



01

Sustainability Management

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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

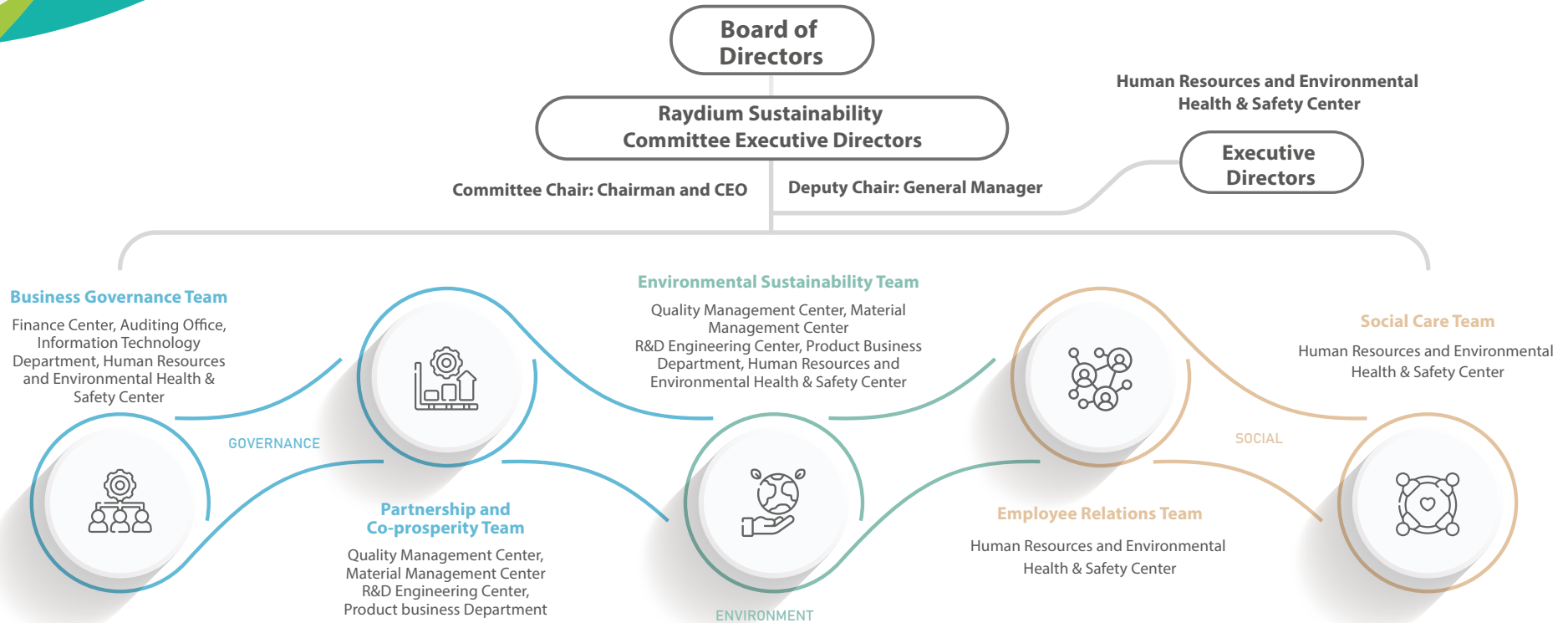


1.2 Sustainability Management Organization

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.

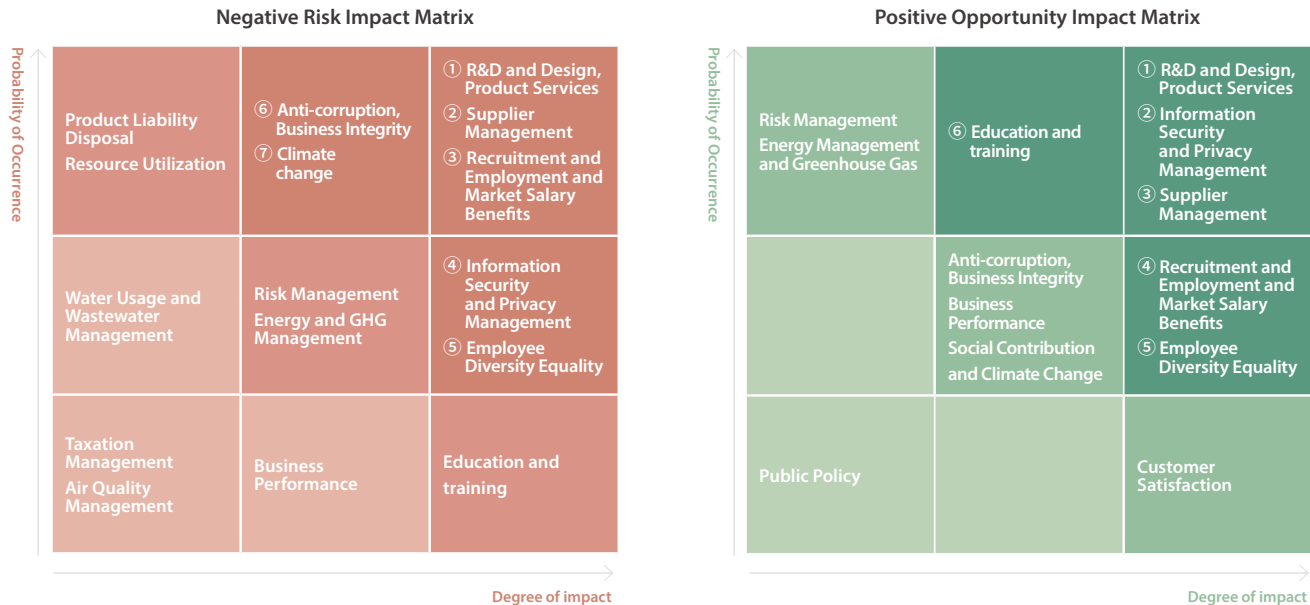
The risk assessment for each operational impact was discussed by a meeting of senior executives to decide on the eight material topics. Another eight custom self-management topics were also formulated.

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.



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.

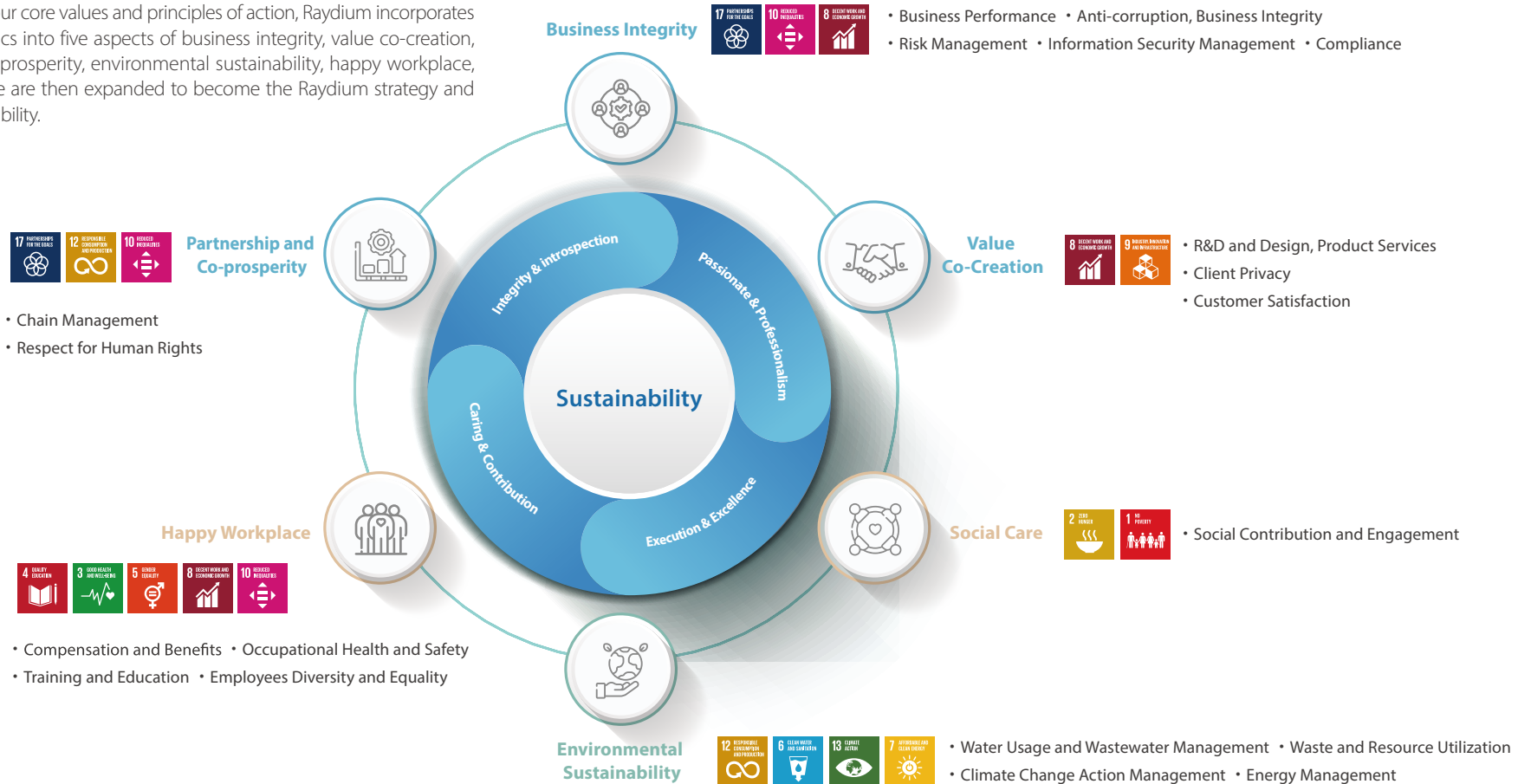
Sustainability Topic	Corresponding GRI Topic Standard	Section Corresponding to Chapter	Impact Boundary							
			Scope of Impact on Value Chain							
			Raydium	Investors	Clients	Distributor	Supplier	End Users	Government Authorities	Academic Institutions
Climate Change Action Management	GRI 201 Economic 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											

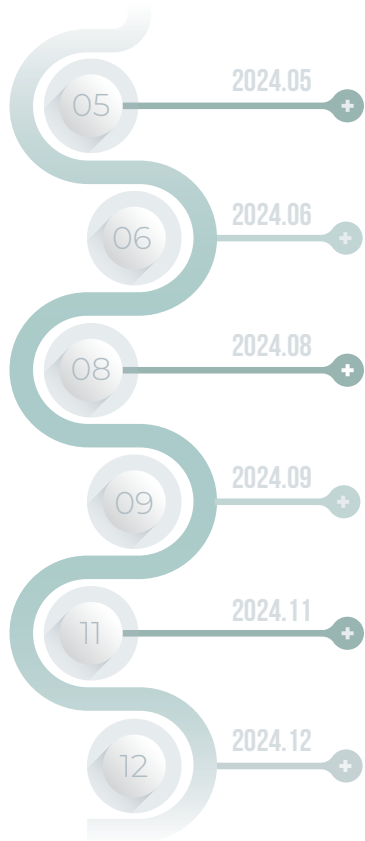
1.5 Sustainability Strategy and Roadmap

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.