SOLOMON

SOLOMON Technology Corporation
2025 Sustainability Report







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About Our Report

To pursue sustainable business operations and enhance information transparency, Solomon Technology Corporation (hereinafter 'Solomon') publishes the 2025 Solomon Sustainability Report (hereinafter 'this Report'), its third sustainability report and the second report to receive third-party assurance. No information has been restated. Through this Report, we communicate to stakeholders the measures and performance achieved under our sustainable development goals, including integrity-based governance, environmental protection and occupational safety, and improvements in employee compensation and benefits. We hope stakeholders will continue to follow our progress and provide valuable feedback as we advance steadily on our path toward corporate sustainability.

Reporting Period and Scope

This Report discloses financial and non-financial information for the period from January 1 to December 31, 2025. The reporting scope covers 100% of the operating locations included in our standalone financial statements, including management approaches, material topics, performance, supply chain, environmental and social matters, and is published on the Company's website.

Current Publication Date	Next Publication Date
August 2026	August 2027

Reporting Boundary and Scope

The boundary of this Report covers the parent company, Solomon Technology Corporation (hereinafter 'Solomon'), including its key operating sites and major facilities: Solomon-Neihu, Nangang, Hsinchu, Taichung and Kaohsiung. The disclosure scope for domestic and overseas subsidiaries includes Solomon Science Technology (VN), Solomon Robotics (THAI), Solomon Technology(USA)、Solomon Technology (Japan)、Solomon Energy Solomon Energy Technology (Singapore), Solomon Automation (Malaysia), and Solomon Trading (Shenzhen). It also includes EMEN Energy Technology Co., Ltd., Ye Sheng Technology Co., Ltd., Data Image Corporation, Data Image Electronic Technology (Dongguan) Co., Ltd., and Yu Men International Trading (Shanghai) Co., Ltd. Financial performance data is derived from the audited consolidated financial statements of Solomon and its subsidiaries. The entities and affiliates included in the consolidated financial statements are detailed in Solomon's 2025 Annual Report.

Reporting Principles

This report has been prepared ïith reference to the folloïing international reporting standards and frameïorks:

- GRI Standards issued by the Global Reporting Initiative (GRI)
- Electrical and Electronic Equipment Industry Standards issued by the Sustainability Accounting Standards Board (SASB).
- Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB)
- This Report has been independently verified by GREAT Certification Co., Ltd. in accordance with the AA1000AS v3 Assurance Standard at Type II moderate assurance level, confirming compliance with GRI Standards. The assurance statement has been obtained and is included in the appendix.

Opinions and Feedback

You are welcome to contact us regarding any feedback or suggestions on the Report. Department of Infrastructure, SOLOMON Technology Corporation

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Solomon Official Website

Solomon Corporate Social Responsibility Section

Message from the Chairman

Entering 2025, global industries are undergoing a dual transformation driven by artificial intelligence (AI) and net-zero carbon emissions. Amid this change, Solomon recognizes that a company's sustainable competitiveness is no longer determined by how much risk it can avoid, but by how many human and environmental challenges it can solve through technology. Looking back on the past year, Solomon demonstrated operational resilience in a dynamic market and made sustainability (ESG) the core algorithm driving intelligent technology innovation.

As a practitioner of AI 3D vision, Solomon believes that the highest form of environmental sustainability is to use intelligent solutions to comprehensively improve production efficiency across global supply chains and reduce resource waste. Accordingly, over the past year, Solomon actively expanded its international visibility and maintained a comprehensive presence at major exhibitions, from CES and NVIDIA GTC to COMPUTEX, Manufacturing Expo, Automatica and iREX, which focus on global industrial automation applications. Solomon's proprietary products, including AI 3D vision and intelligent robotics solutions, received strong market recognition, helping numerous customers optimize processes, reduce defective output and implement carbon reduction at the source. This business model of 'empowering sustainability through intelligence' represents Solomon's distinctive green value.

In internal operations, Solomon defines 'intelligence' as making wiser lifestyle choices and seeks to build a strong green consensus through behavioral change from within. Traditionally, greenhouse gas emissions are often attributed to industry; however, a 2021 study on 'Greenhouse Gas Emissions from the Global Food System,' published in the authoritative international journal Nature Food, found that the global food system accounts for more than one-third of total global carbon emissions. If a concrete action, with senior executives leading employees and their families to the Shimen Linshanbi coast for a beach cleanup, personally removing marine debris, protecting the precious natural ecosystems of Taiwan's north coast, and demonstrating local care and social responsibility.

In corporate governance, Solomon holds itself to the highest standards of integrity and transparency. It continues to strengthen Board independence and professional diversity, implement rigorous internal controls, and incorporate climate risks and geopolitical resilience into core business decisions to ensure that its governance framework is fully aligned with international standards and safeguards the substantive rights and interests of investors and the market.

As international sustainability standards expand from climate risk (TCFD) to nature-related financial disclosures (TNFD), market expectations for corporate environmental data and ecological footprints will become increasingly stringent. For Solomon, however, challenges have always been catalysts for innovation. At this critical juncture, Solomon will continue to work with employees, customers and global partners, transforming technological depth into environmental warmth and jointly defining an AI-driven sustainable future.



SOLOMON Technology Corporation Chairman

2025 Sustainability Highlights

Solomon embraces the ESG philosophy of sustainability by integrating environmental protection, social engagement, and corporate governance into its operational strategies.Through institutionalized management and cross-functional collaboration, the Company systematically advances its sustainability objectives. In 2025, Solomon will continue to implement initiatives related to energy conservation and carbon reduction, resource recycling, employee well-being, information security, and social welfare. It will also strengthen risk management and regulatory compliance to enhance its resilience and support long-term sustainable operations. Furthermore, the Company will continue to advance sustainability initiatives across environmental, social, and governance dimensions and will monitor and improve its sustainability performance through concrete performance management mechanisms.

The 2025 sustainability highlights are as followsThe 2025 sustainability highlights are as follows:



Environmental

- Outstanding energy-saving and carbon-reduction results: the Group's total electricity consumption in 2025 decreased compared with 2024 by 7%
- Established a GHG inventory system incorporating upstream and downstream transportation data for inbound and outbound shipments. Streamlined data collection and consolidation while reducing error rates.
- Dvanced supply chain sustainability by auditing suppliers against ESG-related standards. The overall response rate increased to 7.7% in 2025.
- Implemented a "green-first" procurement policy, prioritizing products with environmental labels and low-carbon, energy-saving features.

Governance

- **Promoted Board gender diversity; the number of female directors** increased to two in 2023, strengthening a core driver of corporate **innovation and long-term resilience.**
- Great Certification International, an independent third-party assurance provider, issued an independent assurance statement for the Sustainability Report. The assurance engagement was upgraded from Type I to Type II.
- **Implemented the ISO 9001 management system to enhance product and service quality.**
- **Implemented ISO 27001 to strengthen cybersecurity protection and establish a comprehensive information security management system.**

Social

- **Supported disadvantaged groups and enhanced social well-being.**
  - ✓ Donated blood for charity, collecting 126 bags of blood.
  - ✓ Collected 129 pairs of secondhand shoes.
  - ✓ Held a year-end charity sale, raising more than NT$50,000.
  - ✓ Made charitable donations totaling nearly NT$1 million.
- Implemented the ISO 45001 occupational health and safety management system to reduce workplace injuries and create a safe and healthy working environment for employees.
- Strengthened employee health management and created a happy, friendly workplace; annual health examinations covered 74% of employees.
- Diversified training categories; in 2025, employee training totaled 3,789 attendances and 6,980 hours.
- Partnered with National Taiwan Normal University on industry-academia collaboration, developing professional talent and contributing an academic incentive grant of **NT$150,000.**
- Protected the ocean through a beach cleanup attended by 45 participants.
- **Cultivating a Sustainable ESG Culture**
  - ✓ Hosted a private screening of the environmental documentary Protecting Our Planet..
  - ✓ Shilin street culture guided tour.

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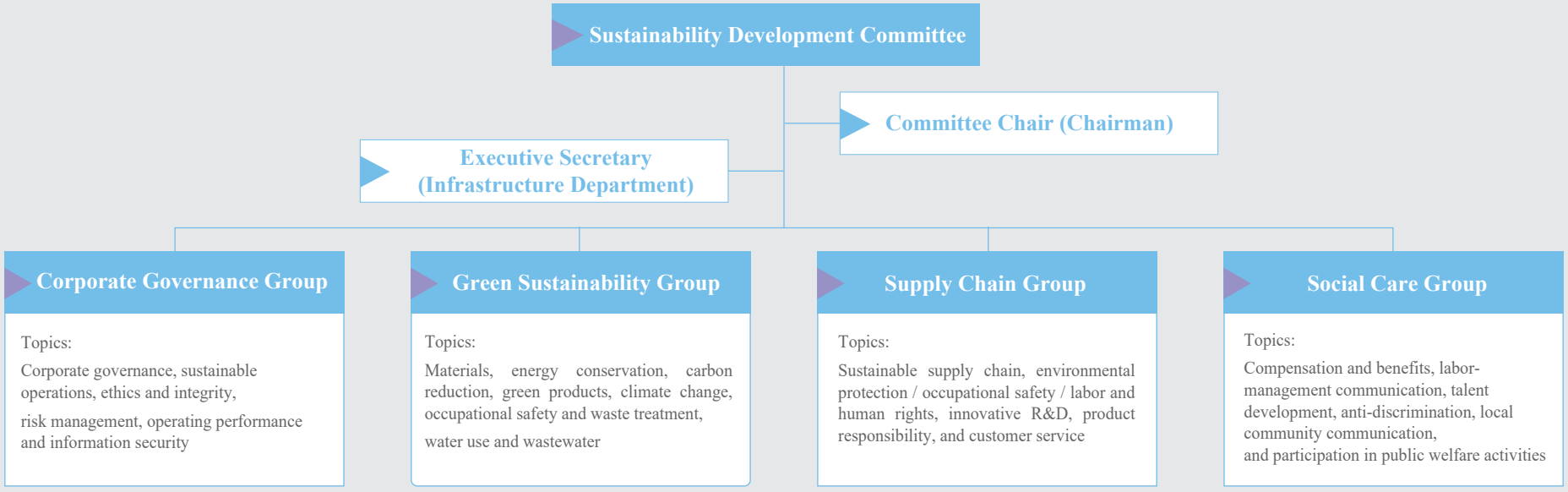
1.1 Sustainability Governance

Solomon has established the "Sustainable Development Best Practice Principles" as its highest-level guiding framework for sustainability. The Board of Directors also approved the "Sustainable Development Committee Charter," formally establishing the Sustainable Development Committee. The Committee comprises Chairman Chen Cheng-Lung and two independent directors and is responsible for making decisions and advancing sustainable development across corporate governance, environmental, social, and economic dimensions.

The Sustainable Development Committee operates in accordance with the Sustainable Development Principles. The committee has four sustainable development promotion teams, namely the Corporate Governance Team, Green Sustainability Team, Supply Chain Team, and Social Care Team. The “Department of Infrastructure” is responsible for the overall management of the committee’s operations, integrating the annual plans and plan implementation of the functional teams, and regularly reporting the implementation results of the year’s action plan to the Board of Directors every year. The status and results of ESG implementation in 2025 and the work plan for 2026 were reported to the Board of Directors in December 2025, covering the Company’s sustainable governance performance, social issues performance, and environmental issues performance.

- Sustainability Development Committee Structure -



1.2 Stakeholder Engagement

Solomon identifies key stakeholders in accordance with the five principles of the AA1000 Stakeholder Engagement Standard (responsibility, influence, tension, diverse perspectives and dependency), and through discussion identifies five principal stakeholder groups: shareholders / investors, customers, employees, suppliers and the media, while reviewing the main communication channels:

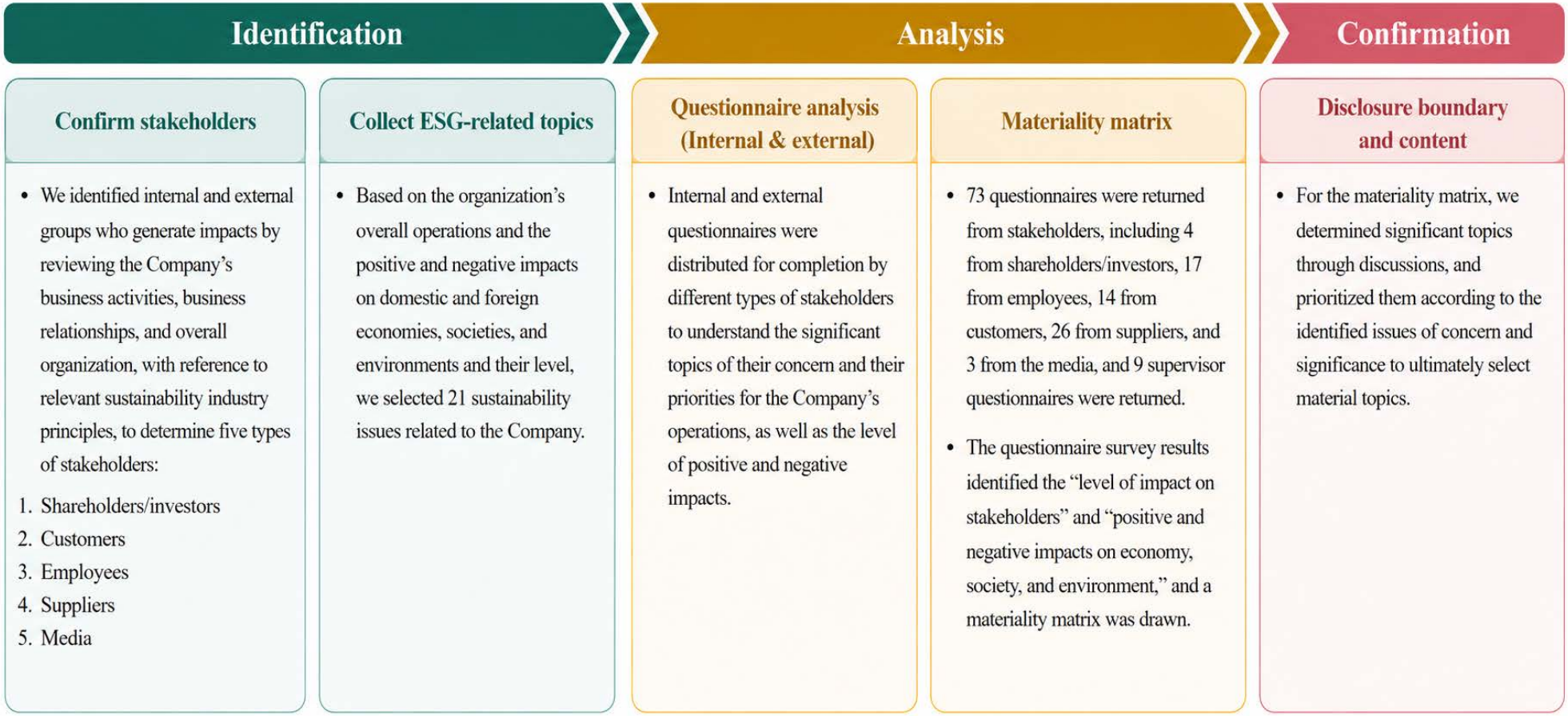
Stakeholders	Significance of stakeholders to the company	Issue of concern	Communication channel and frequency	Communication practices	Corresponding chapter
Shareholders / Investors	Shareholders are capital providers of a company. A company shall protect the rights and interests of shareholders, treat all shareholders fairly, and ensure that they have the right to fully know, participate in, and decide on the company's material matters.	1. Economic Performance 2. Corporate Governance 3. Risk management 4. Compliance with laws and regulations	Annually: Shareholders' meeting Monthly: Investor section on the official website From time to time: MOPS	1. 61.08% of shares were represented by the shareholders attending the annual general meeting in 2025 2. Investor inquiries handled on an ongoing basis 3. 1 investor conferences were organized	2. Corporate
Customers	The Company regards product quality, safety and after-sales service as its highest commitment to customers. Maintaining high customer satisfaction with the Company will help the Company continue to win customer recognition.	1. Brand image 2. Customer experience and transparent communication	Customer meeting/ monthly Business visit/ monthly Employee satisfaction survey/ annually Telephone, e-mail/from time to time	1. Customer relationship visits averaging 21 times per person per month 2. 359 questionnaires were issued for the customer satisfaction survey	2.4 Customer Relations
Employees	Employees are an indispensable cornerstone of the Company's operations. The Company is committed to providing employees with a healthy and diversified workplace environment so that they can work without worries.	1. Business performance 2. Talent development and management 3. Employee health and safety	Performance evaluation Employee Welfare Committee Education and training Labor–management meeting Grievance email address	1. Four internal labor–management meetings were held 2. Employees receiving health check-ups accounted for 74% of the total number of employees 3. 1 employee grievances	4.2 Talent Cultivation and Development

Stakeholders	Significance of stakeholders to the company	Issue of concern	Communication channel and frequency	Communication practices	Corresponding chapter
Suppliers	We implement the ESG strategy in supplier management and continue to promote green procurement. We have announced and promoted the SOLOMON Supplier Corporate Social Responsibility Principles, hoping that all our suppliers can contribute to corporate social responsibility.	Sustainable supply chain management	1. ESG promotion for suppliers 2. Supplier evaluation 3. Email address for reporting integrity and ethical issues	1. 134 new suppliers in 2025 2. New suppliers signing supplier commitment letters	3.3 Sustainable Supply Chain
Media	The media is an important bridge between the Company and the outside world. It helps communicate important information to shareholders, customers, suppliers, employees, and other stakeholders, and is conducive to establishing and maintaining good two-way relationships.	1. Compliance with laws and regulations 2. Information disclosure transparency	1. Announcement of the Company's products, activity advertisements/from time to time 2. Media interviews/from time to time 3. Social media/from time to time	A total of 252 pieces of news and advertisements	2.3 Risk Management and Legal Compliance

1.3 Material Topics Analysis

SOLOMON's analysis of material issues for 2025 continues to focus on sustainability context, materiality, integrity, and stakeholders in the identification of material issues. The Company uses the goal of corporate operations, namely achieving sustainable corporate management, as a priority basis for identifying material issues.

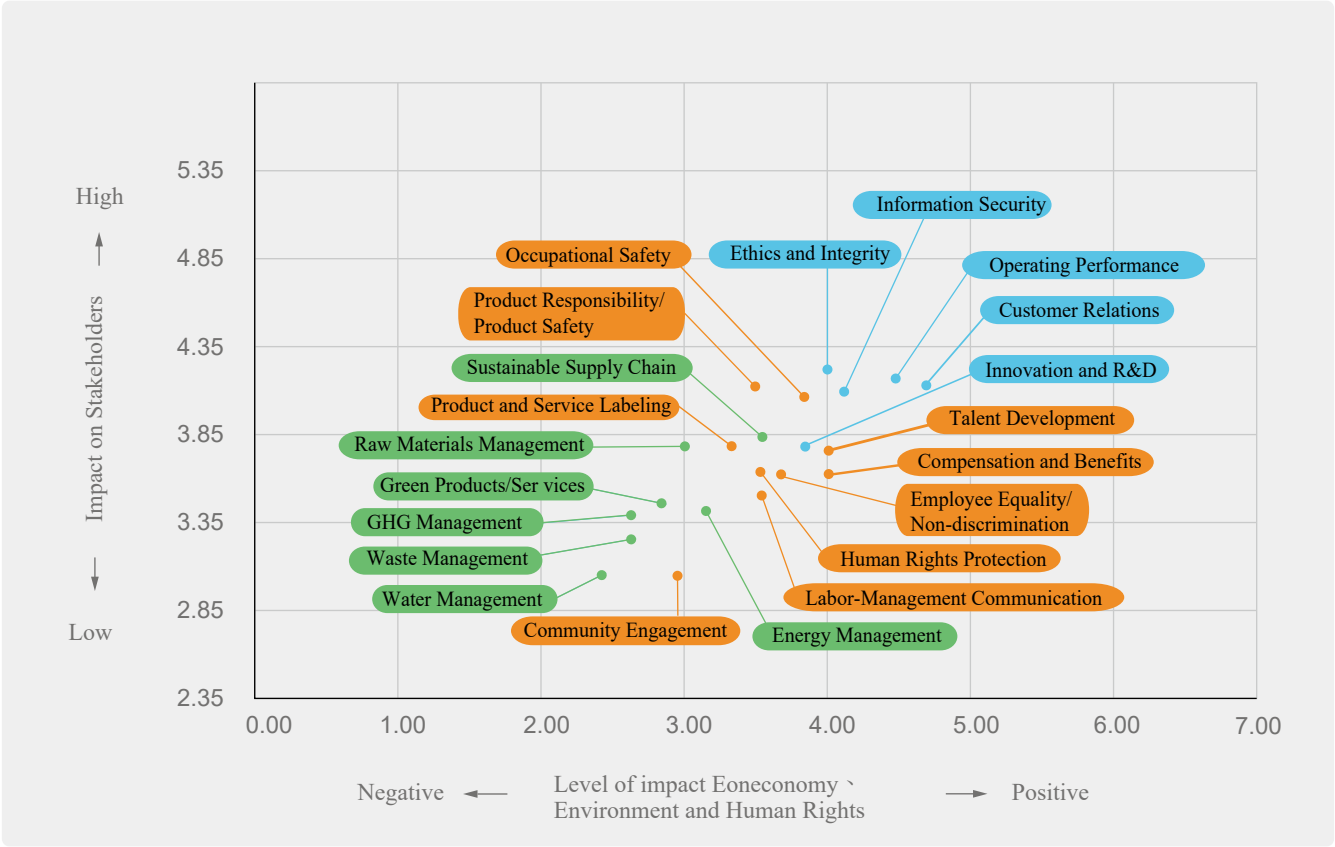
1.3.1 Assessment Process:



1.3.2 Material Topic Identification Result

Based on the final scoring results from questionnaire surveys and subsequent evaluation through ESG working group discussions, six material sustainability topics were identified. The materiality matrix is as follows：

– Materiality Topic Matrix –



–2025 Material Topics–

Rank	2025 Material Topics	Change from Previous Year
1	Operating Performance	▲1
2	Ethics and Integrity	New
3	Information Security	New
4	Occupational Safety	New
5	Sustainable Supply Chain	—
6	Employee Equality/ Non-discrimination	New
7	GHG Management	—

Environmental	Social	Governance
• Sustainable Supply Chain • GHG Management	• Occupational Safety • Employee Equality/Non-discrimination	• Operating Performance • Ethics and Integrity • Information Security

1.3.3 Material Topic and Boundary

Sustainability Dimension	Material Topic	Corresponding GRI Topic		Reporting Boundary					Corresponding Section
		Topic No	Topic Name	Shareholders/ Investors	Customers	Employees	Suppliers	Media	
Corporate Governance	Operating Performance	201	Economic Performance	●	●	●	●	●	2.1 About Solomon
	Ethics and Integrity	205	Anti-corruption		●	●	●		2.2 Regulatory Compliance and Policies
	Information Security	418	Customer Privacy		●	●	●		2.4 Customer Relations
Social	Occupational Safety and Health	403	Occupational Safety and Health		●	●	●		4.2 Occupational Safety and Health
	Employee Equality/ Non-discrimination	405	Employee Diversity and Equal Opportunity			●			4.1.3 Human Rights Policy
		406	Non-discrimination			●			
Environmental	Sustainable Supply Chain	308	Supplier Environment Assessment		●		●		3.3 Sustainable Supply Chain
		414	Supplier Social Assessment		●		●		
	Greenhouse Gas Management	305	Emissions	●	●	●	●		3.2 Greenhouse Gas and Energy Management

1.3.4 Material Topics and Management Approaches

Material Topic	Operating Performance	Ethics and Integrity
Significance to the Company	Corporate governance is an important mechanism for corporate management. Fulfilling the responsibilities as a corporate operator, creating sound financial performance, and protecting the legal rights and interests of shareholders, as well as the interests of other stakeholders, can ensure the Company's sustainable operations.	Ethics and integrity are essential for sustainable business operations. They influence not only a company's reputation but also customer trust, employee cohesion, and overall competitiveness. A company with a strong culture of ethics and integrity can effectively mitigate operational risks and establish a solid foundation for long-term growth.
Policy or Commitment	1. Establish a sound corporate governance system, formulate the "Corporate Governance Best-Practice Principles," "Ethical Management Principles," and "Code of Ethical Conduct." 2. Take pursuing the best interests of the Company and all shareholders as the operational goal and implement corporate management operations and effective supervision mechanisms to ensure that resources are properly used and enhance competitiveness.	All directors, managers, employees, appointees, and persons with substantial control must comply with applicable laws and regulations, avoid conflicts of interest, and refrain from using their positions to seek improper personal gain.
Action plan	1. The management regularly holds operations meetings to formulate the Company's operations development strategy plan based on the Company's operations and market development trends. 2. Continue to invest in innovation and R&D and develop more competitive products to enhance the Company's operating profit growth and market competitiveness.	1.Identify training materials related to ethical corporate management, including anti-corruption and anti-money laundering policies. 2.Provide employees with both in-person and online training. 3.Conduct an online employee assessment during the third quarter.
Target	To achieve the Group's management objectives, the Group's Chairman and various units will discuss setting challenging growth goals and strategic development directions from a big-picture perspective and transform the strategies into specific implementation plans. As such, the annual strategic planning operating procedures and the responsibilities of each relevant unit have been established.	All employees must score at least 80 on the assessment, achieving a 100% pass rate.
Evaluation Mechanism	A business management meeting is held every month to track the progress of the KPIs listed in the annual plan report of each unit. The "Annual Strategic Planning and Action Tracking Table" is used to assess whether each unit has implemented strategic actions and review the implementation with the Chairman. If the meeting adopts a resolution to modify the KPIs (quantitative or qualitative) or improve the proposed improvement measures, the Business Management Department will include the resolution in the meeting minutes. The department will then track the unit's modification of its KPIs (quantitative or qualitative) and follow up on whether the improvement measures have been implemented and the annual goals have been achieved.	Conduct an assessment survey in Q4
Responsible Unit	Business Operations Department	Legal Department / Finance Department
Grievance Channel	e-mail：stock@solomon.com.tw	HR e-mail：suggest_box@solomon.com.tw

Material Topic	Information Security	Occupational Safety and Health
Significance to the Company	Comprehensive information security management not only safeguards business data and customer information but also establishes a crucial foundation for operational stability and sustainable growth.	For an enterprise, this is far more than a routine exercise in "responding to labor inspections" or "complying with regulations." It is a key indicator of core competitiveness and sustainable business operations. A safe and healthy workplace can create substantial value for the company by enhancing operational performance, financial results, and brand reputation.
Policy or Commitment	We are committed to ensuring that, prior to sale, all products meet applicable quality and safety standards and comply with the laws and regulations applicable in each market.	Through its ISO 45001 management system, the Company has established plans for ergonomic hazard prevention, abnormal workload-related disease prevention, workplace unlawful infringement prevention, and maternal health protection.
Action plan	1. Obtain IS 27001 certification. 2. Conduct quarterly information security education, training, and assessments. 3. Conduct information security drills.	1. Communicate occupational safety information through internal announcements as needed. 2. Hold occupational safety and health meetings quarterly. 3. Regularly inspect the work environment and equipment to ensure their safety and proper functioning.
Target	1. Obtain IS 27001 certification and ensure alignment among stated policies, documented procedures, and actual practices. 2. Require all employees to achieve a minimum score of 80 on information security assessments.	1. Successfully complete third-party verification and obtain certification. 2. Strive to achieve zero occupational accidents and injuries.
Evaluation Mechanism	1. Conduct an internal audit annually. 2. Conduct an external audit annually and pass third-party verification to obtain certification.	1. Obtain third-party certification. 2. Review the number of occupational accidents during occupational safety and health meetings.
Responsible Unit	Information Technology Department	Human Resources Department / General Affairs Department
Grievance Channel	e-mail：suggest_box@solomon.com.tw	e-mail：suggest_box@solomon.com.tw

Material Topic	Employee Equality / Nondiscrimination	Sustainable Supply Chain
Significance to the Company	By promoting employee equality, protecting human rights, and fostering a fair, diverse, and inclusive work environment, the company can further enhance employee cohesion and strengthen its long-term competitiveness.	The industry value chain is highly interconnected. Proactive supplier management helps create shared value, generate positive social impact, and foster sustainable partnerships.
Policy or Commitment	1. Protect employees' human rights and uphold internationally recognized human rights conventions. 2. Ensure that compensation and benefits are provided without discrimination based on gender, age, race, religion, political affiliation, or any other protected characteristic.	We are committed to collaborating with upstream, midstream, and downstream supply chain partners to advance sustainability initiatives and fulfill our shared responsibilities.
Action plan	1. Conduct education and training on equality, human rights, and anti-discrimination periodically or as needed to enhance employees' respect for diversity and their awareness of regulatory compliance. 2. Hold labor-management meetings quarterly. 3. Establish comprehensive communication and grievance mechanisms.	Assessment of Suppliers' Compliance with the Social Responsibility and Sustainable Development Code of Conduct
Target	1. Maintain zero labor disputes related to human rights violations or inequality. 2. Foster a workplace where employees feel safe, respected, and confident in expressing their authentic selves.	Achieve a 100% signing rate of the Supplier Social Responsibility and Sustainable Development Code of Conduct among key suppliers.
Evaluation Mechanism	Implemented in accordance with the Workplace Unlawful Infringement Prevention Plan.	1. Establish supplier management procedures. 2. Implement the annual internal audit plan.
Responsible Unit	Human Resources	Procurement Department
Grievance Channel	HR e-mail：suggest_box@solomon.com.tw	Automation Business: abu@solomon.com.tw Intelligent Automation Business: vbu@solomon.com.tw Robotics Applications: rbu@solomon.com.tw Optoelectronics Business: lbu@solomon.com.tw Component Distribution: cbu@solomon.com.tw

Material Topic	Greenhouse Gas Management
Significance to the Company	Extreme weather events and climate anomalies can significantly affect business operations and financial performance. Therefore, it is essential to identify climate-related risks and opportunities and integrate them into business decision-making processes to mitigate potential losses and capitalize on emerging opportunities.
Policy or Commitment	Promote greenhouse gas inventories, energy-saving measures, and carbon reduction plans to reduce GHG emissions and mitigate the impacts of climate change, thereby achieving environmental management objectives.
Action plan	The GHG Inventory Team conducts quarterly reviews to integrate energy conservation and carbon reduction practices into employees' daily work routines.
Target	Electricity conservation targets (compared to the base year) are to reduce electricity consumption by 2% by 2027 as a short-term goal and by 5% by 2030 as a medium- to long-term goal.
Evaluation Mechanism	ISO 14064-1 Greenhouse Gas Verification
Responsible Unit	GHG Inventory Team
Grievance Channel	e-mail:stock@solomon.com.tw



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2.1 About SOLOMON

SOLOMON Technology Corporation (hereinafter referred to as "SOLOMON" was established in 1990 and its shares were listed on the Taiwan Stock Exchange in 1996 (stock code: 2359. SOLOMON is headquartered in Taipei and initially entered the market as Taiwan's first professional agent for European, American, and Japanese electronic components companies. The Company's main business activities include electricity (covering fuel-fired and gas-fired power generation systems, automated industrial products, displays, and electronic parts. The Company provides services across the Greater China and Asia-Pacific regions such as Hong Kong, Shanghai, Suzhou, Shenzhen, and Dongguan.

In recent years, Solomon has concentrated on industrial automation and smart manufacturing solutions, delivering technologies and products that drive the advancement of Industry 4.0. Its core operations encompass three primary areas: vision and AI solutions, including 3D machine vision, AI-powered defect inspection, logistics automation, and intelligent picking systems; automation control, encompassing robotic equipment distribution, industrial control system integration, and automated production line planning; and energy equipment, covering diesel generator sets as well as the distribution and maintenance of natural gas and biogas generators. Together, these business areas constitute a well-diversified portfolio.

The AccuPick 3D Robotic Bin Picking System won important international awards in the industry and also received the domestic Taiwan Excellence Award in 2018 and 2019. Solvision applies the latest deep learning technology to the identification of industrial defects and characteristics. In order to brand the Company with smart manufacturing, we have actively participated in important international industrial automation exhibitions in recent years, continuously innovated, and strengthened our AIoT capabilities to improve smart manufacturing. The Company adheres to the business goal of "creating value" and the corporate mission of "satisfying human needs in life," and strives to create "customer value," "employee value," and "shareholder value."

Company name	SOLOMON Technology Corporation
Location of headquarters	No. 42, Xingzhong Rd., Neihu Dist., Taipei City
Main products/ services	Automation businessintelligent business, energy and power business, LCD business, component business, medical devices
Stock code	2359
Shareholding structure	Domestic corporations 12.35%Domestic individuals 81.63% Foreign institutions and individuals 6.02%
Capital	NT$1,714,711 thousand
Consolidated operating income in 2025	NT$4,248,292 thousand
Number of employees	859（Tiwan：466、Overseas：393）
Business Location	Taiwan：Taipei, Hsinchu, Taichung, and Kaohsiung Northeast Asia： Japan Southeast Asia：Thailand、 Vietnam 、 Singapore、Malaysia and Philippines China：Beijing、Shanghai、Suzhou、Shenzhen、 Dongguan and Hong Kong United States：California

2.1.1 Company History

Time	Major milestone
1973	Solomon Enterprises Limited was founded and entered the market as a specialized agent for electronic parts and components from Europe and America.
1978	Yih Chuenn Enterprise Co., Ltd. was established to serve as an import agent for generators.
1987	Solomon (USA) Corporation was founded.
1988	Solomon Industry Limited was founded to engage in the R&D, design, manufacturing, and sale of optoelectronic automation products.
1989	Solomon Electronics Limited was established to engage in the R&D, design, manufacturing, and sale of LCD modules.
1990	- On May 7, all affiliates were incorporated to form SOLOMON Technology Corporation. - On October 30, SOLOMON Technology Corporation was approved to be listed by the Securities and Futures Commission, Ministry of Finance.
1991	The Communication Business Unit was formed to engage in the R&D, design, manufacturing, and sale of smart life management communication systems.
1992	The Smart Card Department was formed to engage in the R&D and sale of IC cards and relevant products.
1994	The Solomon Building in Nangang Dist., Taipei City, was built and put into use.
1995	The Battery Module Department was formed to engage in technical cooperation with TOSHIBA in manufacturing NiMH battery cell modules.

2.1.1 Company History

Time	Major milestone
1996	The stock of the Company was listed on December 19.
1997	The Computer Peripheral Business Unit was formed to engage in the sale of computer system components and their peripherals.
1998	The Smart Card Department, Wireless Communication Business Unit, and Optoelectronic Automation Business Unit were incorporated into Solomon Smartnet Corp., Solomon Wireless Technology Corp., and Long Men Technology Corporation, respectively.
1999	- Solomon Group was founded officially. - The Group merged with Solomon QCE Ltd. in Hong Kong to branch out into overseas and Chinese markets, marking a new milestone. - The Group merged with the R&D department of MOTOROLA LCD DRIVER to establish Solomon Systech Limited and engage in the R&D of LCD driver application products. - On December 1, Solomon Information Corporation was founded to enter the online education and training field. - In December, Solomon Microtech Limited was founded to focus on the R&D of embedded micro controllers.
2000	- 41% of equity in Solomon Goldentek Display was acquired to reinforce the supply of LCD panels. - Solomon Korea (Seoul) Corporation was set up. - A new plant in Kaohsiuung was put into use.
2001	- The Company's LCD Business Unit merged with Solomon Goldentek Display, marking the official takeover of Solomon Goldentek Display by the Company. - The Company moved into an office building in Neihu in April. Shou Neng - Technology was founded to focus on the supply of battery modules. - Solomon Group USA(San Jose) Corporation and Hong Kong Branch was founded.
2002	- The System Software Business Unit was formed and then merged with the Application Software Business Unit. - InApril, Yumon International Trade Shanghai Limited Corporation was founded through indirect investment. - In September, Solomon Trading (Shenzhen) Ltd. was set up through indirect investment.
2003	The Wireless Network Communication Business Unit was renamed the IA Business Unit, and the Wireless Communication Business Unit was set up to focus on the R&D and marketing of wireless network products, including GPRS, WCDMA, WLAN, and other modules, as well as modems and mobile phones using the above modules.
2007	The Company merged with its 100%-owned subsidiary Long Men Technology Corporation. The Company survived and formed the Hygiene Business Unit (HBU) to branch out into niche industries such as hygiene, health care, remote medical equipment, and their core components.

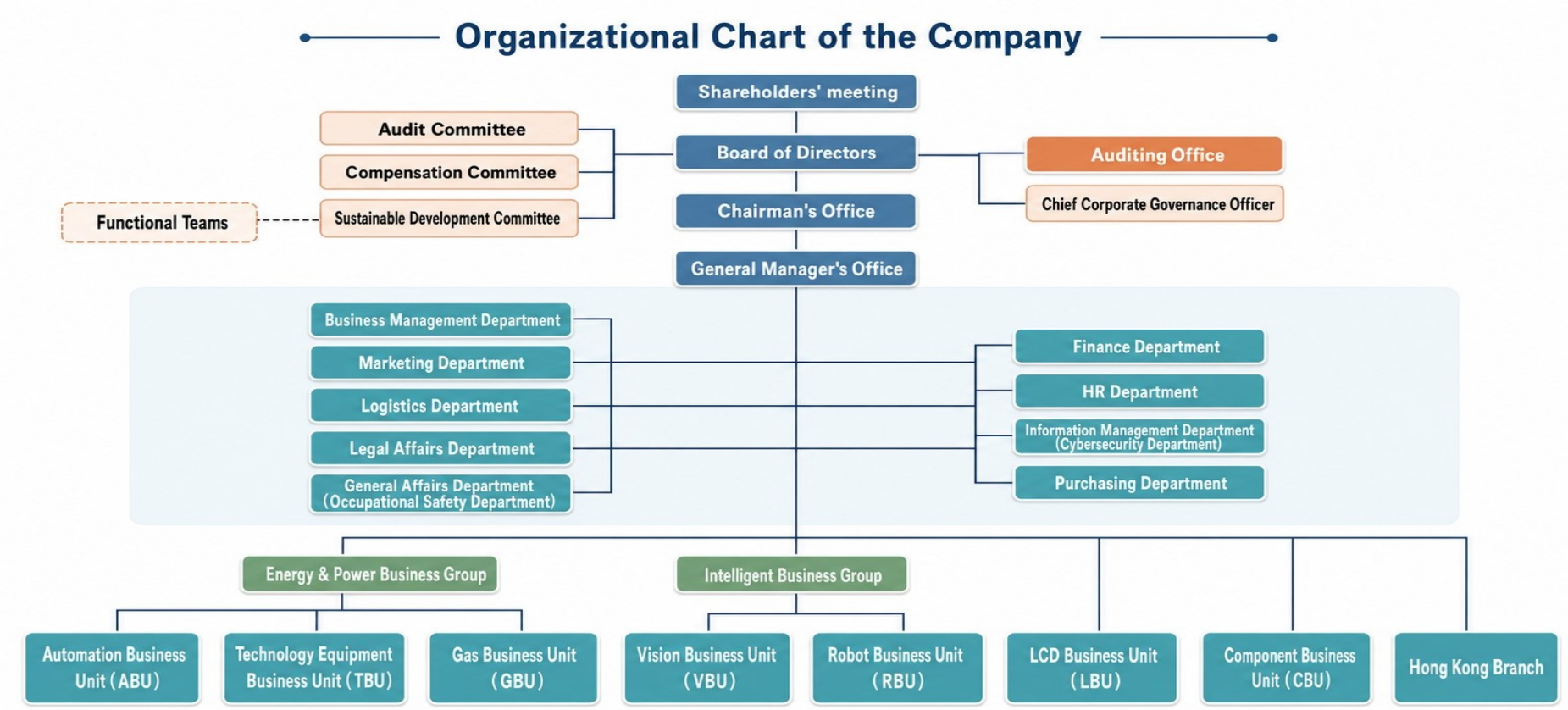
2.1.1 Company History

Time	Major milestone
2016	The Automation Business Unit (ABU) was presented with the Best Distribution Performance Award by Rockwell Automation in FY16.
2017	The Automation Business Unit (ABU) officially entered into a contract with MTE, a leading company offering passive harmonic filters in the US, to be appointed as its general agent in Taiwan.
2019	The smart 3D vision scanner and smart 3D random bin picking system won the [Taiwan Excellence Award 2019].
2021	On August 9, the subsidiary Data International Co., Ltd. was renamed Solomon Data International Corporation upon approval by the Taipei City Government. Its stock was officially listed on the Taipei Exchange on September 30 of the same year.
2023	The Solomon Building in Nangang Dist., Taipei City, was built and put into use.
2024	The Solomon Building in Nangang Dist., Taipei City, was built and put into use.
2025	Established an inverter repair service center.



2.1.2 Corporate Governance Structure

The Board of Directors is the Company's highest governance body and decision-making center for major business strategies. The Board of Directors fulfills its supervisory responsibilities with a prudent attitude, and considers the Company's interests as a priority in supervising and directing the Company's management team. It also prevents conflicts of interest, ensures the Company's compliance with various laws and regulations and the Company's Articles of Incorporation, and evaluates operating strategies, ESG performance, and risk control. The Company has established the "Audit Committee," "Compensation Committee," and "Sustainable Development Committee" to report to the Board of Directors on operational activities and decisions on a regular basis to ensure the independence and fairness of corporate operations.



2.1.3 Operating Performance and Brand Value

In retrospect, 2025 was a turning point marked by apparent resilience, underlying uncertainty and subdued growth. As inflation gradually declined from its peak, major central banks around the world began cutting interest rates, helping to ease financial conditions. However, rising trade barriers and intensifying geopolitical tensions placed global manufacturing and supply chains under considerable pressure to restructure. Throughout these challenges, the Group's enduring mission has been to create value for customers, employees and shareholders through our R&D expertise, outstanding teamwork and extensive industry experience.

Direct Economic Value Generated and Distributed

Unit: NT$ thousand

Item		2025
Income	Operating income	4,248,292
	Other Income (Note)	72,051
Distribution	Operating costs	3,285,676
	Operating expenses	894,348
	Employee Salary and Benefits	744,608
	Cash dividends	171,471
	Income tax paid	80,786
	Social investment	880
Retention	Net profit in the current period	238,467
	Retained earnings	3,283,995

Note: Other income includes rental income and dividend income (NT$ thousand).

Tax Policy

In addition to continuing to increase profits and improve financial health, the Company complies with the tax laws and regulations of the countries in which it operates, files tax returns and pays related taxes, and supports the governments in promoting major public infrastructure construction, equipment investment and R&D.

In 2025, the government subsidy income was approximately NT$900 thousand.

Tax Information

Unit: NT$ thousand

Item	2025
Pre-tax profit	283,897
Income tax expense (Note)	45,430
Income tax rate	20%

Note: Taiwan: NT$27,170 thousand / Shanghai, China: NT$16,133 thousand / Dongguan, China: NT$2,127 thousand

SOLOMON Group's production capacity and operations structure is as follows:

Unit：Thousand PCS

Production volume and value / Year	2023			2024			2025		
Main product (or company name)	Production capacity	Production volume	Production value	Production capacity	Production volume	Production value	Production capacity	Production volume	Production value
SOLOMON (medical materials)	6,300	3,362	45,126	6,300	3,099	30,909	6,300	3,140	38,387
Solomon Data International (LCM) (Note)	415	238	36,435	104	15	7,480	0	0	0
Solomon Goldentek Display (LCD+LCM)	61,500	13,879	632,345	61,500	25,301	600,369	61,500	14,705	778,136
Toatal	68,215	17,479	713,906	67,904	28,415	638,758	67,800	17,845	816,523

Note: Since April 1, 2024, Solomon Technology has outsourced all LCM production to Data Image's Kaohsiung facility.

SOLOMON's Industrial Value Chain

We have expanded our business to the sale of products such as energy generation equipment, automated industrial equipment, air compressor products, visual sensing integration, system development applications, robotic arms, displays and electronic parts, etc., as an agent. We also provide comprehensive integrated system design, engineering and maintenance services.
The relationship among business units in the upstream, midstream and downstream industries is as follows:

Unit	Upstream	Midstream	Downstream
Technology Equipment Business Unit	Steel materials, cylinders, armature coils, transformers, cabinets, cables, capacitors, PCB, etc.	Diesel generators (for emergency power) and uninterruptible power systems (UPS) (for power protection)	Technology sector, petrochemical sector, manufacturing sector, public construction, hospitals, financial sector, commercial residential buildings, etc.
Gas Equipment Business Unit	Steel materials, cylinders, armature coils, pistons, etc.	Biogas, natural gas generators	Petrochemical sector, animal husbandry sector, biomass energy, kitchen waste, etc.
Intelligent Business Unit	Industrial automation, power supply, control, PLC, inverters, sensors, etc.	5G private networks, IoT, cloud services, data analysis tools, etc.	Electronics, steel, transportation and logistics, petrochemical and mining, consumer goods, food processing, pulp and paper, public construction, water treatment, etc.
Vision Business Unit	Production and supply of core raw materials and components such as sensors, lenses, lighting systems, processors, etc.	Design and manufacturing of machine vision equipment	Manufacturing, automobiles, medical care, security monitoring, agriculture, retail, etc.

SOLOMON's Industrial Value Chain

Unit	Upstream	Midstream	Downstream
Robot Business Unit	Technical transfer of academic research results to enterprises for R&D	Solutions developed by companies for the production process through technological innovation results	Actual applications in industrial markets and living environment
LCD Business Unit	Glass substrates, coating materials, polarizers and filters, LED chips, light guide plates, etc.	TN-LCD, STN-LCD, TFT-LCD, driver ICs, backlight modules, etc.	Application or sale channels for home appliances, computer products, communication products, etc.
Component Business Unit	Voltage stabilizers, capacitors, inductors, AI chips, phototransistors, protection elements, power ICs, etc.	Sale of electronic parts and components	Industrial control, consumer electronics, power supply, network communication, automotive products, monitoring products
Medical Equipment	Biochemical and biomaterials, communications and electronic components	Clinical trials, green design and medical equipment	Medical equipment distributors, logistics providers, domestic and overseas agents, hospitals, laboratories and pharmacies.

Participation in External Associations

In addition to improving our own product competitiveness, we also actively communicate with various stakeholders. Through participation in industry-related associations, the Company has positive interactions with association members and understands the latest development trends in the industry.



2.1.4 Composition and Operation of the Board of Directors

The Company's Articles of Incorporation specifies that the candidate nomination system shall be adopted for the election of directors and that directors shall be elected by shareholders from the list of director candidates. The Company's Board of Directors has nine directors with extensive knowledge and experience. They were elected for a term from June 10, 2025 to June 9, 2028. Information on the current members of the Board of Directors is as follows:

The four independent directors account for 44.44% of all board members. All four independent directors meet the independence requirements and have served for less than three consecutive terms. Among the board members, there are two female director, accounting for about 22.22%. In the future, the Company will continue to focus on the gender equality of the Board of Directors and strive to increase the proportion of female directors.

To achieve the goal of diversification of the Board of Directors, the members of the Board of Directors have rich experience and expertise in industrial technology, operations management, finance, commerce, education, risk management, etc., enabling them to make full discussions with committees and make recommendations for the reference of the Board of Directors to improve the operational performance of the Board of Directors and effectively perform its supervisory functions. Due to business needs, Chairman Chen Cheng-Lung concurrently serves as the General Manager. If the Chairman himself or the juristic person he represents has interests in a meeting agenda item, the Chairman shall explain the important content of the interests at the current board meeting. If the interests may harm the interests of the Company, the Chairman shall not participate in and shall recuse himself from the discussion and voting, and is not allowed to exercise voting rights on behalf of another director. The Company has fully communicated with directors on the recent operations and development strategies of the Company. For the structure and background of the Board of Directors, please refer to Official Website.



Director Background

2025 Annual Report

Operation of the Board of Directors

The Board of Directors shall have at least one meeting every quarter in accordance with the Articles of Incorporation. In 2025, a total of six board meetings were held, with an average director attendance rate of 100%.

In order to implement corporate governance and enhance the efficiency of the Board of Directors, the Company's directors have formulated the "Board of Directors Performance Evaluation Measures" to specify the performance evaluation cycle, evaluation period, evaluation scope and method, evaluation implementation unit, evaluation procedures and other requirements to be complied with for the board of directors. In 2025, the company engaged the Taiwan Institute of Ethical Business, an independent external professional organization, to conduct a performance evaluation of the Board of Directors. Board members completed a self-assessment questionnaire covering four key areas: (1) professional competencies (2) decision-making effectiveness (3) internal controls (4) sustainable development. Based on the results, the organization provided evaluation finding, ecommendations for improvement, improvement plans and proposed actions. The evaluation results were subsequently reported to the Board of Directors, please refer to the 2025 Annual Report for details.

When the Company's directors assume office, they sign a Consent to Act as Director to agree to faithfully perform their duties and exercise due care as a good administrator in accordance with Article 23 of the Company Act. According to the Company's "Corporate Governance Best-Practice Principles"and "Rules of Procedure for Board of Directors Meetings," if a director or the juristic person the director represents has interests in a proposal listed in the board meeting's agenda, the director shall explain the important content of the interests at the current board meeting. If the interests may harm the interests of the Company, the director shall not participate in and shall recuse himself/herself from the discussion and voting, and is not allowed to exercise voting rights on behalf of another director. In order to ensure sound financial and business transactions between the Company and related parties and prevent non-arm's length transactions and improper transfer of benefits during the purchase and sale of goods, acquisition or disposal of assets, provision of endorsements and guarantees, and loaning of funds between related parties, the Company requires compliance with the "Corporate Governance Practices of Listed and Over-the-Counter Companies".



Continuing Education of Directors

To continuously build the professional knowledge and skills of the board members in corporate governance, ethical management, securities regulations, sustainable management, and corporate social responsibility, the Company arranges for or encourages directors to participate in external forums and continuing education courses every year. The continuing education of directors in 2025 is as follows：

Course title	Continuing education hour	Organizer	Participating directors
Trump 2.0: Corporate Responses to Global Tax Reform and Supply Chain Restructuring	3	Taiwan Corporate Governance Association	Chen Cheng-Lung, Chen Lu Su-Yue, Chen Jan-Sun, Wang Wei-Chung, Yeh Fu-Ling, Wu Chih-Fu, Tseng Yuan-Hsien
New Trends in Copyright and Data Rights in the AI Era	3	Computer Audit Association	Chen Cheng-Lung, Chen Lu Su-Yue, Chen Jan-Sun, Wang Wei-Chung, Yeh Fu-Ling, Wu Chih-Fu, Tseng Yuan-Hsien
2025 Cathay Sustainable Finance and Climate Change Summit	6	Taiwan Stock Exchange	Huang Ming-Yu
Anti Money Laundering Course Latest Anti Fraud Laws and Policies	3	Independent Director Association	Huang Ming-Yu
Securities Regulations Training Course	3	HUA NAN SECURITIES	Huang Ming-Yu
Diversity, Equity and Inclusion (DEI): Practices and Challenges in Corporate Governance and Financial Services	3	Taiwan Institute of Directors	Wang Wei-Chung
Financial Regulatory Compliance and Corporate Governance	3	Taiwan Institute of Directors	Wang Wei-Chung
Cross Strait Political and Economic Risk Outlook amid U.S. China Strategic Competition	3	Taiwan Institute of Directors	Chang Ming-Hui
Data Driven and Digital Intelligence Transformation	3	Taiwan Institute of Directors	Chang Ming-Hui

Course title	Continuing education hour	Organizer	Participating directors
Understanding and Preventing Unlawful Workplace Infringement	3	Taiwan Corporate Governance Association	Yeh Fu-Ling
Key Tax Considerations in Corporate Mergers and Acquisitions	3	Taiwan Corporate Governance Association	Yeh Fu-Ling
2025 Insider Trading Prevention Seminar	3	Securities & Futures Institute	Wu Chih-Fu
2025 Legal Compliance Briefing on Equity Transactions by Insiders	3	Securities & Futures Institute	Wu Chih-Fu
2025 TaishinShin Kong NetZero Summit	3	Chinese National Association of Industry and Commerce, Taiwan	Wu Chih-Fu
15th Taipei Corporate Governance Forum	6	Financial Supervisory Commission R.O.C	Tseng Yuan-Hsien
2025 Legal Compliance Briefing on Equity Transactions by Insiders	3	Securities & Futures Institute	Tseng Yuan-Hsien

2.1.5 Functional Committees

The Company's Board of Directors has established three functional committees, namely the "Audit Committee," "Compensation Committee," and "Sustainable Development Committee," to provide reference for the Board of Directors' decision-making.

Audit Committee

The Company established the "Audit Committee" in June 2022 to replace the original supervisor system in accordance with the Securities and Exchange Act. The Audit Committee aims to assist the Board of Directors in supervising the quality and integrity of the Company's accounting, auditing, financial reporting, and financial control. The Company's Audit Committee consists of four independent directors, serving a term of three years. All members elect one of them as the convener and meeting chairperson.

The Audit Committee operates primarily to supervise the following matters：

- Appropriate presentation of the Company's financial statement
- Appointment (dismissal), independence, and performance of CPAs
- Effective implementation of the Company's internal control.
- The Company's compliance with relevant laws, regulations, and rules.
- Management and control of existing or potential risks of the Company.

The Audit Committee holds at least one meeting per quarter in accordance with the Company's "Organization Rules of the Audit Committee." In 2025, a total of five Audit Committee meetings were held, with a member attendance rate of 100%.

Compensation Committee

In order to implement corporate governance and improve the compensation system for directors and managerial officers, the Company has established the "Compensation Committee" with the four independent directors appointed by the Board of Directors to serve as the four members. The Compensation Committee is responsible for assisting the Board of Directors in formulating and regularly reviewing and evaluating the performance evaluation and compensation policies, systems, standards and structures for directors and managerial officers. The committee submits their suggestions to the Board of Directors for discussion and making resolutions. One of the independent directors serves as the convener.

The Compensation Committee holds at least two meetings per year in accordance with the "Organizational Rules of the Compensation Committee." In 2025, a total of three Compensation Committee meetings were held, with a member attendance rate of 100%.

According to the Articles of Incorporation, if the Company makes a profit in the year, no more than 2% of the profit shall be appropriated as director remuneration. The percentage of the profit to be distributed as director remuneration shall be determined by a resolution adopted with the consent of a majority of all attending directors at a board meeting with more than two-thirds of board members present and shall be subsequently reported at a shareholders' meeting. Considering their independence, the Company's independent directors are not linked to the Company's operating performance and do not participate in the distribution of director remuneration. They are paid a monthly remuneration. Transportation allowances for directors are determined by the Compensation Committee and the Board of Directors with reference to the general level in the industry and based on whether the director serves as a member of functional committees.

Sustainable Development Committee

In 2023, the Company implemented continuous transformation in response to sustainable development. The Board of Directors approved the "Organizational Rules for Sustainable Development" in November 2023, and formally established the "Sustainable Development Committee." The Board of Directors resolved to appoint Chairman Chen and two independent directors as the members. The "Department of Infrastructure" acts as the "Executive Unit" of the Committee to comprehensively manage the Committee's operations and integrate the annual plans and execution of each "functional team." Please refer to 1.1 ESG Governance.

Internal Audit Unit

We have established effective accounting and internal control systems to implement ethical management. The internal audit unit, namely, the Auditing Office, has formulated relevant audit plans based on the result of assessment of the risks of unethical behavior. An audit has also been conducted to assess compliance with the unethical behavior prevention plan in accordance with the foregoing plans. Audit findings and improvement results are regularly reported to the Audit Committee.

Audit scope:

The Internal Audit Unit reviews the Company's overall internal control system and operating procedures and assesses the adequacy of control design and implementation to ensure that internal control objectives are achieved. Its scope primarily covers the key operating activities of the parent company and its subsidiaries. Information on the internal audit organization and its operations is available on the Company's official website. To continuously enhance their professional knowledge and meet regulatory requirements, internal auditors undertake continuing professional education through courses offered by external organizations, as required by applicable regulations.

In order to continuously improve the overall professional knowledge of the Company's internal auditors and comply with laws and regulations, the auditors participate in external professional courses in accordance with the law and receive continuing education.

The continuing education courses for the auditors of SOLOMON and the Group's subsidiaries in 2025 are as follows:

Name	Company	Title	Certificate description	Organizer	Continuing education hours
Lin Pao-Tsun	SOLOMON	Chief Auditor	Practical Auditing Techniques	The Institute of Internal Auditors-Chinese Taiwan	6
Lin Pao-Tsun	SOLOMON	Chief Auditor	Practical Seminar on Digital Transformation in Internal Audit	The Institute of Internal Auditors-Chinese Taiwan	6
Chen Chiao-Hsueh	SOLOMON	Deputy Auditor	Practical Auditing Techniques	The Institute of Internal Auditors-Chinese Taiwan	6
Chen Chiao-Hsueh	SOLOMON	Deputy Auditor	Practical Seminar on Digital Transformation in Internal Audit	The Institute of Internal Auditors-Chinese Taiwan	6
Hsieh Yu-zhong	Solomon Goldentek Display	Chief Auditor	Preemployment Training Program for Newly Appointed Internal Auditors	The Institute of Internal Auditors-Chinese Taiwan	18
Wu Feng-Mei	Solomon Goldentek Display	Deputy Auditor	Legal Issues Requiring Attention in ESG Development	Securities & Futures Institute	6
Wu Feng-Mei	Solomon Goldentek Display	Deputy Auditor	Practical SelfAssessment	The Institute of Internal Auditors-Chinese Taiwan	6
Chueh Hsiu-Ping	Solomon Data International	Chief Auditor	Practical Auditing Techniques	The Institute of Internal Auditors-Chinese Taiwan	6
Chueh Hsiu-Ping	Solomon Data International	Chief Auditor	Practical Seminar on Digital Transformation in Internal Audit Institute	The Institute of Internal Auditors-Chinese Taiwan	6
Chen Wen-Feng	Solomon Data International	Deputy Auditor	ESG Information Management through Environmental, Food and Occupational Safety Penalty Cases	Securities & Futures Institute	6
Chen Wen-Feng	Solomon Data International	Deputy Auditor	AI Privacy Protection and Personal Data Protection	Securities & Futures Institute	6

2.2 Regulatory Compliance and Policies

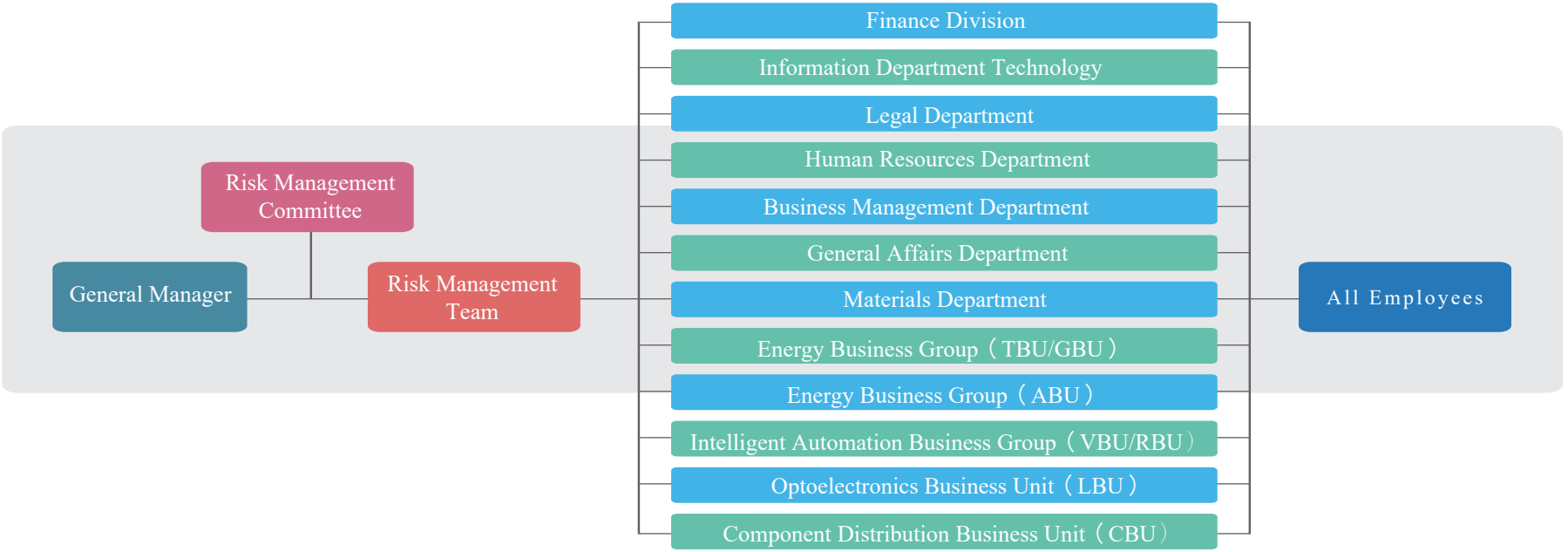
The Board has established three functional committees—the Audit Committee, the Compensation Committee, and the Sustainable Development Committee—to support its decision-making.

A robust risk management system and strict regulatory compliance form the foundation of Solomon's sustainable operations and the protection of stakeholders' rights and interests. In response to global geopolitical volatility, the intensifying impacts of climate change, escalating cybersecurity threats, and rapidly evolving international sustainability regulations, Solomon upholds the core principles of "proactive defense and integrity-based governance." The Company fully integrates risk awareness into its daily operations and decision-making processes to enhance organizational resilience.

In 2025, the Company reported no incidents involving anticompetitive conduct, antitrust or monopolistic practices, corruption, or material violations of laws and regulations resulting in regulatory penalties.

2.2.1 Risk Management System

Solomon has established a top-down risk management framework with clearly defined authority and accountability to effectively identify, assess, monitor, and manage potential risks. The organizational structure and corresponding responsibilities are outlined below:



2.2.2 Risk Management Strategy

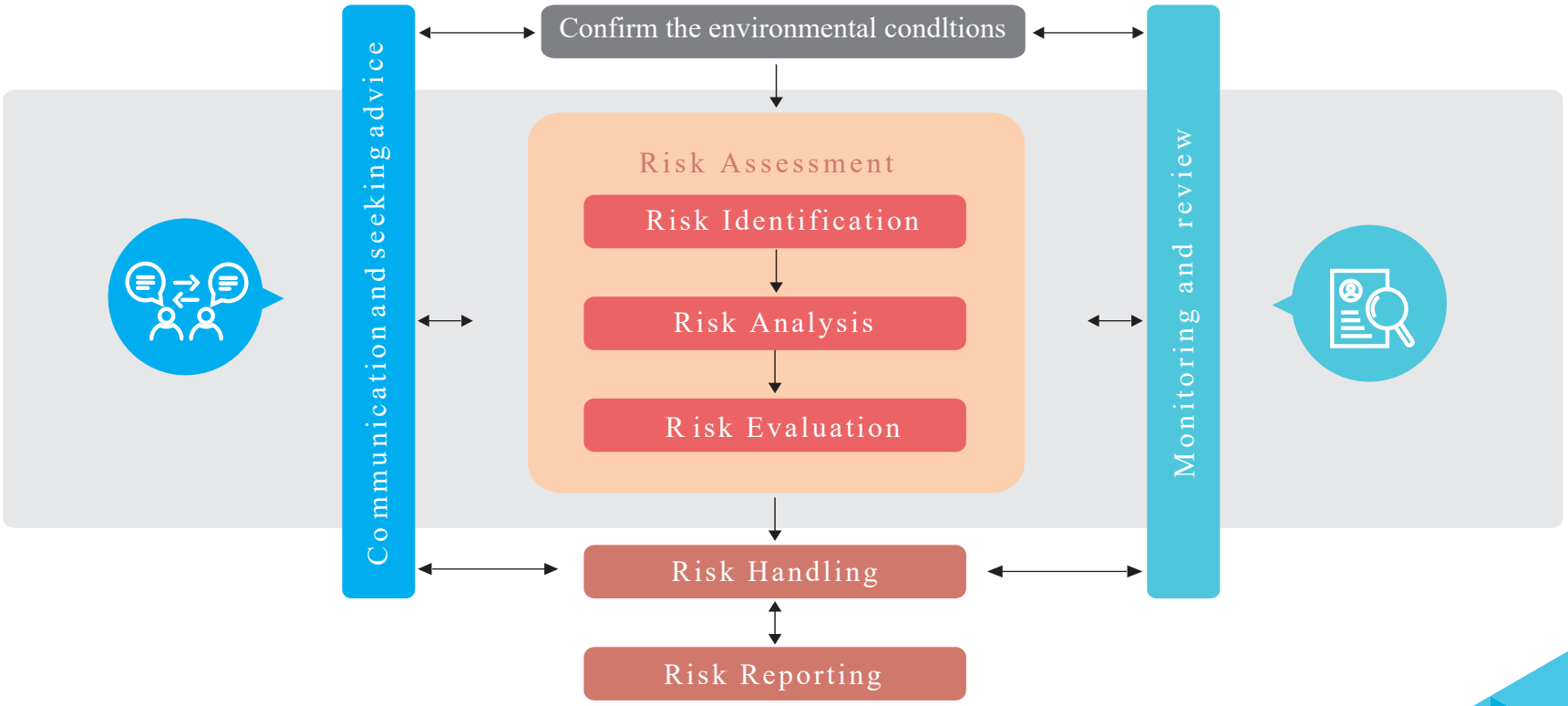
The Board of Directors, Audit Committee, and Compensation Committee supervise and audit the Company's operations. The Board of Directors communicates corporate social responsibility issues related to the economy, environment, and society. The Company has also introduced the ISO 9001 quality management system and referred to the principles of the ISO 31000 risk management system. Through the analysis of internal and external issues and the issues of concern to stakeholders, we understand the environment in which the Company is operating and formulate the Company's management policy to ensure the effective operation of quality management. Risk management standards for the Company's organizational background and stakeholders are established to respond to potential risks and opportunities brought about by environmental changes and take countermeasures or control measures in advance based on risk assessment results. We formulate business plans, conduct strict control through internal operating procedures, continuously make process improvements, and update documents to ensure their timeliness and security. In addition, by having the audit unit conduct audits and inspections from time to time and establishing various management systems, we minimize possible risks. The Risk Management Team shall report the annual audit plan and implementation results to the ESG Development Committee on a regular basis.



2.2.3 Risk Assessment and Management Process

Risk management is performed by units at all levels according to their management responsibilities and work requirements. Awareness of risks is required for work plans and various system processes implemented on a daily basis. We have completed the Plan-Do-Check-Action (PDCA) cycle. The Risk Management Team shall appoint the convener of the evaluation team according to the plan. In addition to keeping track of the development of international and domestic risk management systems at any time, the Risk Management Team shall also regularly review the Company's corporate risk management policies and procedures, and submit review and improvement suggestions to the Sustainable Development Committee and the Board of Directors for discussion.

Risk Management Procedure



2.2.4 Ethical Management

The Company places great importance on ethical management. “Righteousness, Integrity, Diligence, and Thrift” have long been the Company’s core management principles. To ensure compliance by directors, managerial officers, employees, appointees, and individuals exercising substantial control, the Company has established the “Code of Ethical Conduct” and the “Ethical Management Principles.”

The Human Resources Department, Legal Affairs Department, and Infrastructure Team are responsible for promoting ethical management throughout the Group. They assist management in formulating ethical management policies and anti-corruption and anti-bribery programs, oversee their implementation, and regularly report the results of related audits to the Board of Directors. The Company requires all directors, managerial officers, employees, appointees, and individuals exercising substantial control to comply with applicable laws and regulations; avoid conflicts of interest and the pursuit of personal gain; fulfill their duties of confidentiality, due care, and loyalty; refrain from unfair trading practices and insider trading; and protect and properly use the Company’s assets.

Before entering into business relationships, the Company evaluates the legitimacy of prospective counterparties and thoroughly reviews their ethical management practices and compliance with corporate social responsibility policies. The Company expressly prohibits directly or indirectly offering, promising, requesting, or accepting improper benefits in any form or under any pretext.

The Company fosters a corporate culture rooted in integrity among all employees to promote a sound business environment and a fair marketplace. It upholds the principles of fairness, reasonableness, equality, mutual benefit, and honesty while prioritizing and protecting consumers’ rights and interests as part of its commitment to ethical management. Upon joining the Company, employees are required to sign the “Employee Code of Ethical Conduct,” while suppliers are required to sign a “Letter of Commitment to Integrity.” These measures support compliance and ethics education both within the Company and throughout its value chain. In addition, the Company regularly distributes electronic communications to raise awareness and conducts annual in-person training sessions.

In 2025, the Company provided a total of 534 training hours through internal and external courses focused on ethical management, regulatory compliance, and operational practices. These initiatives enhanced employees’ professional competencies and further embedded the principles of integrity in their daily work.

Whistleblower System and Protection

In order to establish a corporate culture of integrity and transparency and to promote sound management, the Company has formulated the “Social Responsibility and Ethics Policy” to specify the acceptance and investigation schedule, acceptance unit and investigation unit. We have also established and announced the whistleblowing email address and other acceptance channels on the official website and internal website for use by internal and external personnel. The Company continues to collect and actively deal with customer grievances and employee opinions, and keeps the identity of whistleblowers confidential, prohibits any adverse personnel measures, and allows anonymous reporting to actively prevent unethical, fraud and criminal behavior. (For related policies, please refer to the Company website

Internal Whistleblowing Email Address: hr@solomon.com.tw
External Whistleblowing Email Address: 119@solomon.com.tw



2.3 Technology Empowerment

In addition to its energy equipment business, Solomon has continuously enhanced its AI vision research and development capabilities over the past decade. The Company has also expanded its product portfolio to include robotic 3D vision, AI-powered defect inspection, and augmented intelligence solutions that integrate artificial intelligence (AI and augmented reality (AR technologies. Solomon's core vision is to "give robots human eyes and brains." Through its independently developed 3D machine vision, industrial AI, and AR platforms, the Company has become a key partner in the global automation industry and robotics ecosystem.

Through close collaboration and integration, Solomon incorporates the latest robotics innovations from NVIDIA Isaac Manipulator into its solutions, setting a new standard for industrial automation. At the core of this integration is Solomon's AccuPick intelligent system. This pick-and-place system delivers an eightfold increase in path-planning and execution speeds while reducing path singularities by 50%, significantly improving operational smoothness and efficiency. Combined with AccuPick's advanced 3D vision technology, the system substantially reduces the space required for robotic workstations without compromising cycle times, delivering transformative improvements in applications such as bin picking, logistics order fulfillemnt and material handling.

In addition to its leading advances in robotics, Solomon continues to broaden the range of applications for its other core products. Its AI-powered defect inspection software has been widely adopted by hundreds of customers in Taiwan and overseas across industries including semiconductors, display panels, AI servers, medical devices, automotive manufacturing, and food production. These diverse applications provide compelling evidence of Solomon's AI capabilities. Using only a limited number of samples, the software can build stable and reliable AI models. It also integrates conventional automated optical inspection (AOI measurement functions with advanced visual analysis tools to deliver more comprehensive and precise inspection solutions.





Key Policies and Implementation Guidelines for 2025

一、Energy Equipment Business

- Continue to strengthen our presence in the semiconductor industry while actively expanding into emerging sectors, including the electric vehicle supply chain, investment and manufacturing, 5G, AI, and other energy-intensive industries, thereby addressing customers' evolving power and energy needs.
- Leverage the Group's resources and service capabilities, and actively seek opportunities for collaboration with Taiwan Power Company and relevant generator set suppliers.
- In response to the energy transition driven by ESG initiatives and carbon-emission policies, actively pursue opportunities in industrial biogas applications and enhance service capabilities across the upstream and downstream markets.
- Actively participate in public works, commercial office, and urban renewal projects by providing comprehensive energy solutions.
- Continue promoting existing products while expanding our portfolio to include new products and integrated applications.

二、Smart Automation Business

- Focus on strategies that integrate technology, products, and channels, with the annual theme: "Connecting Partners to Discover More AI-Empowered Smart Applications."
- Leverage key technologies to integrate with ecosystem partners' products that are in high demand and urgently require AI upgrades. By combining these technologies with partners' product portfolios, expand functionality and cross-industry applications, thereby enabling AI-driven enhancements and product innovation.
- Continue developing diverse smart application use cases by identifying suitable new partners, establishing additional sales channels, and expanding the sales network.
- Comprehensively advance enterprise digitaltransformation applications and deepen development in automation equipment, AI & 3D Vision, AMRs and robotic arms markets.
- Focus on ESG-related issues and promote solutions for production lines, plant facilities, and various other applications.

三、Optoelectronics Business

- Expand the assembled display product line under the company's own brand to include sizes ranging from 10.1 to 27 inches.
- Increase product added value by transitioning from the sale of LCD modules to the provision of complete solutions.

2.4 Customer Relations

The Solomon Group's business purpose is to "create value"—specifically, to create value for customers, employees, and shareholders. Maintaining long-term, trusted partnerships with customers, attracting new customers, and retaining existing ones are essential to the company's survival and growth. Customer trust and satisfaction are the driving forces behind Solomon's ongoing progress. Guided by the service philosophy of "Customer First, Professional Empowerment, and Value Co-Creation," we are committed to providing customers with optimal solutions and services. We have established comprehensive customer communication channels and rigorous privacy protection mechanisms. Through systematic satisfaction surveys and after-sales technical support, we respond promptly to customer needs and collaborate with our customers to advance smart manufacturing and sustainable transformation.

Service and Grievance Reporting

We provide timely and efficient services to customers, ensure the quality and efficiency of customer grievance handling, and strengthen the control of product quality. Customer issues are handled by dedicated personnel. The consistent maintenance process ensures prompt repair and return/exchange services. We also provide customers with transparent service channels to quickly collect feedback and concerns from each customer. We have established procedures for handling customer grievances：

1. Once a customer grievance is made, notify relevant departments to handle the customer grievance.
2. Hold a project meeting for product or service confirmation and discussions according to the customer grievance.
3. After review by unit personnel, fill out the "Abnormality Handling Form" for analysis, and proceed according to the "Procurement Management Procedure" and "Production Management Procedure."
4. Customer service personnel verify the results and report to relevant units for confirmation before making a response to the customer grievance.
5. After the grievance is closed, it is included in regular review and confirmation items.

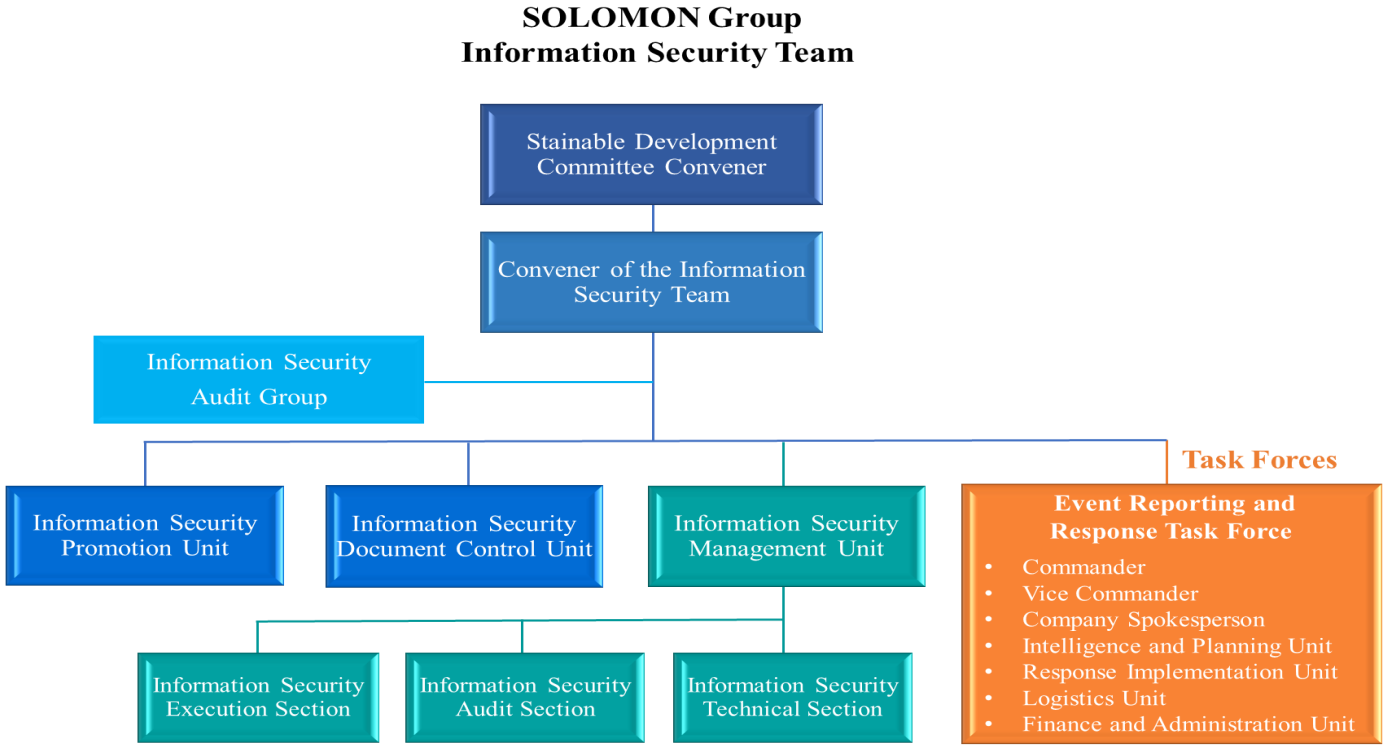


Customer Grievance Channel

2.4.1 Information Security Governance

Solomon places great importance on information security management, considering it a fundamental pillar of sustainable operations and operational resilience. In response to risks associated with digital operations, cloud applications, and supply chain cybersecurity, the Company continues to strengthen its information security governance framework. Additionally, it integrates information security into enterprise risk management, with senior management regularly reviewing cybersecurity risks and assessing the effectiveness of related risk management measures.

Solomon has implemented appropriate response measures and management standards to meet customer requirements, maintain investor confidence in the Company's operations, and comply with applicable laws and regulations. The Company has established an Information Security Management System (ISMS) and an information security management organization responsible for policy development, risk assessments, education and training, incident response, audits, and continuous improvement, thereby safeguarding the confidentiality, integrity, and availability of its information assets. To maintain the ISMS and ensure its stable and continuous operation, the Company has formed an Information Security Task Force under the Sustainable Development Committee to oversee the implementation of the ISMS and demonstrate management's commitment and support.



Information Security Governance and Organizational Responsibilities

The company has established a cross-functional framework to implement its information security policy.

- Sustainability Development Committee：Committee members oversee the overall information security strategy and approve the Cybersecurity budget.
- Information Security Implementation Team: Responsible for the routine operation and maintenance of security equipment, network threat monitoring, vulnerability remediation, and emergency response and recovery from cybersecurity incidents, as well as regularly reporting governance performance and potential risks to the Board.
- Independent Audit Mechanism: The Internal Audit Department regularly conducts independent reviews of information security management processes and controls to ensure the effective implementation of the Information Security Management System (ISMS).

Information Security Management Performance

- **Certification and Compliance**：In 2025, the company obtained ISO/IEC 27001 certification for its Information Security Management System (ISMS), demonstrating that its operating environment complies with international information security standards.
- **Security Incident Statistics**： In 2025, the Company received no complaints from stakeholders or regulatory authorities concerning breaches of customer privacy or losses of customer data.
- **Cybersecurity Drills and Training**：Quarterly information security training sessions and annual social engineering and malicious email simulation exercises were conducted for all employees, with a minimum passing score of 80%.

In 2025, Solomon received no complaints concerning information security or products from external parties, regulatory authorities or other stakeholders, and no breaches of customer privacy occurred.

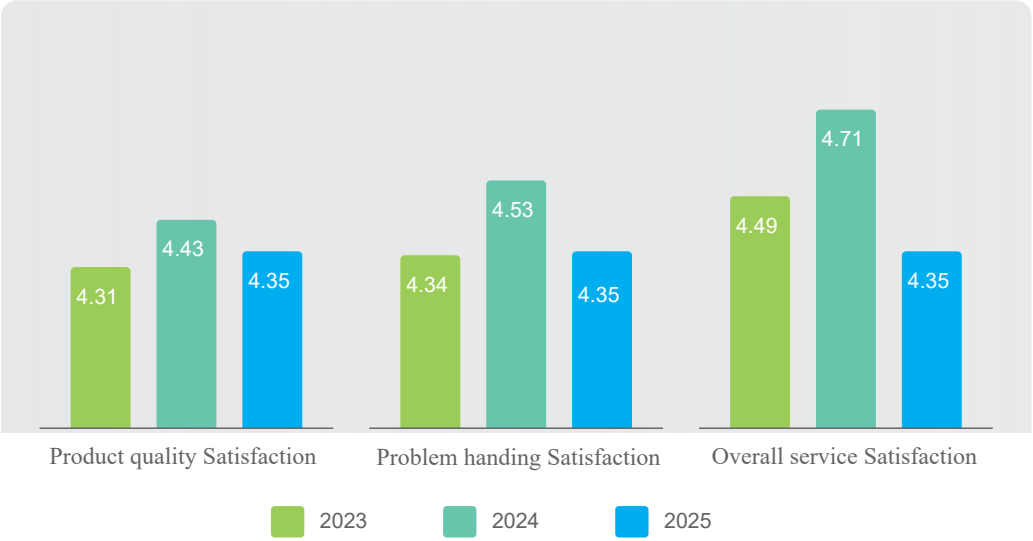
2.4.2 Customer Satisfaction

Solomon remains committed to its service philosophy of "Customer First and Continuous Improvement in Customer Satisfaction." In the fourth quarter of each year, the sales department conducts a company-wide customer satisfaction survey that covers product and service quality, issue resolution, and overall service performance.

We gather statistics based on the scores in the "Customer Satisfaction Survey Form" to understand current customer satisfaction and expectations toward the Company, and use these as a reference for adjusting strategies. For items with lower scores, we analyze the cause and adopt corrective and preventive measures with the responsible unit, and, if necessary, convene meetings with relevant units to discuss improvement and review measures to thoroughly implement various projects to improve customer satisfaction and increase customer satisfaction scores for the items.

Customer satisfaction declined slightly in 2025 compared to 2024. Cross-departmental optimization meetings were held to address lower-scoring survey items and customer pain points. The resulting improvement measures will serve as the foundation for optimizing service planning in the next phase. The 2025 customer satisfaction results are presented below：

Customer Satisfaction



Note 1: The bar chart represents the 2025 comprehensive satisfaction scores for key business indicators across all business units.
Note 2: The satisfaction options in the questionnaire are:
Very Satisfied: 5 points; Satisfied: 4 points; Neutral: 3 points; Unsatisfied: 2 points, and Very Unsatisfied: 1 point.

03

Environmental Protection **46**

3.1 Climate Action 47

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3.3 Sustainable Supply Chain 58

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03. Environmental Protection

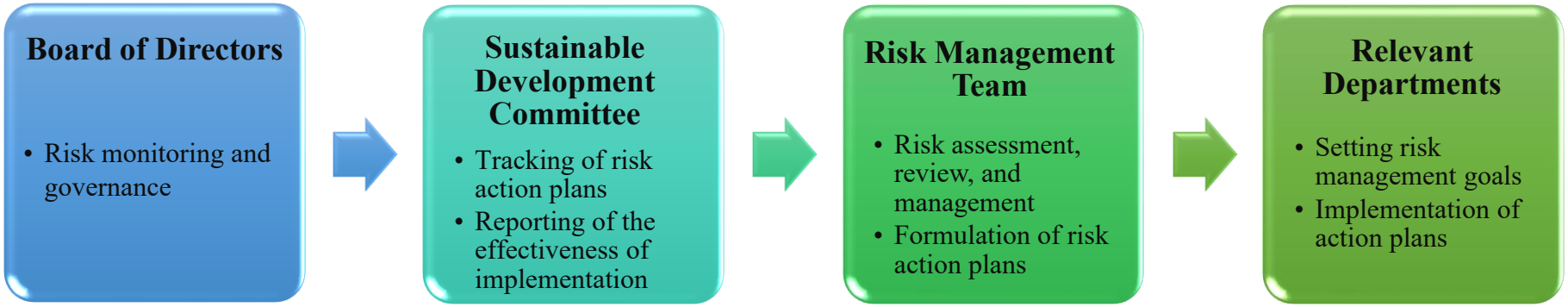
We have always upheld the concept of environmental friendliness and sustainable development in our operations. We have control measures in place for energy, GHG emissions, water resource management, and waste, among others, to minimize the negative impact on the environment.

3.1 Climate Action

Due to worsening extreme weather in recent years, climate change issues have received global attention. In addition to identifying risks related to corporate operations, the Company also uses the content and suggestions of the TCFD (Task Force on Climate-Related Financial Disclosures as a reference in disclosing the risks and opportunities of the Company's climate-related issues and formulating strategies and countermeasures. We have established a risk framework with four core disclosure elements, namely "governance," "strategy," "risk management," and "metrics and targets," to understand the impact of climate change risks and opportunities on the Company, thereby proposing countermeasures.

Governance

To effectively manage climate-related risks and opportunities, SOLOMON has established a "Sustainable Development Committee." The sustainability team conducts annual fourth-quarter presentations to the Board of Directors, including the Chairman, General Manager, and department heads, reporting on identified risks and opportunities while formulating corresponding control measures. For the organizational structure and operation of the Sustainable Development Committee, please refer to 1.1 ESG Governance.



Strategy

Solomon Technology Corporation recognizes the urgency of climate risk management. Through deliberative sessions conducted by the Sustainable Development Committee, we perform comprehensive climate risk and opportunity identification. Our assessment evaluated 10 climate-related risk themes and 10 climate-related opportunity themes, analyzing the probability of occurrence and operational impact magnitude. This process identified three priority risks and three key opportunities. The three identified risks are: “Enhanced Emissions Reporting Obligations,” “Rising Raw Material Costs,” and “Increasing Average Temperatures.” The three identified opportunities are: “Development or Expansion of Low-Carbon Products and Services,” “Diversification of Business Activities” and “Changes in Consumer Preferences.” We discussed the impacts of the identified topics and the corresponding response mechanisms.

SOLOMON'S Process to Identify Climate Cahnge-related Risks and Opportunifies



- Based on the characteristics of the industry, we selected climate risks and opportunities related to the Company and compiled a list of 10 risks and 10 opportunities.
- The Company’s team members were gathered to discuss climate-related issues in-depth, understand the definition of various climate risks and opportunities, look into domestic and foreign regulations, market and technology trends, and conduct further composite analysis. Through factors such as the likelihood, level, and occurrence time of impact, we gained an understanding of the impact and influence of climate issues on the Company.
- We assessed the risk value based on the likelihood (L) and level of impact (M) according to research and analysis results, and determined the overall material risks and opportunities of the Company, including three risks and three opportunities.
- The Company made an inventory of the information and management strategies related to climate-related risks and opportunities.
- Finally, senior management reviewed the identification results to confirm the relevant risks and opportunities.

SOLOMON's List of Climate Risks and Opportunities

NO	Risk Themes
R1	Incrasing GHG emissions pricing
R2	Strengthening emissions reporting obligations
R3	Requirements and supervision of existing products and services
R4	Replacing existing products and services with low-carbon goods
R5	Failed investment in new technologies
R6	Changes in customer behavior
R7	Market information uncertainty
R8	Rising costs of raw materials
R9	Increased severity of extreme weather events such as typhoons and floods
R10	Rising average temperatures

NO	Opportunity Themes
O1	Using more efficient production and distribution processes
O2	Switching to more efficient buildings
O3	Adopting incentive policies
O4	Using new technologies
O5	Development or expansion of low-carbon products and services
O6	Development of climate adaptation and insurance risk solutions
O7	R&D and innovation for new product and service development
O8	Business activity diversification
O9	Changes in consumer preferences
O10	Participation in renewable energy programs and adoption of energy efficiency measures

Note: The highlighted items in the original table represent the three priority risks and three key opportunities identified.

Risk identification and response

Risk	Risk Factor	Potential Impact	Response Measures
Transition Risks	Enhanced Emissions Reporting Obligations	1. Operating and compliance costs may increase substantially. 2. Supply chain partners that fail to comply with government policies may need to be excluded, potentially resulting in lost orders. 3. High carbon emissions may trigger consumer boycotts or lead to the loss of major international customers, thereby damaging the Company's reputation and brand image.	1. Establish a digital carbon inventory system to reduce labor costs and minimize errors and omissions associated with manual data collection. 2. Strengthen supply chain carbon management by supporting and requiring both upstream and downstream suppliers to conduct carbon inventories in preparation for upcoming regulations governing carbon performance across the entire value chain. 3. Establish specific carbon reduction targets and corresponding implementation strategies rather than merely making aspirational statements.
	Rising costs of raw materials	1. Enhanced Emissions Reporting Obligations Profitability may be constrained, resulting in lower gross profit margins. 2. Material shortages and supply chain disruptions may occur, as suppliers may prioritize buyers offering higher prices or placing larger orders.	1. Promote contractual cost pass-through mechanisms and establish pricing formulas with customers that are linked to raw material indices, enabling selling prices to be adjusted flexibly in response to fluctuations in these indices. 2. Diversify the supplier base and implement dual-sourcing or localized procurement strategies for core components to mitigate geopolitical risks

Risk identification and response

Risk	Risk Factor	Potential Impact	Response Measures
Physical Risks	Rising average temperatures	1. Greater dependence on energy may lead to significant increases in operating costs. 2. More frequent extreme weather events, such as typhoons and flooding, may damage workplaces, server rooms, and other facilities. Regional power or water outages may also cause operational disruptions.	1. Improve energy efficiency by enhancing cooling and backup power systems, optimizing heat dissipation in the workplace, replacing existing air-conditioning units with Grade 1 energy-efficient models, and implementing an energy management system. 2. Purchase natural disaster insurance; regularly inspect the structural integrity of buildings and the condition of equipment to ensure safety during disasters; and establish clear employee emergency notification procedures and post-disaster site recovery plans.
Opportunity	R&D and innovation for new product and service development	Provide automation equipment that minimizes customers' reliance on manual labor, thereby reducing labor costs.	1. Continue developing new products and integrated solutions that enhance customers' operational efficiency. 2. Continuously monitor emerging consumer trends and proactively develop and introduce new products to meet evolving consumer needs.
	Changes in consumer preferences	1. There has been an increased customer demand for environmentally friendly products. 2. Risk of value conflicts: As consumers increasingly prioritize sustainability, human rights, and social justice, companies that fail to take meaningful action or are perceived as engaging in greenwashing may face widespread consumer boycotts.	1. Build strong relationships with consumers to better understand changes in their preferences, enhance competitive positioning, and increase revenue. 2. Fulfill genuine ESG commitments by integrating environmentally responsible and sustainable practices into core products, such as reducing carbon emissions, rather than relying solely on superficial marketing claims.

Risk identification and response

Risk	Risk Factor	Potential Impact	Response Measures
Opportunity	Diversification of Business Activities	1. Capital, human resources, and management attention may become dispersed, weakening the competitiveness of the core legacy business and hindering the new business from achieving sufficient scale. 2. Significant internal friction may arise between new and established departments due to differences in management styles.	1. Capital, human resources, and management attention may become dispersed, weakening the competitiveness of the core legacy business and hindering the new business from achieving sufficient scale. 2. Significant internal friction may arise between new and established departments due to differences in management styles.



Risk management

To control the impact of climate change on the operations of the Company, we have set energy consumption and GHG emissions targets for our offices and plants in each region, and then set energy-saving indicators.
We will adopt relevant action plans to align with the targets. SOLOMON will review the achievement of the targets regularly and continue to expand the effectiveness of energy conservation and carbon reduction.

Metrics and targets

To control the impact of climate change on the operations of the Company, we set short-term and medium- to long-term targets and regularly review and track the energy consumption and GHG emissions of our offices and plants in each region to achieve the targets and continuously expand the effectiveness of energy conservation and carbon reduction.

Target	Short-term(2027)	Medium-to long(2030)
GHG Emissions	Decrease by 2%	Decrease by 3%

Note: Compared with the base year of 2025



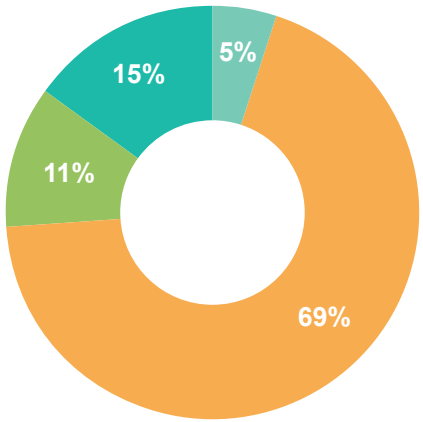
3.2 GHG and Energy Management

In response to the extreme weather risks arising from global climate change and regulatory developments, including the full implementation of Taiwan's carbon fee mechanism and amendments to regulations governing major electricity users, Solomon actively supports Taiwan's pathway toward net-zero emissions by 2050. Beginning with its own operations, the Company is committed to fully implementing three key strategies: Digital Energy Efficiency, Green Energy, and Source Reduction. At the same time, Solomon leverages its core technological strengths, including independently developed AI-powered 3D vision solutions and smart energy management technologies, to optimize internal energy efficiency and support customers and supply chain partners in their decarbonization efforts. Through these initiatives, Solomon aims to work with its value chain to reduce the carbon footprints of digital operations and manufacturing processes while demonstrating tangible climate action.

3.2.1 GHG Emissions

We implemented an ISO 14064-1 GHG inventory project in 2025, achieving verification by DNV Business Assurance Co., Ltd. in May 2026. The Company's Category 1 emissions mainly came from mobile combustion sources and fugitive emission sources; Category 2 emissions were from purchased electricity; Category 3 emissions were from upstream and downstream sources and employee business travel; Category 4 emissions were mainly from products purchased by the organization. Beyond our internal energy conservation and carbon reduction policies, the GHG inventory enables us to identify primary emission sources, facilitating development of comprehensive reduction strategies.

– GHG Emissions –



Category 1 Direct GHG emissions and removals：256.7292 tCO_2e

Category 2 Indirect GHG emissions from purchased energy：3,785.8801 tCO_2e

Category 3 Indirect GHG emissions from transportation：633.3535 tCO_2e

Category 4 Indirect GHG emissions from products purchased by the organization：834.5268 tCO_2e

Solomon Group Total GHG Emissions：5510.490 tCO_2e

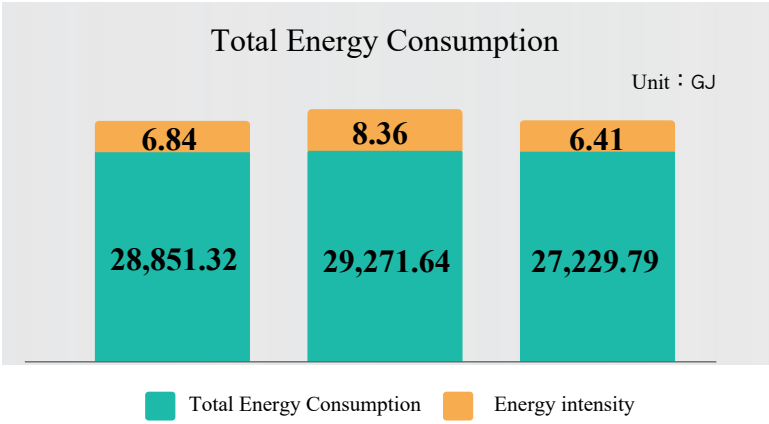
Note 1：The carbon emission factor was calculated using the greenhouse gas emission factors published by the Climate Change Administration, Ministry of Environment, on February 5, 2024.

Note 2: The above GHG inventory data has been verified by a third party to represent the Company's Category1, Category 2, Category 3 (business travel), and Category 4 emissions.

3.2.2 Energy Management

The main business activities of the Company are serving as a professional agent for electronic components, electricity, and energy and engaging in automation and robotics-related industries. The energy used is mainly purchased electricity, followed by the products purchased by the organization. In order to make good use of resources and save energy, the Company regularly performs machine maintenance to improve the efficiency of machines, and gradually replaces lighting fixtures with energy-saving LED lamps. In addition, the Company implements energy control in the offices and plants, and turns off non-essential power after hours.

Year	2023	2024	2025
Purchased electricity(GJ)	28,085.38	28,385.93	26,370.30
Vehicle Diesel(GJ)	160.83	172.43	81.30
Vehicle Gasoline (GJ)	605.10	713.27	778.19
Total energy consumption (GJ)	28,851.32	2,9271.64	27,229.79
Operating income of the year (NT$ million)	4,219.90	3503.10	4,248.29
Energy intensity (GJ)	6.84	8.36	6.41

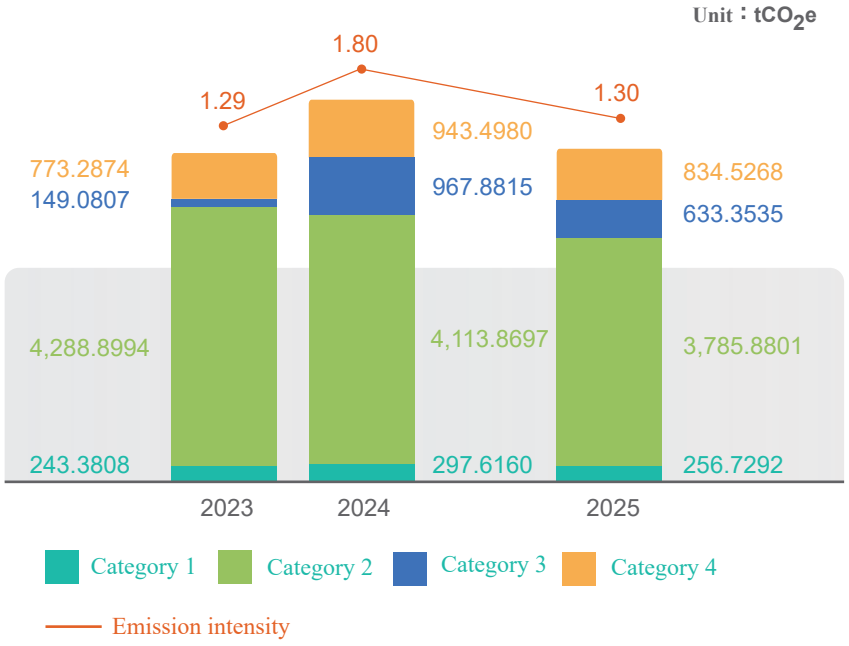


Note: Energy intensity = Total energy consumption (GJ) / Current-year revenue (million).

Carbon Emissions Management in the Past Three Years

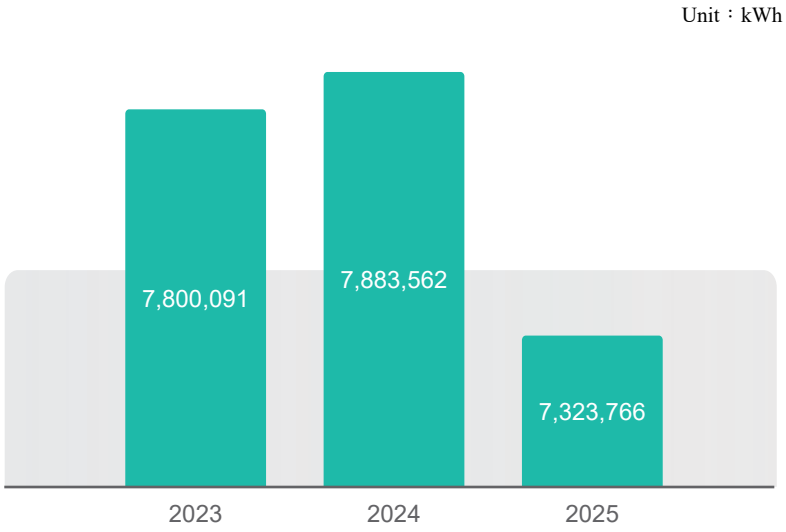
To achieve our net-zero emissions and sustainable development goals, the Company has implemented digitalization, paper reduction, energy-saving, and carbon-reduction initiatives across our office facilities. These measures are designed to minimize resource waste at the source, promote green procurement, and optimize operational processes and delivery routes to reduce transportation-related carbon emissions. In addition, the Company continues to enhance energy management efficiency to reduce electricity consumption and resource use. Through the ongoing implementation of various carbon-reduction strategies, the Company's greenhouse gas emissions decreased in 2025, demonstrating our continued commitment to environmental sustainability.

GHG Emissions



Note: Emissions intensity = Total GHG emissions / Operating income of the year (NT$ millions)

Electricity Consumption



3.2.3 Waste Disposal

Given the nature of its operations, Solomon generates only a small amount of hazardous waste, with the majority of its waste classified as general waste. To mitigate the environmental impacts of improper disposal, the Company implements waste sorting and recycling measures. Plastics, paper, bottles, cans, and other recyclable materials are collected separately, while licensed waste management contractors are engaged to collect and dispose of waste appropriately.

Solomon's subsidiary, Data Image Technology, primarily engages in the research and development, design, production, and sale of LCD panels and modules. In 2025, increased market demand and higher production line utilization led to a corresponding increase in process waste. Despite the additional environmental burden associated with expanded operations, the Company remained firmly committed to environmental sustainability. While increasing production to meet customer demand, the Company continued to optimize process yields and increase the proportion of waste recovered and recycled as resources, thereby advancing toward resource-efficient, low-consumption green manufacturing.

The industrial waste generated by Solomon's subsidiary, Data Image Technology, at its Kaohsiung and Dongguan facilities is presented on the right.

Metric tons	Waste item	2023	2024	2025	Treatment Method	Off-Site/ On-Site
General industrial waste	Waste paper	18.02	15.63	18.94	Recycling	Off-Site
	Waste iron	6.42	5.63	2.44	Recycling	Off-Site
	Plastic waste	13.67	9.45	14.59	Recycling	Off-Site
	Waste glass	18.78	3.79	18.34	Recycling	Off-Site
	Domestic waste	26.84	26.50	26.84	Incineration	Off-Site
	Subtotal	83.72	61.00	81.14	–	–
Hazardous Industrial Waste	Surface Treatment Sludge	35.03	36.69	26.01	Landfill	Off-Site
	Waste Solvents	3.39	2.72	3.20	Physical Treatment	Off-Site
	Waste Activated Carbon	2.00	2.55	5.96	Physical Treatment	Off-Site
	Organic Resin Waste	0.00	0.09	0.00	Incineration	Off-Site
	Waste Rags	0.00	0.09	0.05	Landfill / Incineration	Off-Site
	Waste light tubes	0.00	0.27	0.05	Storage Warehouse	Off-Site
	Waste ink	–	–	0.07	Storage Warehouse	Off-Site
	Waste electronic components (including defective products)	0.83	0.91	1.41	Physical Treatment	Off-Site
	Subtotal	41.25	43.29	36.76	–	–
TOTAL		124.97	104.28	117.90		–

3.3 Sustainable Supply Chain

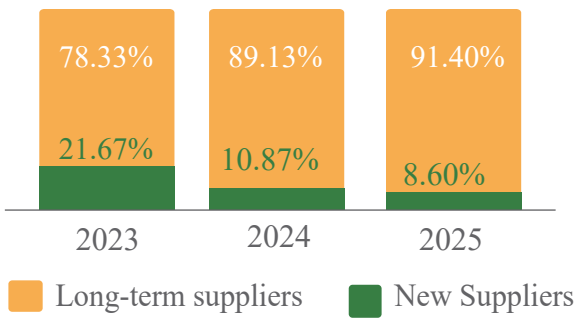
Supply chain management is a key aspect of corporate sustainability. In addition to advancing its own sustainability commitments, Solomon works closely with suppliers to ensure product quality and jointly pursue sustainable development. Recognizing suppliers as essential business partners, the Company implements effective supply chain management mechanisms to build mutually beneficial relationships and promote shared progress toward sustainability across the supply chain.

Supplier Management

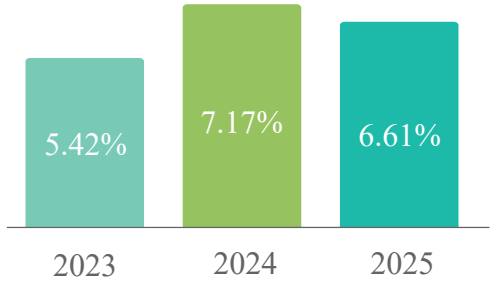
Solomon regards suppliers as strategic partners for long-term mutual growth. To reduce potential environmental and social risks within the supply chain, we have established supplier screening standards. All suppliers are required to sign an "Integrity Commitment" and complete an "Occupational Safety and Health Questionnaire," pledging to comply with Solomon's Supplier Code of Conduct and applicable national occupational safety and health laws and regulations before any goods are purchased or services are accepted. Additionally, we distribute a self-assessment questionnaire based on the "Supplier/ Contractor Social Responsibility Standards." Solomon reviews the assessment results and, for suppliers that do not meet the required standards, develops improvement plans and collaborates with them to ensure continuous improvement. Through these supplier management policies, we aim to strengthen responsible supply chain management and reduce operational risks while integrating sustainability considerations into key supplier selection and evaluation criteria. This approach helps establish partnerships for sustainable growth and enables us to advance sustainable development together.

As part of its multidimensional digital transformation efforts, Solomon communicates and collaborates with information and communications technology suppliers at all levels. In 2025, the number of suppliers increased to 1,559; new suppliers accounted for 8.6% of the total; and the overall supplier ESG self-assessment completion rate was 6.61%.

Proportion of New and Existing Suppliers



Supplier ESG Audit Rates over the Past Three Years



Supply Chain Management Goals

In response to the challenges posed by global climate change, we promote transparent codes of conduct, rigorous assessment mechanisms, and greater awareness of carbon reduction. Our management objective is to foster a mutually beneficial ecosystem in which larger enterprises support smaller partners, enabling suppliers to advance beyond regulatory compliance toward sustainable transformation. Together, we aim to build a low-carbon supply network that balances environmental responsibility, social inclusion, and economic benefits while fostering a safe, equitable, and responsible business environment that promotes shared prosperity and mutual benefit. Moving forward, we are committed to gradually expanding the scope of our greenhouse gas inventories to encompass core raw materials and suppliers.

Solomon is committed to building a supply chain centered on sustainable development. To ensure safe working environments, the dignified and respectful treatment of employees, environmentally responsible business practices, and ethical conduct, we have established supplier management standards. Through these standards, we collaborate with our suppliers to fulfill our corporate social responsibility and create a sustainable value chain.

Implementation Results

- Key Vendor / Supplier Evaluation Form
- Integrity Commitment
- Supplier / Contractor Social Responsibility Standards
- ConflictFree Minerals Declaration
- Declaration of NonUse of Hazardous Substances
- Sustainability Survey

	Number of New Suppliers	Suppliers Evaluation Form	Integrity Commitment	Supplier Social Responsibility Standards	Declaration of Conflict-Free Metals	Declaration of Non-Use of Hazardous Substances	ESG Sustainability Survey
2025	134	45	60	52	30	35	20
Percentage		33.58%	44.78%	39%	22%	26%	15%

Solomon will continue to expand its network of suppliers, strengthen communication and coordination, and build growth-oriented partnerships to jointly advance sustainable development.

Responsible and Sustainable Supply Chain

As a world citizen, we have not only declared and pledged to prohibit the use of metals from conflict mining areas and fulfill our corporate social responsibility, but also required all suppliers to sign a "Declaration for Non-use of Conflict Minerals" and "Supplier/Contractor Social Responsibility Guidelines" to comply with the following:

- Make sure that all metals including: gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), and tin (Sn) are not from mining areas in countries or regions that do not comply with the requirements of "Conflict-Free," are not obtained through autonomous armed groups or illegal groups, are not from mining areas in conflict regions, and are not obtained through illegal smuggling. (The United Nations Security Council has determined that all minerals from the Democratic Republic of Congo (RDC), Rwanda, Uganda, Burundi, Tanzania, and Kenya are DRC-mined minerals.) ◦
- The R&D, procurement, manufacturing, provision, or sale of products or services provided by suppliers/contractors shall comply with related laws and regulations and international standards to ensure the information transparency and safety of the products and services. Suppliers/contractors shall also establish and disclose their protection policy for consumers or other stakeholders' rights and interests, and implement them in their operations to prevent products or services from directly or indirectly harming the rights and interests, health, and safety of consumers or other stakeholders.
- Reduce the purchase and use of raw materials and commodities that are harmful to the environment, and strive to increase the use of green products.
- Adhere to the ethical management policy and refrain from directly or indirectly offering, promising, requesting or accepting any improper benefits and engaging in unethical behavior such as committing illegal acts or breaching fiduciary duty.
- Adhere to the ethical management policy and refrain from directly or indirectly offering, promising, requesting or accepting any improper benefits and engaging in unethical behavior such as committing illegal acts or breaching fiduciary duty.
- Provide employees with appropriate education and training and a safe and healthy work environment.

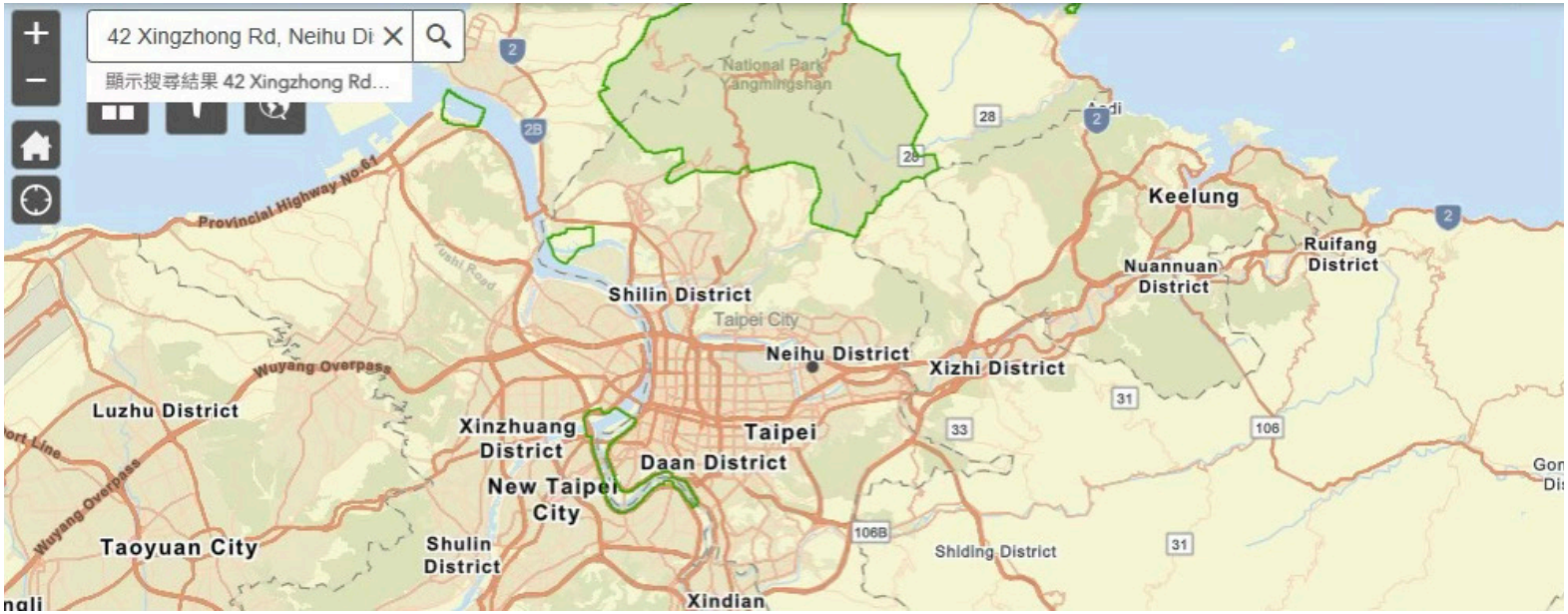


3.4 Biodiversity

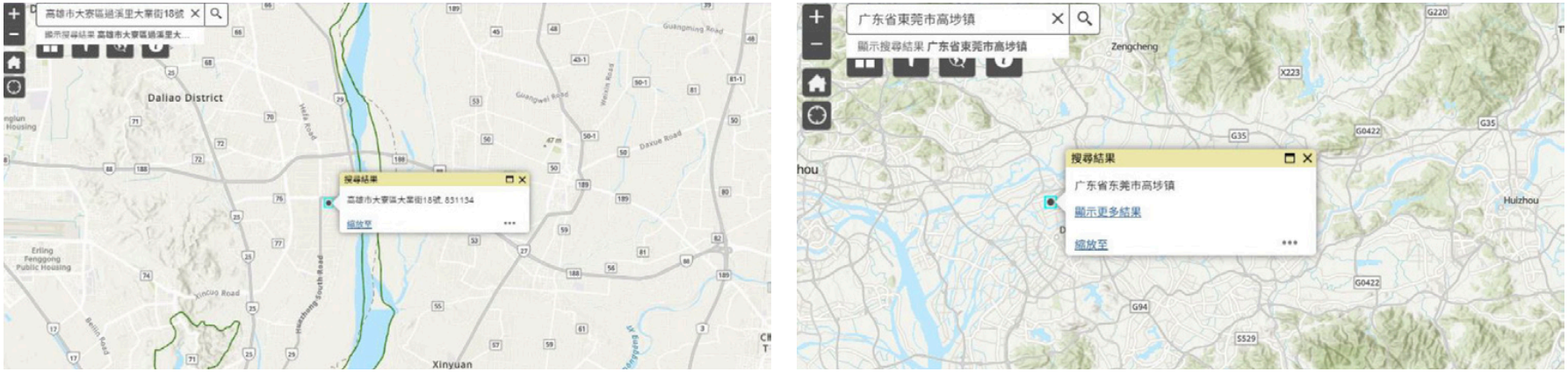
Biodiversity is a vital foundation for ecosystem stability and the sustainability of natural capital. In light of the severe global challenges posed by biodiversity loss and ecosystem degradation, the Company acknowledges that ecosystem health is closely linked to its sustainable development. The Company supports the Kunming-Montreal Global Biodiversity Framework (GBF and the Taskforce on Nature-related Financial Disclosures (TNFD. To minimize the impact of its operations on the natural environment and ecosystems, the Company continues to implement environmental protection measures. As its operations expand, the Company remains committed to conserving biodiversity, preventing environmental damage, and actively promoting nature-positive actions to fulfill its corporate environmental responsibilities.

Biodiversity Impact Identification Results

With reference to the TNFD-recommended LEAP approach (Locate, Evaluate, Assess, and Prepare, the Company consulted the World Database of Key Biodiversity Areas to identify potential impacts and risks associated with the interactions between its operations and the natural environment. The assessment found that the Company's major operating sites are located within urban planning areas and are not situated directly within national parks, nature reserves, wildlife protection areas, or internationally recognized Key Biodiversity Areas (KBAs. Additionally, no major incidents involving environmental pollution or ecological damage occurred during the reporting period.



The Company's manufacturing subsidiary, Data Image Technology, also assessed its operating sites in Kaohsiung and Dongguan. The assessment found that neither site is located near a national park, nature reserve, wildlife protection area, or internationally recognized Key Biodiversity Area (KBA). Furthermore, no major incidents involving environmental pollution or ecological damage occurred at either site.



Biodiversity Policy

- Comply with all applicable biodiversity and environmental protection laws and regulations.
- Assess the dependencies of operating sites and the supply chain on the natural environment, as well as their impacts on it.
- Promote energy conservation, carbon reduction, and resource recycling.
- Strengthen sustainable supply chain management and implement green procurement practices.
- Enhance environmental awareness among employees and strengthen engagement with stakeholders.

The Company is committed to complying with all applicable environmental laws and regulations. By implementing measures related to pollution prevention, efficient resource use, greenhouse gas reduction, water resource management, and green procurement, the Company collaborates with suppliers across the value chain to transition toward lower-impact operations and minimize adverse effects on the natural environment and ecosystems. Furthermore, the Company will gradually establish relevant management systems and work closely with its suppliers to advance sustainable development.

04

Social Inclusion 63

4.1 Talent Cultivation and Development 64

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4.3 Social Engagement 86



4.1 Talent Cultivation and Development

We value the labor rights of employees, create a happy and safe workplace, provide our colleagues with friendly and equal job opportunities, implement a gender equality policy, and create a mutually respectful atmosphere. We provide a competitive compensation level to increase the loyalty of employees to the Company, reduce employee turnover, and ensure the stable development of the Company's operations.

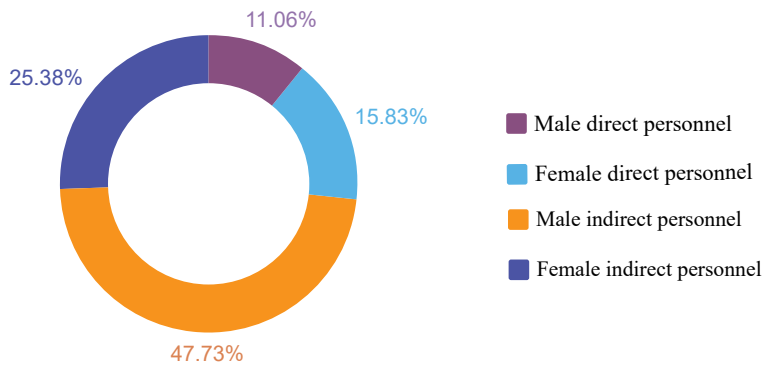
Solomon has a complete training system and organizes various training courses from time to time to enrich the professional skills of our employees and enhance their workplace competitiveness. Transparent career paths allow employees to anticipate their future career development. In addition, the Company has introduced the ISO 45001 Occupational Safety and Health Management System to strengthen the Company's occupational safety and health management performance, effectively protecting the physical and mental health of employees.

4.1.1 Employee Overview

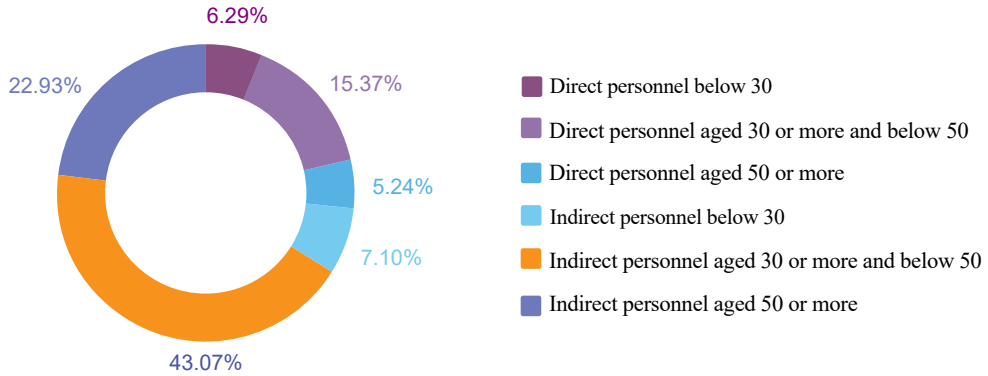
The Company continues to recruit more technical talent and employ local people to provide more comprehensive services. At the end of 2024, the Company had 840 employees. In addition, there were 28 non-employee workers, including contracted workers and dispatched security and cleaning personnel, to ensure the quality of the work environment.

Employee statistics by gender and age:

Distribution of Employees by Gender in the Year



Distribution of Employees by Age in the Year



– Employee Statistics by Gender and Age –

Diversity statistics/Year				2023		2024		2025	
				817		840		859	
				Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Employees	Direct	Gender	Male	77	9.42%	82	9.76%	95	11.06%
			Female	126	15.42%	122	14.52%	136	15.83%
		Age	Below 30	39	4.77%	42	5.00%	54	6.29%
			30 or more and below 50	121	14.81%	122	14.52%	132	15.37%
			50 or more	43	5.26%	40	4.76%	45	5.24%
		Education	Postgraduate degrees	0	0.00%	0	0.00%	0	0.00%
			Colleges and universities	3	0.37%	5	0.59%	5	0.58%
			Others	200	24.48%	199	23.66%	226	26.31%
	Indirect	Gender	Male	392	47.98%	420	50.00%	410	47.73%
			Female	222	27.17%	216	25.71%	218	25.38%
		Age	Below 30	50	6.12%	58	6.90%	61	7.10%
			30 or more and below 50	410	50.18%	400	47.62%	370	43.07%
			50 or more	154	18.85%	178	21.19%	197	22.93%
		Education	Postgraduate degrees	110	13.46%	134	15.93%	134	15.60%
			Colleges and universities	411	50.31%	419	49.82%	418	48.66%
			Others	93	11.38%	84	9.99%	76	8.85%

Note: The calculation method is as follows
Percentage of direct personnel below 30 = (Total number of direct personnel below 30 at the end of the year / Total number of employees at the end of the year)*100%.
Percentage of indirect personnel with postgraduate degrees = (Total number of indirect personnel with postgraduate degrees in the year / Total number of employees at the end of the year)*100%.

– Employee Statistics by Gender and Age –

Diversity statistics/Year				2023		2024		2025	
				817		840		859	
				Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Employees	Full-Time	Gender	Male	459	56.18%	490	58.33%	487	56.69%
			Female	343	41.98%	328	39.05%	349	40.63%
	Part-Time		Male	10	1.22%	13	1.55%	18	2.10%
			Female	5	0.61%	9	1.07%	5	0.58%
Non-Employee Workers	Contract	Gender	Male	9	56.25%	19	67.86%	18	72.00%
			Female	7	43.75%	9	32.14%	7	28.00%
		Nature of Work	Security	9	56.25%	19	67.86%	17	68.00%
			Cleaning	7	43.75%	9	32.14%	6	24.00%
			Technical / Operator	0	0.00%	0	0.00%	2	8.00%

Note: The calculation method is as follows
Percentage of direct personnel below 30 = (Total number of direct personnel below 30 at the end of the year / Total number of employees at the end of the year)*100%.
Percentage of indirect personnel with postgraduate degrees = (Total number of indirect personnel with postgraduate degrees in the year / Total number of employees at the end of the year)*100%.

Talent Recruitment and Diversity & Equality

Solomon recruits and selects employees through open and transparent procedures, hiring candidates based on merit and assigning them to roles that best match their capabilities. To attract outstanding talent, Solomon offers market-competitive compensation and benefits, rewarding employees for exceptional performance and long-term contributions. This approach strengthens employee engagement and encourages active participation in company affairs. Promotion opportunities are communicated transparently, performance evaluations emphasize objective criteria and results, and accessible grievance channels protect every employee's career development opportunities.

We are committed to eliminating all forms of discrimination and protecting employee rights, enabling every employee—regardless of gender, age, nationality, or background—to realize their full potential, excel in their respective roles, and grow alongside the Company.

− New Employees in the Past Three Years Item/Year

Item / Year		2023		2024		2025	
New employees		136		278		314	
Age	Below 30	17	2.08%	130	15.48%	136	15.83%
	30 or more and below 50	90	11.02%	127	15.12%	149	17.35%
	50 or more	29	3.55%	21	2.50%	29	3.38%
Gender	Male	93	11.38%	188	22.38%	194	22.58%
	Female	43	5.26%	90	10.71%	120	13.97%
Education	Postgraduate degrees	43	5.26%	44	5.24%	34	3.96%
	Colleges and universities	88	10.77%	98	11.67%	88	10.24%
	Others	5	0.61%	136	16.19%	192	22.35%
Region	Taiwan	130	15.91%	124	14.76%	129	15.02%
	Overseas	6	0.73%	154	18.33%	185	21.54%

− Employee Turnover in the Past Three Years−

Item / Year		2023		2024		2025	
Departing Employees		139		298		361	
Age	Below 30	13	1.59%	110	13.10%	122	14.20%
	30 or more and below 50	86	10.53%	145	17.26%	190	22.12%
	50 or more	40	4.90%	43	5.12%	49	5.70%
Gender	Male	97	11.87%	187	22.26%	232	27.01%
	Female	42	5.14%	111	13.21%	129	15.02%
Education	Postgraduate degrees	35	4.28%	32	3.81%	47	5.47%
	Colleges and universities	94	11.51%	124	14.76%	144	16.76%
	Others	10	1.22%	142	16.90%	170	19.79%
Region	Taiwan	134	16.40%	148	17.62%	189	22.00%
	Overseas	5	0.61%	150	17.86%	172	20.02%

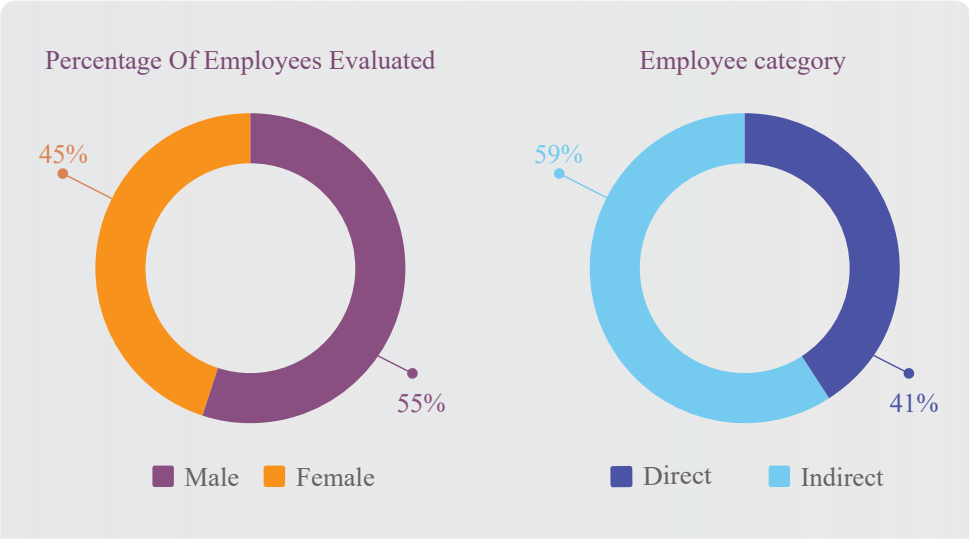
Note 1: The statistics are based on the total number of employees at the end of the year (December 31).
Note 2: New hire rate = (Total number of new employees in a specific category in the year / Total number of employees in the year)*100%. For example,
female new hire rate = (total number of new female employees in the year / total number of employees in the year)*100%.
Turnover rate = (Total number of employees in a specific category leaving the Company in the year / Total number of employees in the year)*100%.
For example, the turnover rate of employees below 30 = (total number of employees below 30 leaving the Company in the year / total number of employees in the year)*100%.
Note 3: Before 2024, the data covered only Solomon's parent company and its subsidiary, Solomon Data International Corporation; from 2025 onward, the data cover the entire Solomon Group.

Employee Performance Evaluation

The Company has established the Compensation Committee to regularly review the compensation policy and plan transparent evaluation and reward and punishment systems, creating a positive competitive atmosphere among employees. We uphold the concept of treating employees equally. We have different performance evaluation systems for general personnel, management personnel, sales personnel, and R&D personnel. Different performance evaluation and measurement systems are given according to different jobs, and evaluation and measurement results are used as the basis for year-end bonuses, salary adjustments, and promotions. We also incorporate employees' core skills and performance related to corporate social responsibility in the evaluation to strengthen the overall awareness of the employees and the Company about sustainable development, consolidating the Company's competitiveness in sustainable development.

Employees and their line managers can have direct communication about their performance evaluation results. For employees with outstanding performance, this can not only recognize their performance in the year, but also allow for discussion about setting goals for future career planning. On the other hand, employees with unsatisfactory performance evaluation results can directly communicate with their supervisors to find out their shortcomings in performance and make improvements. For employees who do not meet the minimum evaluation threshold, we will enhance guidance and conduct improvement tracking through the performance improvement plan to help improve the employee's job performance.

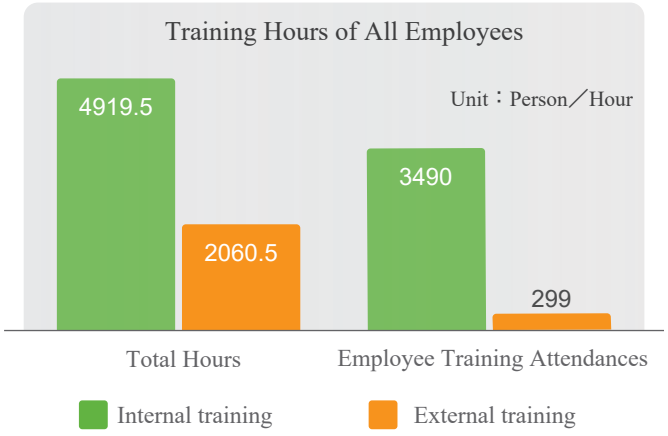
In 2025, the Solomon Group employed 859 people. After excluding those with less than three months of service at the time of evaluation, the actual number evaluated was 533, representing 62.05% of all employees.

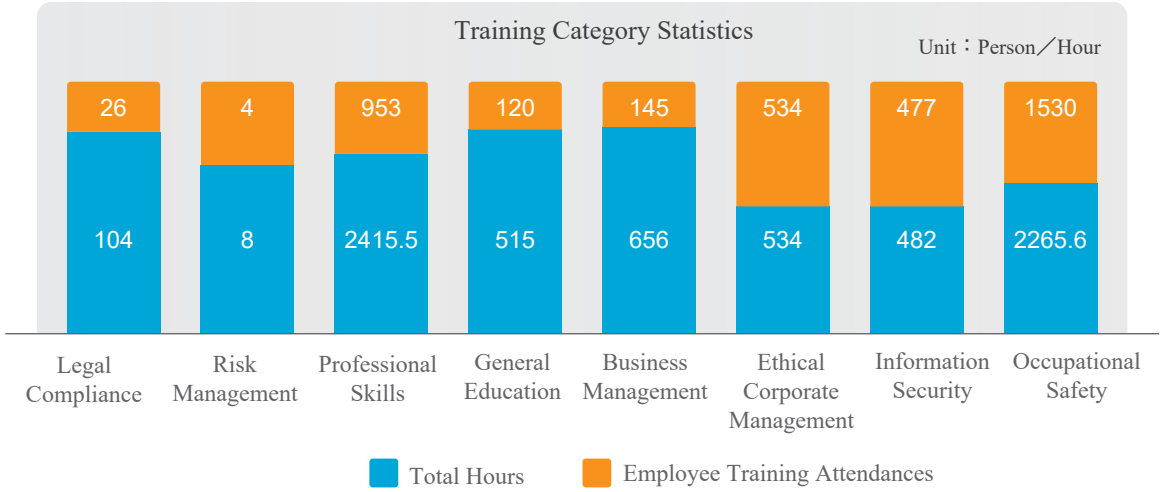


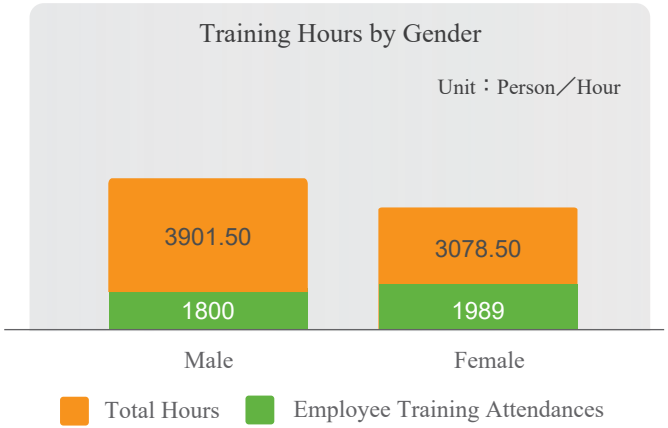
4.1.2 Talent Cultivation

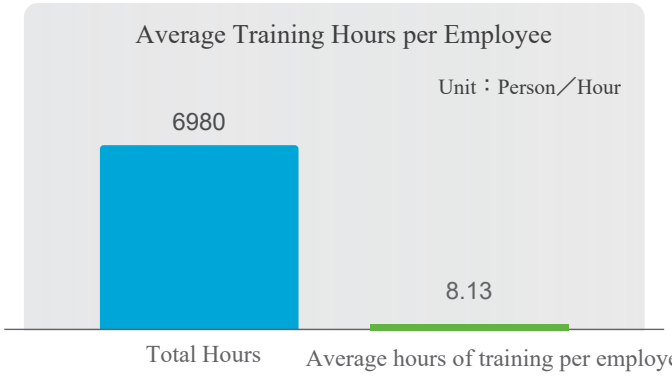
Employee Education and Training

“Talent is the foundation of a sustainable business.” Solomon regards its employees as its most valuable asset and firmly believes that a sustainable enterprise is built by a team committed to continuous growth. The company is dedicated to creating a diverse, inclusive, and learning-oriented workplace supported by a comprehensive competency development framework. To meet the needs of employees at different stages of their careers, Solomon provides a wide range of learning resources to help them remain highly competitive in a rapidly changing market. The company also encourages continuous professional development and the cultivation of broader international perspectives, enabling employees to realize their career potential while contributing to mutually beneficial outcomes for both employees and the company’s sustainable development. Solomon’s employee education and training results for 2025 were as follows：









Note: Average training hours per employee = Total employee training hours during the year ÷ Total number of employees at the end of the year.



Employee Salary and Benefits

SOLOMON is committed to rationalizing the employee salary structure, regularly participating in market salary surveys, formulating reasonable salary and reward policies, and paying employees based on their positions, education and work experience, and expertise. The Company's compensation policy differentiates compensation based on employees' achievement of performance goals. The Company does not treat employees differently in terms of compensation, benefits, promotions, salary adjustments, work conditions, and employment rights. In order to make sure that employees' personal compensation can reflect their job performance, all employees regularly receive performance and career development reviews. The review results are taken into consideration for the promotion of employees in the workplace, so that employees with special technical expertise can grow into professionals in their fields through effort, and employees with management capabilities and leadership potential can also grow into management, providing them with plenty of space for career development. In addition, the Company holds regular labor–management meetings on a quarterly basis to improve employee benefits and organizational harmony.

SOLOMON non-managerial full-time employee compensation structure comparison:

Unit : NT$ thousand

Non-managerial full-time employees	Employee Count (Note)	Average annual salary	Median annual salary
2024	262	948	828
2025	266	992	854
Difference	4	44	26

Note: The above information pertains only to SOLOMON employees in Taiwan and has been audited by certified public accountants.

Item	Employee benefits
Basic benefits	The Company enrolls in labor insurance, health insurance, and pension systems and takes out group insurance for all employees.
Work-life balance and health	1. According to related labor laws and regulations, employees are entitled to one health check-up each year. 2. The Company organizes employee safety and health lectures from time to time and hires professional medical personnel to provide health consultations. 3. We provide diverse club activities to allow employees to interact with each other after work while maintaining good health and well-being.
Travel subsidies	1. To encourage employees to enjoy both work and life and achieve balanced development in work, life, and leisure, we provide employees with travel subsidies. 2. Discounts for accommodations and meals at contracted hotels.
Family care	We set up a warm, qualified breastfeeding room, creating a friendly breastfeeding environment in the workplace and supporting working mothers breastfeeding.
Other benefits	1. Wedding cash gifts, bereavement money for employees or their family members who pass away, and childbirth cash gifts for employees or their spouses who give birth. 2. Condolence money for employees hospitalized due to injury and illness 3. Emergency aid for employees. 4. We provide bonuses for the Mid-Autumn Festival, Dragon Boat Festival, and Chinese New Year to reward employees for their hard work. 5. 10 free inter-bank withdrawals or transfers per month for payroll accounts.

Parental Leave

We regard our employees as long-term partners and acknowledge the challenges they may face at various stages of life. To help employees balance family responsibilities with ongoing career development, we are committed to fostering a family- and parenting-friendly workplace by providing comprehensive maternity protection and childcare support. In response to evolving social trends, national development priorities, and the declining birth rate, employees with newborn children may apply for parental leave, allowing them to focus on childcare and raising the next generation without the added pressure of balancing work and family responsibilities. Employees are also encouraged to return to work once suitable family arrangements have been made and to continue pursuing professional growth and excellence.

Item	Male	Female	Total
Number of employees eligible for unpaid parental leave（A）	18	2	20
Number of employees who applied for unpaid parental leave（B）	6	3	9
Application Rate（B/A）	33%	150%	45%
Number of employees who should be reinstated from unpaid parental leave（C）	5	3	8
Number of employees who were actually reinstated from unpaid parental leave（Including early reinstatement）（D）	6	2	8
Reinstatement rate（D/C）	120%	67%	100%
Employees Who Actually Returned from Parental Leave in the Previous Year（E）	4	3	7
Number of employees still in employment for 12 months after reinstatement from unpaid parental leave in the previous year（F）	4	3	7
Retention rate (F/E)	100%	100%	100%



Note 1: The number of employees eligible for unpaid parental leave is based on the number of male and female employees who have applied for maternity leave and paternity leave in the past three years.
Note 2: Reinstatement rate = (Total number of employees actually reinstated in the year / Total number of employees who should be reinstated in the year)*100%.
Note 3: Retention rate = (Total number of employees still in employment for 12 months after reinstatement in the previous year / Number of employees actually reinstated in the previous year)*100%.

Retirement and Benefits Policy

In order to secure the post-retirement life of employees, we have established pension plans for full-time employees. We also make a pension contribution of 2% of the total salary on a monthly basis and deposit it into a special account with the Bank of Taiwan in the name of the Labor Pension Fund Supervisory Committee to fully protect the rights and interests of employees.

Solomon has established a defined contribution retirement plan in accordance with the "Labor Pension Act," applicable to ROC nationals and foreign employees. The Company deposits a labor pension distribution of 6% of the salary of the employees who choose to opt in to the labor pension scheme under the "Labor Pension Act" into their personal accounts with the Bureau of Labor Insurance every month. The pension is paid monthly or at once to the employees based on the amount of money in their personal pension accounts and the accumulated gains.

Pension statistics in 2025: NT$97,340 thousand

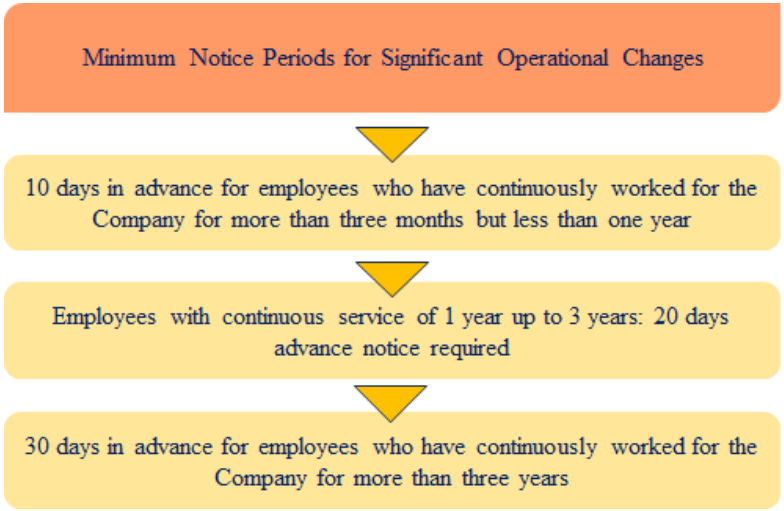
Define Benefit Plan (Old Pension System)

Monthly contributions of 2% of employees' total monthly salaries are allocated to the labor retirement reserve fund, maintained in a dedicated account. However, as the retirement reserve has reached the present value of total retirement benefits for all eligible employees, suspension of contributions has been approved by local authorities

Define Benefit Plan (New Pension System)

Since July 1, 2005, employees opting for the "Labor Pension Act" receive monthly contributions of no less than 6% of their monthly wages to individual retirement accounts established by the Bureau of Labor Insurance. These portable pension accounts remain with employees regardless of job changes or business closures, with account ownership belonging to the individual employee.

In addition, the Company has also adhered to the principle of protecting employees. If employees' positions must be adjusted or they become unfit due to the Company's business development, the Company will give them early notice in accordance with the Labor Standards Act and provide them with sufficient time to do job handover and prepare for working in a new environment. The Company will also pay severance pay to employees who become unfit according to the Labor Standards Act.



4.1.3 Human Rights Policy

We are committed to protecting employees' fundamental human rights and supporting and following international human rights conventions, including the "United Nations Universal Declaration of Human Rights," the "United Nations Global Compact," the "United Nations Guiding Principles on Business and Human Rights," the International Labor Organization's "Declaration on Fundamental Principles and Rights at Work," and local laws and regulations, to ensure that we provide a work environment that fully protects human rights. SOLOMON respects the freedom of association of employees, cares for disadvantaged groups, prohibits child labor, eliminates all forms of forced labor and hiring and employment discrimination, and eradicates any act involving infringement and violation of human rights. We protect gender equality and treat all employees fairly. All our employees' employment contracts are drawn up and signed in accordance with the law. Employees have the right to terminate their employment contracts. There are no relationships beyond employment contracts, e.g. forced (compulsory) labor, or discrimination within the Company. SOLOMON's compensation policy also ensures that the salary of employees is not differentiated due to gender, age, race, religion, or political stance.

SOLOMON's human rights management policies and specific plans are summarized as follows:



Human Rights Protection

We comply with the labor human rights laws and regulations in each business location, and communicate important messages on human rights protection and labor rights protection to new and existing employees. Smooth labor–management communication helps promote labor–management collaboration, enabling employees to understand the Company's production plans, business overview, and market conditions while allowing the Company's management to timely grasp the labor conditions of the employees and even build a friendly workplace based on their needs. The Company complies with laws and regulations. Our internal human resource and administrative management complies with the local labor laws and regulations of each business location. At least one labor–management meeting is held every three months as required by law, with management representatives including the Chief Corporate Governance Officer and the head of the HR department to coordinate labor–management relations. Regular mutual communication and dialogue can promote labor–management collaboration and allow employees to express their opinions and seek better labor conditions from the Company, effectively improving worker status. Solomon has also established diverse communication channels. Through two-way communication, employees can fully express their opinions. Due diligence is conducted after a grievance is received by dedicated personnel. The Company will keep the whistleblower's personal information confidential, and will not treat the whistleblower unfavorably if the grievance is verified.

In 2025, one gender equality-related concern was reported. Upon receiving the complaint, the Company promptly established a complaint-handling committee and conducted an investigation in accordance with its procedures for preventing unlawful infringements in the performance of duties. After confirming that an unlawful infringement had occurred, disciplinary action was taken in accordance with Company policies, and the affected individual was provided with necessary assistance and support. Going forward, the company will continue to strengthen employee education and communication, enhance risk assessment, and improve grievance mechanisms to foster a respectful and inclusive workplace culture.

Gender Equality and Harassment Prevention

Solomon has established the "Measures for the Prevention of Sexual Harassment in the Workplace and Guidelines for Grievance Handling and Disciplinary Actions" to implement a formal grievance mechanism and related procedures. Additionally, the Company regularly provides relevant education and training.

One genderequality concern was reported in 2025.

Labor–management Meeting

With the aim of working together to help the Company's operations, we coordinate labor relations, promote labor-management collaboration, improve work efficiency, and ensure a workplace that protects the physical and mental health of employees. In 2025, a of four labor-management meetings were held, and both parties engaged in various negotiations and operations to help protect each other's rights and interests in a fair and just manner, achieving a win-win situation.

Employee Communication Channels

In order to build a good labor–management relationship, we have employee grievance mechanisms in place, including an employee grievance email address (hr@solomon.com.tw). All grievances made will be investigated and handled by the HR department or unit heads.

There were no grievances made in 2025.

4.2 Occupational Safety and Health

Guided by the ultimate goal of "zero disasters and zero accidents," the Company has established a comprehensive occupational safety and health management system. Through systematic risk identification, workplace improvements, and organization-wide participation, the Company is committed to providing employees, contractors, and business partners with a high-quality work environment that is safe, comfortable, and supportive of both physical and mental well-being. Solomon complies with the Occupational Safety and Health Act. The Energy Business Unit has obtained ISO 45001 certification for its occupational health and safety management system, while the Company's other plants and offices follow the same management approach. All operating sites collectively uphold Solomon's occupational safety and health policy. Through the systematic implementation of ISO 45001 management practices, the Company strives to create a safe, comfortable, and healthy work environment in which all workers can perform their duties with confidence and peace of mind.

The Company integrates safety awareness into its organizational systems and maintains multiple layers of protection. In compliance with legal requirements, Solomon has established an Occupational Safety and Health Committee consisting of at least seven members, with more than half serving as labor representatives. Committee members include employees from various departments and levels of management. The Committee meets quarterly to advise on and review occupational safety and health policies proposed by the employer, analyze and discuss occupational accidents, evaluate safety and health proposals, and promote two-way communication between labor and management to safeguard employee safety and health.

In addition to raising concerns at quarterly meetings, employees may submit reports through the internal reporting mailbox or directly to labor representatives. All proposals are systematically recorded and tracked, and the resulting improvements are disclosed transparently to foster a safety culture based on organization-wide participation.

Workers Covered by an Occupational Health and Safety Management System in 2025

Management system/laws and regulations	Inspection type	Number of people	Percentage
(Occupational Safety and Health Act) (Four Major Worker Protection Programs)	Internal audit	466	100%
	Internal Labor Inspections	466	100%
ISO 45001	Internal audit	70	100%
	External Verification	70	100%

Note：

1. The Occupational Safety and Health Act (Four Major Labor Protection Programs) applies to the Taiwan Group (SOLOMON, SOLOMON Technology Corporation, Cornucopia Innovation Corporation, Solomon Energy Technology Corporation, Solomon Goldentek Display Corp(Taiwan).
2. ISO 45001 has been introduced in the TBU (PC1) *56 and PS *14 Energy Business units.

The Committee's primary responsibilities include:

- Providing recommendations on occupational safety and health policies proposed by the employer.
- Coordinating and providing guidance on occupational safety and health management plans.
- Reviewing implementation plans for occupational safety and health education and training programs.
- Reviewing workplace environmental monitoring plans, monitoring results, and measures implemented in response.
- Reviewing matters related to health management, occupational disease prevention, and health promotion.
- Reviewing occupational safety and health proposals.
- Reviewing self-inspections and occupational safety and health audits conducted by business units.
- Reviewing preventive measures for hazards associated with machinery, equipment, raw materials, and other materials.
- Reviewing occupational accident investigation reports.
- Evaluating on-site occupational safety and health management performance.
- Reviewing occupational safety and health management matters related to contracted operations.
- Addressing other occupational safety and health management matters.



Solomon has established the following protocols for employee personal safety and workplace environmental protection:

1. **Ergonomic Hazard Prevention Program**

   To prevent employees from experiencing musculoskeletal injuries or disorders resulting from prolonged exposure to poorly designed work environments, repetitive tasks, improper work postures, or inadequate work-time management, the company has implemented comprehensive preventive measures.

2. **Overwork-Related Disorder Prevention Program**

   To prevent work-related disorders caused by abnormal workload among company employees, comprehensive health management measures have been implemented for workers exposed to shift work, night work, extended working hours, and other conditions that may trigger overwork-related illnesses. This program aims to prevent workers from developing cerebrovascular and cardiovascular diseases due to excessive fatigue, thereby safeguarding employees' physical and mental health.

3. **Workplace Violence Prevention Program**

   To protect company employees from inappropriate treatment by employers, supervisors, or colleagues who exploit their position or authority, as well as from verbal abuse, physical assault, intimidation, threats, or other forms of harassment or violence from clients or third parties that may result in psychological or physical harm or even life-threatening situations, this prevention program has been established. this program aims to prevent internal and external unlawful infringement hazards during work execution, maintain a safe workplace environment, and protect employees' physical and mental well-being.

4. **Maternal Health Protection Management Program**

   In accordance with Occupational Safety and Health Act and the Regulations for Maternal Health Protection, business entities are required to properly plan and implement necessary safety and health measures for maternal health protection. This Maternal Health Protection Program has been established to ensure the physical and mental health of female employees during pregnancy, post-childbirth, and lactation periods, thereby achieving comprehensive maternal health protection objectives.

5. **Disaster Response and Drills**

   Fire and earthquake preparedness drills are conducted annually to ensure that all employees are familiar with evacuation routes and emergency response procedures and to strengthen the Company's disaster preparedness and resilience.

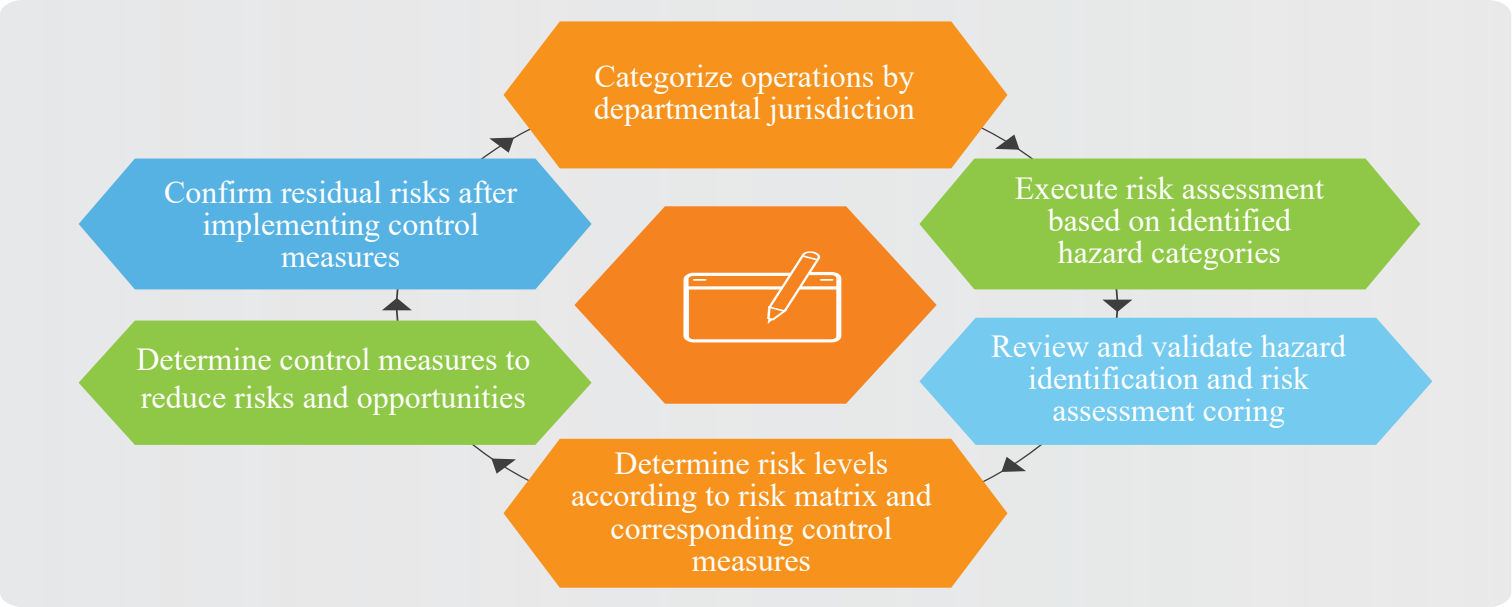
Hazard Identification and Risk Assessment

The Company has conducted hazard identification based on the hazards that each unit may face according to the nature of their work. We have established the "Hazard Identification and Risk Assessment Form" to list these possible hazards and conduct risk assessments on their frequency, likelihood, and severity (if they occur). According to the identified hazard types, we then formulate protective and preventive measures to reduce the likelihood and severity of these hazards.

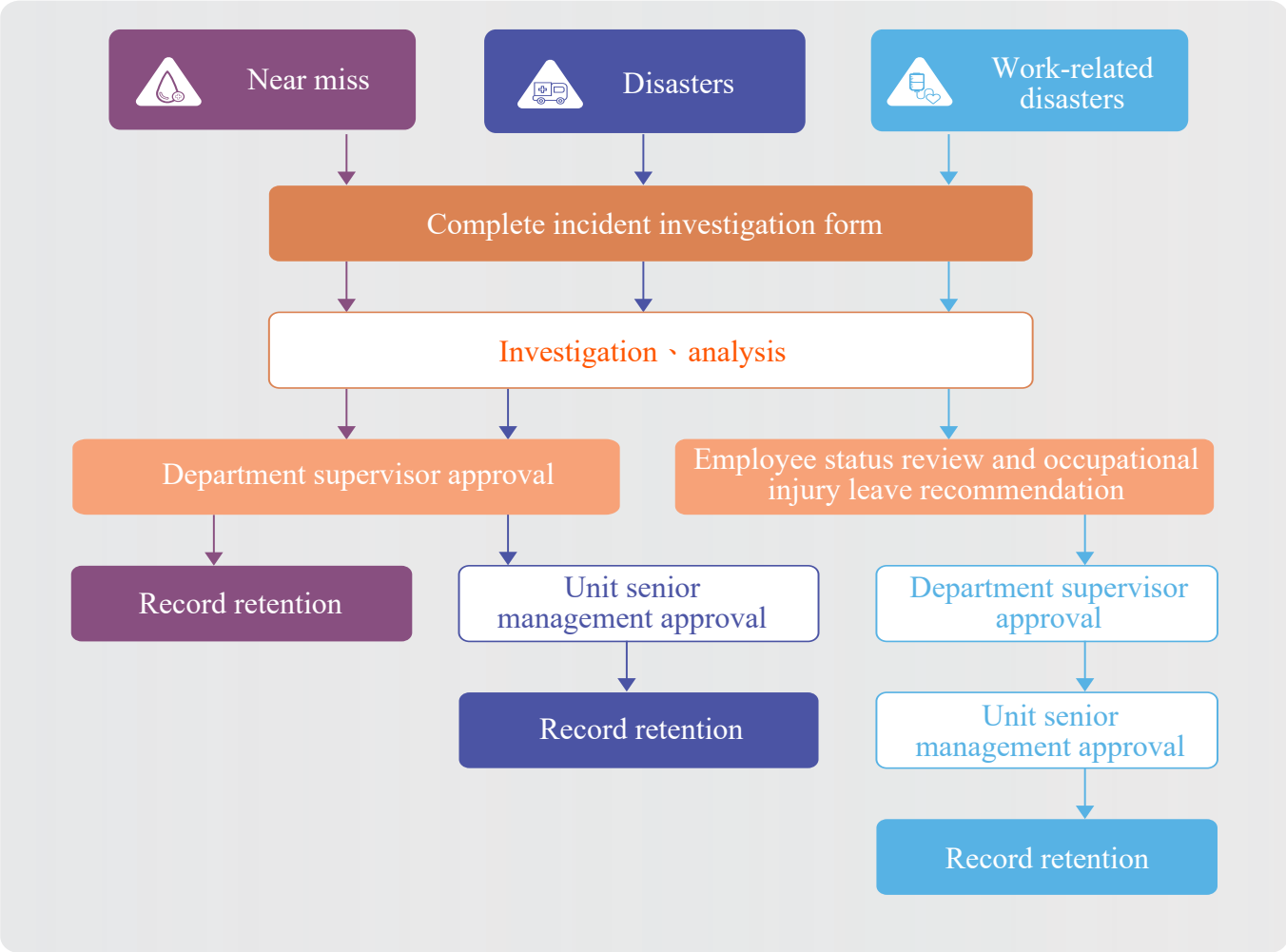
Incident Investigation

We have established incident reporting and investigation management procedures to systematize and document accident investigation, analysis, and statistics. With these procedures, in the event of an incident, personnel from relevant units can be contacted quickly to assist in on-site handling to reduce or prevent the expansion of the incident. We are committed to preventing the occurrence of disasters to ensure the safety of employees. We also provide education and promotion materials so that employees can understand how to prevent disasters and have something to refer to and follow when formulating or revising work rules.

Risk and Opportunity Action Planning Assessment Process



SIncident Investigation and Handling Process



Measures for the Prevention of Occupational Safety and Health Impacts

Solomon has established the "Contractor Occupational Safety and Health Management Procedure" to require contractors or individuals entering the Company's plants or offices to follow relevant regulations. First, procurement or sales personnel explain the Company's regulations on occupational safety and health management to the contractor, and then the person in charge of the workplace is responsible for applying for a work permit, informing the contractor of the working area and hazardous factors, and asking it to perform appropriate protective measures before it starts construction. During the construction, the person in charge will monitor the contractor's compliance with the relevant regulations. Finally, occupational safety and health management personnel will formulate relevant regulations on contractor management, prepare contractor access cards, perform audits, and assist each unit in implementing contractor management.

Before the contractor starts construction, safety and health management personnel will hold a construction coordination meeting to explain the Company's contractor-related regulations, and the contractor must fill out the "Work Permit Application Form" according to the operation details. If there is any hot work or special hazardous work, the contractor must apply for an additional hot work permit or special hazardous work permit, which will be verified by occupational safety and health management personnel.



Work-related Injury Analysis

The primary types of occupational injuries recorded at Solomon in 2025 were falls and cuts. Whenever an accident occurred, an investigation was promptly initiated, and appropriate corrective measures were developed and communicated based on the nature of the incident to prevent similar incidents from recurring.

Statistics on Work-related Injuries and Work-related Ill Health

Statistics/Year	Total hours worked (Note 1)	Fatalities from Occupational Injuries Workplace Fatalities		Severe work-related injuries (Note 2)		Recordable work-related injuries (Note 3)		Fatalities from Occupational Diseases		Recordable work-related ill health (Note 3)	
		Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
2023	1,571,328	0	0	0	0	0	0	0	0	0	0
2024	1,810,888	0	0	0	0	0	0	0	0	0	0
2025	1,869,719	0	0	0	0	0	0	0	0	0	0

Note 1：The percentage is calculated per 200,000 working hours.
Note 2：Severe work-related injuries: Severe injuries causing employees unable or less able to recover to the state of health before the injuries within six months. However, the number of fatalities should be excluded from the statistics.
Note 3：Recordable work-related injuries or work-related ill health: Work-related injuries or work-related ill health that lead to any of the following circumstances, such as death, departure from work, work restrictions or transfer of work, medical treatment beyond first aid, or unawareness, or major injuries or ill health diagnosed by physicians or other licensed medical professionals (even if they do not cause death, departure from work, work restrictions or transfer of work, medical treatment beyond first aid, or unawareness). The statistics should include the number of fatalities.

Statistics on Work-related Injuries and Work-related Ill Health by Type

Type of work-related injuries		2023	2024	2025	Hazard and improvement description
Type of work-related injuries	Falls	0	0	2	One employee failed to notice a change in floor level at an external worksite, while another employee, walking too quickly while commuting home after work, failed to see a pothole. Both incidents resulted in falls. Employees were reminded to stay vigilant about their surroundings at external worksites and during their commute, and to take appropriate precautions to ensure their personal safety.
	Cuts	0	0	1	An employee was testing equipment at a customer's site. Upon leaving the machine room, the employee opened a fire door; however, the difference in air pressure between the inside and outside of the room caused the door to swing back, resulting in a cut to the employee's finger. Employees were reminded to stay alert to conditions at external worksites and to prioritize their personal safety at all times.

Occupational Safety and Health Education & Training and Meetings

To enhance the overall occupational safety awareness and work safety of employees, we focus on occupational safety-related education and training. New employees must complete 3 hours of occupational safety and health education and training after joining the Company, so that they can understand the Company's occupational safety policy. Active employees must also complete three hours of online occupational safety training courses every year; after the courses, we arrange tests and surveys to ensure course quality. In addition, the Company organizes regular emergency response and disaster prevention drills to ensure that employees can respond to emergencies and reduce the impact of disasters.

The Company holds an occupational safety meeting every three months, and labor and management representatives are sent to participate in the meetings. The meetings examine the Company's existing occupational safety policies, review recent occupational accidents, and respond to employees' occupational safety-related opinions. The Company also timely communicates the latest relevant information to employees through internal websites and employee suggestion boxes while collecting their opinions and feedback on occupational safety and health to establish smooth communication channels. The engagement of employees allows the Company to formulate complete and company-oriented occupational safety policies.





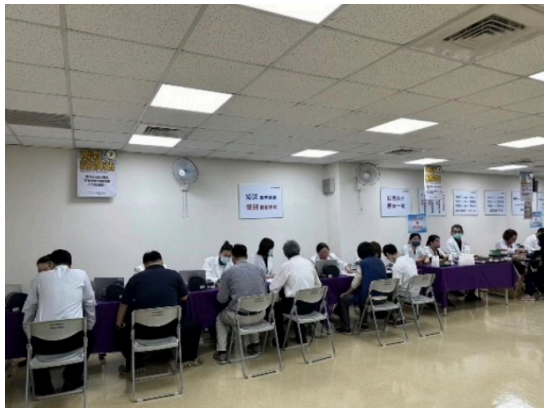


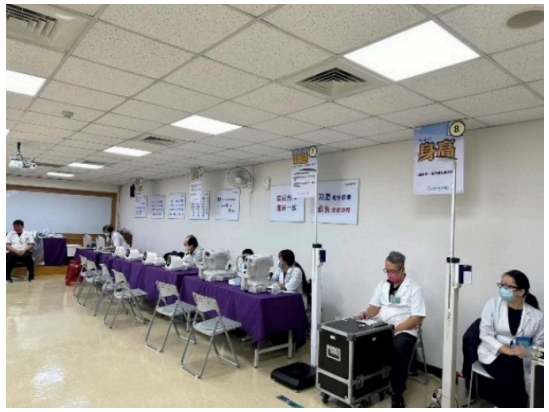
Employee Health Management and Health Promotion

Technological innovation depends on the continuous contributions of exceptional talent. In today's socioeconomic and business environment, the Company recognizes that employees often face significant physical, mental, and cognitive demands, as well as the adverse effects of sedentary office work and digital fatigue caused by prolonged screen exposure. Accordingly, the Company not only complies with national occupational safety and health regulations but also considers employee health management a fundamental component of corporate sustainability. The Company proactively provides health examinations to all employees at a frequency exceeding statutory requirements, thereby fostering a sustainable workplace characterized by psychological resilience and physical vitality.Health examinations are only the starting point of employee care. Transforming examination data into meaningful care and improvement measures is central to the Company's Happy Workplace initiative. Based on the results of annual employee health examinations, on-site medical personnel review the health reports of employees with abnormal findings and provide appropriate health management measures, vaccination assessments, and recommendations. This process ensures that every abnormal result receives timely, confidential, and professional medical attention.

The Company also collaborates with healthcare providers to arrange X-ray examinations; breast, cervical, and oral cancer screenings; and bone density testing. These services help safeguard employee health, prevent occupational injuries and diseases, and facilitate the early diagnosis and treatment of health issues.

Group-wide employee health examinations were completed in December 2025, with 243 employees participating. The overall participation rate increased from 68% in the previous year to 74%. Through concrete actions, the Company demonstrates that health examinations are more than mere statistics in a report; they serve as a compass guiding the continuous improvement of the work environment and employee well-being.







Friendly and Warm Breastfeeding Room

Nurturing a healthy next generation not only benefits the family, but also facilitates sustainable corporate management and national social progress and development. In order to create a friendly workplace that ensures gender equality for working mothers, the Company has set up a breastfeeding room to make it easier for employees to breastfeed, thereby satisfying their needs to take care of their children more comprehensively and thoughtfully.

1. Privacy Features
   - Equipped with partitions or doors to ensure uninterrupted nursing sessions.
2. Comfortable Environment
   - Furnished with comfortable seating to provide a relaxing and welcoming atmosphere.
   - Small tables provided for convenient placement of personal items.
   - Effective air conditioning and ventilation systems maintain optimal indoor temperature.
3. Essential Facilities
   - Electrical outlets provided for breast pump usage.
   - Waste receptacles available to maintain cleanliness.
4. User-Friendly Design
   - Soft lighting utilized to avoid harsh illumination.
5. Convenience and Safety
   - Lactation rooms strategically located near common areas for easy access.
   - Regular cleaning schedules ensure hygienic conditions.

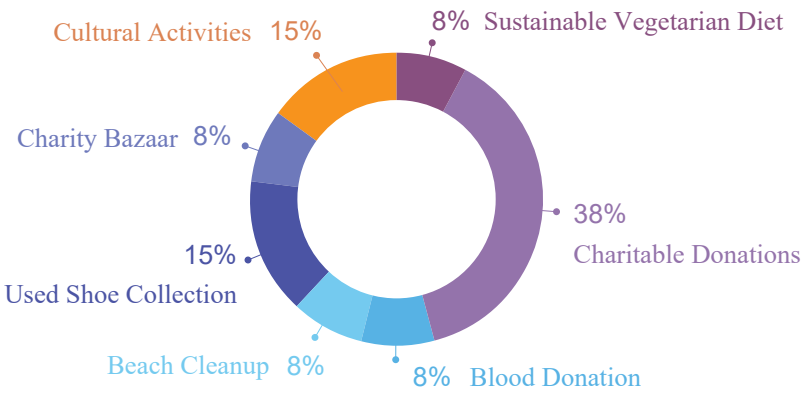




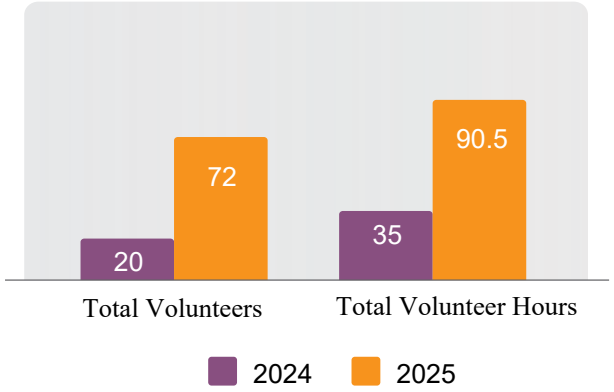
4.3 Social Engagement

As a responsible corporate citizen, SOLOMON Technology Corporation embraces the principle of giving back to society. Recognizing our interdependence with investors, employees, local communities, and other stakeholders, we strive to maximize the impact of our limited corporate resources through practical philanthropic initiatives. We actively encourage employee participation in social welfare activities, fulfilling our corporate social responsibility with a target of 5% annual growth in volunteer service participation. Beyond corporate charitable contributions, the company mobilizes employee goodwill through various philanthropic initiatives. As of the end of 2025, cumulative volunteer participation totaled 92 person-times, representing 125.5 hours of service. Moving forward, Solomon will continue to monitor social needs and local development and actively contribute to diverse areas, including community care, environmental protection, educational outreach, and employee volunteerism. Through concrete actions, the Company aims to give back to society and create a positive social impact.

– Public Welfare Activities–



– Volunteer Service –



In alignment with its corporate sustainability goals, the Company promotes social participation in the following key areas:

1. Charitable Activities and Community Care：By addressing the needs of vulnerable groups, the Company enhances social welfare and fulfills its corporate social responsibility through charitable donations, fundraising initiatives, and community care programs.
2. Employee Volunteerism：Solomon encourages employees to participate in volunteer services and charitable activities, fostering a culture of care while strengthening team cohesion and social awareness.
3. Environmental Sustainability Initiatives：The Company promotes energy conservation, carbon reduction, resource recycling, and environmental protection through initiatives such as beach cleanups, encouraging collective action to preserve the natural environment.
4. Local Community Development：Solomon actively participates in local community development. By fostering collaboration among local residents, businesses, and nongovernmental organizations, the Company aims to improve the economic and social well-being of local communities and enhance residents' quality of life.

Sustainable Vegetarian Diet Initiative

Solomon values healthy eating and environmental sustainability and actively promotes sustainable plant-based eating by providing low-carbon vegetarian meals, encouraging the use of locally sourced ingredients, and implementing measures to reduce food waste. In addition to designating two meat-free days each month, the Company encourages employees to take walks after meals. Through these initiatives, Solomon seeks to reduce its environmental impact while raising health awareness among employees.






Charitable Invoice Donation

Solomon continuously promotes participation in charitable initiatives and social care, encouraging employees and members of the public to participate in its charitable invoice donation campaign. The campaign transforms invoices from everyday purchases into charitable resources that support social services and care programs for disadvantaged groups.In addition to the charitable invoice donation campaign, the Company has launched a small-change donation campaign to raise employees' awareness of charitable participation and strengthen the positive connection between the Company and society. The funds raised will be used to support disadvantaged groups, provide care for children and young people, and promote social welfare services, thereby fulfilling the Company's corporate social responsibility and advancing the creation of shared value.







Blood Donation for Love

To fulfill its commitment to corporate social responsibility, Solomon participated for the first time in the 12th Neihu Technology Park Thousand-Person Blood Drive and organized a “Blood Donation for Love” event at its Neihu headquarters on February 14, Valentine’s Day. In addition to the enthusiastic participation of its employees, representatives from neighboring companies and members of the local community also joined the event, demonstrating their care for society through concrete action. Demand for blood in Taiwan has continued to rise, making blood donation a crucial means of supporting the stability of the healthcare system. Organizing blood drives not only helps replenish blood bank supplies but also raises awareness about the benefits of regular blood donation and provides relevant health information. Through these concrete actions, the Company aims to give back to society and foster a virtuous cycle. The event successfully collected a total of 126 bags of donated blood.








Used Shoe Collection

Solomon remains committed to resource circulation and social care. In 2025, the Company’s Used Shoe Collection charitable initiative entered its second year. Employees are encouraged to donate shoes that remain in usable condition. The donated shoes are then sorted and prepared for reuse with the assistance of the Step30 International Ministries Association. This initiative extends the useful life of products, supports disadvantaged groups, and reduces resource waste. By year-end, a cumulative total of 281 pairs of shoes had been collected. Going forward, the Company will continue to integrate internal and external resources, advance environmental sustainability and charitable initiatives, and fulfill its corporate social responsibility.






Beach Cleanup for Ocean Conservation

In support of environmental sustainability and marine conservation, Solomon invited employees and their families to Baishawan in New Taipei City to participate in the Company's "Clean Ocean" beach cleanup event. Through concrete action, participants contributed to environmental protection and worked together to preserve the beauty of the coastline. Despite the hot weather, participants remained enthusiastic. Wearing gloves and carrying trash bags, they worked together along the coastline to collect plastic waste, discarded fishing nets, and other marine debris. The event also helped instill an appreciation for ocean conservation in the next generation and, through collective effort, helped restore the coastline to a cleaner condition.





Cultural Activity: Private Screening of *Guardians of Our Planet*

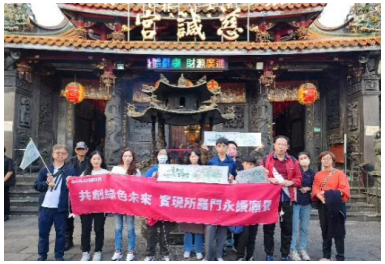
In support of environmental sustainability and marine conservation, Solomon invited employees and their families to Baishawan in New Taipei City to participate in the Company's "Clean Ocean" beach cleanup event. Through concrete action, participants contributed to environmental protection and worked together to preserve the beauty of the coastline. Despite the hot weather, participants remained enthusiastic. Wearing gloves and carrying trash bags, they worked together along the coastline to collect plastic waste, discarded fishing nets, and other marine debris. The event also helped instill an appreciation for ocean conservation in the next generation and, through collective effort, helped restore the coastline to a cleaner condition.





Strengthening ESG Culture and Advancing Sustainability

Amid the growing emphasis on ESG in recent years, companies must focus not only on operational performance but also on building meaningful connections with local communities. Solomon believes that culture is the soul of a city and an important source of inspiration for sustainable business development Employees are the driving force behind the Company's ESG practices. By personally exploring local streets and neighborhoods, employees can relax while developing a deeper understanding of and stronger connection to the local community. The more we understand the past, the more we cherish the present. Through sustainability-oriented thinking, Solomon hopes to work together with its employees and local communities to create a better future.






Year-End Charity Sale

To put the ESG principles of social inclusion and sustainable care into practice, Solomon continued to hold its "Warmth in Winter Charity Sale" at its Neihu headquarters at year-end. To expand the charitable impact of the event, the Company invited its subsidiaries, neighboring businesses, and employees throughout the Group to participate. Through concrete action, participants shared warmth during the year-end season and extended sincere support to disadvantaged groups.The event was characterized by a warm and lively atmosphere. Participants supported disadvantaged groups by purchasing products at the charity sale and interacting directly with social welfare organizations to better understand their long-term efforts and the challenges they face in supporting people with physical or mental disabilities and vulnerable families. Solomon Group employees also volunteered at the event, demonstrating the Company's culture of "sharing and collective well-being" through concrete action.






Charitable Donations

Guided by the principle of giving back to society, Solomon continues to make charitable donations and promote social welfare initiatives. By supporting charitable organizations and assistance programs, the Company seeks to improve the living conditions of disadvantaged groups while advancing social inclusion and sustainable development. In 2025, the Company supported independent living and rehabilitation training provided by the Potential Development Center for Spinal Cord Sufferers, as well as programs implemented by the Cih Yue Charity Foundation, the CHEN-YUNG Foundation for Education Development, and other charitable organizations. These donations funded services for disadvantaged groups, emergency relief, assistance for children and young people, and other social welfare programs. To support talent development, the Company also partnered with National Taiwan Normal University to promote industry–academia collaboration and provide funding for academic development. Total charitable donations amounted to nearly NT$1 million.

Going forward, Solomon will continue to integrate corporate resources and employee efforts, deepen its cooperation with charitable organizations, and expand its social engagement. The Company will also support charitable organizations in implementing diverse care programs that address social challenges, facilitate the effective allocation of social resources, and strengthen social resilience, thereby generating positive social impact and creating sustainable corporate value.



05

Appendix 92

Independent Assurance Statement 93

GRI Content Index 94

SASB Standards Content Index 101

Climate-Related Information for TWSE/TPEx-Listed Companies 103



Independent Assurance Statement

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

Independent Assurance Statement Based on 2025 Sustainability Report of SOLOMON Technology Corporation

Statement No.: 26070004

SOLOMON Technology Corporation (hereinafter referred to as SOLOMON Technology) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2025 sustainability report, GREAT has no financial relationship with SOLOMON Technology.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant SOLOMON Technology's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by SOLOMON Technology to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by SOLOMON Technology.

The Scope of Assurance

The verification scope of SOLOMON Technology and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of SOLOMON Technology from January 1, 2025 to December 31, 2025;
- According to the type 2 of AA1000 Assurance Standard v3, evaluate the nature and degree of SOLOMON Technology 's compliance with the AA1000 Accountability Principles (2018), and additionally assess the reliability and quality of specific sustainability performance and disclosed information.
- According to the type 1 of AA1000 Assurance Standard v3, evaluate whether SOLOMON Technology has disclosed compliance with applicable SASB Standards.
- This Statement is made in Chinese and translated into English for reference.

Verification Opinion

We summarize the content of SOLOMON Technology's sustainability report, and provide a fair standpoint of SOLOMON Technology 's related operations and performance. We believe that the specific performance indicators of SOLOMON Technology in 2025, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate SOLOMON Technology's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by SOLOMON Technology is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines and SASB Standards.

Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to SOLOMON Technology 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of SOLOMON Technology about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision, verify the performance data and claims in the report;
- To review the data collection process, verify the original data sources, and conduct in-depth sampling;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).
- To review the management process of the topics and metrics described in the company report and its related SASB Standards.

Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards and SASB Standards are as follows:

-Inclusivity

SOLOMON Technology has established a process of cooperation with major stakeholders, including shareholders/investors, customers, employees, suppliers and medias, etc., and will launch a series of stakeholder activities in 2025, involving corporate governance, environment and society, a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of SOLOMON Technology.

-Materiality

The report has stated that SOLOMON Technology focuses on corporate governance, environment and society topics, and

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GREAT International Certification Co., Ltd.

identified 7 major topics including operational performance, ethics and integrity, information security, sustainable supply chains, greenhouse gas management, occupational safety and health, and employee equality/non-discrimination, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of SOLOMON Technology.

-Responsiveness

SOLOMON Technology responds to requests and opinions from stakeholders. Implementation methods include shareholder meetings, investor section of official website, public information monitoring station, customer meetings/business visits/satisfaction survey, welfare committee meetings, labor-management meetings, employee grievance mailbox, supplier evaluation/whistleblowing mailbox, media advertising/interview requests, phone calls and email, etc., those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of SOLOMON Technology.

-Impact

SOLOMON Technology has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. SOLOMON Technology has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of SOLOMON Technology.

-Performance information

Based on the verification methodology described in this Statement, in-depth sampling and verification have been conducted on the specific sustainability performance information disclosed by SOLOMON Technology. Based on our procedures which included verifying sources, cross-checking processes, tracing data, recalculating figures, and confirming details, we found no material errors, omissions, or misstatements in the data and information disclosed in SOLOMON Technology 's sustainability report.

-GRI Guidelines

SOLOMON Technology provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers SOLOMON Technology 's social responsibility and sustainability themes.

-SASB Standards

SOLOMON Technology provides the self-declaration of compliance with the SASB Standards (Resource Transformation-ELECTRICAL & ELECTRONIC EQUIPMENT Sustainability Accounting Standard, RT-EE, 2023-12 version) and relevant information. Based on the results of the review, we confirm that the report refers to the sustainability topics, metrics, and accounting data of the SASB Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers SOLOMON Technology 's sustainability topics and accounting metrics of the applicable SASB Standards.

Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of SOLOMON Technology. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

On behalf of the assurance team JULY 23, 2026, GREAT International Certification Co., Ltd.

Taiwan, Republic of China

Signed by General Manager W. J. Chen

AA1000
Licensed Report
000-250/V3-HHI5D

GRI Index

Terms of Use	SOLOMON Technology Corporation has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025
GRI 1	GRI 1：Foundation 2021
Applicable GRI Sector Standard	None

Topic	Disclosure item	Item description	Chapter	Page	Reasons for omission/ Necessity explanation
GRI 2：General Disclosures 2021					
The organization and its reporting practices	2-1	Organizational details	2.1 About SOLOMON	19	
	2-2	Entities included in the organization's sustainability reporting	About Our Report	2	
	2-3	Reporting period, frequency and contact point	About Our Report	2	
	2-4	Restatements of information	About Our Report	2	
	2-5	External assurance	About Our Report	2	
Activities and workers	2-6	Activities, value chain and other business relationships	2.1.3 Business Performance and Brand Value	24	
	2-7	Employees	4.1.1 Employee Overview	65	
	2-8	Workers who are not employees	4.1.1 Employee Overview	65	
Governance	2-9	Governance structure and composition	2.1.2 Corporate Governance Structure	23	
			2.1.4 Composition and Operation of the Board of Directors	28	
	2-10	Nomination and selection of the highest governance body	2.1.4 Composition and Operation of the Board of Directors	28	
	2-11	Chair of the highest governance body	2.1.2 Corporate Governance Structure	23	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.1.4 Composition and Operation of the Board of Directors	28	
	2-13	Delegation of responsibility for managing impacts	1.1 ESG Governance	8	

Topic	Disclosure item	Item description	Chapter	Page	Reasons for omission/ Necessity explanation
GRI 2：General Disclosures 2021					
Governance	2-14	Role of the highest governance body in sustainability reporting	1.1 ESG Governance	8	
	2-15	Conflicts of interest	2.1.4 Composition and Operation of the Board of Directors	22	
	2-16	Communication of critical concerns	1.2 Stakeholder Engagement	9	
	2-17	Collective knowledge of the highest governance body	2.1.4 Composition and Operation of the Board of Directors	28	
	2-18	Evaluation of the performance of the highest governance body	2.1.4 Composition and Operation of the Board of Directors	28	
	2-19	Remuneration policies	2.1.5 Functional Committees	32	
	2-20	Process to determine remuneration	2.1.5 Functional Committees	32	
	2-21	Annual total compensation ratio	Confidentiality Restrictions / Internal Confidential Information; Not Publicly Disclosed	-	
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Message from the Management	4	
	2-23	Policy commitments	4.1.3 Human Rights Policy	75	
	2-24	Embedding policy commitments	4.1.3 Human Rights Policy	75	
	2-25	Processes to remediate negative impacts	2.2. Regulatory Compliance and Policies	35	
	2-26	Mechanisms for seeking advice and raising concerns	2.2. Regulatory Compliance and Policies	35	
	2-27	Compliance with laws and regulations	2.2. Regulatory Compliance and Policies	35	
	2-28	Membership associations	2.1.3 Operating Performance and Brand Value	24	
Stakeholder Engagement	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	9	
	2-30	Collective bargaining agreements	4.1.3 Human Rights Policy	75	
GRI 3：Material Topics 2021					
Material topic	3-1	Process to determine material topics	1.3 Analysis of Material Topics	11	
	3-2	List of material topics	1.3.2 Material Topic Identification Results	12	

Topic	Disclosure item	Item description	Chapter	Page	Reasons for omission/ Necessity explanation
Economic					
★Economic performance					
GRI 3：Material Topics 2021	3-3	Management of material topics	1.3.4 Material Topics and Management Approaches	14	
GRI 201：Economic Performance 2016	201-1	Direct economic value generated and distributed	2.1.3 Operating Performance and Brand Value	24	
	201-2	Financial implications and other risks and opportunities due to climate change	3.1 Climate Action	48	
	201-3	Defined benefit plan obligations and other retirement plans	4.1 Social Inclusion	65	
	201-4	Financial assistance received from government	2.1.3 Operating Performance and Brand Value	24	
GRI 205：Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	2.2.4 Ethical Management	38	
	205-3	Confirmed incidents of corruption and actions taken	2.2.4 Ethical Management	38	
★Information security					
GRI 3：Material Topics 2021	3-3	Management of material topics	1.3.4 Material Topics and Management Approaches	14	
GRI 418：Customer Privacy2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.4.1 Information Security Governance	44	

Topic	Disclosure item	Item description	Chapter	Page	Reasons for omission/ Necessity explanation
Environmental					
Biodiversity					
GRI 101：Biodiversity	101-2	Management of biodiversity impacts	3.4 Biodiversity	62	
	101-5	Locations with biodiversity impacts	3.4 Biodiversity	62	
GRI 302：Energy 2016	302-1	Energy consumption within the organization	3.2.2 Energy Management	58	
	302-3	Energy intensity	3.2.2 Energy Management	58	
	302-4	Reduction of energy consumption	3.2.2 Energy Management	58	
★Emissions					
GRI 3：Material Topics 2021	3-3	Management of material topics	1.3.4 Material Topics and Management Approaches	17	
GRI 305：Emissions 2016	305-1	Direct (Scope 1) GHG emissions	3.2.1 GHG Emissions	58	
	305-2	Energy indirect (Scope 2) GHG emissions	3.2.1 GHG Emissions	58	
	305-3	Other indirect (Scope 3) GHG emissions	3.2.1 GHG Emissions	58	
	305-4	GHG emissions intensity	3.2.2 Energy Management	56	
	305-5	Reduction of GHG emissions	3.2.2 Energy Management	56	
	305-6	Emissions of ozone-depleting substances (ODS)		-	Not applicable / The Company is not a manufacturer and generates no related greenhouse gas emissions.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		-	

Topic	Disclosure item	Item description	Chapter	Page	Reasons for omission/ Necessity explanation
Waste					
GRI 306：Waste2020	306-3	Waste generated	3.2.3 Waste Disposal	58	
	306-4	Waste diverted from disposal	3.2.3 Waste Disposal	58	
	306-5	Waste directed to disposal	3.2.3 Waste Disposal	58	
★ Sustainable Supply Chain					
GRI 3：Material Topics 2021	3-3	Management of material topics	1.3.4 Material Topics and Management Approaches	16	
GRI 308：Supplier Environmental Assessment2016	308-1	New suppliers that were screened using environmental criteria	3.3 Sustainable Supply Chain	59	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.3 Sustainable Supply Chain	59	
GRI 414：Supplier Social Assessment2016	414-1	New suppliers that were screened using social criteria	3.3 Sustainable Supply Chain	59	
	414-2	Negative social impacts in the supply chain and actions taken	3.3 Sustainable Supply Chain	59	

Topic	Disclosure item	Item description	Chapter	Page	Reasons for omission/ Necessity explanation
Social					
Employment					
GRI 401：Employment 2016	401-1	New employee hires and employee turnover	4.1.1 Employee Overview	68	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1.2 Talent Cultivation	72	
GRI 402：Labor/ Management Relations 2016	401-3	Parental leave	4.1.2 Talent Cultivation	73	
	402-1	Minimum notice periods regarding operational changes	4.1.2 Talent Cultivation	74	
★Occupational Health and Safety					
GRI 3：Material Topics 2021	3-3	Management of material topics	1.3.4 Material Topics and Management Approaches	15	
GRI 403：Occupational Health and Safety2018	403-1	Occupational health and safety management system	4.2 Occupational Safety and Health	77	
	403-2	Hazard identification, risk assessment, and incident investigation	4.2 Occupational Safety and Health	80	
	403-3	Occupational health services	4.2 Occupational Safety and Health	85	
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.2 Occupational Safety and Health	85	
	403-5	Worker training on occupational health and safety	4.2 Occupational Safety and Health	85	
	403-6	Promotion of worker health	4.2 Occupational Safety and Health	85	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.2 Occupational Safety and Health	85	
	403-8	Workers covered by an occupational health and safety management system	4.2 Occupational Safety and Health	77	
	403-9	Work-related injuries	4.2 Occupational Safety and Health	83	
	403-10	Work-related ill health	4.2 Occupational Safety and Health	83	

Topic	Disclosure item	Item description	Chapter	Page	Reasons for omission/ Necessity explanation
	Talent Development				
GRI 404：Training and Education 2016	404-1	Average hours of training per year per employee	4.1.2 Talent Cultivation	70	
	404-2	Programs for upgrading employee skills and transition assistance programs	4.1.2 Talent Cultivation	70	
	404-3	Percentage of employees receiving regular performance and career development reviews	4.1.1 Employee Overview	65	
	★Employee Diversity and Equal Opportunity				
GRI 3：Material Topics 2021	3-3	Management of material topics	1.3.4 Material Topics and Management Approaches	16	
GRI 405：Diversity and Equal Opportunity2016	405-1	Diversity of governance bodies and employees	2.1.4 Composition and Operation of the Board of Directors 4.1.1 Employee Overview	28 65	
GRI 406：Non-discrimination2016	406-1	Incidents of discrimination and corrective actions taken	4.1.3 Human Rights Policy	75	
	Local Communities				
GRI 413：Local Communities2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.3 Social Engagement	87	

SASB Standards Content Index(Electrical & Electronic Equipment)

Topic	SASB code	Index	Chapter	Page	Content
Energy Management	RT-EE-130a.1	Total energy consumed (GJ) Percentage grid electricity (%) Percentage renewable (%)	3.2 GHG and Energy Management	55	Total energy consumed ：27,229.79(GJ) Percentage grid electricity ：100% Percentage renewable ： 0 %
Hazardous Industrial Waste	RT-EE-150a.1	Amount of hazardous waste generated (metric tons), percentage recycled (%)	3.2.3 Waste Disposal	58	Amount of hazardous waste generated ：36.76 metric tons) percentage recycled ：0
	RT-EE-150a.2	Number and aggregate quantity of reportable spills (number), quantity recovered (kg)	3.2.3 Waste Disposal	58	None
Product Safety	RT-EE-250a.1	Number of recalls issued; total units recalled	None	—	N/A
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	2.2 Regulatory Compliance and Policies	35	No monetary losses as a result of legal proceedings associated with product safety.
Product Lifecycle Management	RT-EE-410a.1	Percentage of income from IEC 62474-compliant products (%)	None	—	N/A
	RT-EE-410a.2	Percentage of income from products certified to an energy efficiency certification (%)	None	—	N/A
	RT-EE-410a.3	Income from products manufactured using renewable energy	None	—	N/A
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	3.1 Climate Action	48	Due to the fluctuation of international prices of metal materials, the Company has placed long-term orders to ensure supply sources and prices, and actively sought secondary suppliers or alternative materials.
Business Ethics	RT-EE-510a.1	Description of policies and practices for prevention of corruption and bribery and anti-competitive behavior	2.2 Regulatory Compliance and Policies	35	We have established anti-corruption management measures and anti-corruption incident investigation and management procedures
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	2.2 Regulatory Compliance and Policies	35	0
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	2.2 Regulatory Compliance and Policies	35	0

SASB Standards Content Index(Electrical & Electronic Equipment)

Topic	SASB code	Index	Chapter	Page	Content
Activity Metrics	RT-EE-000.A	Number of units produced by product category	2.1.3 Operating Performance and Brand Value	24	Solomon（medical materials）：3,140 (KPCS) Solomon Data International Corporation（LCM）：0 Solomon Goldentek Display (LCD+LCM）：14,705 (KPCS)
	RT-EE-000.B	Number of employees	2.1 About Solomon	19	859

Climate-related Information of TWSE/TPEx Listed Companies

Risks and Opportunities of Climate Change for the Company Related Countermeasures Adopted by the Company

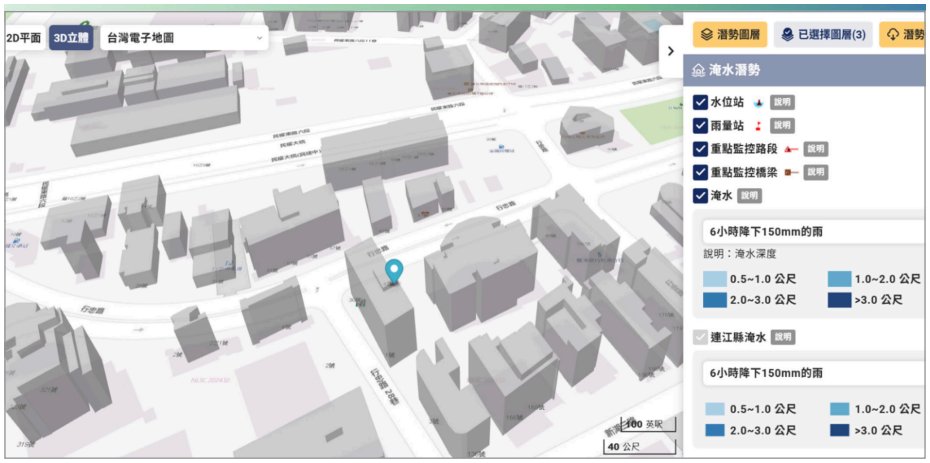
<table>
<tr><th>Item</th><th>Countermeasures</th></tr>
<tr><td>1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.</td><td>The Company has established the Sustainable Development Committee, chaired by the General Manager, and its various teams conduct identification of climate-related risks and opportunities through discussions in meetings.</td></tr>
<tr><td>2. Describe how the identified climate risks and opportunities affect the Company’s business, strategy and finance (short-, medium-, and long-term).</td><td>Solomon Technology Corporation recognizes the urgency of climate risk management. Through deliberative sessions conducted by the Sustainable Development Committee, we perform comprehensive climate risk and opportunity identification. ：
2-1 Risk
<table>
<tr><th>Target</th><th>Risk</th><th>Impact</th><th>Countermeasure</th></tr>
<tr><td rowspan="2">Short
（1-2Y）</td><td>Enhanced Emissions Reporting Requirements</td><td>1. Significant increases in operating and regulatory compliance costs.
2. Supply chain partners that fail to meet applicable requirements may need to be excluded to comply with government policies, potentially resulting in the loss of orders.
3. High reported carbon emissions may lead to consumer boycotts or the loss of major international customers, thereby damaging the Company’s reputation and brand image.</td><td>• Establish a digital carbon inventory system to reduce labor costs and minimize errors and omissions associated with manual data collection.
• Strengthen supply chain carbon management by assisting and requiring upstream and downstream suppliers to conduct greenhouse gas inventories in anticipation of future regulations governing carbon performance across the entire value chain.
• Establish specific carbon reduction targets and implementation strategies, moving beyond aspirational statements to achieve measurable results.</td></tr>
<tr><td>Rising Raw Material Costs</td><td>1. Reduced profitability and declining gross profit margins.
2. The risk of material shortages and supply chain disruptions, as suppliers may prioritize customers offering higher prices or placing larger orders.</td><td>• Promote contractual cost pass-through mechanisms and agree with customers on pricing formulas linked to raw material price indexes, allowing selling prices to be adjusted flexibly in response to index fluctuations.
• Diversify the supplier base and adopt dual-sourcing or localized procurement strategies for critical components to mitigate geopolitical and supply chain risks.</td></tr>
</table>
</td></tr>
</table>

Item	Countermeasures
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance (short-, medium-, and long-term).	2-1 Risk

Target	Risk	Impact	Countermeasure
Medium - long term (3-5Y)	Rising Average Temperatures	1. Increased energy consumption and significantly higher operating costs. 2. More frequent extreme weather events, such as typhoons and flooding, may damage offices, server rooms, and other facilities. Regional power or water outages may also disrupt operations or result in temporary shutdowns.	• Improve energy efficiency by enhancing cooling and backup power systems, optimizing heat-dissipation design in the workplace, replacing air-conditioning units with Grade 1 energy-efficient models, and implementing an energy management system • Obtain natural disaster insurance and regularly inspect buildings and equipment to ensure their structural integrity and operational resilience during disasters. Establish clear emergency notification procedures for employees and post-disaster site recovery plans.

Item	Countermeasures
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy and finance (short-, medium-, and long-term).	2-2 Opportunity

Target	Opportunity	Impact	Countermeasure
Short (1-2Y)	Business Diversification	1. Capital, human resources, and management attention may become overly dispersed, weakening the competitiveness of the core business while preventing new business activities from achieving sufficient scale. 2. Differences in management styles may create internal friction between new and established business units.	• Prioritize related diversification opportunities that leverage existing technologies, distribution channels, or customer segments, and establish clear priorities for resource allocation. • Develop differentiated KPIs and incentive mechanisms tailored to the life-cycle stage of each business.
Medium - long term (3-5Y)	R&D and Innovation for New Products and Services	Provide automation equipment that reduces customers' reliance on manual labor, thereby lowering their labor costs.	• Continue developing new products and integrated solutions that enhance customers' operational efficiency. • Closely monitor emerging consumer trends and proactively develop and introduce new products to address evolving consumer needs.
	Changes in Consumer Preferences	1. Increased customer demand for environmentally friendly and sustainable products. 2. Risk of misalignment with consumer values: as consumers increasingly prioritize ESG considerations, companies that fail to take meaningful action or are perceived as engaging in green washing may face reputational damage and organized consumer boycotts.	• Strengthen engagement with consumers to better understand evolving preferences, enhance competitive positioning, and increase revenue. • Demonstrate genuine commitment to ESG principles by integrating environmental and sustainability considerations into core products, such as using recycled materials and avoiding animal testing, rather than relying solely on superficial marketing claims.

Item	Countermeasures
3. Describe the financial impact of extreme climate events and transition actions	In response to extreme climate change, energy consumption and electricity costs have risen, accompanied by a higher frequency of extreme weather events such as typhoons and floods. These changes have caused fluctuations in raw material prices and overall increases in material costs, leading to higher transportation and operating expenses.
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall	We implement the following in accordance with our risk management policy STEP 1 • The Risk Management Team completes climate environment background data collection • Climate risk and operational scope assessment STEP 2 • Establish a list of climate risks and opportunities STEP 3 • The Risk Management Team conducts climate risk and opportunity assessment with operational impact analysis • Determine material risks STEP 4 • Establish implementation strategies and set targets STEP 5 • Review the effectiveness of the implementation strategies and targets from time to time through Sustainable Development Committee meetings
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be described.	 While Solomon Technology Corporation's facilities are not directly located within the 24-hour 650mm rainfall flood potential zone, areas within a 500-meter radius fall within this high-risk category. During flood events, this proximity may impact employee commuting safety and accessibility to the workplace.

<table>
<tr><th>Item</th><th>Countermeasures</th></tr>
<tr><td>6. If there is a transition plan in place to manage climate-related risks, specify the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</td><td>To effectively manage climate-related risks and opportunities, Solomon has established a Sustainable Development Committee. In the fourth quarter of each year, the Sustainability Team presents the results of its climate-related risk and opportunity identification process to the Chairman, General Manager, and department heads at a Board meeting and proposes corresponding management measures. Further information on the identification and management of climate-related risks is provided in Section 3.1, “Climate Action.</td></tr>
<tr><td>7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.</td><td>No internal carbon pricing is currently in use.</td></tr>
<tr><td>8. If climate-related targets are set, the activities covered, the scope of GHG emissions, the planned schedule, and the progress of each year shall be explained; if carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, the source and number of the carbon offsets or the number of the RECs shall be described.</td><td>To control the impact of climate change on the operations of the Company, we set short-term and medium- to long-term targets and regularly review and track the energy consumption and GHG emissions of our offices and plants in each region to achieve the targets and continuously expand the effectiveness of energy conservation and carbon reduction
<table><tr><th>Target</th><th>Short (2027)</th><th>Medium- to long-term(2030)</th></tr><tr><td>GHG Emissions</td><td>Decrease by 2%</td><td>Decrease by 3%</td></tr></table>Note: Compared with the base year of 2025

The Company’s strategies for energy saving and carbon reduction and GHG reduction are as follows:
1. Water resource saving: The Company has fully switched to the use of water-saving facilities to reduce water resources wasted and used, such as touchless water faucets, urinal flush valves, and water-saving toilets. We have also enhanced the water leakage management system, and check pipes and toilets from time to time to reduce water leakage and losses.
2. Energy-efficient air conditioning: We reinforce the control of the use of air conditioning (e.g. by having Taipower install water chiller unit temperature adjusters to keep the air conditioning at 26°C), and have installed air conditioning timers, which can help reduce about 2% of electricity consumption (carbon emissions) every year.
3. Energy-efficient lighting: The use of lighting equipment is further controlled (e.g. by turning lights off during lunch breaks, before getting off work, and when not in use), which can help reduce electricity consumption (carbon emissions) by 1%.
4. Garbage sorting and recycling: Since we are not a manufacturer, we do not generate hazardous waste. For general domestic waste, waste sorting and recycling bins are set up for waste reduction and resource recycling to protect the environment.</td></tr>
<tr><td>9. GHG inventory and assurance status, as well as reduction targets, strategies, and concrete action plans (indicated in 1-1 and 1-2) separately.</td><td>As shown in the table below</td></tr>
</table>

1-1 GHG inventory information

Describe the GHG emissions (tCO2e), intensity (tCO2e/NT$ million), and data coverage and assurance status for the most recent two years.

In May 2026, the Company's greenhouse gas emissions were independently verified by DNV Business Assurance Co., Ltd., and a verification statement was issued.

Category	2024		2025		Assurance body and assurance description (verification certificate)
Scope 1	Total emissions (tCO_2e)	Intensity (tCO2e/NT$ million))	Total emissions (tCO_2e)	Intensity (tCO2e/NT$ million))	Assurance Provider: DNV Business Assurance Co., Ltd. Description of Scope of Assurance: 1. Direct greenhouse gas emissions and removals (Scope 1) and indirect greenhouse gas emissions from imported energy (Scope 2) have been verified at a reasonable assurance level for inventory report information reliability. 2. Other indirect greenhouse gas emissions (Scope 3) related information has been verified at a limited assurance level.
Parent company	297.6160	0.08	256.7292	0.06	
Scope 2	Total emissions (tCO_2e)	Intensity (tCO2e/NT$ million))	Total emissions (tCO_2e)	Intensity (tCO2e/NT$ million))	
Parent company	4113.8697	1.17	3,785.8801	0.89	
Scope 3	Total emissions (tCO_2e)	Intensity (tCO2e/NT$ million))	Total emissions (tCO_2e)	Intensity (tCO2e/NT$ million))	
Parent company	1911.3795	0.55	1,467.8803	0.35	

Note: Consolidated revenue for FY2024 was NT$3,503.10 million, compared to NT$4,289.29 million for FY2025. Subsidiary companies will complete their emissions inventory in accordance with the timeline requirements set by regulatory authorities.

1-2 GHG reduction targets, strategies, and concrete action plans

Describe the GHG reduction base year and its data, reduction targets, strategies, and concrete action plans, and the achievement of the reduction targets.

To control the impact of climate change on the operations of the Company, we set short-term and medium- to long-term targets and regularly review and track the energy consumption and GHG emissions of our offices and plants in each region to achieve the targets and continuously expand the effectiveness of energy conservation and carbon reduction.

Target	Short (2027)	Medium- to long-term(2030)
GHG Emissions	Decrease by 2%	Decrease by 3%

Note: Compared with the base year of 2025

The Company's strategies for energy saving and carbon reduction and GHG reduction are as follows:

1. Water resource saving: The Company has fully switched to the use of water-saving facilities to reduce water resources wasted and used, such as touchless water faucets, urinal flush valves, and water-saving toilets. We have also enhanced the water leakage management system, and check pipes and toilets from time to time to reduce water leakage and losses.
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SOLOMON