



07

Social Care

- Education Cooperation and Talent Cultivation
- Charity and Social Engagement

Chapter 7

Performance Highlights



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



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



Donated Christmas gifts to 277 underprivileged children.



2024 Goals and Achievements

Goals

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

Achievements

Social Inclusion Initiatives

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

Industry-Academia Collaboration

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

Sustainability Policy

Social Care

Topic of Concern: Social Contribution and Community Engagement

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

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

7.1 Education Cooperation and Talent Cultivation

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

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

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

7.1.1 Key Achievements

1. Supporting the AUO Sustainability Literacy Scholarship

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

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

2. Hosting Campus Sports Competitions to Foster Sportsmanship

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

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

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

3. Continued Engagement in Campus Activities to Support Career Counseling

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

4. Student Internship Program

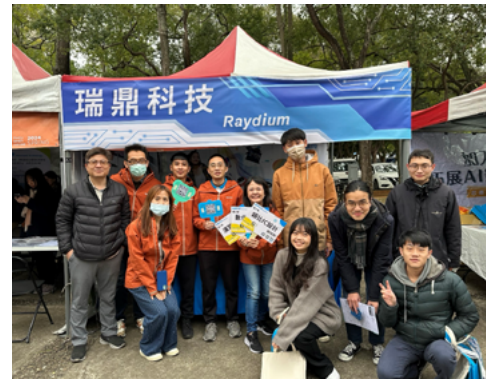
The Company offers internship opportunities to university students during the summer, providing them with a practical environment to apply their technical knowledge. Through hands-on experience and research-driven tasks, students are encouraged to reflect on their career aspirations and explore learning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

5. Deepening Industry-Academia Collaboration and Recognizing Research Talent

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

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

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



7.2 Charity and Social Engagement

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

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

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

7.2.1 Key Achievements

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

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

2. Supporting AUO Foundation's Public Welfare Fundraising Initiatives

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

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

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



3. Heartwarming Christmas Giving Program

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

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

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

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

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

5. Supporting Inclusive Employment for Persons with Disabilities

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



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



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

6. Promoting Sports Development through Football Tournament Sponsorship

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

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

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

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



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