI) 2024 Performance evaluation and bonus, and 2025 salary adjustment
	(XVII) 2024 Sustainability report
	(XVIII) Subsidiary, Nanjing Xilijie Semi-Conductor Technology Co., Ltd., increased bank amount
	(XIX) Proposal for the Adjustment and Renewal of Group Endorsement and Guarantee Limits
	(XX) Subsidiary, Silergy Semiconductor Technology (Hangzhou) Co., Ltd., invested in Shanghai Huake Zhixin Venture Capital Center (Limited Partnership)
	(XXI) Proposal for the Disposal of the Company's Equity Interests in Innoscience (Suzhou) Technology Co., Ltd.
	(XXII) List of employees allotted to the issuance of employee stock warrant in 2024
	(XXIII) List of employees allotted to the issuance of new restricted employee shares in 2024

- (XI) Major content of any dissenting opinions on entry or stated in a written statement made by directors or supervisors regarding key resolutions of board meetings during the past fiscal year up to the publication date of this report: None.

#### IV. Audit fee information

##### (I) Fee information

Unit: NT\$ thousand

Name of accounting firm	Name of CPA	Auditing period	Audit fee	Non-audit charge	Subtotal	Notes
Deloitte Taiwan	Ming-Yen Chien	2024.01.01~ 2024.12.31	10,800	1,320	12,120	-
	Chun-Hung Chen					

- Non-audit fees are primarily fees paid to the financial consulting department.
  - When the Company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: not applicable.
- (II) The professional fees for auditing services referred to in the preceding item means the professional fees paid by the company to a certified public accountant for auditing and review of financial reports and tax certification.

## V. Replacement of certified public accountants:

### (I) Information on the previous independent auditor

Date of replacement	March 12, 2025		
Cause and details of the replacement	Internal change of the accounting firm. CPA Ming-Yen Chien and CPA Chun-Hung Chen were replaced by CPA Ming-Yen Chien and CPA Pi-Yu Chuang.		
Any details for the termination or rejection of the commissioner or CPA	Situation	Party	CPA
	Active termination of the commission		
	Rejection of (continuing) commission	V	
Opinion and reasons for audit report issued during the two past fiscal years containing an observation other than unqualified ones	Not applicable		
Any disagreement with the issuer	Yes		Generally accepted accounting principles (GAAP) or activities
			Disclosure of financial reports
			Scope or procedure of audits
			Other
	None	V	
Description			
Other items to be disclosed (items that shall be disclosed as prescribed by Article 10 Subparagraph 6 Item 1-4 to 1-7 of these standards)	Not applicable		

### (II) About the successor independent auditor

Name of the accounting firm	Deloitte & Touche
Name of the independent auditor	CPA Ming-Yen Chien and CPA Pi-Yu Chuang
Date of commissioning	March 12, 2025
Accounting treatment or accounting principle for specific transactions as well as consultation items and results on audit assessment on the financial report prior to formal engagement	Not applicable
Written views on disagreements between the successor and former independent auditors	Not applicable

### (III) Response of the former independent auditors regarding Article 10, Subparagraph 6, Items 1 and 2-3 of these standards: Not applicable.

**VI. Company's chairman, general manager, or any managerial officer in charge of finance or accounting matters who has, during the past year, held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm: None.**

**VII. Equity transfer or changes to equity pledge of a director, managerial officer, or shareholder with a stake of more than 10% during the most recent fiscal year and up to the date of publication of the annual report**

(I) Changes to the equity of directors, supervisors, managerial officers, and major shareholders

Unit: shares

Title	Name	2024		2025 till April 1	
		Number of shares held Addition (reduction)	shares pledged Addition (reduction)	Number of shares held Addition (reduction)	shares pledged Addition (reduction)
Chairman	Wei Chen	-	-	-	-
Director and Co-CEO & President	Budong You	(45,000)	-	-	-
Director	Jiun-huei Shih	-	-	-	-
Director	Sophia Tong	-	-	-	-
Director	Bing Xie	-	-	-	-
Independent director	Yong-Song Tsai	-	-	-	-
Independent director	Henry King	-	-	-	-
Independent director	Jet Tsai	-	-	-	-
Co-CEO & President	Michael Grimm(Note)	-	-	-	-
VP of Asia Sales	Chih-chung Lu(Note)	(75,000)	(10,000)	-	-
Fellow	Jaime Tseng(Note)	(8,000)	-	-	-
Chief Financial Officer	Shao-wei Chen	3,800	-	-	-

Note: Michael Grimm was dismissed from the position of managerial officer as of 2024/3/31 ; Chih-chung Lu was dismissed from the position of managerial officer as of 2024/5/14 ; Jaime Tseng was dismissed from the position of managerial officer as of 2025/3/25.

(II) Where the counterparty of equity transfer is a related party: None.

(III) Where the counterparty of equity pledge is a related party: None.

# **VIII. Relationship information, if among the 10 largest shareholders any one is a related party of another**

March 30, 2025, Unit: thousand shares; %

Name	Shares held by the person Shares held		Shares held by spouse or minor children		Shares held in the name of other persons		Title or name and relationships of the 10 largest shareholders where they are related parties, spouses, or relatives within the second degree of kinship		Notes
	Shares	%	Shares	%	Shares	%	Title (or Name)	Relations	
Fidelity Funds	29,819	7.69	-	-	-	-	-	-	-
Wei Chen	27,925	7.20	-	-	202	0.05	-	-	-
Budong You	14,933	3.85	-	-	-	-	-	-	-
Deutsche Bank AG, Taipei Branch, as Custodian of St. James's Emerging Markets Equity Unit Trust — Trustee: Northern Trust Fiduciary and Depositary Services Ltd., with external manager Wasatch Advisors Inc.	8,616	2.22	-	-	-	-	-	-	-
SILERGY CORP. MAINLAND CHINA AREA EMPLOYEES COLLECTIVE	7,668	1.98	-	-	-	-	-	-	-
Michael Grimm	7,310	1.88	-	-	-	-	-	-	-
Standard Chartered Bank, Commercial Banking Division, as Custodian of T. Rowe Price Emerging Markets Discovery Equity Investment Trust Account	7,206	1.86	-	-	-	-	-	-	-
Citibank as Custodian for Government of Singapore – GOS – EFMC	6,942	1.79	-	-	-	-	-	-	-
HSBC Bank (Taiwan) Limited, as Custodian of First Sentier Investors – Stewart Investors Asia Pacific Leaders Fund Investment Account	6,739	1.74	-	-	-	-	-	-	-
FUBON LIFE INSURANCE CO.LIMITED.-TWOTC-FFI	6,488	1.67	-	-	-	-	-	-	-

**IX. The total number of shares held in any single enterprise by the Company, its directors and managerial officers, and any companies controlled either directly or indirectly by the Company**

December 31, 2024, Unit: thousand shares; %

Other companies in which Silergy has invested (Note)	Investments by Silergy		Investments by the directors, supervisors, managerial officers, and companies directly or indirectly controlled by the Company		Total investments	
	Shares	%	Shares	%	Shares	%
WINSHENG MATERIAL TECHNOLOGY CO., LTD.	14,454	44.32	50	0.15	14,504	44.47
HF SMAT Microtech	-	38.29	-	-	-	38.29
Zhuhai Hengqin Accu-Rate Technology Co., Ltd.	-	26.92	-	-	-	26.92
Wuxin(Shanghai) Semiconductor Technology Co., Ltd.	-	35.00	-	-	-	35.00

Note: Long-term investments made by Silergy using the equity method.



## Chapter IV Capital raising activities

### I. Capital and shares

#### (I) Source of shares

Units: Thousand shares; NT\$

Year and month	Issued price (NT\$)	Authorized stock		Paid-in capital		Notes		
		Shares	Amount	Shares	Value in US\$	Source of shares	Equity contributions made in the form of assets other than cash	Par value per share (US\$)
2024.03	NT\$2.5	800,000	2,000,000,000	384,963	962,408,230	Exercising of employee stock options	-	NT\$2.5
2024.09	NT\$2.5	800,000	2,000,000,000	386,267	965,668,345	Exercising of employee stock options	-	NT\$2.5
2024.09	NT\$2.5	800,000	2,000,000,000	385,840	964,600,532.5	New restricted employee share retrieval and cancellation	-	NT\$2.5
2024.09	NT\$2.5	800,000	2,000,000,000	386,361	965,902,782.5	Exercising of employee stock options	-	NT\$2.5
2024.11	NT\$2.5	800,000	2,000,000,000	386,430	966,074,630	Issuance of new restricted employee share(Note 2)	-	NT\$2.5
2024.12	NT\$2.5	800,000	2,000,000,000	387,336	968,341,380	Exercising of employee stock options	-	NT\$2.5
2025.03	NT\$2.5	800,000	2,000,000,000	387,978	969,946,755	Exercising of employee stock options	-	NT\$2.5

Note 1: The shareholders' meeting of Silergy, held on December 30, 2012, resolved to convert the par-value share of US\$0.0002 to NT\$10, repurchasing a total of 35,666,872 shares that were already issued, while issuing another 54,000,000 shares at a price of NT\$10. The shareholding proportion of the existing shareholders remains the same even after this change.

Note 2: Approved by Financial Supervisory Commission, Jing Guan Zheng Fa Zi No. 11303487171 on July 8, 2024.

April 1, 2025, Unit: Shares

Type of Shares	Authorized stock			Notes
	Outstanding shares	Unissued shares	Total	
Registered common shares	387,978,702	412,021,298	800,000,000	-

Information on the shelf registration system: Not applicable.

#### (II) List of major shareholders

March 30, 2025, Unit: thousand shares; %

Name of major shareholder	Shares	Number of shares held	Shareholding percentage
Fidelity Funds		29,819	7.69
Wei Chen		27,925	7.20
Budong You		14,933	3.85
Deutsche Bank AG, Taipei Branch, as Custodian of St. James's Emerging Markets Equity Unit Trust — Trustee: Northern Trust Fiduciary and Depositary Services Ltd., with external manager Wasatch Advisors Inc.		8,616	2.22

SILERGY CORP. MAINLAND CHINA AREA EMPLOYEES COLLECTIVE	7,668	1.98
Michael Grimm	7,310	1.88
Standard Chartered Bank, Commercial Banking Division, as Custodian of T. Rowe Price Emerging Markets Discovery Equity Investment Trust Account	7,206	1.86
Citibank as Custodian for Government of Singapore – GOS – EFMC	6,942	1.79
HSBC Bank (Taiwan) Limited, as Custodian of First Sentier Investors – Stewart Investors Asia Pacific Leaders Fund Investment Account	6,739	1.74
FUBON LIFE INSURANCE CO.LIMITED	6,488	1.67

### (III) Dividend policy and its implementation

#### 1. Dividend distribution policy stipulated in Article 129 of the Articles of Incorporation

Silergy is currently in growth phase. The Company has requirements for capital expenditure, expansion of business operations, establish robust financial planning systems, and seek sustainable development. The dividend distribution policy of Silergy will be arrived at based on future capital expenditure, budget, and its own requirements; share dividend will be distributed to the stockholders of Silergy in the form of cash and/or shares in place of cash dividend.

In addition to laws governing listed companies, if Silergy had earned net income before tax for the year, it will have to set aside from the net income before tax: (1) a maximum of twenty percent (20%) and a minimum of eight percent (8%) as the compensation to employees (including employees of Silergy and/or affiliated businesses) (hereinafter referred to as “employees’ compensation”); and (2) a maximum of two percent (2%) as the directors’ remuneration (hereinafter referred to as “directors’ remuneration”). Regardless of the aforementioned provisions, if Silergy has any accumulated losses from previous years, it must set aside an equivalent amount to make up for the said losses before allocation to employees and the directors. In addition to the laws of the British Cayman Islands, laws governing listed companies, and provisions of Article 139, employees’ compensation and directors’ remuneration may be distributed in cash and/or shares after a motion thereof is approved by more than half of directors at a board meeting attended by at least half of the attending directors. For the board meeting resolution on the employees’ compensation and the directors’ remuneration, said resolution shall, after being voted for in the board meeting. After the approval at the board meeting, it has to be reported to the shareholders during the shareholders’ meeting.

For shares of Silergy already registered as an emerging stock or during listing on the Taipei Exchange (TPEx) or Taiwan Stock Exchange (TWSE), in addition to provisions of the Company Act and laws governing listed companies, the board of directors shall, when Silergy has a surplus in the final annual settlement, distribute it using the following method and sequence to propose a profit distribution proposal, and submit the proposal to the shareholders’ meeting for approval:

1. Set aside a sum to make payments as required by law;
2. Make provision for accumulated losses from previous years (if losses exist);
3. Set aside 10% in accordance with laws governing listed companies as legal reserve. However, if the legal reserve has reached the paid-in capital of the Company, this restriction shall not apply;
4. Set aside a special reserve in accordance with laws governing listed companies or requirements of a competent authority; and
5. Add the balance of surplus of the year after deducting amounts for items (a) to (d) to the balance from the undistributed earnings from the previous fiscal period to obtain the surplus available for distribution. The Board of Directors may propose a motion for a dividend payout plan using the surplus available for distribution, and submit the motion at

the shareholders' meeting for approval according to laws governing listed companies. The dividend shall be paid once the shareholders vote for the motion. The dividend payout may be in the form of cash dividends and/or share dividend. The sum of the dividend payout shall, without violating the statutory regulations of the British Cayman Islands, be at least ten percent (10%) of the balance of the annual surplus less the amounts in items (a) to (d), and the cash dividend may not be less than ten percent (10%) of the total dividend of the shareholders.

2. Dividend distribution proposed (or resolved) for this year

The Board meeting convened on March 12, 2025, passed a motion for the 2024 earnings distribution, allocating cash dividends of NT\$ 928,215,631 (NT\$ 2.40110505 per share) to the shareholders, the record date is April 4, 2025, and the payment date is April 24, 2025.

3. Major changes expected in the dividend policy: None

(IV) The impact on the company's business performance and earnings per share (EPS) for allotment of free shares proposed at the shareholder's meeting: None.

(V) Compensation for employees, directors, and supervisors

1. Quantity or scope of compensation for employees, directors, and supervisors as prescribed under the articles of association

Please refer to the dividend distribution policy stipulated by Article 129 of the Articles of Incorporation. Silergy has not appointed a supervisor.

2. Accounting treatment for the basis of estimating the amount of the employees' compensation and director's remuneration for this fiscal period, the basis of calculating the number of shares to be distributed as employees' compensation, and for any discrepancy between the actual amount distributed and the estimated figures.

The employers' and directors' remuneration for Silergy is calculated as per the figures stipulated by the Articles of Incorporation of Silergy, and is estimated every year as per this principle. If there are any changes in the amounts after approval of the annual consolidated financial report, they will be treated accordingly and recorded in the accounts of the next fiscal year.

3. Status of compensation distribution as approved by the board of directors

(1) On March 12, 2025, the board of directors resolved to issue 2024 employees' compensation of NT\$ 203,751,742 and director's remuneration of NT\$ 13,533,000. The above mentions compensations are to be paid in cash.

(2) Sum of employees' compensation provided in distributed shares and its proportion of the net income after tax (NIAT) provided in the individual or financial report and of the total sum of employees' compensation of this fiscal period: Not applicable.

4. Actual distribution of compensation to employees, directors, and supervisors (including the number, sum, and price of shares distributed), and where there were discrepancies with the approved compensation for employees, directors, and supervisors, describe the sum, the cause, and treatment of the discrepancy:

Meeting of the board of director on March 12, 2024 resolved to distribute NT\$ 14,286,000 as directors' remuneration and NT\$ 66,112,123 as employees' cash bonus.

(VI) Repurchase by Silergy of its own shares:

The number of times of repurchase	First time
Purpose of the share repurchase	To transfer shares to employees
Period for the repurchase	2023/12/21~2024/2/20 °
Repurchase price range(NTD)	282.45~602.70/share
No. of shares currently repurchased (shares)	595,000 Common shares
Total monetary amount of shares currently repurchased (NTD)	239,746,279
The ratio of the quantity actually repurchased to the quantity scheduled to be repurchased (%)	19.83%
Number of shares canceled and be transferred	0 share
Cumulative no. of the company's own shares held (shares)	595,000 Common shares
Cumulative no. of the company's own shares as a percentage of the total no. of the company's issued shares (%)	0.15%

**II. Corporate bonds: None.**

**III. Preferred shares: None.**

**IV. Overseas depository receipts: None.**

## V. Employee share subscription warrants:

### (I) Status of employee share subscription warrants of Silergy that have yet to mature

March 31, 2025, Unit: Shares

Categories of employee share subscription warrants	Date of effective registration	Date of issuance (placement)	Subscribable shares issued	Ratio of subscribable shares issued as part of the total issued and outstanding shares	Exercise period	Method for exercising the warrant	Restrictions on the warrant exercise period and exercise ratio (%)	Number of shares already obtained through exercise of warrant rights (Note 2)	Total value of shares obtained by exercising warrant rights	Number of unsubscribed shares (Note 3)	Subscription price per share of the unsubscribed shares	Proportion of the quantity of unsubscribed shares to total issued and outstanding shares	Impact on shareholders' equity															
2015 Rules for issuance of employee stock warrants	2015/5/11	2015/8/24	12,000,000	3.85%	10 years	Issuance of new shares	Period granted & Proportion of exercisable warrant: After 2 years (from the 3rd year) 40% After 3 years (from the 4th year) 60% After 4 years (from the 5th year) 80% After 5 years (from the 6rd year) 100% (Total)	9,455,800	NT\$23,639,500	674,200	9,455,800	0.17%	No material impact															
		600,000						NT\$1,500,000	0	600,000	0.00%																	
		2016/4/6						1,036,400	NT\$2,591,000	233,600	1,036,400	0.06%																
2016 Rules for issuance of employee stock warrants	2016/7/12	2016/12/13	4,000,00	1.16%				652,800	NT\$1,632,000	99,200	652,800	0.03%	No material impact															
		2017/4/17												1,858,000	NT\$4,645,000	698,000	1,858,000	0.18%										
		2017/6/15																	600,004	NT\$1,500,010	91,666	600,004	0.02%					
2017 Rules for issuance of employee stock warrants	2017/6/19	2017/8/11	6,000,000	1.17%				752,000	NT\$1,880,000	296,000	752,000	0.08%	No material impact															
		2017/11/23												2,393,692	NT\$5,984,230	754,308	2,393,692	0.19%										
		2018/2/7																	730,400	NT\$1,826,000	761,600	730,400	0.20%					
		2018/5/11																						112,000	NT\$280,000	200,000	112,000	0.05%
2018 Rules for issuance of employee stock warrants	2018/6/22	2018/9/28	5,400,000	1.50%			Type A: Period granted & Proportion of exercisable warrant: After 2 years (from the 3rd year) 40% After 3 years (from the 4th year) 60% After 4 years (from the 5th year) 80% After 5 years (from the 6rd year) 100% (Total)	444,500	NT\$1,111,250	271,500	NT\$136.4	0.07%	No material impact															
		2018/11/22												1,802,200	NT\$4,505,500	1,018,800	NT\$97.7	0.26%										
		2019/3/27																	170,800	NT\$427,000	174,200	NT\$110.1	0.05%					
		2019/5/20																						655,004	NT\$1,637,510	862,996	NT\$110.0	0.22%
2019 Rules for issuance of employee stock warrants	2019/6/27	2019/8/12	10,000,000	2.73%			Type B:May exercise 100% after 3 years of allotment	332,400	NT\$831,000	331,600	NT\$158.9	0.09%	No material impact															
		2019/11/29												120,000	NT\$300,000	250,000	NT\$220.2	0.06%										
		2019/12/20																	25,000	NT\$62,500	75,000	NT\$231.1	0.02%					
		2020/3/18																						2,071,200	NT\$5,178,000	6,676,800	NT\$176.5	1.72%
		2020/4/30																										

Categories of employee share subscription warrants	Date of effective registration	Date of issuance (placement)	Subscribable shares issued	Ratio of subscribable shares issued as part of the total issued and outstanding shares	Exercise period	Method for exercising the warrant	Restrictions on the warrant exercise period and exercise ratio (%)	Number of shares already obtained through exercise of warrant rights (Note 2)	Total value of shares obtained by exercising warrant rights	Number of unsubscribed shares (Note 3)	Subscription price per share of the unsubscribed shares	Proportion of the quantity of unsubscribed shares to total issued and outstanding shares	Impact on shareholders' equity								
2020 Rules for issuance of employee stock warrants	2020/6/24	2020/8/19	6,158,800	1.44%			Type A:May exercise 100% after 3 years of allotment Type B: Period granted & Proportion of exercisable warrant: After 3 years (from the 4th year) 33% After 4 years (from the 5th year) 66% After 5 years (from the 6rd year) 100% (Total)	12,600	NT\$31,500	897,400	NT\$404.1	0.23%	No material impact								
		2020/11/11						0	NT\$0	258,000	NT\$528.1	0.07%									
		2020/12/28						0	NT\$0	166,400	NT\$577.7	0.04%									
		2020/3/23						12,000	NT\$30,000	4,656,400	NT\$547.9	1.20%									
		2021/5/12						0	NT\$0	70,000	NT\$658.3	0.02%									
		2021/6/17						0	NT\$0	86,000	NT\$835.5	0.02%									
2021 Rules for issuance of employee stock warrants	2021/7/6	2021/8/31	5,400,000	1.43%						From the date when two full years have elapsed after the Grant Date and the achievement of the job performance objectives, the Optionee may exercise his/her Options in accordance with the schedule and percentage respectively: Vesting and Exercisable Date 2/3/4/5 years Vesting Percentage 25%/25%/25%/25%	0	NT\$0	113,200	NT\$989.5	0.03%	No material impact					
		2021/12/14									0	NT\$0	138,800	NT\$1,060.4	0.04%						
		2022/5/13									0	NT\$0	5,148,000	NT\$618.8	1.34%						
2022 Rules for issuance of employee stock warrants	2022/7/21	2022/9/29	4,253,318	1.01%									From the date when two full years have elapsed after the Grant Date and the achievement of the job performance objectives, the Optionee may exercise his/her Options in accordance with the schedule and percentage respectively: Vesting and Exercisable Date 2/3/4/5 years Vesting Percentage 25%/25%/25%/25%	0	NT\$0	178,800	NT\$414.0	0.05%	No material impact		
		2022/11/10												0	NT\$0	110,000	NT\$432.0	0.03%			
		2022/12/22												0	NT\$0	2,597,018	NT\$439.0	0.68%			
		2023/3/14			0	NT\$0	1052,800							NT\$482.0	0.28%						
		2023/6/16			0	NT\$0	314,700							NT\$354.5	0.28%						
	2022/11/30	2022/12/22	2,965,341	0.77%	0	NT\$0	1,745,341							NT\$439.0	0.46%	No material impact					
		2023/3/14			0	NT\$0	1,120,000							NT\$482.0	0.29%						
		2023/6/16			0	NT\$0	100,000							NT\$439.5	0.03%						
		2023 Rules for issuance of employee stock warrants			2023/7/31	2023/8/24	5,389,088							1.41%				Type A:May exercise 100% after 3 years of allotment Type B: Period granted & Proportion of exercisable warrant: After 3 years (from the 4th year) 33% After 4 years (from the 5th year) 66% After 5 years (from the 6rd year) 100% (Total)  Type C: From the date when two full years have elapsed after the Grant Date and the achievement of the job performance objectives, the Optionee may exercise his/her Options in accordance with the schedule and percentage respectively: Vesting and Exercisable Date 2/3/4/5 years Vesting Percentage 25%/25%/25%/25%	0	NT\$0	803,800
						2023/11/14		0	NT\$0	1,676,000									NT\$354.5	0.44%	
2023/12/20	0		NT\$0	89,000		NT\$431.5		0.02%													
2024/3/29	0		NT\$0	1,232,288		NT\$328.0		0.32%													
		2024/4/10						NT\$0	600,000	NT\$353.5	0.15%										
		2024/5/14						NT\$0	988,000	NT\$413.5	0.25%										

Categories of employee share subscription warrants	Date of effective registration	Date of issuance (placement)	Subscribable shares issued	Ratio of subscribable shares issued as part of the total issued and outstanding shares	Exercise period	Method for exercising the warrant	Restrictions on the warrant exercise period and exercise ratio (%)	Number of shares already obtained through exercise of warrant rights (Note 2)	Total value of shares obtained by exercising warrant rights	Number of unsubscribed shares (Note 3)	Subscription price per share of the unsubscribed shares	Proportion of the quantity of unsubscribed shares to total issued and outstanding shares	Impact on shareholders' equity
2024 First Rules for issuance of employee stock warrants	2024/03/27	2024/04/10	3,270,000	0.91%	10 years	Issuance of new shares	From the date when two full years have elapsed after the Grant Date and the achievement of the job performance objectives, the Optionee may exercise his/her Options in accordance with the schedule and percentage respectively: Vesting and Exercisable Date 2/3/4/5 years Vesting Percentage 25%/25%/25%/25%	0	NT\$0	3,200,000	NT\$355.5	0.82%	No material impact
		2024/09/18						0	NT\$0	10,000	NT\$396.0	0.003%	
		2024/11/12						0	NT\$0	60,000	NT\$403.0	0.006%	
2023 second Rules for issuance of employee stock warrants	2024/7/8	2024/09/18	630,600	0.78%	10 years	Issuance of new shares	Type A:May exercise 100% after 3 years of allotment Type B: Period granted & Proportion of exercisable warrant: After 3 years (from the 4th year) 33% After 4 years (from the 5th year) 66% After 5 years (from the 6rd year) 100% (Total)	0	NT\$0	362,500	NT\$396.0	0.09%	No material impact
		2024/12/19						0	NT\$0	268,100	NT\$403.0	0.07%	

Names, acquisition, and subscription of managerial officers who have obtained employee share subscription warrants as well as employees who rank among the top ten in terms of the number of shares obtained via employee stock warrants

April 1, 2025, Unit: Shares; NT\$; %

	Title	Name	Stock subscriptions obtained (Note 2)	Proportion of subscribed shares acquired to the total issued and outstanding shares	Exercised (Note 2)				Not exercised (Note 2)			
					Subscription quantity	Subscription price	Subscription amount	Number of subscribed shares and proportion thereof as part of issued shares	Subscription quantity	Subscription price	Subscription amount	Number of subscribed shares and proportion thereof as part of issued shares
Managerial officer	General Manager	Wei Chen	112,000	0.03%	60,000	NT\$64	NT\$ 150,000	0.0013%	107,000	NT\$64 NT\$97 NT\$175 NT\$543 NT\$614	NT\$ 41,143,000	0.08
	Co-CEO & President	Budong You										
	Co-CEO & President	Michael Grimm										
	Fellow	Jaime Tseng										
	VP of Asia Sales	Chih-chung Lu										
	Chief Financial Officer	Shao-wei Chen										
Employee (Note )	Employee	Yuan Xiaolong	9,198,300	2.37%	3,120,000	NT\$64 NT\$102 NT\$126 NT\$175 NT\$543	NT\$ 7,800,000	0.84%	5,930,310	NT\$64 NT\$102 NT\$126 NT\$134 NT\$97 NT\$175 NT\$401 NT\$543 NT\$614 NT\$354	NT\$ 2,029,096,580	1.56
		Zhao Chen										
		Huang Qiukai										
		Xu Xiaoru										
		Sun Liangwei										
		Fan Hongfeng										
		Xiaoming Duan										
		Ji Weigui										
		Liao Jiawei										
		Han Jac Og										

Note : Refers to non-managerial employees in the top 10 list in terms of the quantity of stock warrants subscribed.



## VI. Restricted stock awards:

### (I) Implementation state of new restricted employee shares

April 1, 2025, Unit: Shares; NT\$; %

Categories of new restricted employee shares	2021 Issuance of New Restricted Employee Shares				2022 Issuance of New Restricted Employee Shares					2023 Issuance of New Restricted Employee Shares	2024 Issuance of New Restricted Employee Shares	
Date of effective registration	2021/7/22 600,000				2022/7/21 600,000					2023/7/31 880,000	2024/7/8 500,000 股	
Date of issuance	2021/8/31	2021/12/14	2022/5/13	2022/5/13	2022/9/29	2022/11/10	2022/12/22	2023/3/14	2023/6/17	-	2024/9/18	2024/12/19
Number of new restricted employee shares issued	64,600	9,200	206,200	320,000	86,553	55,132	302,710	21,876	133,729	-	68,739	96,446
Issued price	Issued at NT\$0				Issued at NT\$0					Issued at NT\$0	Issued at NT\$0	
Proportion of new restricted employee shares issued as part of total equities that have been issued at the time of issuance (%)	0.02%	0.00%	0.05%	0.09%	0.02%	0.01%	0.08%	0.01%	0.03%	-	0.02%	0.02%
Prerequisites for receiving new restricted employee shares	1. Type A. Employees who have been employed for one year since grant date, and is still employed by the Company on the vesting date after allotment of new restricted employee shares, and the Company has met its operational goals, will be given 100% of the new restricted employee shares. 2. Type B. Employees who have been employed for three years since grant date, and is still employed by the Company on the vesting date after allotment of new restricted employee shares, and the Company has met its operational goals, will be given 100% new restricted employee shares. The Company's operational goals refer to the Company's gross margin and operating margin for the year before the vesting date, not lower than the average standard of companies in the same industry, namely MediaTek Inc., Novatek Microelectronics Corp. and Realtek Semiconductor Corp., in the same year.											
Restrictions and privileges for receiving new restricted employee shares	1. Prior to reaching the vesting conditions, an employee may not sell, pledge, transfer, gift, create, or dispose of the new restricted employee shares in any way. 2. New restricted employee shares that are yet to meet the vesting conditions may be eligible for share allotment in Silergy, but may not be eligible for dividend payout or cash capital increase, nor has voting power in Silergy. 3. After issuing new restricted employee shares allotted to the employee, it should be submitted to a trustee or custodian in accordance with the contractual terms; prior to fulfilling the vesting conditions, the employee may not, for any reason or using any method, seek their return.											
Safekeeping of new restricted employee shares	After issuance of the new restricted employee shares, the employee shall submit them to a trustee or custodian in as per the contractual terms; prior to fulfilling the vesting conditions, the employee may not, for any reason or using any method, seek their return.											
Action for handling allotments or subscription to new shares by employees who are yet to meet the prerequisite conditions	1. When an employee has voluntarily resigned, been dismissed, or severed, or applied for leave without pay, Silergy shall recover, at no cost to it, any shares issued to him/her that are yet to meet the vesting conditions. 2. New restricted employee shares that are yet to meet the vesting conditions may be eligible for share allotment in Silergy, but may not be eligible for dividend payout or cash capital increase, nor has voting power in Silergy. 3. If an employee violates, prior to meeting the vesting conditions, Paragraph (8) of this Article on the expiration or termination of proxy authorization of Silergy, the company will repossess the shares without any compensation. 4. Silergy will repossess and terminate without any compensation any new restricted employee shares that are yet to meet the vesting conditions pursuant to the conditions in the regulations of issuance. 5. Shares free from restrictions will not have voting power or privileges related to distribution of shares or dividend despite an employee satisfying vesting conditions 15 business days prior to the temporary share transfer suspension in accordance with law, book closure date for issuance of bonus shares, book closure date for distribution of cash dividend, or book closure date for cash capital increase to one business day prior to the record date for issuance of equities, and during a period of capital reduction to one day prior to the first trading day of the shares from the date of capital reduction.											

Categories of new restricted employee shares	2021 Issuance of New Restricted Employee Shares				2022 Issuance of New Restricted Employee Shares					2023 Issuance of New Restricted Employee Shares	2024 Issuance of New Restricted Employee Shares	
Quantity of new restricted employee shares that have been recovered or repurchased	1,200	-	2,000	-	-	-	-	21,876	1,339	-	-	-
Quantum of new restricted shares extinguished	63,400	9,200	204,200	0	86,553	55,132	115,100	0	0	-	-	-
Quantum of new restricted shares not yet extinguished	0	0	0	320,000	0	0	187,610	0	0	-	-	-
Proportion of new restricted shares remaining restricted as part of total equities issued	-	-	-	0.08%	-	-	0.05%	-	-	-	-	-
Impact on shareholders' equity	Calculated according to the stipulated vesting periods of circulating shares of Silergy at the time of issuance. The impact of dilution on the earnings per share (EPS) of Silergy is limited, and has limited effect on the shareholders' rights.											

(II) Name of managerial staff and top 10 employees who have acquired new restricted employee shares, and the state of acquisition

April 1, 2025, Unit: Shares; NT\$; %

	Title	Name	New restricted employee shares acquired	Proportion of new restricted employee shares issued as part of total equities issued	Restrictions lifted				Restrictions not lifted			
					Quantum of shares no longer restricted	Issue price	Issue amount	Proportion of shares no longer restricted as part of total equities issued	Quantum of shares still restricted	Issue price	Issue amount	Proportion of shares remaining restricted as part of total equities issued
Managerial officer	VP of Asia Sales	Chih-chung Lu(note2)	660,800	0.17	477,600	NA	-	0.12	108,000	NA	-	0.03
	Chief Financial Officer	Shao-wei Chen										
Employee (Note1)	Employee	Liao Jiawei										
		Xu Xiaoru										
		Zhao Chen										
		Sihua Wen										
		Jon Imperato										
		Cai Jun										
		Ravi Ambatipudi										
		Han Jae Og										
		Yuan Xiaolong										
		Liao Jiawei										

Note1: Refers to non-managerial employees in the top 10 list in terms of new restricted employee shares issued.

Note2: Mr. Lu had been relieved from managerial duties as of 2024/5/14.

**VII. Status of mergers and acquisitions or issuance of new shares for the purpose of acquiring the shares of another company: None.**

**VIII. Implementation of capital allocation plans: Up to the quarter preceding the date of printing of the annual report, Silergy has no uncompleted public issue or private placement of securities or where the benefits of the plan have yet to be realized.**

## Chapter V Business operations

### I. Business description

#### (I) Business scope

##### 1. Major details of business operations

The Company is primarily engaged in research, development, design, and sales of analog and mixed-digital IC. Its products have a wide range of applications, mainly applicable in the 3C industry, cloud server, industrial field, automobile, 5G communication, including LED lighting, tablet computers, notebook computers, solid-state drives, video surveillance systems, servers, digital set-top boxes, smart speakers, smartphones, multi-media televisions, LED backlight modules, routers, mobile power sources, automobile electronics, communication station, and smart meters. The Company has also been increasing its terminal application, such as TV panels, mobile phone rapid charger, the medical field, etc.

##### 2. Business proportion of major products

End-user application of products from the Company can be divided into five main categories: consumer products, industrial products, computer products, communication products and Automotive product.

Unit: NT\$ thousand; %

Major products	2020		2021		2022		2023		2024	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Consumer product	5,273,049	38	8,473,275	40	9,083,593	39	5,840,728	38	6,989,834	38
Industrial product	4,717,991	34	7,131,173	33	7,753,103	33	5,223,067	34	5,673,273	31
Computer product	2,358,996	17	3,660,874	17	3,112,222	13	2,054,758	13	2,673,260	14
Communication product	1,526,409	11	1,998,215	9	2,614,391	11	1,117,845	7	1,026,818	6
Automotive product	-	-	242,529	1	947,776	4	1,190,938	8	2,091,662	11
Total	13,876,445	100	21,506,066	100	23,511,086	100	15,427,335	100	18,454,847	100

##### 3. Current products (services) offered by the Company

Analog IC is the main product currently offered by the Company. The product is widely used in consumer electronics, industrial, computer, and 5G communication products. Silergy provides different kinds of chips for the design needs of end-user products. For example, Silergy provides battery charge management chips, DC to DC conversion chips, over-current protection chips, electrostatic protection equipment, LED backlight driver chips, and PMUs for tablets. Silergy provides LED lighting driver chip for LED lighting. For set-top box, Silergy provides AC to DC conversion chip, DC to DC converter chip, over-current protection chip, EMI protection equipment, etc. For smart meters, Silergy provides System on Chip (SOC) and high precision current detection solutions with Energy measurement IC.

##### 4. Development projects for new products (services)

Silergy will continue to invest in developing new generation of products and technologies, including new generation of semiconductor manufacturing processes, new generation of digital control solutions, mobile phone rapid charging solutions, wireless charging, related applications of the Internet of Things, automotive supplies, related applications of major home

appliances and signal chain application productions. Silergy will update process technologies of its existing products and develop new patents to create integrated IC products with higher efficiency, smaller size, more diversified, and fewer peripherals. These new products can then be used in applications with higher performance requirements while attaining competitive advantage over other businesses within the same industry.

## (II) State of the industry

### 1. Current state and development of the industry

#### (1) Summary of the current state of semiconductor market and IC design industry

The semiconductor industry is a key sector for industrial equipment, computers, network communications, and consumer electronics, and is currently a basic industry that supports developments in other related fields. In response to active developments in computer, communication and consumer (3C) products as well as demands for smart, low-power industrial solutions, shorter product life cycles, and faster performances, the Company has diversified its operations and increased product development to expand the product portfolio. Release of new products, replacement of older models, and market growth will increase the requirements for the semiconductor industry and contribute to the growth of the market.

The semiconductor supply chain in Taiwan is maturing rapidly with specialization in up, mid and downstream operations of the industry that provide an excellent environment for developing the IC design sector and allow IC design houses to focus on design of IC fabrication to be subcontracted to wafer foundries to create IC wafers. After front-end testing, the tested wafers can be transferred to a packaging company for singulation and packaging. The packaged IC then undergoes back-end testing at a professional testing plant to complete the final product.

IC components can be divided into two major categories: digital logic IC and analog IC. A digital IC uses a non-continuous method for signal transmission (0 and 1) and is often used for processing digital information such as computation, control, and storage. Digital IC has advantages in dimension, speed, and power consumption (and thus is process-driven). An analog IC, on the other hand, is often in charge of processing continuous analog signals collected from the natural environment, including light, heat, electricity, speed, and pressure. It serves as a bridge between various sets of physical information and a digital electronic system, and requires collaboration in process, circuit design, and physical specifications of the semiconductor component. Equilibrium must be attained between chip performance and cost, and the resulting balance will determine the final quality that can be achieved by the digital product. Therefore, component characteristics will be considered more important for analog IC (and thus is design-driven). Key properties include reliability, stability, power consumption, power conversion performance, and voltage, and current control abilities.

### (3) Power-management IC

Due to growing concern for environmental protection and energy saving, interest has spurred in energy-saving technologies currently making it a major area of development for the Company. Analog IC is indispensable and has a critical role in power-management ICs (PMIC) used during system operations to control current and voltage supply to ensure that both are within ideal ranges. Power-supply device quality will directly affect the service life of an electronic product. Recent development in power-supply devices has focused on smaller size, power efficiency, and durability. To ensure that a product is capable of meeting these objectives, the key would be to provide highly efficient (high performance) power-supply devices with stable and high voltages, and low noise interference. Any IC that includes these control functions is called a power control/management analog IC. The market maintains steady growth every year, consumer electronics, 5G internet and communication, mobile communication field, cloud server, industrial application are currently the major markets. In the future, we will focus on the development of artificial intelligence, electric cars and internet of vehicles.

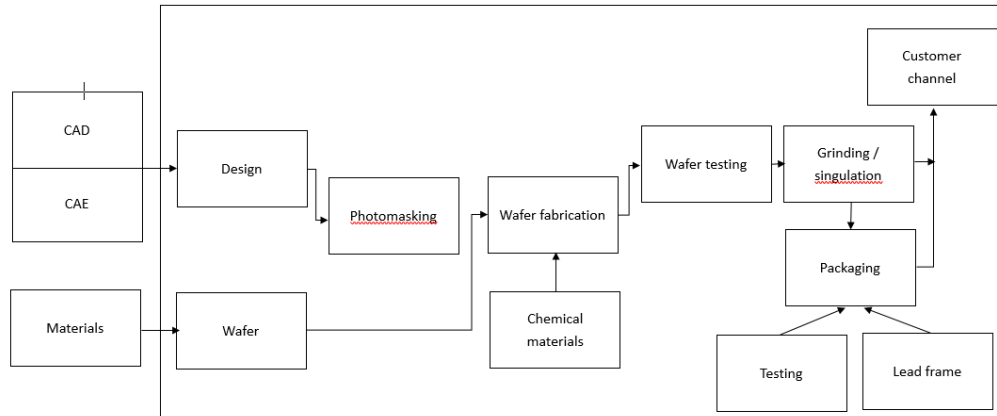
The power-management unit (PMU) is a highly integrated power-management solution designed for portable and mobile applications. Multiple power-management devices that are traditionally separate from each other can be integrated within a single package to enhance power-conversion performance, reduce power consumption, and the number of components in a single product to adapt to smaller board spaces. PMU integrates as many power channels as possible within a limited volume. Based on the requirements of each subunit, it provides highly efficient power supply, clean power with low noise, or power-on sequence control required for the system, making it the preferred choice for system power supply.

Over the past 10 years, smart handheld devices have developed rapidly in the market. Overall, the end market will continue to grow rapidly. The market demand of PMU has a chance to achieve a high developing trend than what the market previously expected.

Development trends in smart terminals and products include larger screens, thinner sizes and light weights, as well as smaller battery sizes. There is also a demand for longer battery life while maintaining current battery capacities. To meet these demands, smart power management will become indispensable in addition to improvements to IC power consumption. The PMU market is therefore expected to have excellent developments in the future.

### 3. Correlation with up, mid, and downstream industries

The Company is a fabless IC design house and is positioned at the very upstream section of the IC industry as well as the industrial value chain. To obtain the final product, additional IC production processes such as masking, fabrication, packaging, and testing as well as final product assembly are necessary. Major overseas companies are often integrated device manufacturers (IDM) that integrate up and downstream processes of design, fabrication,



packaging, testing, and assembly of product systems. The Company has a size comparable to the average IC design house in Taiwan, where the industrial supply chain is segmented into up and downstream processes, with individual companies specializing in each of the processes to derive benefit from the division of labor. The tested final product is then sold to a product system assembly company to create the desired product system. Unlike other IC design houses that are completely reliant on the technologies of the wafer foundry or packaging company and therefore limited to the production techniques of other companies, the Company has developed its own semiconductor fabrication, packaging, and independent testing technologies that are then outsourced to other companies. The Company therefore has a virtual IDM business model. Its proprietary processes offer both long-term technical and cost advantages, and help delay infringement by competitors to protect the profitability of its new products.

### 4. Trends in the development of various products

Power management IC (PMIC) is the most fundamental and critical analog IC product. Power management has always been one of the most popular markets in the semiconductor industry. A PMIC is considered a key component for every electronic product and relates to the technical field of high power analog circuits. PMIC is primarily used to provide an electronic product with stable and suitable voltage and current and directly affects the usage life of the electronic product. The continuous increase in the function of consumer electronic products, as well as the demand for automatic automobile and industrial automation, resulted in the gradual development of lower power consumption, lightweight, smaller sizes, integration of multiple functions, and a higher requirement for product lifecycle and reliability of terminal devices. To meet these demands, key issues that must be addressed by a PMIC include the capability for improving power-system efficiency, power-saving function, and reduction in IC component packaging size to minimize the area occupied on the printed circuit board (PCB). As CPU performance continues to improve, power stability and voltage precision become increasingly important. Additionally, higher levels of integration not only reduce the number of components, but also provide other benefits that include reduced system-level power consumption, improved

system reliability and quality, enhanced production yield, and lower production cycle time that translates into reduced cost.

Due to growing concerns for environmental protection and energy conservation issues, energy-saving technologies have currently become an important area of development. PMIC therefore plays a critical and indispensable role in this field. In addition to demand for low power consumption and ultra-low passive power consumption, energy-efficient and lead-free packaging processes became key requirements for environmental protection, low energy, and other green concepts. PMIC manufacturers must therefore consider restrictions imposed by statutory regulations for environmental protection. Compliance with environmental protection laws and green energy requirements will therefore be a major direction of development in PMIC designs.

## 5. Competition

The Company focuses on PMIC design and development. The following is an analysis of competing product series offered by PMIC design companies in other countries and Taiwan that are similar to those offered by it:

Competitors Product project	Major competitors	
	Overseas	Taiwan
PMIC	TI、Maxim、ON semi、ADI	Global Mixed-mode Technology Inc., and Leadtrend Technology

In comparison with fellow competitors in the same industry from Taiwan tend to offer analog products to computer markets dominated by European and American suppliers, Silergy has been offering proprietary products featuring high efficiency, high levels of integration, and small sizes designed for emerging consumer products and industrial products instead since established. Examples include low-energy consumption set-top boxes and notebook computers that require long battery life and smaller, thinner dimensions, as well as LED lighting markets that demand high performance and long service life. After gaining the customer's confidence in product quality and service for these 10 years since established, the Company then expanded research and development efforts to its products and technical fields. Clear product positioning policy and its rapid and effective decision-making processes allow the Company to increase its product portfolio. No competitor from Taiwan in the same field of analog IC is able to match the scope of the product portfolio offered by the Company. In terms of product performance, most analog IC design houses are subject to process and technical restrictions as they outsource wafer fabrication and IC packaging to other companies. As a result, such companies offer product features with low levels of differentiation. Silergy has its own wafer process, packaging process, as well as testing and development technologies. The patents that we currently own involve processes, electronic components, packaging, control strategies, current configuration, system framework, etc., and have successfully moved into mass production. Exclusive patents and technologies owned by the Company relate to a. the ability to reduce the IC chip area and the number of external components, and helping to improve the precision for voltage/current control and enhance the reliability and stability of circuit performance; b. reduce the switching resistance to help lower power loss, alleviate heat dissipating requirement, improve conversion ratio, and extend battery life; c. increase switching frequency to help reduce the circuit volume and mass, and accelerate response speed, allowing a product to achieve lower circuit costs, faster design



processes, and enhanced performance; d. a diversified product line that provides comprehensive solutions. Products of the Company are therefore more competitive.

The main business team of Silergy comes from the Silicon Valley in the United States, and has many years of experience working with global leaders in the same field, providing a strong foundation in technical innovation. Silergy has established business centers in China, Korea, and Taiwan, and therefore enjoys cultural and ethnic advantage when pursuing business expansion in the Asia-Pacific region, and is also able to offer local technical support and product development projects. As Silergy expands, new business units will be established in the US, Europe, Japan, and India. The Company has adopted a fabless IC design house business model. As it has developed a large number of key technologies independently, it is able to shorten new product development cycle times. Continuous production process improvements also effectively reduced costs enabling it to earn higher profit margins.

### (III) Technologies and recent R&D efforts

#### 1. R&D investments made in the most recent fiscal year up to the publication of this report

Unit: NT\$ thousand; %

Item \ Year	2020	2021	2022	2023	2024
R&D expenses	2,161,121	3,202,832	4,460,370	4,894,418	5,150,809
Consolidated net revenue	13,876,445	21,506,066	23,511,086	15,427,335	18,454,847
As a proportion of consolidated net revenue	15.57	14.89	18.97	31.79	27.91

#### 2. Successfully developed technologies or products

Year	R&D results	Description
2009	1. First in the industry to realize 6V/2A high-performance and high-power-density synchronous step-down modulator in an SOT23 package.	The product is provided with an SOT23 package, making it the smallest 2A DC/DC product in the industry. It is often used in set-top boxes, notebook computers, LCD television, switchboards, and other electronic products.
	2. First in the industry to realize 6V/3.5A high-performance high-power-density synchronous step-down modulator in a DFN 3x3 package	The product is provided with a DFN 3x3 package, making it the smallest 3.5A DC/DC product in the industry. It is used in notebook computers, switchboards, smart TV, and other electronic products.
2010	1. First in the industry to realize 16V/2A high-performance high-power-density synchronous step-down modulator in an SSOT23 package.	The product is a 16V/2A high-performance high-power-density synchronous step-down conversion in an ultra-small SSOT23 package, and is used in set-top boxes, notebook computers, LCD television, switchboards, and other electronic products.
	2. Smallest dual-channel 6A smart current-limit switch package (DFN 2x2) in the industry	The product is the smallest dual-channel 6A smart current-limit switch (DFN 2x2) in the industry, and is used in servers, notebook computers, and other electronic products.
	3. First in the industry to realize 30V/1.2A high-performance high-power-density synchronous step-down modulator in an SOT23 package.	The product achieves 30V/1.2A high-performance high-power-density synchronous step-down conversion in an ultra-small SOT23 package, and can be used in set-top boxes, switchboards, mobile televisions, and other electronic products.
	4. Smallest 6V/6A high-performance high-power-density synchronous step-down modulator package (DFN 3x3) in the industry.	The product is the smallest 6V/6A high-performance high-power-density synchronous step-down modulator package (DFN 3x3) and is used in smart LCD TV, notebook computers, and other electronic products.
	5. First in the industry to realize a 30V/2A buck-boost MR16-LED driver in an SOT23 package	The product is the first 30V/2A buck-boost MR16-LED driver in an SOT23 package, and is used for display-case LED lighting and in other similar settings.

Year	R&D results	Description
2011	1. First in the industry to provide a high performance isolated single-stage PFC primary quasi-resonant control LED driver.	The product is the first high-performance isolated single-stage PFC primary quasi-resonant control LED driver released in the industry, and is used in various types of LED lighting like LED light bulbs and T-type lighting.
	2. First in the industry to provide a non-isolated PFC quasi-resonant control buck-boost LED driver	The product is a high-performance non-isolated PFC quasi-resonant buck-boost LED controller and can be used in various types of LED lighting like LED light bulbs and T-type lighting.
	3. Smallest 6V/6A high-performance high-power density synchronous step-down modulator package (DFN 2x2) in the industry	The product is the smallest 6V/6A high-performance high-power-density synchronous step-down modulator package (DFN 2X2) and is used in high-definition set-top boxes, LCD TV, notebook computers, switchboards, and other electronic products.
	4. High-performance non-isolated PFC quasi-resonant control step-down LED driver	The product is a high-product non-isolated PFC quasi-resonant step-down LED driver and is used in various types of LED lighting like LED light bulbs and T-type lighting.
	5. First in the industry to realize 18V/2A synchronous step-down modulator in an SOT23-6 package	The product is an 18V/2A high-performance high-power-density synchronous step-down modulator in an ultra-small package (SOT23-6), and is used in LCD TV, switchboards, and other electronic products.
	6. First in the industry to realize 30V/6A synchronous step-down modulator in a DFN 4x3 package	The product is a 30V/6A high-performance high-power-density synchronous step-down modulator in an ultra-small package (DFN 4x3), and is used in LCD TV, smart displays, and other electronic products.
	7. First in the industry to provide a single-stage isolated PFC primary quasi-resonant control LED driver in an SOT23 package	The product is the first single-stage isolated PFC primary quasi-resonant LED driver realized in the ultra-small SOT23 package released in the industry, and is used in various types of LED lighting like light bulbs and T-shaped lighting.
2012	1. First in the industry to realize a non-isolated PFC quasi-resonant control step-down LED driver in an SOT23 package	The product is the first high-performance non-isolated PFC quasi-resonant step-down LED controller realized in the ultra-small SOT23 package and is used in various types of LED lighting like LED light bulbs and T-type lighting.
	2. Ultra-high-performance synchronous step-up modulator in an SC70 package	The product is an ultra-high-performance high-power-density synchronous step-up modulator realized in an SC70 package and can be used in a battery power supply system for applications like portable healthcare systems.
	3. Smallest 6V/3A synchronous step-down modulator package (DFN 2x2) in the industry	The product is the smallest 6V/3A high-performance high-power-density synchronous step-down modulator package (DFN 2X2) that can be used in notebook computers, switchboards, and other electronic products.
	4. First in the industry to realize a non-isolated PFC quasi-resonant control buck-boost LED driver in an SOT23 package	The product is the first high-performance non-isolated PFC quasi-resonant buck-boost LED controller realized in the ultra-small SOT23 package that can be used in various types of LED lighting, including LED light bulbs and T-type lighting.
	5. First in the industry to provide a high-performance primary quasi-resonant operation flyback constant voltage output controller	The product is the first high-performance primary control quasi-resonant operation flyback constant voltage output controller released in the industry, and can be used in an AC/DC adapter power source, battery charger power source, and other products.
	6. High-performance smart synchronous rectification driver	The product is a high-performance smart synchronous rectification driver that can be used in AC/DC adapter power source, etc.
	7. Smallest 5-channel 12C control synchronous step-down modulator module package in the industry	The product is the smallest 5-channel 12C control high-performance high-power-density power management IC (PMIC) in QFN 4x4 package, and can be used in a solid-state drive and other electronic products.

Year	R&D results	Description
2013	1. Smallest high- performance 6A input/6V output synchronous step-up IC package (DFN 2x2) in the industry	The product is provided in the DFN 2x2 package, the smallest package in the industry, and offers an efficiency of at least 95%. It can be used in large-capacity mobile power supply, tablet computers, etc.
	2. First synchronous step-up smart-charging IC in the industry	The product is the first synchronous step-up charging IC released in the industry, offering a maximum output current of 6A. It can be used to charge a 2-cell Li-ion battery and has an area that can be packaged within DFN 3x3. Can be used for high-end DSC and mobile power supply.
	3. First in the industry to realize a high-voltage MOS LED driver IC in an SOT23 package	The product is the smallest built-in high-voltage MOS LED driver IC in the industry, and can be used in low-power LED light bulbs.
2014	1. Industry's first silicon-controlled light-modulating MR16 driver IC in the industry	The product is the first compatible silicon-controlled light-modulating MR16 LED driver IC (in QFN 4x4 package) released in the industry.
	2. Released industry's first 30V, 15A synchronous step-up IC in DFN 4x4 package	The product is the first completely integrated large current synchronous step-up IC in the industry, and allows a maximum input current of 15A and a maximum output voltage of 30V. It can be used in high-capacity mobile power supplies and high-end portable consumer electronic products.
2015	1. Released industry's first motor driver IC in an SOT23 package	The product is the smallest motor driver IC in the industry, and can be used to drive small motors in Internet of Things (IoT) applications.
	2. Released industry's first-high performance MOS built-in 6.78 MHz wireless charging emitter IC in the industry.	The product is the first high-performance MOS built-in 6.78 MHz wireless charging emitter IC of the industry.
2016	1. Released industry's smallest SOT23 package embedded with 500V MOS, equipped with PFC dimmable LED driver IC.	The product is the smallest Triac light-modulating LED driver IC in the industry, and is provided with high performance and high PF. Applicable for various LED light bulbs compatible with a Triac light modulator.
	2. Released industry's first dual-output DCDC IC in SOT23 package.	The product is the smallest dual-channel DC/DC IC package in the industry, and can be used in electronic products requiring a small size, such as SSD and USB Dongles.
2017	1. Released industry's first non-inductive, high-efficiency Triac dimmable driver IC.	This product is the first non-inductive high-efficiency Triac dimmable driver chip in the industry. It is applied to LED lighting products.
	2. Released industry's smallest 28V/10A four-switch fully integrated buck converter IC in QFN4x4 package.	Industry's smallest 28V/10A four-switch fully integrated buck converter chip in an QFN4x4 package in the industry. It is applied to high end USB PD products.
	3. Industry's smallest 3.2x3.2 high-efficiency SSD PMIC.	This product is the smallest packaged and high efficiency product and mainly applied to SSD in the industry.
	4. Industry's smallest QFN4x4 20W power bank PMIC.	This product is the smallest 20W fully integrated PMIC in the industry. It is used in power bank for cellphone and has chips with fast charging.
	5. Industry's smallest 5A switch IC with reverse insertion, over-voltage and over-current protection in QFN2x2 package.	The product is industry's smallest switch protection component, which can prevent reverse insertion and equipped with over-voltage and over-current protection. The product can be used in a wide range of applications such as computers, SSD, etc.
2018	1. Released industry's smallest single IC, single-inductor, 5-output smart dimmable LED driver IC in QFN5X5 package.	Released industry's smallest single IC, single-inductor, 5-output smart dimmable LED driver IC in QFN5X5 package.
	2. Industry's first non-inductive, non-MLCC, high-efficiency Triac dimmable driver IC.	Industry's first non-inductive, non-MLCC, high-efficiency Triac dimmable driver IC.

Year	R&D results	Description
	3. IOT buck DCDC IC with ultra-low static power dissipation, 0.5A current in DFN2x2 package.	IOT buck DCDC IC with ultra-low static power dissipation, 0.5A current in DFN2x2 package.
	4. Industry's first single IC 60W PD buck-boost DCDC IC in QFN5X5 package	Industry's first single IC 60W PD buck-boost DCDC IC in QFN5X5 package.
2019	1. Industry first high efficiency 30W isolated charge pump fast charger IC.	The world's first 30W isolated charge pump IC uses Silergy's isolated charge pump circuit and Gen3 technology platform, providing smartphones with reliable, highly efficient, and fast charging.
	2. Industry leading miniLED driver IC for high quality display applications.	Industry-leading Mini-LED driver IC uses Silergy's proprietary Gen3 technology platform to integrate 8x72 mini-LED driver circuit, obtaining high precision driving current and providing high-quality visual displays for notebook, tablet PC, and VR applications.
2020	1. Industry leading power management IC for high performance UHD TV panel with the highest integration of functionalities	The signal chain products developed by Silergy, which have high requirements for precision and reliability, are targeted for high-end applications. The first IC is also used for high precision current detection.
	2. Industry's smallest 100W USB PD power switch IC in tiny QFN3x4 package	Industry's buck control IC in the smallest package that supports USB PD 100W output, which provides the best solution for smaller end products.
	3. Industry leading high sensitivity ambient light sensor IC with light spectrum similar to human eyes.	In the field of medical application, in addition to power supply products, the Company also provides light-sensing components to provide comprehensive solutions in heart rate and blood oxygen detection.
2021	1. First QR Flyback controller	As the market for smartphone fast charging is becoming more and more robust, Silergy's high power fast charging synchronous rectification solution is the first to break through the 200W charging power level, which makes it stand ahead of the current charger industry.
	2. AFE for 9-18 series cell Battery	The battery protection chip is the core power management solution for the energy storage market. Silergy's BMS solution provides the best monitoring and protection function for new energy sources with the largest number of strings.
2022	1. First 10MHz/20A Sync Buck in QFN3x4 First 18V/45A Sync Buck in QFN4x5	The Device adopts compact QFN package, with a switching frequency of up to 10MHz to realize a smaller PCB area which is only 1/4 of the ordinary frequency solutions. It reduces the BOM cost and greatly improves the overall power density of the solution, providing a faster response to load jumps for the CPU.
	2. First 18V/45A Sync Buck in QFN4x5	The maximum output current of the IC is increased to 45A in the same package type, which greatly improves the overall power density of the solution and provides a more compact power management solution for 5G telecommunications.
2023	First 40V/15A fully integrated Automotive H bridge motor driver.	The Company established "Corporate Governance Practices Guidelines" on December 20, 2023, after the discussion and approval of the Board of Directors. The Company's website features an investor relations section where investors can access information related to corporate governance, including that of the Board of Directors, functional committees, and important company documents.
2024	1. Industry first Flyback SR controller with CCM operation at low input and ZVS operation in high input voltage. 2. Industry first PV power optimizer PMIC with a wide input voltage of 7.5V to 150V in 5x5 QFN package.	1. This product can achieve ZVS operation at high input voltage with 2% efficiency improvement while operating at CCM at low input voltage for improving high power density and reducing system solution cost. It also can achieve "zero" power consumption in standby mode for meeting low power demand. 2. This product integrates two synchronous bucks and one half bridge gate driver with an extremely wide input voltage from 7.5V to 150V for PV power optimizer in a 5x5 QFN package. This greatly increases the power density and simplifies power design.

#### (IV) Long and short-term business development plans

##### 1. Short-term development strategy and plan

###### (1) R&D strategies and plans

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

###### (2) Marketing strategies

- A. Continue to expand markets in China, Taiwan, and Korea, and continue to develop markets in Japan, India, Europe, and the US.
- B. Combine R&D technologies of the Company and customer requirements to provide comprehensive technical support; make use of distributor marketing network to improve the market share of the products.

###### (3) Production strategies

- A. Leverage the unique specializations of the semiconductor sector in China and Taiwan and provide flexible and customizable processes to meet special customer requirements and improve customer satisfaction.
- B. Continue to pursue healthy relationship with wafer fabs and packaging and testing companies to maintain proper understanding of outsourcing arrangements, ensure access to production capacities, and monitor product delivery to meet customer requirements and offer related services.

###### (4) Operations and financial strategies

- A. Enhance employee training, inspire competence and potential, and improve management performance.
- B. Prioritize employee welfare policy, and implement bonus sharing and performance bonus schemes to raise employee morale and strengthen corporate identity.

## 2. Long-term development strategy and plan

### (1) R&D strategies and plans

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

### (2) Marketing strategies

- A. Actively engage in new product platform R&D, expand overseas locations, and improve local services. Seek strategic partnership and opportunities with system companies to expand into different fields to improve sales.
- B. Pursue continuous product upgrades to elevate the products as leading solutions in the PMIC market and build a brand image of a global technology leader.

### (3) Production strategies

- A. Form long-term partnerships with upstream wafer fabs and packaging and testing companies to acquire strategic partners, jointly develop production processes with specialized functions, reduce production costs, and develop quality, multi-functional, and competitive products.
- B. Continue to enhance planning and control over production sites, production capacities, and quality with key customers to improve customer services.

### (4) Operations and financial strategies

- A. Promote globalization concepts and build global business management competencies; actively train and develop global business professionals to become a multi-national corporation.
- B. Strengthen risk control and management, and enforce a stable, highly effective, and flexible business policy.

## II. Market, production, and sales

### (I) Market analysis

#### 1. Areas of sales (provision) of primary products (services)

Unit: NT\$ thousand; %

Area of sales \ Year	2020		2021		2022		2023		2024	
	Amount	%	Amount	%	Amount	%	Amount	%	Amount	%
Domestic sales	-	-	-	-	-	-	-	-	-	-
Export (Asia)	13,876,445	100	21,506,066	100	23,511,086	100	15,427,335	100	18,454,847	100
Total	13,876,445	100	21,506,066	100	23,511,086	100	15,427,335	100	18,454,847	100

#### 2. Market share

The Company is primarily focused on the design, R&D, testing, and sales of analog IC for various types of electronic products. It is also one of the few IC design houses in the world that is able to provide high-voltage, large-current analog IC in small packaging, and other relevant applications. Its products find application in power-supply products for consumer electronics, information, communication, automobile electrics, medical, server, and industrial applications for devices that include: tablet computers, LED TV, LED lighting, set-top boxes, notebook computers, solid-state drives, smartphones, smart TV, smart speakers, video surveillance systems, smart meters, smart healthcare, energy storage, electric vehicle and other analog products for various fields. It has R&D teams for IC design technology and systems technology as well as design capabilities for wafer fabrication and packaging technology that are well ahead of competitors in the same industry. It is able to customize customer specifications to resolve compatibility issues, providing products that offer three advantages - low power consumption, excellent heat dissipation, and small size.

#### 3. State and growth of market supply and demand

##### (1) High-Performance AI Power Supply Solutions

The global semiconductor market is expected to reach a scale of US\$600 billion to US\$700 billion in 2025, with a year-on-year growth rate of approximately 10% to 15%. This growth is mainly driven by the launch of generative AI services, the surge in demand for high-performance computing (HPC), and the rebound in the consumer electronics market. AI training and inference require high-power and high-efficiency power solutions. A polyphase system, DrMOS, and SPS chips are capable of meeting these demands. Efficient power management reduces energy consumption and heat dissipation requirements, lowering operational costs for data centers. At the same time, intelligent management and protection functions ensure the high reliability and stability of the data center.

The polyphase system distributes current across multiple phases to power high-performance processors such as CPUs, GPUs, and AI accelerators. The multi-phase design reduces the load on each individual phase, minimizing losses and improving overall efficiency. It meets the high-power demands of AI data centers, supporting high-performance computing. The polyphase system can quickly respond to load changes, ensuring the stability of AI workloads. By distributing the current, the polyphase systems reduce heat concentration, simplify thermal design, and enhance system reliability. DrMOS integrates the driver and MOSFET in a single package, providing an efficient solution for polyphase systems: reducing PCB area and optimizing space utilization in data centers. Power consumption is reduced, and energy

efficiency is enhanced through the optimization of drive and switching characteristics. High-frequency switching is supported to meet the rapidly changing load demands of AI chips. Low conductor resistance and optimized packaging design reduce heat generation, thereby lowering cooling costs.

(2) The demand for automotive chips continues to rise.

The development of new-generation information technologies, led by AI and IoT, is profoundly impacting the automotive industry. Cars are continuously integrating innovative technologies, rapidly advancing towards electrification, intelligentization, and connectivity. At the same time, the high growth of the automotive market has brought significant market expansion to the development of automotive chips. Chips are widely used in the automotive field. In addition to common applications such as multimedia entertainment systems, smart keys, and automatic parking systems, they are also extensively used in engine and transmission control, airbags, driver assistance systems, electric power steering, ABS, ESP, TPMS, power windows, lighting control, air conditioning systems, and seat adjustment systems. They can be considered the "nervous system" of the vehicle. Complete chip solutions are required for automotive remote communication units (T-Box systems), infotainment systems, smart cabin systems, BMS (Battery Management Systems), body and interface control systems, as well as high-voltage applications such as Traction/OBC/DC/DC. Automotive chips comprehensively cover power management, battery management, power devices, LED drivers, motor drivers, optical sensors, audio amplifiers, amplifiers, energy meters, tire pressure monitoring, and other full-category analog chips and signal chain solutions.

(3) SSD

Traditional hard-disk drives (HDD) have a long history of development. In terms of storage space, transmission speed, and cost considerations, most corporations often prioritize HDD as their option for information storage. The working principle of traditional HDD is to induce magnetic changes to a disc platter electro-magnetically to store information digitally on the latter. However, traditional HDD are mechanical structures and its operations are often subject to metal fatigue, collision, wear, and other similar issues, and are thus more prone to damage and are difficult to repair. HDD also tends to be larger and heavier as well. Solid-state drives (SSD), on the other hand, are able to address most of the issues faced by HDD. The structure of an SSD is similar to that of memory cards and flash drives, and is internally provided with NAND Flash and control chips for operations. The simple structure and absence of mechanical components or operating principles meant SSD often achieves better speed and power consumption compared to a traditional HDD. Storage devices developed using NAND Flash components tend to be thinner, smaller, vibration resistant, and easy to carry about, and are thus able to replace HDD as the latter is difficult to miniaturize. As prices of primary components fall, and as the number of companies investing in the R&D of SSD main controller IC continues to grow, SSD controller performance is expected to increase, thereby helping to improve SSD's market penetration.

The global NAND Flash market benefits from the increasing number of product applications and demands for higher storage volumes. This allows the NAND Flash market to attain better growth compared to the entire memory market. Since its use in DSC, smartphones, and tablets, the market for SSD in notebooks (NB) has increased providing great potential for the global NAND Flash market. Storage devices that use



NAND Flash components are able to satisfy 3C product requirements that include small size, vibration resistance, and portability. Production processes are becoming increasingly streamlined, helping to reduce NAND Flash costs, allowing such devices to enter the PC SSD market that offers great potential as well as high levels of price sensitivity. The biggest beneficiaries of this trend are global firms capable of controlling the sources of NAND Flash, the critical component of SSD.

In addition to increased demand for SSD from Ultrabooks, the demand from cloud computing is also increasing significantly, especially since it offers faster speeds and lower power consumption compared to traditional HDD.

(4) The consumer electronics market is recovering and climbing

With the empowerment of AI, a new cycle of innovation is expected to open, stimulating demand for PC and smartphone upgrades. New devices such as AR glasses will also see opportunities, and the industry chain is likely to experience both volume and price growth.

(5) Smart meters

The product portfolio offered mainly involves power performance and management applications for smart meters and Internet of Things (IoT). Smart meters play a key role in smart power grids and provide important functions in energy conservation. Such devices are widely used in North America and China, and substantial opportunities for growth are offered in Europe, India, and South American markets. Power performance monitoring IC also offers a great potential for development in performance management in a future IoT network. This acquisition of smart meters and power-monitoring ICs from Maxim included 70 patents and licenses of pioneering technologies in the industry and all of the technologies and licenses related to smart meters. The large number of customers from North America, Europe, and Asia will provide opportunities for growth of business revenue, enhance scale of corporate operations, and improve technological performance and product revenue for F-Silergy. These developments will help diversify the product catalog, sources of revenue, market spread, and customer base for the Company.

The Company will integrate the leading technologies of the product portfolio, products, and customer relationships with advantages it has in the field of PMIC market as well as provide highly effective solutions in the smart meters and power monitoring IC market. These efforts will continue to provide excellent solutions for the smart meter products market, pursue various types of market developments in various regions, and enhance the overall efficiency of the power-management supply chain in the regional market.

4. Competitive niche

(1) Strong R&D team and excellent R&D and creative capacities

Analog IC receives and sends continuous wave forms and thus is prone to noise interference. Continuous wave signals can be easily distorted by noise introduced by the external or internal circuits, negatively affecting the integrity of the output signal. Designs and technologies that preserve signal integrity must utilize circuit design techniques, special processing steps, and have full understanding and leveraging of the nature of transistors. However, to cultivate an analog IC design engineer, it requires

technological experience accumulated over time, which could take more than 10 years. The level of professionalism is extremely high.

The core team of the Company comes from the Silicon Valley in U.S., and members have up to 15 years of work experience with leading multinational companies in the industry. Since the establishment of the Company in February 2008, the key technologies used in our products are developed by our research and development team. To date, we have acquired 1,227 patents and 357 are currently under review. Our design capabilities have gained recognition in the industry, and we also research and develop new technologies, integrate various product functionalities, and optimize our products, so as to gain competitive advantages in the market.

(2) Integrated IC design capabilities

The Company is a professional IC design house and thus must own key technologies to achieve product ownership and secure market competitive advantages. It has developed its own technologies in semiconductor fabrication and components, package designs and manufacturing, and independent testing, which can then be transferred to a partner for production. Standard IC design houses, on the other hand, are completely reliant on the technologies of wafer fabs and packaging companies and are therefore subject to technical restrictions in production. The Company is therefore able to develop ICs capable of dealing with higher voltages and currents compared to its competitors while reducing IC package size and preventing duplication of its products.

Products of the Company feature high technical barriers, high added-value, high levels of integration, high efficiency, small size, ease of use, and energy conservation. When compared to solutions offered by leading global firms, the products offer equal performance and technologies and can help reduce a user's overall cost, making it difficult to other competitors in the Greater China Region to surpass the Company. Due to these advantages, the Company was able to rapidly expand its market share, secure contracts with leading companies within a few years after its founding, provide substantial support to Silergy business expansion, and provide substantial competitive advantages and secure market position in the industry.

(3) Sufficient product catalog range and depth

The Company has R&D teams in IC design and systems technology, wafer fabrication and packaging technology design capabilities that are way ahead of competitors in the same industry, and is thus able to modify customer specifications to resolve compatibility issues, providing products that offer three advantages: low power consumption, excellent heat dissipation, and small size. It is able to provide different IC chips that match the power framework of various terminal products, including battery charging management IC, DC/DC-converter IC, overcurrent protection IC, LED backlight driver IC, and power management unit (PMU) for tablet computers; LED-lighting driver IC for LED lighting; and AC/DC-converter IC, DC/DC-converter IC, and overcurrent protection IC for set-top boxes. The Company also offers AC/DC-converter IC for cellphone chargers. Its products feature reliable quality and excellent performance. It also provides a comprehensive product catalog and a niche advantage of providing a customer with total solutions, allowing it to successfully enter the market for tablet computers, LED lighting, solid-state drive (SSD), LED TV, notebook computers, security and surveillance equipment, smart phones, and smart meters for

the supply chain of branded companies or ODM/OEM subcontractors, laying a foundation for a broad market. At the same time, the Company is actively deploying AI. We provide complete chip solutions for core power supply chips in data centers, as well as for automotive applications such as the T-Box system, infotainment systems, smart cockpit systems, BMS battery management systems, body and interface control systems, and high-voltage applications like Traction/OBC/DC/DC. Automotive chips comprehensively cover power management, battery management, power devices, LED drivers, motor drivers, optical sensors, audio amplifiers, amplifiers, energy meters, and other full-category analog chips and signal chain solutions. The product solutions have already been steadily mass-produced in the end terminals of global new energy vehicle manufacturers.

- (4) Customer-oriented market strategy and building of healthy partnerships with the customer

Most electronic companies are clustered in areas around Taipei (Taiwan), Seoul (Korea), the Pearl River Delta and Yangtze River Delta. The Company has deployed field application engineer (FAE) teams at these locations and in areas where other key customers operate to provide comprehensive product development services. The Company also owns proprietary production process and system architecture IC design capabilities facilitating ease of use, reducing design cycle time for the user, lowering developmental costs, and providing prompt service and support. The Company is also capable of meeting customer requirements in product quality, delivery (with effective inventory and sales management), yield, and post-sales service. It also independently provides validation services for specific customers regarding laboratory instruments and equipment used by it to improve the timeliness of validation processes. It is thus capable of maintaining beneficial partnerships with its customers to benefit future business developments pursued by it.

## 5. Positive and negative factors affecting long-term development

### (1) Positive factors

China is the world's largest market for semiconductors, and the market for this region exhibits a growth rate higher than that of the global average. Most semiconductors in China are imported. Given the drive for local production, local IC design houses in China have plenty of room for development. Silergy is one of the largest suppliers of analog ICs in China. As the leading of analog IC in China, Silergy has been establishing sales and R&D center in major cities each year through long term work. Silergy has also been expanding to overseas. Silergy has years of foundation in Taiwan and Korea and has been expanding its operating locations in U.S., India, and Japan. Therefore, the Company's growth in China, Asia and international markets can be expected. After years of technical innovation, Silergy has released a number of product series that feature pioneering technologies in the industry, and has established a positive brand image within the industry, specifically in the fields of LED lighting, solid-state drives (SSD), laptop, and other emerging applications.

### (2) Negative factors and response measures

#### A. Lack of professionals in analog IC design and sensitivity to HR changes

Analog IC designers need thorough knowledge in physics, and skills in production processes, and circuit design of semiconductor components. This field

therefore poses a significant technical barrier of entry. Despite rapid improvements in computer-aided design and electronic design automation (EDA) that allow digital IC circuits to be simulated and designed using software programs, EDA is only of limited use in analog IC designing. Analog IC design therefore requires additional experience and designers must undergo longer periods of training compared to those involved in digital IC technologies. Currently, digital IC design industries provide substantially better resources and remuneration, and thus many skilled professionals are more likely to seek employment in it. The number of analog IC design professionals trained at various colleges, universities, and research institutions is limited. When coupled with increasingly rapid changes in market products, professional training is unable to keep pace with the demands of the industry.

Response measures:

In addition to providing an excellent work environment and channels of promotion, the Company also offers comprehensive training for a diverse selection of R&D professionals. It has continued to provide for employee welfare, share profits, and stock subscription schemes to attract first-rate designers. It also endeavors to build on employer–employee relationships and establish excellent communication channels to strengthen the identity and cohesion among employees and to reduce the turnover rate. The Company relies on its experienced leadership to create an effective training and management system, allowing inexperienced newly hired employees to quickly achieve personal growth and imbibe professionalism.

B. Over-reliance on wafer fabs and exclusion effects

The defining feature of IC design house is subcontracting of product fabrication and manufacturing to other companies. When the semiconductor industry does poorly, subcontracted fabs and manufacturers are often able to meet the needs of IC design houses, but it is not so when it is doing well, and they may not be able to cater to every demand. Securing enough production capacity of downstream subcontractors is therefore a key factor for achieving growth in corporate revenue and profitability for IC design houses.

Response measures:

Since its founding, the Company has established a close relationship with downstream subcontractors to secure production capacities and product delivery. The Company has yet to experience supply shortage or insufficient production capacity from a subcontractor. In addition to building long-term partnerships with various subcontractors, the Company also maintains constant and close monitoring of product fabrication and manufacturing status. As business scale expands and as the number of wafers per fabrication order increases, the Company is able to consolidate partnerships with subcontractors and overcome risk of production constraints. The Company also actively seeks partnerships with other subcontractors to meet expanded production needs and reduce the risk of over reliance on a few.

C. Infringement of intellectual property and potential legal litigations or indemnity risks

As the Company continues to grow, the number of competitors in the market will also increase, leading to an increased risk of infringement. Currently, patents and other intellectual property (IP) held by the Company are key factors to secure a leading position in the market. Any litigation will potentially have adverse effects on the reputation, sales, financial position, and business performance of the Company. Furthermore, the Company may have to spend extremely high amounts as litigation costs, or divert resources to respond to relevant litigations.

Response measures:

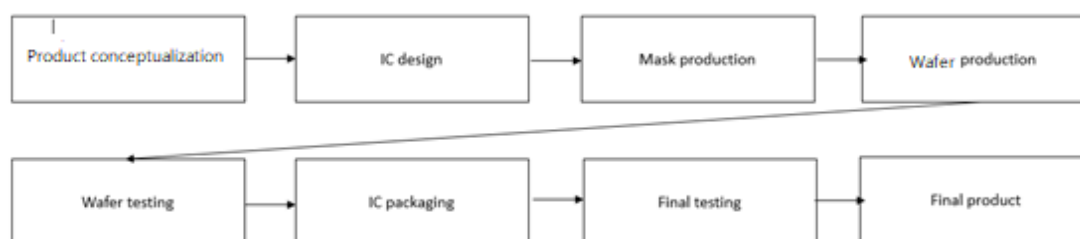
- \* Continue to invest substantial resources in product R&D and brand positioning and construct a comprehensive IP protection network system, and improve user awareness of the brand reputation related to products, services, and IP of the Company.
- \* Continue to comply with relevant statutory regulations such as copyright, patent, and copyright laws to reduce the possibility of relevant litigation or accusations.
- \* Use technical licensing and other methods to legally utilize the IP of partnering firms.
- \* Comply with the restrictions imposed by non-disclosure agreements.

(II) Major uses and production process of the primary products

1. Key applications of the primary products

Power management IC (PMIC) is the primary product offered by the Company. The main function and purpose of PMIC is to convert an electrical signal from an input power source to an electrical signal required by terminal equipment and supply the equipment with power. The Company seeks to provide products with higher performance and smaller volumes.

2. Production processes of the primary products



(III) Supply of primary raw materials

Primary raw materials	Main suppliers	State of supply
Wafer	Companies R, S, and U	Excellent

- (IV) A list of any suppliers accounting for 10% or more of the company's total procurement in either of the two most recent fiscal years, the percentage of total procurement, and an explanation of the reason for change in these figures:

Unit: NT\$ thousand, %

Item	2023				2024			
	Name	Amount	Proportion of total net procurement value for the entire year	Relationship with issuer	Name	Amount	Proportion of total net procurement value for the entire year	Relationship with issuer
1	Company R	2,072,169	55.28	None	Company R	3,519,592	58.92	None
2	Company T	531,753	14.18	None	Company T	1,092,957	18.30	None
3	Others	1,144,813	30.54	None	Others	1,360,535	22.78	None
		3,748,735	100.00			5,973,084	100.00	

Note: The Company has signed a non-disclosure agreement with the suppliers.

The Company directly procures wafers from a wafer fab. As wafer fabrication is a capital-intensive industry, there are only a limited number of companies offering relevant services. The Company therefore maintains a long-term partnership with its suppliers, and has not changed its primary suppliers.

- (V) A list of any customers accounting for 10% or more of the company's total sales in either of the two most recent fiscal years, the percentage of total sales, and an explanation of the reasons for changes in these figures:

Unit: NT\$ thousand; %

Item	2023				2024			
	Name	Amount	Proportion of total net sales value for the entire year	Relationship with issuer	Name	Amount	Proportion of total net sales value for the entire year	Relationship with issuer
1	Company K	1,632,892	10.73	None	Company K	2,669,098	14.46	None
2	Others	13,794,443	89.27	None	Others	15,785,749	85.54	None

Note 1: The Company has signed a non-disclosure agreement with the customers.

Note 2: Financial information is prepared in accordance with the International Financial Reporting Standards (IFRS).

To develop and support more customers, the Company has adopted a channel distributor sales model for its main business strategy. However, it may also adopt direct sales model according to the business needs of the customer. In the two most recent fiscal years, changes to the sales to the aforementioned customers are primarily due to the customer's business expansion capacities and changes to the sales of the customer's downstream clients.

### III. Employees Information

Number, average tenure, average age, and the academic background of employees for the past two recent years up to the date of the publication of this report

Unit: Persons; %

Year		2023	2024	2025 till April 1
Number of employees	Management	6	6	6
	General employees	364	372	367
	R&D personnel	1,350	1,300	1,256
	Total	1,720	1,678	1,629
Average age		33	34	34
Average work tenure		4.15	4.8	4.8
Academic qualification distribution Distribution	PhDs	2.5	2.44	2.46
	Master's	47.33	47.02	46.78
	College's	43.26	44.04	44.32
	High school and below (include)	6.92	6.5	6.45

### IV. Disbursements for environmental protection

- (I) Total losses (including damage awards) and losses (including fines) for environmental pollution during the most recent fiscal year up to the date of printing of the annual report, and an explanation of the measures (including corrective measures) and possible disbursements to be made in the future (including an estimate of losses, fines, and compensation resulting from any failure to adopt responsive measures, or if it is not possible to provide such an estimate, an explanation of the reason why it is not possible):

The Company is an IC design company and generates no specific pollution as wafer fabrication, packaging, and testing processes are subcontracted to other companies. The Company requires no facilities, equipment, or emission permits. In January, 2022, Silergy passed the environment system review of iso 14001 : 2015. Certification renewal approved in January, 2025.

### V. Labor relations

- (I) List various employee benefit plans, continuing education, training, retirement systems, and the state of implementation as well as various employee–employer agreements and measures for protecting employee rights and also the interests of the company:

1. Employee benefit plans

To fulfill the vision of the Company in achieving creative technologies, total quality control, customer-oriented services, and sharing of profits, it has extended customer-related concepts to its employees, treating them as internal customers of the Company. This principle is used to plan the following welfare measures. Details are provided in the following:

- (1) End-of-year bonus and employee profit-sharing schemes to share corporate profit.

- (2) Quarterly events and quarterly birthday events for employee recreation and to enrich their lifestyle and to strengthen inter-personnel relationships.
- (3) Regular employee health examinations and provision of group insurance to the employees.
- (4) Organize end-of-year events for the employees (annual dinner) to express gratitude for their hard work.
- (5) Organize various cultural and athletic activities at the organization level to build a corporate culture.
- (6) Organize anniversary tours of the Company to enhance corporate image amongst the employees.
- (7) Employees who have reached five years of service are given an additional 15 days of special leaves.
- (8) For employees with newborns, female employees are entitled maternity leave while male employees are given paternity leave. Every employee is entitled to family leave based on the number of children.
- (9) Employees or their immediate family members who encounter major illness or injury, the Company will according to the actual circumstance, provide financial assistance or leave.
- (10) The Company will give gift vouchers to employees for festivals or public holidays.
- (11) The facilities of the Company's new building are complete, which comprises a staff canteen, fitness center, shower room, nursery room, refreshment, and lunch break bed for every employee, so as to create a better working environment.

## 2. Status of employee training and education

The Company has organized various training programs to enhance professional competence and work performance of its employees.

- (1) Internal training: The Company organizes courses enrolling both internal and external instructors. On-site training and demonstration may also be arranged by supervisors. Currently, the Company has developed a certified internal trainer team consisting of 34 members, and internal training programs have reached over one thousand participants throughout the year.
- (2) External training: External training may be provided according to departmental or individual requirements of the employees. After external training, similar training will be imparted, according to actual requirements, to other employees in the Company.
- (3) Encourage on-the-job training, and provide course fee subsidies based on the subject of study and degree of relevance to the job.

## 3. Retirement system and state of implementation

The Company has set up sales offices or subsidiaries in China, US, Taiwan, Korea, Japan, India, etc. In accordance with the Labor Pension Act and relevant regulations, Taiwan subsidiary contributes 6% to every employee's retirement account every month; the employee may also voluntarily set aside an additional amount of not more than 6% of their salary to their retirement account every month. The rest of the companies shall abide by their respective local labor laws.

## 4. Employee–employer agreements and measures taken to safeguard the employee interests



The Company lays great emphasis on employer–employee relationships. In addition to enhancing communication between supervisors and subordinates in various departments, the Company also often holds internal meetings to improve corporate image. No serious employee–employer dispute has arisen due to the harmonious relationship that exists in the Company.

- (II) Any loss suffered due to employee–employer disputes, and estimated loss and response measures for current or future incidents that may occur in the most recent fiscal year up to the date of printing of the annual report; where an estimate could not be provided, explain the reasons why a reasonable estimate could not be made: The Company has no employee–employer dispute in the most recent fiscal year up to the date of printing of the annual report.

## VI. Information security management :

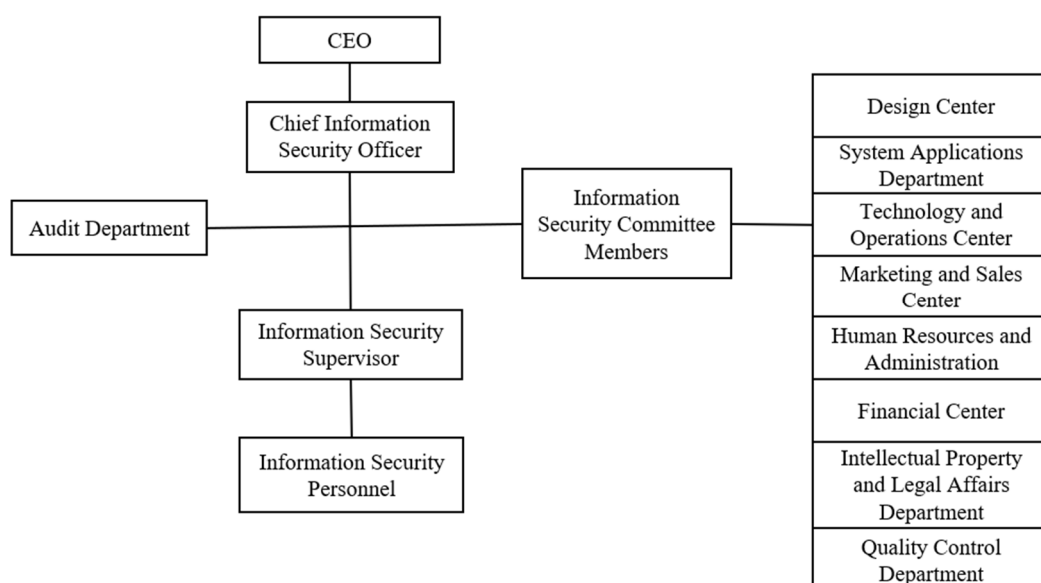
- (I) Information security risk management framework, information security policies, specific management plans and resources devoted to information security management:

### 1、Information security risk management framework:

At the end of 2022, the Company established the Corporate Information Security Group, which is managed by the CEO. The Information Security Task Force is under the Group, and its members include the Chief Information Security Officer, Information Security Supervisor, and Information Security Officers, to coordinate information security and protection-related policy development, implementation, risk management, and compliance with internal regulations, and to report to the board of directors on the effectiveness of information security management, information security-related issues, and information security planning in accordance with the legal and regulatory requirements of listed companies.

The auditing unit supervises the operation and auditing of the Corporate Information Security Group in accordance with the relevant operation system and regulations of the enterprise to ensure the effective operation of the Corporate Information Security Group and the effective control of information security. In order to ensure the effective control of information security risks and the effective handling of information security risk events, the head of each department of the enterprise shall serve concurrently as members of the information security committee.

Quarterly meetings are held to review and resolve the information security policy, the effectiveness of information security management measures, and the handling, closure and prevention of information security incidents.



## 2 、 Information security policies:

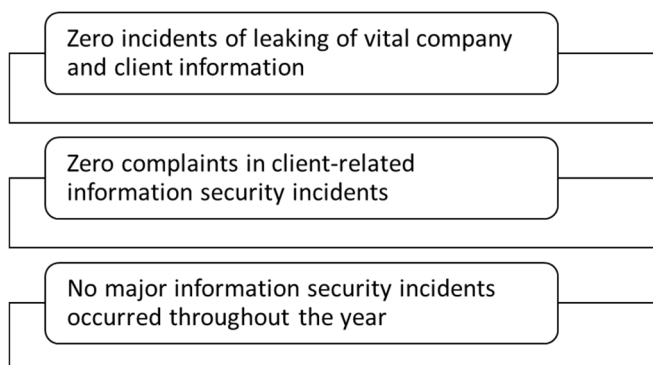
Silergy establishes and implements an information security management policy to be followed by the Company's employees in order to maintain the confidentiality, integrity and availability of Silergy. The Information Security Department is the highest authority for information security, responsible for the planning and implementation of the information security system, and ensuring the effectiveness of handling information security incidents. In accordance with ISO27001 standard, the Company has introduced and developed a standard information security management system and manage information security based on the requirements of the system.

To prevent causing losses for the enterprises and clients losses due to information system disruption, data loss, and sensitive information leaking, Silergy has established information security management measures, objectives, and strategies in accordance with the requirements of ISO27001 standard.

### ● Information security management measures:

Tiered protection	<ul style="list-style-type: none"><li>• The security protection level of each type of information is decided based on the importance of each business system and the level of risk faced, and the protection is graded for reasonable investment.</li></ul>
Synchronous planning, construction, and operation	<ul style="list-style-type: none"><li>• Security construction should be synchronized with the business system planning, construction, and operation; negligence in any one of the steps may bring harm to the business system.</li></ul>
30% of technology and 70% of management	<ul style="list-style-type: none"><li>• Network and information security are not simply technical issues, but requires the adoption of security technology and products, while putting emphasis on security management, constantly improving various security management rules and regulations and operating procedures, and improving security management levels across the board.</li></ul>
Emphasis on both internal and external operations	<ul style="list-style-type: none"><li>• Security operations need to be done both internally and externally, and while preventing external threats, monitoring of internal personnel behaviors and audit mechanisms shall be strengthened.</li></ul>
General planning and step-by-step implementation	<ul style="list-style-type: none"><li>• The general planning and step-by-step implementation of the Company's information security construction are required, and a perfect information security system shall be gradually established.</li></ul>
Risk management	<ul style="list-style-type: none"><li>• Conduct security risk management to identify security risks which may affect the information system and reduce them to an acceptable level at a lower cost.</li></ul>
Appropriate security	<ul style="list-style-type: none"><li>• There is no absolute security, as security and usability are contradictory. The balance between security and usability must be found to achieve appropriate security.</li></ul>
Continuous improvement	<ul style="list-style-type: none"><li>• Risk control is a prerequisite, and risk itself is a dynamic process. Silergy must review the current situation, tailor itself to the local condition, gradually amend the existing system and constantly improve its management standard.</li></ul>

### ● Information security management objectives:



- Information security strategies:

Information resource confidentiality strategy	Network access strategy	Access control strategy	Physical access strategy	Supplier access strategy
Employee access strategy	Equipment and cabling safety principle	Changing management security principle	Virus Prevention strategy	Removable code prevention strategy
Information backup security principle	Technology vulnerability management strategy	Information exchange strategy	Physical media security in transportation principle	Electronic information strategy
Information security monitoring strategy	Privileged access management strategy	Password control strategy	Clean desktop and clear screen strategy	Internet usage strategy
Portable computer security principle	Incident management strategy	Personal information usage strategy	Business information system usage strategy	Remote work strategy

In accordance with the information security management standards, the Company has established 25 information security management strategies.

In accordance with the ISO27001 standard for information security management, Silergy follows the PDCA (Plan-Do-Check-Action) management loop mechanism to review the effectiveness of information security policies, guidelines, objectives and strategies, and to continuously improve related specific measures.

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

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

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

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

- Silergy Semiconductor Technology (Hangzhou) Co., Ltd., along with its subsidiaries in Xian, Chengdu, Nanjing Xilijie Semi-Conductor Technology Co., Ltd., and Shanghai Silijie Microelectronics Technology Co., Ltd., have successfully passed the ISO 27001 Information Security Management System audit and obtained certification from Beijing United Intelligence Certification Co., Ltd., with the certificate valid until October 31, 2025.

### 3、Specific management plans and resources devoted to information security management:

- Establishment of an information security incident response plan to grade, classify, report and handle information security incidents.
- Establishment of an information business continuity plan to analyze and classify risks; establishment of countermeasures to reduce general risks.
- Completion of the ISO27001 standard system certification to establish and manage information security in accordance with the system requirements.
- Establishment of an information security task force with one Chief Information Security Officer, one Information Security Supervisor, and two Information Security Officers.
- Related specific management measures:

Network security	<ul style="list-style-type: none"> <li>• Introduction of professional hardware firewall to protect enterprise portal security</li> <li>• Introduction of hacking prevention and monitoring system to prevent hacker attacks</li> <li>• Separate R&amp;D network and office network to ensure no leaking of R&amp;D data</li> </ul>
Device security	<ul style="list-style-type: none"> <li>• Establishment of a complete anti-virus control system</li> <li>• Restricting and recording the use of USB ports on computers</li> <li>• Operating system patching update</li> </ul>
Physical security	<ul style="list-style-type: none"> <li>• Establishing access control and public area monitoring mechanism</li> <li>• Access control and authorization management for important rooms</li> <li>• Mobile device camera coverage for external personnel in the R&amp;D area, etc.</li> </ul>
Data security	<ul style="list-style-type: none"> <li>• Regular data backup and remote backup</li> <li>• Data classification permission control</li> <li>• Data access review and approval system</li> </ul>
Account and permission management	<ul style="list-style-type: none"> <li>• Account application for new employees</li> <li>• Disabling accounts for former employees</li> <li>• Review and approval process for change of permission</li> </ul>
Remote offices	<ul style="list-style-type: none"> <li>• Remote access review and approval system</li> <li>• Jump server</li> </ul>
Application security	<ul style="list-style-type: none"> <li>• Account usage and auditing</li> <li>• Access authorization</li> </ul>
Education training and awareness campaigns	<ul style="list-style-type: none"> <li>• Onboard training for new employees</li> <li>• Ad hoc awareness campaigns via e-mails</li> <li>• Annual information security training and examination for all employees</li> </ul>

- In 2024, Silergy conducted information security training for all employees and implemented an online information security examination. The results are: a participation rate of 97.5%, a pass rate of 97%, a full score of 80, and an average score of 78.
- New Silergy employees hired in the year of 2024 all received relevant education training; the coverage rate was 100%.
- Three drill tests was conducted in 2024:
  - ✓ Data backup recovery test: 100% of success rate.
  - ✓ Internet multi-link switching exercise: Passed.
  - ✓ Data center server room power outage drill: Passed.
- In order to effectively utilize the network security information and strengthen the information security system, Silergy applied and passed the review to join the "Taiwan CERT/CSIRT Alliance" in 2021.

## **VII. Important contracts :**

The Company enters into long-term raw material supply contracts with several suppliers and pays related performance bonds, and the contracts also provide for minimum annual purchase amounts.

## Chapter VI Review, analysis, and risks of financial position and performance

### I. Financial Status

Unit: NT\$ thousand

Item \ Year	2023	2024	Difference	
			Amount	%
Current assets	22,852,988	26,952,462	4,099,474	17.94
Fixed assets	2,350,218	4,243,524	1,893,306	80.56
Intangible assets	1,947,524	1,937,374	(10,150)	(0.52)
Other assets	7,271,282	7,388,350	117,068	1.61
Total assets	34,422,012	40,521,710	6,099,698	17.72
Current liabilities	1,949,999	3,429,792	1,479,793	75.89
Other liabilities	931,494	1,377,551	446,057	47.89
Total liabilities	2,881,493	4,807,343	1,925,850	66.84
Capital stock	960,498	968,582	8,084	0.84
Capital reserve	12,407,582	13,516,549	1,108,967	8.94
Retained earnings	18,596,027	20,135,094	1,539,067	8.28
Owners of the Company	30,927,814	35,207,497	4,279,683	13.84
Total shareholder equity	31,540,519	35,714,367	4,173,848	13.23
Description of items with material changes: (where the difference from the previous fiscal period is 20% or more, and where the amount of change exceeds NT\$10 million)				
1. Fixed assets: Primarily increased due to plant construction investments by subsidiaries Hanzou Silergy Test and Nanjing.				
2. Current Liabilities: Mainly increased due to a rise in short-term bank borrowings and accrued employee bonuses.				
3. Other liabilities: Increased as a result of long-term bank financing for capital expenditures related to plant construction.				

## II. Financial performance

### (I) Analysis of changes to business outcomes over the past two fiscal years

Unit: NT\$ thousand; %

Item \ Year	2023	2024	Changes	
			Amount	Proportion of change
Total operating revenue	15,427,335	18,454,847	3,027,512	19.62
Net operating revenue	15,427,335	18,454,847	3,027,512	19.62
Operating cost	8,847,896	8,518,673	(329,223)	(3.72)
Gross profit	6,579,439	9,936,174	3,356,735	51.02
Operating expense	7,098,765	7,682,385	583,620	8.22
Net operating profit	(486,392)	2,266,820	2,753,212	566.05
Non-operating income and benefits	1,410,695	588,180	(822,515)	(58.31)
Non-operating expenses and losses	302,073	279,352	(22,721)	(7.52)
Net income before tax	622,230	2,582,949	1,960,719	315.11
Net income after tax	637,050	2,124,168	1,487,118	233.44
Owners of the Company	746,004	2,286,178	1,540,174	206.46
Description of items with material changes: (where the difference from the previous fiscal period is 20% or more, and where the amount of change exceeds NT\$10 million)				
1. Revenue, operating income, net income before tax, net income after tax, and net income attributable to owners of the parent company: Primarily increased due to revenue growth, easing of inventory obsolescence, and an improved sales mix.				
2. Non-operating income and gains: The loss was mainly attributable to the fair value measurement of financial instruments through profit or loss for the period.				

(II) Sales forecast for the future year and basis thereof: Silergy will take the forecasts of customers' considerations into account for planning production capacity and past business performance to set annual delivery goals.

(III) Possible impact on the company's financial operations and response plans:

The business sector of Silergy is still in a growing phase. Meanwhile, Silergy shall also constantly monitor changes to market requirements, expand its market share, develop new customers, improve corporate profitability, and continue to have a stable and healthy financial condition.

### III. Cash flow

#### (I) Analysis of changes to cash flow over the past fiscal year

Unit: NT\$ thousand; %

Item	2023	2024	Increase (decrease) change	
			Amount	%
Business activities	3,873,311	2,542,455	(1,330,856)	(19.01)
Investment activities	(4,573,119)	(1,156,156)	3,416,963	(105.34)
Financing activities	(1,258,531)	1,140,771	2,399,302	(168.59)
Net cash inflow (outflow)	(2,249,268)	3,508,138	5,757,406	172.92

#### Analysis of the proportion of change:

1. Operating activities: Impacted by an increase in inventory procurement to support improved business operations.
2. Investment Activities: Primarily affected by a decrease in acquisitions of financial assets measured at amortized cost.
3. Financing Activities: Influenced by an increase in bank borrowings and a reduction in dividend payments.
4. Net Cash Inflow: Attributable to improved profitability, lower dividend distributions, and a decrease in acquisitions of financial assets measured at amortized cost.

- (II) Improvement plan for inadequate liquidity: Silergy expects to maintain profitability for 2025 as business activity will maintain net cash inflow and respond to required cash outflow from investment activities. There should be no concern of inadequate liquidity.

#### (III) Cash liquidity analysis for the following year

Unit: NT\$ thousand

Initial cash balance (1)	Cash inflow resulting from business activities for the entire year (2)	Cash outflow for the entire year (3)	Cash surplus (inadequacy) (1)+(2)-(3)	Remedial measures for cash inadequacy	
				Investment plan	Financial plan
16,202,550	4,400,000	3,000,000	17,602,550	-	-

#### Analysis of cash flow for the future year:

1. Business activity: Net cash inflow of NT\$4,400,000 thousand, mainly attributed to operating profits.
2. Investment activities: Cash outflow of NT\$2,000,000 thousand, mainly attributed to the acquisition of property, plant, equipment and financial assets.
3. Financing activities: Cash outflow of NT\$1,000,000 thousand, mainly attributed to dividend payout.

### IV. Material expenditure over the past year and its impact on the company's finances and operations: None.



**V. Policy on investment in other companies, main reasons for profit/losses resulting therefrom, improvement plan, and investment plans for the upcoming fiscal year**

(I) Policy on investment in other companies:

Silergy focuses on its primary business sector and its policy on investments in other companies is based on investment related to the businesses. The responsible department shall comply with the internal control system (ICS) Investment Cycle, Procedures for Handling Acquisition and Disposal of Assets and other relevant regulations to implement relevant policies; the relevant regulations and procedures have been discussed and approved by the board of directors or at a shareholders' meeting.

(II) Main causes for profits or losses

Unit: NT\$ thousand; %

Investee	Shareholding percentages	Realized investment gain (loss) in 2024	The main causes of profit or loss	Improvement plan
Silergy Semiconductor Technology (Hangzhou) Co., Ltd	100	4,134,193	Business growth	Not applicable
Silergy Technology	100	(436,204)	R&D investment	Continuous R&D expansion and new business development
Nanjing Silergy Micro Technology Co., Ltd	63.83	(263,473)	R&D investment	Continue to monitor and optimize the performance of the invested company
Silergy Semiconductor (Samoa) Limited	100	3,415	Realized investment gain	Not applicable
Silergy Technology (Taiwan) Inc.	100	27,547	Business growth	Not applicable
Xian Silergy Semiconductor Technology	100	383,749	Business growth	Not applicable
Hefei Silergy Semiconductor Technology	100	180,442	Business growth	Not applicable
Silergy Semiconductor (Hong Kong) Limited	100	(26,945)	Realized investment loss	Continue to monitor and optimize the performance of the invested company
Shanghai Silergy Microelectronics Technology Co., Ltd.	63.83	49	Business growth	Not applicable
Silergy Technologies Private Limited	100	(831)	R&D investment	Continuous R&D expansion and new business development
Chengdu Silergy Semiconductor Technology	100	(27,952)	R&D investment	Continuous R&D expansion and new business development
Xiamen Silergy Semiconductor Technology Co., Ltd.	100	(23,270)	R&D investment	Continuous R&D expansion and new business development
Silergy Korea Limited	100	14,073	Business growth	Not applicable

Investee	Shareholding percentages	Realized investment gain (loss) in 2024	The main causes of profit or loss	Improvement plan
HF SMAT Microtech	38.29	(40,461)	R&D investment	Continuous R&D expansion and new business development
Silergy Semiconductor (Macau) Limited	100	(7,600)	R&D investment	Continuous R&D expansion and new business development
Nanjing Silergy Micro (HK) Co., Ltd	63.83	114,355	Business growth	Not applicable
Guangdong Silergy Micro Technology Co., Ltd	63.83	(12,807)	R&D investment	Continuous R&D expansion and new business development
Shanghai Silergy Semiconductor Technology	49	(12,212)	Business growth	Continuous R&D expansion and new business development
Hangzhou Silergy Test Technology Co., Ltd.	100	(20,299)	Not yet operational	Currently under construction and establishment
Silicon Prospect Investment Limited	100	(106,969)	Realized investment loss	Continuous R&D expansion and new business development
WINSHENG MATERIAL TECHNOLOGY CO., LTD.	44.32	(84,161)	R&D investment and pilot run	Continuous R&D expansion and new business development
Zhuhai Hengqin Accu-Rate Technology Co., Ltd	26.92	(8,177)	R&D investment	Continuous R&D expansion and new business development
JT Microelectronics (Shenzhen) Co., Ltd	-	(8,370)	R&D investment	Continuous R&D expansion and new business development
Wuxin(Shanghai) Semiconductor Technology Co., Ltd.	35.00	(8,223)	R&D investment	Not applicable

(III) Improvement plan: Establish an effective business management constitution, coordinate group policy development, and strengthen measures for marketing and receiving orders.

(IV) Investment plan for the future year: Refer to corporate operations and market requirements to evaluate opportunities for continuing investments.

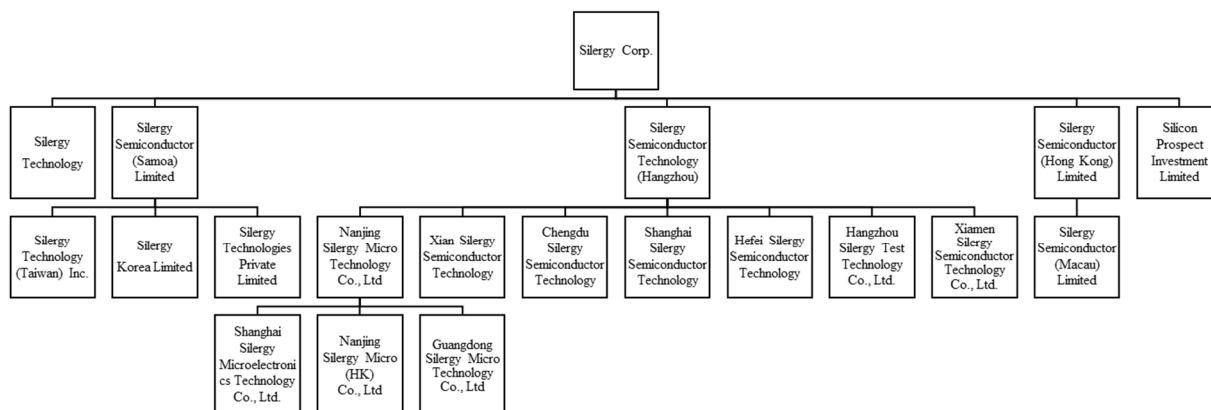
## **VI. Other important matters: None.**

## Chapter VII Special Items to be Included

### I. Information of affiliates

#### (I) Organizational chart of the affiliates

December 31, 2024



Note : Silergy Corp. direct or indirect investment shares hold in Nanjing Silergy Micro Technology Co., Ltd is 63.83%.

Silergy Corp. direct or indirect investment shares hold in Shanghai Silergy Semiconductor Technology Co., Ltd is 49.00%.

#### (II) Industries covered by the business operated by the affiliates

The main business items of the Company's affiliates include: research and development, design, and sales of power management IC (PMIC), and provision of relevant technical services and professional investments.

#### (III) Basic information of affiliates

December 31, 2024, Unit: dollar

Company name	Date of incorporation	Address	Paid-in capital	Main business items
Silergy Semiconductor Technology (Hangzhou) Co., Ltd	2008/5	Mainland China	USD 58,520,270	R&D, design, and sales of electronic parts, and provision of related technical services.
Silergy Technology	2008/5	US	USD 3,122,140	Development and design services for power management integrated circuits technologies
Nanjing Silergy Micro Technology Co., Ltd	2012/8	Mainland China	RMB 49,296,575	R&D, design, and sales of electronic components
Silergy Semiconductor (Samoa) Limited	2012/12	Samoa	USD 24,300,000	Professional investment company
Silergy Technology (Taiwan) Inc.	2000/3	Taiwan	NTD 317,000,000	R&D, design, and sales of electronic parts
Xian Silergy Semiconductor Technology	2015/4	Mainland China	RMB 91,000,000	R&D, design, and sales of electronic components, integrated circuits, semiconductors and electronic products
Hefei Silergy Semiconductor Technology	2021/8	Mainland China	RMB 60,000,000	R&D, design, and sales of electronic parts

Company name	Date of incorporation	Address	Paid-in capital	Main business items
Silergy Semiconductor (Hong Kong) Limited	2015/10	Hong Kong	USD 12,300,000	Professional investment company
Shanghai Silergy Microelectronics Technology Co., Ltd.	2016/4	Mainland China	RMB 53,000,000	R&D, design, and sales of electronic components, integrated circuits, semiconductors and electronic products
Silergy Technologies Private Limited	2016/5	India	USD 1,700	R&D, design, and sales of electronic components
Chengdu Silergy Semiconductor Technology	2016/11	Mainland China	RMB 34,000,000	R&D and design of electronic components, integrated circuits, semiconductors and electronic products
Xiamen Silergy Semiconductor Technology Co., Ltd.	2023/5	Mainland China	RMB 10,000,000	R&D and design of electronic components, integrated circuits, semiconductors and electronic products
Silergy Korea Limited	2017/11	Korea	KRW 340,000,000	R&D, design, and sales of electronic components
Silergy Semiconductor (Macau) Limited	2022/6	Macao	MOP 900,000	R&D, design, and sales of electronic components
Nanjing Silergy Micro (HK) Co., Ltd	2019/12	Hong Kong	USD5,200,960	R&D, design, and sales of electronic components
Guangdong Silergy Micro Technology Co., Ltd	2023/8	Mainland China	RMB 7,000,000	R&D and design of electronic components, integrated circuits, semiconductors and electronic products
Shanghai Silergy Semiconductor Technology	2019/12	Mainland China	RMB 10,000,000	R&D, design, and sales of electronic components, integrated circuits, semiconductors and electronic products
Hangzhou Silergy Test Technology Co., Ltd.	2022/12	Mainland China	RMB 200,000,000	Test of electronic components, integrated circuits, semiconductors and electronic products
Silicon Prospect Investment Limited	2020/5	BVI	USD 13,000,000	Professional investment company

(IV) Information of shareholders in common, presumed to have a relationship of control and subordination: None

(V) Directors, supervisors, and general managers of affiliated companies

December 31, 2024, Unit: Shares; %

Company name	Title	Name or representative	Company owned	Number of shares held	Shares held
Silergy Semiconductor Technology (Hangzhou) Co., Ltd	Executive director General Manager Supervisor	Wei Chen Budong You Xue Mei Lee	Silergy Corp.	-	100%

Company name	Title	Name or representative	Company owned	Number of shares held	Shares held
Silergy Technology	Director and General Manager General Manager	Silergy Corp. (Representative: Michael Grimm)	Silergy Corp.	-	100%
Silergy Semiconductor (Samoa) Limited	Director	Silergy Corp. (Representative: Wei Chen)	Silergy Corp.	-	100%
Silergy Semiconductor (Hong Kong) Limited	Director	Budong You	Silergy Corp.	-	100%
Hangzhou Silergy Test Technology Co., Ltd.	Executive director General Manager Supervisor	Ke-Hui Ni Ke-Hui Ni Xue Mei Lee	Silergy Semiconductor Technology (Hangzhou) Co., Ltd	-	100%
Nanjing Silergy Micro Technology Co., Ltd	Executive director Director Director Manager General Supervisor	Cheng-Bin Yu Tzu-Ming Yu Budong You Xiaolong Yuan Xue Mei Lee	Silergy Semiconductor Technology (Hangzhou) Co., Ltd	-	63.83%
Xian Silergy Semiconductor Technology	Executive director General Manager Supervisor	Wei Chen Budong You Xue Mei Lee	Silergy Semiconductor Technology (Hangzhou) Co., Ltd	-	100%
Hefei Silergy Semiconductor Technology	Executive director General Manager Supervisor	Wei Chen Budong You Xue Mei Lee	Silergy Semiconductor Technology (Hangzhou) Co., Ltd	-	100%
Shanghai Silergy Microelectronics Technology Co., Ltd.	Executive director General Manager Supervisor	Xiaolong Yuan Xiaolong Yuan Fei Wang	Nanjing Silergy Micro Technology Co., Ltd	-	63.83%
Chengdu Silergy Semiconductor Technology	Executive director General Manager Supervisor	Jac Zhou Jac Zhou Xue Mei Lee	Silergy Semiconductor Technology (Hangzhou) Co., Ltd	-	100%
Xiamen Silergy Semiconductor Technology Co., Ltd.	Executive director General Manager Supervisor	Jac Zhou Jac Zhou Snow Lee	Silergy Semiconductor Technology (Hangzhou) Co., Ltd	-	100%

Company name	Title	Name or representative	Company owned	Number of shares held	Shares held
Silergy Technology (Taiwan) Inc.	Chairman	Silergy Semiconductor (Samoa) Limited (Representative: Wei Chen)	Silergy Semiconductor (Samoa) Limited	31,700,000	100%
Silergy Technologies Private Limited	Director	Michael Grimm / PAUL PAOLIN LIU / PRAMOD BHEEMARAO HUDDAR	Silergy Semiconductor (Samoa) Limited	-	100%
Silergy Korea Limited	Director	Silergy Semiconductor (Samoa) Limited (Representative: Wei Chen)	Silergy Semiconductor (Samoa) Limited	-	100%
Silergy Semiconductor (Macau) Limited	Director	Silergy Semiconductor (Hong Kong) Limited (Representative: Cheng-Bin Yu)	Silergy Semiconductor (Hong Kong) Limited	-	100%
Nanjing Silergy Micro (HK) Co., Ltd	Director and General Manager General Manager	Wei Chen	Nanjing Silergy Micro Technology Co., Ltd	-	63.83%
Guangdong Silergy Micro Technology Co., Ltd	Executive director General Manager Supervisor	Xiaolong Yuan Ben Yu Snow Lee	Nanjing Silergy Micro Technology Co., Ltd	-	63.83%
Shanghai Silergy Semiconductor Technology	Executive director Supervisor	Snow Lee Jac. Zhou	Silergy Semiconductor Technology (Hangzhou) Co., Ltd	-	49.00%
Silicon Prospect Investment Limited	Director	Budong You	Silergy Corp.	-	100%

## (VI) Business operations of the affiliates

December 31, 2023; Unit: NT\$ thousand

Company name	Actual paid-in capital	Total assets Total Value	Total liabilities	Net value	Operating revenue	Operating profit (loss)	Current profit (loss)	Earnings per share (NT\$)
Silergy Semiconductor Technology (Hangzhou) Co., Ltd	1,918,587	26,991,663	1,080,888	25,910,775	12,927,912	3,965,462	4,117,917	NA
Silergy Technology	102,359	498,663	485,236	13,427	864,418	(309,319)	(436,204)	NA
Nanjing Silergy Micro Technology Co., Ltd	224,833	3,071,136	1,605,531	1,465,605	1,485,323	(584,881)	(412,772)	NA
Silergy Semiconductor (Samoa) Limited	796,676	737,786	185,466	552,321	0	(21,962)	3,415	NA
Silergy Technology (Taiwan) Inc.	317,000	362,314	76,959	285,355	425,760	23,468	27,547	NA
Xian Silergy Semiconductor Technology	415,035	2,064,202	97,339	1,966,862	1,351,193	371,649	383,749	NA
Hefei Silergy Semiconductor Technology	273,649	511,513	44,102	467,411	393,841	196,686	180,442	NA
Silergy Semiconductor (Hong Kong) Limited	403,256	167,123	0	167,123	0	(4,365)	(26,945)	NA
Shanghai Silergy Microelectronics Technology Co., Ltd.	241,723	60,397	64,605	(4,208)	168,058	(1,361)	77	NA
Silergy Technologies Private Limited	56	27,381	7,498	19,883	15,789	(396)	(831)	NA
Chengdu Silergy Semiconductor Technology	155,068	67,162	32,089	35,073	90,198	(28,272)	(27,952)	NA
Xiamen Silergy Semiconductor Technology Co., Ltd.	45,608	37,158	36,472	687	63,139	(23,737)	(23,270)	NA
Silergy Korea Limited	7,636	127,757	31,480	96,276	75,786	3,792	14,073	NA
Silergy Semiconductor (Macau) Limited	3,688	46,982	54,516	(7,534)	168,330	(4,498)	(7,600)	NA
Nanjing Silergy Micro (HK) Co., Ltd	170,513	482,776	56,168	426,608	445,833	186,793	179,156	NA

Company name	Actual paid-in capital	Total assets Total Value	Total liabilities	Net value	Operating revenue	Operating profit (loss)	Current profit (loss)	Earnings per share (NT\$)
Guangdong Silergy Micro Technology Co., Ltd	31,926	17,511	10,850	6,661	0	(19,975)	(20,064)	NA
Shanghai Silergy Semiconductor Technology	45,608	43,884	89,446	(45,562)	175,338	(26,774)	(24,924)	NA
Hangzhou Silergy Test Technology Co., Ltd.	912,164	1,874,248	985,497	888,751	0	(21,433)	(20,299)	NA
Silicon Prospect Investment Limited	426,205	116,891	0	116,891	0	(71)	(106,969)	NA

Note: Capital sum, total assets, total liabilities, and net worth are calculated using the exchange rates at the end of 2023. Operating revenue, operating profit (loss), profit (loss) for the current fiscal period, and earnings per share (EPS) are based on the average annual exchange rate of 2023.

(VII) Consolidated financial statement of affiliates: These are the same as the consolidated financial reports of the Company and its subsidiaries. For details, please refer to the Market Observation Post System (MOPS) > Single Company > Electronic Document Download > Financial Reports, at [https://mops.twse.com.tw/mops/#!/web/t57sb01\\_q1](https://mops.twse.com.tw/mops/#!/web/t57sb01_q1).

(VIII) Affiliation Report: Not applicable.

## **II. Private placement of securities in the past fiscal year up to the publication date of this report: None.**



### III. Other supplementary information:

The following are the key differences between the Articles of Incorporation of Silergy and regulations of the Republic of China governing the shareholders' rights:

Key matters related to the protection of shareholders' rights Important matters	Provisions in the Articles of Incorporation and description thereof and description thereof	Laws of the Cayman Islands and description thereof	Differences
Where the company buys its own shares and transfers them to an employee, the company may restrain the shares from being transferred or assigned to others within a specific period of time which shall be no longer than two (2) years. which shall be no longer than two (2) years.	According to Article 1 of the Articles of Incorporation, treasury shares shall refer to shares that have been issued in accordance with the Articles of Incorporation, laws of the Cayman Islands or laws governing listed companies but have been repurchased, redeemed, or acquired using other means but not terminated. Regulations governing this item are provided in Article 40C of the Articles of Incorporation.	The board of directors may decide the terms and conditions related to treasury shares. There are no laws in the Cayman Islands governing matters related to the employees' bonus plans.	Attorneys from the Cayman Islands advise that the restrictions agreed between the transferor and transferee is a contractual matter between themselves.
<p>5. The essential contents of the following matters shall be explained in the notice to convene a meeting of shareholders, and shall not be brought up as extemporary motions; the essential contents may be posted on the website designated by the competent authority in charge of securities affairs or the Company, and such website shall be indicated in the above notice.</p> <p>(1) election or discharge of directors and supervisors,</p> <p>(2) amendment of Articles of Incorporation;</p> <p>(3) reduction of capital;</p> <p>(4) application for the approval of ceasing its status as a public company;</p> <p>(5) dissolution, merger, transfer of shares, and demerger;</p> <p>(6) enter into, amend or terminate any contract for lease of the company's business in whole, or for entrusted business, or for regular joint operation with others;</p> <p>(7) transfer the whole or any essential part of its business or assets;</p> <p>(8) accept the transfer of the entirety of a business or asset from another party, in which the transfer has a great bearing on the business</p>	Cayman Islands Companies Law provides no special regulations governing extraordinary motions. Provisions from Paragraph 5 are therefore included in Article 50 of the Articles of Incorporation.	Cayman Islands Companies Law provides no special regulations governing extraordinary motions.	According to attorneys from Cayman Islands, for matters related to extraordinary motions, the shareholders' meeting must clearly state the content to be discussed at the meeting and provide relevant information to facilitate the shareholders' understanding. However, a shareholders' meeting notice often includes the item, "any other motions" which are usually for informal or unimportant items. The meeting chairperson may not place a key matter into this motion. Any key matter shall be discussed and resolved by convening another meeting in accordance with relevant procedures. However, for urgent matters that must be discussed at the shareholders' meeting, additional details will be raised during the next meeting for ratification. Hence, even though the Cayman Islands laws do not clearly prohibit extraordinary motions, attorneys from the Cayman Islands recommend that it will not be proper to raise extraordinary motions at the shareholders' meeting.

Key matters related to the protection of shareholders' rights Important matters	Provisions in the Articles of Incorporation and description thereof	Laws of the Cayman Islands and description thereof	Differences
<p>operation of the company;</p> <p>(9) private issuance of securities with equity characteristics.</p> <p>(10) permission for directors in participating in restrictive competitive business;</p> <p>(11) distribute dividend and bonus, in whole or in part, by issuing new shares;</p> <p>(12) distribute legal reserve and the capital reserve from income derived from the issuance of new shares at a premium or from endowments received by the company, in whole or in part, by issuing new shares or by cash to its original shareholders.</p>			
<p>3. Where the company exercises voting rights by correspondence or electronic means, the method of exercising the rights shall be clearly stated in the shareholders' meeting notice. A shareholder exercising voting rights by correspondence or electronic means shall be regarded as having personally attended the meeting. However, the shareholder shall be regarded as having forfeited the voting rights for extraordinary motions or amendments to the original motion.</p>	<p>Cayman Islands Companies Law does not have any special regulations governing the matters stated in Paragraph 3. The regulations in the first section of Paragraph 3 are therefore provided in Article 68 of the Articles of Incorporation.</p>	<p>Cayman Islands Companies Law has no special regulations governing the matters stated in Paragraph 3.</p>	<p>As per legal opinion from the Cayman Islands, a shareholder voting by correspondence is regarded as having granted the chairman with the power of attorney on his/her behalf. Hence, the opinion of the Cayman Islands lawyer on the second section of the matters stated in Paragraph 3 is placed in the provisions of Article 68 of the Articles of Incorporation (in other words, a shareholder exercising voting rights by correspondence or electronic means shall be regarded as having granted the chairman of the shareholders' with the power of attorney to act, on the basis of the correspondence or electronic file, on the shareholder's behalf; however, the shareholder is regarded to have forfeited his/her voting rights for extraordinary motions or amendments to an original motion; however, the aforementioned granting of the power of attorney shall not be regarded as the granting of the power of attorney as specified by laws governing listed companies.)</p>
<p>4. If a shareholder who exercised voting rights by correspondence or by electronic means intends to personally attend the shareholders' meeting, he/she shall revoke the power of attorney, two days prior to the</p>	<p>Cayman Islands Companies Law does not provide special regulations governing the matters stated in Paragraph 5. The regulations of Paragraph 5 are therefore provided in Article 70 of the Articles of Incorporation.</p>	<p>Cayman Islands Companies Law provides no special regulations governing the matters stated in Paragraph 5.</p>	<p>As per the legal opinion from the Cayman Islands, under the Common Law system of the UK and the US, a person may revoke its proxy by attending the meeting in person. Hence, a shareholder exercising voting rights by correspondence or electronic means shall be</p>

Key matters related to the protection of shareholders' rights Important matters	Provisions in the Articles of Incorporation and description thereof and description thereof	Laws of the Cayman Islands and description thereof	Differences
convening of the shareholders' meeting, and by using the same method for exercising the voting rights, his or her expressed intent to exercise voting rights by correspondence or electronic means. If the shareholder failed to revoke his or her expressed intent within the time limit, the shareholders' voting rights as exercised by correspondence or electronic means will prevail.			regarded as granting the power of attorney to the chairperson of the shareholders' meeting to act, on the basis of the instructions provided in the correspondence or electronic file, on the shareholder's behalf. Hence, the provisions of Paragraph 5 may be considered not enforceable.
5. After the power of attorney form is delivered to the company, if a shareholder intends to personally attend the shareholders' meeting or intends to exercise voting rights by correspondence or electronic means, the shareholder shall provide, two days prior to the convening of the shareholders' meeting, a written notice to the company to revoke the power of attorney. Where the shareholder fails to revoke the power of attorney after the specified period, the voting rights exercised by an attending proxy shall prevail.	Cayman Islands Companies Law provides no special regulations governing power of attorney forms or collection of power of attorney forms. Provisions from Paragraph 5 are therefore included in Article 62A of the Articles of Incorporation.	Cayman Islands Companies Law provides no special regulations governing power of attorney forms or collection of power of attorney forms.	Legal opinion from the Cayman Islands states that under Common Law, a person may revoke his/her proxy by attending the meeting in person. The provisions of Paragraph 5 may not be enforceable.
For the following motions that relate to key rights of the shareholders, the motion may be adopted by a majority vote at a shareholders' meeting, wherein the meeting is attended by shareholders representing two-thirds or more of the total number of its outstanding shares. In the event the total number of shares represented by the shareholders present at a shareholders' meeting of a company is less than the percentage of the total shareholdings required in the preceding Paragraph, the resolution may be adopted by at least two-third of the voting rights exercised by the shareholders present at the shareholders' meeting who represent a majority of the outstanding shares of the company.	(I) Cayman Islands Companies Law has no special requirements nor prohibitions regarding matters provided in Subparagraph 1, Subparagraph 4, part of Subparagraph 5 regarding demergers, and Subparagraph 6. Hence, matters provided in Subparagraph 1, Subparagraph 4, part of Subparagraph 5 regarding demergers, and Subparagraph 6 are respectively provided in Articles 32 (a), (b), (c), (d), (e), and (h). Such matters can only be approved through a supermajority resolution at a shareholders' meeting.	Cayman Islands Companies Law has no special requirements nor restrictions regarding items 1, 4, 5 (the part regarding demerger) and 6. According to items 2 and 3, Article 24 of the Cayman Islands Companies Law, any amendment to the Articles of Incorporation requires passing of special resolution. For item 5 (the part regarding demerger) Article 116 of the Cayman Islands Companies Law provides that a company can undergo voluntary dissolution only after a special resolution; additionally, if the company motions to	Article 24 of the Cayman Islands Companies Law specifies that any amendment of the Articles of Incorporation can only be adopted through a special resolution at a shareholders' meeting. The provisions of Paragraph 2 are thus provided in Article 157 of the Articles of Incorporation, stating that the company may adopt an amendment to the memorandum and/or Articles of Association through a special resolution. Matters regarding the number of attendants at the shareholders' meeting are specified in the provisions of Article 51 (stating that the motion may be adopted by a shareholders' meeting where the shareholders attending in person or by proxy represent a majority of the outstanding shares of the company). Hence, provisions of Subparagraph 3 are provided in Article 18 of the Articles of

Key matters related to the protection of shareholders' rights Important matters	Provisions in the Articles of Incorporation and description thereof and description thereof	Laws of the Cayman Islands and description thereof	Differences
<p>1. Enter into, amend or terminate any contract for lease of the company's business in whole, or for entrusted business, for regular joint operation with another party, transfer the whole or any essential part of its business or assets, and accept the transfer of the entirety of a business or asset from another party, in which the transfer has a great bearing on the business operation of the company.</p> <p>2. Amendment to the Articles of Incorporation</p> <p>3. Where amendments to the Articles of Incorporation will damage the rights of shareholders holding preferred shares, a resolution of the preferred shareholders' meeting must be convened</p> <p>4. Distribute the whole or part of dividend or bonus by issuing new shares</p> <p>5. Resolutions for dissolution, merger, or demerger</p> <p>6. Private placement of securities</p>		<p>undergo voluntary dissolution as a result of being unable to settle its debts, the motion must be passed through a shareholders' meeting. Attorneys from the Cayman Islands believe that the matter may only be implemented with an ordinary resolution or special resolution adopted in the aforementioned shareholders' meeting, or through a higher-level resolution specified in the Articles of Incorporation. Additionally, for a matter related to item 5 (the part regarding merger), they express that Article 233(6) of the Cayman Islands Companies Law provides that the matter can be approved only through a special resolution. Where the Articles of Incorporation have other regulations governing the resolution, it shall follow the relevant provisions of the Articles of Incorporation.</p>	<p>Incorporation, stating that for a motion relating to an amendment of the Articles of Incorporation that damages the rights of a shareholder holding preferred shares, the motion can only be adopted by a special resolution in a general shareholders' meeting, and a special resolution in a preferred shareholders' meeting. Matters regarding the number of attendants at the shareholders' meeting are specified in the provisions of Article 51 (stating that the motion may be adopted by a shareholders' meeting where the shareholders attending in person or by proxy represent a majority of the outstanding shares of the company).</p> <p>For the part in Subparagraph 5 related to dissolution, Article 116 of the Cayman Islands Companies Law provides that a company can undergo voluntary dissolution only after a special resolution; additionally, if the company motions to undergo voluntary dissolution as a result of inability to settle its debts, the motion must be passed at a shareholders' meeting. Attorneys from the Cayman Islands believe that the matter may only be implemented with an ordinary resolution or special resolution adopted at the aforementioned shareholders' meeting, or through a higher-level resolution specified in the Articles of Incorporation. Hence, the part of Subparagraph 5 related to corporate dissolution is provided in Article 33 of the Articles of Incorporation, stating that if the company motions to undergo voluntary dissolution as a result of being unable to settle its debts, the motion shall be resolved through a supermajority resolution at a shareholders' meeting (Article 33(a)); if the company motions to undergo voluntary dissolution for other reasons, then the motion shall be resolved through a special resolution (Article 33(b)). Matters regarding the number of attendants at the shareholders' meeting are specified in the provisions of Article 51 (stating that the motion may be adopted by a shareholders' meeting where the shareholders</p>

Key matters related to the protection of shareholders' rights Important matters	Provisions in the Articles of Incorporation and description thereof and description thereof	Laws of the Cayman Islands and description thereof	Differences
			attending in person or by proxy represent a majority of the outstanding shares of the company). Additionally, for a matter related to the part of Subparagraph 5 regarding mergers, legal opinion from the Cayman Islands is that Article 233(6) of the Cayman Islands Companies Law provides that the matter can only be approved through a special resolution. Where the Articles of Incorporation have other regulations governing the resolution, it shall follow the relevant provisions of the Articles of Incorporation. Hence, the part of Subparagraph 5 related to mergers is included Article 31(c) of the Articles of Incorporation. Matters regarding the number of attendants at the shareholders' meeting are specified in the provisions of Article 51 (stating that the motion may be adopted by a shareholders' meeting where the shareholders attending in person or by proxy represent a majority of the outstanding shares of the company).
Regulations related to supervisors.	As the Company has not appointed a supervisor, there is no amendment to the Articles of Incorporation regarding this matter.	Cayman Islands Companies Law provides no special regulations governing supervisors.	As the Company has not appointed a supervisor, there is no amendment to the Articles of Incorporation regarding this matter.
5. After the power of attorney form is delivered to the company, if a shareholder intends to personally attend the shareholders' meeting or intends to exercise voting rights by correspondence or electronic means, the shareholder shall provide, two days prior to the convening of the shareholders' meeting, a written notice to the company to revoke the power of attorney. Where the shareholder fails to revoke the power of attorney after the specified period, the voting rights exercised by an attending proxy shall prevail.	Cayman Islands Companies Law provides no special regulations governing power of attorney forms or collection of power of attorney forms. Provisions from Paragraph 5 are therefore included in Article 62A of the Articles of Incorporation.	Cayman Islands Companies Law provides no special regulations governing power of attorney forms or collection of power of attorney forms.	Legal opinion from the Cayman Islands states that under Common Law, a person may revoke his/her proxy by attending the meeting in person. The provisions of Paragraph 5 may not be enforceable.
1. Shareholder(s) who has/have been continuously holding 1% or more of the total number of the outstanding shares of the Company	The Articles of Incorporation of the Cayman Islands does not have any special request or prohibitions on this matter. Also, Silergy did not	Cayman Islands Companies Law provides neither special requirements nor restrictions regarding this item.	Legal opinion from Cayman Islands states that although the Articles of Incorporation specify that the directors and company bear joint and several liabilities, the legal perspective

Key matters related to the protection of shareholders' rights Important matters	Provisions in the Articles of Incorporation and description thereof and description thereof	Laws of the Cayman Islands and description thereof	Differences
<p>over six months may request in writing the supervisors of the Company to institute, for the Company, an action against a director of the Company, and Taiwan Taipei District Court may be the court of jurisdiction for the first instance.</p> <p>2. Where the supervisor does not initiate litigation when a period of 30 days has passed after the shareholder makes the request, the shareholder may initiate litigation against the Company. The court of first instance shall be Taiwan Taipei District Court.</p>	<p>appoint any supervisor, but has established an audit committee. In accordance with Tai-Zheng-Shang No. 1011702189 of the Taiwan Stocks Exchange (TWSE) on July 27, 2012, a company shall replace a supervisor with an independent director serving in an audit committee. Hence, parts of Paragraphs 1 and 2 relating to supervisors are replaced with independent directors of the audit committee, and included in Article 123 of the Articles of Incorporation. A court with jurisdiction (including Taiwan Taipei District Court) shall be the competent court. Legal opinion from the Cayman Islands states that Article 123 of the Articles of Incorporation must fulfill the statutory regulations of the Cayman Islands. According to the laws of the Cayman Islands, a director is not obliged to initiate, when receiving a request from a shareholder holding 3% or more shares, a litigation against another director if the said director believes that the litigation does not benefit the company.</p>	<p>According to the Cayman Islands laws, a shareholder may initiate a litigation on behalf of the company with the following conditions: (A) where an act is a legal violation or trespasses an authorized scope of a company, and cannot be ratified by the shareholder; or (B) where an act is a fraud against a minority of shareholders (in other words, the target seeking legal redress through litigation will be a major shareholder, and the major shareholder is a plaintiff who will not allow the company to adopt non-interference with respect to the litigation seeking legal redress; where the litigation is initiated for this Subparagraph, then a proof of fraud and the violator implementing such act exerts a controlling right over the company must be provided</p> <p>A court of the Cayman Islands is inclined to not interfere with internal activities of a company where the act is within the authorized scope of the company, or has trespassed the authorized scope but can still be ratified by the shareholders and fulfills the intent of a majority of shareholders.</p>	<p>is that a third party still cannot directly initiate a point of law against a director.</p>
<p>1. A company director shall act diligently and take due care of the company as a good administrator in conducting the business operation of the company; if he/she has acted contrary to this provision, shall be liable for the damages sustained by the company there-from. If the said act is implemented by the director himself or herself, or another party, the board of shareholders may resolve and consider an earning received from</p>	<p>Taking into consideration the legal opinions from the Cayman Islands (refer to the left column for details), the provisions of Paragraphs 1, 2, and 3 are included within Article 97A of the Articles of Association.</p>	<p>As per the Cayman Islands Companies Law, a director has fiduciary duties to the company. If the director violates the said fiduciary duties and where the said violation damages the company, the court may rule the director to bear liabilities for compensating the damage.</p>	<p>According to the Cayman Islands laws, where a director, in the course of performing business operations, damages a third party, the third party may request damage payments from the company. The company may, in response, request the director to compensate the loss incurred by the company. Although the Articles of Incorporation specify that the directors and company bear joint and several liabilities, the legal perspective of the Cayman Islands is that a third party still cannot directly initiate a point of law against a director.</p>

Key matters related to the protection of shareholders' rights Important matters	Provisions in the Articles of Incorporation and description thereof and description thereof	Laws of the Cayman Islands and description thereof	Differences
<p>the said act as an earning of the company.</p> <p>2. Where a director has, in the course of conducting business operations, violated any provision of the applicable laws and thus caused damage to another party, he/she shall be liable for the damages to be sustained by the company there-from.</p> <p>3. A managerial officer and supervisor when acting within the scope of their duties, shall bear the same liabilities as a company director.</p>			

**Chapter VIII Any event which has a material impact on the shareholders' equity or on prices of securities as specified in Article 36, Paragraph 2, Subparagraph 2 of the Securities and Exchange Act that have occurred in the past year up to the publication date of this report:**

None.