



**SOLOMON  
SYSTECH**

# Solomon Systech (International) Limited

## 晶門半導體有限公司

(Incorporated in Cayman Islands with limited liability)

Stock Code: 2878

### Environmental, Social and Governance Report

# 2021





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## ABOUT SOLOMON SYSTECH

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

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

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

### OUR VISION

Provide the ultimate silicon solution for every display system

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



- **Industry Talents**

Our most important asset



- **Innovation**

Put us at the forefront of the industry



- **Institutionalisation**

Structure our "work" for persistent growth



- **International Partnership**

Commercialise our technology in global market



- **Integrity**

Build a reserve of trust and goodwill



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (“ESG”) APPROACH


### WHAT DOES “ESG” MEAN TO SOLOMON SYSTECH

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

Solomon Systech’s customer base comprises some of the world’s most renowned and respected electronics corporations, including leading cellular phone brand owners, display module makers, ePaper technology companies, multinational technology conglomerates, game console developers and various hand-held medical device and home appliance operating companies. In this context, the Group is committed to providing high quality products and customer services through continually improving the product quality, minimising the environmental impact, ensuring sustainable operating practices through managing its supply chain in a socially and environmentally responsible manner, and also fulfilling applicable statutory and regulatory requirements. As a technology company, the Group has been committed to supporting lifelong learning, nurturing talents and providing our employees with an open and healthy workplace. Last but not least, the Group firmly believes that for a company to be sustainable in the long term, it is essential for it to create value for both its stakeholders and society as a whole. It has been the Group’s strategy to leverage its expertise and resources to support the communities in which it operates.

### The 4-Pillar Approach

Solomon Systech’s ESG strategies principally adopt a 4-pillar approach, centering on four core areas that the Group believes are the fundamental building blocks contributing to a sustainable business model.



**Environmental Protection**

- Green operations - minimise environmental impact
- Instil “green thinking” among employees
- Design to minimise environmental impact



#### *Employment and Labour Practices*

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



#### *Sustainable Operating Practices*

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



#### *Community Investment*

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

## MESSAGE FROM THE BOARD OF DIRECTORS ("THE BOARD")



Dear Valued Stakeholders,

The Group is pleased to present the Environmental, Social and Governance Report ("**ESG Report**") for the year ended 31 December 2021. As an annual summary of the Group's sustainable development, the ESG Report fully demonstrates how the Group attaches great importance towards sustainable development, discloses the Group's performance in all the aspects of sustainable development, shows our vision and commitment to sustainable development, and at the same time provides the Group with the opportunity to understand its key stakeholders' expectations and demands regarding the Group's sustainable development.





The management of the Group is committed to incorporating corporate social responsibilities into business operations. In 2021, the Board continues to support in prioritising the Group's ESG issues and ensure effective delivery of ESG strategies. Specifically, an ESG Task Force Committee (the "**Task Force**") was established to demonstrate the Group's commitment to sustainability with transparency and accountability. The Group has formulated a clear terms of reference that set out the authority delegated by the Board to it, as well as its duties and responsibilities. The Task Force is primarily responsible for identifying and evaluating the Group's ESG risks and ensuring the effectiveness of ESG-related risk management, controls and activities. During 2021, the ESG Report and ESG-related performance and matters are reviewed and confirmed by the Task Force and the Board.

The Group continuously communicates with its stakeholders to understand their concerns and fulfill their expectations. In order to identify and assess the material concerns of the Group's stakeholders, the Group has conducted materiality assessment surveys through stakeholder engagement. The assessment helped us to determine the factors that have material impacts on the Group's sustainable growth and incorporated them in the development of its ESG strategies and targets. The Group's material ESG areas include supply chain management, quality products and customers services, along with IP rights, and consumer data protection and privacy.

Recognising that ESG are increasingly a focus for investors and other stakeholders, the Board fully supports the ambitious, new environmental goals on climate and nature, including greenhouse gas ("**GHG**") emissions, electricity usage, water consumption and waste disposed to landfills. The environmental targets were approved by the Board and the progress will be reviewed by the Task Force annually. Aiming to achieve the targets, the Group is committed to implementing various measures, which will be mentioned in this ESG Report. The Group believes setting ESG-related targets can enhance the Group's commitment to corporate social responsibility and allow the Group's stakeholders to have a clearer understanding on the ESG performance of the Group. The Group endeavors to develop proprietary and customized display IC driver solutions incorporated into IC products for our customers Including high-speed and high-resolution solutions, as well as low-power consumption and low-carbon content advantages products such as electronic shelf labels and e-readers, to minimize the environmental impacts. A more elaborative description of how such goals and targets related to the Group's contribution towards the environment and climate mitigation will be discussed in "Opportunities" section under the topic Climate Change on page 23.

In closing, the Board would like to express its gratitude to the management team, all employees and stakeholders for their continuous contributions to the Group's sustainable development throughout 2021.

Hong Kong, 27 May 2022



## ESG GOVERNANCE STRUCTURE



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



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





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



Identify, evaluate, prioritise and manage the material ESG-related issues of the Group;



Make recommendations to the Board for approval on the ESG-related targets, and report the progress to the Board;



Develop and implement the ESG-related strategies, frameworks and policies of the Group and regularly report to the Board on the progress and effectiveness of the development and implementation; and



Prepare the ESG report of the Group in accordance with all applicable laws, rules and regulations.

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

## ABOUT THIS ESG REPORT



This ESG Report is prepared by Solomon Systech to present the Group's approach and performance with regard to relevant ESG issues during the year ended 31 December 2021.

Committed to enhancing the ESG information disclosed and the quality of ESG Report, the Group's ESG practices and reporting processes are continuously being reviewed. Efforts are expended in enhancing the capacity for data collection, analysis and reporting throughout the Group, with a step-by-step approach. Hence, the Group expands the reporting scope of this ESG Report after evaluating its business entities and operations based on the principle of materiality, and considering its core business and main revenue sources.

The scope of this ESG Report covers the environmental performance of the Group's principal business which includes design, development and sales of IC products and system solutions of the Company and its major operating subsidiaries in Hong Kong, Mainland China and Taiwan, details of which are set out on section 4 of the Appendix. This ESG Report also includes the Group's social performance within the reporting scope of the annual report.





The content of this ESG Report has been prepared in compliance with the disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as depicted in Appendix 27 of The Rules Governing the Listing of Securities by The Stock Exchange of Hong Kong Limited (“**Listing Rules**”).

In preparation of this ESG Report, the Group strives to ensure that the information disclosed herein follow the three reporting principles, namely materiality, quantitative and consistency.



### MATERIALITY

Materiality assessment was conducted to diagnose material ESG issues during 2021, thereby adopting the confirmed material issues as the focus of this ESG Report. The materiality of ESG issues was reviewed and confirmed by the Board and the Task Force. Please refer to the section headed “Stakeholder Engagement” and “Materiality Assessment” for further details.



### QUANTITATIVE

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



### CONSISTENCY

The statistical methodologies applied to this ESG Report were substantially consistent with the previous financial year, and explanations were provided regarding the calculation methodologies. However, due to the expanded reporting scope of this ESG Report, data comparison with the last financial year is not meaningful.




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

## STAKEHOLDER ENGAGEMENT






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

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

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





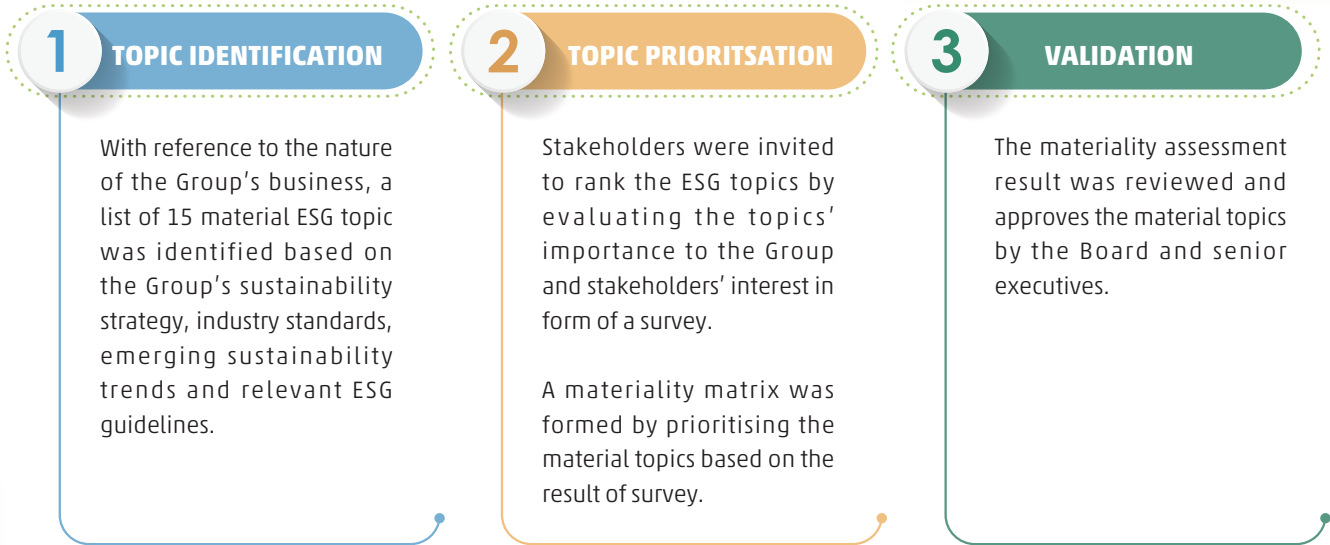
Stakeholders	Expectations	Communication Channels
Suppliers and distributors 	<ul style="list-style-type: none"> <li>Fair and open procurement</li> <li>On-time payment</li> <li>Sustainable relationship</li> </ul>	<ul style="list-style-type: none"> <li>Site visits</li> <li>Business meetings and discussions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

The Group endeavours to actively listen to and collaborate with its stakeholders to ensure that their opinions can be voiced out through an effective communication channel. In the long run, the stakeholders' contribution will aid the Group in improving potentially overlooked ESG performances and maintaining the success of the Group's business in the challenging market.

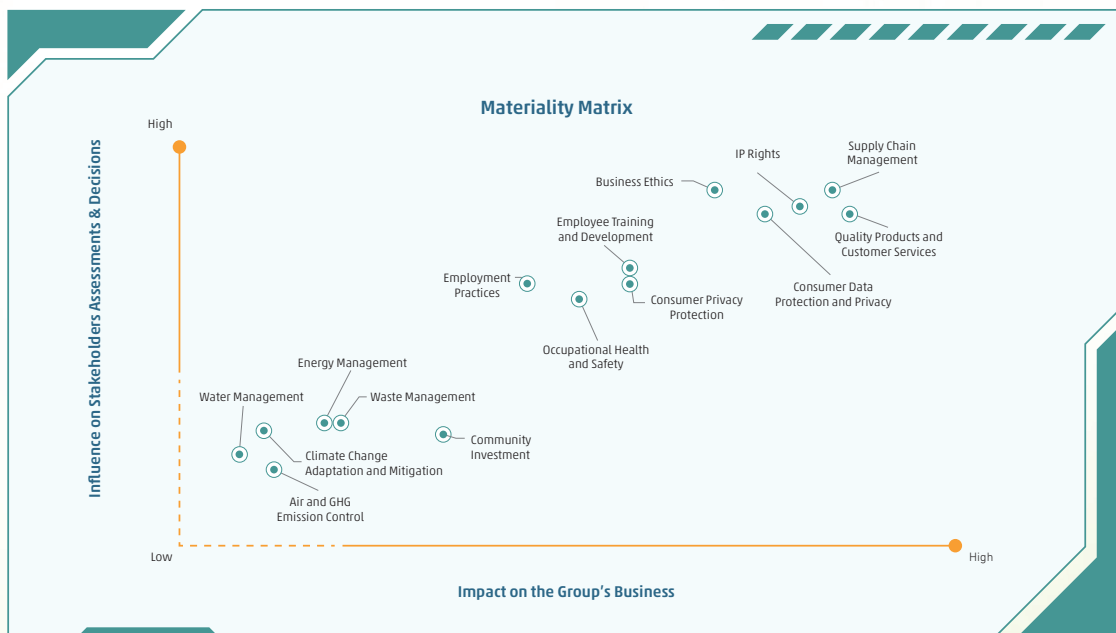
# MATERIALITY ASSESSMENT



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



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



After considering the impact of relevant ESG topics on the significance to stakeholders, 4 highly material issues were identified, namely supply chain management, quality products and customer services, along with IP rights, and customer data protection and privacy. While focusing on material issues, this ESG Report also responds to the major concerns of external stakeholders. The policies and management measures in all material aspects specified in the ESG Reporting Guide issued by the Stock Exchange are set out in the relevant sections of this ESG Report. For details, please refer to the index table in the Appendix.



## AWARDS AND RECOGNITIONS

In 2021, the Group was awarded the "2021 Star of Partners in Promoting Sustainable Co-Prosperty" by E Ink Holdings Inc. ("**E Ink**") for jointly creating the sustainable low-carbon e-paper, promoting ESG with sustained attention to green business.

In 2021, the Group was awarded the "Hong Kong's Most Outstanding Business Awards 2021" and "The Listed Enterprise Excellence Awards 2021", recognising the Group's outstanding performance attributable to many of its achievements including research and development ("**R&D**"), corporate governance and brand influence in the market.



2021 Star of Partners in Promoting Sustainable Co-Prosperty



Hong Kong's Most Outstanding Business Awards 2021



The Listed Enterprise Excellence Awards 2021 - Outstanding Financial Performance Award



## CONTACT US



The Group welcomes your feedback and your valuable input will help it continue to improve. If you have any suggestions or questions on its ESG approach and performance, please share your views with the Group through any channel below:

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



Tel: (852) 2207 1111

Fax: (852) 2267 0800

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





## ENVIRONMENTAL PROTECTION

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

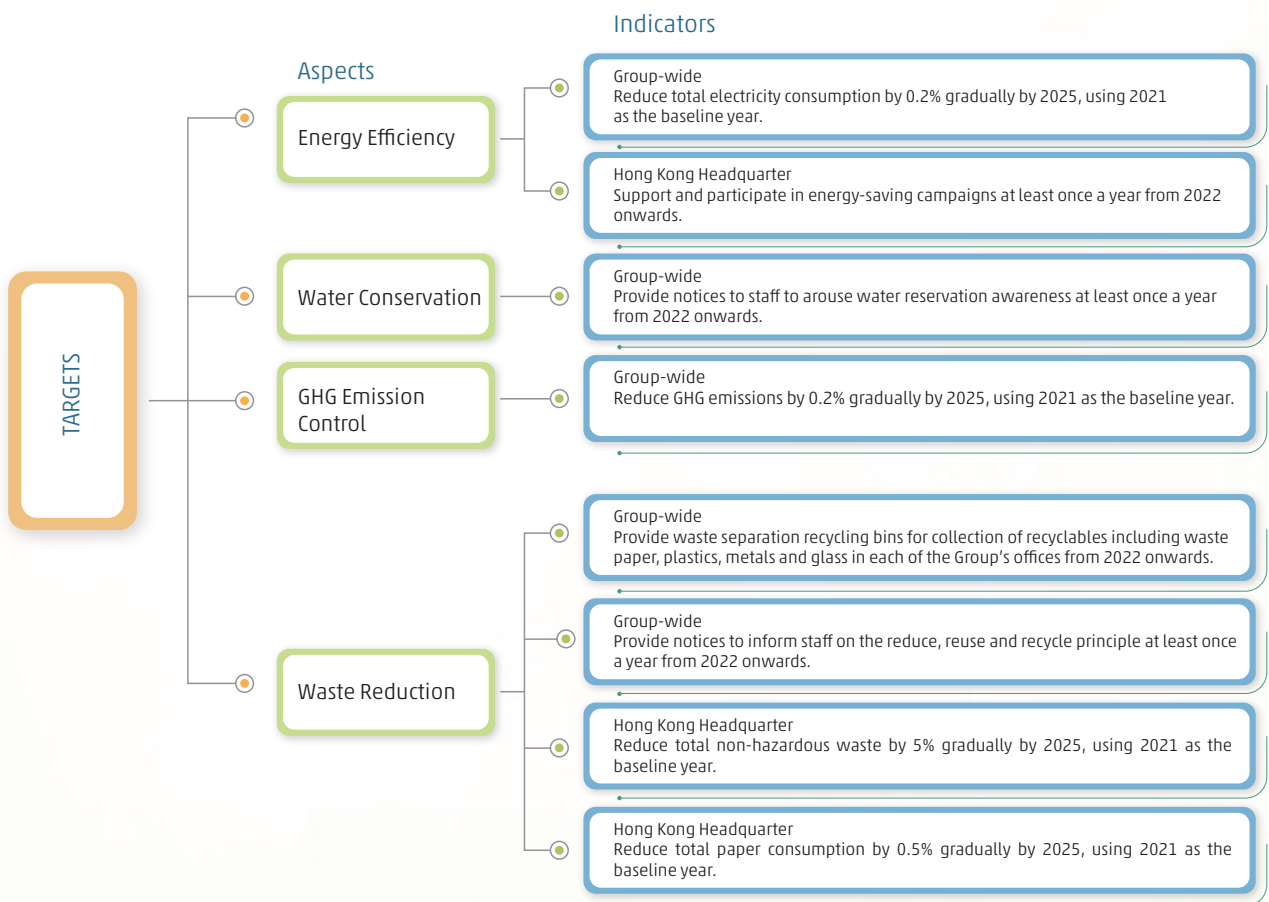
The Group has also implemented the Quality and Environmental Policy to highlight its commitment to providing benefits to interested parties and the environment, protecting the environment by restricting the use of hazardous substances in products and utilising natural resources prudently and rationally conserve resources, as well as fulfilling applicable statutory or regulatory requirements and compliance obligations. To supplement the Quality and Environmental Policy, the Group has established the Environmental Office Practices outlining the practices to be adopted for controlling environmental impacts of office activities. These policies are communicated to the Group's employees and will be reviewed by the Task Force periodically.

During 2021, the Group was not aware of any non-compliance with laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste, including but not limited to the Air Pollution Control Ordinance (Cap.311), the Water Pollution Control Ordinance (Cap.358), the Waste Disposal Ordinance (Cap. 354) of Hong Kong, the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution and the Environmental Protection Administration of Taiwan.



## ENVIRONMENTAL TARGETS

To fulfill the aforementioned environmental policies, the Group has set clear environmental objectives and targets to manage its environmental impact, covering energy efficiency, water conservation, GHG emission control and waste reduction. The Group does not incur significant hazardous waste. The Group ensures that these targets are thoroughly met through stringent management and regular review. The following table is the summary of the Group’s relevant major environmental targets:





## EMISSIONS MANAGEMENT

### Air Emissions

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

A summary of the Group's performance on air emissions during 2021 is as follows:

Types of exhaust gas	Unit	2021
Nitrogen oxides (NO <sub>x</sub> )	kg	5.42
Sulphur oxides (SO <sub>x</sub> )	kg	0.05
Particular matter (PM)	kg	0.40

### GHG Emissions

The major sources of the Group's GHG emissions are direct GHG emissions from the combustion of petrol consumed by vehicles (Scope 1) and energy indirect GHG emissions from purchased electricity (Scope 2). In view of the above emissions sources, the Group has actively adopted proactive measures to reduce vehicle emissions, which are described in the section headed "Air Emissions" and conserve energy, which are described in the section headed "Energy Consumption". Furthermore, the Group focuses on nurturing and strengthening the employees' awareness of environmental protection in their daily work processes, and actively implements environmental protection initiatives, with an aim to lowering the GHG emissions.

A summary of the Group's performance on GHG emissions during 2021 is as follows:

Indicator <sup>1</sup>	Unit	2021
Scope 1 – Direct GHG emissions	tCO <sub>2</sub> e*	8.56
• Petrol consumed by vehicles		
Scope 2 – Energy indirect GHG emissions	tCO <sub>2</sub> e	3,996.03
• Purchased electricity		
<b>Total GHG emissions (Scope 1 and 2)</b>	<b>tCO<sub>2</sub>e</b>	<b>4,004.59</b>
<b>Total GHG emissions intensity<sup>2</sup></b>	<b>tCO<sub>2</sub>e/million revenue (US\$)</b>	<b>23.82</b>

\* tCO<sub>2</sub>e: tonnes of carbon dioxide equivalent

Notes:

- GHG emission data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the "Global Warming Potential Values" from the IPCC Fifth Assessment Report, 2014 (AR5), the emission factors of China's regional power grid basis 2019 published by the Ministry of Ecology, the electricity carbon emission coefficient of year 108 published by the Bureau of Ministry of Economic Affairs, and the Sustainability Report 2020 published by the CLP Power Hong Kong Limited.
- For the year ended 31 December 2021, the Group has recorded a total revenue of US\$168,120,000. The data is also used for calculating other intensity data.



## Waste Management

### Hazardous Waste

During the Group's research and development process of IC products, hazardous waste such as waste oil, batteries, oil filters and waste packaging are generated. In daily office operation, the Group generates an insignificant amount of hazardous waste, including toner cartridge and florescent lamp. Meanwhile, aware that hazardous waste shall not be discharged, disposed of, or transported causally, the Group has authorised qualified third-party company to collect hazardous waste for further treatment. The Group has also formulated relevant procedures to standardise and manage its waste management operations and ensure all disposal records are traceable and controllable.

A summary of the Group's performance on hazardous waste disposal during 2021 is as follows:

Types of waste	Unit	2021
Waste oil	kg	150.00
Batteries	kg	4.30
Toner cartridge	kg	36.19
Florescent lamp	kg	78.76
Oil filters	kg	40.00
Waste packaging	kg	80.00
<b>Total hazardous wastes</b>	<b>kg</b>	<b>389.25</b>
<b>Total hazardous wastes intensity<sup>2</sup></b>	<b>kg/million revenue (US\$)</b>	<b>2.32</b>

### Non-hazardous Waste

The non-hazardous waste generated during the Group's operations is mainly office paper and general waste involving disposal of printed circuit board ("PCB") and IC products, as well as damaged electronic equipment. In order to reduce the amount of non-hazardous wastes generated in the course of its operations with the aim of minimising the environmental impact from its business operations, the Group has implemented the Environmental Office Practices. With reference to the Environmental Office Practices, the Group has implemented waste management approach and initiatives including but not limited to the following:

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



A summary of the Group's performance on non-hazardous waste disposal during 2021 is as follows:

Types of waste	Unit	2021
General waste	kg	2,205.00
Paper	kg	895.44
<b>Total non-hazardous wastes</b>	<b>kg</b>	<b>3,100.44</b>
<b>Total non-hazardous wastes intensity<sup>2</sup></b>	<b>kg/million revenue (US\$)</b>	<b>18.44</b>

### Sewage Discharge

The Group does not consume a significant volume of water through its business activities, therefore its business activities did not generate a material portion of discharge into water. As the sewage discharged by the Group is discharged into the municipal sewage pipe network, the amount of sewage discharge is considered as the water consumed. The amount of water consumed and corresponding water-saving initiatives will be described in the section headed "Water Consumption".

## RESOURCE UTILISATION

### Energy Consumption

During its daily production and operations, the Group's major sources of energy consumption are mainly petrol consumed by the vehicles and electricity consumption for its daily operations. Adhering to the Group's commitment to saving energy and improving energy efficiency, the Group has incorporated various measures to reduce energy consumption in its daily operations. Below are some of the energy saving initiatives:

- Switch off the lights during lunch every day for one hour;
- Maintain the room temperature at the optimal temperature;
- Select and purchase energy efficient office equipment where possible;
- Share "Green Tips" with employees every week, i.e. simple but feasible energy-saving measures in the workplace;
- Monitor and record the electricity consumption; and
- Activate power management features on computers.

Looking ahead, the Group would continually make efforts in reducing our energy consumption and review possibilities to improve energy management across its operations.

A summary of the Group's performance on energy consumption during 2021 is as follows:

Types of energy <sup>3</sup>	Unit	2021
Direct energy consumption	MWh	31.18
• Petrol consumed by vehicles		
Indirect energy consumption	MWh	5,334.65
• Purchased electricity		
<b>Total energy consumption</b>	<b>MWh</b>	<b>5,365.83</b>
<b>Total energy consumption intensity<sup>2</sup></b>	<b>MWh/million revenue (US\$)</b>	<b>31.92</b>

Note:

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



### Water Consumption

The Group's water consumption is mainly for domestic use in the office area. Since water is one of the most precious resources in the world, the Group makes every effort to cherish water resources and reduce unnecessary water consumption. The Group has been seeking effective ways to use water, and encourages all employees to develop a good habit of conserving water consciously to reduce water consumption. To further enhance the utilisation efficiency of water resources, the Group has adopted the following water-saving practices:

- Promote and educate staff to save water;
- Fix dripping taps and other defects in the water supply system promptly; and
- Conduct regular leakage tests on water taps and joint rings.

A summary of the Group's performance on water consumption during 2021 is as follows:

Water consumed	Unit	2021
<b>Total water consumption</b>	<b>tonnes</b>	<b>16,733.50</b>
<b>Total water consumption intensity<sup>2</sup></b>	<b>tonnes/million revenue (US\$)</b>	<b>99.53</b>

### Use of Packaging Material

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

A summary of the Group's performance on packaging material consumption during 2021 is as follows:

Types of packaging material	Unit	2021
Paper	kg	147.11
Plastic	kg	24.96
<b>Total packaging material consumption</b>	<b>kg</b>	<b>172.07</b>
<b>Total packaging material consumption intensity<sup>2</sup></b>	<b>kg/million revenue (US\$)</b>	<b>1.02</b>

## THE ENVIRONMENT AND NATURAL RESOURCES

### Green Operations

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





### *Design to Minimise Environmental Impact*

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

Solomon Systech endeavours to develop more green products that minimize environmental impacts, details of which are described in the section headed "Opportunities".

## **CLIMATE CHANGE**

The Group is committed to managing the potential climate-related issues which may impact its business activities. The Group constantly identifies and analyses the risks and opportunities associated with climate change and takes those factors into consideration in the formulation of business strategies.

During 2021, the Group has adopted the recommendations of the Task Force on Climate-Related Financial Disclosures ("**TCFD**") and made reference to industry best practices to identify and assess the risks associated with climate change, with a view to formulating countermeasures accordingly. The following is a summary of the Group's disclosures on climate change-related risks and opportunities:

### **Transition Risks**

To support the global vision for decarbonisation, climate legislation and regulations will become more stringent in the future. The Group believes that there is no significant impact to its operations, revenue or expenditure since the Group's financial performance is not sensitive to the level of utility expenditures for its energy requirements. Nevertheless, the Group regularly monitors legal requirements related to greenhouse gases and energy efficiency regulations to understand and evaluate impacts to our business, customers, and the communities where we operate. Besides, the Group continues to be proactive in implementing energy-efficient measures and applying low emissions technology. The Group also delivers green tips every Thursday through intranet to promote climate change adjustment and encourage efficient use of resources.

The Group also acknowledges that the shift in market preference is leading to more demanding environmental-friendly products and increasing consideration of environmental criteria. Failure to satisfy the shift in customer preference may hinder our own overall market effectiveness, relevance and competitiveness. To demonstrate its commitment to combating climate change and outperform peers in capturing the shift in market preference, the Group has implemented the EMS according to ISO14001 standard and has committed to achieving a sustainable value chain with continual improvement.

### **Physical Risks**

As the frequency and magnitude of extreme weather events intensify, the Group's supply chain would be affected to a degree that it would disrupt product flow and shipping worldwide, including the material supply. To strengthen business resiliency in face of extreme weather events, the Group has developed strategies for mitigating and responding to them across its value chain. For instance, the Group has maintained a diverse source of suppliers and set up a supply chain contingency plan to manage the event of supply interruption. Detailed measures taken by the Group to stabilise the supply chain will be mentioned in the section headed "Sustainable Supply Chain".

In addition, extreme weather may also have a short-term impact on the operation of the Group. Although energy use does not comprise a significant portion of our operating costs, and disruptions caused by extreme weather events would not make a substantive impact to our financial performance; however, extreme weather events may lead to reduced capacity and





productivity, damage to power grids and communications infrastructure, employee injuries during their work, and exposing the Group to risks associated with non-performance and delayed performance. To minimise the potential risks and hazards, the Group has implemented business contingency plans and provides alternate solutions for remote work during bad or extreme weather conditions. In addition, the Group has increased the use of video conference facilities to conduct virtual meetings worldwide, thereby reducing the need for employee travel and minimising the potential for business interruption.

### Opportunities

Against the backdrop of increasing customer interest in sustainable products, Solomon Systech considers developing technologies that improve energy efficiency in devices and other applications as a significant business opportunity. Therefore, the Group collaborated with E Ink and jointly created the state-of-the-art low-carbon electronic paper display panels. The electronic paper display can effectively reduce carbon emission by replacing the regular single-use paper price tags by the colour electronic shelf labels. In addition, it enables users to receive real-time dynamic updates of product prices and promotional offers, thus improving the efficiency of store operation and customers' experience. Moreover, the Group as a leading supplier of E Ink for display driver ICs, has developed IC supporting 7-colours, a next-generation e-paper display panel. The 7-colours display panels will add more vibrant and rich colours to the electronic shelf labels and various retail-related signage displays. According to the amount of electronic shelf labels installed worldwide, it is estimated that ESL could help to reduce more than 30,000.00 tCO<sub>2</sub>e emissions annually. Solomon Systech honorary received the award of "2021 Star of Partners in Promoting Sustainable Co-Prosterity" granted by E Ink during 2021 which affirms the sustainable value of electronic paper displays in energy saving and environmental protection. In 2022, Solomon Systech is expected to launch about 10 million units of ESL driver display ICs which will help to reduce more than 730 tonnes of carbon emissions. To grasp the market opportunities and to contribute to a more sustainable future, the Group will continue to develop and promote green products that help reduce GHG emissions and power consumption.

Solomon Systech will commence mass production of Advanced Colour e-Paper ("**ACeP**") products and set a solid footprint in the e-Reader market. The Group will continue to launch the full-colour Touch Display Driver IC ("**TDDI**") specialised for wearables and IoT devices, which are characterized by high cost effectiveness and low power consumption. The Group pioneers the Mobile Industry Processor Interface ("**MIPI**") solutions for display with a series of proprietary features that support high resolution, high speed but yet low-power display of smart devices. Looking ahead, Solomon Systech will endeavour to develop green products with design to minimize environmental impact, and providing environmental friendly products to our customers in order to create sustainable shareholder value.





## EMPLOYMENT AND LABOUR PRACTICE

### EMPLOYEES AND WORKPLACE QUALITY

The Group's business development and growth rely heavily on the skills, passion and commitment of its employees, thus the Group considers its employees as its most valuable asset. The Group strives to maintain a work environment that respects and supports human rights, foster a "continuous learning" culture, encourage innovation as well as provide employees with an open, supportive and healthy workplace. The Group also motivates and rewards its people for their hard work and achievements. The Group thus has established related employment policies, including but not limited to the Guidelines on Staff Movement Recommendation, the Leave Policy and the Code of Conduct, covering employment-related practices, including compensation and dismissal, recruitment and promotion, working hours, rest periods, diversity, equal opportunity, anti-discrimination and other benefits and welfare for employees.

During 2021, the Group was not aware of any material non-compliance with labour laws and regulations that would have a significant impact on the Group, including but not limited to the Employment Ordinance (Cap.57), the Employees' Compensation Ordinance (Cap. 282), the Minimum Wage Ordinance (Cap. 608) of Hong Kong, the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Labour Standards Act of Taiwan, Labour Standards Act of Japan and the Labour Standards Act of Korea.

### Recruitment, Promotion and Dismissal

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

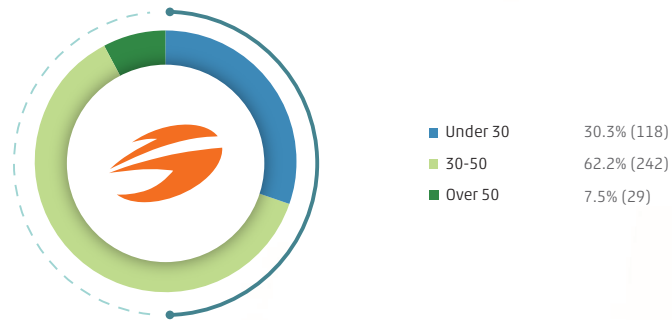
The Group is committed to providing career advancement opportunities for employees to develop and utilise their potential whenever possible, while at the same time recognising their outstanding performance and enabling the Group to retain qualified staff. Standardised procedures are established in the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

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

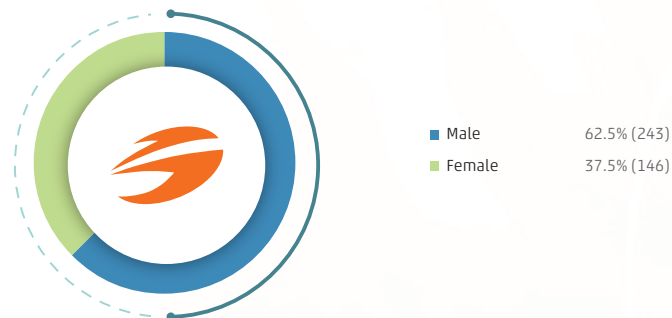


As at 31 December 2021, the Group had a total workforce of 326 employees. The Group also has a testing center located in Mainland China, with a workforce of 63 employees. The number of workforce (shown in bracket) and its relative distribution by gender, age group and geographical region is as follow:

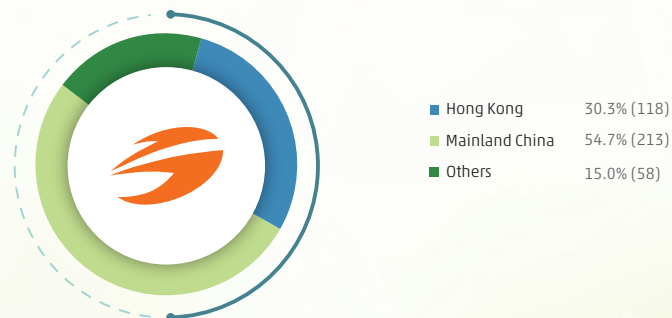
**By Age**



**By Gender**



**By Geographical Region**



At Solomon Systech, approximately 89% of employee hold a bachelor's degree or higher, and among of which approximately 32% have obtained a master's degree or higher academic qualifications. The Group's emphasis on new product innovation is reflected in the composition of its workforce, as approximately 67% of employee is specialising in product design and development. During the year under review, approximately 99.1% of the employment was working on a full time basis.





During 2021, the Group's overall turnover rate was approximately 22.16%. The Group's employee turnover rate by gender, age group and geographical region during 2021 are as below.

	Turnover Rate (%) <sup>4</sup>
<b>By Gender</b>	
Male	27.20
Female	13.66
<b>By Age</b>	
Under 30	26.27
30-50	21.07
Over 50	13.80
<b>By Geographical Region</b>	
Hong Kong	15.25
Mainland China	24.42
Others	27.59

Note:

- The turnover rate is calculated by dividing the number of employees leaving employment during 2021 by the number of existing employees as at 31 December 2021 in the specified category.



## Remuneration and Benefits

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

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

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

## Diversity, Equal Opportunities and Anti-discrimination

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

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

## Working Hours and Rest Periods

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

Various types of paid leaves, such as examination, paternity, maternity, marriage, and bereavement, are provided by the Group to cope with the employees' needs. In addition to maternity and paternity leave, the Group also adopts family-friendly practices by providing special leave for marriage and new-born babies.





## PROVIDE A SAFE AND HEALTHY WORK ENVIRONMENT

Ensuring health and safety of all employees is a crucial priority for the Group as it cares for them and their well-being, whilst mitigating occupational health and safety risks. Therefore, the Group has implemented occupational health and safety policies to ensure that employees are entitled to work in environments where risks to their health and safety are properly controlled. Employees are required to strictly follow the relevant safety guidelines to safeguard their safety and health. The Group had zero work-related fatalities in the past three years including 2021 in any of its operations. During 2021, the Group had zero work-related injuries or lost due to work-related injuries were reported.

During 2021, the Group was not aware of any material non-compliance with health and safety related laws and regulations, including but not limited to the Occupational Safety and Health Ordinance (Cap. 509) of Hong Kong, the Production Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, the Occupational Health and Safety Act of Taiwan, the Industrial Safety and Health Law of Japan and the Occupational Health and Safety Act of Korea.

### Occupational Safety Management

The Group always puts the occupational health and safety in the first place, and thus takes various measures to reduce the occurrence of safety accidents, which effectively eliminates factors that endanger the health of employees. The Group has formulated an effective safety management mechanism, covering aspects such as safety operation management, safety inspection, hazard identification and assessment, safety monitoring account setting, and training of safety education.

Moreover, the Group believes that maintaining a high degree of emergency preparedness is important for minimising the occurrence of health and safety incidents at workplace. The Group has developed the Emergency Preparedness and Response Procedure to address any emergency. The Emergency Preparedness and Response Procedure lists out various work procedures, safety measures and inspection procedures, and covers standard procedures for the prevention and handling of security incidents. The Group has also formulated the Emergency Evacuation Procedure and put it on record in the local fire department. Emergency response drill and safety inspections are also arranged regularly to secure a safe working environment for its employees.

### Response to the Outbreak of COVID-19 Pandemic

In response to the outbreak of the COVID-19 pandemic, the Group is acutely aware of the potential health and safety impacts brought to its employees. The Group adopted various social distancing and preventive measures advised or imposed by government authorities to minimise the risk of an outbreak of COVID-19 in its operating premises. To reduce the chance of cross-infection among employees at the workplace, all employees and guests were required to put on surgical masks and conduct temperature checks before entering the Group's premises. All visitors are also required to fill in the health declaration form upon arrival at the Group's premises. The Group has also made the effort to increase social distancing in the office and dining areas. Regular employees' activities have been reduced and were held only when necessary. Flexible work arrangement has been offered to employees while conventional face-to-face meetings have been suspended and replaced by online meetings. The Group has also distributed adequate preventive and protective gear such as surgical masks, hand sanitisers, alcohol wipes and rapid antigen tests ("RAT") kits to employees in efforts to protect its employees. The Group has introduced a pandemic allowance to all eligible staff to assist the staff to procure sanitary, disinfectant products (bleach, wipes, sprays, hand sanitizer), test kit or services (COVID-19 related); and vaccines (COVID-19 related, influenza).



## Employee Engagement and Open Working Environment

Solomon Systech promotes a culture of honest, transparent communication, to create an open and collaborative work environment that increases job satisfaction. The Group conducts quarterly "Mass Communication", to share with employees about the current status of the business, its strategy and other topics of importance. The Group also uses the intranet as a key platform to disseminate information about corporate strategy, activities, events and achievements. Also, there is a direct communication email platform, namely the "CEO Mailbox" to encourage anonymous communications between individual employees and the chief executive officer of the Group ("CEO").

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



Christmas Party





## FOSTER CONTINUOUS TRAINING AND DEVELOPMENT

Building a professional and competent team is the key to maintaining the overall competitiveness of the Group. As a technology company, the Group actively investing in employee training and helping employees to develop their core skills and expertise. Committed to unleashing the full potential of the Group's employees, the Group provides a wide range of training courses and workshops to employees (including Orientation, QEMS Introductory, Internal Control & Information Protection, Information Security Awareness, "8D" Problem Solving Technique, 6 sigma Quality and Product Training), and strive to ensure that they become continuous learners with enhanced capabilities to create and innovate according to its development objectives, the latest industry standards and knowledge and management goals. Apart from in-house training, the Group has also encouraged and sponsored employees to take external job-related courses.

During 2021, the Group dedicated a total of approximately 8,470 man-hours<sup>5</sup> to both in-house and external training and development, covering technical and soft skill training. In which, the percentage of employees trained by the Group was approximately 69.26%<sup>6</sup> and the average training hours per employee was approximately 17.83 hours<sup>7</sup>. A summary of the Group's training statistics is presented as follow:

Indicators	Percentage of Trained Employees <sup>8</sup> (%)	Average Training Hours <sup>9</sup> (Hours)
<b>By Gender</b>		
Male	66.02	16.02
Female	75.30	21.20
<b>By Employee Category</b>		
Product Development	75.19	3.20
Quality and Manufacturing	60.16	52.72
Others	64.71	10.38

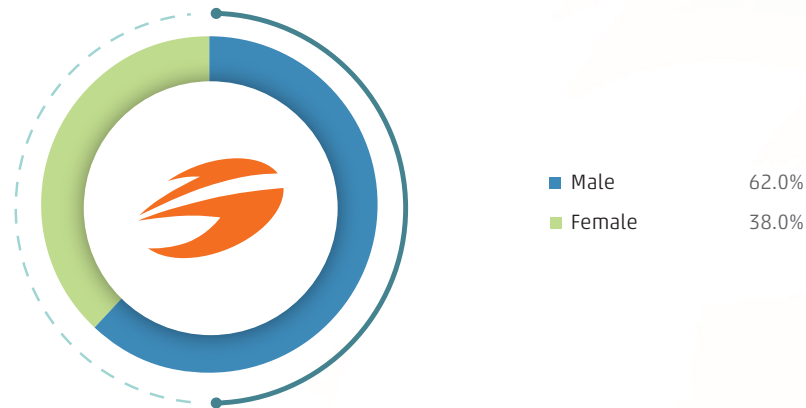
### Notes:

5. This data include all employees from operating entities located in Hong Kong, Mainland China, Taiwan, Japan and Korea.
6. This percentage is calculated by dividing the total number of employees who took part in training during 2021 by the total number of employees during 2021, covering the existing and resigned employees.
7. The average training hours per employee is calculated by dividing the total number of training hours during 2021 by the total number of employees during 2021, covering the existing and resigned employees.
8. The percentage of trained employees by category is calculated by dividing the number of employees in the specified category who took part in training during 2021 by the total number of employees in the specified category during 2021, covering the existing and resigned employees.
9. The average training hours by category is calculated by dividing the number of training hours for employees in the specified category during 2021 by the number of employees in the specified category during 2021, covering existing and resigned employees.

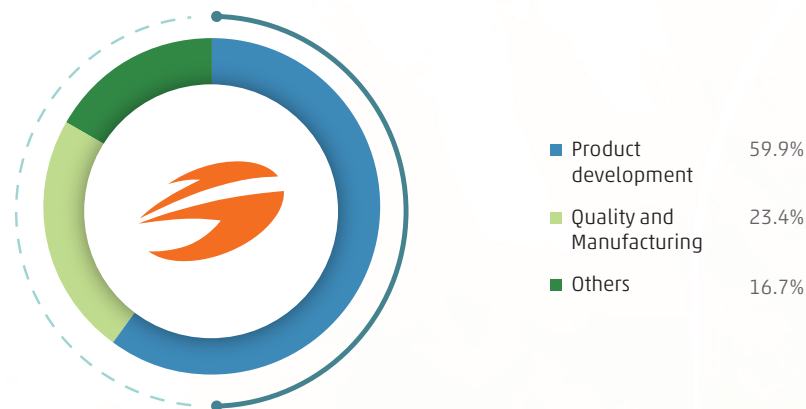




### Breakdown of Employees Trained by Gender<sup>10</sup>



### Breakdown of Employees Trained by Employee Category<sup>10</sup>



Note:

10. The breakdown of employees trained by category is calculated by dividing the number of employees in the specific category who took part in training during 2021 by total number of employees who took part in training during 2021.

## RESPECT LABOUR AND HUMAN RIGHTS

The Group strictly prohibits the recruitment of child labour and forced labour as defined by laws and regulations. The Group has established a well-defined recruitment process which examines the background of candidates and a formal reporting procedure for handling any exception. During the recruitment process, personal data of the candidates, including age, is collected and verified against the identity documents of the candidates. If an employee suspects child or forced labour, the employee should report to the department head or executive director. Once the Group discovers any case which fails to conform to the relevant labour laws, regulations or standards, the relevant employment contract will be immediately terminated.

During 2021, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations that would have a significant impact on the Group, including but not limited to the Employment Ordinance (Cap.57) of Hong Kong, the Labour Law of the People's Republic of China, the Labour Standards Act of Taiwan, the Labour Standard Act of Japan and the Labour Standard Act of Korea.





## SUSTAINABLE OPERATING PRACTICES

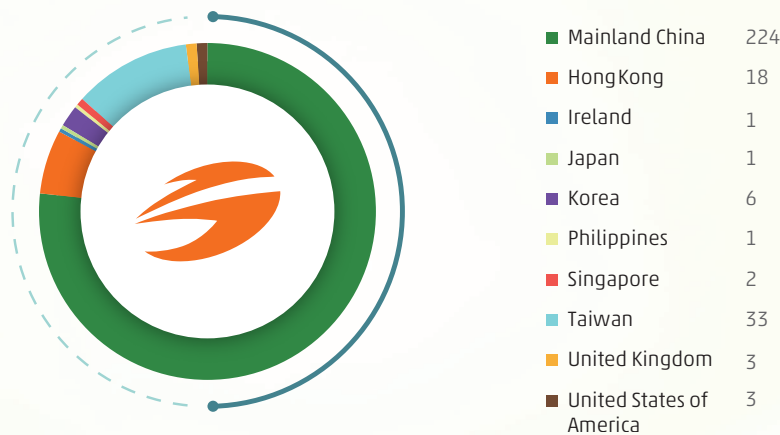
### SUSTAINABLE SUPPLY CHAIN

The Group recognises the importance of supply chain management practices in mitigating environmental and social risks. Solomon Systech prioritises engagement with suppliers who can demonstrate their commitment to not only offering high quality products, but also improving sustainable performance in the social and environmental aspects. As part of its commitment to product quality, the Group has also developed a Supplier Quality Management System to ensure that its suppliers deliver high-quality products and services. Meanwhile, to manage potential environmental and social risks in its supply chain, the Group has established a stringent procurement system which is formally documented in the Procurement Policy. The policy stipulates a standardised procurement process, the selection criteria of suppliers, supplier evaluation and other relevant practices relating to engaging suppliers.

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

The Group engages suppliers to manufacture, assemble and test its designed products. During 2021, the Group had a total of 292 suppliers and subcontractors, all of which has gone through the standardised procurement process. The number of suppliers by geographical region is as follows:

#### Number of Suppliers by Geographical Region



The Group is aware of the indirect impact arising from its ability to influence environmental and social performance within its value chain and in its investments. In order to minimise the potential impact of the Group's supply chain on the environment, all of its suppliers are required to conduct laboratory analysis of raw materials supplied and sign an Environmental Requirements Warranty Letter to ensure their raw materials and the manufacturing processes comply with international environmental standards. Moreover, according to the Supply Management Procedure, the Group also conducts quality reviews annually with its suppliers, who supply over 30% of any specific materials or services in order to identify any potential environmental and social risks. Manufacturing supplier audits are conducted for suppliers to evaluate their qualifications on various environmental and social aspects on a regular basis. The Group also assesses suppliers' sustainability performance through its business scorecard. Site audits will be conducted with suppliers based on the rating on the scorecard, and also when any issues or problems arise regarding the quality of products.



Additionally, the Group strives to maintain a stable and flexible supply chain and minimise the risk of supply chain interruption caused by critical events such as pandemics and natural disasters. Therefore, the Group has set up a supply chain contingency plan to manage the event of supply interruption. The Group has maintained multiple supply sources for high run-rate items, meanwhile, for sole-source items, the Group has always maintained an inventory buffer against supply chain disruption.

All of the Group's suppliers are expected to comply with relevant local laws and also the international quality and environmental management standards that the Group has attained. Similar to the previous financial year, 100% of the Group's major suppliers have achieved ISO9001 Quality Management Certification and ISO14001 Environmental Management Certification in 2021.

## PRODUCT RESPONSIBILITY

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

During 2021, the Group was not aware of any material non-compliance with any laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to products and services and methods of redress that would have a significant impact on the Group, including but not limited to the Personal Data (Privacy) Ordinance (Cap.486) and the Copyright Ordinance (Cap.528), the Trade Descriptions Ordinance (Cap.362) of Hong Kong, the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Product Quality Law of the People's Republic of China, the Consumer Protection Act of Taiwan, the Product Liability Act of Japan and the Electrical Appliances and Consumer Products Safety Control Act of Korea .

## Quality Assurance

The IC design operation of the Group comprises the design of IC and the development of application systems. The Group is not directly involved in aspects such as manufacturing and assembling, albeit adhering to the tenet of "zero defect" in provision of products and services to customers. The Group advocates comprehensive quality management with the involvement of all staffs, striving to control and improve continuously the entire process of production of products.

The Group has established corresponding management measures for aspects such as product design and development, risk control, outsourcing production control, and performance evaluation, in accordance with the requirements of ISO9001 Quality Management System, so as to meet the market demands for diversification, personalisation and refinement through systematic management.

For substandard products found during operation, the Group will deal with the substandard products in accordance with the requirements of the internal procedures, while arrangements will be made for the responsible departments to analyse the reason for the generation of substandard products, formulate rectification and preventive measures, and be responsible to follow up on their implementation and the effectiveness of these measures. During 2021, there was no record of any material recall of the Group's products sold or delivered due to safety and health concerns.





### Consumer Service and Satisfaction

Maintaining excellent customer service and high satisfaction rate are of utmost importance when measuring the Group's product quality. With regard to customers, the Group has in place well-established working instructions and a two-level system to encourage communication with customers, and to ensure efficient handling of customer enquiries and requests for material returns. The first level is for customer incidents ("**CI**") which focus on the investigation and handling of customer enquiries or complaints. The Group targets to complete each CI with investigation report generated within 7 days of the customer enquiries or complaints. The second level is for return material requests ("**RMR**") through which the Group handled valid CIs that lead to the return of materials. During 2021, the Group did not receive any material complaints related to products and service.

The Group also conduct customer satisfaction survey ("**CSS**") annually to closely monitor its performance in terms of product development, logistics arrangement, services, quality and price. During 2021, the Group conducted the CSS with 14 customers in different regions and achieved a customer satisfaction rate of 86%, above the industry average of 80%.

### Protecting IP Rights

The proper handling and dissemination of inside information is one of the key considerations in assessing the effectiveness of Solomon Systech's risk management and internal control. With regard to the protection of proprietary information, the Group has in place the Protection and Proprietary Information Policy which aims to identify, classify and protect information that is confidential or sensitive from inadvertent or unauthorised disclosure, theft, fraud, misappropriation and loss. The policy is posted on the Group's internal intranet site for easy access of employees. During 2021, the Group has conducted 2 internal control and information protection training sessions for employees working in Hong Kong, Nanjing and Shenzhen.

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

As at 31 December 2021, the Group is in possession of over 660 patents rights registered worldwide covering various display design and application areas.



## Consumer Data Protection and Privacy Policies

Solomon Systech is practicing a business-to-business model which target display module makers and electronic devices manufacturers instead of the consumer market, the Group's has formulated the Protection and Proprietary Information Policy focusing on protecting business related information, confidential and proprietary information or trade secrets. Placing strong emphasis on privacy and information confidentiality, the Group has incorporated clauses and signed non-disclosure agreements with its business partners and customers to safeguard the data privacy and security. The Group has also taken appropriate steps to ensure security controls and measures are in place to prevent any unauthorised access to personal data. Access to any sensitive and personal information is restricted to only designated personnel.

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

## BUSINESS ETHICS AND BUSINESS CONDUCT

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

During 2021, the Group was not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group, including but not limited to the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong), the Criminal Law of the People's Republic of China, the Anti-corruption Act of Taiwan, the Act of Prevention of Transfer of Criminal Proceeds of Japan and the Criminal Code of Korea. Meanwhile, there was no concluded legal cases regarding corrupt practices brought against the Group or its employees during 2021.

## Whistle-blowing Mechanism

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

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

## Anti-corruption Training

Recognising that anti-corruption training is essential for creating a healthy corporate culture, the Group has provided relevant training to Directors and employees. To cultivate good professional ethics among its employees at all levels, 7 Directors and 13 employees of the Group have in total received 20 hours of anti-corruption training on anti-corruption-related legislation, corporate integrity governance and ethics. In addition, the Group strives to strengthen compliance training and encourages employees to actively explore the latest developments and future trends of global anti-corruption and compliance work.





## COMMUNITY INVESTMENT

### Contribute to the Community

The Group is committed to emboldening and supporting the public by various means of social participation and contribution as part of its strategic development. The Group has established the Donation Policy to ensure all donations made by or on behalf of Solomon Systech are consistent with its code of conduct and ethics. The Group has also formulated the Community Engagement Policy on community investment to encourage employees to become involved in their communities and positively impact the quality of life within these communities. As a key industry player, the Group focuses on leveraging its expertise and resources on talent education and industrial development, in order to sustainably contribute to the economic growth of the community. Despite the recent COVID-19 outbreak, the Group managed to participate in social activities and contribute to the community.

In recognition of the Group's continuous efforts in fulfilling its responsibilities as a good corporate citizen, the Group has obtained the Caring Company Logo under the Caring Company Scheme 2020/21 organised by the Hong Kong Council of Social Service.

The Group continuously encourages the employees to actively participate in voluntary services and charitable activities coordinated by non-profit organisations. The Group believes that promoting the awareness of corporate social responsibilities among staff not only helps the society and business in general, but also contributes to their personal growth.

### Caring the Community

The Group believes that in order to achieve mutual growth with society, it is essential to provide a harmonious environment that is compatible for the living of all people in the community. In December 2021, the Group participated in an outdoor social competition, namely Barrier Busters 2021, organised by the Hong Kong Society for Rehabilitation ("HKSR"). This event was held to promote the meaningful cause of building a caring and inclusive community for the disabled. The management and two volunteer teams actively participated in the activity and simulated the living of the disabled through wearing blindfolds and covering their ears. The event enhanced the employees' understanding of the challenges faced by the disabled and promoted their social awareness of care for people with different needs in the community.

The Group is committed to integrating corporate social responsibilities into its culture by participating in several charitable events and social activities. In the collaborations with various social welfare organisations, the Group aims to support the underprivileged to integrate into the society and contribute to the community. The Group also strives to promote green living for sustainable development and will participate in more charitable activities in the future to bring positive energy to society.



Named in grateful recognition of the generous support to PolyU by Solomon Systech Limited



Bauhinia blakeana (Hong Kong Orchid tree)



## Barrier Busters 2021 and The Community Chest Virtual Walk for Millions

The management of Solomon Systech and two volunteer teams actively participated in "Barrier Busters 2021" which was held on 12 December 2021, an outdoor competitive event organized by the Hong Kong Society for Rehabilitation to help people to understand the daily challenges of not being able to see, hear, speak or with other disabilities.

Solomon Systech has participated in the Community Chest Virtual Walk for Millions, which aimed to benefit Family and Child Welfare Services. The event was successfully held in the two weeks period from 9 January to 23 January 2022. The Group is committed to integrating corporate social responsibility into our corporate culture and caring for people in need in the society. We believe providing an environment which is compatible and harmonized for all people in the community cultivates a better environment for sustainable development with all stakeholders in the society.



Barrier Busters 2021





Barrier Busters 2021





Barrier Busters 2021



The Community Chest Virtual Walk for Millions





## APPENDIX

### 1. THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

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

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>A. Environmental</b>		
<b>Aspect A1: Emissions</b>	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note: Air emissions include NO<sub>x</sub>, SO<sub>x</sub>, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p>	Environmental Protection
<b>KPI A1.1</b>	The types of emissions and respective emissions data.	Emissions Management
<b>KPI A1.2</b>	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	GHG Emissions
<b>KPI A1.3</b>	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
<b>KPI A1.4</b>	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management
<b>KPI A1.5</b>	Description of emission target(s) set and steps taken to achieve them.	Environmental Targets
<b>KPI A1.6</b>	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>A. Environmental</b>		
<b>Aspect A2: Use of Resources</b>	<p>General Disclosure</p> <p>Policies on the efficient use of resources, including energy, water and other raw materials.</p> <p>Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	Resource Utilisation
<b>KPI A2.1</b>	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Consumption
<b>KPI A2.2</b>	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Consumption
<b>KPI A2.3</b>	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Targets
<b>KPI A2.4</b>	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Environmental Targets, The Group did not have any issues sourcing water. However, the Group has been actively engaging employees on water conserving practices.
<b>KPI A2.5</b>	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Packaging Materials
<b>Aspect A3: The Environmental and Natural Resources</b>	<p>General Disclosure</p> <p>Policies on minimising the issuer's significant impacts on the environment and natural resources.</p>	The Environment and Natural Resources
<b>KPI A3.1</b>	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Operations, Design to Minimise Environmental Impact
<b>Aspect A4: Climate Change</b>	<p>General Disclosure</p> <p>Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.</p>	Climate Change
<b>KPI A4.1</b>	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change





Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>B. Social</b>		
<b>Aspect B1: Employment</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Employees and Workplace Quality
<b>KPI B1.1</b>	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Recruitment, Promotion and Dismissal
<b>KPI B1.2</b>	Employee turnover rate by gender, age group and geographical region.	Recruitment, Promotion and Dismissal
<b>Aspect B2: Health and Safety</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Provide a Safe and Healthy Work Environment
<b>KPI B2.1</b>	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Provide a Safe and Healthy Work Environment
<b>KPI B2.2</b>	Lost days due to work injury.	Provide a Safe and Healthy Work Environment
<b>KPI B2.3</b>	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Occupational Safety Management
<b>Aspect B3: Development and Training</b>	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.  Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Foster Continuous Training and Development
<b>KPI B3.1</b>	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Foster Continuous Training and Development
<b>KPI B3.2</b>	The average training hours completed per employee by gender and employee category.	Foster Continuous Training and Development



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>B. Social</b>		
<b>Aspect B4: Labour Standards</b>	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Respect Labour and Human Rights
<b>KPI B4.1</b>	Description of measures to review employment practices to avoid child and forced labour.	Respect Labour and Human Rights
<b>KPI B4.2</b>	Description of steps taken to eliminate such practices when discovered.	Respect Labour and Human Rights
<b>Aspect B5: Supply Chain management</b>	General Disclosure Policies on managing environmental and social risks of the supply chain.	Sustainable Supply Chain
<b>KPI B5.1</b>	Number of suppliers by geographical region.	Sustainable Supply Chain
<b>KPI B5.2</b>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Sustainable Supply Chain
<b>KPI B5.3</b>	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Supply Chain
<b>KPI B5.4</b>	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Supply Chain





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



Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Statement
<b>B. Social</b>		
<b>Aspect B8: Community Investment</b>	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Contribute to the Community
<b>KPI B8.1</b>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Contribute to the Community
<b>KPI B8.2</b>	Resources contributed (e.g. money or time) to the focus area.	Caring the Community

**2. MANAGEMENT SYSTEM CERTIFICATION AND HAZARDOUS SUBSTANCE COMPLIANCE**

<b>ISO9001:2015</b>	Quality Management System
<b>ISO14001:2015</b>	Environmental Management System
<b>RoHS</b>	Restrictions on the use of Hazardous Substance





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

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

	Position	The Board	Audit Committee	Remuneration Committee	Nomination Committee	Investment Committee
Mr. Wang Wah Chi, Raymond	Executive Director	✓				C
Mr. Ma Yuchuan	Non-executive Director	C			C	✓
Mr. Wang Hui	Non-executive Director	✓		✓		✓
Dr. Kang Jian	Non-executive Director	✓	✓			
Mr. Leung Heung Ying	Independent Non-executive Director	✓	C	✓	✓	✓
Mr. Sheu Wei Fu	Independent Non-executive Director	✓	✓	C	✓	
Dr. Chan Philip Ching Ho	Independent Non-executive Director	✓	✓	✓	✓	✓

	Position	ESG Task Force Committee	Anti-Fraud Management Team
Mr. Wang Wah Chi, Raymond	Executive Director	C	C
Mr. Ho Yiu Hong, Victor	Finance Director & Company Secretary	✓	✓
Mr. Lam Shun Fu, Percy	Head of Operations	✓	✓
Ms. Lo Oi Yee, Mabel	Human Resources Director	✓	✓
Mr. Wong Ka Kei	Planning & Customer Service Director	✓	✓
Mr. Pang Tat Kwong	Quality & Manufacturing Director	✓	
Ms. Li Hoi Man, Sylvia	Corporate Communication Manager	✓	
Ms. Fan Ling Ling, Lilian	Corporate Audit Manager	✓	✓

C Chairman of the respective Committees

✓ Member of the respective Committees

### 4. MAJOR OPERATING SUBSIDIARIES

	Place of registration/ incorporation and kind of legal entity	Principal activities and place of operation
Solomon Systech Limited	HK, LLC*	Design, development, sales of IC and system solutions, HK
Jing Guang Semiconductors (Dongguan) Limited	PRC, LLC	Manufacturing of IC, Mainland China
Solomon Systech (Shenzhen) Limited	PRC, LLC	Design and distribution of IC, Mainland China
Solomon Systech Taiwan Limited	Taiwan, LLC	Design and development of IC, Taiwan
Solomon Systech (China) Limited	PRC, LLC	Design and distribution of IC, Mainland China

\*LLC: Limited Liability Company



## CORPORATE AND SHAREHOLDER INFORMATION



### Financial Calendar

**Financial Year End**

31 December

**Announcement of Annual Results**

23 March 2022

### Share Listing

**Listing Venue and Date**

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

**HKSE Stock Code**

2878

**Board Lot**

2,000 shares

**Trading Currency**

HKD

**Issued Shares**

2,492,352,351 (as at 31 December 2021)

### Principal Share Registrar and Transfer Agent

Tricor Services (Cayman Islands) Limited  
2/F., Century Yard, Cricket Square  
P.O. Box 902  
Grand Cayman KY1-1103  
Cayman Islands

### Hong Kong Branch Share Registrar

Tricor Investor Services Limited  
Level 54, Hopewell Centre  
183 Queen's Road East  
Hong Kong  
Tel: (852) 2980 1333  
Fax: (852) 2810 8185  
Website: [www.tricoris.com](http://www.tricoris.com)

### Independent Auditor

Ernst & Young  
Certified Public Accountants  
Registered Public Interest Entity Auditor

### Hong Kong Legal Advisor

ReedSmith Richards Butler LLP

### Board Members

**Executive Director**

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

**Non-executive Directors**

Mr. Ma Yuchuan (Chairman)

Mr. Wang Hui

Dr. Kang Jian

**Independent Non-executive Directors**

Mr. Leung Heung Ying

Mr. Sheu Wei Fu

Dr. Chan Philip Ching Ho

### Authorized Representatives

Mr. Wang Wah Chi, Raymond

Mr. Ho Yiu Hong, Victor

### Company Secretary & Qualified Accountant

Mr. Ho Yiu Hong, Victor

FCCA, CPA, ACG, ACS

### Corporate Communications/Investor Relations

Corporate Communication Manager

Tel: (852) 2207 1672

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

### Principal Office

Unit 607-613, 6/F Wireless Centre

3 Science Park East Avenue

Hong Kong Science Park

Shatin, New Territories

Hong Kong

Tel: (852) 2207 1111

Fax: (852) 2267 0800

### Website

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





This 2021 ESG Report (bilingual version in English and Chinese) has been posted on the Company's website at [www.solomon-systech.com](http://www.solomon-systech.com).

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

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

Shareholders may request for printed copy of the ESG Report or change their choice of means of receipt of the Corporate Communications by sending reasonable notice in writing to the Company's branch share registrar in Hong Kong, Tricor Investor Services Limited, at Level 54, Hopewell Center, 183 Queen's Road East, Hong Kong or by sending an email to [solomon2878-ecom@hk.tricorglobal.com](mailto:solomon2878-ecom@hk.tricorglobal.com).

本2021 ESG報告的中英文雙語合併本已登載於本公司網站[www.solomon-systech.com](http://www.solomon-systech.com)。

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

**股東可隨時更改收取本公司的公司通訊方式**

股東可在給予本公司合理時間的書面通知，要求索取ESG報告的印刷本或更改收取本公司之公司通訊的方式，該書面通知應交予本公司之香港股份過戶登記分處—卓佳證券登記有限公司，地址為香港皇后大道東183號合和中心54樓，或將該通知電郵至[solomon2878-ecom@hk.tricorglobal.com](mailto:solomon2878-ecom@hk.tricorglobal.com)。



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



**Corporate Governance Structure**  
企業管治架構

