



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
<ol 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. 	<ol 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. 	<ol 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)
<ol 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. 	<ol 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			
	Job Level		Male	Female	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.

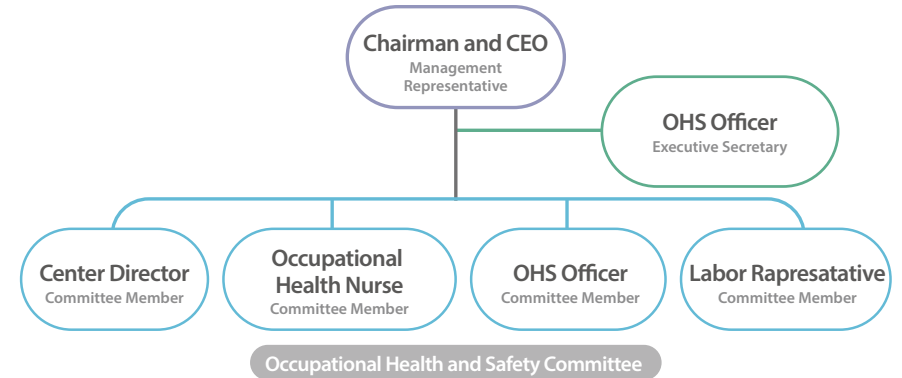
6.3 Occupational Health and Safety Management

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.

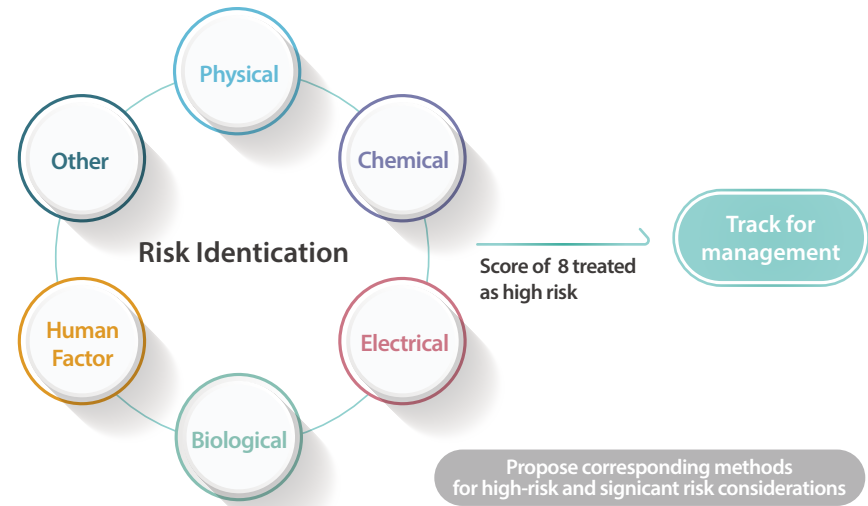
Year	2022	2023	2024
Total Number of Committee Members	26	31	30
Number of Labor Representatives	9	13	13
Percentage of Labor Representatives (%)	34.62%	41.94%	43.30%



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.

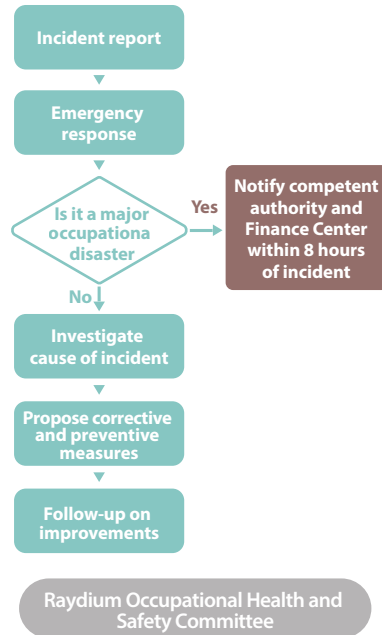
A total of two occupational injury cases occurred in 2024.

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.

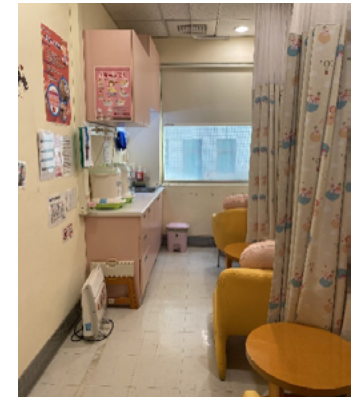
Raydium is committed to promoting work-life balance and fostering a friendly and inclusive workplace. For female employees requiring maternal health protection, the Company not only provides case management and follow-up care in accordance with legal requirements, but also offers additional supportive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