

**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT**

2017 環境、社會及管治報告



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www.solomon-systech.com



What Does “ESG” Mean to Solomon Systech?

Solomon Systech (International) Limited (“Solomon Systech”/the “Group”) believes that Environmental, Social and Governance (“ESG”) is an integral part of our business excellence and a means to achieving long-term sustainable growth.

Solomon Systech’s customer base comprises some of the world’s most renowned and respected electronics corporations, including leading cellular phone brand owners and display module makers. In this context, Solomon Systech is committed to providing high quality products and customer services through continually improving the product quality, minimizing the environmental impact, ensuring sustainable operating practices through managing our supply chain in a socially and environmentally responsible manner, and also fulfil applicable statutory/regulatory requirements and compliance obligations. As a technology firm, we strive to foster a continuous learning culture and provide our employees with an open, supportive and healthy workplace. Last but not least, we firmly believe that for a company to be commercially successful over the long term, it is essential for it to create value for both its stakeholders and for society as a whole. It has been our strategies to leverage our expertise and resources to support the communities in which we operate.

About This Report

This ESG report (“Report”) has been prepared with reference to the ESG Reporting Guide (“Reporting Guide”) of the Stock Exchange of Hong Kong Limited. It summarizes the key ESG performance of the Group during the period from 1 January 2017 to 31 December 2017, with key focus on our principal office in Hong Kong, the major operating entity of the Group both in terms of asset value and key management.

Our Approach

Our ESG strategies adopt a 4-pillar approach, centering on four key areas that we believe are the fundamental building blocks contributing to a sustainable business model: Environmental Protection, Employees & Workplace Quality, Sustainable Operating Practices and Community Investment.



Under each pillar, we have identified the material ESG aspects to the Group:

Environmental Protection

- ◆ Green thinking and green operations
- ◆ Design to minimize environmental impact

Employees and Workplace Quality

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

Sustainable Operating Practices

- ◆ Supply chain management & product responsibility
- ◆ Internal control and information protection
- ◆ Code of conduct and anti-fraud policy

Community Investment

- ◆ Nourish industry talents & contribute to the community

Who We Are

Solomon Systech (International) Limited and its subsidiaries are fabless semiconductor companies specializing in the design, development and sales of proprietary integrated circuits products and system solutions that enable a wide range of display applications for smartphones, tablets, TVs/monitors, notebooks and other smart devices, including wearables, healthcare devices, smart home devices, as well as industrial appliances, etc.

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Environmental Protection

Solomon Systech adopts a “fables” business model. We focus on the design and development, logistics arrangement, as well as quality control and marketing of Integrated Circuit (“IC”) solutions, and we outsource the manufacturing processes. We have in place clear quality and environmental policies.

Quality & Environmental Policy

Solomon Systech's customer base comprises some of the world's most renowned and respected electronics corporations, including leading cellular phone brand owners and display module makers. In this context, Solomon Systech is committed to providing high quality products and customer services through continually improving the quality & environmental performance in order to:

- Enhance customer satisfaction;
- Provide benefits to interested parties and the environment;
- Fulfil applicable statutory / regulatory requirements and compliance obligations; and
- Protect the environment by restricting the use of hazardous substances in products and utilizing natural resources prudently and rationally.

Environmental Objectives, Targets & Results (2017 vs 2016)

	Objectives	Targets	2017 Results	2016 Results
1	Reduce electricity consumption	Reduce 0.2% vs. 2016 average consumption	<ul style="list-style-type: none"> • Reduced by 4.68% year on year : 	<ul style="list-style-type: none"> • Reduced by 0.68% year on year
2	Encourage recycling	Conduct 2 recycling programs	<ul style="list-style-type: none"> • Centralized paper recycling • Gold recycling 	<ul style="list-style-type: none"> • Centralized paper recycling • Gold recycling
3	Enhance staff's environmental protection awareness	Organize 3 environmental protection related activities for staff	<ul style="list-style-type: none"> • Red packets recycling • Rechargeable batteries recycling • Weekly green tips 	<ul style="list-style-type: none"> • Red packets recycling • Rechargeable batteries recycling • Chinese New Year Gifts' Transfer • Weekly green tips
4	Compliance with Environmental Legal Requirements	Zero complaint on environmental legal requirements	No complaints received	No complaints received
5	Compliance with Customer's Environmental Requirements	Zero complaint on customers' environmental requirements	No complaints received	No complaints received



As shown in the table on “Environmental Objectives, Targets & Results” on P.3, to reduce carbon footprint, we have in place clear environmental objectives and targets every year.

Given our business nature, we have **minimal impact** on air emissions, including NO, SO, and other pollutants; as well as greenhouse gases including carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Also, we have not produced any hazardous waste.

We always strive to utilize natural resources prudently and rationally. The table below shows the electricity, paper and packaging materials consumed and also the non-hazardous waste disposed in 2017:

Item	Measurement in 2017
Electricity	598,828kWh
Paper	1,080kg
Packaging Materials:	
- Plastic	38kg
- Paper	239kg
Non-hazardous waste	531kg

Water consumption data is not reported, since we operate in leased office premises for which both the water supply and discharge are solely controlled by the building management.

Green thinking and green operations

We also strive to instil “green thinking” and a passion for sustainability among employees by introducing a range of measures and organizing a variety of activities to engage our employees to help protect the environment.

Apart from red packets recycling and rechargeable batteries recycling, we also:

- Supported “Earth Hour 2017” by switching off the lights during lunch every day for one hour; and
- Share with employees weekly “Green Tips”, i.e. simple but feasible energy-saving measures in the workplace



During the year, we have complied with relevant laws and statutory requirements on environmental protection, and also customers’ environmental requirements, with no complaints received.

Design to minimize environmental impact

Low power consumption design has become one of the most important design requirements for smartphones, tablets and many other consumer and industrial applications. Our IC products and system solutions are the key components to lower the power consumption of these applications. In striving for environmental excellence while also enhancing customer satisfaction, we are committed to continuously producing innovative products and also improving the eco-features of our products by enhancing their energy efficiency.

All of our products are Restriction of Hazardous Substances (RoHS) compliant and halide-free. In addition to the six hazardous substances banned by RoHS requirements, we have extended our product testing to ensure restriction of use of more than 30 hazardous substances in compliance with Sony’s SS-00259 Management Regulations.

We have also earned ISO 14001 certification for our environmental management systems and procedures.

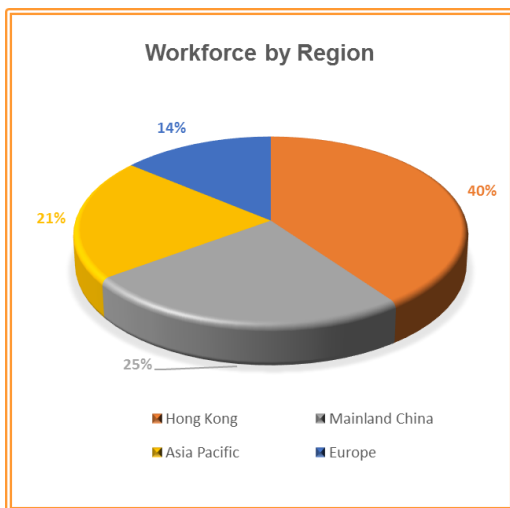


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Employees and Workplace Quality

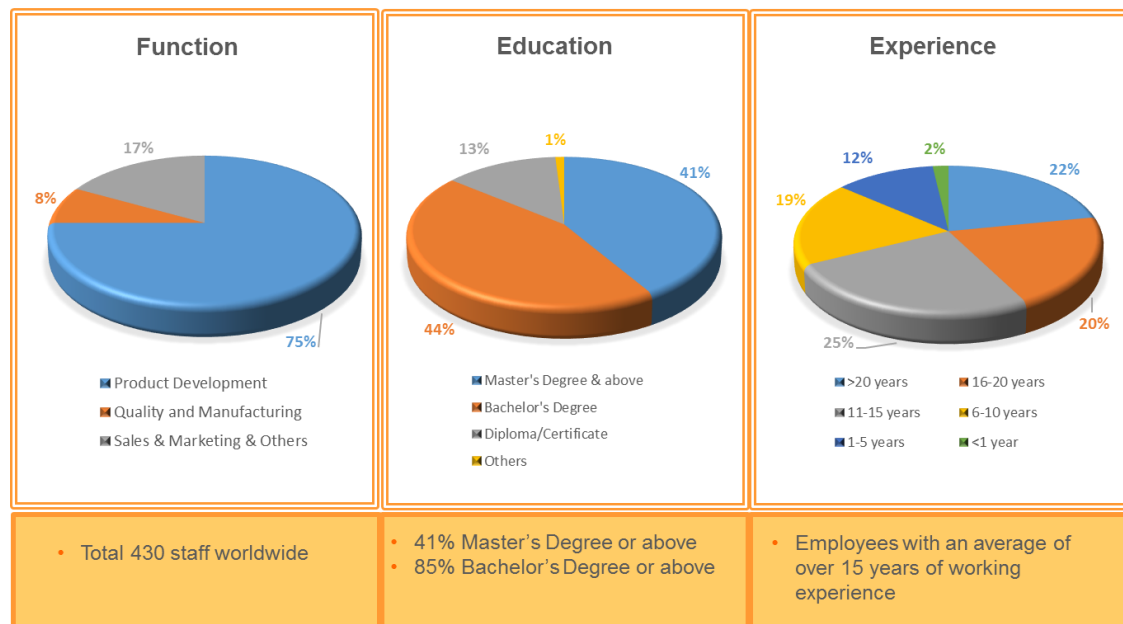
As of 31 December 2017, the Group had a headcount of 430 employees (excluding workers at its manufacturing subsidiary in China). Of the total workforce, around 40% were based in the Hong Kong head office, with the rest located in Mainland China, Asia Pacific (Taiwan, Korea and Japan) and Europe. In terms of workforce composition, we have continued to increase the headcount for product development to be in line with our focus on new product innovation.



Note: Data as at 31 December 2017

About 85% of the Group's employees hold a bachelor's degree or above, and around 41% have obtained a master's degree or higher academic qualifications. The Group's emphasis on Research & Development is also reflected in the composition of our workforce, as 75% are engineers specialize in product design and development. The entire team has, on average, over 15 years of working experience.

We adopt a zero tolerance policy regarding child or forced labor. We ensure that the compensation and benefits for our employees comply with or exceed the minimum legal requirements of the country where employees are employed. For example, we provide full paid sick leave to employees in our Hong Kong office.



Note: Data as at 31 December 2017. Data in all charts exclude the manufacturing subsidiary.

Respect labor and human rights

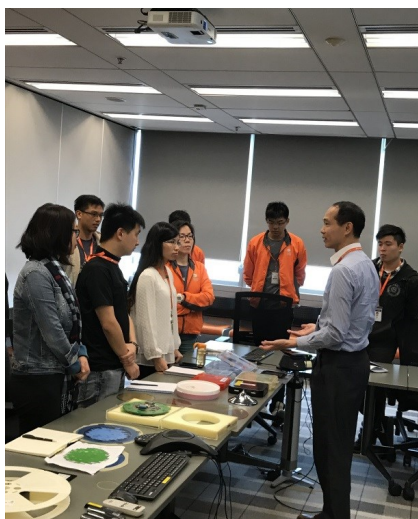
Solomon Systech is always committed to maintaining a work environment that respects and supports human rights for all of our employees around the world. We have in place a set of well-defined Human Resources Policies and Procedures and we comply with the statutory and regulatory requirements related to labor and equal opportunities. In fact, our leave entitlement exceeds the statutory minimum.

In addition, we adopt family-friendly practices by providing special leave for marriage, new born baby, etc., apart from maternity and paternity leave. To allow employees to have more flexibility to meet family needs and personal obligations, the Group has also adopted the policy of "Flexible Work Hours" since 2016.



Foster continuous training and development

As a technology company, “Innovation” is what puts us at the forefront of the industry. Our employees are our key drivers for innovation and thus are pivotal to our development. At Solomon Systech, we foster a “Continuous Learning” culture and innovative spirit. We provide training courses and workshops to employees and strive to ensure that they become continuous learners with enhanced capabilities to create and innovate.



In 2017, the Group dedicated a total of 2,180 man-hours to training and development (an average of 5 training hours per employee), covering industrial and technical training, and others including corporate governance, project management, internal controls, etc. Examples of training conducted included: “Design Flow Training” in Hong Kong, “New product Planning” in Taiwan, etc. Apart from in-house training, the Group has also encouraged employees to take external job-related courses and sponsored a portion of the tuition.

Provide an open, supportive and healthy workplace

Solomon Systech promotes a culture of honest, transparent communication, to create an open and collaborative work environment that increases job satisfaction. We conduct monthly “Operations Review” and quarterly videoconferences, “Mass Communication Meetings,” to inform employees about the current status of the business, its strategy and other topics of importance. We also use the intranet as a key platform for sharing information with employees on corporate strategy and activities, events and achievements. There is also a direct communication email platform, “CEO Mailbox”, to encourage anonymous communication between individual employees and the CEO.

We advocate sharing and interactive communication among employees to foster collective creativity and a long-term commitment to the Company. All departments are encouraged to hold information-sharing sessions and departmental gatherings.

Solomon Systech invests in the health, safety, and wellness of our employees, and complies with relevant legal and statutory requirements on occupational health and safety. We provide a safe working environment and health insurance covering medical, disability, accidental and life benefits to eligible employees. In 2017, no work-related fatalities were recorded.

A variety of employee relations activities were organized in 2017 for employees and some also for their families to help them strike a healthy work-life balance and also promote team building.

Apart from corporate events including the anniversary dinner and annual lunch, activities including a yoga class, low carbon diet workshop, outdoor activities like hiking, an excursion to Sanmen Island in Shenzhen, as well as Christmas barbecue party, ice-cream day, etc. were organized in 2017.





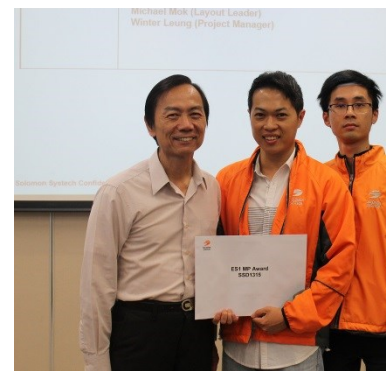
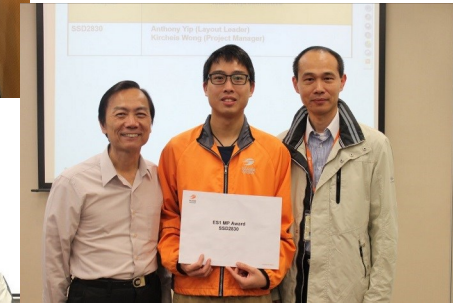
HAPPY 開心企業
COMPANY



Motivate and reward our people

Aiming at motivating, retaining and rewarding employees, selected employees had share options vested during 2017 in appreciation of their excellent performance and contributions. We offered the “NPI First Order Award”, and also cash reward schemes including the “NPI Incentive Program” to reward the R&D teams for their success in introducing new products that excel in time-to-market and revenue contribution. “ES1 MP Award” was granted for new products which garnered design wins for mass production with the first sample ready, as that would greatly enhanced revenue generation and cost reduction. In addition, “Patent Granted Award” was in place to encourage and reward technological innovation, while “Long Service Award” was granted to employees of long standing.

In recognition of our continued commitment in fostering a happy workplace culture and raising the happiness-at-work level of the workforce, the Group was again awarded the “Happy Company” label in 2017. The award was under the “Happiness-at-Work Promotional Scheme” jointly launched by the Promoting Happiness Index Foundation and the Hong Kong Productivity Council.





Sustainable Operating Practices

Supply chain management & product responsibility

We strive to manage our supply chain in a socially and environmentally responsible manner to promote sustainability in the marketplace, and create long-term value for the Group and society at large.

The Group engages suppliers to manufacture, assemble and test our designed products. In 2017, we had a total of 33 suppliers and subcontractors, of which 48% were located in Taiwan, with the rest in China, Korea, and Japan.



We work closely with suppliers to convey our requirements, monitor compliance, improve performance and build capability.

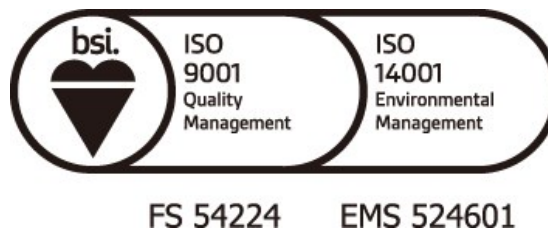
Attaching great importance to quality and environmental protection, we have in place a Supplier Quality Management System to ensure the quality of all aspects related to new product development, procurement, production, service provision, etc.

All of our suppliers are expected to comply with relevant local laws and also the international quality and environmental management standards that we ourselves have attained. As in 2017, 100% of our suppliers have attained ISO9001 Quality Management Certification and ISO14001 Environmental Management Certification.

Our suppliers are required to conduct laboratory analysis of raw materials supplied and sign a Green Warranty letter to ensure the raw materials and the manufacturing processes comply with international environmental standards. We also conduct quality reviews annually with our suppliers who supply over 30% of any specific materials or services.

We assess suppliers' sustainability performance through our business scoreboard. Site audits will be conducted with suppliers based on the rating on the scoreboard, and also when any issues or serious product quality problems occur.

We also embed sustainability into our core business practices by integrating our Code of Conduct and related policies and guidelines into supplier contracts.



With regard to customers, we have in place a well-established working instructions and a two-level system to encourage communication with customers, and to ensure efficient handling of customer enquiries and requests for material returns. The first level is for "Customer Incidents" ("CI") which focus on the investigation and handling of customer enquiries or complaints. We target to complete each CI with investigation report generated within 7 days of the customer enquiries or complaints. The second level is for "Return Material Requests" ("RMR") through which we handle valid CIs that lead to return of materials. In 2017, we attained 75.2% achievement rate for the first level CI handling (compared to 70.0% in 2016) and no products were subject to recalls for safety and health reasons.

We also conduct annually customer satisfaction survey ("CSS") to closely monitor our performance in terms of product development, logistics arrangement, services, quality and price. In 2017, the CSS was conducted with 15 customers in different regions.

CUSTOMER SATISFACTION SURVEY		Date																																												
Dear Customer, BSI is committed to providing a efficient delivery of high-quality products & services to our customers. To be a successful company, we must have an excellent customer service. We are continuously seeking improvement about our customer service. We are on the basis of the survey to make meaningful improvement.																																														
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Internal control and information protection

Solomon Systech has set up risk management and internal control systems with a view to helping the Group achieve its key initiatives. They also represent Solomon Systech's efforts in protecting its physical assets, information and technology.

To facilitate effective internal control system, Solomon Systech adopted the Internal Control-Integrated Framework issued by COSCO. The presence of risk management and internal control systems empowers the Group to implement best business practices in dynamic and challenging business environments.

The proper handling and dissemination of inside information is one of the key considerations in assessing the effectiveness of Solomon Systech's risk management and internal control. For more details about the Group's overall risk management and internal control strategy and framework, please refer to the Corporate Governance Report of the Group's 2017 Annual Report: <http://www.solomon-systech.com/en/page/annual-interim-reports/>.

With regard to protection of proprietary information, the Group has in place a "Protection and Proprietary Information Policy" which aims to identify, classify and

protect information (business, technical or personal) which are confidential or sensitive from inadvertent or unauthorized disclosure, theft, fraud, misappropriation and loss. The policy is posted on the Group's internal intranet site for easy access of employees.

Protecting Intellectual Property Rights

Intellectual Property (IP) rights contribute significantly to a company's assets and market value, in particular to a technology firm like Solomon Systech.

To encourage patent development to reduce IP risk and to strengthen the IP portfolio, Solomon Systech has set up "Intellectual Property Incentive Program" and "Patent Granted Award" to acknowledge patent inventors. The Patent Committee of the Group is responsible for evaluating new patent applications with respect to development status, intellectual property status, market potential, market maturity, and competing technologies. It also works with a patent attorney on patent application.

In 2017, the Group was **granted 16 patents** and **filed 29 patent applications** covering various display design and application areas.

Consumer Data Protection and Privacy Policies

Solomon Systech is a B2B business entity targeting display module makers and electronic devices manufacturers instead of the consumer market, our data protection and privacy policies focus on business related information, confidential and proprietary information or trade secrets.

Apart from the "Protection and Proprietary Information Policy" as mentioned above, we also sign non-disclosure agreements with our business partners or potential business partners with a view to protecting non-public business information.

Code of conduct and anti-fraud policy

Integrity forms a key cornerstone in the foundation of the Group's success. To ensure that the highest standards of integrity are applied to all our business activities, we have in place a Code of Conduct and an Anti-Fraud Policy. These together with associated policies and guidelines including Business Principles, Internal Control Policies and Procedures, Human Resources Policies and Procedures, Gift Handling Policies, Finance Policies and Procedures and Protection of Proprietary Information, have provided a strong framework for the operation of the Group, in line with our shareholders' best interest and legal requirements. All of these policies and guidelines are available on the company intranet for easy access of all employees.

An "Internal Control & Information Protection Training" session was conducted twice at the Shenzhen office. In December 2017, the Group invited the ICAC (Independent Commission Against Corruption) of Hong Kong to conduct a training session on integrity and compliance for the new employees.

No suspected enquiries or cases involving fraud were reported during 2017.





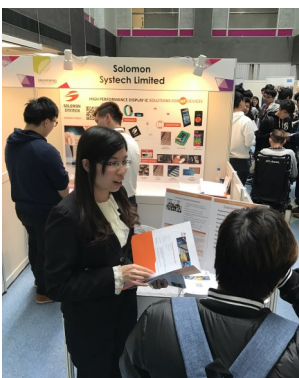
Community Investment

Nourish industry talents & contribute to the community

We care about our earth as well as the overall sustainable development of the communities where we work. As a key industry player, we focus on leveraging our expertise and resources on talent education and industrial development to sustainably contribute to the economic growth of the communities.

The Group's senior management has been invited to take up advisory roles in the government and statutory bodies, to provide counsel on matters relating to the development of the local technology industry, and also sit on the executive boards of major local and international industry associations, and the advisory boards of local universities and educational institutions, to share their professional experiences and insights, thereby contributing to development of new talent for the industry and a better society.

We participated in career fairs of local universities to identify industry talents. In addition to offering internships and job placement opportunities, we also offer scholarships to top students of accredited universities. In 2017 the Group offered a scholarship to a PhD student in Electronic and Computer Engineering of Hong Kong University of Science and Technology. We also provided three one-year internships to undergraduates of local universities.



In addition, we catered to the requests from university students and organizations for company visits, enabling them to have a better knowledge of IC design work.

We have always encouraged our employees to participate in social and community events and to volunteer for good causes. In 2017, the Group supported Orbis' mid-autumn charity sale.

In recognition of our continuous efforts in fulfilling our responsibilities as a good corporate citizen, in 2017, the Group has again successfully obtained the "Corporate Citizenship Logo" (Enterprise Category) under the 8th Hong Kong Corporate Citizen Program co-organized by the Hong Kong Productivity Council and the Committee on the Promotion of Civic Education. The program recognizes corporations with good corporate social responsibility (CSR) performance in four aspects - employees' well-being, sustainability, business ethics and contribution to society.





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