

The background features a stylized illustration of a large green tree on a grassy hill. A person is sitting under the tree reading a book, and another person is flying a kite. The scene is set against a backdrop of a city skyline with tall buildings. The sky is light green with white clouds. A bright sun is visible behind the tree. The overall theme is sustainability and environmental friendliness.

Raydium

Raydium Semiconductor Corporation

Sustainability Report

2024 | Environmental Social Governance

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About This Report

This 2024 Sustainability Report is published by Raydium Semiconductor Corporation. Upholding the principles of integrity and transparency, the report addresses stakeholder concerns across multiple dimensions, including corporate governance, partnership prosperity, environmental sustainability, workplace well-being, and social engagement. Through this report, Raydium Semiconductor presents its efforts and achievements in the social, environmental, and economic aspects of sustainability. Looking ahead, we remain committed to ongoing improvement in all relevant areas to meet stakeholder expectations and to demonstrate our dedication to sustainable corporate development.

Compilation Principles

This report has been prepared with reference to the GRI Sustainability Reporting Standards (GRI Universal Standards 2021) issued by the Global Sustainability Standards Board (GSSB). In alignment with international trends and benchmarking practices of leading enterprises, the report also draws upon a range of internationally recognized sustainability frameworks and external initiatives, including:

- The United Nations Sustainable Development Goals (SDGs)
- The Responsible Business Alliance (RBA) Code of Conduct
- ISO 26000 Guidance on Social Responsibility
- The Sustainability Accounting Standards Board (SASB) standards
- The Task Force on Climate-related Financial Disclosures (TCFD) recommendations

Reporting Boundary and Scope

This report covers the period from January 1 to December 31, 2024. The scope of disclosure centers on the Hsinchu headquarters and includes information from the Taipei and Tainan offices. Overseas operations are not included in this reporting cycle. Impacts occurring along the value chain are disclosed through current management practices or planned future management approaches.

Report Governance

This report is overseen by the Raydium Sustainability Development Committee, with the Chairperson of the Board serving as the Committee Chair and providing overall direction. The Committee comprises representatives from all departments and is responsible for defining and implementing ESG-related management policies.

Each year, the Committee reviews the company's sustainability strategy, reporting direction, and performance objectives. For targets that have not been met, the Committee conducts a review and proposes improvement measures. Progress and outcomes are regularly reported to the Board of Directors.

The Sustainability Report is published annually, with the next edition scheduled for release in June 2026. The consolidated financial statements and the independent auditor's report are published in March each year for the preceding fiscal year, while the annual report is issued in May.

All financial data presented in this report are expressed in New Taiwan Dollars (NTD). Any estimates or assumptions are disclosed in the relevant sections of the report.

Restatement of Information

The data presented in the 2023 Sustainability Report specifically, annual revenue and energy intensity on page 88, and revenue-based greenhouse gas emissions intensity on page 89 have been restated in preparation for alignment with upcoming IFRS sustainability disclosure requirements. In previous years, total revenue was disclosed on a consolidated basis. Starting from the 2022 and 2023 reporting periods, the data have been adjusted to reflect standalone (individual entity) revenue.

Verification of Information

Category	Item	Verification Standard	Verification Body
Economic	Financial Data	International Financial Reporting Standards (IFRS)	KPMG Taiwan
	Quality Management	ISO 9001:2015 Quality Management System	DQS Taiwan
Environmental	Environmental Management	ISO 14001:2015 Environmental Management System	
	Greenhouse Gas Inventory	ISO 14064:2018 Standard for Greenhouse Gas Verification	SGS Taiwan Ltd.
Social	Occupational Health and Safety Management	Occupational Health and Safety Management	

Internal Review

All information disclosed in this report was provided and compiled by members of the working groups under the Raydium Sustainability Development Committee. The Committee's Executive Secretary reviewed and refined the report's structure and disclosure direction. The content was then verified for accuracy by the heads of the responsible departments and submitted to the Committee Chairperson for final approval prior to publication.

Third-Party Assurance

To enhance the accuracy and credibility of the information disclosed in this report, Raydium commissioned SGS to conduct an independent assurance in accordance with AA1000 Assurance Standard (AA1000AS v3), Type II, Moderate Level. The independent assurance statement is included in the appendix of this report.

Contact Information

Raydium Semiconductor welcomes continued engagement and feedback from all stakeholders regarding the content of this report or the company's sustainability efforts. Please feel free to share your comments or suggestions through the following contact channels:

Contact: Sustainability Development Committee

Address: 2F, No. 23, Lixing Road, Hsinchu Science Park, Hsinchu City, Taiwan

Phone: +886-3-666-1818

Email: ESG@rad-ic.com

Website: www.rad-ic.com/zh-TW



01

Sustainability Management

- Message from the Chairman
- Sustainability Management Organization
- Stakeholder Engagement
- Material Topic Identification through Stakeholder Engagement
- Sustainability Strategy and Roadmap
- Sustainability Highlights
- Response to the UN Sustainable Development Goals (SDGs) and Highlights

1.1 Message from the Chairman

In 2024, the global economy faced significant challenges, including persistent inflationary pressures, divergent monetary policies among central banks, and ongoing geopolitical tensions and conflicts. These headwinds created an increasingly complex and uncertain business environment.

Despite these conditions, Raydium Semiconductor remained focused and forward-looking. Through the strategic diversification of our product portfolio, we strengthened our operational resilience and enhanced our adaptability to market shifts. Close collaboration with our customers and supply chain partners enabled us to respond swiftly to evolving conditions, allowing us to successfully navigate multiple uncertainties and achieve the second-highest annual revenue in our company's history. These achievements reflect the collective dedication of our entire team and underscore Raydium's unwavering commitment to delivering stable and sustainable growth, even in times of uncertainty.

Raydium is committed to pursuing sustainable development by striving for balanced progress across operational performance, environmental stewardship, social responsibility, and corporate governance. In an ever-changing market and amidst evolving societal expectations, we recognize that effective communication and transparency with our stakeholders are essential to the company's long-term success.

In 2024, we embraced challenges with a proactive mindset, demonstrating our determination to address issues through concrete actions while continually enhancing our capabilities. Our business achievements were honored with multiple awards

and recognitions, underscoring our dedication to excellence and sustainable growth.

Raydium continues to advance sustainable development and fulfill its social responsibility through five key pillars: "Business Governance", "Partnership and Co-prosperity", "Environmental Sustainability", "Happy Workplace", and "Social Care".

Business Governance

In 2024, Raydium participated for the first time in the 2023 Corporate Governance Evaluation and was ranked in the second tier among listed companies (top 6%–20%). This recognition reflects our efforts and achievements in corporate governance, laying a solid foundation for future sustainable development.

We actively implemented a range of governance measures, including holding regular investor conferences to enhance information transparency and investing in green bonds to demonstrate our support for sustainable finance. To strengthen organizational resilience, we continued to advance the operations of the Risk Management Committee and conducted regular Business Continuity Plan (BCP) drills to enhance our overall response capabilities.

Information security is also a critical component of corporate resilience. Our Information Security Task Force actively reinforced cybersecurity defenses by regularly promoting security awareness, increasing the frequency of social engineering drills, enhancing software and hardware protection measures, and fostering cross-departmental information collaboration. These

initiatives further improved our overall cybersecurity resilience and ensured stable business operations.

To deepen sustainable governance, we incorporated sustainability performance into managerial performance evaluations, reinforcing the management team's commitment and accountability toward sustainable development. We remain dedicated to enhancing governance quality and risk management as we steadily progress toward the goal of sustainable operations.

Partnership and Co-prosperity

Raydium focuses on the semiconductor technology sector, actively listening to customer needs and collaborating with leading domestic universities on early-stage R&D to stay ahead of technological trends and market demands.

In 2024, our bistable cholesteric liquid crystal display (CH-LCD) driver IC and timing controller (TCON) received the Display Component Product Technology Award, showcasing Raydium's innovation capabilities in display technology. We remain committed to innovation, allocating 15–20% of our annual revenue to R&D to ensure continuous product upgrades, align with global carbon reduction goals, and develop low-power, energy-efficient products that strengthen our market competitiveness.

At the same time, we strengthened sustainable supply chain management by screening suppliers based on the three ESG dimensions, requiring them to comply with our sustainability policies and sign the "Code of Conduct Declaration." By working hand-in-hand

with customers and supply chain partners, Raydium aims to enhance collective sustainability performance and create long-term value.

Environmental Sustainability

Raydium continues to strengthen its response to climate change and, in 2024, began using renewable energy further reinforcing our commitment to environmental sustainability.

Under the framework of the Task Force on Climate-related Financial Disclosures (TCFD), we conduct a comprehensive process to identify climate-related risks and opportunities, quantify their potential financial impacts, and develop corresponding risk management strategies to ensure the company's long-term sustainable operations.

Guided by the core values of "Environmental Sustainability" and "Design for Sustainability," we integrate advanced manufacturing processes and energy-efficient designs into product development, driving continuous technological innovation. At the same time, we actively encourage suppliers to complete greenhouse gas (GHG) inventories and track annual emissions data, enabling us to set concrete energy-saving and carbon reduction targets. By working together with our supply chain partners, we strive toward a low-carbon future.

Happy Workplace

Guided by the core belief that "employees are the most valuable asset for sustainable corporate development", Raydium is committed to creating a safe, healthy, and friendly workplace environment. We offer competitive compensation and benefits to attract and retain top talent, laying a solid foundation for long-term sustainability.

In 2024, the company received the "Outstanding Friendly Breastfeeding Room" certification from the Hsinchu City Public Health Bureau and the "Health Promotion Label" from the Health Promotion Administration, Ministry of Health and Welfare. Additionally, in the proactive evaluation of occupational health and safety performance disclosed in corporate sustainability reports, Raydium was recognized as an outstanding enterprise affirming our continuous efforts in employee health management. We were also included in the "Taiwan High Compensation 100 Index" for the third consecutive year, underscoring our strong commitment to valuing and rewarding talent.

In response to the declining birth rate, since 2022 we have provided childcare allowances and work-from-home arrangements for employees with children aged 0–6, actively supporting family care responsibilities as part of our corporate social responsibility.

Furthermore, Raydium places great emphasis on employees' physical and mental well-being as well as long-term career development. We have implemented an Employee Assistance Program (EAP) and continue to build a systematic training roadmap to enhance professional competencies, fostering a talent pool equipped with sustainable competitiveness.

Social Care

Raydium has long been committed to social sustainability, actively engaging in diverse social care initiatives. We continuously support disadvantaged groups through donations, organize campus sports competitions to promote the spirit of sportsmanship, and carry out public welfare activities such as ecological conservation and environmental education fulfilling our responsibilities to both society and the environment.

The company has also established a volunteer club to encourage employees to actively participate in community service, transforming our corporate culture into concrete actions and strengthening our connection and contribution to society. Recognizing that education is the cornerstone of social progress, we have maintained long-term engagement with schools through partnerships and career guidance programs, offering internship opportunities, supporting students in career exploration, and rewarding outstanding research talent. These efforts aim to leverage corporate influence to nurture education from the ground up.

At Raydium, we view the cycle of goodwill as a core driver of corporate growth. Through consistent and tangible actions, we strive to shape positive social value and build a foundation for sustainable development that combines warmth with forward-looking vision.

In 2025, faced with an ever-changing global landscape and industry challenges, we will continue to strengthen our operational resilience, deepen technological innovation, and pursue forward-looking strategies steadily advancing toward our goals. Guided by the principle of sustainable operations, we will enhance corporate governance, fulfill our environmental responsibilities, and further strengthen communication and collaboration with stakeholders.

Going forward, we will integrate ESG more deeply into our core business, taking firm and deliberate steps to create long-term positive impact for the industry, society, and the environment. Together with all our partners, we aim to build a sustainable future founded on shared prosperity.

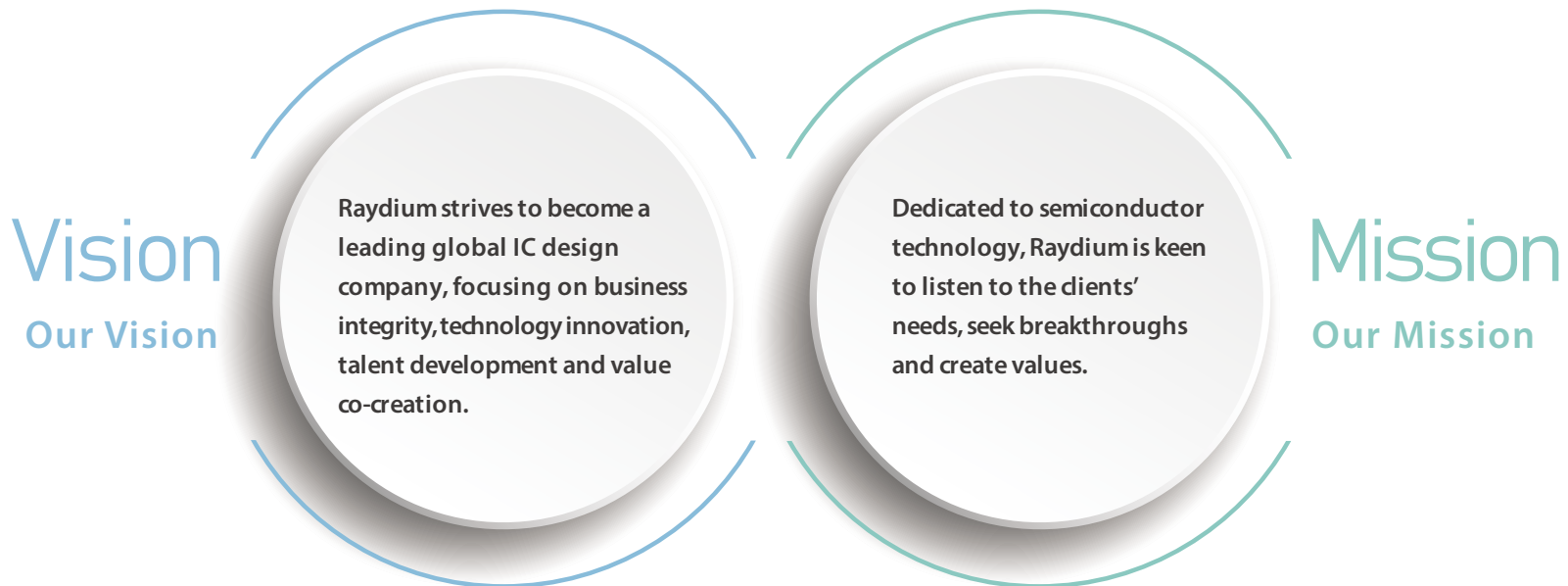
Chairman and CEO

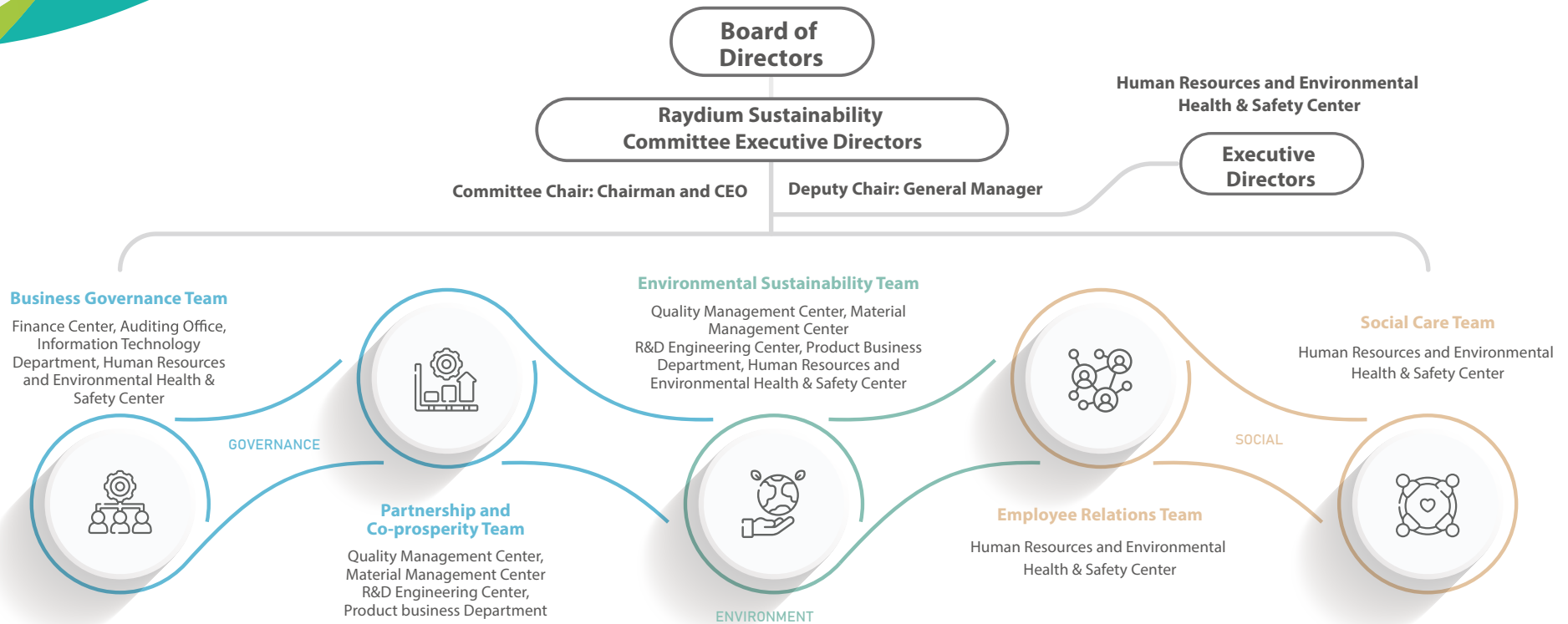


1.2 Sustainability Management Organization

To fulfill our corporate social responsibility, Raydium actively engages in sustainable development as part of its business operations in keeping with international trends. We also contribute to the national economy and improve the quality of life for employees, the community, and society through corporate citizenship to promote competitive advantages based on sustainability. Trends in domestic/overseas sustainability issues, their correlation with the Company's core business,

as well as the stakeholder impact of our own business activities as a whole are used by the Sustainability Committee to develop a sustainability strategy. Once the strategy is approved by the directors and approved by the Board, it is announced by the Chairperson to promote economic, environmental and social progress. The goals of sustainability can then be achieved.





Business Integrity Policy

Raydium complies with best practices in business integrity by enforcing corporate governance and fulfilling our social responsibility; we adhere strictly to codes of conduct and reject all improper benefits and corruption.

Value Co-Creation Policy

Raydium seeks breakthroughs and innovation in semiconductor technology. We co-create value with our clients by providing new technologies, products and services that incorporate environmental sustainability and social welfare.

Partnership and Co-prosperity Policy

Raydium adheres to international initiatives and standards, engages in responsible purchasing, respects human rights, bans the use of child labor, complies with conflict mineral standards, and requires supply chain partners to comply with the Raydium sustainability policy as well to enhance the sustainability of the supply chain.

Environmental Sustainability Policy

Raydium embraces the values of “environmental sustainability” and “design sustainability. We pay attention climate change topics, green product, and green production even as we seek economic gain to do our part for the planet and achieve a symbiotic existence.

Happy Workplace Policy

High priority is assigned to employee compensation and benefits. Employees are provided with comprehensive career development courses so that they can grow with the company. We also provide a safe, healthy working environment as well as a diverse, inclusive friendly workplace.

Social Care Policy

Raydium implements social care by leveraging our company resources, knowledge and skills to encourage employees to give back to society and contribute their expertise. We systematically develop social investment projects that continuously exert our corporate influence and sustain positive feedback cycles.

1.3 Stakeholder Engagement

Stakeholder feedback and opinions are important to Raydium. We have set up an investor relations section on our website with dedicated e-mail addresses for maintaining open channels of communication with stakeholders. At the same time, stakeholder requirements and expectations on ESG topics are gathered through the contact window of each unit to analyze and classify the topics of concern. We hope to expand our stakeholder communication efforts and gather more valuable feedback. These will serve as the basis for internal management and sustainability strategy in the future.

1.3.1 Stakeholder Types and Communication Channels

Stakeholder engagement	Topic of Concern	Communication Frequency and Communication Channels	2024 Communications	Contact Window
Employees	<ul style="list-style-type: none"> Labor Relations Labor Relations and Benefits Occupational Health and Safety Communication Channels 	<ul style="list-style-type: none"> Labor-Management Meetings (Quarterly) Employee Welfare Committee (Quarterly) Occupational Health and Safety Committee (Quarterly) Medical consultations provided on-site medical personnel The following communication channels are provided: "General Manager's Mailbox", "HR Mailbox (Personal Data Complaint Mailbox)," the Integrity Mailbox", and the "Sexual Harassment Mailbox". (Ad hoc) 	<ul style="list-style-type: none"> Convened 4 Labor-Management meetings There were on average 183 applications for childcare subsidies each month Convened 4 meetings of the Occupational Health and Safety Committee ISO 45001 and CNS 45001 Occupational Health and Safety Management System tracking and validation There were 6 occupational medicine consultations during the year One sexual harassment complaint was received and has been investigated and addressed in accordance with legal procedures. 	<p>Ms. Ko ER@rad-ic.com ext. 5680</p>
Shareholders	<ul style="list-style-type: none"> Shareholder Engagement Corporate Governance Business Performance Risk Management 	<ul style="list-style-type: none"> Annual Report Shareholders' Meeting/Institutional Investor Conference Financial Report Material information announcements/ Press release/ Investor relations section on corporate website / Spokesperson 	<ul style="list-style-type: none"> Convened 1 shareholders' meeting Convened 4 institutional investor conferences. Convened 5 Board meetings and 4 Audit committee meetings Material information and reports were issued in accordance with the rules Financial and business-related information is published externally through announcements or press releases on an ad hoc basis. Video recordings and Powerpoint slides are disclosed through the corporate website. An Investor Relations contact window was established for two-way communication as well. 	<p>Ms. Lin Raydium@rad-ic.com ext. 2801</p>

<p>Clients</p>	<ul style="list-style-type: none"> Product Quality and Service Restricted Substance Management Development and Application of New technologies Compliance RBA Code of Conduct 	<ul style="list-style-type: none"> Customer satisfaction survey (Annually) Customer audit (Ad hoc) 	<ul style="list-style-type: none"> Acquired 31 domestic/international patents Achieved a customer satisfaction rating of 8.9 Continuous investment in technology R&D accounted for 15–20% of revenue. 	<p>Sales@rad-ic.com 03-6661818</p>
<p>Supplier</p>	<ul style="list-style-type: none"> Product Quality and Service Restricted Substance Management Non-use of Conflict Minerals Management Compliance RBA Code of Conduc 	<ul style="list-style-type: none"> Supplier Conference Supplier Audit (Annually) Supplier Evaluation (Ad hoc) 	<ul style="list-style-type: none"> Convened the Supplier Conference 12 times 100% of production-based suppliers signed the Supplier Code of Conduct 100% of production-based suppliers completed their ESG risk identification. 100% of production-based suppliers completed their annual audit. 100% of the materials used conformed with international environmental laws/regulations. 100% of conflict minerals in materials were sourced from RMI-approved smelters. 	<p>Mr. Lin Supplier@rad-ic.com ext. 2735</p>
<p>Government/ Competent Authority</p>	<ul style="list-style-type: none"> Legal Compliance Corporate Governance Environmental Protection Labor Rights 	<ul style="list-style-type: none"> Participation in policy forums and panels of the competent authorities (Ad hoc) Cooperation with supervision and audits by competent authorities(Ad hoc) Official Correspondence (Ad hoc) 	<ul style="list-style-type: none"> On an ad hoc basis, we take part in policy discussion meetings convened by regulatory authorities on topics including corporate governance, sustainable development, and the exercise of powers by independent directors and the audit committee. 	<p>Ms. Lin Info@rad-ic.com ext. 2801</p>
<p>Academic Institutions</p>	<ul style="list-style-type: none"> Development and Application of New technologies Industry-University Collaboration 	<ul style="list-style-type: none"> Symposiums, official correspondence 	<ul style="list-style-type: none"> Hosted 2 topical lectures conducted by ICS team at the Graduate Institute of Electronic Engineering, NTU Talent Development Scholarship fundraising: 5 students selected. Safe Education Scholarship fundraising: 1 student selected. 	<p>Sales@rad-ic.com 03-6661818</p>

Academic Institutions

- Development and Application of New technologies
- Industry-University Collaboration

• Symposiums, official correspondence

- Hosted 2 topical lectures conducted by ICS team at the Graduate Institute of Electronic Engineering, NTU
- Talent Development Scholarship fundraising: 5 students selected.
- Safe Education Scholarship fundraising: 1 student selected.

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Local community

- Social Care

• Philanthropic and charitable activities (Ad hoc)

- Sponsored the AUO Sustainability Literacy Scholarship with a total contribution of NT \$475,000.
- Sponsored the AUO "Dream Fulfillment Fund – One-Click Donation" initiative with NT \$166,500.
- Organized holiday charity events and smallholder farmer gift box sales during three major festivals, generating total subscription proceeds of NT\$845,987.
- Donated NT\$1,000,000 under the company's corporate name to support the promotion of related public welfare initiatives.
- Provided NT\$500,000 in emergency relief for the April 3rd Tzu Chi University reconstruction project.
- Sponsored a football event to promote sports development with NT\$40,000.
- Purchased Christmas gifts for 277 disadvantaged children in 2024.
- Held the "Flowers of Love" charity sale twice in 2024, purchasing potted plants produced by disadvantaged groups, with total proceeds amounting to NT\$89,000.

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1.4 Material Topic Identification through Stakeholder Engagement

1.4.1 Background on Sustainability Topic Collection

The Raydium Sustainability Committee gathered and analyzed sustainability-related topics from potential internal/ external organizational topics, stakeholder requirements and expectations, the requirements of competent authorities, GRI Standards, RBA, SDGs, ISO 26000, SASB, and TCFD. 27 potential sustainability topics were identified for Raydium and classified by the three aspects of economy, environment, and society to produce a sustainability questionnaire.

At the same time, we used the stakeholder list to compile all Raydium stakeholders and group them into the nine categories of distributors, suppliers, shareholders, non-profit organizations, clients, government authorities, academic institutions, affiliates, and employees. Sustainability questionnaires were distributed to engage with stakeholders on their degree of concern. The five principles of the Stakeholder Engagement Standard (SES) (responsibility, influence, tension, diverse perspectives, dependency) were used as a reference to assess stakeholder materiality. The findings from the sustainability questionnaire survey and stakeholder materiality were then weighted and analyzed. 224 valid responses were recovered to analyze their degree of concern and the relative priorities of sustainability topics to stakeholders.



The nine key types of stakeholders were determined to be employees, distributors, suppliers, shareholders, non-profit organizations, clients, government authorities, academic institutions, and consultant-type affiliates.

Internal organizational sustainability goals, relevant sustainability indicators from GRI Standards, RBA, SDGs, ISO 26000, SASB and TCFD, as well as stakeholder expectations and requirements were used as a reference to ultimately identify 26 sustainability topics for materiality analysis.

Stakeholder criticality assessment was conducted in accordance with the principles of stakeholder responsibility, influence, tension, diverse perspectives, and dependency from AA1000 SES. Online questionnaires were used to survey degree of concern for each topic. A total of 225 valid responses were collected for concern analysis.

Risk assessment was conducted by the Sustainable Development Committee based on the severity and likelihood of positive/negative impacts from ESG topics, and their human rights impact. A meeting of center heads was then convened by the Committee Chair to discuss the outcomes of the preliminary assessment.

The risk assessment for each operational impact was discussed by a meeting of senior executives to decide on the eight material topics. Another eight custom self-management topics were also formulated.

1.4.2 Material Topic Impact Analysis

The Sustainability Development Committee resolved in its meeting to carry forward the material topics from the previous year.

Sustainability topics were sorted by level of stakeholder concern and then discussed by the Sustainability Committee on the potential positive and negative impacts for Raydium. A total of 20 negative impacts and 15 positive impacts were identified, and a risk score was assigned based on severity, likelihood, and human rights issues. The scores were then used for matrix analysis on the degree of impact from risk and opportunity topics. Once the topics were sorted by degree of impact, a meeting of center heads was convened by the Chair to discuss the risk and opportunity topic impact matrix, make adjustments to their ordering, and confirm the material topics before a report was made to the Board.

A meeting of the center heads then concluded that there were a total of 7 negative impacts and 6 positive impacts. The 8 corresponding topics were therefore listed as material topics. A further 8 topics were also voluntarily included for management after taking into account major business impacts in the future. The report then gathered and disclosed sustainability information based on the reporting requirements and management approach for each topic in accordance with the GRI topic standards corresponding to each material topic.

Negative Risk Impact Matrix

Probability of Occurrence ↑	Product Liability Disposal Resource Utilization	⑥ Anti-corruption, Business Integrity ⑦ Climate change	① R&D and Design, Product Services ② Supplier Management ③ Recruitment and Employment and Market Salary Benefits
	Water Usage and Wastewater Management	Risk Management Energy and GHG Management	④ Information Security and Privacy Management ⑤ Employee Diversity Equality
	Taxation Management Air Quality Management	Business Performance	Education and training
	Degree of impact →		

Positive Opportunity Impact Matrix

Probability of Occurrence ↑	Risk Management Energy Management and Greenhouse Gas	⑥ Education and training	① R&D and Design, Product Services ② Information Security and Privacy Management ③ Supplier Management
		Anti-corruption, Business Integrity Business Performance Social Contribution and Climate Change	④ Recruitment and Employment and Market Salary Benefits ⑤ Employee Diversity Equality
	Public Policy		Customer Satisfaction
	Degree of impact →		

Positive and Negative Impacts of Material Topics & Due Diligence Practices

Topic of Concern	Positive Impact	Negative Impact	Risk Assessment and Mitigation Measures			
			Risk Identification and Assessment Methodology	Supervisory Mechanism	Corresponding Disclosure in Report	
Governance	R&D and Design, Product Services	Lowering of product power consumption, reduction of environmental impact, improvement of energy efficiency, product innovation, as well as green design, and patent R&D/design are taken into account during R&D in order to co-create value with suppliers and enhance our competitiveness.	Poor product design, product or service quality leads to loss of business opportunities and market share, product liability claims, and impaired goodwill.	A feasibility study is conducted, followed by project planning, product design, design validation, and product pilot production in accordance with the product development process. Merchandise service control for products is conducted in accordance with the ISO 9001 Quality Management System.	<p>Management Method:</p> <ol style="list-style-type: none"> Opening of new projects must follow the product development process and require approval from the General Manager. Review meetings are convened based on the development schedule in accordance with the product development process. Conduct client satisfaction surveys to determine how satisfied clients are with the quality and efficiency of product R&D and design. <p>Implementation Frequency: Product development progress review meetings and quality meetings are convened weekly; customer satisfaction surveys are conducted annually.</p> <p>Remedial Measures:</p> <ol style="list-style-type: none"> Carry out cause analysis and design changes for items that did not pass the review meeting to comply with product specifications. Carry out cause analysis and continuous improvement for quality cases reported by the market. Investigate client satisfaction on the quality and efficiency of R&D and design, and product services. Conduct reviews and improvements based on the findings of the investigation; for projects that failed to meet the customer satisfaction target, report the cause analysis and corrective/preventive measures to the management review meeting. 	Chapter 3 Value Co-Creation
	Suppliers Management	Supply chain conformity with client requirements boosts customer satisfaction, increases opportunities for cooperation and reduces the cost of dealing with anomalies. Benefits therefore include lower costs and higher revenue.	Poor supply chain management may lead to inconsistent quality of delivered products, production disruptions, and delays in product delivery that impacts on the Company's shipments, services, image, and goodwill. These in turn lead to loss of client confidence, damage to client relations, and loss of market share.	The "Supplier Management Procedure" defines the supplier evaluation standard and sustainability risk assessment used for selecting quality suppliers; in addition to evaluating suppliers on product/process technology, their quality, hazardous substances, environmental, labor health and safety and other management systems are assessed as well. Only those that pass the assessment are added to the list of approved suppliers.	<p>Management Method:</p> <ol style="list-style-type: none"> New suppliers must meet the supplier evaluation standard before they can become an approved supplier Periodic supplier assessments/audits are carried out to ensure that all of their management systems, including the quality management system, hazardous substances management system, environmental management system, labor health and safety management system, corporate social responsibility, and so on, are functionally normal. <p>Implementation Frequency: Assessments are conducted quarterly; audits are conducted annually</p> <p>Remedial Measures: Counseling is arranged for suppliers that fail to meet the requirements. Failure to make improvements after two consecutive quarters results in suspension from new projects</p>	Chapter 4 Partnership and Co-prosperity

Topic of Concern	Positive Impact	Negative Impact	Risk Assessment and Mitigation Measures		
			Risk Identification and Assessment Methodology	Supervisory Mechanism	Corresponding Disclosure in Report
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Governance</p> <p>Information Security and Privacy Management</p>	<p>Sound information security management helps to reduce the risk of data leaks and cyber attacks. It also improves goodwill, boosts client and partner trust, creates new business opportunities, and helps to realize the sustainability philosophy of the Company.</p>	<p>The negative impacts on business operations from inadequate information security and protection of personal information include the risk of leaking confidential information, loss of goodwill, loss of clients, and breaking of laws.</p>	<p>Under the Information Security Incident Management Regulations, a level 3/4 information security incident means the risk of disruption to business operations, equipment anomaly, or information leak. Classification:</p> <p>Level 4: Disruption of core business operations (unacceptable delay in recovery from disruption), anomalies in multiple critical IT devices, leak of core confidential data</p> <p>Level 3: Disruption of core business operations (unacceptable delay in recovery from disruption), anomaly in one critical IT device, leak of confidential data, leak of restricted data.</p> <p>Level 2: Disruption of core business operations (acceptable delay in recovery from disruption), anomalies in important IT devices, leak of general data (deliberate).</p> <p>Level 1: Disruption of non-core business, anomalies in general IT devices, leak of general data (accidental).</p>	<p>Management Method:</p> <p>Anomaly detection is conducted and control measures taken using the definitions in the Information Security Incident Management Regulations based on reports from the monitoring system or employees (ITHelp). Information security incident meeting is convened based on the incident level to decide whether a combat information center should be set up and what response strategy to adopt. Information collection, forensic analysis, evidence preservation, solving the root cause of the problem and system recovery are also carried out at the same time.</p> <p>Implementation Frequency:</p> <p>Daily anomaly inspections, monthly report on information security statistics, review of activity logs for monitored/separating employees, annual Board information security briefings, quarterly social engineering drills, and annual off-site recovery drills.</p> <p>Remedial Measures:</p> <p>If there is an information security incident, the root cause should be dealt with in accordance with the management regulations and procedures. Depending on the incident level, a review should be conducted, recorded in the incident report and progress tracked. The information security strategy should be reviewed and updated as part of the system recovery procedure for correction and follow-up.</p>	<p>Chapter 2 Business Governance</p>

Topic of Concern	Positive Impact	Negative Impact	Risk Assessment and Mitigation Measures		
			Risk Identification and Assessment Methodology	Supervisory Mechanism	Corresponding Disclosure in Report
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Governance</p> <p>Anticorruption, Business Integrity</p>	<p>An integrity-based policy has been formulated in accordance with our business philosophy of integrity and accountability. All employees are expected to adhere to the policy. Enhancing the composition and diversity of the Board is also employed to strengthen corporate governance, protect stakeholder equity, and maximize company value.</p>	<p>Improper corporate governance may lead to internal corruption, improper behavior, damage to investor trust and shareholder equity, as well as damage to corporate image and goodwill.</p>	<p>Business activities with a higher risk of unethical conduct within the scope of operations are analyzed and assessed. Plans for the prevention of unethical conduct will then be drawn up, and management procedures will be put into place. Completion is planned for the first half of 2024.</p>	<p>Management Method: The “Commitment to Anti-Corruption and Anti-bribery” are published throughout the Company. All employees, including new hires, undergo business integrity training. Implementation of business integrity” is reported to the Board of Directors every May.</p> <p>Implementation Frequency: All employees including new hires undergo business integrity training. The “Whistleblower and Complaints Regulations” were also defined to establish a whistleblower scheme. Accessible whistleblowing channels are also posted within the Company and on the corporate website.</p> <p>Implementation Frequency: Once a year.</p> <p>Remedial Measures: The Integrity e-mail Whistleblower@rad-ic.com is directed to the Human Resources, Legal Affairs, and Auditing units for further action to be taken by the responsible unit. It serves as a channel for people within and outside of the Company to report any suspected serious breaches of integrity policy.</p>	<p>Chapter 2 Business Governance</p>

Topic of Concern	Positive Impact	Negative Impact	Risk Assessment and Mitigation Measures			
			Risk Identification and Assessment Methodology	Supervisory Mechanism	Corresponding Disclosure in Report	
Social	Training and Education	Continued improvements in employee careers and quality of work ensure employee competence, resulting in improved individual and business productivity.	Without proper planning, productivity suffers and products/technologies lose their competitiveness.	<p>According to the Education and Training Management Regulations (RMHR-12-005), the HR collects the training requirements of each unit through the “Departmental In-Service Training Plan” and compiles them into the “Annual Education and Training Plan” for the General Manager’s approval. HR then uses the “Raydium Personnel Development System” to organize, announce and conduct the approved courses. HR is responsible for organizing all compulsory courses. A satisfaction survey is conducted at the end of each course. The survey is used by HR to see if any adjustments are necessary.</p>	<p>Management Method: Performance evaluation, satisfaction survey, departmental training requirements plan.</p> <p>Implementation Frequency: Every six months.</p> <p>Remedial Measures: Re-review training roadmap and satisfaction to see if any adjustments are necessary.</p>	Chapter 6 Happy Workplace
	Human Rights and Employees Diversity and Equality	Paying proper attention to employees’ working environment, development, and care with the goal of building a workplace that promotes physical and mental well-being, health, and happiness will help with talent recruitment and retention.	It is not possible to provide job opportunities for a large number of diversified talent without a diversified hiring mechanism. This makes it difficult for talented young people to join the workforce, hampering industry innovation and future development.	<ol style="list-style-type: none"> 1. Formulation of Raydium Human Rights Policy and Commitment. 2. Distribute survey for identification of human rights topics. 3. Implementation of human rights mitigation and adaptation measures (planned for 2024). 4. Continuous management and implementation of training and education on human rights topics. 	<p>Management Method: Diverse employee communication channels, including business information. Meetings, General Manager’s Mailbox, HR mailbox, Integrity Mailbox, Antisexual Harassment Mailbox, and Labor-Management Meetings. Employee Welfare Committee.</p> <p>Implementation Frequency: Ad hoc.</p> <p>Remedial Measures: Any matters harmful to employees’ human rights, diversity and equality will be investigated internally. Employee Assistance Plan channels will be provided to ensure employees receive their proper entitlements.</p>	Chapter 6 Happy Workplace

Topic of Concern	Positive Impact	Negative Impact	Risk Assessment and Mitigation Measures		
			Risk Identification and Assessment Methodology	Supervisory Mechanism	Corresponding Disclosure in Report
Social	<p>Recruitment, Employment, Compensation and Benefits</p> <p>Offer compensation and benefits that are better than statutory requirements while continuing to take care of employees and recruit outside talent.</p>	<p>If compensation and benefits are not competitive, this will make it difficult to recruit out-side talent and increase the rate of turnover. The result is a vicious cycle of high turnover rates.</p>	<p>The pay grade for every employee is based on their education, experience, knowledge and skills. The employment process begins with a hiring application being filed by the head of the employing unit. Pay is then determined by HR based on education, experience, knowledge and skills in accordance with company regulations. Employment only takes effect once a recommendation is made to the competent supervisor and approved by the General Manager. An offer letter is sent by HR based on the hiring decision. Remuneration policy and standards are all designated as confidential company information.</p> <p>The Company offers competitive monthly salary as well as holiday bonuses, annual performance bonuses, employee compensation in order to attract and retain talent.</p> <p>In terms of benefits, the Company offers better-than-statutory benefits including flexible leave, paid volunteer leave, and a range of parentfriendly measures.</p>	<p>Management Method and Implementation Frequency:</p> <p>The following methods are used by HR to determine the competitiveness of the Company's remuneration and benefits:</p> <ol style="list-style-type: none"> 1. Monthly personnel report (turnover rate, new hire rate) / Monthly 2. Industry associations / Quarterly 3. Non-management remuneration report / Annual <p>Remedial Measures:</p> <p>Internal and external remuneration data is reported to the Chairman and General Manager for planning and adjustment purposes every six months.</p>	<p>Chapter 6 Happy Workplace</p>
Governance	<p>Climate Change Action Management</p> <p>Climate change represents an important opportunity for responding to the impacts and challenges of climate change through innovative/energy-efficient products and solutions.</p>	<p>Climate change topics bring opportunities and challenges for Raydium products. Risk assessments will be conducted through TCFD in the future in order to set aggressive carbon reduction targets as well as adaptation and mitigation strategies.</p>	<ol style="list-style-type: none"> 1. GHG emissions at each office are periodically inventories and verified in accordance with the "GHG Inventory Management Procedure" and "GHG Internal Verification Management Regulations" 2. Identify potential risks and opportunities using the "Task Force on Climate-related Financial Disclosures" (TCFD) framework and devise risk management strategies to reduce the financial impact of climate risks on business operations. 	<p>1. Inventory of GHG emissions at each office</p> <p>Management Method: GHG inventory and verification</p> <p>Implementation Frequency: Once a year.</p> <p>Remedial Measures: GHG inventory and search for reduction proposals at each office</p> <p>2. Climate-related financial disclosures (TCFD)</p> <p>Management Method: Assessment on impact and frequency of climaterelated risks/opportunities</p> <p>Implementation Frequency: Once a year.</p> <p>Remedial Measures: Formulation of risk- and opportunity-related metrics</p>	<p>Chapter 5 Environmental Sustainability</p>

1.4.3 Material Topic Boundaries

To provide a clearer picture of the overall Raydium value chain, the 8 material topics and 8 self-managed topics were aligned with their impacts and implications for Raydium to ensure the transparency of the value chain and its extended effects. The meaning of material sustainability topics to Raydium was also expanded. Our management approach along with short, medium and Long-term target were also devised. For more information about our management approach, targets, and performance, please refer to Chapter 1.5 and the corresponding sections for each topic.

Sustainability Topic	Corresponding GRI Topic Standard	Section Corresponding to Chapter	Impact Boundary							
			Scope of Impact on Value Chain							
			Raydium	Investors	Clients	Distributor	Supplier	End Users	Government Authorities	Academic Institutions
Climate Change Action Management	GRI 201 Economic performance	Chapter 5 Environmental Sustainability	○	○	○	○	○	○	○	○
	GRI 305 Emissions	Chapter 5 Environmental Sustainability	○	○	○	○	○	○	○	○
Employees Diversity and Equality	GRI 405 Employee Diversity and Equal Opportunity	Chapter 6 Happy Workplace	○		○				○	
	GRI 406 Non-discrimination	Chapter 2 Business Governance	○		○				○	
	GRI 409 Forced or compulsory labor	Chapter 2 Business Governance	○		○				○	
Recruitment, Employment, Compensation and Benefits	GRI 401 Employment	Chapter 6 Happy Workplace	○		○				○	
	GRI 402 Labor-Management Relations	Chapter 6 Happy Workplace	○		○				○	
Training and Education	GRI 404 Training and Education	Chapter 6 Happy Workplace	○		○					○
R&D and Design, Product Services	GRI 201 Economic performance	Chapter 3 Value Co-Creation	○	○	○	○			○	○

Material Topics

Sustainability Topic	Corresponding GRI Topic Standard	Section Corresponding to Chapter	Impact Boundary											
			Scope of Impact on Value Chain											
			Raydium	Investors	Clients	Distributor	Supplier	End Users	Government Authorities	Academic Institutions	Non-Profit Organizations			
Material Topics		GRI 204 Procurement practices												
	Supplier Management	GRI 308 Supplier Environmental Assessment	Chapter 4 Partnership and Co-prosperity											
		GRI 414 Supplier Social Assessment												
	Information Security and Privacy Management	GRI 418 Customer Privacy	Chapter 2 Business Governance											
	Anti-corruption, Business Integrity	GRI 205 Anti-corruption	Chapter 2 Business Governance											
Self-Managed	Energy and GHG Management	GRI 302 Energy GRI 305 Emissions	Chapter 5 Environmental Sustainability											
	Waste and Resource Utilization	GRI 306 Waste	Chapter 5 Environmental Sustainability											
	Product Liability	GRI 416 Customer Health and Safety	Chapter 5 Environmental Sustainability											
	Occupational Health and Safety	GRI 403 Occupational Health and Safety	Chapter 6 Happy Workplace											
	Social Contribution and Engagement	GRI 413 Local Communities	Chapter 7 Social Care											
	Business Performance and Governance	GRI 201 Economic Performance GRI 202 Market Presence	Chapter 2 Business Governance											
	Risk Management	GRI 201 Economic Performance	Chapter 2 Business Governance											
	Customer Satisfaction	GRI 416 Customer Health and Safety	Chapter 3 Value Co-Creation											

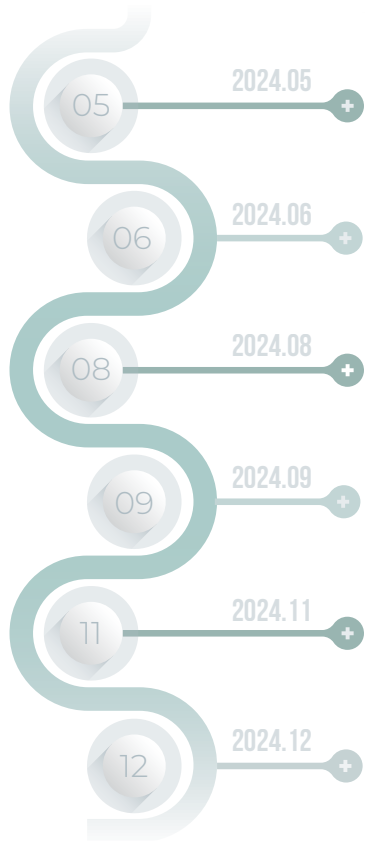
1.5 Sustainability Strategy and Roadmap

In accordance with our core values and principles of action, Raydium incorporates all sustainability topics into five aspects of business integrity, value co-creation, partnership and co-prosperity, environmental sustainability, happy workplace, and social care. These are then expanded to become the Raydium strategy and roadmap for sustainability.



1.6 Sustainability Highlights

Sustainability Highlights



2024.05

- First participation in the 2023 (10th) Corporate Governance Evaluation, ranked in the Top 6%–20% tier among listed companies.
- Bistable Cholesteric LCD Driver IC and Timing Controller (CH-LCD Driver IC/TCON) won the 2024 Display Component Technology Award.

2024.06

- Selected for the Taiwan High Compensation 100 Index for 3 consecutive years (2022–2024).

2024.08

- Recognized as one of the Top 500 Outstanding Import & Export Enterprises of 2023.
- Awarded the Excellent Certification for Breastfeeding-Friendly Workplace by Hsinchu City Health Bureau.

2024.09

- Company and Chairman/CEO Mr. Hermit Huang received the Asia Pacific Enterprise Awards (APEA) 2024 – Corporate Excellence Award & Master Entrepreneur Award.

2024.11

- Recognized as an Outstanding Enterprise in Occupational Health & Safety Disclosure Evaluation (2024).

2024.12

- Won the 17th TCSA Taiwan Corporate Sustainability Awards (2024) — Sustainability Report: Electronics Manufacturing (Category 1) – Gold Award — Overall Performance – Taiwan Sustainability Model Award.
- Certified with the Health Promotion Label by Taiwan Ministry of Health and Welfare.



Gold Panel Awards 2024



Master Entrepreneur Award



Corporate Excellence Award

Raydium Milestones

2023

- 2023 Nov.
 - Presented with 2023 SGS ESG Awards Sustainability Report Award
- 2023 Oct.
 - Presented with 2023 Taiwan iSports Enterprise Certificate
 - 2023 Outstanding Taxpayer – Northern Area Taxation Bureau, MOF
 - Ranked among Top 500 Importers/Exporters of 2022
- 2023 Jul.
 - Ranked among “2023 Taiwan Best-in-Class 100” Taiwan Best-in-Class 100”
- 2023 Jun.
 - Inclusion in Taiwan High Compensation 100 Index for second consecutive years

2022-2020

- 2022 Oct.
 - Ranked among Top 500 Importers/Exporters of 2021
- 2022 Aug.
 - Obtained ISO14064-1:2018 GHG Verification statement
- 2022 Apr.
 - Awarded “Gold Panel Award” of Taiwan Display Union Association
- 2022 Jan.
 - Listed on the Taiwan Stock Exchange
- 2021 Nov.
 - Ranked among Top 500 Importers/Exporters of 2019-2020
- 2020 Mar.
 - Obtained ISO 45001:2018, CNS 45001:2018 management system certification

2019-2018

- 2019 Oct.
 - Ranked among Top 500 importers/exporters of 2017~2018
- 2019 Apr.
 - Completed short-form merger with Dazzo Technology Corp., a Raydium subsidiary
- 2018 Sep.
 - Raydium Semiconductor (Kunshan) Co., Ltd. established as a Chinese subsidiary
- 2018 Mar.
 - Obtained ISO9001:2015 quality certification

2017-2012

- 2017 Dec.
 - Ranked among Top 500 importers/exporters of 2012~2016
- 2016 Oct.
 - Dazzo Technology Corp. became a 100% owned subsidiary of Raydium after a stock swap
- 2014 Feb.
 - Awarded “Potential Taiwan Mittelstand Award” by the Ministry of Economic Affairs
- 2012 Feb.
 - Obtained ISO14001, OHSAS18001, and TOSHMS management certification

2009-2003

- 2009 Apr.
 - Obtained ISO9001:2008 quality certification
- 2009 Feb.
 - First patent granted
- 2008 Jun.
 - First Integrated IC formally shipped
- 2007 Oct.
 - Listed on the Emerging Stock Market
- 2007 Sep.
 - Initial public offering (IPO)
- 2007 Jan.
 - Relocated to Hsinchu Science Park at 2F No. 23, Lihsin Rd. Hsinchu City
- 2006 Jun.
 - Obtained ISO9001:2000 quality certification
- 2006 Mar.
 - Mass production for first Source IC and first Gate IC formally shipped
- 2003 Oct.
 - Raydium Semiconductor Corporation was founded with TWD 60 million in paid-in capital specializing in the research, development, design, production, manufacture and sale of TFT-LCD driver/ controller ICs.



1.7 Response to the UN Sustainable Development Goals (SDGs) and Highlights

Topic of Concern

End poverty in all its forms everywhere

Corresponding section

Chapter 7
Social Care

Raydium Practice of SDGs in 2024



1. Participated in AUO Foundation's four major social initiatives: promoting environmental science education, fostering sustainable green living, practicing social and cultural care, and safeguarding natural and historical heritage.
2. Provided regular donations of NT\$1,000,000 to long-term partner and trusted NPO.
3. Contributed NT\$845,987 through holiday charity and small farmer gift box fundraising sales.
4. Purchased and donated Christmas gifts to 277 underprivileged children.

Topic of Concern

Ensure healthy lives and promote well-being for all at all ages

Corresponding section

Chapter 6
Happy Workplace

Raydium Practice of SDGs in 2024



1. Occupational physician stationed on-site, providing support in improving employee health checkups, health education, consultation and assessment, health promotion surveys, workplace hazard improvements, and post-injury return-to-work/job assignment evaluations. Conducted once every two months (6 sessions in total), with 40 physician consultations provided.
2. Achieved a 90% follow-up rate for re-examinations of significant abnormalities identified in employee health checkups.
3. Organized five sessions of health promotion seminars.
4. Employee Assistance Program (EAP): During 2024, colleagues made 29 phone consultation calls covering issues such as emotional and relationship matters, as well as work-related stress.
5. Published one "Mind Care Corner" article internally each month.

Topic of Concern

Achieve gender equality and empower all women and girls

Corresponding section

Chapter 2 Business Governance
Chapter 6 Happy Workplace

Raydium Practice of SDGs in 2024



1. At least one female director on the Board of Directors, promoting gender equality.
2. Employee salaries and compensation are determined based on academic background, professional expertise, years of experience, and individual performance, without any gender-based differentiation.
3. Due to the nature of the technology industry and labor market characteristics, Raydium's workforce consists predominantly of male R&D personnel with science and engineering backgrounds, while female employees are primarily in administrative support roles. In 2024, women accounted for 21.02% of the global workforce, with female senior executives representing 7.14%. The annual compensation ratio of male to female employees was 1:0.78 for management roles and 1:0.8 for non-management roles. The company continues to recruit outstanding female management and R&D talent.
4. Implemented the Maternity Health Protection Program for female employees, balancing maternity protection and employment equity. Measures include medical consultations, hazard assessment and control, risk classification management, and work suitability arrangements.
5. Provided pregnant employees with dedicated car/motorcycle parking spaces and special storage lockers. Accessible restroom facilities were arranged for pregnant staff. In addition, dedicated nursing rooms and breastfeeding equipment were installed in office areas for postnatal employees.
6. Employees with children under six years old were eligible to apply for remote work and childcare allowances. In 2024, there were 71 remote work applications, totaling 144 days. For childcare subsidies, the company provided NT\$5,000 per child per month. On average, 183 employees applied monthly in 2024, with total disbursements amounting to NT\$13,880,000.

Topic of Concern

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Corresponding section

Chapter 7
Social Care

Raydium Practice of SDGs in 2024



1. Sponsored 5 recipients of the Talent Cultivation Scholarship, totaling NT\$660,000 (1 year).
2. Sponsored 1 recipient of the Safe Schooling Scholarship, totaling NT\$100,000 (1 year).
3. The 2024 "AUO Sustainability Literacy Scholarship" raised a total of NT\$475,000 from 87 sponsors.
4. Participated in the "2023 AUO Dream Fulfillment Fund," raising NT\$166,500 with 42 participants. Note: As fundraising began at the end of 2023, the actual participation date was January 2024.

Topic of Concern

Ensure access to affordable, reliable, sustainable, and modern energy for all

Corresponding section

Chapter 5
Environmental Sustainability

Raydium Practice of SDGs in 2024



1. Committed to progressively increasing the proportion of renewable energy procurement, targeting 30% renewable energy usage (RE30) by 2030.
2. Key products adopted advanced energy-efficient processes and designs, achieving continuous energy consumption reductions of 3–6% per generation. In 2024, energy-efficient products accounted for 53% of total production design.
3. All newly purchased computing servers for R&D facilities in 2024 were 100% next-generation, high-performance multi-core servers.

Topic of Concern

Ensure availability and sustainable management of water and sanitation for all

Corresponding section

Chapter 5
Environmental Sustainability

Raydium Practice of SDGs in 2024



Most of Raydium's water usage comes from office operations. The Company regularly promotes water-saving awareness among employees. In 2024, the total water consumption reached 11,669 metric tons, with per capita consumption of 12.67 metric tons, representing a 9.9% increase compared with 2023.

Topic of Concern

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Corresponding section

Chapter 2 Business Governance
Chapter 3 Value Co-Creation

Raydium Practice of SDGs in 2024



1. In 2024, consolidated revenue reached NT\$24.377 billion, representing a 32.9% increase compared with the previous year. The overall gross profit margin rose to 30%. Consolidated net income after tax was NT\$2.099 billion, up 45.5% year-on-year.
2. In 2024, a total of 150 new employees were hired (new hire rate: 16.3%), while 73 employees resigned (turnover rate: 7.91%). Raydium also conducted regular annual reviews of its overall compensation structure and leave/attendance policies to ensure competitiveness with industry peers.
3. In addition to competitive remuneration and incentives, Raydium has established comprehensive welfare programs and holds regular Labor-Management meetings, Employee Welfare Committee sessions, and Occupational Health and Safety Committee meetings to ensure fair treatment and a safe workplace environment for employees.

Topic of Concern

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Corresponding section

Chapter 3 Value Co-Creation
Chapter 5 Environmental Sustainability

Raydium Practice of SDGs in 2024



1. Consolidated R&D expenses in 2024 amounted to NT\$3,957,835 thousand, accounting for 16% of total revenue.
2. Entered into industry-academia collaboration programs with leading domestic universities to leverage academic research capacity, accelerating and expanding R&D outcomes in forward-looking technologies.
3. Established Talent Cultivation Scholarships, with NT\$760,000 allocated in 2024.
4. Next-generation key products adopted advanced mature wafer processes and energy-efficient designs, reducing product energy consumption by 15–35%.

Topic of Concern

Reduce inequality within and among countries

Corresponding section

Chapter 6
Happy Workplace

Raydium Practice of SDGs in 2024



1. Employed 6 persons with disabilities in 2024.
2. Enhanced work-life balance by offering leave policies and welfare measures beyond legal requirements, including childcare subsidies and up to 15 days of remote work for parenting annually.
3. Endorsed and supported the spirit and principles of international human rights conventions, and established a Human Rights Policy.
4. In compliance with the Gender Equality in Employment Act, formulated the “Sexual Harassment Prevention and Management Guidelines.”
5. Conducted an online “Sexual Harassment Prevention” course in 2024, achieving a 100% participation rate.

Topic of Concern

Take urgent action to combat climate change and its impacts

Corresponding section

Chapter 5
Environmental Sustainability

Raydium Practice of SDGs in 2024



1. Conducted a TCFD-based analysis in 2024 to identify climate-related risks and opportunities, setting corresponding countermeasures and targets.
2. Committed to achieving a 30% renewable energy usage ratio (RE30) by 2030.
3. Completed greenhouse gas inventories for 2021–2024 during 2022–2025 and obtained verification statements.
4. Signed a renewable energy procurement contract in 2024, with an annual renewable energy usage of 72,000 kWh.

Topic of Concern

Ensure sustainable consumption and production patterns

Corresponding section

Chapter 4
Partnership and Co-prosperity

Raydium Practice of SDGs in 2024



1. Achieved a 100% supplier audit rate in 2024, with all key suppliers completing the sustainability management self-assessment questionnaire and scoring above 80.
2. In 2024, all purchased and outsourced production materials complied 100% with international environmental regulations (e.g., RoHS, Halogen-free, REACH) and customer requirements. The Company also fulfills its management responsibilities by conducting annual hazardous substance management audits of suppliers. In 2024, 25 suppliers were audited with a 100% audit rate, and all met compliance requirements.
3. In 2024, 54.43% of total waste was recycled. Additionally, for chip waste, the Company collaborated with partners to recover precious metals, achieving a gold recovery volume of 7.2068 kg in 2024.

Topic of Concern

Conserve and sustainably use the oceans, seas and marine resources to ensure biodiversity and prevent marine environmental degradation

Corresponding section

Chapter 5
Environmental Sustainability

Raydium Practice of SDGs in 2024



Participated in a coastal cleanup activity, joining efforts with the government, employees' families within the Group, 14 suppliers, and local neighborhood associations. Nearly 350 volunteers worked together to remove 1.239 metric tons of coastal waste.

Topic of Concern

Promote peaceful and inclusive societies, ensure equal access to justice, and build accountable institutions with broad public participation

Corresponding section

Chapter 2 Business Governance

Raydium Practice of SDGs in 2024



1. Established a dedicated "Integrity Management Task Force" under the Board of Directors, responsible for formulating and supervising integrity management policies and preventive measures, with annual reports submitted to the Board.
2. Conducted monthly sessions on the "Code of Ethical Conduct and Legal Compliance" for new employees, and in 2024 provided company-wide training on the same topic with a 100% completion rate.
3. Implemented whistleblowing and grievance procedures for reporting any integrity violations, with internal and website-based channels including an independent mailbox (Whistleblower@rad-ic.com) and hotline, monitored by designated personnel.
4. Reported zero major violations in 2024 related to corruption, information leaks, or anti-competitive practices.

Topic of Concern

Conserve and sustainably use terrestrial ecosystems

Corresponding section

Chapter 5
Environmental Sustainability

Raydium Practice of SDGs in 2024



Organized ecological conservation and awareness activities, including the removal of Mikania micrantha and ecological tours, to promote and practice sustainable living.

Topic of Concern

Strengthen the means of implementation and revitalize the global partnership for sustainable development

Corresponding section

Chapter 4
Partnership and Co-prosperity

Raydium Practice of SDGs in 2024



1. All new suppliers are required to sign a "Declaration of Compliance with the Code of Conduct," confirming adherence to CSR standards and acknowledging the company's responsible supply chain requirements. Alternatively, suppliers may publish their own sustainability reports. In 2024, the supplier code of conduct signing rate reached 100%.
2. Conducted a survey in 2024 on wafer, packaging, and tape suppliers' greenhouse gas (GHG) inventories. A total of 18 suppliers obtained third-party GHG verification. Going forward, Raydium will continue to leverage its influence to encourage suppliers to complete ISO 14064-1 GHG inventories and jointly establish energy-saving and carbon reduction targets, building a sustainable supply chain.
3. Achieved a 100% supplier audit rate in 2024. All key suppliers completed the sustainability self-assessment questionnaire with scores above 80 points.
4. Identified risk suppliers in 2024, including wafer fabrication, tape-based flip-chip substrate, and IC packaging service providers, and conducted CMRT (Conflict Minerals Reporting Template) surveys. Results showed 100% of suppliers used RMI-approved smelters.
5. Established supplier management standards in compliance with international initiatives and regulations. Going forward, Raydium will continue enhancing supplier management personnel's knowledge and skills to strengthen supply chain resilience.



02

Business Governance

- Company Profile
- Financial Revenue
- Operation of Governance Organization
- Values, Principles, Standards, and Norms of Behavior
- Risk Management
- Information Security and Privacy Management
- Supervisory Mechanism

Chapter 2

Performance Highlights



First inclusion in the
TWSE Corporate
Governance 100 Index.



Ranked within the
Top 6%–20% of the
Corporate Governance
Evaluation for
two consecutive years.



Constituent of the
TWSE RAFI® Taiwan High
Compensation 100 Index
for four consecutive
years.



Maintained a dividend
payout ratio of 80%,
thereby creating
shareholder value.



Achieved 100% coverage
in social engineering
drills for cybersecurity.

2024 Goals and Achievements

Goals

1. Dividend payout ratio has been maintained at a level consistent with previous years.
2. Corporate Governance Evaluation results placed the Company in the 21%–35% range among listed companies.
3. Attendance rate of the Board of Directors and functional committees exceeded 90%.
4. Material information is disclosed simultaneously in both Chinese and English.
5. Promoted rationalization of compensation and proposed linking executive remuneration to ESG performance.
6. Directors (including independent directors) are regularly invited to engage in consultations and two-way communication on sustainability-related topics, serving as a reference for the execution of the Sustainability Development Committee's initiatives.

Achievements

1. Dividend payout ratio maintained at 80%.
2. In the 10th Corporate Governance Evaluation, the Company ranked in the second tier (Top 6%–20%) among all listed companies.
3. In 2024, the attendance rate of the Board of Directors and all functional committees reached 100%.
4. Implementation commenced in 2024.
5. In February 2024, the Board approved revisions to the "Compensation Policy for Directors, Independent Directors, and Managers," adding non-financial (sustainability/ESG) performance indicators to be incorporated as a primary metric in the 2024 managerial performance appraisals.
6. The "Discussion on Linking Managerial Performance Indicators with ESG" was completed in February 2024 and served as the basis for execution by the Sustainability Development Committee.

Sustainability Policy

Integrity Management

Topic of Concern: Business Performance and Governance

Impact on Raydium: Continuously strengthen core product technologies to establish differentiated product advantages and competitive technological barriers, thereby fulfilling the commitment to sustainable operations.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. Monthly meetings are held to explain the previous month's business performance to employees, facilitating two-way communication. 2. Quarterly board meetings and investor conferences are convened to report the Company's operational status to directors and investors. 3. An annual year-end meeting is held to review and assess past performance and communicate the operational goals for the coming year. Biweekly executive management meetings are conducted to evaluate actual performance against targets. 	<ol style="list-style-type: none"> 1. Develop new markets and customers, and establish marketing channels and strategic partnerships. 2. Optimize financial planning and operational management to allocate company resources effectively and maximize overall synergy. 3. Expand revenue, optimize product mix to improve gross margin and profitability, and focus on enhancing customer value and supply chain integration to create overall corporate value and continuously increase long-term shareholder equity. 	<ol style="list-style-type: none"> 1. Generating revenue and maintaining profitability are the cornerstones of business operations, forming the foundation for long-term and stable sustainable performance. 2. Key sustainability performance indicators are set annually, accompanied by regular reviews to assess whether each department meets its targets, ensuring the Company's overall performance aligns with expectations. 3. In line with the annual Corporate Governance Evaluation, the Company continuously strengthens and implements sound corporate governance practices.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Dividend payout ratio maintained at a level consistent with previous years. 2. Corporate Governance Evaluation results remained in the second tier (6%–20%) among listed companies. 3. Attendance rate of the Board of Directors and functional committees exceeded 90%. 4. Managerial compensation continues to be closely tied to ESG objectives, encouraging executives to actively fulfill environmental and social responsibilities. 5. Directors (including independent directors) are regularly invited for consultation and two-way communication on sustainability-related topics, serving as a reference for the execution of the Sustainability Development Committee's initiatives. 6. The Sustainability Report is submitted to the Board of Directors for discussion and approval. 7. A corporate value enhancement plan has been formulated. 8. Implementation of the Taiwan Intellectual Property Management System (TIPS) has been initiated. 9. Initiated the adoption plan for IFRS Sustainability Disclosure Standards. 	<ol style="list-style-type: none"> 1. Maintain industry leadership. 2. Dividend payout ratio maintained at a level consistent with previous years. 3. Corporate Governance Evaluation results remain within the top 6%–20% tier among listed companies. 4. Attendance rate of the Board of Directors and functional committees reaches 95% or higher. 5. Promote gender diversity on the Board by increasing the number of female directors. 6. All independent directors shall serve no more than three consecutive terms. 7. All directors attend the shareholders' meeting. 8. Implement and regularly report to the Board on the progress of adopting the IFRS Sustainability Disclosure Standards. 9. Establish a functional committee for sustainability or risk management, with at least half of its members being independent directors. 	<ol style="list-style-type: none"> 1. Continuously enhance revenue and profitability to realize a sustainable business model that balances development and strengthens the Company's long-term competitiveness. 2. Monitor industry trends and market dynamics to identify suitable investment targets that support product and business expansion, while maintaining a sound financial structure and creating investment value. 3. Maintain Corporate Governance Evaluation results within the top 6%–20% tier among listed companies. 4. Achieve an attendance rate of 95% or higher for the Board of Directors and functional committees. 5. Promote gender diversity on the Board, with female directors accounting for more than one-third of all board members. 6. Prepare the Sustainability Report in accordance with IFRS standards and obtain assurance from an external CPA.

2024 Goals and Achievements

Goals

1. Analyze and assess business activities within the scope of operations that pose a higher risk of unethical conduct, formulate prevention programs, and establish management procedures accordingly.
2. Continuously conduct training courses related to integrity management and anti-corruption, and evaluate employee learning outcomes through post-training assessments.

Achievements

1. The risk assessment mechanism and management policy were reported to the Board of Directors on May 7, 2024.
2. Additionally, all employees achieved a 99.8% completion rate for the mandatory 2024 integrity training course, with a passing score requirement of 100, meeting the Company's zero-tolerance standard for unethical conduct.

Sustainability Policy

Integrity Management

Topic of Concern: Anti-corruption, Business Integrity

Impact on Raydium: "Integrity management" is one of the Company's core values. We are committed to legal compliance and enforcement to ensure sustainable operations and the effective implementation of corporate governance.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
The "Integrity Management Task Force," which reports directly to the Board of Directors, is responsible for formulating integrity policies, establishing related preventive measures, overseeing their implementation, and submitting an annual report to the Board.	Through the promotion of company policies and educational training programs, the Company enhances employees' awareness of integrity management and professional ethics.	<ol style="list-style-type: none"> 1. Regularly promote the Company's core value of "Integrity Management" to all employees, and provide periodic execution reports to the Board of Directors. 2. Enhance integrity-related training and development programs to raise employees' awareness of integrity and strengthen ethical conduct.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Comply with the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies." 2. Continue to conduct training programs on integrity management and anti-corruption, with post-training assessments used to evaluate employee learning outcomes. All employees achieved a 100% completion rate for the mandatory integrity course, with a passing score requirement of 100, fulfilling the Company's zero-tolerance policy for unethical conduct. 	Regularly review and comply with the integrity management policy to further embed the spirit of ethical business conduct.	Implement and instill the core values of integrity management across all employees.

2024 Goals and Achievements

Goals

1. Refine the risk-management system and integrate it with business strategy; identify annual risks through both top-down and bottom-up assessments, thereby fostering an enterprise-wide risk-management culture.
2. The Risk Management Committee is overseen by the Audit Committee and submits regular reports to the Board of Directors.
3. Implement the Business Continuity Plan (BCP) and conduct periodic drills for emergency response and recovery.

Achievements

1. The Risk Management Committee convened on a quarterly basis throughout 2024 to monitor the risk-prevention and improvement measures of each operating unit, and in December 2024 initiated the 2025 risk-assessment exercise and the annual risk-awareness training program.
2. Reports were presented to the Board of Directors in February and August 2024, covering the Committee's quarterly follow-up progress and the Business Continuity Plan (BCP) items scheduled for execution in 2024.
3. Based on the 2024 risk analysis, regular drills for medium-to-high-risk items are conducted annually. On September 18, 2024, an on-site earthquake drill was successfully conducted as part of the Company's BCP.

Sustainability Policy

Integrity Management

Topic of Concern: Risk Management

Impact on Raydium: With sustainable operations as the ultimate objective, the Company promotes comprehensive risk management across all departments to maximize shareholder value and protect stakeholder interests.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. The Board of Directors is the highest supervisory body for risk management; it approves the risk-management policy and framework and ensures their effectiveness. 2. The Audit Committee convenes at least once per quarter to assist the Board in fulfilling its oversight responsibilities and to maintain full communication with the Internal Audit Office and the external auditors. 	<p>The Risk Management Committee is responsible for formulating the risk-management policy, planning material risk-management matters, defining the Company's risk appetite and prioritizing key risks, as well as overseeing improvements to risk monitoring. The Committee reports on the operation and effectiveness of risk-management to the Board of Directors at least once a year.</p>	<ol style="list-style-type: none"> 1. Establish a comprehensive risk-management framework covering risk assessment, risk control, risk oversight, and risk reporting. 2. Establish communication and consultation channels with internal and external stakeholders to ensure the continued applicability and effectiveness of the risk management system.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Refine the risk-management system and integrate it with business strategy; identify annual risks through top-down and bottom-up assessment procedures, thereby fostering an enterprise-wide risk-management culture. 2. The Audit Committee continues its supervisory role. The Risk Management Committee, taking the Audit Committee's opinions into account, sets the annual risk-management objectives and reports implementation progress to the Board of Directors on a regular basis. 3. Conduct annual Business Continuity Plan (BCP) drills to strengthen the Company's operational resilience. 	<ol style="list-style-type: none"> 1. Implement the Business Continuity Plan (BCP) to continuously enhance the Company's operational resilience. 2. Devise risk-management training programs and roll out Enterprise Risk Management (ERM) to raise company-wide risk awareness and reinforce the corporate risk-management culture. 	<p>Continue to implement effective risk-identification mechanisms and management measures, build the capability for rapid operational recovery, strengthen corporate resilience, and ensure sustainable operations.</p>

2024 Goals and Achievements

Goals

1. Implement the Information Security Policy and continuously update security standards (review and revise every six months).
2. Strengthen off-site backup and disaster-recovery mechanisms — conduct an annual drill for core operational systems.
3. The designated information-security unit reports to the Board of Directors annually.
4. Conduct monthly internal information-security campaigns and quarterly social-engineering drills.
5. Continually reinforce the information-security early-warning mechanism to prevent internal data leakage (target: zero leakage incidents).
6. Number of complaints alleging breaches of customer privacy: Zero.

Achievements

1. Continued to compile and submit monthly reports on the Company's information-security status.
2. Completed an off-site backup drill for critical systems in the first half of 2024.
3. Delivered the annual report to the Board in August 2024.
4. Issued monthly information-security awareness bulletins; grouped social-engineering drill scenarios to achieve 100 % employee coverage.
5. Implemented outbound-email control measures, in line with the Information Security Management Guidelines, to mitigate data-leakage risks.
6. No privacy-related complaints or penalties were received from external parties or regulatory authorities in 2024.

Sustainability Policy

Integrity Management

Topic of Concern: Information Security and Privacy Management

Impact on Raydium: 1. Ensure the security of the Company's trade secrets and confidential information; foster correct information security awareness and behavior among employees to enhance overall defense capability, reduce security risks, and ensure business continuity.
2. Protecting customer confidentiality helps build trust and foster mutually beneficial partnerships.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. The Company employs multi-layer firewall segregation to restrict external access, thereby reducing the exposure of its information systems to the public Internet, and isolates critical information environments via separate internal and external networks. 2. Execute bilateral non-disclosure agreements (NDAs) with customers. 3. Access to customer information and development projects is granted on a need-to-know basis, with viewing and data permissions assigned according to user access rights. 	<ol style="list-style-type: none"> 1. Establish an Information Security Task Force that drives cross-departmental integration so as to strengthen company-wide consensus and measures on information security. 2. Adopt advanced cybersecurity technologies to ensure the confidentiality, integrity, and availability of the Company's trade secrets and operational information, thereby enhancing operational efficiency and quality. 3. Enforce robust cybersecurity and confidentiality mechanisms to rigorously safeguard customer privacy; create dedicated R&D zones to secure technical information and achieve a zero-complaint record that earns client trust. 	<ol style="list-style-type: none"> 1. Raise company-wide information-security awareness and establish a secure information environment. 2. Safeguard the Company's information assets and protect corporate interests. 3. Ensure the sustainable operation of the Company's information systems. 4. Strictly protect customer privacy and confidential information, maintaining a zero-complaint record for any privacy infringements.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Implement the Information Security Policy and review / revise security standards every six months. 2. Strengthen off-site backup and disaster-recovery capabilities; conduct an annual drill for core operational systems. 3. The designated information-security unit submits an annual report to the Board of Directors. 4. Issue monthly security-awareness bulletins and carry out quarterly social-engineering drills. 5. Continuously reinforce early-warning mechanisms and optimize outbound-mail controls to achieve zero confidential-data leakage. 6. Maintain zero privacy-related complaints by rigorously protecting customer data. 7. Enhance team training and encourage security staff to obtain professional certifications. 8. Engage external cybersecurity consultants to perform penetration tests. 9. Design a classification scheme for confidential-document management. 	<ol style="list-style-type: none"> 1. Enhance the Information Security Management System (ISMS) and tighten internal security-control standards. 2. Expand off-site backup / disaster-recovery to cover R&D environments and secondary systems. 3. Broaden team training and encourage staff to earn additional security credentials, building a more robust defense network. 4. Continue to safeguard customer privacy, maintaining zero complaints. 5. Implement a tiered classification and management scheme for sensitive data. 6. Plan for the adoption of ISO 27001. 	<ol style="list-style-type: none"> 1. Build a more comprehensive security team, continuously strengthen cybersecurity, and protect stakeholder interests. 2. Continuously review and roll out next-generation security defenses in line with IT advances. 3. Ensure customer privacy protection and sustain a zero-complaint record. 4. Fully implement the classified management of sensitive documents.

2.1 Company Profile

Company Name:

Raydium Semiconductor Corporation

Date of Establishment: October 23, 2003

Paid-in Capital: NT\$758,552,260

Stock Code: 3592

Chairman: Mr. Hermit Huang

Number of Employees: 923

(As of December 31, 2024, Taiwan region only)

Industry Sector: IC Design

Head Office:

No. 23, Li-Hsin Rd., Hsinchu Science Park,
Hsinchu City

Telephone: +886-3-666-1818

Taipei Office:

No. 18, Jihu Rd., Neihu Dist., Taipei City

Telephone: +886-3-666-1818

Tainan Office:

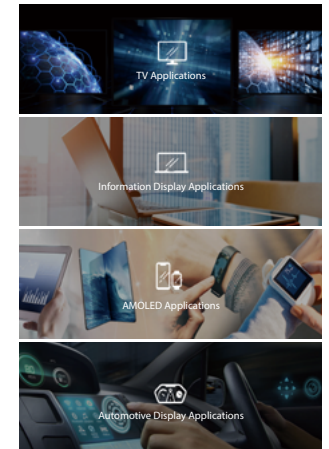
No. 307, Sec. 2, Minsheng Rd., West Central
Dist., Tainan City

Telephone: +886-3-666-1818

2.1.1 Company Products

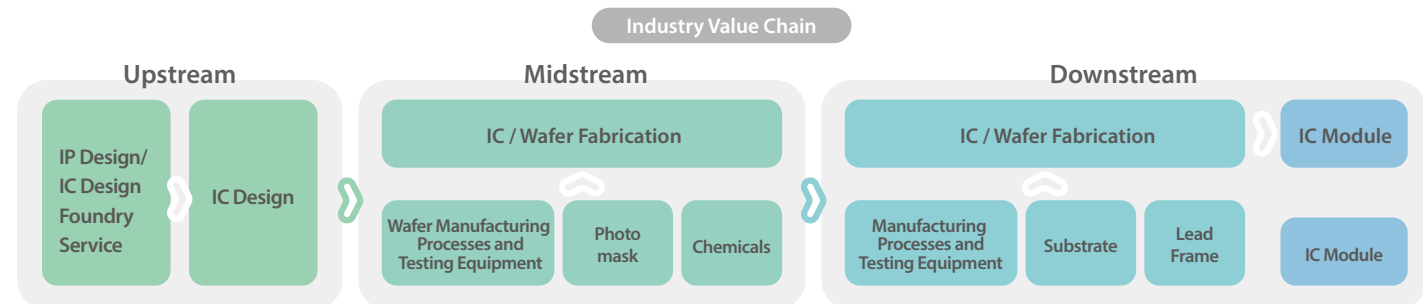
The Company is committed to providing diversified and comprehensive solutions encompassing a full range of display driver ICs, power management ICs, and timing controller ICs. Its principal business involves the design, development, and sales of driver ICs (Driver ICs), timing controller ICs (TCONs), and power management ICs (PMICs) for various panel technologies, including a-Si, Oxide, LTPS, AMOLED, and LED.

Driver ICs are critical upstream components of display panels and can be classified, based on the size of downstream application panels, into large-size driver ICs and small-to-medium-size driver ICs. Large-size panels are primarily used in notebook computers (NB), desktop monitors (Monitor), and televisions (TV). Small-to-medium-size panels are widely applied in tablets, smartphones, wearable devices, digital cameras, and automotive displays. Automotive display sizes range from 1.8 inches to over 55 inches and are mainly used in head-up displays (HUD), panoramic head-up displays (Panoramic HUD), central information displays (CID), instrument clusters (Cluster), pillar-to-pillar cockpit-wide displays (pillar to pillar Display), rear-seat entertainment systems (RSE), and electronic rearview mirrors (e-mirrors).



2.1.2 Industry Value Chain: Upstream, Midstream, and Downstream Relationships

The development and design of integrated circuits belong to the front-end segment of the IC industry, focusing primarily on IC research and development as well as layout design. IC manufacturing is carried out through a specialized division of labor, where processes such as photomask production, wafer fabrication, gold bumping, wafer testing, wafer thinning and dicing, and packaging are handled by professional foundries and service providers. The final products are then marketed by the Company to display panel manufacturers. The industry structure remained largely unchanged from the previous year. The upstream and downstream structure of the driver IC industry is outlined as follows:

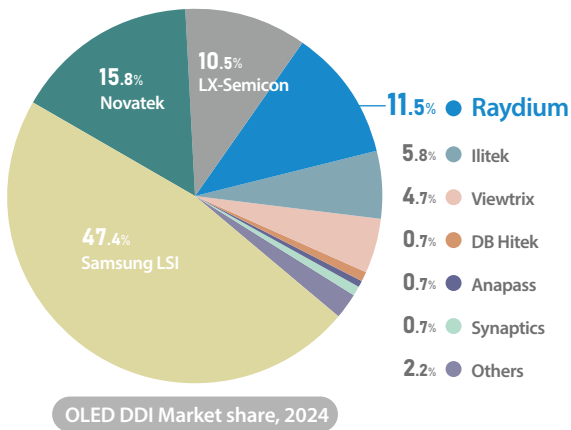
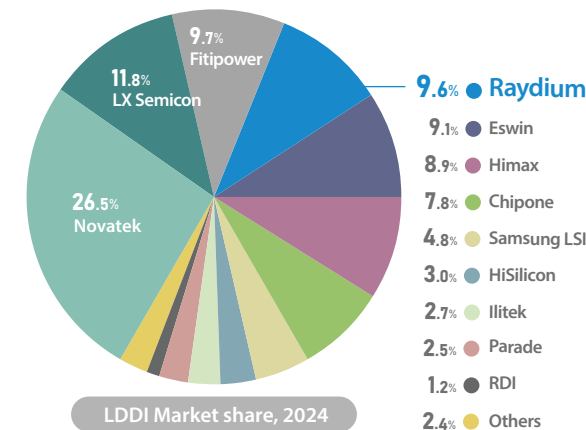


1. Large-size Driver ICs

In the large-size driver IC segment, applications are categorized by panel size into three main product types: televisions (TV), desktop monitors, and notebook computers (NB). For TV products, the Company provides the world's first 8K high-quality TV driver IC for a Japanese brand, holding a leading position in the industry for high-speed transmission interfaces. In the desktop monitor segment, the Company has collaborated with panel manufacturers on gaming monitors, contributing to new market trends. In response to evolving notebook specifications, the Company introduced ultra-slim bezel driver ICs for four-sided narrow border designs, leading the trend toward multi-sided ultra-narrow bezels. According to market research by TrendForce, the Company held a 9.6% market share in the large-size driver IC segment in 2024, ranking fourth in the industry.

2. Small-to-Medium Size Driver ICs

In the AMOLED driver IC segment, applications are classified by panel size into three categories: wearable devices, smartphones, and tablets. Among non-U.S. brands in the wearable device market, the Company holds a leading position in high-end AMOLED driver ICs. According to market research published by TrendForce, the Company achieved an 11.5% market share in the OLED driver IC segment in 2024, ranking second among non-Korean manufacturers.



Note: For detailed industry information, please refer to Chapter 4, "Overview of Operations" of the 2024 Annual Report.

Source: TrendForce, compiled by Raydium

2.2 Financial Revenue

In 2024, the Company's consolidated annual revenue reached NT\$24.377 billion, representing a 32.9% increase compared to the previous year. The overall gross margin rose to 30%, and the consolidated net income after tax for the year amounted to NT\$2.099 billion, reflecting a 45.5% year-over-year increase.

Historical Financial Performance Table

Unit: NT\$ million

	2022	2023	2024
Operating Revenue	22,822	18,347	24,377
Operating Costs	13,585	13,036	17,064
Operating Expenses	5,600	3,932	5,184
Income Tax Expense	643	104	326
Employee Welfare Expenses (Note)	4,215	2,532	3,634
Social Investment / Donation Expense	4	4	7
Economic Value Retained (Net Income)	3,862	1,443	2,099

Note: Including directors' remuneration.

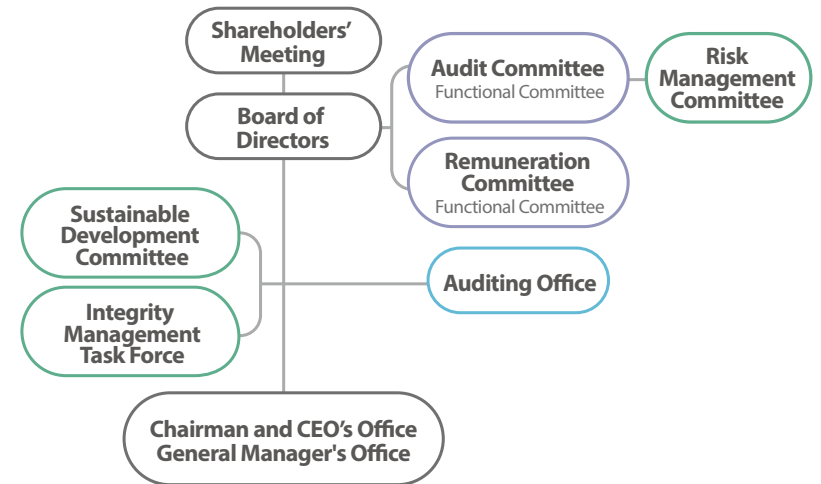
2.3 Operation of Governance Organization

The Company has established a Board Member Selection Policy. According to the Articles of Incorporation, the Board of Directors consists of seven members and adopts a candidate nomination system. Directors are elected at the shareholders' meeting from the list of nominated candidates and serve a three-year term. The nomination and selection process for all directors is transparent and fair, in compliance with the Company's "Rules for Election of Directors," "Corporate Governance Best Practice Principles," "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," and Article 14-2 of the Securities and Exchange Act. The current composition of the Board includes 3 independent directors (42.9%) and 4 general directors (57.1%), of whom 1 director (14.3%) concurrently serves as an employee/manager, which does not exceed one-third of the total number of board seats. None of the directors are related by marriage or within the second degree of kinship, in accordance with Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

The current Board of Directors comprises 7 members, of which 85.7% are male and 14.3% are female, reflecting the Company's commitment to board diversity.

Governance Body	Responsibilities
Board of Directors	The Company's highest governance body is the Board of Directors, which guides corporate strategy, supervises the management team, and is accountable to the Company and its shareholders. The Board exercises its authority in accordance with applicable laws, the Articles of Incorporation, and resolutions of the shareholders' meeting.
Audit Committee (Functional Committee)	Assists the Board in fulfilling its oversight responsibilities and in performing duties assigned under the Company Act, Securities and Exchange Act, and other relevant laws and regulations. It also determines risk management policies and supervises the execution and outcomes.
Remuneration Committee (Functional Committee)	Responsible for establishing and regularly reviewing the policies, systems, standards, and structures for evaluating the performance and determining the compensation of directors and managers.
Sustainable Development Committee	Responsible for formulating the Company's annual sustainability action plan, establishing relevant policies, systems, and management guidelines, and monitoring implementation results. The committee assigns a working group to compile and publish the annual sustainability report, and regularly reports the implementation status and stakeholder engagement to the Board of Directors.
Risk Management Committee	Responsible for developing risk management policies, planning major risk-related matters, defining the Company's risk appetite and prioritizing key risks. The committee also oversees improvements in risk monitoring and reports the status and effectiveness of risk management to the Board at least once per year.
Integrity Management Task Force	Oversees the execution of the Company's integrity management policies and preventive measures, and reports to the Board on an annual basis.

Raydium Governance (Board of Directors) Structure Chart



2.3.1 Board Diversity Policy

The Company’s “Corporate Governance Best Practice Principles” explicitly stipulate that board composition shall take diversity into consideration. The current Board members possess industry experience and relevant professional expertise, demonstrating a diverse and complementary range of competencies across multiple sectors, in line with sound corporate governance practices. Details regarding the educational and professional backgrounds of individual directors are available in Chapter 2, “Corporate Governance Report,” of the 2024 Annual Report.

The implementation status of each director in fulfilling the Board Diversity Policy and the corresponding management objectives is presented in the table below.

Diversity Management Objective	Status of Achievement
Directors concurrently serving as managerial officers shall not exceed one-third of board seats	Achieved
Number of Independent Directors	In compliance with legal requirements
At least one Director with a background in finance or accounting	Achieved
At least one Director with an academic background	Achieved
Female directors to comprise one-third of board seats	Plan to increase female representation in the next Board term (Note 3)
Board members to have industry experience covering at least three different sectors	Achieved

Note 1 : Chairman concurrently serving as CEO – explanation of rationale, reasonableness, necessity, and corresponding measures:

The CEO of the Company is responsible for formulating and executing strategies for sustainable development, while the President is in charge of planning and managing day-to-day operations. Currently, the Chairman concurrently serves as CEO, primarily to lead the Company’s long-term strategic direction and focus on enhancing core competitiveness, thereby increasing corporate value. This arrangement is deemed both reasonable and necessary.

To strengthen the independence of the Board, the Company has appointed three independent directors. In addition, only 14.3% of directors concurrently hold employee or managerial positions, which does not exceed one-third of the total number of board seats, in compliance with corporate governance principles.

Note 2 : Mr. Haydn Hsieh has served as an Independent Director of the Company for three consecutive terms. In view of his professional expertise in business management and corporate governance, which enables him to provide valuable strategic advice and contribute significantly to the Company’s operational development, he has been reappointed for the current term. His continued service ensures that the Board receives timely supervision and professional input in the execution of independent director duties.

Note 3 : The current Board has one female director, representing 1 out of 7 board seats (14.3%), which does not meet the target of having one-third female representation. To enhance gender equality in the composition of the Board, the Company plans to increase the number of female directors in the next Board term.

Title	Chairman	Director			Independent Director		
Name	Hermit Huang	Hong-Jye Hong	Amy Ku	Sheaffer Lee	Max Cheng	Haydn Hsieh	Jerry Jou
Gender	Male	Male	Female	Male	Male	Male	Male
Age	61-70	51-60	61-70	61-70	61-70	71-80	61-70
Nationality				R.O.C.			
Also Serving as an Employee of the Company	√ (Note1)						
Independent Director for More Than Three Terms							√ (Note 2)
Professional Background							
Industry Expertise	Semiconductor	√		√	√	√	√
	Optoelectronics		√	√		√	
	Computer and Peripheral Equipment	√			√	√	√
	Communication network	√			√	√	√
Technology	√	√	√	√	√	√	√
Finance and Accounting					√		
Marketing	√				√	√	
Sustainability and ESG Management	√				√	√	
Professional Knowledge and Skills							
Management and Business Judgment	√	√	√	√	√	√	√
Accounting and Financial Analysis	√				√	√	√
Crisis Management Capability	√	√	√	√	√	√	√
Industry Knowledge	√	√	√	√	√	√	√
International Market Perspective	√	√	√	√	√	√	√
Leadership and Decision-Making	√	√	√	√	√	√	√

Highlights of Corporate Governance Implementation in 2024:

Item	Highlights of Implementation
Shareholders' Meeting	<ul style="list-style-type: none"> One annual shareholders' meeting was convened (at least once a year).
Board of Directors	<ul style="list-style-type: none"> Held 5 Board meetings (at least once every quarter) with an attendance rate of 100%. Directors recused themselves from voting on matters involving personal interests in accordance with the Board Meeting Rules.
Functional Committees	<ul style="list-style-type: none"> Held 3 Remuneration Committee meetings (at least twice a year) with an attendance rate of 100%. Held 4 Audit Committee meetings (at least once every quarter) with an attendance rate of 100%. No conflict-of-interest matters requiring recusals occurred during the period.
Board Performance Evaluation	<ul style="list-style-type: none"> Annual internal performance evaluation completed: For 2024, the overall Board was rated as "Good," while individual Board members, the Audit Committee, and the Remuneration Committee were rated as "Excellent," indicating effective governance and alignment with corporate governance requirements. External performance evaluation completed in August 2023 by an independent expert (Taiwan Corporate Governance Association), which affirmed the Company's adherence to governance regulations and provided suggestions. Please refer to the Company website for full results and follow-up improvements.
Director and Corporate Governance Officer Training	<ul style="list-style-type: none"> All Directors completed a minimum of 6 continuing education credits for the year. The Corporate Governance Officer completed 17 hours of training.
Directors' Liability Insurance	<ul style="list-style-type: none"> Liability insurance was maintained for Directors and key officers. The insurance period covers July 1, 2024 to July 1, 2025, with coverage amounting to USD 10 million. The renewal status was reported to the Board on August 6, 2024.
Corporate Governance Evaluation Results	<ul style="list-style-type: none"> According to the results of the 11th Corporate Governance Evaluation (2024) announced by the Taiwan Stock Exchange, the Company has been ranked in the second tier (Top 6%–20%) among all listed companies for two consecutive years.
Sustainable Finance Products	<ul style="list-style-type: none"> In 2024, the Company invested NT\$20 million in TSMC's 6th unsecured ordinary corporate green bond of 2020 (bond name: P09 TSMC 6A, code: B618C3), which was recognized as a green bond by Taipei Exchange.

2.3.2 Board Independence

The Company's Board of Directors established the "Board Performance Evaluation Policy" on April 15, 2021. According to this policy, the Board shall conduct an internal performance evaluation at least once annually and an external performance evaluation at least once every three years. The evaluation results shall be reported to the Board of Directors in the first quarter of each year.

Internal Performance Evaluation

The results of the Company's 2024 Board performance evaluation were reported to the Board of Directors on February 25, 2025:

The overall Board of Directors was rated as "Good," while individual board members, the Audit Committee, and the Remuneration Committee were all rated as "Excellent." The evaluation results indicate that the Board and its functional committees operate effectively, comply with corporate governance requirements, and successfully enhance board functions while safeguarding shareholders' rights and interests.

External Performance Evaluation

The Company commissions an external party to conduct a Board performance evaluation every three years. The 2023 evaluation was conducted by the Taiwan Corporate Governance Association, covering the period from July 1, 2022, to June 30, 2023, and the results were reported to the Board of Directors on November 7, 2023. For more information, please refer to the Company's website.

Recusal of Directors in Matters Involving Conflicts of Interest

For details regarding directors' recusal from matters involving conflicts of interest, please refer to Chapter 2, "Corporate Governance Report," of the 2024 Annual Report.

2.3.3 Training Status of Governance Members

All directors of the Company completed the required minimum of six credit hours of continuing education in 2024. The Corporate Governance Officer completed a total of 17 hours of training. The training topics for directors and the Corporate Governance Officer covered areas such as business operations, finance, risk management, and environmental sustainability. For detailed information on the 2024 training status of directors and the Corporate Governance Officer, please refer to Chapter 2, "Corporate Governance Report," of the 2024 Annual Report.

2024 Board Performance Evaluation Results

Frequency: Once a year

Period: 2024/1/1~2024/12/31

Scope	Method	Content
Board of Directors	Internal Self-Evaluation by the Board	<ul style="list-style-type: none"> Participation in the operation of the company Improvement of the quality of the board of directors' decision making Composition and structure of the board of directors Election and continuing education of the directors Internal control
Individual Board Members	Internal Self-Evaluation by Board Members	<ul style="list-style-type: none"> Alignment of the goals and missions of the company Awareness of the duties of a director Participation in the operation of the company Management of internal relationships and communication The director's professionalism and continuing education Internal control
Audit Committee	Internal Self-Evaluation by the Audit Committee	<ul style="list-style-type: none"> Participation in the operation of the company Awareness of the duties of the functional committee Improvement of the quality of decisions made by the functional committee Makeup of the functional committee and election of its members Internal control
Remuneration Committee	Internal Self-Evaluation by the Remuneration Committee	<ul style="list-style-type: none"> Participation in the operation of the company Awareness of the duties of the functional committee Improvement of the quality of decisions made by the functional committee Makeup of the functional committee and election of its members

2.3.4 Audit and Remuneration Committees

Audit Committee

The Audit Committee convened 4 meetings in 2024, with an attendance rate of 100%. All proposals were reviewed and approved by the committee without objection from any independent directors.

Remuneration Committee

The Remuneration Committee held 3 meetings in 2024, achieving a 100% attendance rate. Members performed their duties diligently and in good faith, submitting recommendations to the Board of Directors for discussion.

Remuneration Policy, Standards, and Procedures

The Company's remuneration for directors includes compensation, performance-based pay, and meeting allowances.

Directors' Remuneration

According to Article 15 of the Company's Articles of Incorporation, directors' remuneration is authorized by the Board of Directors. It is determined based on the professional expertise, level of engagement in the Company's operations, and the value of contribution of each director and independent director. Adjustments are made with reference to domestic and international industry benchmarks and the results of the internal performance evaluation conducted in accordance with the "Board Performance Evaluation Policy," and are submitted to the Board of Directors for approval. Independent directors who serve as conveners of the Audit Committee or Remuneration Committee receive additional compensation based on their responsibilities.

According to Article 19 of the Company's Articles of Incorporation, if the Company generates a profit for the year, up to 1% of such profit may be allocated as directors' compensation. The Remuneration

Committee refers to industry benchmarks and considers each director's performance, the Company's operating results, future business outlook, and risk appetite in making allocation recommendations. The final decision is made by the Board of Directors.

Meeting allowances are paid based on the actual number of meetings attended by each director.

Executive Compensation

The Company's executive compensation is governed by the "Regulations for the Remuneration of Directors, Independent Directors, and Managers," and includes salary, performance bonuses, employee stock ownership trusts, other incentives, and employee remuneration. The policy benchmarks against peer industry standards and considers individual performance evaluations and responsibilities.

Performance evaluation indicators are based on both financial and non-financial metrics, as reviewed by the Remuneration Committee and approved by the Board of Directors. Financial indicators are derived from the Company's annual revenue and profitability, as well as its future development potential. Non-financial indicators emphasize sustainability performance and are evaluated across six dimensions: environmental sustainability, workplace well-being, social engagement, corporate governance, value co-creation, and co-prosperity with partners. These results reflect the Company's social value and aim to enhance its future competitiveness.

In addition, the Company has established an employee incentive program based on its strategic objectives. Performance targets are regularly reviewed, and bonuses are granted according to individual goal achievement and contributions. In accordance with Article 19 of the Company's Articles of Incorporation, no less than 1% of annual profits shall be allocated as employee remuneration.

The Company offers competitive compensation to attract, retain, and develop talent, while also balancing operational risk and corporate

governance principles. Short-term profitability is not the sole indicator for compensation and performance evaluations, thereby supporting the Company's long-term sustainable development.

For detailed information regarding directors' and executives' compensation in 2024, please refer to the 2024 Annual Report, Chapter 2: Corporate Governance Report – "Remuneration Paid to Directors, Supervisors, President, and Vice Presidents."

2.3.5 Information Disclosure

The Company maintains an Investor Relations section on its official website, with designated personnel responsible for collecting and disclosing information. Stakeholders may also access relevant information through the Market Observation Post System (MOPS). The Company has appointed both a spokesperson and a deputy spokesperson. All material information and investor conference materials are publicly disclosed on the Company's website and the MOPS platform.

In 2024, the Company participated in a total of four investor conferences, including both internally organized and externally hosted events.

The Board of Directors convenes at least once every quarter and held five meetings in 2024. The resolutions and reports addressed topics across governance, environmental, and social aspects.

The Company regularly reports to the Board on sustainability-related matters, including the execution of the Sustainability Development Committee's initiatives and the progress of greenhouse gas inventory. In addition, reports concerning key issues — such as information security management, risk management, intellectual property rights management, and integrity management — were submitted to the Board periodically, totaling 16 reports in 2024.

For further details on the operation and key resolutions of the Board of Directors, please refer to the 2024 Annual Report, Chapter 2: Corporate Governance Report.

2.4 Values, Principles, Standards, and Norms of Behavior

2.4.1 Code of Ethical Conduct

Integrity Management

The Company has integrated “Integrity Management” into its corporate vision as the highest principle of sustainable operations. It serves as a fundamental guideline for all directors, executives, and employees to ensure that their conduct aligns with ethical standards.

A designated unit, the Integrity Management Task Force, under the Board of Directors, is responsible for establishing integrity policies, formulating preventive programs, and supervising their implementation. The task force reports annually to the Board on the status of integrity practices and compliance.

For detailed information on the Company’s implementation of integrity management, please refer to the 2024 Annual Report, Chapter 2: Corporate Governance Report.

Whistleblowing and Complaint Mechanism

Employees who become aware of any violations related to integrity management may file a report in accordance with the “Whistleblowing and Complaint Policy” through internal channels or those provided on the Company’s website. These include a dedicated whistleblower email address (Whistleblower@rad-ic.com) and a hotline.

The Company has designated personnel responsible for handling and investigating such reports, ensuring that both internal and external parties can access the reporting system and that each case is appropriately addressed.

If an investigation reveals a major violation or a potential risk of material damage to the Company, the designated unit will promptly prepare a report and submit it in writing to the Audit Committee for review.

In 2024, the Company did not receive any reports related to integrity violations, nor were there any cases of corruption or bribery.

Integrity Mechanism for Suppliers and Customers

The Company has established an evaluation mechanism for its customers and suppliers, requiring them to sign an Integrity Declaration. Integrity-related clauses are also incorporated into contracts to ensure that both parties have clearly defined rights and obligations, thereby promoting ethical conduct throughout the supply chain.

Regulatory Compliance and Operational Impact

The Company operates in full compliance with all applicable domestic and international laws and regulations. It actively monitors policy developments and regulatory changes worldwide and makes timely adjustments to internal systems to respond to evolving market conditions.

As of the reporting date, the Company’s financial position and business operations had not been materially affected by any changes in domestic or international policies or legal requirements.

In 2024, the Company was not involved in any incidents of corruption, information leakage, or anti-competitive behavior. Furthermore, the Company was not subject to any major fines (NT\$1 million or more) imposed by regulatory authorities for violations of laws or regulations.

Integrity Management Training

The Company conducts monthly training sessions on the “Integrity Management Code and Legal Compliance” for new employees to ensure they fully understand and adhere to the Company’s principles of ethical conduct. In addition, annual integrity-related training courses are held through both online and in-person formats to ensure that all employees complete the “Integrity Management Code and Legal Compliance” program.

In 2024, the training participation rate was 99.8%, and the completion rate reached 100%. The passing score for the assessment was set at a perfect score of 100.

Reporting Year	Employment Type						Suppliers
	Non-Full-Time	Full-Time					
		Governance Unit	Senior Management	Mid-Level Management	First-Level Management	Non-Manual Employees	
Number of Trainees Required	-	-	14	44	113	752	25
Number of Trainees Completed				921			25
Training Completion Rate (%)				99.8% (Note)			

Note: The training completion rate did not reach 100% because two visually impaired massage therapists were not included in the mandatory training program.

2.4.2 Human Rights Management

2.4.2.1 Human Rights Due Diligence:



(1) Formulation of Human Rights Protection Policy

To uphold and safeguard fundamental human rights, the Company and its subsidiaries comply with labor laws and regulations in all areas of operation, and recognize and support the spirit and core principles of international human rights frameworks, such as the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. Accordingly, the Company has established this Policy.

This Policy applies to the Company and its subsidiaries, and reflects the Company’s commitment to protecting human rights in all daily operations and business activities. The Company also expects its suppliers, business partners, customers, and other related entities to adhere to the same standards.

Human Rights Policy	Implementation Measures
Provide a safe and healthy working environment	<ul style="list-style-type: none"> Comply with the Act of Gender Equality in Employment and establish “Measures for Prevention, Complaint, and Discipline of Sexual Harassment.” Provide annual employee health check-ups and wellness activities to promote physical and mental health awareness. Ensure a safe and hygienic workplace for employees and contractors by conducting regular fire drills and environmental disinfection. Follow international environmental, safety, and health (EHS) management systems to create a safe working environment and reduce occupational hazards.
Eliminate unlawful discrimination and ensure equal employment opportunities	<ul style="list-style-type: none"> Comply with the Employment Service Act, respect diversity among employees, and uphold the principle of equal pay for equal work, regardless of gender, race, age, ethnicity, or religion. Prohibit the use of discriminatory language or requirements in external job postings. Employees of the Company, subsidiaries, and suppliers are required to respect fundamental human rights and must not engage in inhumane or unreasonable conduct, including sexual harassment or assault, corporal punishment, mental or physical coercion, bullying, public humiliation, or verbal abuse; threats of such conduct are also prohibited.
Prohibit child labor	<ul style="list-style-type: none"> To uphold corporate social responsibility and ethical standards, the Company, its subsidiaries, and suppliers must explicitly prohibit child labor from the recruitment stage, strictly implementing a no-child-labor policy. Only individuals aged 18 or older may be employed, in compliance with international CSR guidelines and relevant government regulations.
Prohibit forced labor	<ul style="list-style-type: none"> The Company, its subsidiaries, and suppliers must not use forced, bonded (including debt bondage), contract-bound, involuntary, or exploitative prison labor, or engage in slavery or human trafficking. This includes any form of coercion, intimidation, threats, abduction, or deception used to transport, harbor, recruit, transfer, or receive individuals for labor or services. No person shall be forced or coerced to perform labor against their will. All working hours, rest periods, leave entitlements, and holidays comply with legal regulations. The Company’s attendance system includes a reminder function for overtime applications. Overtime compensation is provided, and dedicated personnel conduct monthly reviews and controls of working hours.
Safeguard employee well-being	<ul style="list-style-type: none"> Promote work-life balance by offering benefits and leave policies superior to those mandated by the Labor Standards Act, including the option to apply for work-from-home arrangements and childcare allowances for employees with children under six. Provide an Employee Assistance Program (EAP) to support employees’ mental well-being. Organize diverse activities, such as lounge areas, Family Day events, year-end parties, and interest groups, to promote employee wellness and morale.

(2) Identification and Assessment of Material Human Rights Issues

Employees are the Company’s most important assets. To fulfill corporate social responsibility and protect employees’ legal rights, the Company is committed to fostering a workplace environment that values and respects human rights. Following the due diligence guidelines of the GRI Standards, the Company conducts risk assessments using evaluation forms to identify potential human rights impacts, assess risk levels, and determine material human rights issues. The Company also compiles corresponding mitigation and enhancement measures to ensure comprehensive protection of employee rights.

To better understand sustainability-related risks in the supply chain, Raydium distributes a Sustainability Management Questionnaire to all sales-related suppliers. Suppliers are required to provide supporting evidence — such as management system certifications or relevant documents — regarding the implementation of practices in Labor, Health and Safety, Environment, Ethics, and Management Systems. This questionnaire serves as a reference for Raydium’s sustainability risk management efforts.

Human Rights Risk Issue	Description of Human Rights Risk Issue	Risk Level
Child Labor / Young Worker	<ul style="list-style-type: none"> Failure to verify the age of new hires during recruitment may result in the inadvertent employment of child labor. Since minors are not yet mentally mature, they are legally entitled to special protection. Employing underage workers without proper safeguards may harm their physical and mental health, potentially leading to workplace injuries and exposing the Company to related costs such as medical treatment, care, and compensation. 	Low
Forced Labor	<ul style="list-style-type: none"> Incidents of employees being subjected to forced labor, such as being coerced to work, restricted from taking leave, forced to work overtime, or underreporting of working hours. Use of violence, threats, or unlawful restrictions on personal freedom to compel employees to work. 	Low
Discriminations	<ul style="list-style-type: none"> Whether the Company engages in any discriminatory practices in employment, compensation, training opportunities, promotion, dismissal, or retirement based on race, gender, skin color, age, pregnancy, family status, ethnicity, or religious belief. Incidents where employees are subjected to threats, abuse, exploitation, discrimination, or sexual harassment. 	Low
Working Hours	<ul style="list-style-type: none"> Failure to comply with relevant labor regulations on working hours, such as not providing a rest day after six consecutive workdays or requiring employees to work overtime beyond legal limits. Excessively long working hours increase the risk of occupational injuries and even cases of death from overwork. Employee productivity may decline as working hours become excessively extended. Non-compliance identified during government inspections may result in penalties or fines and could also damage the Company’s reputation, negatively impacting talent recruitment efforts and increasing employee turnover. 	Low
Punishment	<ul style="list-style-type: none"> Whether employees have been subjected to inappropriate disciplinary actions by management. 	Low
Freedom of Association	<ul style="list-style-type: none"> Whether employees are able to communicate openly with management regarding working conditions without fear of retaliation, threats, or harassment. The issue is also a matter of concern for domestic regulatory authorities. 	Low
Environment, safety, Health	<ul style="list-style-type: none"> Health hazards occurring in the workplace that require medical treatment for full or partial recovery, such as occupational injuries, diseases, or exposure to hazardous substances, which in severe cases may result in death. Long-term neglect of workplace health protections may lead to occupational diseases, potentially causing partial or total permanent disability. In cases of employee injury, death, or occupational illness, the Company may bear medical, care, and compensation costs and may also face administrative penalties, which could damage the Company’s reputation. 	Low
Salary and welfare	<ul style="list-style-type: none"> The provided working conditions fail to adequately support employees’ livelihoods, and wages are too low to meet basic living needs. A low recruitment fulfillment rate may result in an inability to meet operational demands. 	Low

(3) Implementation of Mitigation and Enhancement Measures for Human Rights Issues

Risk Area in the Value Chain:Raydium and its subsidiaries and suppliers

Human Rights Risk Issue	Mitigation and Enhancement Measures
Child Labor / Young Worker	<ul style="list-style-type: none"> Strictly comply with the internal "Recruitment and Employment Policy," which prohibits the hiring of workers under the age of 18. As part of pre-employment procedures, applicants are required to provide their date of birth in the application documents. All submitted information is verified for accuracy, and identification documents are rechecked upon onboarding.
Forced Labor	<ul style="list-style-type: none"> Fully comply with the Labor Standards Act, with no employment of any form of involuntary or exploited labor. The Company does not force employees to work through coercion, threats, confinement, or any other unlawful means. All regulations regarding daily and weekly working hours, overtime, leave, special leave, and other types of leave are in full compliance with applicable labor laws. Effective and accessible grievance channels are available to all employees, including the President's Mailbox, Integrity Mailbox, HR Mailbox, and Sexual Harassment Reporting Mailbox.
Discriminations	<ul style="list-style-type: none"> Respect employees' fundamental human rights and prohibit any unreasonable or inhumane management practices. Prohibit all forms of discrimination and ensure equal employment opportunities. Recruitment, employment, training, rewards, promotions, termination, retirement, and other employment conditions are free from discrimination based on race, religion, color, nationality, age, gender, sexual orientation, disability, or any other legally protected status. Hire persons with disabilities in accordance with legal requirements and strictly monitor the ratio to ensure compliance. Provide an Employee Assistance Program (EAP) offering psychological counseling and support services to employees.
Working Hours	<ul style="list-style-type: none"> Implement a working hour control mechanism and issue regular working hour alerts. For employees with excessive working hours, HR notifies the respective department heads to facilitate timely workload adjustments.
Punishment	<ul style="list-style-type: none"> Provide multiple open communication channels, including anonymous reporting mechanisms, to allow employees to give feedback or report unfair treatment. Whistleblower protection is enforced to prevent any form of retaliation. Establish and implement a prevention and handling plan for unlawful harm encountered during the execution of duties, ensuring employees are safeguarded against any unfair treatment. Prohibit any form of abusive or inhumane treatment. Disciplinary policies and procedures must be clearly defined and transparently communicated to all employees.

Human Rights Risk Issue	Mitigation and Enhancement Measures
Freedom of Association	<ul style="list-style-type: none"> In accordance with the law, the Company respects all employees' rights to freely form and join labor unions, engage in collective bargaining, and participate in peaceful assemblies. Employees and their representatives may communicate openly with management regarding working conditions and management practices without fear of discrimination, retaliation, threats, or harassment, and are encouraged to share their ideas and concerns. Quarterly labor-management meetings and employee welfare committee meetings are held, with participation from both the Company and employee representatives to ensure effective communication.
Environment, safety, Health	<ul style="list-style-type: none"> Comply with the Occupational Safety and Health Act, implement the ISO 45001 international occupational health and safety management system, and obtain third-party certification from SGS. Include sexual harassment prevention measures in the Company's work rules. Establish and implement a prevention and response plan to protect employees from unlawful harm while performing their duties, ensuring physical and mental well-being. Set up an emergency response team and conduct regular fire and emergency drills. Conduct regular occupational safety and health education and awareness training to enhance employees' hazard identification awareness. Organize various health seminars and provide on-site physician consultation services. Offer annual health check-ups and on-site massage therapist services. Host a variety of sports competitions and activities to promote physical and mental well-being. Encourage and subsidize the formation and activities of employee clubs. Hold regular employee welfare committee meetings to listen to and address employee concerns, ensuring a healthy, safe, and well-supported working environment.
Salary and welfare	<ul style="list-style-type: none"> Wages paid to employees comply with all relevant provisions of the Labor Standards Act, including regulations on minimum wage, overtime compensation, and statutory benefits. Detailed pay slips are provided to ensure transparency and confirm the accuracy of wage payments. The Company conducts annual industry salary surveys to benchmark market compensation levels and consider macroeconomic indicators. Based on these findings, appropriate salary adjustments are made, and competitive starting salaries are offered to attract and retain talent.

(4) Implementation of Human Rights Education and Awareness Programs

To enhance employees' understanding of Raydium's Human Rights Policy, the Company provided labor and human rights education and training for all employees in 2024, achieving a 100% pass rate. In 2024, the Company did not receive any complaints or reports related to human rights.

In addition, the Company has established multiple direct and diverse communication channels to ensure that employees can freely express their opinions and file complaints. These include:

- President's Mailbox
- HR Mailbox
- Integrity Mailbox
- Sexual Harassment Reporting Mailbox
- Labor-Management Meetings
- Employee Welfare Committee
- Occupational Safety and Health Committee

2.4.3 Grievance Mechanism

To reinforce the Company's core value of ethical business conduct, clear channels for reporting and grievances have been established along with defined investigation and handling procedures in accordance with the "Whistleblowing and Grievance Policy."

The Company ensures the confidentiality of the whistleblower's identity and protection from any form of retaliation. All personal data is handled in compliance with applicable laws and safeguarded with appropriate protective measures.

In 2024, the Company did not receive any grievance or whistleblowing cases.

1. Internal Grievance/Reporting Channels

- **Integrity Mailbox:** This mailbox serves as an internal whistleblowing channel for employees. Emails are automatically forwarded to the heads of Legal and Internal Audit.
- **President's Mailbox:** A direct communication channel with the President, available not only for reporting misconduct or grievances but also for providing suggestions, raising concerns, or addressing company-related issues.
- **HR Mailbox:** Employees may use this mailbox to raise issues or inquiries related to human resources.

2. External Whistleblower Mailbox

- **Whistleblower Mailbox:** [Whistleblower@rad-ic.com] — an independent reporting channel designated for external parties (e.g., stakeholders). Emails are automatically forwarded to the heads of Legal and Internal Audit.



2.5 Risk Management

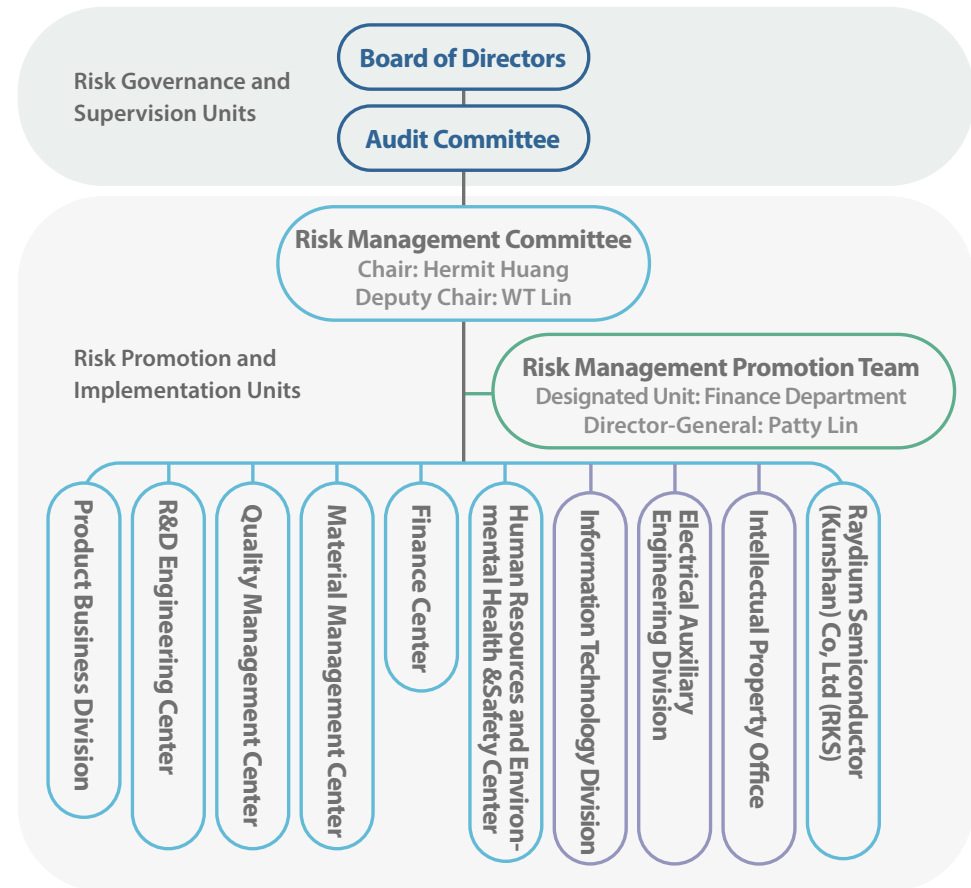
To achieve sound operations, enhance corporate governance, and implement the risk management and supervision function of the Board, the Company has established a Risk Management Committee to carry out risk identification and grasp relevant risks that may affect sustainable corporate development based on four major aspects of finance (F), operation (O), strategy (S), and hazard (H). The Company minimized the possible risks through risk control, avoidance, transfer, retention, and relevant management strategies and countermeasures and even transformed them into business opportunities.

2.5.1 Risk Management Committee

The Board of Directors is the highest governing body for risk management; the Audit Committee is the risk supervision unit; executives of each operating unit formed the Risk Management Committee. The Chairman/CEO and President are the chairperson and vice chairperson, and the CFO is the director general for guiding the operations.

The Company promotes a top-down risk management culture. Through the specified risk management declaration and commitment of the governing body and senior management, it established and supported risk management promotion and execution units and provided risk management-related professional training for all employees to integrate management awareness into daily decision-making and operating activities, shaping a comprehensive corporate risk management culture.

Risk Management Committee Organization Chart



2.5.2 Risk Management Process

The Company's risk management procedures include processes such as risk identification, risk analysis, risk assessment, risk response, and risk monitoring and review.

Risk Identification

Strengthen link between the Company's strategic goals and risk

Combine "bottom-up" and "up-bottom" analyses and discussions with strategic and operating risks to identify all potential risk events that may lead to the non-fulfilment of Company targets, resulting in losses or negative impacts on the Company.

Supervision and Review

Thoroughly review the risk management process and associated risk measures to see if they are still functioning effectively. The review findings should also be incorporated into performance evaluations and reports.



Risk Response

Response plans must be developed for risks. Ensure that the plans are fully understood and properly enforced by the relevant personnel. The implementation of related response plans should also monitor on a continuous basis.

Risk Analysis

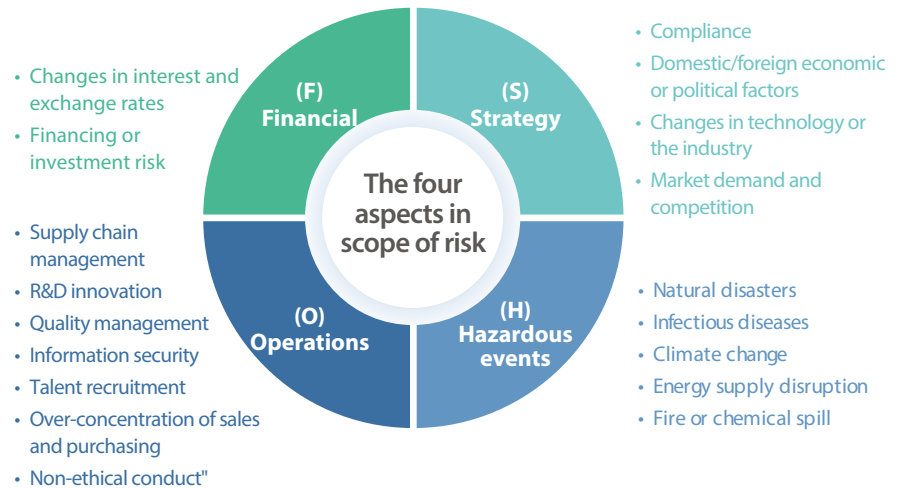
- Analyze the likelihood and impact of risk events to calculate the risk value (using quantitative or qualitative metrics)
- Develop and propose a risk appetite (risk tolerance) to the Audit Committee for review

Risk Measurement

Compare the results of risk analysis with risk appetite to determine what risk events to prioritize for action, and to provide a reference for the formulation of subsequent responses measures.

2.5.2.1 Scope of Risk Management

The scope of the Company's risk management includes, but is not limited to:



2.5.2.2 Risk Management Operations

Risk Identification, Analysis, and Assessment

In December 2023 the Company launched its 2024 risk-management program. The chairperson/ vice chairperson approved the Company-level Top 3 Risks for 2024. Each operating unit, using the annual Risk Check-up Form, identified, analyzed, and assessed relevant risk issues — including likelihood, severity of impact, and effectiveness of existing controls — to determine medium- and high-risk items.

Risk Response

After identifying and assessing their risks, operating units must adopt appropriate responses by establishing prevention, early-warning, contingency, crisis-management, and business-continuity plans to mitigate, transfer, or avoid those risks and record the actions taken. The Risk Management Committee continuously monitors the effectiveness of each unit’s risk-response and control measures to keep pace with changes in the operating environment.

Outcomes of Major Risk Items in 2024

Scope of Risk	Source of Risk	Management Strategy	2024 Outcomes
	Supply Chain Disruption	<ul style="list-style-type: none"> Construct stable and reliable sources for supply of materials through diversification of the foundry and packaging & testing supply chain Periodically review of changes in market demand and adjust production planning accordingly Periodic risk assessments and implementation of BCP drills Reduce supply disruption risks by requiring BCP at critical suppliers 	<ul style="list-style-type: none"> Confirm that all critical suppliers have fully implemented their BCPs Supply of wafer foundry and packaging & testing capacity was normal in 2024
Business Risk	Information Security	<ul style="list-style-type: none"> Enforcement of existing information security regulations Conducted regular information security training and awareness surveys Review and update system security and virus definitions on a weekly basis Daily information security alerts, weekly information security review meetings, and monthly information security reports 	<ul style="list-style-type: none"> Successfully blocked 4,618 threat emails Effective online attacks were on average blocked 16,410 times/month Virus and security threats were on average quarantined 8,665 times/month Targeted login attempts were blocked 53 times/month In-house information security tools generated information security alerts in an effective and timely manner 383 times Analysis of security-related incidents for the 92 reported cases 24 Information security education sessions /10 social engineering exercises conducted Revised nine information security-related regulations Employee satisfaction with information security scored 4.32, with a response rate of 79.86%.

Scope of Risk	Source of Risk	Management Strategy	2024 Outcomes
Business Risk	Information and Privacy Security	<ul style="list-style-type: none"> • Ensure strict control over confidential data and assets to prevent leaks • Block leaking of trade secrets to protect company interests • Enforce access control for R&D system 	<ul style="list-style-type: none"> • Enforce information security audits - Daily information security alerts and monthly information security audits • Enforce access permissions and reviews in accordance with the management regulations. 5,142 access applications and reviews were carried out in 2024. • Implemented a Privileged Account Management (PAM) system in 2024 to ensure effective control over privileged accounts.
	Data Center Failure	<ul style="list-style-type: none"> • Full redundancy for network equipment in the data center to ensure network connectivity • High availability backup mechanism for data center servers as part of system DevOps • Daily off-site backups for data protection • Full redundancy for network links 	<ul style="list-style-type: none"> • Non-stop service by data centers and servers • Internet connections were maintained continuously • Completed the annual off-site backup drill for critical systems in 2024.
	Patent Infringement	<ul style="list-style-type: none"> • Establishment of intellectual property (IP) management regulations and management inventory of R&D and product planning to improve the quality and quantity of company IP, and optimize our readiness to face potential risks and challenges in the future. 	<ul style="list-style-type: none"> • No incidents of patent infringement occurred • The Company's accomplishments as of the end of December 2024 were as follow: Number of worldwide valid patents: 333 patents; Patents pending: 72 applications • There are 11 registered worldwide trademarks.
	Fund Security	<ul style="list-style-type: none"> • Appropriately diversify cash placements to lessen exposure to specific risks 	<ul style="list-style-type: none"> • Conduct quarterly credit reviews of correspondent banks and, based on the results, re-allocate funds to ensure the security of cash holdings.
Strategic Risk	Trade Wars (Import/Export Restrictions)	<ul style="list-style-type: none"> • Observe international developments and adopt a diversification strategy for outsourcing to foundries and packaging & testing plants based on market demand. 	<ul style="list-style-type: none"> • Diversified supply chain provided customers with more options so were not affected by trade war

Scope of Risk	Source of Risk	Management Strategy	2024 Outcomes
Financial Risk	Credit Management (Customer)	<ul style="list-style-type: none"> Implement credit checks for clients, conduct periodic credit checks and review transactions. Use the on-sale of accounts receivables or credit insurance to transfer the risk from non-collection of account receivables. 	<ul style="list-style-type: none"> No actual bad debt losses occurred in 2024.
	Climate Change	<ul style="list-style-type: none"> Climate change risk assessment according to TCFD Plan and formulate GHG reduction pathway 	<ul style="list-style-type: none"> Completed the climate-change risk survey; classified the key risks identified and defined the direction for climate-change adaptation strategies. Target 30 % renewable electricity consumption by 2030. In 2024, 72,000 kWh of green electricity was used, representing about 2.6 % of total electricity consumption.
	Power Outage	<ul style="list-style-type: none"> Ensure continuity of power supply to the office and data center. 	<ul style="list-style-type: none"> Installed switchboards and temperature-monitoring system at the Tainan data center, completed in February 2025.
Hazardous Event	Fire	<ul style="list-style-type: none"> Mitigation of fire damage through routine inspection of fire hazards and periodic response drills. 	<ul style="list-style-type: none"> Conducted fire-self-defense team education and training for the Hsinchu and Tainan offices, with 61 participant attendances. Performed IR-scan inspections of electrical switchboards — semi-annually for Hsinchu office switchboards and annually for the B2F–8F switchboards. Carried out monthly laboratory inspections and routine fire-prevention checks.
	Earthquakes (Over 5 on the Richter Scale)	<ul style="list-style-type: none"> Mitigation of earthquake damage through periodic earthquake response drills. 	<ul style="list-style-type: none"> Earthquake evacuation drills: 546 participant attendances at the Hsinchu office and 138 at the Tainan office. BCP drills for earthquakes were completed in September 2024

2.5.2.3 Risk Monitoring and Review

The Committee regularly reports to the Audit Committee and the Board on risk monitoring. If any material risk arises that threatens financial or operational performance or legal compliance, prompt and appropriate measures are taken and reported to the Board in a timely manner.

Operation of the Risk Management Committee in 2024 (Including BCP Drills)

Time	Implementation Status
Feb. 2024	<ul style="list-style-type: none"> Convened the first Risk Management Committee meeting in 2024 to confirm the results of the 2024 risk identification. Reported the implementation progress of the Risk Management Committee to the Board on February 26, 2024
May. 2024	<ul style="list-style-type: none"> Convened the second Risk Management Committee meeting in 2024 to conduct quarterly tracking of risk items and their implementation status.
Aug. 2024	<ul style="list-style-type: none"> Convened the third-quarter Risk Management Committee meeting in 2024 to conduct quarterly tracking of risk items and their implementation status. Reported the implementation progress of the Risk Management Committee to the Board on August 6, 2024
Sep. 2024	<ul style="list-style-type: none"> Completed an on-site earthquake BCP drill in September 2024.
Nov. 2024	<ul style="list-style-type: none"> Convened the fourth-quarter Risk Management Committee meeting in 2024 to conduct quarterly tracking of risk items and their implementation status.
Dec. 2024	<ul style="list-style-type: none"> Completed the 2025 risk education and training Established the Company's 2025 risk management objectives with reference to the opinions of the Audit Committee. Conducted the 2025 risk identification and analysis for each unit



Note: Earthquake BCP on-site drill completed in September 2024.

2.5.3 Financial Risk Management

To manage the financial risks associated with exchange-rate fluctuations, the Company — in addition to offsetting foreign-currency receivables and payables through regular foreign-currency transactions to achieve natural hedging — has adopted the following specific measures:

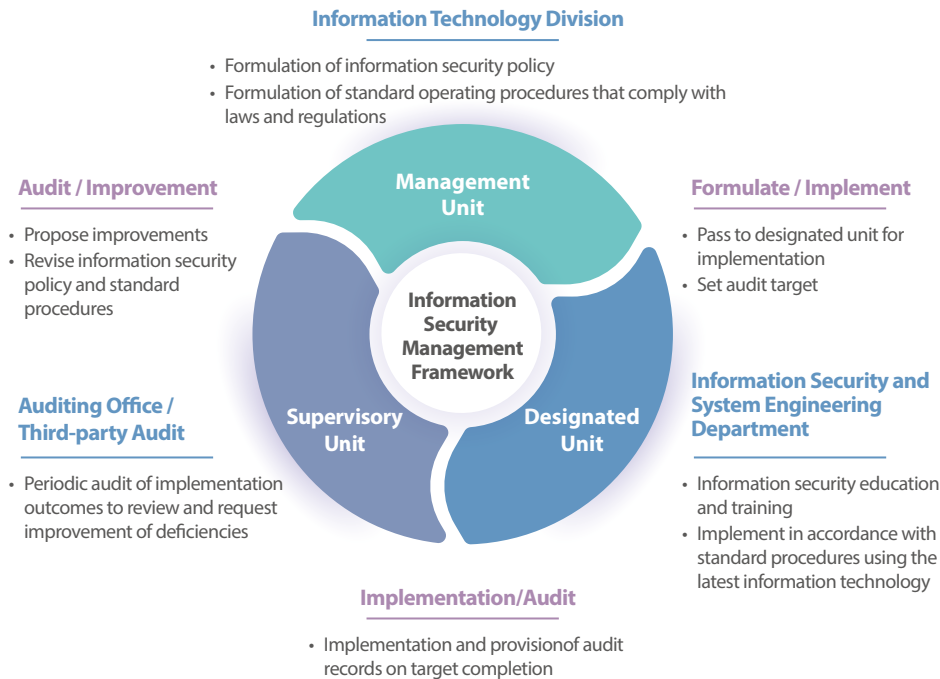
1. Finance personnel maintain close communication with financial institutions in light of domestic and international political and economic developments and collect real-time exchange-rate information to stay abreast of currency trends.
2. Finance personnel adjust foreign exchange positions in a timely manner according to exchange rate trends and determine appropriate times for trading or rebalancing, thereby mitigating the impact on Company profitability.
3. When necessary, the Company adopts a hedging — not speculative — approach, executing prudent hedging transactions in advance with creditworthy financial institutions, and enhances risk control in accordance with the “Procedures for Trading Derivative Financial Products” to mitigate exchange-rate risk

2.6 Information Security and Privacy Management

The Company places great emphasis on the security and privacy of stakeholders and operational information assets. It has established an Information Security Policy and implemented a company-wide Information Security Management System. The collection, processing, and use of personal data comply with the Personal Data Protection Act and other relevant laws and regulations, with corresponding management procedures in place to ensure thorough implementation.

The Company promotes information security through a cross-functional team, continuously implementing technological tools to strengthen its information security mechanisms. To enhance overall security integrity, the Company joined the cybersecurity joint-defense notification mechanism of TWCERT/CC (Taiwan Computer Emergency Response Team / Coordination Center). As of 2024, no privacy-related complaints or penalties were received from external parties or regulatory authorities.

2.6.1 Information Security Management Framework



2.6.2 Information Security Policy

- To comprehensively raise information security awareness and establish a secure information environment, in order to protect the Company's intellectual property and interests, and to ensure the continuous operation of all departmental information systems.
- Safeguard the confidentiality, integrity, and availability of the Company's trade secrets and operational information, thereby strengthening operational efficiency and quality.
- The Company continues to invest substantial resources in the research and development of advanced technologies — an essential pillar of its long-term competitiveness. In light of the escalating threats in today's cyber landscape, the protection of confidential information is recognized as a collective responsibility shared by all employees.
- The Company has established an Information Security Task Force to promote cross-departmental integration, strengthen consensus, and enhance the implementation of information security measures throughout the organization.

2.6.3 Information Security Management

To ensure the security of trade secrets and other confidential information, the Company has established an Information Security Management Policy, which includes regulations on information security management, password policies, email usage guidelines, backup management, system recovery planning, and software management procedures. The Company continuously monitors and evaluates its network and system architecture to enhance overall security protection mechanisms. The responsible management unit analyzes and manages abnormal events and submits written reports to the General Manager on a monthly basis, outlining the status of information security governance and implementation.

The Company has established an internal information security awareness section to promote cybersecurity knowledge through regular campaigns, ad-hoc announcements, and social engineering

simulation exercises. In 2024, the Company implemented a Privileged Access Management (PAM) system to manage and monitor high-level accounts, mitigating the risk of lateral movement attacks. Additionally, a whitelist-based outbound email control policy was introduced to reduce the risk of data leakage and strengthen the Company's cybersecurity defenses.

Moreover, in line with the Company's Information Security Incident Management Policy and Offsite Backup Strategy, offsite backup and cybersecurity incident response drills were conducted in 2024 to ensure business continuity and organizational preparedness.

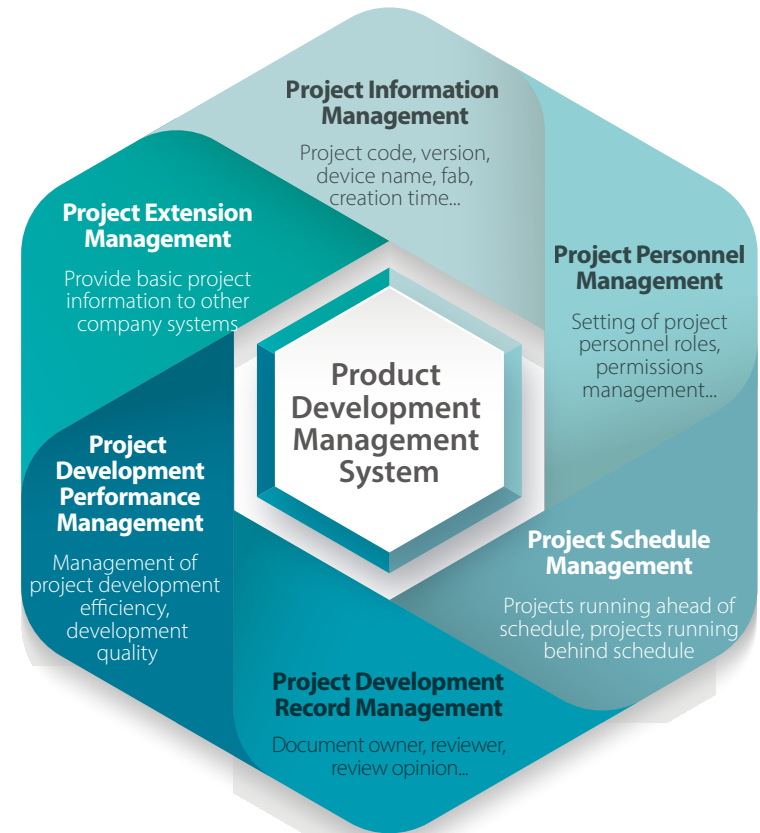
Information security controls and response measures:

Information Security Control Item	Risk Description	Mitigation Measures
Information Security Policy and Awareness Training	Whether the policy aligns with operational needs and legal requirements, and is approved and periodically reviewed by management.	The information security policy is reviewed and revised annually, approved by senior management, and reported to the Board of Directors. Through security bulletins, training, and social engineering drills, employee awareness is enhanced.
System Maintenance and Access Control	Whether access control effectively restricts system access to prevent unauthorized access.	Application system account and permission management mechanisms are in place to ensure proper authorization and prevent unauthorized access.
Physical, Environmental, and Communication Security	Loss, damage, or theft of assets may impact organizational operations.	Multi-layer firewall isolation reduces external threats and mitigates security risks. External DDoS protection and abnormal behavior monitoring help ensure communication security and business continuity.
Operational Security	Prevent malicious software and technical vulnerabilities from affecting information processing facilities.	Mechanisms such as firewalls, email filtering, malware detection, and multi-factor authentication are in place, along with regular vulnerability scanning and patching to ensure system security.
Information Security Incident Management	Whether a unified and effective information security incident management mechanism is in place.	An information security incident response policy has been established to ensure proper handling and reporting procedures.
Business Continuity Management – Information Security Aspects	Ensure availability of information systems and reduce operational disruption risk.	Local and offsite backups and redundancy for critical systems and data are in place, with encryption and integrity protections to reduce security risks.

2.6.4 Confidential Information Management

The Company places strong emphasis on the protection of confidential information. In addition to adhering to established management procedures for the proper handling of trade secrets and confidential data, the Company also provides comprehensive employee training to ensure the protection of stakeholder interests. To manage confidential information exchanged among the Company, customers, and suppliers, the following measures have been established in addition to the Company's existing information security policies:

1. Personnel Management Regulations: Confidentiality obligations are clearly defined for employees upon onboarding and departure. Strict access control systems are in place to manage physical entry.
2. Non-Disclosure Agreements (NDAs): The Company enters into NDAs or confidentiality declarations with customers and suppliers to ensure mutual compliance with confidentiality requirements.
3. Product Development Management: All product development follows standardized procedures supported by an internal Product Development Management System. Role-based access controls are applied at each stage to maintain process integrity and safeguard project-related information.
4. Highly Confidential Project Control: For projects involving particularly sensitive customer information, the Company has established the Customer Confidential Information Asset Management Guidelines. Dedicated control zones are set up to ensure complete isolation of personnel, IT equipment, and documents. Encrypted areas within these zones provide an additional layer of protection to prevent information leakage.



2.6.5 Information Security Management Performance

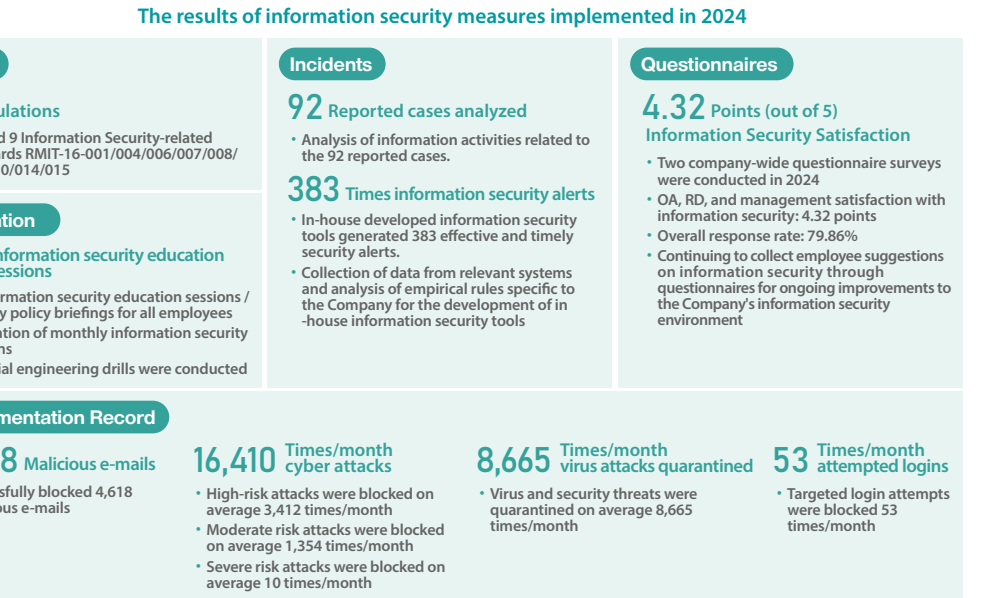
To ensure the appropriateness and direction of its information security policies, the Company has established a designated information security unit responsible for formulating information security policies and objectives, executing information operations security management plans, and regularly reviewing the policies. In addition, the Company continuously evaluates the implementation of its information security measures through internal and external audit mechanisms and makes necessary improvements accordingly. To date, no major deficiencies have been identified. In 2024, a total of nine information security-related regulations were revised in line with the Company’s information security policies. Since 2022, the execution status has been reported to the Board of Directors annually, with the most recent report delivered on August 6, 2024.

To enhance employees’ awareness of information security, in addition to regular awareness campaigns, the Company began conducting unannounced social engineering drills each quarter starting in 2023. The results of these drills are reviewed and used to implement improvements, thereby strengthening information security awareness across all departments and employees. In 2024, the Company did not experience any major information security incidents or incur any related losses.

2.7 Supervisory Mechanism

The Internal Audit Office is an independent unit that reports directly to the Board of Directors. In addition to submitting monthly audit reports and follow-up reports on deficiency remediation to the independent directors, the Chief Audit Executive also holds regular meetings with the independent directors at least once each quarter to present audit plans, results, and follow-up status. Each year, one-on-one communication sessions are arranged between the independent directors and the Chief Audit Executive — without the presence of management or related departments — to fulfill the transparency and oversight requirements of corporate governance.

For details of the 2024 communications between the independent directors and the Chief Audit



Executive, please refer to the 2024 Annual Report, Section II “Corporate Governance Report” – 4. Corporate Governance Operations.

To address business activities and operations with higher inherent risks of unethical conduct, the Company has instituted comprehensive and effective control and oversight mechanisms within its accounting and internal-control systems. Through the annual routine Self-Assessment of Internal Control, each department is required to examine the design and execution of its controls to ensure their effectiveness. The 2024 Internal Control Statement reported no material deficiencies.



03

Value Co-Creation

- Research, Development, and Design
- Intellectual Property Protection
- Customer Service

2024 Goals and Achievements

Goals

1. Continue integrating driver ICs and timing controllers to deliver comprehensive solutions to customers.
2. Expand the AMOLED and automotive driver IC product portfolios and broaden application coverage.
3. Further integrate driver ICs and touch controllers to enhance product value, improve touch performance, and support customers in accelerating mass production.
4. Continuously enhance core IP performance while reducing power consumption.
5. Advance the development of emerging display technologies such as mini LED and micro LED.

Achievements

1. Launched integrated solutions comprising driver ICs, timing controllers, and power management ICs for notebook, monitor, and automotive applications, with mass production progressively underway.
2. Continued to expand the OLED and automotive driver IC product lines and application coverage. In the smartphone segment, products supporting high resolution, foldable displays, and new panel technologies have entered mass production. Integrated OLED driver ICs for automotive applications have also been adopted by panel makers. In addition, new automotive solutions — such as bridge ICs and driver ICs featuring Local Dimming — are gradually being ramped into mass production.
3. Next-generation flexible OLED TDDI for wearables featuring ultra-low power consumption and optimized performance has been successfully launched. Automotive TDDI integrates advanced features such as Local Dimming and Cascade, and related products have also entered mass production. Meanwhile, LTDI stylus and active pen controller ICs have been adopted in notebook applications and are being deployed by customers.
4. Developed LVDS IP supporting up to 200 MHz in response to the growing demand for high refresh rate monitors. Continued to optimize OLED Demura technology to improve low-brightness visual effects, partial screen updates, triple-fold displays, and zone-by-zone compensation. Low-power circuit design was implemented to further reduce total power consumption.
5. Successfully developed new driver ICs tailored for Micro LED display technology, which have been adopted in wearable and AR applications. Development is also underway for next-generation Micro LED driver ICs for automotive use.

Sustainability Policy

Value Co-Creation Topic of Concern: R&D and Product Design Products and Services

Impact on Raydium: R&D strategy and product design are critical to both customer and company competitiveness. By continuously investing in R&D resources, Raydium aims to deliver market-leading products with enhanced competitiveness, thereby creating greater value for both customers and the company.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. Extensively gather market intelligence and engage in technical discussions with customers to develop technology and product roadmaps. 2. Establish industry-academia collaboration programs with major domestic universities to leverage academic R&D capabilities, accelerating and expanding innovation outcomes. 3. Intellectual property protection: R&D outputs are reviewed by the company's internal committee and protected through patent applications or trade secret mechanisms. 	<p>R&D activities require substantial investment in manpower, resources, and time. To respond to rapidly evolving market dynamics, it is essential to stay closely attuned to market trends and promptly adjust R&D directions and product planning to maintain technological and product competitiveness. In addition, early deployment of intellectual property strategies in emerging and innovative technologies is critical to establishing technical barriers and enhancing corporate competitiveness.</p>	<ol style="list-style-type: none"> 1. Conduct regular technical exchanges with customers and end-brand clients to gather broad market insights and allocate R&D resources from the early development stage. 2. Strengthen technical collaboration with major domestic universities to promote shared R&D outcomes. 3. Encourage innovation and invention, and reinforce intellectual property deployment and capabilities. 4. Allocate 15% to 20% of annual revenue to R&D activities each year.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Continue integrating high-efficiency power management ICs, driver ICs, and timing controllers to deliver comprehensive solutions to customers. 2. Further expand the AMOLED and automotive driver IC product lines and their application scope. 3. Continue integrating driver ICs with touch controllers to enhance product value, improve touch performance, and support customers in accelerating mass production. 4. Continuously improve core IP performance and reduce power consumption. 5. Advance the development of emerging display technologies such as mini LED and micro LED. 6. Develop next-generation energy-efficient display technologies. 	<ol style="list-style-type: none"> 1. Expand AMOLED and automotive driver IC product portfolios and broaden application coverage. 2. Continuously reduce product power consumption through process and design optimization. 3. Enhance image processing algorithms to improve display quality. 4. Strengthen touch processing algorithms to improve touch performance and support customers in accelerating mass production. 	<p>Continue to pursue technological innovation and co-create value with customers, with a commitment to becoming a global leader in display-related integrated circuit solutions.</p>

2024 Goals and Achievements

Goals

Achieve a customer satisfaction score of 9.0.

Achievements

The average customer satisfaction survey score in 2024 was 8.9, falling short of the original target. In response to the feedback collected through the survey, three improvement actions have been formulated and implemented:

- (1) enhance the speed and quality of technical support;
- (2) shorten the product development cycle to improve responsiveness; and
- (3) strengthen product quality.

Sustainability Policy

Value Co-Creation Topic of Concern: Customer Satisfaction

Impact on Raydium: "Customer First" and "Value Co-Creation with Customers" are core elements of Raydium’s sustainability culture. We place strong emphasis on listening to our customers, gaining deep insights into their needs, and responding with fast and precise products and services — creating win-win value and driving long-term growth together.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. Conduct annual customer satisfaction surveys to ensure alignment between customer perception and internal understanding. 2. Review customer feedback on a quarterly basis to continuously improve service quality. 3. Establish localized sales and technical support teams. 4. Host regular quarterly technical exchange meetings to enhance collaboration with customers. 5. Periodically exchange market intelligence with customers to maintain strong market awareness. 6. Conduct weekly reviews of customer complaint handling to ensure timely resolution. 7. Address customer issues arising from ongoing projects in real time to safeguard customer satisfaction. 	<ol style="list-style-type: none"> 1. Establish a customer-oriented quality system and management philosophy, utilizing objective evaluation methods to comprehensively assess customer satisfaction across product development, quality, and services, followed by internal review and continuous improvement. 2. Provide responsive and tailored services for customers in each region by deploying experienced on-site technical support personnel and forming dedicated sales and technical support teams for key accounts. 3. Increase the degree of product customization and maintain robust, multidirectional communication channels to gain deeper insights into customer needs. 	<p>Continue to strengthen technological capabilities, product quality, services, and overall competitiveness to enhance customer satisfaction.</p>
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
Achieve a customer satisfaction score of 9.0	Achieve a customer satisfaction score of 9.0	Achieve a customer satisfaction score of 9.0

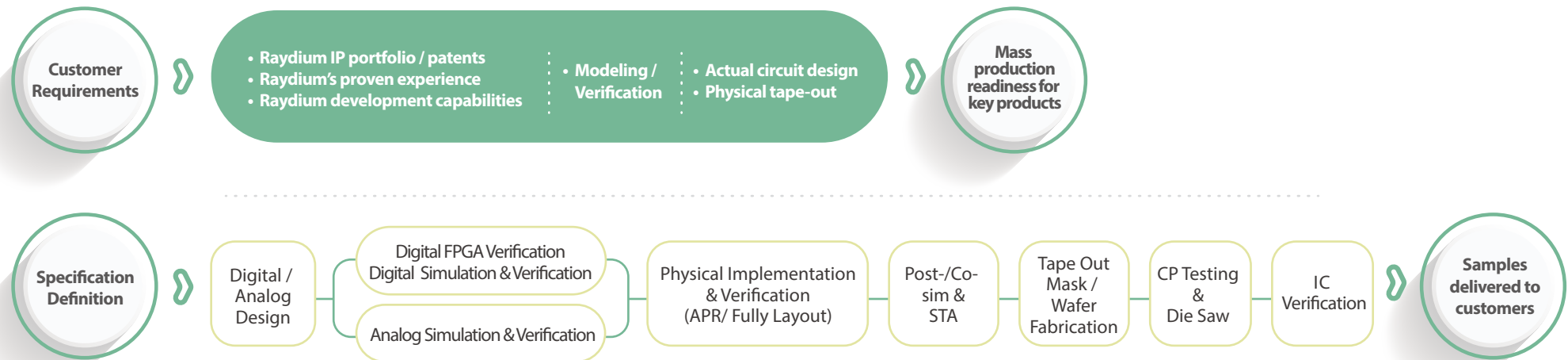
From the perspective of global and domestic industry trends, semiconductor IC design companies are increasingly moving toward high-end specifications and advanced technological innovation. As vertical and horizontal integration intensifies across the industry value chain, overall competitiveness is improving — but so are competitive pressures and threats. As such, talent cultivation, core technology development, and strategic industry consolidation have become critical to enhancing Taiwan’s semiconductor industry competitiveness.

Raydium places strong emphasis on medium- and long-term development strategies and continues to collaborate closely with upstream and downstream partners to drive technological advancement. We prioritize early-stage development investment to gain a lead in both profitability and market share, while proactively cultivating talent and advancing next-generation product development. These efforts aim to secure a first-mover advantage and support synchronized growth with the broader industry.

3.1 Research, Development, and Design

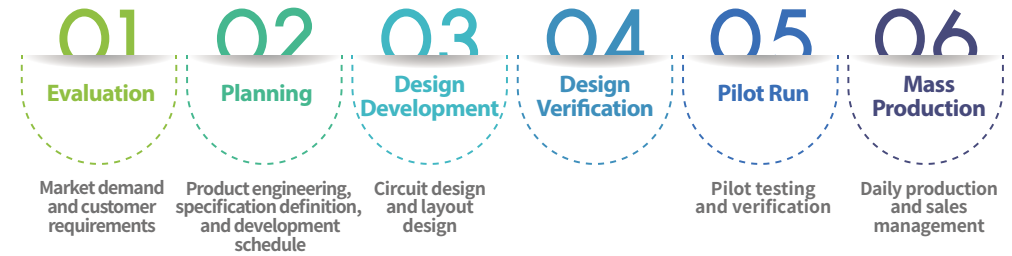
3.1.1 Raydium IC Design Flow

In 2024, Raydium's consolidated R&D expenditure totaled NT\$3,957.835 million, accounting for approximately 16% of its revenue. The product development team has extensive experience in the development of display driver ICs, mixed-signal ICs, and system control ICs.



3.1.2 Project Development Management Procedure

To deliver products that meet customer expectations, Raydium has established a project development management procedure in accordance with its quality management system. This process ensures that all data and documentation generated during the development cycle are properly recorded, allowing us to fully meet customer requirements and preserve valuable project experience for continuous improvement.



3.1.3 Recent R&D Achievements

Raydium’s R&D team adheres to the principle of technological independence and has long focused on the development and integration of analog circuit design, mixed-signal circuit design, and touch system technologies. By cultivating top talent across various domains and accumulating solid R&D experience, we have continued to develop a wide range of driver ICs, touch controller ICs, timing controller ICs, and power management ICs with diverse functions and specifications. In parallel, we are proactively advancing integrated solutions — including TDDI (Touch with Display Driver Integration), TED (Touch Embedded Driver), and LTDI (Low Temperature Display Integration) — as well as next-generation technologies such as Micro LED and Mini LED, aiming to maintain our leading position in the industry.

The following technologies have been developed and implemented in mass production over the past five years:

Year	R&D Results throughout the Years	Applied Fields
	AMOLED display driver IC supporting LTPO flexible display and Multi-frame rate switching function	Mobile phone
2022	AMOLED pixel base Overdrive display driver IC	Mobile phone
2022	AMOLED full screen De-Burn-in display driver IC	Mobile phone
2022	AMOLED display driver IC for laptops	NB
	Micro LED knob display driver IC for vehicles	Automotive
	Micro LED wearable display driver IC with low power consumption	Wearable

Year	R&D Results throughout the Years	Applied Fields
	AMOLED touch controller IC for foldable mobile phone with integrated active stylus	Mobile phone
	AMOLED touch controller IC for laptops and tablets with integrated active stylus	NB / Tablet
2020	Scan type LED driver IC for local dimming LED backlight	Automotive
2022	Up to 1000 zones local dimming bridge IC with eDP interface for large size and high resolution application	Automotive
	Integrated TCON and touch control driver IC (TDDI) for in-cell touch panels	NB
	High-precision 4ch LED driver IC for local dimming	MNT/NB

Year	R&D Results throughout the Years	Applied Fields
	LTDI that supports multiple active stylus protocols	NB
	High-speed P2P interface driver IC for gaming notebooks	NB
	Ultra-high-speed (4 Gbps) low power consumption display driver IC for TV	TV
	AMOLED RAM-less display driver IC	Mobile phone
2023	LTPO AMOLED ultra-low power consumption (1Hz) display driver IC	Mobile phone
	AMOLED WQHD display driver IC	Mobile phone
	AMOLED high pin count display driver IC	Mobile phone
	AMOLED multi-frame overdrive compensating technology for delayed luminescence panel	Mobile phone
	AMOLED wearable TDDI with ultra-low power consumption	Wearable
	High-resolution bridge IC with eDP interface and 1,600 zones local dimming for automotive display	Automotive
	Level Shifter IC for Touch-Enabled Laptops	NB
2024	Touch Controller IC (MCU) Supporting Multiple Active Pen Protocols	NB
	Timing Controller and Driver IC (TED) Supporting Overdrive (OD) Compensation	NB
	High-Speed Point-to-Point Interface Driver IC with Multi-Level Delay Compensation	TV/MNT

Year	R&D Results throughout the Years	Applied Fields
	AMOLED Tri-Fold Display Compensation by Display Region and Refresh Rate	Mobile phone
	AMOLED RAM-less (Mux1:1 @ 144Hz) Display Driver IC	Mobile phone
	AMOLED LTPO RAM-less (Mux1:2) Display Driver IC	Mobile phone
	AMOLED WQHD Display Driver IC	Mobile phone
	AMOLED eDP Interface Display Driver IC	Mobile phone
	AMOLED Display Driver IC for Wearables with Tandem and PLC Applications	Wearable
2024	AMOLED LVDS Interface TED Automotive Display Driver IC	Automotive
	Automotive Low-Power Touch and Display Integration Driver IC (TDDI)	Automotive
	Touch and Display Integration Driver IC (TDDI) with Integrated Local Dimming	Automotive
	Display Driver IC (DDI) with Integrated Local Dimming	Automotive
	Timing Controller (TCON) IC with Integrated De-Mura Function	Automotive
	HUD Data Transparency Detection Technology	Automotive
	Low-Power Display Driver IC for Laptops	NB
	Bistable LCD Display Driver IC	EPD
	Timing Controller (TCON) IC for Bistable LCD Displays	EPD

3.1.4 Product Technology Recognition

Raydium was honored with the Gold Panel Award 2024 in the “Materials and Components” category at Touch Taiwan 2024 – Smart Display Exhibition. The award recognized our bistable cholesteric liquid crystal data/scanning driver and timing controller IC solution (CH-LCD Driver IC/TCON). Hosted by the Taiwan Display Union Association (TDUA), this award aims to encourage display industry players to develop innovative and competitive component and product technologies that elevate the industry’s image and global competitiveness.

The awarded solution represents Raydium’s comprehensive offering for cholesteric liquid crystal displays (CH-LCD), providing high-resolution and fast refresh performance essential to the advancement of color electronic paper technology. It delivers outstanding image quality and supports a variety of application scenarios, including partial image updates, multi-directional scan timing, and handwriting input, delivering a paper-like user experience. This solution ultimately stood out to receive the Outstanding Product Technology Award.

A key innovation of cholesteric liquid crystal technology lies in its ultra-low power consumption. Unlike conventional displays, CH-LCDs do not require backlighting and instead rely on ambient light reflection to achieve full-color display. The bistable nature of the material allows images to remain visible without continuous power supply, significantly reducing energy consumption. This technological breakthrough aligns with ESG goals by promoting sustainability, energy efficiency, and carbon reduction.

In addition to our strong presence in the LCD and AMOLED driver IC markets, Raydium continues to invest in next-generation energy-saving display technologies. We remain committed to driving innovation, delivering high-quality products and services to our customers, and working alongside industry partners to achieve shared ESG objectives.



3.1.5 Industry-Academia Collaboration Projects

To accelerate innovation in forward-looking technologies, Raydium has established collaborative research projects with leading domestic universities. By leveraging academic research capabilities, we aim to enhance and expand the outcomes of our R&D efforts.

Partner University	Project Title	Project Duration
National Yang Ming Chiao Tung University	Establishment of LED-display Burn-in Models and Digital Compensation Circuit to DeBurn-in Professor Chun-Wei Su	2023/09/01 ~ 2025/02/28
National Yang Ming Chiao Tung University	Development of Low-Parasitic Capacitance Electrostatic Discharge (ESD) Protection Circuit Design	2023/09/01 ~ 2025/02/28
National Cheng Kung University	Design of CMOS Micro-LED Pixel and Gate Driver Circuit with Leakage Prevention Mechanism on Silicon Substrate /Professor Chih-Lung Lin	2022/08/01 ~ 2025/08/31
National Taiwan University	Design of 8.1Gbps Equalizer and Clock and Data Recovery Circuit for eDP Applications Professor Shen-Yuan Liu	2023/10/01 ~ 2025/09/30

3.1.6 Participation in Industry Associations

To stay ahead in a fast-evolving technological landscape and highly competitive market, Raydium actively engages with domestic and international professional organizations. Through close collaboration and knowledge exchange with industry peers, we are able to swiftly grasp emerging technology trends and market dynamics, thereby continuously enhancing our competitiveness.

Association	Year Joined	Association	Year Joined
VESA (Interface Standards for the Display Industry)	2021	AI on Chip Taiwan Alliance (AITA)	2021
Taiwan Advanced Automotive Technology Development Association (TADA)	2021	SoC Center, National Taiwan University System	2021
TOSIA – Smart Display and MicroLED Special Interest Group (SIG)	2021	MIPI Alliance	2021
Society for Information Display (SID)	2019		

3.2 Intellectual Property Protection

To strengthen intellectual property (IP) protection and ensure close integration with product development and technological innovation, Raydium has established internal IP management regulations aimed at maximizing the value of its technologies and products. The Company conducts regular reviews and oversight of technology development and product planning to enhance the quality of its IP portfolio and proactively prepare for potential risks and challenges.

3.2.1 Management and Incentive Mechanisms

In addition to stipulations outlined in employment and confidentiality agreements, Raydium has established Intellectual Property Proposal and Review Guidelines, as well as an employee IP incentive program. These mechanisms aim to safeguard the Company’s rights and R&D achievements, foster innovation, and support long-term development and technological leadership. Key measures include:

1. Patent Management

In accordance with the Company’s “Intellectual Property Proposal and Review Guidelines,” a structured review mechanism has been established and integrated with a digital patent management system to enhance the efficiency and transparency of IP administration. The system covers the full lifecycle of patent management.

2. Trade Secret Protection

Trade secret protection is a shared responsibility across the Company. Raydium requires all employees to sign an Employment Agreement that clearly defines intellectual property ownership and confidentiality obligations. For collaborations with external parties — including industry, government, and academia — Confidentiality Agreements are executed to ensure proper protection of proprietary information. Commercial secrets, technical know-how, and R&D results are all safeguarded in accordance with reasonable protection standards.

3. Trademark Registration

To protect intellectual property creations, Raydium registers trademarks in accordance with applicable government regulations for marks that reflect the superiority, uniqueness, or specific purpose of the Company’s products.

4. External Publication of Copyrighted Works

When employees intend to publish works related to their job responsibilities, such materials must first be submitted for internal review. The decision to proceed with external publication is made based on the outcome of the review process.



3.2.2 Implementation Results

Intellectual property-related matters were reported to the Board of Directors on August 6, 2024.

Key actions carried out in recent years include:

1. Establishment of the Intellectual Property Management Guidelines, aligned closely with business objectives.
2. Completion of electronic document management and archival system in 2022.
3. Implementation of a dynamic patent portfolio monitoring mechanism in 2022.
4. Inclusion of intellectual property training in new employee onboarding programs.
5. As of the end of December 2024, the following results have been achieved:
 - (1) Valid patents granted in various countries: 333 cases; patents pending: 72 cases.
 - (2) Trademark registrations across multiple countries: 11 cases.

Number of Valid Patents and New Applications

Number of Cases	TW	CN	US	Total
Cumulative Valid Patents	162	89	82	333
Patents Granted in 2024	18	12	1	31
Patent Applications Filed in 2024	8	5	1	14

Annual Patent Incentives

2022	2023	2024
\$1,162,368	\$952,166	\$674,000
Amount (NTD)		

3.3 Customer Service

3.3.1 Ensuring Product Quality

Raydium enforces strict requirements for the selection of raw materials and adheres to internationally recognized environmental and quality standards to prevent the use of substances that may be harmful to human health or the environment.

Guided by a customer-oriented approach and risk-based thinking, Raydium has established a comprehensive quality management system and obtained ISO 9001 certification in 2006. Internal audits are conducted annually, and management review meetings are held to report system performance to the Company's senior leadership, ensuring the effectiveness and suitability of the system.

In 2012, Raydium further obtained ISO 14001 certification for its environmental management system. During the product development and evaluation stage, the Company requires the use of eco-friendly materials that comply with RoHS, halogen-free, REACH, and China VOC regulations to minimize environmental impact and protect customer health.

In 2020, Raydium achieved ISO 26262 process certification. For automotive products, the Company follows the ISO 26262 functional safety standard for IC design and development and conducts related reliability testing in accordance with the AEC-Q100 standard to reinforce product liability assurance.

Raydium is committed to continuous improvement and excellence, striving to build a high-quality and high-efficiency service system that meets the diverse needs of our customers.



3.3.2 Enhancing Customer Satisfaction

Raydium has established a customer-oriented quality system and management philosophy. Through objective testing and evaluation mechanisms, the Company conducts comprehensive analyses of customer satisfaction with its products and services. These insights help identify gaps between customer expectations and actual performance, serving as a basis for operational decision-making and supporting the Company’s goal of sustainable development.

We place great importance on customer feedback. Each year, every business unit conducts customer satisfaction surveys targeting all or key customers, focusing on three core dimensions: product development, service, and quality.

To gain deeper insights into customer needs and expectations, we redesigned the questionnaire in 2024 to gather more comprehensive and targeted feedback. The average customer satisfaction score for the year was 8.9. While this did not meet our internal target of 9.0, it demonstrates tangible progress in critical areas.

As global market competition intensifies, customer expectations for IC feature integration, quality, technical support, and cost efficiency continue to rise — posing an ongoing challenge for us. To maintain our competitive edge, we are committed to driving product innovation, enhancing integration and functionality, and meeting evolving customer needs.

We will also continue to strengthen our quality management system to ensure every product meets stringent quality standards. At the same time, we aim to expand technical support capabilities and provide customers with more comprehensive and professional solutions to technical challenges. Through flexible cost control strategies, we seek to create win-win outcomes for both parties.

In this rapidly changing market environment, we will continue to adjust our strategies based on customer feedback and expectations, with a focus on improving service quality. Through these efforts, we aim to further increase customer satisfaction and become the most trusted partner for our customers.

Note: Key customers refer to the top three customers or those with significant potential for strategic collaboration.





04

Partnership and Co-prosperity

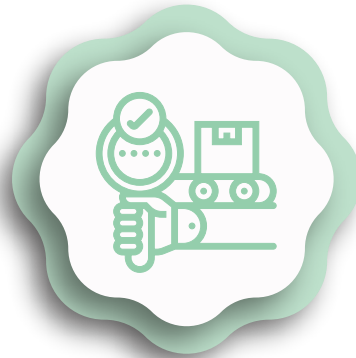
- Building a Sustainable Supply Chain
- Conflict Minerals Management

Chapter 4

Performance Highlights



Achieved 100% signing rate
of the Supplier Code of
Conduct Declaration.



Achieved 100% supplier
audit coverage rate.



Ensured 100% of conflict
minerals sourced from
RMI-certified smelters.



2024 Goals and Achievements

Goals

- Maintained a 100% supplier compliance rate with the Code of Conduct Compliance Declaration.
- Achieved 95% audit coverage across all suppliers.
- 100% of key suppliers completed the Sustainability Management Self-Assessment Questionnaire, with 90% scoring above 80; 75% of key suppliers were subject to sustainability audits.
- 100% of key suppliers completed ISO 14064-1 greenhouse gas inventory and carbon reduction data reporting.

Achievements

- 100% of wafer foundries, assembly and testing service suppliers, and tape vendors have signed the Code of Conduct Compliance Declaration.
- Audit coverage for suppliers reached 100%.
- 100% of key suppliers completed the Sustainability Management Self-Assessment Questionnaire, each scoring above 80, and all underwent sustainability audits.
- 100% of key suppliers completed greenhouse gas (GHG) verification for 2023 and have initiated emission reduction actions.

Sustainability Policy

Partnership and Co-prosperity Topic of Concern: Supply Chain Management

Impact on Raydium: As a fabless IC design company, Raydium outsources its production to external suppliers, such as foundries and assembly and testing service suppliers. As a result, the social and environmental impacts generated during the manufacturing process, as well as the suppliers' performance in corporate governance, may directly affect Raydium's operations and reputation.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
Suppliers are selected and managed based on performance across quality, cost, delivery, service, and environmental responsibility criteria. Raydium conducts quarterly performance reviews and annual audits of its suppliers. In addition, the Company monitors and manages potential environmental impacts and labor health and safety risks arising from supplier manufacturing and service activities.	<ol style="list-style-type: none"> Suppliers are screened based on ESG criteria, and are required to comply with Raydium's sustainability policy. Regular evaluations are conducted to enhance overall sustainability performance. On-site sustainability audits are carried out for selected suppliers. Suppliers are required to understand and assess the greenhouse gas (GHG) emissions generated from their business operations. 	In alignment with international initiatives and standards, Raydium has established relevant guidelines and conducts supplier screening based on the three pillars of ESG. Supply chain partners are required to adhere to Raydium's sustainability policy and undergo regular evaluations to enhance the overall sustainability performance of the supply chain.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> Maintained a 100% supplier compliance rate with the Code of Conduct Compliance Declaration. Achieved 95% audit coverage across all suppliers. 80% of key suppliers were subject to sustainability audits. 100% of key suppliers completed the Sustainability Management Self-Assessment Questionnaire, with 90% achieving scores above 90. 100% of key suppliers completed ISO 14064-1 greenhouse gas (GHG) inventory and carbon reduction data reporting. 	<ol style="list-style-type: none"> Continued to enhance supplier sustainability management and sustainability risk assessments. Achieved 95% audit coverage across all suppliers. 100% of key suppliers were subject to sustainability audits. 100% of key suppliers completed ISO 14064-1 greenhouse gas (GHG) inventories. Worked collaborated with suppliers to establish energy-saving and carbon-reduction targets. Assessed suppliers' sustainability performance and presented recognition awards to acknowledge and encourage their commitment to ESG initiatives. 	Raydium continues to collaborate with supply chain partners to promote and advance a globally sustainable business model, with the aim of strengthening environmental, social, and economic performance throughout the value chain.

2024 Goals and Achievements

Goals

1. 100% of materials continue to comply with international environmental regulations (e.g., RoHS, halogen-free, REACH) and relevant customer requirements.
2. 100% of conflict minerals contained in materials are sourced from smelters certified by the Responsible Minerals Initiative (RMI).

Achievements

1. 100% of suppliers' hazardous substance test reports comply with international environmental regulations and requirements.
2. In accordance with customer requirements, conflict mineral source investigations have been completed, with 100% of conflict minerals sourced from smelters certified by the Responsible Minerals Initiative (RMI).

Sustainability Policy

Partnership and Co-prosperity Topic of Concern: Product Responsibility

Impact on Raydium: As an IC design company, Raydium recognizes that the selection of materials used in outsourced manufacturing and procurement processes directly impacts the compliance of its products with international environmental regulations and material safety standards.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. In accordance with international regulations and customer requirements, Raydium reviews restricted substance test reports and material safety declarations for all selected materials. 2. The sources of conflict minerals contained in materials are reviewed to ensure compliance with international regulations and customer expectations. 3. Safety certification reports are reviewed based on the applicable safety standards for each material category. 	<ol style="list-style-type: none"> 1. Continuously monitor international trends, regulatory developments, and customer requirements related to restricted substances and conflict minerals. 2. Stay abreast of safety standards for various material categories and ensure effective implementation of material safety compliance management. 	<ol style="list-style-type: none"> 1. Materials used in procurement and outsourced manufacturing must comply with international environmental laws and regulations, as well as customer requirements regarding the management of restricted substances. 2. Conflict minerals contained in materials must originate from smelters certified by the Responsible Minerals Initiative (RMI). 3. Safety test results for materials must meet the applicable safety standards for their respective material categories.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. 100% of materials continue to comply with international environmental regulations (e.g., RoHS, halogen-free, REACH) and relevant customer requirements. 2. 100% of conflict minerals contained in materials are sourced from smelters certified by the Responsible Minerals Initiative (RMI). 	<p>Continue to monitor global developments, regulatory trends, and customer requirements related to restricted substances and conflict minerals.</p>	<p>Actively respond to global issues related to restricted substances and conflict minerals to ensure the Company's sustainable operations.</p>

4.1 Building a Sustainable Supply Chain

Raydium is committed to supporting business development and enhancing market competitiveness through effective supplier management. This includes evaluating and improving supplier performance in quality, cost, delivery, service, as well as environmental and social responsibility. The company actively promotes sustainable procurement to strengthen the core capabilities of local suppliers, safeguard labor rights, and ensure that the sources of raw materials used in all products and processed components comply with international laws and regulations. These efforts aim to enhance supply chain resilience, reduce operational risks, and realize the company’s vision of long-term sustainable development.

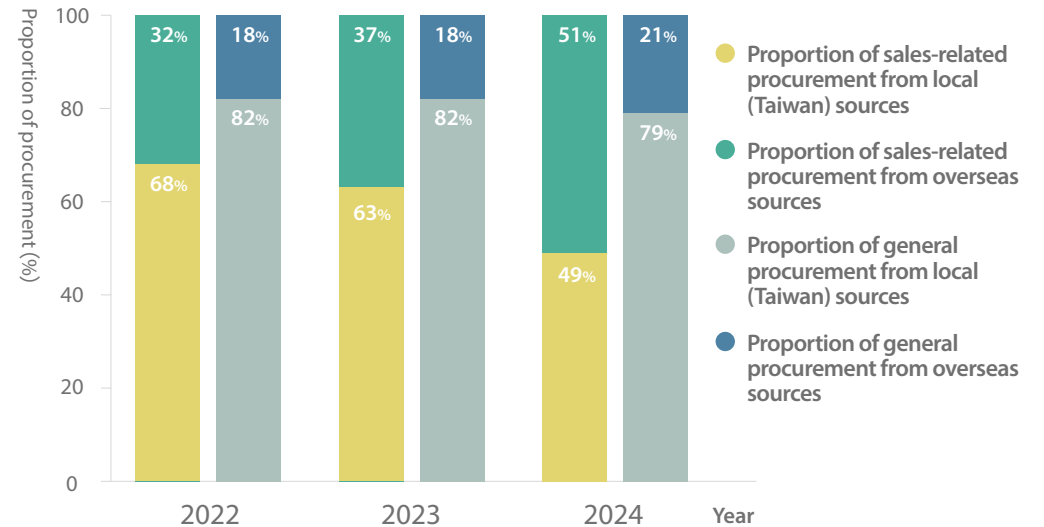
4.1.1 Local Procurement Overview

In support of greenhouse gas (GHG) reduction targets advocated by the United Nations IPCC and national authorities, Raydium incorporates the geographical proximity between customers and suppliers into its procurement strategy to support carbon reduction objectives. The Company prioritizes localized production near customer sites to shorten the transportation distance of raw materials and finished goods, thereby reducing carbon emissions generated during logistics and achieving carbon reduction benefits.

Raydium’s major customers are located in Mainland China, Japan, and South Korea. As a result, the proportion of sales-related procurement outside Taiwan has shown a gradual increase. The Company’s primary operational locations include its Hsinchu headquarters, as well as offices in Taipei and Tainan.

Local procurement status in 2024:

- Proportion of sales-related procurement within Taiwan: 49%
- Proportion of general procurement within Taiwan: 79%



Note 1: "Domestic" refers to locations where Raydium’s primary operations are based, while "overseas" includes countries such as Mainland China, South Korea, Singapore, and Japan.

Note 2: The domestic and overseas procurement ratios are calculated based on the total annual procurement value.

Note 3: "Sales-related procurement" refers to the procurement of raw materials (such as wafers, tapes, and heat sinks) and outsourced assembly/testing services.

Note 4: "General procurement" refers to the procurement of items such as office equipment (OA), logistics and transportation services, and technical services."

Raydium selects high-quality suppliers with strong competitiveness and sustainability performance through defined supplier selection criteria and sustainability risk assessments. The Company conducts quarterly supplier performance reviews and performs annual audits to monitor and manage potential environmental and occupational health and safety impacts arising from suppliers' manufacturing and service activities.

Looking ahead, in addition to continuously requiring suppliers to improve in areas such as quality, delivery, service, and cost, Raydium will further embed sustainability management at the core of its supply chain strategy. The Company is committed to guiding suppliers toward deeper innovation and improvement, with the goal of jointly building a resilient and sustainable supply chain business model.

Raydium is dedicated to driving a positive supply chain cycle by ensuring that supply chain partners maintain a safe working environment, uphold dignified labor practices, operate with integrity, and demonstrate a commitment to environmental protection. Through a comprehensive management framework — comprising code of conduct compliance, risk assessment, audit verification, and continuous improvement — Raydium actively promotes the implementation of sustainable practices among suppliers and encourages their participation in collective sustainability actions.

Raydium has established the Supplier Code of Conduct based on the Responsible Business Alliance (RBA) Code of Conduct, addressing five key areas — Labor, Health and Safety, Environment, Ethics, and Management Systems. This Code serves as a response to sustainability issues of concern to customers and the broader public and requires all suppliers to acknowledge and comply with the relevant standards.

All new sales-related suppliers are required to sign the Code of Conduct Compliance Declaration to confirm their alignment with corporate social responsibility requirements and demonstrate their understanding of Raydium's expectations and principles for responsible supply chain management. For suppliers that regularly publish sustainability reports with comprehensive disclosures of their sustainability practices, such reports may serve as supporting documentation in lieu of a signed declaration.

As of 2024, the signing rate for the Code of Conduct among sales-related procurement suppliers has reached 100%.

Note: Signatories to the Code of Conduct include suppliers of wafers, assembly and testing services, and tape materials. Suppliers that have obtained RBA certification or publicly declared compliance with relevant standards are considered equivalent to having fulfilled the signing requirement.

- Compliance with Code of Conduct**
 Suppliers sign the Code of Conduct Compliance Declaration
- Risk Assessment**
 Suppliers complete the "Sustainability Management Questionnaire" for self-assessment and improvement
- Audit and Verification**
 Raydium conducts audits to verify supplier compliance
- Continuous Improvement**
 Suppliers propose corrective actions based on audit findings

Raydium Supplier Code of Conduct



Supplier Risk Assessment

New supplier evaluation is a critical component of Raydium’s management system. In addition to assessing quality and process management systems, the Company conducts risk assessments to evaluate the ESG performance and governance capabilities of new sales-related suppliers. This serves as the foundation for building long-term, efficient partnerships and reinforces Raydium’s commitment to sustainable business practices.



New Supplier Selection Process

Raydium conducts supplier risk assessments and risk management across three dimensions — economic, environmental, and social — to identify potential high-risk suppliers and implement appropriate mitigation measures related to sustainability risks.

Assessment criteria are established based on ESG (Environmental, Social, and Governance) dimensions, and suppliers are categorized into three risk levels according to their evaluation scores:

- Low risk: 67–100 points
- Medium risk: 34–66 points
- High risk: 0–33 points

The risk assessment indicators and evaluation criteria are as follows:

In 2024, Raydium conducted ESG risk identification for its sales-related suppliers, including 6 wafer foundries and 19 assembly, testing, and tape-out vendors.

The assessment results were as follows:

- Grade A suppliers: 22 (88%)
- Grade B suppliers: 3 (12%)
- Grade C suppliers: 0 (0%)

For Grade B suppliers, Raydium continues to supervise and encourage them to obtain certifications for ISO 14001 and ISO 45001 management systems, and strengthens reviews of environmental and social aspects during annual audits.



Economic Aspect

Management Standards

Quality, cost, delivery, service, technology, and management systems

Evaluation Criteria

- Quality Management System - ISO 9001
- Automotive Quality Management - IATF 16949

Environmental Aspect

Management Standards

Environmental management system, regulatory compliance, hazardous substance management

Evaluation Criteria

- Environmental Management System - ISO 14001
- QC 080000 Hazardous Substances

Social Aspect

Management Standards

Labor rights, occupational health and safety, conflict minerals management

Evaluation Criteria

- Occupational Health and Safety - ISO 45001
- RBA (Responsible Business Alliance) Code of Conduct
- Raydium Code of Conduct Compliance Declaration

Raydium also closely monitors global developments related to energy conservation, carbon reduction, and climate risks. In 2024, the Company surveyed the greenhouse gas (GHG) inventory status of its wafer, assembly, testing, and tape-out suppliers, with 18 of them having completed third-party verified GHG verification reports.

Going forward, the Company will further leverage its influence to drive suppliers toward ISO 14064-1 GHG verification and jointly establish energy-saving and carbon-reduction targets, aiming to build a sustainable supply chain.

Supplier Audits

Raydium conducts audits on sales-related suppliers covering quality, green product compliance, process evaluation, and social and environmental responsibility. Suppliers are only included in the approved vendor list after passing the audit or demonstrating improvements that meet the required standards. In addition, annual evaluations or on-site audits are carried out regularly. Based on the severity of deficiencies identified, suppliers are required to submit corrective action plans within a specified timeframe, followed by a review to verify closure of the findings.

In 2024, in response to customer demands for high product quality and competitiveness, Raydium strengthened supplier process evaluations and increased the proportion of on-site audits. That year, the on-site audit coverage rate for supplier quality systems reached 85%. Raydium will continue its efforts to maintain a high rate of on-site inspections to ensure supplier quality and process stability. The combined completion rate for documentation and on-site audits in 2024 reached 100%, exceeding the original target.

Raydium upholds the spirit of sustainable development management by selecting key suppliers for sustainability audits. Through an audit management system and continuous communication on corrective actions, the Company collaborates with its supply chain to enhance sustainability performance. In 2024, the sustainability audit completion rate for key suppliers reached 100%, with no major non-conformities identified.

For suppliers rated as Grade B in ESG assessments, Raydium conducted on-site audits focusing on environmental, occupational safety, and social aspects. The audit coverage rate for this category of suppliers also reached 100% in 2024.

Audit Item and Coverage Rate	Rate
Sustainability audit coverage rate for key suppliers	100%
Percentage of key suppliers scoring 80 or above on sustainability questionnaire	100%
Sustainability audit coverage rate for Grade B suppliers	100%
Percentage of Grade B suppliers scoring 80 or above in audits	66%

Note: Key suppliers are defined as those ranking among the top three in annual capacity supply or procurement value, or those whose products and services are assessed to have a potential impact on the Company’s operations. In 2024, a total of six key suppliers were identified, including wafer foundries, assembly and testing service suppliers, and tape vendors.

Continuous Improvement

The Company has established supplier management guidelines in alignment with international initiatives and standards. Suppliers are screened based on ESG criteria across environmental, social, and governance dimensions, and are required to comply with Raydium’s Sustainability Policy. Regular reviews are conducted to assess ESG risks and potential supply chain disruptions. These efforts aim to drive continuous improvement and enhance the overall sustainability performance of the supply chain.

Going forward, the Company will continue to strengthen the knowledge and capabilities of supplier management personnel to further improve supplier operational resilience.

4.2 Conflict Minerals Management

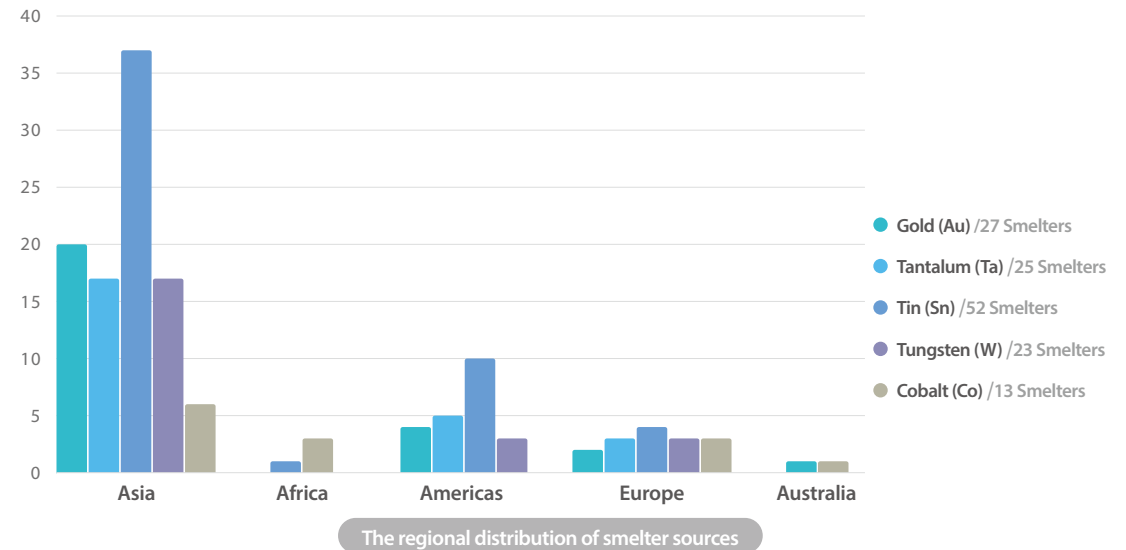
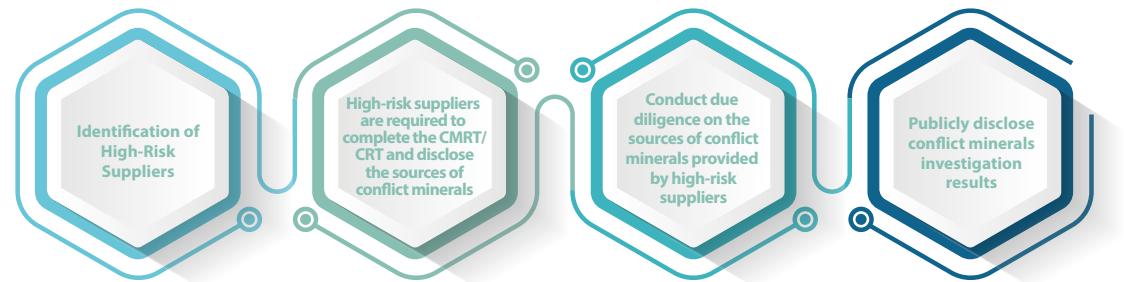
Raydium is committed to fulfilling its corporate social responsibility by respecting and protecting human rights. In line with international standards such as the Organization for Economic Cooperation and Development (OECD) and the Responsible Business Alliance (RBA), the Company conducts due diligence on raw material sourcing.

Raydium reviews the origins of minerals including gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co), and mica, to ensure they are not sourced from conflict-affected areas. The Company has established a Conflict Minerals Policy and requires all suppliers to comply accordingly.

4.2.1 Conflict Minerals Management Procedure

Upon identification of high-risk suppliers, Raydium requires them to complete the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) issued by the Responsible Business Alliance (RBA). Suppliers must disclose the usage and smelter sources of gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co), and mica in their raw materials. Raydium conducts further due diligence for suppliers identified as having elevated risks.

In 2024, Raydium carried out CMRT and EMRT surveys targeting suppliers involved in wafer fabrication, tape-based flip-chip IC substrates, and IC packaging services. All participating suppliers used smelters recognized by the Responsible Minerals Initiative (RMI), achieving a 100% compliance rate.





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Environmental Sustainability

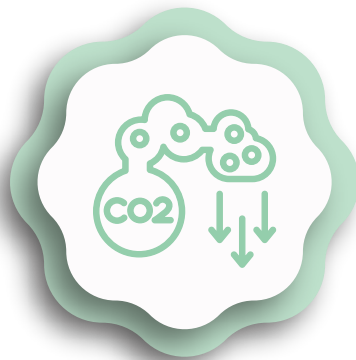
- Climate Change Management
- Environmental Management
- Energy-Efficient Product Design
- Environmental Sustainability Activities at Raydium

Chapter 5

Performance Highlights



Completed ISO 14064-1 greenhouse gas inventory for all Taiwan offices and Raydium Semiconductor (Kunshan), verified by a third-party assurance body.



Procured 72,000 kWh of green electricity, equivalent to a carbon reduction of approximately 35 tCO₂e.



Energy-saving OLED products accounted for approximately 53% of total product output.

2024 Goals and Achievements

Goals

1. Conduct greenhouse gas (GHG) inventories for each office in accordance with ISO 14064-1 standards.
2. Ensure that the inventory results are verified by an independent third-party assurance provider.
3. Identify potential risks and opportunities based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, and develop risk management strategies to mitigate the financial impacts of climate risks on business operations.
4. Set a target to achieve RE 30 by 2030. Green electricity procurement was initiated in Q1 2024, with green power usage commencing in Q4 2024.

Achievements

1. In January 2024, greenhouse gas (GHG) inventories in Raydium’s Taiwan offices and Raytronics were completed in accordance with ISO 14064-1 and verified by an independent third-party assurance provider.
2. Climate-related financial disclosures based on the Task Force on Climate-related Financial Disclosures (TCFD) framework have been included in Raydium’s Sustainability Report and were verified by a third-party assurance provider in March 2024.
3. Details regarding climate-related targets and performance can be found in the “Climate-related Financial Disclosures (TCFD)” section of the report.
4. A total of 72,000 kwh of green electricity was procured in 2024. 72 T-REC obtained, reducing approximately 35 tCO₂e.

Sustainability Policy

Environmental Sustainability

Topic of Concern: Climate Change Action and Management

Impact on Raydium: In response to the global impacts of climate change, carbon-related issues have become a prevailing trend and are expected to affect Raydium’s competitiveness.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<p>Raydium Semiconductor is a professional IC design company specializing in display driver applications. Its core business includes the research, development, design, and sales of IC products, while all manufacturing is outsourced to specialized foundries.</p> <p>To address climate change, the Company has identified two primary areas of action:</p> <ol style="list-style-type: none"> 1. Internal greenhouse gas (GHG) inventory and carbon reduction 2. Greenhouse gas (GHG) inventory across the supply chain 	<ol style="list-style-type: none"> 1. Conduct GHG inventories and verification across all office locations. 2. Establish short-, medium-, and long-term carbon reduction targets. 3. Identify climate-related risks and opportunities through the Task Force on Climate-related Financial Disclosures (TCFD) framework. 	<ol style="list-style-type: none"> 1. Conduct greenhouse gas (GHG) inventories for each office in accordance with ISO 14064-1 standards. 2. Ensure that the inventory results are verified by an independent third-party assurance provider. 3. Develop short-, medium-, and long-term carbon reduction strategies and targets. 4. Identify potential risks and opportunities based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, and formulate risk management strategies to mitigate the financial impacts of climate risks on business operations.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Conduct greenhouse gas (GHG) inventories for each office in accordance with ISO 14064-1 standards. 2. Ensure that the inventory results are verified by an independent third-party assurance provider. 3. For TCFD-related targets and progress, please refer to the “Climate-related Financial Disclosures (TCFD)” section. 4. Procure renewable energy to achieve a green electricity usage ratio of 5%. 	<ol style="list-style-type: none"> 1. Continue conducting and verifying ISO 14064-1 greenhouse gas (GHG) inventories at all offices in Taiwan. 2. Continue conducting and verifying ISO 14064-1 GHG inventories at subsidiaries. 3. Reduce Scope 1 and Scope 2 GHG emissions. 4. Utilize climate risk management tools to provide quantitative financial risk assessments and ongoing monitoring. 5. Continue procuring renewable energy, with a target of achieving 20% green electricity usage by 2028. 6. The newly purchased office building in Taiyuan Science Park has obtained a Silver rating under the Green Building Label certification. 	<ol style="list-style-type: none"> 1. Continue conducting and verifying ISO 14064-1 greenhouse gas (GHG) inventories at all offices in Taiwan. 2. Continue conducting and verifying ISO 14064-1 GHG inventories at subsidiaries. 3. Reduce Scope 1 and Scope 2 greenhouse gas emissions. 4. Utilize climate risk management tools to provide quantitative financial risk assessments. 5. Continue procuring renewable energy, with a target of achieving 30% green electricity usage by 2030. 6. The newly acquired office building in Taiyuan Science Park has adopted the ISO 50001 Energy Management System, aligning with international standards to enhance energy efficiency, strengthen operational resilience, and promote sustainable development.

2024 Goals and Achievements

Goals—

- Discarded electronic components and obsolete IT equipment are delivered to contractors for sorting, followed by recycling and reuse.
- Continue tracking the quarterly recycling rate of sorted electronic components and IT equipment, with a target of maintaining a recovery rate above 90%.

Achievements—

- The annual disposal volume of discarded electronic components was 24.87 metric tons, with a recyclability rate of 54.4%.
- The annual disposal volume of obsolete IT equipment was 1.14 metric tons, with a recyclability rate of 94.6%.

Sustainability Policy

Environmental Sustainability Topic of Concern: Waste and Resource Management

Impact on Raydium: Improper disposal of generated waste may result in serious environmental pollution, violations of environmental regulations, and potential fines, thereby impacting the company's corporate image.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
Household waste is reduced and sorted for recycling on a daily basis. Discarded electronic components and obsolete IT equipment are handled by licensed waste disposal contractors, with precious metals recovered and reused.	During the product design stage, a life cycle management approach is adopted. R&D resources and innovative energy-saving technologies are integrated to promote green design based on the principles of Reduce, Reuse, and Recycle (3R), enabling more efficient use of resources.	<ol style="list-style-type: none"> Household waste is sorted for recycling. Discarded electronic components and obsolete IT equipment are recycled and reused by certified professional contractors.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 100% of discarded electronic components and obsolete IT equipment were delivered to contractors for sorting and processing. The total recovery rate of discarded electronic components exceeded 40%. The total recovery rate of obsolete IT equipment exceeded 85%. 	Enhance the management of discarded electronic components.	Enhance the management of discarded electronic components.

2024 Goals and Achievements

Goals—

- 1. Key products adopt advanced energy-saving manufacturing processes and energy-efficient designs, achieving a 3–6% reduction in energy consumption with each product generation.
- 2. The revenue contribution of energy-efficient products (OLED Driver ICs) has increased to 40%.

Achievements—

- 1. Key new-generation products utilize advanced, mature wafer manufacturing processes and energy-saving designs, reducing energy consumption by 15-40%.
- 2. By 2024, energy-saving OLED products will account for approximately 53%.

Sustainability Policy

Environmental Sustainability Topic of Concern: Energy Management

Impact on Raydium: In response to the global impact of climate change, carbon-related issues have emerged as a key trend that may affect Raydium's competitiveness.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<p>Raydium's products are primarily applied to the relatively mature LCD display market and the more energy-efficient OLED displays, while the Company is also actively developing applications for emerging technologies such as Micro LED.</p> <p>Current management practices include:</p> <ul style="list-style-type: none"> 1. Adopting advanced energy-saving manufacturing processes and energy-efficient circuit designs 2. Allocating increased R&D resources to raise the proportion of energy-efficient products in its portfolio 	<ul style="list-style-type: none"> 1. Adopt advanced energy-saving manufacturing processes and energy-efficient circuit designs. 2. Proactively invest more R&D resources in energy-efficient products. 	<p>Key products adopt advanced and mature wafer fabrication processes along with energy-efficient circuit designs to reduce power consumption for products with similar functionalities, while gradually increasing the proportion of energy-efficient OLED products.</p>
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ul style="list-style-type: none"> 1. Key products adopt advanced energy-saving manufacturing processes and energy-efficient designs, achieving a 3–6% reduction in power consumption with each product generation. 2. The revenue contribution of energy-efficient products (OLED Driver ICs) has increased to 42%. 	<ul style="list-style-type: none"> 1. Key products adopt advanced energy-saving manufacturing processes and energy-efficient designs, achieving a 3–6% reduction in power consumption with each product generation. 2. The revenue contribution of energy-efficient products (OLED Driver ICs) has increased to 45%. 	<ul style="list-style-type: none"> 1. Key products adopt advanced energy-saving manufacturing processes and energy-efficient designs, achieving a 2–5% reduction in power consumption with each product generation. 2. The revenue contribution of energy-efficient products (OLED Driver ICs) has increased to 47%.

2024 Goals and Achievements

Goals —

1. Energy-intensive equipment that has been in use for over five years is being gradually phased out.
2. Procurement specifications for IT equipment prioritize the use of solid-state drives (SSDs).

Achievements —

1. In 2024, 100% of storage in end-user devices such as notebooks and PCs adopted solid-state drives (SSDs).
2. All active server storage is currently equipped with SSDs, with 100% of server hard drives utilizing solid-state drive technology.

Sustainability Policy

Environmental Sustainability Topic of Concern: Energy Management

Impact on Raydium: A power outage would cause all equipment — including the IT data center used for R&D and design — to cease functioning, resulting in an interruption of the Company’s operations.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
The built-in power management mechanisms of computing servers are utilized to automatically regulate power supply loads.	In addition to utilizing the built-in power management mechanisms of computing servers, a job scheduling system is employed to dispatch high-power simulation tasks to servers with higher energy efficiency. Non-Energy Star 8.0 compliant equipment is also being gradually phased out.	<ol style="list-style-type: none"> 1. Computing servers are selected based on specifications that exceed the Energy Star 8.0 standards. 2. Ongoing efforts are made to virtualize physical machines. 3. New technologies are adopted to improve power usage efficiency and reduce operational costs.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Energy-intensive equipment that has been in use for more than five years is being gradually phased out. 2. Procurement specifications for IT equipment prioritize the use of solid-state drives (SSDs). 	<ol style="list-style-type: none"> 1. Implement power efficiency monitoring at the server level. 2. Procure computing servers that exceed Energy Star 8.0 standards and fully phase out energy-intensive equipment that has been in use for more than five years. 3. Monitor the development of next-generation CPUs to enhance power usage efficiency in the computing center. 	<ol style="list-style-type: none"> 1. Liquid cooling systems have been implemented in computing servers to reduce reliance on traditional air conditioning. 2. Energy-efficient solutions have been incorporated into data center infrastructure planning. 3. The development of next-generation CPUs is being closely monitored, in conjunction with the construction of high-efficiency computing centers, to enhance overall power usage efficiency.



In the face of global challenges such as energy shortages and extreme climate change, product development trends and business operating models have been significantly impacted. As an IC design company, Raydium outsources all manufacturing processes — including wafer fabrication, packaging, and testing — to specialized partners. Upholding the principles of environmental sustainability, Raydium has established an environmental policy, actively engages with global climate action goals, and maintains ongoing communication with suppliers. By integrating sustainability into its strategic management, the Company fulfills its responsibility as a global citizen and contributes to the protection of our planet.

5.1 Climate Change Management

To address the potential operational impacts of global warming and extreme climate events, Raydium Semiconductor has referred to the “Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD),” published by the Financial Stability Board (FSB) in June 2017. The Company has taken concrete actions to assess and participate in both climate change mitigation and adaptation. In 2024, Raydium initiated a climate risk assessment and, based on the results, identified major risk categories and defined strategic directions for climate response.

The Sustainability Development Committee has launched a TCFD-aligned risk and opportunity assessment initiative, which includes key personnel training and cross-departmental discussions. Through this comprehensive assessment and implementation effort, the Company aims to mitigate and adapt to potential risks that may threaten sustainable operations under climate change. Related disclosures will be made annually in the Sustainability Report.

5.1.1 Core Framework for Climate Risk Management

Governance

Board Oversight of Climate-related Risks and Opportunities

- In 2024, the results of the climate risk assessment were reported to the Board of Directors, along with the formulation of management strategies and targets. Going forward, climate-related progress and plans — including the Company’s carbon reduction strategies, measures, and performance — will be reported to the Board on an annual basis.

Management’s Oversight of Climate-related Risks and Opportunities

- The Sustainability Development Committee is responsible for identifying climate-related risks and opportunities and formulating corresponding response measures. Implementation progress and outcomes are regularly reported to the President and disclosed annually in the Sustainability Report.
- Under the supervision of the President, the Environmental, Health, and Safety (EHS) Department is responsible for evaluating, planning, and setting goals and strategic approaches for issues such as energy, water resources, and waste management. The department also regularly reports to the President on climate-related development plans and the implementation of corresponding measures

Strategy

Transition Risk Strategy

- Collaborate closely with value chain partners to continuously drive innovation and integrate energy-efficient design into product life cycle considerations.
- Continue to monitor international climate change trends and requirements, and proactively disclose climate-related response information.
- Continuously innovate and develop low-power consumption products to meet customer demand for low-carbon solutions.

Physical Risk Strategy

- Establish mutual support mechanisms among production sites to diversify supplier production risks.
- Incorporate climate-related supply chain risks into the Business Continuity Plan (BCP) and strengthen second-source supply strategies to mitigate supply chain risks.
- Enhance data center power backup systems to ensure continuous operation.
- Continue to plan and implement energy-saving and carbon reduction initiatives while improving resource use efficiency.

Transition Opportunity Strategy

- Optimize existing building facilities and energy management systems.
- Key products adopt advanced and mature wafer fabrication processes and energy-efficient circuit designs. The Company regularly reviews R&D directions for low-carbon products and collaborates with customers to co-develop low-carbon solutions.

Risk Management

Processes for Identifying, Assessing, and Managing Climate-related Risks

- The Sustainability Development Committee convened a "TCFD Risk and Opportunity Identification" meeting, referencing the risk and opportunity categories defined by TCFD to establish climate-related issues. Key risks and opportunities for Raydium were identified, and corresponding strategies and targets were developed.

Metrics and Targets

Metrics and Targets for Assessing and Managing Climate-related Issues

Climate Action :

- The Company has set a renewable energy target of 5% by 2025, aiming to increase the share of purchased renewable energy to 30% by 2030 in order to achieve RE30.
- Achieve net-zero emissions by 2050.

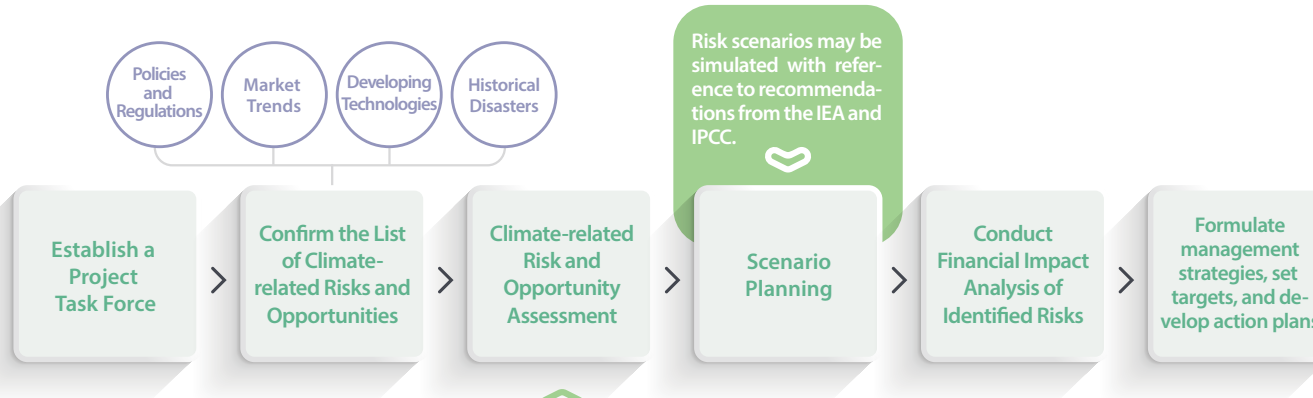
Greenhouse Gas (GHG) Inventory :

- Raydium Semiconductor completed greenhouse gas (GHG) inventories for the years 2021 to 2023 between 2022 and 2024, and obtained verification statements for each year.
- In 2024, the overseas subsidiary RKS completed its ISO 14064-1 greenhouse gas (GHG) inventory.
- In 2024, a total of 18 suppliers completed third-party verification of their greenhouse gas (GHG) emissions. Moving forward, the Company will continue to leverage its influence to encourage suppliers to complete ISO 14064-1 GHG inventories and collaborate on setting Scope 3 carbon reduction targets, aiming to build a sustainable supply chain.

5.1.2 Climate-related Risks and Opportunities

In 2024, Raydium's ESG Sustainability Development Committee conducted a comprehensive discussion on potential climate-related risks and opportunities within each functional area. The Committee assessed the potential impact of each issue on Raydium and, through the climate risk and opportunity assessment process, evaluated the likelihood and severity of impact. A risk and opportunity matrix was developed to visualize and calculate climate-related exposures. Based on the results of this matrix, five material climate risks and three significant climate-related opportunities were identified, as outlined below.

TCFD Climate Risk Identification and Assessment Process



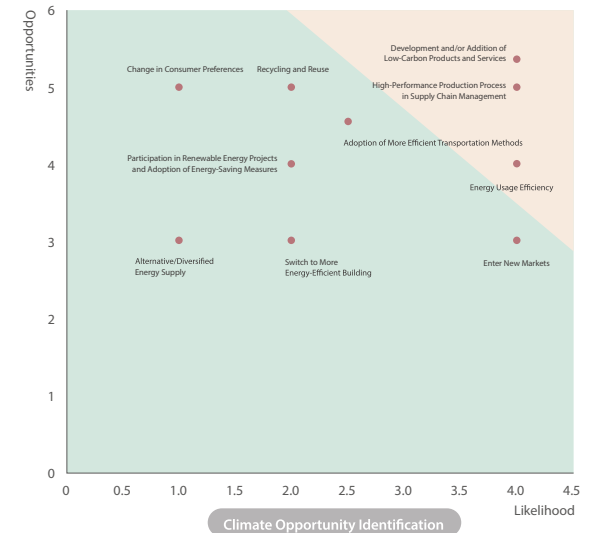
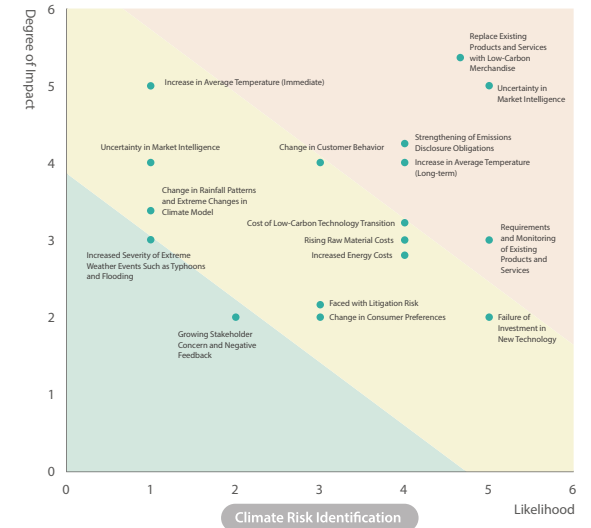
Differentiate between physical and transition risks, and assess each based on likelihood and impact severity to assign risk scores and prioritize materiality.

Climate-related risk scoring is based on two dimensions :

- Likelihood is evaluated using a five-point scale, taking into account both the probability and frequency of occurrence.
- Impact severity is also assessed on a five-point scale, considering potential effects on business operations, environmental impact, people (including human rights), corporate reputation, and legal or regulatory compliance.

Climate-related opportunity scoring is based on two dimensions:

- Likelihood is evaluated using a five-point scale, considering both the probability and frequency of occurrence.
- Opportunity benefit is also assessed on a five-point scale, taking into account potential financial impacts on business operations, environmental benefits, and the number of beneficiaries.



TCFD Climate-related Risks

Types of Risks	Impacts of Climate-related Risks on Operations				
	Climate-related Risks	Implications for Raydium	Impact Timeframe	Potential Financial Impact	
Transition Risks	Policies and Regulations	Rising Carbon Pricing	<ol style="list-style-type: none"> If suppliers are required to pay carbon taxes or fees, they may pass on the carbon costs to Raydium. However, if Raydium is unable to transfer the additional costs to its customers, this would result in increased procurement expenses and reduced profit margins. If suppliers are ineligible for preferential carbon pricing rates, Raydium may face increased procurement costs, which could negatively impact the competitiveness of its products. 	Short-term	Increase in Operating Costs
		Strengthened Emissions Disclosure Requirements	By 2027, organizational-level greenhouse gas (GHG) inventories must be completed for all consolidated subsidiaries, and third-party verification must be completed by 2029. Through this process, the company aims to gain a comprehensive understanding of GHG emissions across the organization, which will serve as the basis for setting future GHG reduction targets.	Medium-term	Increase in Operating Costs
		Requirements and Regulations for Existing Products and Services	<ol style="list-style-type: none"> If the company fails to comply with the European Union's new energy regulations, its product competitiveness may be adversely affected. The implementation of the Carbon Border Adjustment Mechanism (CBAM) may increase operating costs. 	Short-term	Increase in Operating Costs
Physical Risks	Technology	Substitution of Existing Products and Services with Low-carbon Alternatives	Low-carbon products are becoming the mainstream trend in future markets. If the company lacks sufficient understanding of new specification requirements during the R&D and design stages, its market competitiveness may be weakened.	Medium-term	R&D Expenditures on Emerging and Alternative Technologies
		<ol style="list-style-type: none"> Changes in Precipitation Patterns and Increasing Climate Extremes Rising Average Temperatures 	<ol style="list-style-type: none"> Flooding and extreme weather events may cause delays in the transportation of raw materials and finished products, leading to disruptions in delivery schedules. Changes in the power generation structure may result in increased energy costs and unstable electricity supply, indirectly affecting equipment operation, causing business interruptions, and increasing maintenance and operating expenses. 	Long-term	Increased Operating Costs Reduced Production Capacity or Operational Disruptions

TCFD Climate-related Opportunities

Types of Opportunity	Impact of Climate-related Opportunities on Operations			
	Opportunity	Opportunities for Raydium	Impact Timeframe	Potential Financial Impact
Resource Efficiency	Efficient Production Processes in Supply Chain Management	Adjust the supply chain configuration based on customer locations to enable localized production, thereby providing low-cost and low-carbon services.	Medium-term	Reduce Operating Costs
	Energy Efficiency	Select energy-efficient certified products to reduce energy consumption.	Short-term	Reduce Operating Costs
Reduce Operating Costs	Develop and/or expand low-carbon products and services.	Developing energy-efficient products creates additional business opportunities.	Medium-term	Increase revenue by meeting the growing demand for low-carbon products and services.

5.1.3 Climate Change Scenario Analysis

Raydium Technology follows the guidelines of the TCFD Knowledge Hub to categorize the characteristics of its material climate-related risks and opportunities. In conducting climate scenario analysis, the company refers to recommendations from the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC). Specifically, it adopts the Representative Concentration Pathways (RCP) 2.6 and RCP 8.5 as worst-case scenarios from the IPCC assessment reports, to evaluate both physical and transition impacts. Financial comparisons are made using the Company’s 2024 revenue as the baseline.

Type of Risk	Impact of Climate-Related Risks on Operations		
	Climate-Related Risks	Assumption Description	Financial Impact Assessment
Transition Risk Policies and Regulations	Increase in Greenhouse Gas Emission Pricing	Assuming a carbon fee of NTD 300 per ton, if suppliers fully pass on the carbon cost to Raydium, it would lead to an increase in procurement costs and a reduction in profit margins.	It is estimated that by 2030, the increase in carbon fees/taxes will result in additional costs equivalent to approximately 0.3% of total revenue.
	Enhanced Emissions Disclosure Requirements	It is assumed that the renewable energy substitution rate will reach 30% by 2030.	It is estimated that the additional green electricity expenses from 2025 to 2030 will account for no more than 0.02% of total revenue, resulting in minimal financial impact on the company.
	Regulations and Requirements for Existing Products and Services	As international energy regulations become increasingly stringent, existing products that fail to meet customers’ energy efficiency requirements or new regulatory standards may face market disadvantages.	This may undermine product competitiveness, resulting in a decline in overall company revenue and adversely affecting profitability.
Transition Risk Technology	Replacing existing products and services with low-carbon alternatives.	By adopting advanced and mature wafer fabrication processes and enhancing the R&D team’s capabilities in energy-efficient circuit design, the company aims to reduce the energy consumption of products with equivalent functionality.	The costs associated with photomasks and labor input are expected to increase.
Transition Risk Long-Term	Changes in precipitation patterns and increased climate variability.	Short-duration intense rainfall may lead to flooding, which can disrupt supply chain production schedules and delivery timelines, or cause product damage during transportation.	Power outages and transportation disruptions may even lead to operational shutdowns, resulting in a decline in overall company revenue and adversely affecting profitability.
	Rising Average Temperatures	<ol style="list-style-type: none"> Gradually phase out equipment that does not meet the Energy Star 8.0 standard. For end-user devices such as notebooks and PCs, 100% of hard drives have been replaced with solid-state drives (SSDs). All active server storage has fully adopted SSDs, with 100% of server hard drives now using solid-state drive technology. 	<ol style="list-style-type: none"> It is estimated that the cumulative cost of phasing out and replacing online servers, notebooks, and PCs between 2025 and 2030 will be approximately NTD 138 million. Procurement costs and electricity expenses are expected to increase. In the event of supply chain disruptions or operational interruptions, the company may experience a decline in overall revenue and reduced profitability.

RCP 2.6

Transition Risk

RCP 8.5

Transition Risk

RCP 2.6

The only scenario aligned with the Paris Agreement’s 2°C limit / 1.5°C target involves aggressive emissions reductions, in which global greenhouse gas emissions peak around 2020 and then decline linearly—falling by 50% by 2050 and reaching net-negative emissions before 2100.

RCP 4.5

The medium emissions scenario aligns with the greenhouse gas emissions trajectory projected under the Nationally Determined Contributions (NDCs) submitted by countries in 2015 for 2030. However, it does not meet the Paris Agreement’s 2°C limit or 1.5°C target. Under this scenario, emissions peak around 2040, followed by a moderate reduction, reaching a 50% decrease in global emissions by approximately 2080.

RCP 6.0

The medium-high emissions scenario assumes that global greenhouse gas emissions will continue to rise and peak around 2080, followed by a gradual decline thereafter.

RCP 8.5

The high emissions scenario assumes a business-as-usual trajectory, in which the growth rate of greenhouse gas emissions remains unchanged. This leads to a continued increase in atmospheric GHG concentrations and a projected global temperature rise of nearly 4°C.

Note: RCPs (Representative Concentration Pathways) define climate change scenarios.

5.1.4 Climate Change Management Strategies and Target Setting

Based on the above analysis, Raydium Semiconductor has formulated management strategies and targets, and will conduct regular annual tracking and disclosure of implementation performance.

Type of Risk	Climate-Related Risks	Impact of Climate-Related Risks on Operations				
		Scope of Impact	Management Strategy	Targets Achieved in 2024	Short-Term Targets (~2030)	Long-Term Targets (~2050)
Transition Risk	Increase GHG Emissions Pricing	Client Supply Chain	Supplier GHG inventory, confirmation of the status of carbon tax/fee tax collections, and analysis of how the levying of carbon fees/taxers affects supplier costs.	Six key suppliers 100% have completed greenhouse gas verification and reduction efforts for 2023	<ul style="list-style-type: none"> ISO 14064-1 GHG inventory and investigation of carbon reduction data completed by 100% of key suppliers. Co-development and follow-up on energy conservation / water conservation / carbon reduction targets with suppliers. 	Actively promote GHG by suppliers to meet the 2050 Net Zero Policy
	Strengthened Emissions Disclosure Requirements	Raydium	<ul style="list-style-type: none"> Committed to achieving net-zero emissions by 2050, the company has established a Scope 3 emissions reduction roadmap and is evaluating the adoption of product carbon footprint assessments. The baseline year for greenhouse gas (GHG) inventories is set as 2021 for the parent company and 2022 for its subsidiaries, with annual GHG inventories conducted. The company is also evaluating the use of renewable energy and the purchase of renewable energy certificates. 	In 2024, Raydium Semiconductor purchased 72,000 kWh of renewable electricity. 72 T-REC obtained, reducing approximately 35 tCO ₂ e.	<ul style="list-style-type: none"> The new office building has adopted the ISO 50001 Energy Management System to align with international standards, enhance energy efficiency, and strengthen corporate resilience and sustainable development. The company is planning and evaluating the implementation of product carbon footprint assessments. It continues to procure renewable energy, with a goal of reaching 30% renewable electricity usage by 2030. 	<ul style="list-style-type: none"> Planning and evaluating participation in the Science Based Targets initiative (SBTi) for science-based emissions reduction. Planning and evaluating participation in the CDP Climate Change disclosure and rating program. Committed to achieving net-zero carbon emissions by 2050.
	Requirements and Regulations for Existing Products and Services	Brand Owners Customers Supply Chain	<ul style="list-style-type: none"> Continuously monitor domestic and international regulations on energy conservation and low-carbon requirements to ensure the development of compliant low-carbon products. Consider local production within the supply chain to reduce transportation-related carbon emissions and avoid potential carbon taxes or fees. Plan to develop and implement calculation tools in the future. 	To reduce transportation-related carbon emissions, 22.6% of production was conducted through short-chain (localized) manufacturing.	<ul style="list-style-type: none"> Continue to develop low-power, high-efficiency products in line with international energy standards. Over 20% of production is conducted through short-chain (localized) manufacturing. 	<ul style="list-style-type: none"> Continuously monitor global energy efficiency regulations and collaborate with customers and supply chain partners to develop ultra-low or zero-carbon products, aiming to achieve net-zero emissions by 2050. Over 20% of production is conducted through short-chain (localized) manufacturing.
	Substitute existing products and services with low-carbon alternatives	Brand Owners Customers Supply Chain Raydium	<ul style="list-style-type: none"> Adopt advanced, mature process technologies and energy-efficient design. Conduct regular meetings to review R&D direction for low-carbon products. Collaborate with customers to discuss low-carbon product requirements. 	<ul style="list-style-type: none"> Next-generation chips reduce energy consumption by 15% to 40%. Energy-efficient OLED products accounted for approximately 53% of total product output. 	<ul style="list-style-type: none"> Key products adopt advanced energy-saving process technologies and energy-efficient designs, achieving a 2%–5% reduction in energy consumption with each product generation. Revenue contribution from energy-efficient products (OLED-related display technologies) increased to 47%. 	<ul style="list-style-type: none"> Continuously monitor global energy efficiency regulations and collaborate with customers and supply chain partners to develop ultra-low or zero-carbon products, aiming to achieve net-zero emissions by 2050. Stay abreast of emerging technologies and focus R&D efforts on the development of ultra-low or zero-carbon products. Continue to innovate and develop low-carbon or zero-carbon products.

Type of Risk	Climate-Related Risks	Impact of Climate-Related Risks on Operations				
		Scope of Impact	Management Strategy	Targets Achieved in 2024	Short-Term Targets (~2030)	Long-Term Targets (~2050)
Physical Risks	<ul style="list-style-type: none"> Changes in precipitation patterns and increased climate variability Rising average temperatures 	Supply Chain Raydium	<ul style="list-style-type: none"> Enable mutual support across different production sites to mitigate supplier-related production risks. Audit climate risk management within the supply chain and establish a diversified sourcing strategy to reduce exposure. Enhance data center power backup systems to ensure uninterrupted operations. Continuously plan and implement energy-saving and carbon reduction initiatives while improving resource efficiency. 	<ul style="list-style-type: none"> 100% of key suppliers have completed business continuity disruption drills. Gradually phase out energy-intensive servers that have been in use for over five years. 	<ul style="list-style-type: none"> Establish climate risk response mechanisms for suppliers. Regularly track the status of business continuity drills conducted by key suppliers. Adopt second-source strategies to mitigate supply chain risks. Design data centers with Power Usage Effectiveness (PUE) considerations. Install intelligent power-saving devices. 	<ul style="list-style-type: none"> 100% of suppliers are incorporated into climate risk response management mechanisms. Continue planning for mutual support across different production sites to diversify supplier-related production risks. Continue the use of energy-efficient products with certified energy labels. Monitor the development of next-generation CPUs.
			Long-Term			

5.2.1 Energy Usage

Raydium Semiconductor’s energy consumption across all operational sites primarily comprises purchased electricity, gasoline, and diesel. In 2024, the Company’s total energy consumption amounted to 10,340 gigajoules (GJ), of which electricity accounted for 9,969 GJ, representing 96.41% of total energy use. The energy intensity was 0.46 GJ per million NTD of revenue, reflecting a 13.21% decrease compared to 2023.

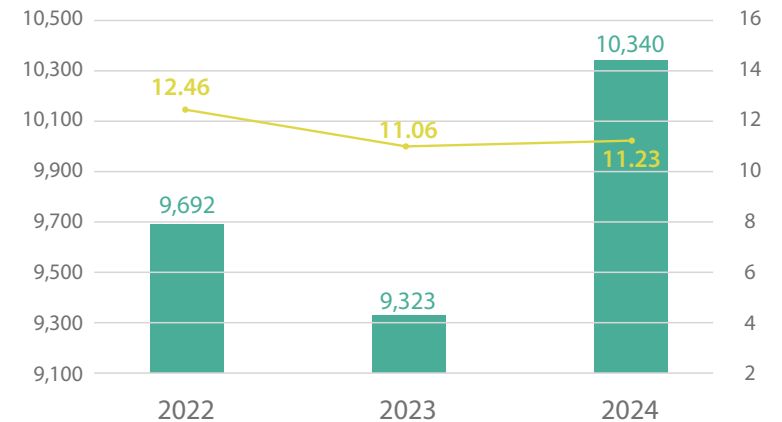
An analysis of the Company’s energy usage indicates that most consumption occurs in office facilities across its operational locations. Energy intensity per employee was 11.23 GJ/person in 2024, representing a 1.54% increase compared to the previous year.

Energy Type / Indicator	2022	2023	2024
Electricity (GJ)	9,128	8,888	9,969
Diesel (GJ)	148	173	122
Gasoline (GJ)	417	261	249
Total Energy Consumption (GJ)	9,692	9,323	10,340
Total Annual Revenue (NT\$ million)	22,612	17,605	22,358
Energy Intensity (GJ per NT\$ million)	0.43	0.53	0.46
Total Number of Employees (persons)	778	843	921
Energy Intensity (GJ per person)	12.46	11.06	11.23

Notes:

1. Employee headcount excludes expatriate staff.
2. Energy consumption data covers the Taipei, Hsinchu, and Tainan offices.
3. To align with IFRS Sustainability Disclosure Standards, energy intensity from 2024 onward (FY113 in ROC calendar) is based on the revenue of the individual entity. The 2023 figure (FY112) has been restated accordingly.
4. Calculation Methodology:

1kW • h	3.6	Gigajoules (GJ)
1 calorie (cal) =	4.187	Joules (J)
Heating value of 1 liter of diesel	8400	Kcal
Heating value of 1 liter of gasoline	7800	Kcal
1 liter of diesel	0.0351708	Megajoules (MJ)



Raydium Energy Usage Statistics

● Total Energy Usage (GJ)
● Average Energy Intensity (GJ/person)

5.2.2 Greenhouse Gas (GHG) Inventory

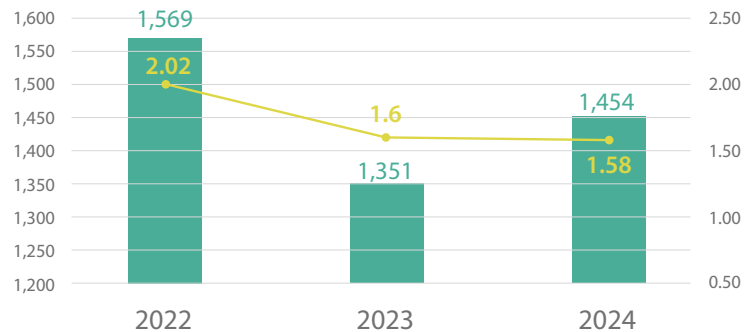
Raydium Semiconductor began conducting its organizational GHG inventory in 2022 and has completed GHG assessments for its Taipei, Hsinchu, and Tainan offices. The inventory has been verified by SGS in accordance with ISO 14064:2018. This report discloses Scope 1 and Scope 2 emissions from 2022 to 2024, with details by emission source as shown in the table below.

In 2024, total Scope 1 and Scope 2 GHG emissions increased by 7.65% compared to 2023 but decreased by 14.46% compared to the baseline year (2021). The Company's total GHG emissions in 2024 amounted to 46,006.619 metric tons of CO₂ equivalent (tCO₂e). According to the inventory results, Scope 4 emissions accounted for the largest share, representing 93.13% of total emissions for the year, while Scope 1 and Scope 2 contributed approximately 0.26% and 2.90%, respectively.

No.	Source Category	Emission Source	GHG Type				2022	2023	2024	
			CO ₂	CH ₄	N ₂ O	HFC _s	tCO ₂ e	tCO ₂ e	tCO ₂ e	
Scope 1	1	Stationary combustion	Gasoline	•	•	•	0.0227	0.0460	-	
	2	Mobile combustion	Gasoline	•	•	•	30.1314	18.8339	17.5670	
	3	Mobile combustion	Diesel	•	•	•	11.0443	13.0457	9.4178	
	4	Fugitive emissions	Septic system		•		65.6137	69.1904	72.9096	
	5	Fugitive emissions	Refrigerants				•	171.5019	27.3965	21.8970
	6	Fugitive emissions	Fire extinguishers	•				0.2835	0.2475	0.0450
Total							278.5975	128.7600	121.8364	
No.	Source Category	Emission Source	GHG Type			2022	2023	2024		
			CO ₂	CH ₄	N ₂ O	tCO ₂ e	tCO ₂ e	tCO ₂ e		
Scope 2	1	Energy indirect emissions	Purchased electricity	•			1290.615	1222.1363	1332.4603	

Year	2022	2023	2024
GHG Emissions(tCO ₂ e) (Scope 1 & 2 only)	1,569.2125	1,350.8963	1,454.2967
Revenue (NT\$ million)	22,612	17,605	22,358
Total Employees (persons)	778	843	921
GHG Emissions Intensity (tCO ₂ e /NT\$ million)	0.069	0.077	0.065
GHG Emissions Intensity (tCO ₂ e /employee)	2.02	1.60	1.58

Note: To align with IFRS Sustainability Disclosure Standards, revenue figures for previous years have been restated to reflect standalone (entity-level) revenue instead of consolidated revenue. Accordingly, revenue for 2022 and 2023 has been adjusted based on the standalone disclosure approach.



Raydium GHG Emission Statistics

- GHG Emissions (tCO₂e) (Categories 1 and 2 only)
- GHG Emissions Intensity (tCO₂e/person)

No.	Emission Category	Emissions(tCO ₂ e)
Scope 3	Upstream transportation and distribution	214.9774
	Downstream transportation and distribution	472.1940
	Employee commuting	678.4148
Scope 4	Business travel	339.0529
	Electricity as a product	263.1380
	Fuel as a product	6.9414
	Primary raw materials	42,577.6035
		44,552.3219

In 2024, Raydium Semiconductor signed a renewable energy procurement agreement and used a total of 72,000 kWh of renewable electricity during the year, accounting for 2.60% of its conventional ("gray") electricity consumption, reducing approximately 35 tCO₂e. The Company is committed to increasing its renewable energy usage year by year, with a target of achieving RE30 (30% renewable energy) by 2030.

Note: In 2024, a total of 72,000 kWh of renewable energy was used, for which 72 T-REC were obtained (T-REC numbers: 23SP0441-B024000666 to 737).

5.2.3 Energy Management

During the development of next-generation chips, the energy consumption associated with server operations is primarily determined by the computational efficiency of the servers themselves. To enhance energy efficiency, the primary computing servers used in R&D are high-performance, next-generation multi-core servers. In addition, the Company continues to plan the phased replacement of outdated servers to improve processing performance and reduce energy consumption. For servers used in data center operations, a virtualization architecture has been adopted to reduce the number of physical servers, thereby lowering overall energy usage.

The Company has progressively replaced traditional HDD storage arrays in its data center with SSD-based solid-state drive arrays. As a result, the physical storage footprint of disk arrays has been reduced by 83%, and power consumption has decreased by 78%. It is estimated that this transition will lead to a 78% reduction in annual electricity costs related to disk array operations. Additionally, the upgrade has increased usable storage capacity by 35% and improved overall system performance by 80%.

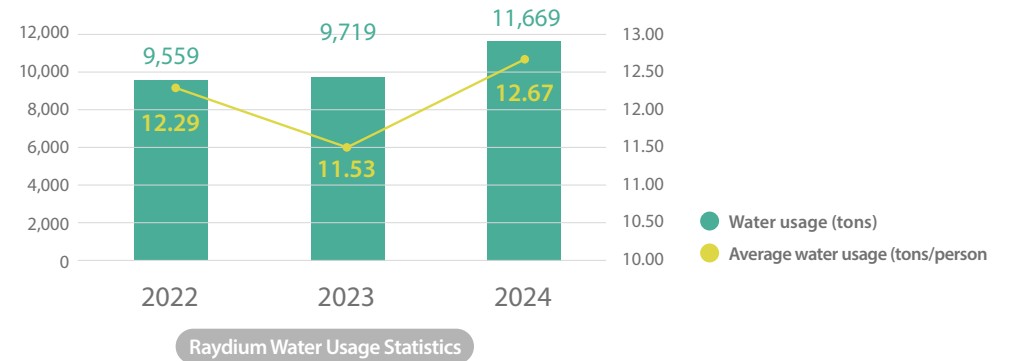
5.2.4 Water and Waste Management

Raydium Semiconductor is located in the Hsinchu Science Park and does not operate any manufacturing facilities. Its water supply comes from the Baoshan Reservoir. As the Company's operations are office-based and do not involve production processes, water usage is relatively limited. According to the World Resources Institute (WRI), Taiwan is not classified as a high water-stress region. In 2024, the Company's total water withdrawal amounted to 11,669 metric tons, with per capita water consumption reaching 12.67 metric tons. Due to water restrictions implemented at the Hsinchu office in 2023 during a period of regional water shortages, per capita water consumption in 2024 increased by 9.90%.

Year	2022	2023	2024
Water Consumption (metric tons)	9,559	9,719	11,669
Per Capita Water Consumption (metric tons/person)	12.29	11.53	12.67

Notes:

- Employee count excludes expatriate staff.
- Annual water consumption is calculated as:
 $\Sigma (\text{Monthly headcount at Hsinchu Office} \times \text{Daily water consumption per person} \times \text{Working days per month}) + \Sigma (\text{Proportion of leased area at Taipei and Tainan Offices} \times \text{Monthly building water usage})$



Raydium Semiconductor does not operate any manufacturing facilities. Waste generated is categorized into hazardous and non-hazardous industrial waste. All waste is handled by licensed waste disposal and recycling service providers in compliance with legal and contractual requirements. Raydium assumes supervisory responsibility for the handling process by implementing regular supplier audits, GPS tracking of waste transportation vehicles, declaration of six-part waste manifests, and verification against weighing slips to ensure proper documentation and traceability.

For hazardous industrial waste – discarded electronic components, the main source is defective chips returned by suppliers. These are retrieved by Raydium and delivered to qualified recycling partners. The recovered materials are either reprocessed into raw materials for industrial reuse or refined — such as silicon and other metal minerals — for applications in the technology or construction sectors. This approach supports a circular economy model and helps minimize environmental impact.

In 2024, Raydium handled 24.87 metric tons of hazardous waste in the form of discarded electronic components, with 54.43% of the volume identified as recyclable. Among the recovered materials, 7.2068 kilograms of gold were extracted.

Additionally, 1.138 metric tons of discarded IT equipment were collected as hazardous waste, with a recycling rate of 94.64%.

Waste Type Category		2022	2023	2024
Waste Electronic Components	Recyclable	4.50%	56.11%	54.43%
	Non-recyclable	95.50%	43.89%	45.57%
Waste IT Equipment	Recyclable	75.08%	93.66%	94.64%
	Non-recyclable	24.92%	6.34%	5.36%

For non-hazardous industrial waste, which primarily consists of general domestic waste generated from daily office operations, disposal is centrally managed by the building lessors through certified third-party waste management service providers. In 2024, a total of 11.37 metric tons of non-hazardous waste was collected and removed.

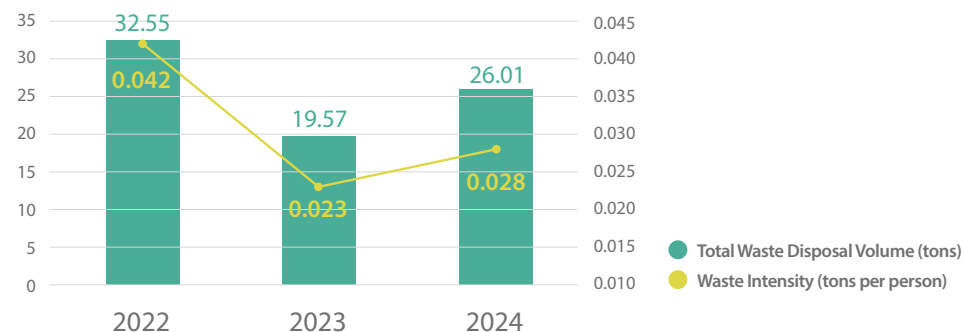
Year	2022	2023	2024
General Domestic Waste (metric tons)	9.1	9.6	11.37

In 2022, the total volume of waste disposal was relatively high due to the repatriation of defective products from overseas for domestic processing. Additionally, as some data was difficult to obtain in 2022, recycling statistics were compiled only for items with available data. Starting in 2023, suppliers were required to report recycling volumes based on recyclable item categories announced by the Ministry of Environment. As a result, the proportion of recyclable waste showed a notable increase beginning in 2023.

Year	2022	2023	2024
Total Waste Disposal (metric tons)	32.55	19.57	26.01
Revenue (NT\$ million)	22,612	17,605	22,358
Total Employees (persons)	778	843	921
Waste Intensity (tons / NT\$ million)	0.0014	0.0011	0.0012
Waste Intensity (tons / person)	0.042	0.023	0.028

Notes:

1. Employee count excludes expatriate staff.
2. Total waste disposal volume includes the annual disposal quantities of waste electronic components and waste IT equipment.
3. To align with IFRS Sustainability Disclosure Standards, historical revenue figures were previously reported on a consolidated basis; revenue for 2022 and 2023 has been restated to reflect standalone (entity-level) revenue.



Raydium Waste Statistics

5.3 Energy-Efficient Product Design

Raydium Semiconductor, driven by its core semiconductor technologies and innovation-oriented vision, has successfully reduced power consumption in functionally equivalent products through the use of advanced, mature wafer processes and optimized energy-saving circuit designs in the LCD display driver IC segment. In addition, to support the industry trend toward more energy-efficient displays, OLED display driver ICs — known for lower power consumption compared to LCD counterparts — now account for 53% of Raydium’s total product portfolio. While advancing technological innovation, Raydium remains committed to fulfilling its corporate social responsibility.

The generational differences in energy-efficient product design are outlined as follows.

- Key products adopt advanced, mature wafer processes and optimized IC circuit design technologies to reduce power consumption across successive generations, resulting in more energy-efficient and power-saving products.

generational comparison (normalize)	large-size panel driver IC	Small-size panel driver IC	Automotive panel driver IC	System controller IC
Previous generation	1	1	1	1
Next generation	0.82	0.73	0.80	0.85

- Through end-product applications, the next-generation ICs across the four major product categories are expected to save 48,566,166 kWh of electricity annually, reduce 23,992 metric tons of carbon emissions, and supply the equivalent of one year’s electricity consumption for 13,130 households.

Product categories	Averaged Reduction in IC Energy Consumption	Annual savings in electricity (kWh) per year * ¹	Annual reductions in carbon emissions (Ton)*	Equivalent to the amount of carbon absorbed by how many Da-an Forest Parks each year* ²
large-size panel driver IC	17%	2,030,268	1,003	549
Small-size panel driver IC	35%	43,063,631	21,273	11,642
Automotive panel driver IC	20%	2,972,071	1,468	803
System controller IC	15%	500,196	247	135
Total		48,566,166	23,992	13,130

Note 1: Estimated annual electricity savings are calculated based on the reduced power consumption of next-generation ICs, multiplied by 24 hours per day and 365 days per year.

Note 2: Estimated annual carbon emissions reduction is calculated by multiplying the reduced power consumption of next-generation ICs by 24 hours per day, 365 days per year, and the Taipower electricity emission factor.

Note 3: Based on the average annual electricity consumption per residential household.

5.4 Green Production

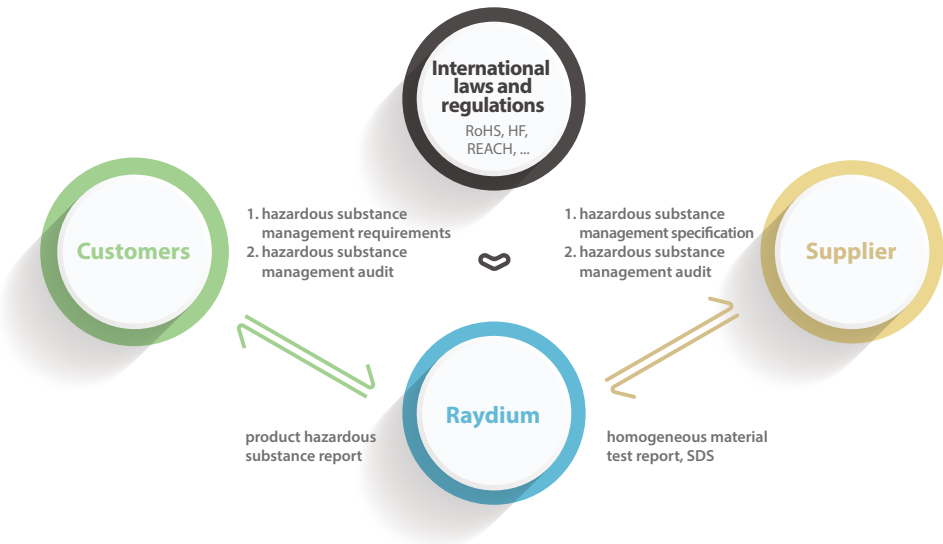
Raydium Semiconductor is a fabless IC design company, with all manufacturing processes outsourced to suppliers (including foundries and assembly/testing facilities). As a result, the environmental impact arising from suppliers' production activities may have a direct influence on Raydium.

Upholding the principles of nature conservation and environmental protection, Raydium Semiconductor has established the Green Product Management Guidelines to regulate the management of environmentally hazardous substances and reduce the environmental impact of such substances in its products.

The company regularly reviews and updates its Hazardous Substance Management Specifications to ensure compliance with international laws, regulations, and customer requirements. Raydium also closely monitors global environmental issues and actively participates in customer-organized supplier conferences and training programs to stay informed and responsive to customer expectations.

In 2024, Raydium continued to ensure 100% compliance with international environmental laws and regulations (e.g., RoHS, Halogen-Free, REACH) and customer requirements, including in material procurement, the selection of outsourced production materials, and investigations of other hazardous substances in products upon customer request.

To fulfill its management responsibilities, Raydium conducts annual hazardous substance management audits on its suppliers. In 2024, a total of 25 suppliers were audited, achieving a 100% audit rate, with all suppliers found to be in compliance.



5.5 Environmental Sustainability Activities at Raydium

Promotion of Sustainable Living

Raydium volunteers and their family members participated in the "Green Party Festival" organized by the AUO Foundation, joining efforts to promote sustainable living in alignment with global biodiversity and zero-deforestation trends. Through activities such as invasive vine removal, ecological tours, and a sustainability marketplace, participants practiced sustainable living while supporting the goals of the UN Convention on Biological Diversity and the United Nations Sustainable Development Goals (SDGs). This initiative embodies the spirit of achieving a Net Positive Impact by valuing and preserving biodiversity, and contributing to the protection of ecosystems and natural resources.



Beach Cleanup

Raydium volunteers and their family members participated in the Ocean Party Beach Cleanup at Dahu Creek in Guanyin District, Taoyuan, organized by the AUO Foundation. Together with government agencies, AUO Group employees and their families, 14 suppliers, and local community associations, nearly 350 volunteers joined forces to collect 1.239 metric tons of coastal waste.





06

Happy Workplace

- Talent Attraction and Retention
- Talent Cultivation and Development
- Occupational Health and Safety Management

Chapter 6

Performance Highlights



In 2024, the average annual salary of non-managerial employees was NT\$3.413 million, with a median salary of NT\$2.612 million.



In 2024, a total of 183 applications were approved for child-rearing subsidies, amounting to NT\$13.88 million.



Conducted training for 6,800 participants, accumulating approximately 20,300 training hours in 2024.



Achieved a 90% follow-up completion rate for abnormal findings in employee health checkups.



Employee representatives accounted for 43% of the Occupational Safety and Health Committee.

2024 Goals and Achievements

Goals

- 1. Regularly review differences in compensation and benefits compared to industry peers.
- 2. In 2024, the average and median salaries of full-time non-managerial employees were above the industry average.

Achievements

- 1. 100% of employees completed the annual performance evaluation.
- 2. A total of NT\$674,000 was awarded under the Intellectual Property Incentive Program.
- 3. The return-to-work rate following parental leave reached 100% in 2024.
- 4. By the end of 2024, a total of 183 applications for childcare subsidies were received, amounting to NT\$13.88 million.

Sustainability Policy

Happy Workplace Topic of Concern: Talent Acquisition and Total Rewards

Impact on Raydium: 1.Offer competitive salaries and benefits to attract and retain high-caliber professionals.
2.Strengthen corporate governance disclosures and fulfill social responsibility.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ul style="list-style-type: none"> 1. Link compensation to Company performance, with differentiated rewards based on individual contribution and job nature. Conduct biannual performance evaluations for all employees, which serve as the basis for promotions, salary adjustments, bonuses, incentives, career development, and training needs. 2. Implement an Intellectual Property (IP) Incentive Program to encourage innovation. 3. Provide employee welfare measures including insurance, retirement schemes, parental leave, superior vacation policies, childcare allowances, and operation of the Employee Welfare Committee to promote various activities and benefits. 	<ul style="list-style-type: none"> 1. Uphold the principle of equal pay for equal work. Employee compensation is determined based on professional competencies, practical experience, and job responsibilities, with a clear commitment to eliminating gender-based pay disparities. 2. Maintain competitive compensation and benefits relative to industry peers. The Company regularly benchmarks its total rewards structure to ensure market competitiveness and talent retention. 	<ul style="list-style-type: none"> 1. Conduct annual reviews of overall compensation structure and attendance policies to ensure competitiveness within the industry. 2. Implement a robust performance management system, ensuring that performance bonuses and employee rewards are closely linked to both company performance and individual contributions.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ul style="list-style-type: none"> 1. Continue benchmarking compensation and benefits against industry peers. 2. In 2025, the average and median salaries of full-time non-managerial employees are expected to exceed the industry average. 3. Establish partnerships with external childcare service providers and kindergartens through designated vendor agreements. 4. Conduct employee satisfaction surveys and enhance welfare programs based on feedback to improve overall employee satisfaction. 	<ul style="list-style-type: none"> 1. Continue to benchmark compensation and benefits against industry peers. 2. Continue promoting a competency-based performance evaluation system to strengthen the link between performance and compensation, and to retain top talent. 	<p>Continue to attract top talent with highly competitive compensation and benefits, while designing diverse and meaningful welfare programs to enhance employee satisfaction. The Company aims to retain talent and foster their sustainable growth within the organization.</p>

2024 Goals and Achievements

Goals

1. Continue implementing and reviewing the Training and Development Blueprint, with tailored competency-based training programs for senior, mid-level, and frontline managers as well as professionals. The principles and implementation progress of succession planning for senior management are reported to the Board of Directors annually.
2. Promote self-directed learning through practical knowledge-sharing initiatives, including over 50 employee-led book clubs annually.
3. Collaborate with academia to deliver at least 3 joint seminars or lectures, including partnerships with institutions such as National Taiwan University's SOC (Seminar on Contemporary Organizational Culture).

Achievements

1. Develop a comprehensive training blueprint with courses designed to meet various functional competency needs.
2. Cultivate internal instructors to facilitate knowledge transfer in both technical expertise and organizational culture.
3. In 2024, a total of 54 employee book clubs were held to promote practical knowledge exchange.
4. Delivered 2 academic exchange lectures in collaboration with National Taiwan University's SOC and dispatched a speaker for 1 session.
5. In 2024, the Company recorded 6,800 employee training attendances, accumulating 20,300 training hours, with an average of 22.03 training hours per employee.

Sustainability Policy

Happy Workplace Topic of Concern: Training and Education

- Impact on Raydium:
1. Align talent development initiatives with business strategy to enhance organizational performance.
 2. Elevate workforce capabilities by continuously strengthening the cultivation of critical skills.
 3. Provide employees with diverse learning channels to encourage continuous learning and knowledge acquisition.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. Annual Training Plan 2. Training and Development Blueprint 	<p>In alignment with the Company's strategic direction and employee competency development needs, we aim to place the right talent in the right roles, implement effective talent development, and cultivate high-quality professionals. These efforts enhance the Company's overall competitiveness and drive continued technological innovation and advancement.</p>	<ol style="list-style-type: none"> 1. Support employees in enhancing both soft and technical skills for job performance and career development through structured training plans and blueprints. 2. Establish a comprehensive training system to facilitate online self-learning and evaluate training effectiveness. 3. Conduct annual training needs assessments based on organizational competency requirements to ensure the relevance and necessity of training programs.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Continue implementing and reviewing the Training and Development Blueprint, with competency-based training programs tailored for senior, mid-level, frontline managers, and professional staff. Succession planning principles and training progress for senior executives are reported annually to the Board of Directors. 2. As mid- and senior-level managers play a key role in bridging leadership and execution, the Company will continue in 2025 to implement two dedicated programs — Leadership Development for Mid-Level Managers and Executive Management Development for Senior Leaders — each consisting of two courses, with a targeted course completion rate of 100%. 3. Continue strengthening industry-academia collaboration to cultivate talent and advance technical expertise. In 2025, the Company plans to establish a new partnership with one additional academic institution. 	<ol style="list-style-type: none"> 1. Establish partnerships with academic institutions to jointly cultivate talent for Raydium and strengthen the development of specialized technical expertise. 2. Promote a dual-track career development system that allows employees to pursue either managerial roles or specialized professional growth based on their career aspirations, thereby enhancing talent retention. 	<ol style="list-style-type: none"> 1. Forge strategic partnerships with academic institutions to jointly cultivate Raydium talent and enhance the depth of technical expertise. 2. Implement a dual-track career development system that enables employees to pursue either managerial roles or professional specialization based on their career aspirations, thereby supporting talent retention.

2024 Goals and Achievements

Goals

1. Implement mitigation and adaptation measures in response to human rights issues.
2. Continue managing and promoting human rights training and awareness, with a 100% participation rate in relevant courses.

Achievements

1. In 2024, a total of 29 employee consultations were conducted through the Employee Assistance Program (EAP).
2. A monthly "Wellness Corner" article is published internally to support employees' mental well-being.
3. Human rights education and awareness training – Sexual Harassment Prevention Course: in 2024, the course achieved a 100% participation rate. An online version has been developed and will be included as a mandatory module in the 2025 new employee orientation program.

Sustainability Policy

Happy Workplace

Topic of Concern: Human Rights and Workforce Diversity & Inclusion

Impact on Raydium: In compliance with government regulations, the Company ensures that employees and job applicants are treated without discrimination or bias based on race, gender, age, religion, nationality, or political affiliation. We are committed to placing the right talent in the right roles, fostering a respectful workplace where individuals are empowered to fully realize their potential.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. Conduct irregular training sessions on key workplace topics, such as prevention of workplace misconduct, personal data protection, and the Code of Ethical Conduct. 2. Hold labor-management meetings on a quarterly basis to promote transparent communication and collaboration. 3. Enhance work-life balance by offering benefits and leave policies that exceed the requirements of the Labor Standards Act, such as childcare allowances and 15 days of remote work per year for parenting needs. 4. Provide an Employee Assistance Program (EAP) to help employees manage mental and emotional stress. 5. Comply with applicable labor laws and establish relevant management procedures in reference to the Universal Declaration of Human Rights issued by the United Nations. 	<ol style="list-style-type: none"> 1. Uphold gender equality and promote diversity and inclusion, ensuring that individuals of all genders can develop according to their strengths. The Company fosters a culture of respect and continues to advance gender equality initiatives. 2. Treat all employees fairly, including global, contract, and temporary workers, based on compliance with local laws and with respect for individual differences. 3. Clearly commit to protecting employee human rights, including compliance with relevant laws, the right to freely choose employment, humane treatment, protection against discrimination and harassment, and the right to raise grievances. Human rights awareness is integrated into HR management processes and daily operations. 	<ol style="list-style-type: none"> 1. Provide a safe and healthy working environment. 2. Enhance employees' work-life balance. 3. Organize training programs to promote human rights awareness and protection. 4. Establish diverse communication channels to foster harmonious labor-management relations.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Continue managing and promoting awareness of human rights issues. 2. Introduce unconscious bias reduction training, achieving a 100% participation rate. 3. Organize human rights protection training courses on topics such as workplace misconduct and bullying. 	<ol style="list-style-type: none"> 1. Conduct ongoing human rights impact assessments and organize training programs on human rights protection, covering topics such as workplace misconduct, violence, and sexual harassment prevention. 2. Provide a safe and healthy working environment to ensure employee well-being and compliance with occupational safety regulations. 	<ol style="list-style-type: none"> 1. Ensure fairness and equality in employee compensation, performance evaluation, promotion, and training systems. 2. Strictly comply with labor laws and regulations, and implement corresponding internal policies and standards. 3. Provide comprehensive welfare programs and strive to build a friendly and inclusive workplace. 4. Respect employees and actively listen to their voices to promote harmonious labor-management relations.

2024 Goals and Achievements

Goals

- Occupational injury and disability statistics: Maintain zero occupational injuries in the workplace.
- First aid certification: Establish general first aid personnel certification exceeding legal requirements.
- Work environment improvement: Continuously improve the work environment with at least 6 improvement cases per year.
- Employee health check-ups: Achieve a follow-up and re-examination rate of over 75% for major abnormalities identified.
- Health promotion activities: Attain an employee participation rate of over 85%.
- Health promotion seminars: Organize at least four sessions annually.
- Laboratory supervisor training: Exceed legal requirements by ensuring all laboratory supervisors complete organic solvent operation supervisor training, with a 100% certification rate.
- OHS management system auditing: Internal auditors to obtain ISO 45001:2018 internal auditor certification.

Achievements

- In 2024, two employee fall incidents occurred in the workplace; accident investigations were completed and safety education campaigns were conducted.
- A total of 21 employees obtained first aid certification (legal requirement: 19), exceeding regulatory standards.
- A total of 10 workplace environment improvements were implemented in 2024.
- Follow-up rate for major health abnormalities reached 90%.
- The compliance rate for mandatory health examinations within the statutory timeframe reached 100%.
- Health seminars were arranged quarterly, with a total of 84 participants in 2024 and an average satisfaction score of 4.7 out of 5.
- Training for 8 organic solvent operation supervisors was completed.
- Training was completed in May 2024, and certifications were obtained.

Sustainability Policy

Happy Workplace Topic of Concern: Occupational Safety and Health

Impact on Raydium: The company places strong emphasis on workplace safety by implementing hazard identification and risk assessments, thereby minimizing potential costs and risks associated with lost work due to occupational injuries.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
Implemented through the Occupational Health and Safety Management System, this approach strengthens self-management, continuously improves occupational health and safety performance, reduces workplace incidents, and ensures employee safety and well-being.	<ol style="list-style-type: none"> Regularly conduct regulatory compliance reviews and workplace risk assessments. Implement employee health examinations exceeding legal requirements, and organize regular health promotion seminars or related activities. Continuously improve the work environment to enhance occupational health and safety. 	<ol style="list-style-type: none"> Comply with occupational health and safety regulations to minimize the risk of legal violations. Reduce occupational health and safety risks to prevent work-related injuries and health hazards. Continuously improve occupational health and safety performance to provide a safe and healthy workplace.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> Occupational injury and disability statistics: Maintain zero occupational injuries in the workplace. First aid certification: Establish general first aid personnel certification exceeding legal requirements. Laboratory safety management: Strengthen safety management through regular audits, achieving a 100% corrective action completion rate. Certification maintenance: Continuously maintain the validity of occupational health and safety management personnel and supervisor certifications. Work environment improvement: Continuously improve the work environment with at least 7 improvement cases per year. Health examinations: Provide annual health check-ups exceeding regulatory requirements, with a participation rate above 90%. Follow-up on major health abnormalities: Achieve a re-examination rate of over 80%. Employee health promotion activities: Attain a participation rate of over 85%. Health promotion seminars: Organize at least four sessions annually with an average satisfaction score above 4.5 out of 5. 	<ol style="list-style-type: none"> Occupational injury and disability statistics: Maintain zero occupational injuries in the workplace. First aid certification: Establish general first aid personnel certification exceeding legal requirements. Laboratory supervisor training: Exceed regulatory requirements by ensuring all laboratory supervisors complete organic solvent operation supervisor training, with a 100% certification rate. Work environment improvement: Continuously improve the work environment with at least 7 improvement cases. Follow-up on major health abnormalities: Achieve a re-examination rate of over 85%. Employee health promotion activities: Attain a participation rate of over 90%. 	<ol style="list-style-type: none"> Maintain the effectiveness of the ISO 45001 & CNS 45001 Occupational Health and Safety Management Systems to continuously reduce the incidence of workplace occupational injuries. Continue to exceed regulatory requirements for annual health examinations and implement health promotion activities in accordance with the annual health plan.

6.1 Talent Attraction and Retention

Talent is the most valuable asset of the Company, a vital partner in value creation, and the foundation of sustainable business growth. At Raydium, our commitment to talent and technological innovation is the key to enhancing competitiveness.

We encourage employees to unleash their creativity, support the development of individual and team potential, and foster professional interests. By actively cultivating key talent and staying at the forefront of technological advancement, we aim to create a positive work environment that attracts high-caliber professionals.

Our human resources strategy focuses on building a high-performance organization through competitive compensation and benefits, fostering a diverse and inclusive talent pool, and investing in talent development to create long-term, shared value for both the Company and its people.

6.1.1 Workforce Distribution

Raydium upholds the principles of fairness and diverse employment. In recruitment, hiring, evaluation, and promotion, all individuals are treated equally regardless of age, gender, ethnicity, religion, political affiliation, marital status, or union membership. The Company strictly prohibits the use of child labor and follows the principle of placing the right talent in the right position. Employment opportunities are provided globally to support inclusive growth and contribute to economic development.

As of the end of 2024, Raydium employed a total of 923 people. In alignment with Article 38, Paragraph 2 of the People with Disabilities Rights Protection Act, the Company actively supports the employment of individuals with disabilities. As of 2024 year-end, a total of 6 employees with disabilities were hired. After applying the statutory weighting formula, the employment number complies with legal requirements.

To support the Company's localization policy, Raydium prioritizes the hiring of local talent for operational roles. This approach not only creates job opportunities for local communities but also enhances the Company's overall competitiveness.

Employment Type:

Employment Type		2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Domestic Employees	Regular Employees	602	172	658	182	722	192
	Contract Employees	2	1	2	1	2	2
	Dispatched Employees	0	0	0	0	0	0
	Interns/Student Workers	1	0	0	0	3	0
Foreign Employees	Regular Employees	1	0	2	0	2	0

Note 1: The headcount is based on data as of December 31, 2024.

Note 2: Full-time employees include regular and contract employees. Part-time or temporary employees refer to interns or student workers.

Employee Distribution by Gender and Age:

Gender	Year	2022	2023	2024
Female	Age 30 and below	31	24	35
	Age 31–50	137	150	151
	Above age 50	5	9	8
Male	Age 30 and below	90	93	140
	Age 31–50	485	520	543
	Above age 50	31	49	46
Total		779	845	923

Raydium’s operations are based in its headquarters in Hsinchu, with additional offices in Taipei and Tainan. The Company has a total of 14 senior executives, all of whom are local employees, representing 100% local leadership.

Gender Distribution by Job Level:

Year	2022				2023				2024			
	Male		Female		Male		Female		Male		Female	
Senior Management	12	85.7%	2	14.3%	13	86.7%	2	13.3%	13	92.9%	1	7.1%
Mid-Level Management	37	92.5%	3	7.5%	36	92.3%	3	7.7%	41	93.2%	3	6.8%
First-Line Management	88	89.8%	10	10.2%	97	91.5%	9	8.5%	103	91.2%	10	8.8%
Non-Managerial Staff	469	74.8%	158	25.2%	516	75.3%	169	24.7%	572	76.1%	180	23.9%
Total	606	77.8%	173	22.2%	662	78.3%	183	21.7%	729	79.0%	194	21.0%

Note1: Headcount data as of December 31, 2024.

Note2: Figures include full-time regular and contract employees; part-time workers and interns are excluded.

Note3: Job Level Definitions: • Senior Management: Department-level and above • Mid-Level Management: Division heads • First-Line Management: Section heads

Year	2022	2023	2024
Number of Employees with Disabilities	4	5	6

6.1.2 Talent Retention

Raydium conducts talent recruitment through diverse channels to attract professionals aligned with the company’s strategic goals. In 2024, the Company onboarded a total of 150 new employees, resulting in a new hire rate of 16.3%. Meanwhile, 73 employees departed, representing a turnover rate of 7.91%.

To better understand employee attrition, exit interviews are conducted to identify key causes. The most common reasons for departure include challenges in personal adaptation, career planning shifts, or family-related considerations. In response, the Company has implemented several measures to enhance retention, including:

- Expanding employee training programs to strengthen onboarding and professional development.
- Improving managerial communication and people management capabilities.
- Increasing attention to new employee care to assist in adapting to the work environment.

These efforts aim to foster a supportive and engaging workplace that encourages long-term retention and career growth within the organization.

New Employee Statistics Over the Past Three Years:

Year	2022						2023						2024					
	Female			Male			Female			Male			Female			Male		
	new employees (A)	total (B)	new hire rate (A/B)	new employees (A)	total (B)	new hire rate (A/B)	new employees (A)	total (B)	new hire rate (A/B)	new employees (A)	total (B)	new hire rate (A/B)	new employees (A)	total (B)	new hire rate (A/B)	new employees (A)	total (B)	new hire rate (A/B)
Age 30 and below	15	31	48.4%	44	90	48.9%	7	183	3.8%	39	663	5.9%	17	35	48.6%	61	140	43.6%
Age 31-50	16	137	11.7%	57	485	11.8%	18	150	12%	56	520	10.8%	14	151	9.3%	57	543	10.5%
Above age 50	0	5	0%	1	31	3.2%	-	9	0%	3	49	6.1%	0	8	0%	1	46	2.2%

Note:

1. The total number of employees refers to those employed as of December 31, 2024.
2. "New employees" are defined as individuals who completed the onboarding process on their first day of employment.

近三年離職員工情形：

Year	2022						2023						2024					
	Female			Male			Female			Male			Female			Male		
	Turnover (A)	total (B)	Turnover Rate (A/B)	Turnover (A)	total (B)	Turnover Rate (A/B)	Turnover (A)	total (B)	Turnover Rate (A/B)	Turnover (A)	total (B)	Turnover Rate (A/B)	Turnover (A)	total (B)	Turnover Rate (A/B)	Turnover (A)	total (B)	Turnover Rate (A/B)
Age 30 and below	3	31	9.7%	6	90	6.7%	3	183	1.6%	8	663	1.2%	7	35	20%	15	140	10.7%
Age 31-50	8	137	5.8%	33	485	6.8%	10	150	6.7%	28	520	5.4%	11	151	7.3%	33	543	6.1%
Above age 50	0	5	0%	3	31	9.7%	-	9	0%	4	49	8.2%	1	8	12.5%	6	46	12.2%
Total	11	173	6.4%	42	606	6.9%	13	342	3.8%	40	1232	3.2%	19	194	9.8%	54	729	7.4%

Note:

1. The total number of employees is based on the headcount as of December 31, 2024.
2. The definition of turnover includes employees on unpaid leave.

6.1.3 Compensation and Benefits

Raydium Semiconductor believes that employees are the company’s most valuable assets. To attract and retain top talent, we conduct annual salary adjustments based on market standards for similar positions, individual performance evaluations, working hours, and responsibilities, ensuring our compensation remains competitive.

We uphold the principle of equal pay for equal work, regardless of gender, religion, race, nationality, or political affiliation. Compensation is determined by academic background, professional capabilities, past work experience, and individual performance. Our employee remuneration packages — including base salary, bonuses, and profit sharing — exceed local labor law standards and are highly competitive within the IC design industry.

Raydium has been selected for the Taiwan High Compensation 100 Index for three consecutive years. In 2024, the average annual salary for full-time non-managerial employees was NT\$3.413 million, and the median salary was NT\$2.612 million.

Due to the nature of the technology industry and the job market, most of our R&D positions are held by male engineers with STEM backgrounds, while female employees tend to work in administrative and support functions. Nevertheless, we are actively recruiting outstanding female talent in both R&D and management to enhance gender diversity.

Average Base Salary and Total Salary Ratio by Gender and Position Level:

Year	2022				2023				2024			
	Base Salary		Total Salary		Base Salary		Total Salary		Base Salary		Total Salary	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Managerial	1	0.77	1	0.75	1	0.80	1	0.80	1	0.78	1	0.78
Non-managerial	1	0.76	1	0.76	1	0.78	1	0.79	1	0.78	1	0.80

Notes:

1. The ratio is based on male salaries as the baseline (Male = 1).
2. Base salary refers to the average monthly regular salary of employees by gender who remained employed as of the end of December of the respective year.
3. Total salary refers to the average annual total salary (full compensation) of employees by gender who remained employed as of the end of December of the respective year.
4. Employees at Raydium Semiconductor are categorized into four levels: senior management, middle management, junior management, and general staff. General staff refers to non-managerial positions.

Competitive Compensation and Reward Mechanisms:

1. Market-competitive fixed monthly salary and holiday bonuses
2. Annual performance-based bonuses
3. Employee profit-sharing scheme
4. Intellectual property incentives to support innovation
5. Employee Stock Ownership Trust (ESOT)
6. Attractive referral bonus program

Ratio of Average Salary for Non-Managerial Employees to Local Minimum Wage:

Employee Category	2020	2021	2022	2023	2024
Male	3.7	3.9	4.0	4.3	4.2
Female	2.8	3.0	3.1	3.1	3.0

Notes:

1. In 2020, the statutory minimum wage in Taiwan was NT\$23,800.
2. In 2021, the statutory minimum wage in Taiwan was NT\$24,000.
3. In 2022, the statutory minimum wage in Taiwan was NT\$25,250.
4. In 2023, the statutory minimum wage in Taiwan was NT\$26,400.
5. In 2024, the statutory minimum wage in Taiwan was NT\$27,470.
6. Employees at Raydium are categorized into four levels: senior management, middle management, junior management, and general staff. General staff refers to non-managerial employees.

Employee Benefits

In addition to offering competitive compensation and performance-based rewards, the Company provides a comprehensive benefits package, including National Health Insurance, Labor Insurance, contributions to the Labor Pension Reserve Fund, Occupational Accident Insurance, defined pension contributions, and family care support.

Item	Content
Insurance	• Life Insurance • Medical Insurance • Disability Insurance
Long-term Talent Retention	• Employee Stock Ownership Program
Parental Support	• Childcare Subsidy • Remote Work for Parenting Purposes
Leave Policies	• Retirement Plan • Annual Leave / Public Holidays / Flexible Leave • Paternity (Check-up) Leave for Male Employees • Maternity (Check-up) Leave and Menstrual Leave for Female Employees • Marriage Leave / Bereavement Leave / Maternity Leave / Occupational Sick Leave

Benefits Beyond Legal Requirements:

1. Support for Female Employees and Work-Life Balance:

In response to Taiwan’s declining birth rate and in alignment with corporate social responsibility, the Company provides designated parking spaces for pregnant employees and has established a dedicated nursing room designed in soft pink tones to offer a comfortable environment. Since 2022, employees with children under the age of six may apply for both work-from-home arrangements and a monthly childcare allowance.

2. Flexible Work Arrangements for Caregivers:

Employees with children under the age of six who require care may apply for up to 15 days of remote work annually. As of the end of 2024, 71 applications have been received, with a total of 144 days of remote work granted.

3. Childcare Allowance:

For employees raising children under six years of age, the Company provides a monthly subsidy of NT\$5,000 per child. In 2024, the average number of monthly applicants was 183, with total disbursements amounting to NT\$13,880,000.

Employee Welfare Committee

Raydium Semiconductor has established an Employee Welfare Committee in accordance with legal requirements. Committee members are nominated or elected proportionally by department size. The committee convenes quarterly to deliberate on the design of welfare systems and the organization of various employee events, such as company trips, Family Day, and year-end banquets.

In addition to holiday gift bonuses (Lunar New Year, Dragon Boat Festival, and Mid-Autumn Festival), the committee also offers subsidies for childbirth, marriage, funeral expenses, and emergency assistance.

Comprehensive Retirement System

To ensure financial stability after retirement, Raydium Semiconductor has implemented an Employee Retirement Policy in line with the Labor Standards Act and the Labor Pension Act of Taiwan.

• For employees under the Labor Standards Act (Old System):

The Company contributes 2% of the total monthly salary to a dedicated retirement reserve account with the Bank of Taiwan. Upon meeting retirement eligibility criteria, employees receive pensions calculated based on the number of years of service and their average monthly salary in the month prior to retirement:

- Two units per year of service for the first 15 years
- One unit per year for service beyond 15 years
- The maximum cumulative units shall not exceed 45
- Service periods under six months count as half a year; six months or more count as one full year

• For employees under the Labor Pension Act (New System):

The Company contributes 6% of the employee’s monthly wages to their personal pension account managed by the Bureau of Labor Insurance. Voluntary contributions are also available upon employee request.

Upon retirement, employees may choose to receive their pension either as a lump sum or in monthly payments, based on the amount accumulated in their individual account.

For details regarding retirement liability and pension funding sufficiency, please refer to Note 6-14 of Raydium Semiconductor’s 2024 Standalone Financial Report.

Item	2022	2023	2024
Contribution Amount	55,470	61,335	67,472

Unit: NT\$ thousand

Labor-Management Communication

Raydium Semiconductor places great importance on communication with its employees. Although no collective bargaining agreements are currently in place, the company convenes labor-management meetings in accordance with the “Regulations for Implementing Labor-Management Meetings” to coordinate labor relations, foster cooperation, and enhance work efficiency. These meetings are held at least once every three months, with ad hoc meetings convened when necessary to facilitate mutual understanding and resolve issues based on the principles of harmony and integrity.

The company has also established formal reporting and grievance mechanisms to ensure institutionalized communication channels. These allow employees to raise concerns or complaints and receive appropriate responses and resolutions. In 2024, there were no reported cases related to breaches of integrity, nor were there any incidents involving corruption or bribery.

Club Management

To promote camaraderie and employee well-being, Raydium Semiconductor’s Employee Welfare Committee has established club management guidelines to encourage participation in wholesome recreational and leisure activities. The company supports and assists employees in forming and joining interest-based clubs.

As of the end of 2024, a total of 24 clubs have been established, including the Badminton Club, Hiking Club, Camping Club, Yoga Club, Wine Tasting Club, Volunteer Club, Trampoline Club.

Employee Family Day

In 2024, Raydium’s Family Day was held at the Formosan Aboriginal Culture Village in Puli, Nantou, under the theme “Raydium Good Times: A Happy Home at Jiou Village.” Nearly 1,200 employees and their families joined the event to enjoy a joyful day filled with meaningful cultural experiences and fun activities.

Participants took the Sun Moon Lake Ropeway to enjoy breathtaking scenic views and explored the amusement park’s attractions. More importantly, they had the opportunity to learn about Taiwan’s indigenous cultures, deepening their understanding and respect for local cultural diversity.

In alignment with ESG sustainability principles:

- Bento meals featured handmade cookies by hearing-impaired bakers from Meng-En Social Enterprise, adding a heartwarming touch to the meal.
- The souvenir gift was a sustainable Taiwan camellia seed hand wash made using eco-friendly agricultural methods and packaged in 100% recycled plastic.
- The event also adopted a fully paperless approach. Digital check-in guides and e-lottery replaced printed materials, reducing paper consumption and promoting environmental stewardship.

This edutaining and heartwarming event not only fostered stronger emotional bonds among colleagues and their families but also united the Raydium team in its journey toward a more sustainable and promising future.



Road Racing Club



Softball Club Participation



Bowling Club Activities



Volunteer Club-Beach Cleanup Activity

6.1.4 Friendly Workplace Environment

At Raydium Technology, we firmly believe that employees are our most valuable asset. Every individual who joins our team plays a crucial role in our growth and success. We take pride in our commitment to recognizing, nurturing, and retaining talent, and we spare no effort in fostering a supportive environment. In addition to providing challenging job opportunities, we are deeply invested in our employees' professional development and career growth.

When designing training programs and activities, we not only emphasize professionalism and practicality, but also focus on enhancing employee engagement and experience. After each course or activity, we invite participants to complete satisfaction surveys to gather detailed feedback and suggestions. These valuable insights help us continuously improve future program design and activity planning, while also strengthening employee satisfaction and team cohesion. Our goal is to create a dynamic, innovative, and people-centered workplace.

Parental Leave Without Pay

Raydium Semiconductor places great importance on work-life balance and is committed to fostering a caring and respectful workplace environment. Employees with childcare needs are eligible to apply for unpaid parental leave. The company actively supports such employees through regular check-ins and assistance with return-to-work arrangements. In 2024, the return-to-work rate after parental leave reached 100%.

Parental Leave Return and Retention Rate

Item	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave	59	31	90	66	35	101	77	37	114
Number of employees who applied for parental leave	0	1	1	0	3	3	0	5	5
Expected number of returns in the year (A)	0	5	5	0	1	1	0	4	4
Actual number of returns in the year (B)	0	4	4	0	1	1	0	4	5
Return Rate (B/A)	N/A	80%	-		100%	-	N/A	-	N/A
Employees retained for over 12 months after return (D)	0	4	4	0	1	1	0	0	0
Retention Rate (D/B)	N/A	100%	-	N/A	100%	-	N/A	0%	-

Quality Targets	2023 Q4	2024 Q1	2024 Q2	2024 Q3
Employee satisfaction with training courses	4.65		4.65	
Employee satisfaction with welfare activities	4.4 2023 Family Day satisfaction score	4.1 2023 Year-End Banquet satisfaction score	4.7 Bowling Tournament	4.6 Badminton Tournament

Note: This data is part of the 2024 Management Review, covering the period from Q4 2023 to Q3 2024. All scores are out of a maximum of 5 points. The annual target is 4.5. The slightly lower score for the 2023 Year-End Banquet was mainly due to the restaurant location being relatively far from the high-speed rail station and city center, which impacted participant satisfaction.

Notes:

1. Eligible employees for parental leave in 2024 include those who applied for paternity or maternity leave between January 1, 2021 and December 31, 2024.
2. The 2023 figures cover applications between January 1, 2020 and December 31, 2023.
3. The 2022 figures cover applications between January 1, 2019 and December 31, 2022.
4. Expected returns refer to employees scheduled to return from parental leave in the given year.
5. Employees retained for over 12 months after return are those who resumed work in 2023 and remained employed through the end of 2024. One employee who returned in 2023 resigned in the ninth month due to personal reasons, leading to a 0% retention rate for 2024.

Employee Assistance Program (EAP)

To help employees manage high-intensity work-related stress and maintain mental well-being, Raydium Corporation signs annual contracts with external counseling service providers. The EAP offers 24/7 toll-free hotlines covering legal, psychological, managerial, and adaptation-related topics. Employees may consult professional case managers for confidential support, emergency assistance, or send unlimited email inquiries on related matters.

All EAP services are strictly confidential in accordance with privacy protection laws, ensuring employees can use the service without concern.

In 2024, a total of 29 telephone consultations were made by employees, addressing issues such as emotional relationships and work-related stress.



DEI Initiatives

Talent development has always been a key operational goal for Raydium Corporation. In response to the global ESG and DEI trends, and to reinforce Taiwan's talent competitiveness, Raydium joined the Taiwan Talent Sustainability Action Alliance — a joint initiative launched by Commonwealth Learning and Cheers Magazine. As one of over 200 alliance partners, we are committed to advancing the mission of sustainable talent cultivation and fulfilling our social responsibility toward talent.

In 2024, we continued to drive progress across six core dimensions of talent sustainability, helping Taiwan maintain long-term competitiveness despite the challenges of a declining birthrate:



Sports Enterprise Certification

Raydium Technology was awarded the 2023 Sports Enterprise Certification, recognizing our commitment to promoting employee health and fostering a strong culture of physical activity. The company has established an impressive 22 sports-related employee clubs, providing opportunities for colleagues to strengthen bonds and enhance well-being through shared fitness interests.

In addition to promoting physical activity, Raydium offers annual health check-ups that exceed regulatory requirements and arranges consultations with occupational medicine specialists. These professionals provide personalized health assessments and guidance to help employees achieve a balance between work and personal wellness.

We are dedicated to creating a vibrant, healthy workplace that supports both the physical and mental well-being of our team.



6.2 Talent Cultivation and Development

6.2.1 Talent Cultivation

Raydium Technology actively recruits top talent and places great emphasis on talent cultivation. The Company has established an “Employee Training Management Policy” to guide education and training activities, aiming to enhance employees’ knowledge and skills while aligning personal development with organizational goals to boost work efficiency and quality. In 2024, the Company recorded 6,800 training participants with a total of 20,300 training hours completed.

1. New Employee Training:

On their first day of employment, all new hires participate in orientation training, which includes both mandatory and elective courses. This program helps newcomers integrate quickly into the Company’s work environment and culture.

2. Professional Development:

Raydium allocates substantial resources for the professional growth of employees at various levels and functions. Training courses are customized based on roles and responsibilities, and are continuously adjusted according to employee feedback to maximize effectiveness. Employees may attend external training sessions assigned by their supervisors or proposed based on work needs. Upon course completion, employees are encouraged to share key takeaways or obtain relevant certifications, which may then be converted into internal knowledge-sharing sessions.

3. Management Training

Since 2021, Raydium has implemented a “Leadership Development Program,” which includes phased training such as task coaching and cross-functional collaboration. In addition, a book club is held every two months, offering guided discussions and case sharing to enhance managerial capabilities. Each December, the Company organizes a strategic planning event (AAA) for all managers to review the past year and align on upcoming strategies and execution plans.

Prior to onboarding, HR provides hiring managers with a “New Employee Training Record Form” to determine mandatory and elective training courses. Upon joining, new hires are enrolled in the “Ding-Ding New Employee Orientation” to accelerate adaptation to Raydium. To facilitate integration, the HR team initiates a 90-day onboarding care program starting from day one, which includes a “Monopoly-style challenge game” supported by a department-appointed mentor to help employees better understand company life, benefits, and culture.

After this phase, employees attend a centralized corporate orientation focused on core values such as accountability, integrity, and teamwork. At the end of their probation, they complete workload and stress assessments to align job expectations and provide feedback on their experiences. In addition, professional counseling psychologists are invited to conduct mental wellness seminars, offering support on stress management and sharing insights on career and life planning.



The Company also allocates substantial resources to employees across different functions and levels. Through knowledge transfer, we aim to enhance individual value and foster collective growth. Training programs are tailored based on employees' roles and responsibilities, and are adjusted in accordance with performance and learning needs to maximize training effectiveness.

External training courses may be assigned by department supervisors or initiated by employees based on job relevance. Upon completion, participants are encouraged to share key learnings through knowledge-sharing sessions or by converting certified qualifications into internal training content.



Raydium Training and Development Roadmap

Focus on Talent Development

To strengthen talent cultivation and ensure sustainable innovation and organizational growth, the Company is committed to investing in a wide range of learning resources and developing a comprehensive training system.

For professional talent development, we leverage internal instructors to share R&D expertise, while also inviting academic professors and industry specialists to conduct seminars and lectures, enabling employees to gain forward-looking insights. We actively foster industry-academia collaboration by hosting two academic lectures and one recruitment briefing annually at National Taiwan University's graduate schools, promoting interaction and alignment between academia and industry, and nurturing new talent.

To encourage continuous learning, we also promote the use of digital learning platforms, enabling employees to engage in self-paced learning regardless of time or location. This supports the creation of a diverse and flexible learning environment.

Average Training Hours per Employee by Year and Gender

Year	2022								2023								2024							
	Female				Male				Female				Male				Female				Male			
Role	Total Training Participants	Total Training Hours (A)	Number of Employees (B)	Average Training Hours per Employee (A/B)	Total Training Participants	Total Training Hours (A)	Number of Employees (B)	Average Training Hours per Employee (A/B)	Total Training Participants	Total Training Hours (A)	Number of Employees (B)	Average Training Hours per Employee (A/B)	Total Training Participants	Total Training Hours (A)	Number of Employees (B)	Average Training Hours per Employee (A/B)	Total Training Participants	Total Training Hours (A)	Number of Employees (B)	Average Training Hours per Employee (A/B)	Total Training Participants	Total Training Hours (A)	Number of Employees (B)	Average Training Hours per Employee (A/B)
Executive Management	10	40.5	1	40.5	60	173.5	8	21.7	10	36.4	1	36.4	83	255	10	25.5	14	48	1	48	96	286	10	28.6
Sales and Marketing	101	273	20	13.7	180	520.5	41	12.7	113	328.9	23	14.3	236	691	45	15.4	238	746	27	27.64	229	734	47	15.6
Research and Development (R&D)	109	258.5	25	10.3	1,626	4,289	310	13.8	169	370.8	32	11.6	2,113	5,753	352	16.3	266	677	37	18.30	2,678	7,701	383	20.1
Engineering and Technical	212	436	69	6.3	844	2,067.5	231	9	372	836.8	70	12	1,247	3,459	237	14.6	449	1,331	68	19.57	2,241	6,903	271	25.5
Administrative Management	185	431.5	58	7.4	76	234.5	16	14.7	257	678.4	57	11.9	104	281	18	15.6	466	1,401	61	22.97	137	510	18	28.3
Total	617	1,439.5	173	8.3	2,786	7,285	606	12	921	2,251.3	183	12.3	3,783	10,440	662	15.8	1,433	4,203	194	21.67	5,381	16,134	729	22.1

Leadership Development for Managers

To enhance the managerial competencies required at all leadership levels, the company launched the Leadership Development Program in 2021. This program consists of three main components:

1. Managerial Competency Training:

Structured training sessions focus on essential management skills such as task delegation, team collaboration across departments, and other core competencies.

2. Practical Experience Sharing:

Every two months, a book club session is held where managers take turns as facilitators to lead discussions and share real-life case experiences. This ongoing learning and exchange mechanism fosters diverse thinking, innovative problem-solving, and cross-team consensus building. In 2024, a total of 54 book club sessions were conducted.

3. Strategic Goal Alignment:

The annual AAA Leadership Strategy Workshop brings together all managers to reflect on past performance, outline key strategies, and align execution plans for the upcoming year.

Succession Planning for Key Management Positions

Senior executives and managers at our company are expected to demonstrate exceptional professional capabilities and a strong alignment with the company's business philosophy and core values. They are also expected to embody our four guiding principles: Value Focus, Execution Excellence, Accountable Passion, and Innovative Breakthroughs.

To support this, the company has collaborated with external experts to define key leadership competencies required for senior leadership roles, including: · Visionary Leadership · Strategic Thinking · Effective Delegation · Adaptive Agility · Business Acumen. Based on these competencies, we provide tailored training programs and seminars to prepare potential successors.

To strengthen strategic thinking and holistic business capabilities within the leadership team, biweekly internal management meetings are held. These meetings encourage cross-functional understanding through performance reviews and operational discussions across departments.

In addition, monthly executive-level book club sessions are organized, focusing on leadership topics such as visionary leadership, problem-solving, talent development, communication and influence, and strategic thinking. These sessions not only foster a unified management language and deepen our corporate culture, but also lay a solid foundation for sustainable business practices.

The book club initiative has also been extended to all managerial levels, with senior executives serving as mentor-leaders to guide the discussion and share practical experiences in organizational culture and management leadership.

Average Training Hours of Employees in the Previous Three Years

Year		2022						2023						2024					
		Headcount		Total Training Hours		Average Hours per Employee		Headcount		Total Training Hours		Average Hours per Employee		Headcount		Total Training Hours		Average Hours per Employee	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employee Category	Management	137	15	3,803	397	27.8	26.4	146	14	5,018	457	34.4	32.6	157	14	6,204	650	39.5	46.4
	Non-Management	469	158	3,482	1,043	7.4	6.6	516	169	5,422	1,792	10.5	10.6	572	180	9,930	3,553	17.4	19.7
Total		606	173	7,285	1,440	12.0	8.3	662	183	10,440	2,252	15.8	12.3	729	194	16,134	4,203	22.1	21.7

Definition Notes: · Management includes employees in supervisory positions at the department level or above.
· Non-management refers to professionals without supervisory responsibilities



[Leadership Development Plan] Let's Grow Together at the "Ju. Book Club" ▲

2025 Strategic Leadership Summit ►



6.2.2 Comprehensive Performance Management System

To enhance employee performance, assess individual capabilities and adaptability, and effectively implement goal management, Raydium Semiconductor has established a structured performance appraisal system. Through this system, the company fosters alignment between organizational and individual goals.

Performance evaluations are conducted twice a year, aiming to improve both performance outcomes and personal development. As of the end of 2024, the performance appraisal completion rate reached 100%. The performance management process is carried out in three key stages:

- a. Performance Planning & Management
- b. Performance Evaluation & Rating
- c. Performance Improvement Planning

Performance Appraisal Completion Rate by Gender and Job Function (as of End of 2024)

Item	Total	Gender		Role				
		Female	Male	Engineering and Technical	Administrative Management	Sales & Marketing	Research and Development (R&D)	Executive Management
Total Employees	923	194	729	339	79	74	420	11
Excluded Employees	70	12	58	30	3	4	25	8
Eligible for Appraisal	853	182	671	309	76	70	395	3
Appraised Employees	853	182	671	309	76	70	395	3

Appraisal Completion Rate 100%

Note: Eligible employees include those who joined on or before September 1, 2024.

- **Performance Management:** Through interactive performance dialogues between supervisors and employees, feedback and guidance on prior goal execution are provided. Both parties collaborate to set new individual and team goals.
- **Performance Appraisal:** Supervisors assign performance ratings based on employees' actual performance during the evaluation period.
- **Performance Improvement Plan (PIP):** One-on-one coaching sessions are held to provide feedback and guidance. Supervisors and employees jointly establish improvement goals and action plans to help employees meet performance expectations and remain competent in their roles.

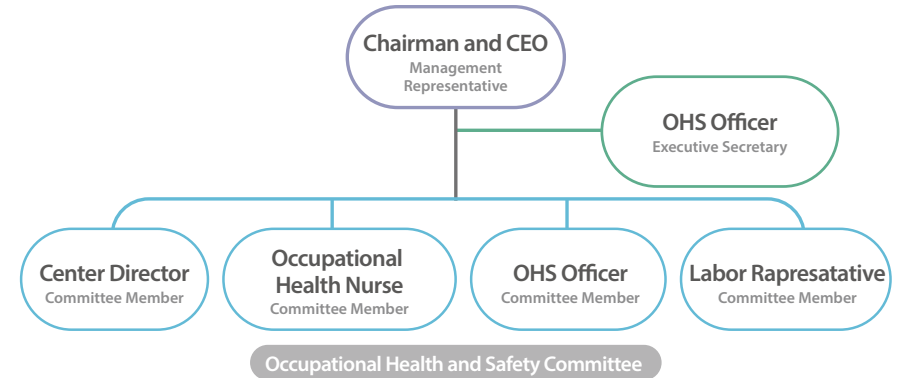
6.3 Occupational Health and Safety Management

6.3.1 Occupational Health and Safety Management System

Providing a safe and healthy working environment is one of the fundamental responsibilities of Raydium as a happiness-oriented enterprise. The Company has obtained ISO 45001 certification for its occupational health and safety management system. In line with the P-D-C-A (Plan-Do-Check-Act) cycle and its Environment, Health, and Safety (EHS) policy, Raydium designates qualified occupational health and safety personnel to plan, implement, supervise, and audit all related safety and health management activities. In accordance with regulatory requirements, each site has established a Joint Labor-Management Occupational Health and Safety Committee, which convenes regularly to deliberate, coordinate, and make recommendations on safety and health matters.

In April 2024, Raydium conducted a surveillance audit for the ISO 45001 and CNS 45001 occupational health and safety management systems. The audit covered the Taipei, Hsinchu, and Tainan sites.

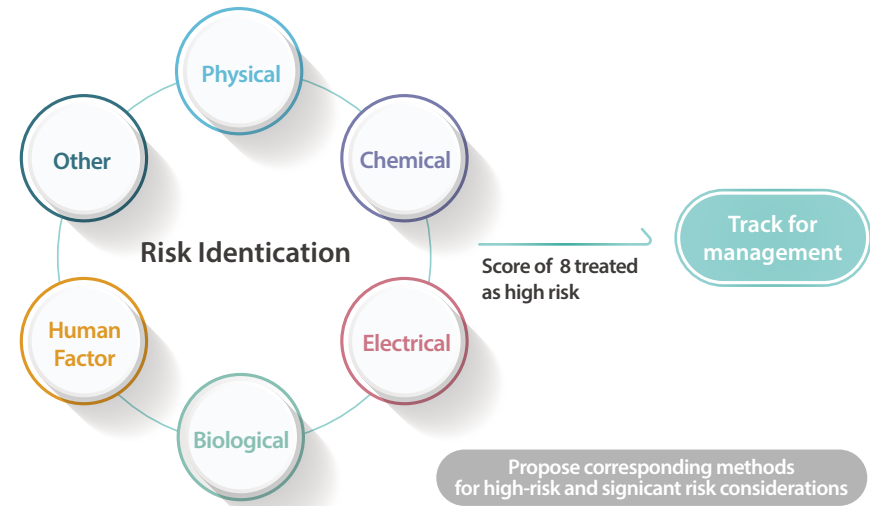
Year	2022	2023	2024
Total Number of Committee Members	26	31	30
Number of Labor Representatives	9	13	13
Percentage of Labor Representatives (%)	34.62%	41.94%	43.30%



6.3.2 Risk Assessment and Management

To effectively prevent occupational accidents, the Company has established a procedure for identifying occupational health and safety (OHS) risks. This procedure covers the evaluation of potential hazards and risks related to the work environment, various production and management activities, products, storage, transportation, and services. Unacceptable risk levels are defined, and engineering control measures are prioritized for such risks. Hazard identification and risk assessments are conducted periodically for all operational processes. For any risks deemed unacceptable, control measures are implemented, and corrective action plans are actively carried out. All targets set for 2024 have been achieved.

The Company’s ISO 45001 + CNS 45001 Occupational Health and Safety Management System outlines the following hazard identification and risk assessment process:



Summary of 2024 Occupational Health and Safety Goals:

Source	Policy	Objective Management	Approach Action Plan
<ul style="list-style-type: none"> Significant Aspects / Major Hazard Factors Opportunities for Improvement 	<p>Continual Improvement of Environmental, Health, and Safety (EHS) Performance</p>	<p>Improve the safety of the working environment</p>	<ol style="list-style-type: none"> Assigned the laboratory supervisor to attend certified training for organic solvent operations and obtain the required license. Conducted regular safety inspections and audits, with deficiency tracking and statistical management. Fully replaced extension cords that did not meet the latest safety certification standards. Upgraded electrical panels in the Taipei laboratory. Improved ambient temperature conditions for outdoor air conditioning units. Repaired office facilities damaged during the April 3 earthquake. Conducted regular temperature monitoring of the IT server room electrical panels.
<ul style="list-style-type: none"> Opportunities for Improvement 		<p>Improve the quality of the office environment</p>	<ol style="list-style-type: none"> Perform regular cleaning of refrigerators in common areas. Schedule routine inspections of common areas. Conduct regular floor cleaning and waxing in office areas. Increase the replacement frequency of water dispenser filters.

Source	Policy	Objective Management	Approach Action Plan
<ul style="list-style-type: none"> Regulatory Requirements 	<p>Comply with Environmental and Occupational Health and Safety Regulations</p>	<p>Comply with Legal Requirements</p>	<ol style="list-style-type: none"> Conduct hazard identification, preventive education, and case management in accordance with the Four Major Protection Programs. Provide on-site occupational health services by physicians.
<ul style="list-style-type: none"> Other Requirements 	<p>Safeguard Employee Health and Safety, and Prevent Occupational Injuries and Illnesses</p>	<p>Establish a Safe and Healthy Work Environment</p>	<ol style="list-style-type: none"> Apply for the "Healthy Workplace" certification from the Health Promotion Administration, Ministry of Health and Welfare. Provide health examination items exceeding legal requirements. Organize health seminars. Share monthly health knowledge with employees.
<ul style="list-style-type: none"> Other Requirements 		<p>Reduce Commuting Traffic Accidents Among Employees</p>	<ol style="list-style-type: none"> Organize Defensive Driving Safety Education Seminars
<ul style="list-style-type: none"> Regulatory Requirements Other Requirements 	<p>Comply with Environmental and Occupational Health and Safety Regulations</p>	<p>Comply with Legal Requirements</p>	<ol style="list-style-type: none"> Provide periodic training for the internal fire response team. Conduct annual emergency evacuation drills.
<ul style="list-style-type: none"> Regulatory Requirements 			<ol style="list-style-type: none"> Provide refresher training (3 hours every 3 years) and initial training (16 hours) for first aid personnel. Provide refresher training for fire prevention managers. Provide refresher training for Class-A Occupational Health and Safety Managers. Conduct designated training for Class-A Occupational Health and Safety Supervisors.
<ul style="list-style-type: none"> Regulatory Requirements 	<p>Implement Training Programs to Enhance Environmental and Occupational Health and Safety Awareness Among All Employees</p>	<p>Enhance Occupational Health and Safety Awareness Among All Employees</p>	<ol style="list-style-type: none"> Provide on-the-job occupational health and safety training for general workers Provide on-the-job occupational health and safety training for managers at all levels, supervisory personnel, and members of the Occupational Health and Safety Committee.
<ul style="list-style-type: none"> Opportunities for Improvement Other Requirements 	<p>Commit to Energy Conservation and Waste Reduction</p>	<p>Mitigate the Environmental Impact of Organizational Operations</p>	<ol style="list-style-type: none"> Purchase renewable energy and gradually increase the annual procurement volume. Replace air conditioning units with Grade 1 inverter systems to reduce electricity consumption.
<ul style="list-style-type: none"> Opportunities for Improvement 	<p>Commit to Environmental Protection and Pollution Prevention</p>	<p>Improve Energy Efficiency in Server Rooms</p>	<p>Install a power monitoring system to track, analyze, and manage electricity usage in a timely manner.</p>
<ul style="list-style-type: none"> Opportunities for Improvement Other Requirements 	<p>Establish effective communication and consultation channels, strengthen employee engagement, and ensure employee participation in all processes of the environmental and occupational health and safety management system.</p>	<p>Enhance the Professional Competence of Internal Auditors for the Environmental, Health, and Safety (EHS) Management System</p>	<p>Conduct internal auditor training for the ISO 45001 Occupational Health and Safety Management System</p>

6.3.3 Training, Communication, and Promotion

To enhance workers' knowledge of occupational health and safety (OHS) and their emergency response capabilities, Raydium organizes relevant OHS training programs in accordance with legal requirements and operational needs. These programs are designed to strengthen employees' awareness of workplace hazards and equip them with the knowledge necessary to prevent accidents and occupational injuries.

In 2024, Raydium conducted safety and health training for both new hires and incumbent employees, covering legally required certifications (e.g., first aid personnel), emergency response, and fire safety. A total of 21 certified first aid personnel were appointed in 2024, exceeding the number required by law.

To strengthen the safety management of contractor operations within the facility, Raydium has established the Contractor Environmental, Health, and Safety (EHS) Management Procedures. Contractors entering the facility for construction work are required to comply with the Occupational Safety and Health Act as well as Raydium's internal EHS regulations. Contractor personnel must complete the necessary occupational health and safety training and receive a pre-entry hazard notification before being permitted to perform any work on site.



Summary of Occupational Health and Safety Training Hours (2022–2024)

Occupational Health and Safety Training Courses	2022		2023		2024	
	Total Number of Participants	Training Hours	Total Number of Participants	Training Hours	Total Number of Participants	Training Hours
New Employee Training On-the-Job	137	366	122	366	147	441
Occupational Health and Safety Training	50	111	5	18	894	2,841
Occupational Health and Safety Certification Training	4	62	5	86	4	72
Fire Safety Training	195	373.5	180	628	86	344
Total	386	912.5	312	1,098	1,131	3,698

List of Workers Covered by the Occupational Health and Safety Management System in 2024

Workers Covered by the Occupational Health and Safety Management	Total Number of Workers	2024			
		Participated in Internal Audit		Participated in External Audit	
		Number of Participants	Percentage	Number of Participants	Percentage
All Employees	923	923	100%	923	100%
Contractors*	306	306	100%	306	100%

Note:

- The total number of employees includes expatriate personnel.
- Contractors refer to all non-employee workers whose work and/or workplace is under the control of the organization, including but not limited to contractors, security personnel, and catering staff.
- The number of contractors is based on the number of individuals who signed the hazard notification form attached to construction work permit applications.

6.3.4 Occupational Injury and Illness Management

To ensure a prompt response in the event of an occupational incident, Raydium has established procedures for accident investigation and reporting. These procedures require that all company employees and any personnel working within Raydium-controlled facilities must take appropriate actions — including reporting, first aid, investigation, and corrective measures — whenever an incident occurs, including near misses, occupational injuries, or occupational illnesses. Improvement actions must be based on root cause analysis, and all corrective measures must be horizontally deployed across the organization to prevent recurrence of similar incidents.

In 2024, there were zero occupational fatalities, two cases of serious occupational injuries, and zero deaths caused by occupational diseases.

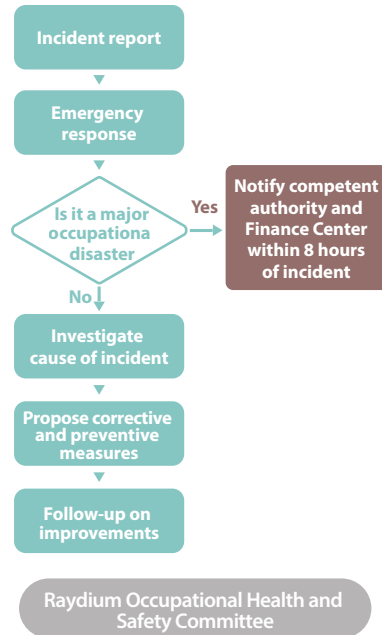
A total of two occupational injury cases occurred in 2024.

One involved an employee falling while climbing stairs, resulting in a dislocated little finger caused by using the hand to break the fall. There was no loss of working hours in this case.

The other incident involved an employee who slipped on a wet floor in the company restroom and suffered a fibula fracture near the ankle. During the recovery period, the employee was granted occupational injury leave and allowed to work from home to support healing.

To prevent recurrence of similar accidents, the Company implemented several corrective actions, including posting warning tape, installing anti-slip strips, and promoting walking safety awareness.

In 2024, there were zero occupational fatalities, zero serious occupational injuries, and zero deaths due to occupational diseases reported among contractors.



6.3.5 Health Promotion

The Company provides employees with general health examinations that exceed legal requirements on an annual basis. Senior executives are eligible for a subsidized executive health check-up every two years. Occupational health nurses review employees' health examination reports to implement health management. Based on the identified risks, employees are referred to occupational medicine specialists for health and work-related risk assessments, along with personalized health guidance. In 2024, the follow-up and re-examination completion rate for major health anomalies identified in employee health checks reached 90%, exceeding the target threshold of 75%.

To promote a healthy workplace and safeguard employee well-being, the Company has established occupational health management procedures and formulates an annual health service plan in accordance with the Occupational Safety and Health Act and the Regulations on Labor Health Protection. These documents outline the planning and implementation of health protection measures for workers. The annual health service plan is executed and managed based on four key service categories to ensure comprehensive occupational health protection.



Overview of Raydium Employee Health Services:

Category	2022	2023	2024
Health Examination	Conducted annually, exceeding legal requirements	<ul style="list-style-type: none"> Conducted annually, exceeding legal requirements For senior executives, conducted once every two years 	Conducted annually, exceeding legal requirements
Occupational Physician On-site Service	Conducted every two months in accordance with legal requirements (6 times per year)	Conducted every two months in accordance with legal requirements (6 times per year)	Once every two months as required by law (6 times per year)
Physician Consultation	18 participant-times	31 participant-times	40 participant-times
Participation in Health Promotion Programs	<ol style="list-style-type: none"> Four health promotion courses, including topics on unlawful infringement prevention, were conducted with a total of 110 attendances. The participant satisfaction score was 4.7 out of 5. Two blood donation events were held (one in the first half and one in the second half of the year), with 48 participants donating a total of 34 bags of blood (250cc per bag). 	<ol style="list-style-type: none"> Six health promotion courses, including topics on unlawful infringement prevention, were conducted with a total of 171 attendances. The participant satisfaction score was 4.5 out of 5. One blood donation event was held, with 21 participants donating a total of 29 bags of blood (250cc per bag). One self-paid influenza vaccination session was organized, with 124 employees receiving vaccinations. 	<ol style="list-style-type: none"> Five health promotion courses, including topics on unlawful infringement prevention, were conducted with a total of 84 attendances. The participant satisfaction score was 4.7 out of 5. Two blood donation drives were held, with 34 participants donating a total of 52 bags of blood (250cc per bag). Three self-paid influenza vaccination sessions were organized, with 147 employees receiving vaccinations. The participant satisfaction score was 4.8 out of 5.
New Initiatives	Continuously updating and refining COVID-19 prevention policies	<p>“Top Fit Challenge” – Sports & Wellness Series Activities</p> <ol style="list-style-type: none"> Four fitness seminars were held with a total of 174 attendances. The participant satisfaction score was 4.8 out of 5. Online fitness classes attracted 268 attendances. Online running group challenge had 169 participants. Individual running points competition saw 121 participants. 	<ol style="list-style-type: none"> Received Healthy Workplace Certification from the Health Promotion Administration, Ministry of Health and Welfare. Monthly health knowledge sharing sessions were conducted. Awarded Excellence Certification for a breastfeeding-friendly room by the Hsinchu City Public Health Bureau.
Ongoing Measures	<ul style="list-style-type: none"> Comprehensive on-site physician consultation services were provided based on employee health examination reports. Follow-up actions included health education by nursing staff for abnormal findings, physician interviews, and subsequent re-examination tracking. Thematic health promotion seminars and activities were organized to enhance employee health awareness. In response to current events, monthly health knowledge sharing sessions were conducted. Maternal health care was provided through nursing education and one-on-one care interviews for female employees during pregnancy or postpartum. Employee Assistance Program (EAP) services were available to provide psychological counseling or consultation. In addition, visually impaired massage therapists were invited to the workplace to offer stress relief services, supporting employees' physical and mental well-being. 		

On-site Service Performance Statistics:

Irregular on-site visits are conducted by physicians and nursing staff to various workplaces. During these visits, employees with abnormal health examination results receive medical consultations and health education, with the goal of supporting and safeguarding their physical well-being.

Category	Benefits
Number of Occupational Medicine Specialists	1 person
Number of Registered Nurses	1 person
Number of Service Sessions	6 sessions
Total Service Hours	18 hours
Service Content	Employee health examinations, health education, health consultation and assessment, health promotion questionnaire survey, workplace hazard improvement, and return-to-work/job placement evaluations after injury or illness

Health Education

In accordance with the Occupational Safety and Health Act, the Company employs full-time health management personnel and on-site service physicians. The full-time health manager is responsible for coordinating and promoting health promotion initiatives. Following employee health examinations, a family medicine physician is invited to provide one-on-one consultations and health education based on the results.

The Company also integrates employees' historical health examination records through a Health Management System, which enables systematic health tracking. Employees may access their reports, upload blood pressure readings, and monitor their personal health status.

In addition to general health consultations, the on-site physician also implements the four major occupational health programs as required by law, supporting both the physical and mental well-being of employees and contributing to a friendly and healthy workplace environment.

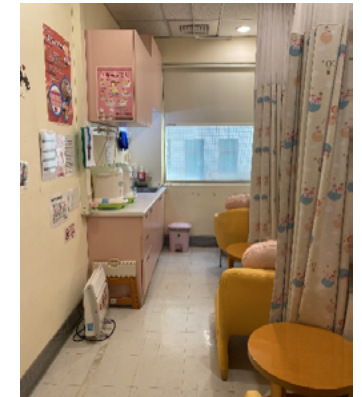
Raydium is committed to promoting work-life balance and fostering a friendly and inclusive workplace. For female employees requiring maternal health protection, the Company not only provides case management and follow-up care in accordance with legal requirements, but also offers additional supportive measures.

During pregnancy, dedicated parking spaces for scooters and vehicles are available upon request, along with specially designated shoe racks for expectant mothers. Accessible facilities are also installed in restrooms to accommodate the needs of pregnant employees.

Furthermore, a dedicated lactation room has been established within the office, equipped with essential breastfeeding equipment to support postpartum employees. Beyond providing a warm and comfortable environment, an interactive message wall is featured in the room to encourage communication and connection among nursing mothers. This fosters cross-departmental interaction and strengthens bonds among employees beyond their daily work responsibilities.



Wellness center



Breastfeeding Room

Note: A self-established lactation room is available at the Hsinchu Science Park site.



07

Social Care

- Education Cooperation and Talent Cultivation
- Charity and Social Engagement

Chapter 7

Performance Highlights



Donated a total of NT\$845,987 through seasonal charity events and small farmer support gift boxes.



In 2024, sponsored five students under the Talent Cultivation Scholarship Program (totaling NT\$660,000) and one student under the Secure Education Scholarship Program (NT\$100,000).



Donated Christmas gifts to 277 underprivileged children.

2024 Goals and Achievements

Goals

1. Launch charity flower sales events to raise funds for disadvantaged groups, with at least 2 events planned.
2. Provide core operating support to long-term, trusted nonprofit partners, with an estimated sponsorship of NT\$1 million ±20%.
3. Organize holiday charity gift box sales, with an estimated sponsorship of NT\$1 million ±20%.
4. Fund digital education facilities for resource-limited elementary schools, with an estimated sponsorship of NT\$500,000 ±20%.
5. Purchase and distribute Christmas gifts to underprivileged children, with expected participation of over 300 attendees.
6. Donate to sports competitions or infrastructure in rural areas, with an estimated sponsorship of NT\$600,000 ±20%.
7. Organize environmental and ecological protection activities, with at least 2 events planned.
8. Organize second-hand goods donation drives, with expected participation of over 300 attendees.
9. Continue promoting the employee volunteer club to increase staff participation in social service.
10. Continue expanding educational collaboration programs.

Achievements

Social Inclusion Initiatives

1. Successfully held two "Charity Flower Sales for Love" fundraising events in 2024.
2. Provided NT\$1,000,000 in core operational support to long-term, trusted nonprofit organizations (NPOs).
3. Contributed NT\$845,987 to the Holiday Charity Gift Box Sales Program.
4. Awarded NT\$475,000 in AUO Sustainability Literacy Scholarships.
5. Donated Christmas gifts to 277 underprivileged children.
6. Organized two environmental and ecological protection activities.
7. Donated NT\$40,000 to support local sports competitions.

Industry-Academia Collaboration

1. Sponsored five students through the Talent Development Scholarship Program, totaling NT\$660,000 (for one year).
2. Provided NT\$100,000 in support for one student under the Tuition Assistance Program, ensuring continued education without financial burden (for one year).

Sustainability Policy

Social Care

Topic of Concern: Social Contribution and Community Engagement

- Impact on Raydium:
1. Foster a virtuous cycle of sustainable operations.
 2. Enhance corporate image and attract customers who align with the Company's values.
 3. Strengthen employees' sense of identification and belonging within the organization.

Current Management Approach	Future Initiatives and Strategic Directions	Management Policy
<ol style="list-style-type: none"> 1. Participated in initiatives organized by the AUO Foundation for Sustainability. 2. Provided support to non-profit organizations serving individuals with rare or critical illnesses. 3. Supported charitable organizations that serve underprivileged children and youth in vulnerable circumstances. 4. Promoted agricultural products from small-scale farmers impacted by external disruptions. 5. Offered assistance in response to urgent social emergencies and disasters. 6. Promoted industry-academia collaboration programs, including tuition assistance schemes and scholarship initiatives for master's and doctoral students. 	<p>Ensure that social contribution and community engagement reinforce corporate identity, with the aspiration of creating tangible impact toward a sustainable society.</p>	<ol style="list-style-type: none"> 1. Develop social engagement programs through a structured and systematic approach. 2. Incorporate budgeting mechanisms to ensure program implementation delivers measurable results. 3. Strengthen employee participation and communication with local communities.
2025 Goals	Mid-Term Goals (Within 3 Years)	Long-Term Goals (Within 5 Years)
<ol style="list-style-type: none"> 1. Launch fundraising sales campaigns to support services for disadvantaged groups, with at least 2 events planned annually. 2. Provide operational funding to long-term, trusted non-profit organizations (NPOs), with an estimated sponsorship of NT\$1 million ±20%. 3. Organize holiday and small-scale farmer product charity gift box sales, with an estimated sponsorship of NT\$1 million ±20%. 4. Purchase and distribute Christmas gifts to underprivileged children, with expected participation of at least 300 attendees. 5. Host activities related to environmental and ecological protection, with at least 2 events planned each year. 6. Participate in charitable fundraising events, with a minimum of 2 participations annually. 7. Continue promoting employee volunteer club initiatives to encourage greater staff participation in community service. 8. Continue advancing educational cooperation and talent development programs in partnership with academic institutions. 9. Plan and support initiatives that contribute to domestic cultural development. 	<ol style="list-style-type: none"> 1. Continue providing resources to address social inequality and emergency needs by identifying suitable social organizations for stable, long-term support, while encouraging employee participation in community engagement efforts. 2. Enhance employees' awareness of environmental sustainability and promote active participation in sustainability initiatives. 3. Promote environmental sustainability awareness among the general public through participation in environmental education programs and activities. 4. Advance educational collaboration and talent development programs or initiatives in partnership with academic institutions. 	<ol style="list-style-type: none"> 1. Continue investing in support initiatives for disadvantaged groups, addressing issues such as resource inequality, emergency relief, elderly care, and educational empowerment. 2. Continue promoting sports and wellness activities to encourage healthy lifestyles and community engagement. 3. Continue deepening employee and public environmental awareness, with efforts aimed at reducing pollution, mitigating climate change, and protecting biodiversity. 4. Continue investing in educational partnerships and talent development programs to cultivate future-ready professionals and promote long-term social mobility.

7.1 Education Cooperation and Talent Cultivation

The Company recognizes the critical role education plays in driving societal progress. Beyond promoting civilization and knowledge advancement, education forms the foundation of individual and collective well-being. We also value the role of education in shaping values and character. Through a strong emphasis on character development, we aim to generate a positive and uplifting force for Taiwan's society.

Our approach to educational collaboration and talent development centers around three core strategies:

- **Prioritizing Education:** Addressing the imbalance in the distribution of educational resources.
- **Character Education:** Promoting positive values through character-building education.
- **Talent Cultivation:** Nurturing technological talent to drive innovation and advancement.

7.1.1 Key Achievements

1. Supporting the AUO Sustainability Literacy Scholarship

Initiated by the AUO Foundation, this program offers financial support to academically outstanding students from economically disadvantaged backgrounds who demonstrate strong moral character. In response to the increasing complexity of economic, social, and environmental challenges, the scholarship aims to foster sustainability literacy, equipping students with the skills and mindset to navigate present realities and future uncertainties.

The 2024 AUO Sustainability Literacy Scholarship received sponsorship from 87 individuals, totaling NT\$475,000.

2. Hosting Campus Sports Competitions to Foster Sportsmanship

For six consecutive years (2019–2024), the Company has partnered with the Department of Electrical Engineering at National Taiwan University to organize a badminton exchange tournament. This initiative empowers young students to cultivate not only academic excellence but also the

spirit of sportsmanship and positivity. Employees are also encouraged to balance work and life through active participation in sports.

The event serves as a platform for industry-academia collaboration by involving faculty members and fostering mutual understanding — laying the groundwork for long-term partnership and mutual benefit.

3. Continued Engagement in Campus Activities to Support Career Counseling

The Company remains committed to participating in university recruitment events each year. By actively engaging with students on campus, we share industry insights and real-world experiences, bridging the gap between higher education and practical applications. These efforts aim to provide students with meaningful career advice and guidance, helping them navigate their future career paths with greater clarity and confidence.

4. Student Internship Program

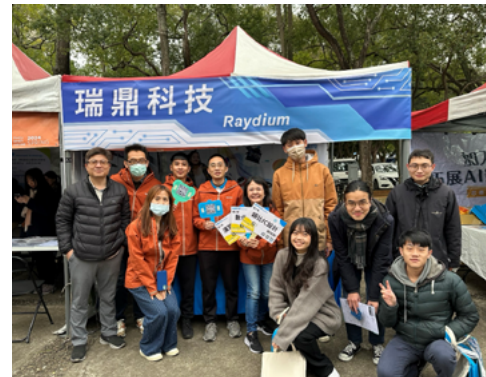
The Company offers internship opportunities to university students during the summer, providing them with a practical environment to apply their technical knowledge. Through hands-on experience and research-driven tasks, students are encouraged to reflect on their career aspirations and explore learning pathways beyond traditional academics. This initiative helps align students' academic training with real-world demands, strengthening their applied research capabilities in specialized fields.

5. Deepening Industry-Academia Collaboration and Recognizing Research Talent

Beyond participation in campus recruitment events, the Company actively engages with universities through guest lectures in specialized fields, aiming to deepen knowledge exchange between industry and academia. These lectures not only promote the integration of academic theory and industry practice but also broaden the research perspectives of young scholars by encouraging multidimensional thinking in the R&D process.

In 2024, the Company awarded a total of NT\$660,000 in Talent Development Scholarships to five students and NT\$100,000 in Tuition Assistance Scholarships to one student, supporting outstanding individuals in their pursuit of academic and research excellence.

In 2024,
total of NT \$ **660,000** in
Talent Development Scholarships to **5** students, and
NT \$ **100,000** in
Tuition Assistance Scholarships to **1** student



7.2 Charity and Social Engagement

The Company recognizes that although modern society is not lacking in resources, the distribution of those resources remains uneven. Factors such as congenital illness, poverty, and physical or mental disabilities prevent certain vulnerable groups from meeting even their most basic needs. These individuals require additional care and targeted support to ensure equitable opportunities and quality of life.

In response, the Company has adopted three strategic approaches to address disadvantaged care and promote community engagement:

- Poverty Alleviation: Provide financial support to help underprivileged groups secure their basic living needs and fundamental rights.
- Social Investment: Offer supportive assistance to disadvantaged communities from a proactive and sustainable social welfare perspective.
- Emergency Relief: Deliver care and aid to communities affected by sudden crises or major external events.

7.2.1 Key Achievements

1. Supporting Ren-Ai Foundation in Providing Care for Persons with Disabilities

The Ren-Ai Social Welfare Foundation, based in Hsinchu, offers essential services to individuals with moderate to severe physical and mental disabilities, including day care and learning center programs. In 2024, the Company launched a holiday charity gift box fundraising campaign in support of the foundation's efforts, raising a total of NT\$845,987 to contribute to disability care services.

2. Supporting AUO Foundation's Public Welfare Fundraising Initiatives

The AUO Foundation focuses on four core areas of social good: promoting environmental science education, advancing green and sustainable lifestyles, practicing humanitarian and social care, and preserving natural and cultural heritage. In support of these initiatives, the Company contributed NT\$1,000,000 in 2024 under its corporate name to facilitate the Foundation's ongoing public welfare programs.

the Company participated in the **2023 AUO Dream-Fulfillment Fund**, with 42 employees contributing to raise a total of **NT\$ 166,500**

Although fundraising started at the end of 2023, employee participation and contributions were completed in January 2024.



3. Heartwarming Christmas Giving Program

To share love and warmth during the Christmas season, employees adopted the holiday wishes of underprivileged children and prepared small gifts for them. Recipients included:

- Ren-Ai Social Welfare Foundation (serving individuals with disabilities)
- North District Social Welfare Center, Hsinchu City Government (gift distribution coordinated by social workers to children in special situations)
- Hsinchu Glory Church After-School Program (serving disadvantaged children and youth in the Hsinchu area)
- Taipei and Tainan branches of the Taiwan Fund for Children and Families
- Delan Orphanage (serving children and youth aged 5–18)

4. "Flowers for Love" Campaign Supporting Social Welfare Organizations

Adopting a proactive approach to social welfare, the Company seeks not only to provide economic assistance but also to support social welfare organizations in building skills and capabilities that empower individuals and promote self-sufficiency. This aligns with our belief in making high-impact and sustainable social investments.

In 2024, the Company launched the "Flowers for Love" sponsorship campaign, collaborating with Liang-Xin Sheltered Farm and Da-An Sheltered Farm of New Taipei City to purchase a variety of therapeutic plants, including moss balls, succulents, hydroponic sansevieria (snake plants), and hydroponic money trees. The total sponsorship amount reached NT\$89,000.

5. Supporting Inclusive Employment for Persons with Disabilities

The Company supports active labor market measures aimed at promoting inclusive employment. In addition to meeting the legal employment quota for persons with disabilities, we have also hired a full-time visually impaired massage therapist to provide services to employees. This initiative not only offers stable job opportunities but also contributes to building a more resilient and inclusive social safety net.



In 2024, a total of **277** disadvantaged children received Christmas gifts through this initiative



The campaign was held **twice** in 2024.

6. Promoting Sports Development through Football Tournament Sponsorship

Football development in Taiwan, particularly at the youth and collegiate levels, has long lagged behind that of many other countries. Beyond university and high school leagues, competitive opportunities for young athletes remain limited. To help foster a stronger football culture among college students and to support skill development and intercollegiate exchange, the Company donated NT\$40,000 in 2024 to the Taiwan Football Development Association.

The donation supported the Southern Cup – Intercollegiate Football Invitational Tournament, which brought together football teams from eight universities in southern Taiwan, including:

- National Cheng Kung University
- National Chung Cheng University
- National Sun Yat-sen University
- National Kaohsiung University of Science and Technology
- National Yunlin University of Science and Technology
- Southern Taiwan University of Science and Technology
- National Kaohsiung Normal University
- National University of Kaohsiung

This initiative aimed to elevate the level of football in southern Taiwan and expand competition and exchange opportunities for university players.



	Category / Initiative	Outcome / Amount
Social Inclusion	Talent Development Scholarships – 5 recipients	NT\$660,000
	Tuition Assistance Scholarship – 1 recipient	NT\$100,000
Social Care	“Flowers for Love” Charity Sale – 2 events	NT\$89,000
	Core Funding for Long-term NPO Partners	NT\$1,000,000
	Holiday Charity Gift Box Fundraising	NT\$845,987
	AUO Sustainability Literacy Scholarship	NT\$475,000
	Christmas Gift Donation to Underprivileged Children	NT\$166,500
	Corporate Strategy Meeting – Purchase of Charity Gifts	277 beneficiaries
	Corporate Strategy Meeting – Purchase of Charity Gifts	NT\$28,800
	Employee Volunteer Participation in Social Activities	52 participants
	Donation to Football Tournament	NT\$40,000
	Environmental & Ecological Protection Activities	2 events held
Environmental Care	Second-hand Clothing Donation Program	83 participants, 34 large bags
	Charity Lunch Boxes Ordered for Family Day	NT\$157,300

Appendix 1.GRI Standards Index

Statement of Use Raydium Semiconductor Corporation used the GRI Standards as a reference for the reporting of contents (from the period from January 1, 2024 through to December 31, 2024).

Used for GRI1 GRI 1: Foundation 2021

STANDARD DISCLOSURES PART I: Universal Standards

GR 2: General Disclosures 2021

Metric	Description		Section Title	Page
Governance				
2-1	Organizational details	Chapter 2 Business Governance	2.1 Company Profile	33
2-2	Entities included in the organization's sustainability reporting		Boundaries and Data	01
2-3	Reporting period, frequency and contact point	About the Report	Contact Method	02
2-4	Restatements of information		Report Management	02
2-5	External assurance		Third-Party Assurance	02
2-6	Activities, value chain and other business relationships	Chapter 2 Business Governance	2.1.2 Industry Value Chain: Upstream, Midstream, and Downstream Relationships	33
2-7	Employees	Chapter 6 Happy Workplace	6.1.1 Workforce Distribution	105
2-8	Workers who are not employees	Chapter 6 Happy Workplace	6.1.1 Workforce Distribution	105
2-9	Governance structure and composition	Chapter 2 Business Governance	2.3 Operation of Governance Organization	35
2-10	Nomination and selection of the highest governance body	Chapter 2 Business Governance	2.3 Operation of Governance Organization	35
2-11	Chair of the highest governance body	Chapter 2 Business Governance	2.3 Operation of Governance Organization	36

Metric	Description		Section Title	Page
Governance				
2-12	Delegation of responsibility for managing impacts	Chapter 1 Sustainability Management	1.4.2 Material Topic Impact Analysis	12
2-13	Delegation of responsibility for managing impacts	About the Report Chapter 2 Business Governance	2.3 Operation of Governance Organization	35
2-14	Role of the highest governance body in sustainability reporting	Chapter 1 Sustainability Management	1.2 Sustainability Management Organization	07
			1.4.2 Material Topic Impact Analysis	12
2-15	Conflicts of interest		2.3.2 Board Independence	38
2-16	Communication of critical concerns		2.3.5 Information Disclosure	39
2-17	Collective knowledge of the highest governance body	Chapter 2 Business Governance	2.3.3 Training Status of Governance Members	38
2-18	Evaluation of the performance of the highest governance body		2.3.2 Board Independence	38
2-19	Remuneration policies		2.3.4 Audit and Remuneration Committees	39
2-20	Process to determine remuneration		2.3.4 Audit and Remuneration Committees	39
2-22	Statement on sustainable development strategy	Chapter 1 Sustainability Management	1.2 Sustainability Management Organization	07

Metric	Description	Section Title	Page
Strategy, policies and practices			
2-23	Policy commitments	Chapter 1 Sustainability Management 1.5 Sustainability Strategy and Roadmap	20
2-24	Embedding policy commitments	2.4 Values, Principles, Standards, and Norms of Behavior	40
2-24	Processes to remediate negative impacts	Chapter 2 Business Governance 2.4.3 Grievance Mechanism	44
2-26	Mechanisms for seeking advice and raising concerns		44
2-27	Compliance with laws and regulations	2.4 Values, Principles, Standards, and Norms of Behavior	40
2-28	Membership associations	Chapter 3 Value Co-Creation 3.1.6 Participation in Industry Associations	62
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Chapter 1 Sustainability Management 1.3 Stakeholder Engagement	08
2-30	Collective bargaining agreements	Chapter 6 Happy Workplace 6.1.3 Compensation and Benefits - Labor-Management Communications	110

GR 3: Material Topic 2021

Metric	Description	Section Title	Page
Material Topic			
3-1	Process to determine material topics	1.4.1 Background on Sustainability Topic Collection	11
3-2	Entities included in the organization's sustainability reporting	Chapter 1 Sustainability Management 1.4.2 Material Topic Identification and Analysis	12
3-3	Reporting period, frequency and contact point		13

GRI 200 Economic Series

Metric	Description	Section Title	Page
GRI 201: Economic performance			
201-1	Direct economic value generated and distributed	Chapter 2 Business Governance 2.2 Financial Revenue	34
201-2	Financial implications and other risks and opportunities due to climate change	Chapter 5 Environmental Sustainability 5.1 Climate Change Management	86
201-3	Defined benefit plan obligations and other retirement plans	Chapter 6 Happy Workplace 6.1.3 Compensation and Benefits	111
GRI 202: Market presence			
202-2	Proportion of senior management hired from the local community	Chapter 6 Happy Workplace 6.1.1 Workforce Distribution	105
GRI 203: Indirect economic impacts (non-material issue, voluntary disclosure)			
203-1	Infrastructure investments and services supported	Chapter 7 Social Contribution and Engagement 2.3.4 Audit and Remuneration Committees	128
GRI 204: Procurement practices			
204-1	Proportion of spending on local suppliers	Chapter 4 Partnership and Co-prosperity 4.1.1 Local Procurement Overview	71
GRI 205 : Anti-corruption			
205-2	Communication and training about anticorruption policies and procedures	Chapter 2 Business Governance 2.4 Values, Principles, Standards, and Norms of Behavior	40
205-3	Confirmed incidents of corruption and actions taken		40

GRI 300: Environmental Series

Metric	Description		Section Title	Page
GRI 302: Energy (non-material issue, voluntary disclosure)				
302-1	Energy consumption within the organization		5.2.1 Energy Usage	91
302-3	Energy intensity	Chapter 5 Environmental Sustainability	5.2.1 Energy Usage	91
302-4	Reduction energy consumption		5.2.2 Greenhouse Gas (GHG) Inventory	92
302-5	Reductions in energy requirements of products and services		5.3 Energy-Efficient Product Design	96
GRI 303: Water and effluents (non-material issue, voluntary disclosure)				
303-5	Water withdrawal	Chapter 5 Environmental Sustainability	5.2.4 Water and Waste Management	94
GRI 305: Emissions (non-material issue, voluntary disclosure)				
305-1	Energy indirect (Scope 1) GHG emissions			92
305-2	Energy indirect (Scope 2) GHG emissions	Chapter 5 Environmental Sustainability	5.2.2 Greenhouse Gas (GHG) Inventory	92
305-4	GHG emissions intensit			93
305-5	Reduction of GHG emissions			93
GRI 306: Waste 2020 (non-material issue, voluntary disclosure)				
306-3	Waste generated	Chapter 5 Environmental Sustainability	5.2.4 Water and Waste Management	95
GRI 308 Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	Chapter 4 Partnership and Co-prosperity	4.1 Building a Sustainable Supply Chain	73
308-2	Negative social impacts in the supply chain and actions taken			73

GRI 400: Social Series

Metric	Description		Section Title	Page
GRI 401: Employment				
401-1	New employee hires and employee turnover		6.1.2 Talent Retention	107
401-2	Benefits provided to full-time part-time employees	Chapter 6 Happy Workplace	6.1.3 Compensation and Benefits	108
401-3	Parental leave		6.1.4 Friendly Workplace Environment	111
GRI 402: Labor-Management Relations				
402-1	Minimum notice periods regarding operational changes		Operational changes are announced in accordance with the Labor Standards Act	
GRI 403: Occupational health and safety 2018 (non-material issue, voluntary disclosure)				
403-1	Occupational health and safety management system		6.3.1 Occupational Health and Safety Management System	119
403-2	Hazard identification, risk assessment, and incident investigation		6.3.2 Risk Assessment and Management	120
403-3	Occupational health services		6.3.5 Health Promotion	123
403-4	Worker participation, consultation, and communication on occupational health and safety		6.3.1 Occupational Health and Safety Management System	119
403-5	Worker training on occupational health and safety	Chapter 6 Happy Workplace	6.3.3 Training, Communication, and Promotion	122
403-6	Promotion of worker health		6.3.5 Health Promotion	123
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		6.3.2 Risk Assessment and Management	120
403-8	Workers covered by an occupational health and safety management system		6.3.3 Occupational Health and Safety Management System	122
403-9	Work-related injuries		6.3.4 Occupational Injury Management	123

Metric	Description	Section Title	Page
GRI 404: Training and education			
404-1	Average hours of training per year per employee	6.2.1 Talent Cultivation	115
404-3	Percentage of employees receiving regular performance and career development reviews	Chapter 6 Happy Workplace 6.2.1 Talent Cultivation	115
GRI 405: Diversity and equal opportunity			
405-1	Diversity of governance bodies and employees	Chapter 2 Business Governance Chapter 6 Happy Workplace 2.3.1 Board Diversity Policy 6.1.1 Workforce Distribution	36 105
405-2	Ratio of basic salary and remuneration of women to men	Chapter 6 Happy Workplace 6.1.3 Compensation and Benefits	108
GRI 406: Non-discrimination (non-material issue, voluntary disclosure)			
406-1	Incidents of discrimination and corrective actions taken	There were no incidents of discrimination in 2024	
GRI 409: Forced or compulsory labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Chapter 2 Business Governance 2.4.2 Human Rights Management	41

Metric	Description	Section Title	Page
GRI 414 Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	Chapter 4 Partnership and Co-prosperity 4.1 Building a Sustainable Supply Chain	73
414-2	Negative social impacts in the supply chain and actions taken	4.1 Building a Sustainable Supply Chain	73
GRI 416: Customer health and safety			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Chapter 5 Environmental Sustainability 5.4 Green Production	97
GRI 418: Customer privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 2 Business Governance 2.6 Information Security and Privacy Management	51

Appendix 2. SASB Standards Index

Metric	Code of Metric	Disclosure Metric	Description	page
GHG emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions	Chapter 5 Environmental Sustainability 5.2.2 Greenhouse Gas (GHG) Inventory	92
		(2) Amount of total emissions from perfluorinated compound		92
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets		84
Energy management in manufacturing	TC-SC-130a.1	(1) Total energy consumed	Chapter 5 Environmental Sustainability 5.2.1 Energy Usage	91
		(2) Percentage of grid electricity		91
		(3) Percentage renewable		93
Water resource management	TC-SC-140a.1	(1) Total water withdrawn, and ratio of operations in regions with "High" or "Very High" water stress	Water withdrawals and consumption at Raydium are for office use and we do not operate production plants. The World Resources Institute (WRI) does not classify Taiwan as a water-stressed region. Chapter 5 Environmental Sustainability 5.2.4 Water and Waste Management	94
		(2) Total water consumption, and ratio of operations in regions with "High" or "Very High" water stress		94
Waste management	TC-SC-150a.1	Amount of hazardous waste from manufacturing and percent recycled	Raydium specializes in the design and sale of IC. All manufacturing, packaging, and testing are outsourced. Hazardous industrial waste disclosed in the Report mainly comes from non-conforming products returned by suppliers. Specialized third-party contractors are engaged in recycling the metal content of returned products. Chapter 5 Environmental Sustainability 5.2.4 Water and Waste Management	95
Employee health and safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Chapter 6 Happy Workplace 6.3 Occupational Health and Safety Management	119
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	There were no violations of related laws	-
Recruiting & managing a global & skilled workforce	TC-SC-330a.1	(1) Percentage of employees that are foreign nationals %	Chapter 6 Happy Workplace 6.1.1 Workforce Distribution	105
		(2) Percentage of employees that are located offshore %		
Product life cycle management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Chapter 5 Environmental Sustainability Raydium is an IC design company that outsources production to semiconductor contract manufacturers. We do not directly produce products with declarable substances under IEC 62474.	-
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops	Chapter 5 Environmental Sustainability Not applicable as Raydium specializes in the design and sale of driver IC rather than processors.	-
Raw Material Management	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Chapter 4 Partnership and Co-prosperity 4.1 Building a Sustainable Supply Chain	73
Intellectual property protection and competitive behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	There were no violations of related laws Chapter 3 Co-Creation Value 3.2 Intellectual Property Protection	63
Business Metric: Category of product being produced	TCSC-000.A	Total production	Raydium's total production output in 2024 was 618,897 thousand units.	-
	TCSC-000.A	Percentage of production from self-owned plants	This is not applicable as Raydium is an IC design company that outsources all production to semiconductor contract manufacturers.	-

Appendix 3 Taiwan Stock Exchange “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” Sustainability Disclosure Indicators - Semiconductor Industry

No.	Metric	Metric Type	Description	Unit	Page
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	Chapter 5 Environmental Sustainability 5.2.1 Energy Usage	Gigajoule (GJ), Percentage (%)	91
2	Total water withdrawn, total water consumption	Quantitative	Chapter 5 Environmental Sustainability 5.2.4 Water and Waste Management	Natural gas (1000m3)	94
3	Total hazardous waste generated and percentage recycled	Quantitative	Chapter 5 Environmental Sustainability 5.2.4 Water and Waste Management	Metric tons (t), Percentage (%)	94
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Chapter 6 Happy Workplace 6.3.4 Occupational Injury Management	Percentage (%), quantity	123
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	Chapter 5 Environmental Sustainability 5.2.4 Water and Waste Management	Metric tons (t), Percentage (%)	94
6	Description of the management of risks associated with the use of critical materials	Qualitative description	Chapter 4 Partnership and Coprosperity 4.1 Building a Sustainable Supply Chain	Not applicable	-
7	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	There were no violations of related laws 2.4.1 Code of Ethical Conduct	Reporting currency	40
8	Production by product category	Quantitative	Chapter 2 Business Governance 2.1.2 Industry Value Chain: Upstream, Midstream, and Downstream Relationships	Varies by product category	33

Note 1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Appendix 4. Assurance Statement for the Report



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE RAYDIUM SEMICONDUCTOR CORPORATION'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by RAYDIUM SEMICONDUCTOR CORPORATION. (hereinafter referred to as RAYDIUM) to conduct an independent assurance of the Corporate Sustainability Report for 2024 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 2 Moderate level during 2024/12/27 to 2025/4/8. The boundary of this report includes Raydium Semiconductor Corporation Taiwan operational and service sites as disclosed in Raydium's Sustainability Report of 2024. The boundary is not the same as Raydium's consolidated financial statements.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all RAYDIUM's Stakeholders

RESPONSIBILITIES

The information in the RAYDIUM's Sustainability Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and the management of RAYDIUM.

SGS has not been involved in the preparation of any of the material included in the Report. Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP.2018).

Assurance has been conducted at a type 2 moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options

1	AA1000 Accountability Principles (2018)
2	GRI (With Reference to)
3	SASB TECHNOLOGY & COMMUNICATIONS- Semiconductors Sustainability Accounting Standard (Version 2023-12)

- The evaluation of the reliability and quality of specified sustainability performance information in RAYDIUM's Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a moderate level of scrutiny for RAYDIUM
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standard.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

- The specified performance information includes the data for 2024, which is related to GRI 2, GRI 3, GRI 200, 300 and 400 series claimed in the GRI content index as material in RAYDIUM's Sustainability Report.
- The amount of RAYDIUM's total weight of waste generated from 2022 to 2024.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts and Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

SGS affirm our independence from RAYDIUM, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

RAYDIUM has demonstrated its commitment to stakeholder inclusivity through formalised commitment from the highest governing body. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns.

MATERIALITY

RAYDIUM has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. It's recommended to use quantized criteria and thresholds to determine the significance, likelihood, and present and expected future impact of identified material sustainability topics.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

RAYDIUM has performed processes to recognize and manage the organisation's impacts that are applied across the organisation under the governance of senior management. It's recommended to defined methodology to present impacts as quantitative or monetised measurement results.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

On the basis of the verification work performed, we checked minutes of meetings, management documents, ERP system reports, receipts, and ISO certification... We have confidence that the specified performance information included in the scope of assurance is reliable at a moderate level of scrutiny for RAYDIUM.

ADHERENCE TO GRI

The report, RAYDIUM's Sustainability Report of 2024, is reporting with reference to the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to RAYDIUM's contributions to sustainability development.

To further enhance transparency and align with stakeholder expectations, it may be beneficial to provide additional details, such as GRI Disclosure 2-21 used for calculating the ratio or the specific employee groups included. This could strengthen the comprehensiveness of the disclosure and offer greater clarity to readers.

ADHERENCE TO SASB

RAYDIUM has referenced with SASB's Standard, TECHNOLOGY & COMMUNICATIONS SECTOR - SEMICONDUCTORS, VERSION 2023-12 to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed information correspond to the financial data reported in RAYDIUM's audited individual financial statements. RAYDIUM used SASB accounting and activity metrics to assess and manage the topic-related risks and opportunities, where relevant quantitative information was assessed for its accuracy and completeness to support the comparability of the data reported. Process to identify, assess, and manage topic-related risks and opportunities were integrated into RAYDIUM's overall management process. It is recommended that RAYDIUM establish the data collection pipeline to provide imported information from overseas operating sites to make the reporting scope more complete.

Signed:
For and on behalf of SGS Taiwan Ltd.



Stephen Pao
Business Assurance Director
Taipei, Taiwan
08 May, 2025
WWW.SGS.COM



Sustainability Report

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Raydium

Raydium Semiconductor Corporation

