

2.3.3 Taiwan Corporate Governance Implementation as Required by the Taiwan Financial Supervisory Commission

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
1. Does the Company establish and disclose its corporate governance best practice principles based on the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies"?	✓		The Company has adopted its "Corporate Governance Best Practice Principles" in accordance with the guidelines for TWSE/TPEX listed companies. Relevant information is disclosed on the Company's website and the Market Observation Post System (MOPS).	None
2. Shareholding Structure & Shareholders' Rights (1) Has the Company established internal procedures for handling shareholders' proposals, inquiries, disputes, and litigation matters, and implemented them accordingly?	✓		The Company has implemented a spokesperson system in compliance with regulations, providing: (1) spokesperson and acting spokesperson; (2) an investor mailbox (Raydium@rad-ic.com); and (3) a designated section on the Company website to handle shareholders' proposals and disputes. Designated personnel handle legal proceedings filed by shareholders.	None
(2) Does the Company maintain a list of major shareholders and the ultimate beneficial owners of such shareholders?	✓		The Company reports monthly changes in shareholdings of insiders (directors, managers, and shareholders holding more than 10%) on MOPS, and obtains a list of shareholders holding more than 5% on a quarterly basis.	None
(3) Has the Company established and implemented risk management and firewall mechanisms with its affiliates?	✓		The Company's financial and business operations with affiliates are conducted independently. It has adopted the "Regulations for Supervision of Subsidiaries" and "Procedures for Transactions with Related Parties, Specific Companies, and Group Enterprises" to manage risk control and implement firewall mechanisms.	None
(4) Has the Company established internal regulations prohibiting insider trading of undisclosed material information?	✓		The Company has adopted the "Procedures for Handling Material Inside Information and Prevention of Insider Trading" to prohibit insiders from trading securities using undisclosed material information.	None
3. Composition and Responsibilities of the Board of Directors (1) Has the Board of Directors established a diversity policy, set measurable objectives, and implemented such policy?	✓		The Company has formulated and implemented a diversity policy for the composition of its Board of Directors. For details, please refer to pages 7 to 10 of the Annual Report.	None
(2) Other than the Remuneration Committee and the Audit Committee required by law, has the Company voluntarily established other functional committees?	✓		In addition to the legally required Remuneration Committee and Audit Committee that assist the Board in exercising its powers, the Company has not established other functional committees.	The Company will consider establishing additional functional committees based on regulatory requirements and operational needs to continue enhancing corporate governance.

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
(3) Has the Company established a performance evaluation policy and methodology for the Board of Directors, conducted evaluations on a regular basis each year, reported the results to the Board, and used them as a reference for the remuneration and reappointment of individual directors?	✓		<ol style="list-style-type: none"> 1. The Board of Directors adopted the “Regulations for Board Performance Evaluation” on April 15, 2021. These regulations stipulate that an internal performance evaluation shall be conducted at least once per year and that an external performance evaluation shall be conducted at least once every three years by an independent professional institution or a team of external experts. 2. The internal performance evaluation for the year 2024 was completed in early 2025. The overall Board was rated as “Excellent,” while individual Board members, the Audit Committee, and the Remuneration Committee were all rated as “Outstanding.” The evaluation results confirmed the effective operation of the Board and its functional committees in alignment with corporate governance requirements, and the evaluation also affirmed their contribution to enhancing Board functions and safeguarding shareholder rights. The results were submitted to the Board on February 25, 2025, and will serve as a reference for determining individual director remuneration and nomination for reappointment. 3. In accordance with the evaluation regulations, the Company engaged the Taiwan Corporate Governance Association, an external professional organization, in August 2023 to conduct the most recent external Board performance evaluation. The Association affirmed the Company’s compliance with applicable corporate governance regulations and provided relevant recommendations. A summary of the evaluation results, recommendations, and the Company’s follow-up actions is available on the Company’s official website. 	None
(4) Does the Company regularly assess the independence of its external auditors?	✓		<ol style="list-style-type: none"> 1. In accordance with Article 29, Paragraph 5 of the Corporate Governance Best Practice Principles and Article 3 of the Audit Committee Charter, the Company evaluates the independence and competence of its CPAs annually with reference to Statement No. 10 of the Norms of Professional Ethics for CPAs and Audit Quality Indicators (AQIs). 2. The evaluation covers the CPAs’ “Declaration of Independence” and AQIs, and follows independence criteria detailed in Note 1 (page 29) of the Annual Report. Key areas include: <ol style="list-style-type: none"> (1) Independence: <p>Evaluations confirm that the CPAs have no financial or business relationship with the Company other than engagement fees, and no violations of independence by their family members. Audit Quality and Suitability</p> (2) Audit Quality and Suitability: <ul style="list-style-type: none"> ■ Evaluation areas include professional expertise, quality control, independence, supervision, and innovation capability. Overall performance was comparable to or slightly better than that of other Big Four accounting firms. Specifically, in terms of innovation, the audit firm has continuously introduced digital audit platforms and analytical tools, which effectively improve audit quality. 	None

Assessment Item	Implementation Status		Reason for Non-implementation
	Yes	No	
	✓		<p>■ Regarding independence, considering that KPMG Taiwan has continuously provided audit services to the Company since its establishment for over 20 years, the potential impact of long-term engagement on independence was noted. However, the firm has implemented a strict internal auditor rotation mechanism to uphold independence, and in 2024, the scheduled internal CPA rotation was completed accordingly.</p> <p>(3) Independence: Evaluations confirm that the CPAs have no financial or business relationship with the Company other than engagement fees, and no violations of independence by their family members. Audit Quality and Suitability</p> <p>(4) Audit Quality and Suitability: ■ Evaluation areas include professional expertise, quality control, independence, supervision, and innovation capability. Overall performance was comparable to or slightly better than that of other Big Four accounting firms. Specifically, in terms of innovation, the audit firm has continuously introduced digital audit platforms and analytical tools, which effectively improve audit quality.</p> <p>■ Regarding independence, considering that KPMG Taiwan has continuously provided audit services to the Company since its establishment for over 20 years, the potential impact of long-term engagement on independence was noted. However, the firm has implemented a strict internal auditor rotation mechanism to uphold independence, and in 2024, the scheduled internal CPA rotation was completed accordingly.</p> <p>■ The CPA firm has been able to complete all financial and tax audit certifications on time, and its overall work performance has been assessed as satisfactory. The evaluation results for the most recent year were discussed and approved by the Audit Committee on February 26, 2024, and were submitted to the Board of Directors for resolution on the evaluation of the independence and suitability of the CPAs.</p> <p>3. Based on the above, the CPAs were deemed highly independent and competent, with reliable audit quality. The 2024 evaluation results were approved by the Audit Committee and the Board on February 25, 2025.</p>

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
4. Has the Company appointed a sufficient number of competent corporate governance personnel and designated a Corporate Governance Officer responsible for corporate governance matters (including but not limited to providing information required by Directors and Supervisors for business execution, assisting in legal compliance, handling matters related to Board and Shareholders' meetings according to law, and preparing meeting minutes)?	✓		<ol style="list-style-type: none"> 1. On April 15, 2021, the Board resolved to appoint Assistant Vice President Lin Pei-Yi of the Finance Center as the Corporate Governance Officer to be responsible for supervising and planning corporate governance affairs. Her qualifications meet the requirements of Article 3-1, Paragraph 1 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. She completed the required continuing education in 2024. The finance unit is also responsible for implementing governance matters to support the Board in fulfilling governance and compliance.. 2. The Corporate Governance Officer's responsibilities include: <ol style="list-style-type: none"> (1) Handling matters related to Board and Shareholders' meetings in accordance with the law. (2) Preparing minutes of Board and Shareholders' meetings. (3) Assisting Directors and Independent Directors with onboarding and continuing education. (4) Providing information required for Directors and Independent Directors to execute their duties. (5) Assisting Directors and Independent Directors in complying with laws and regulations. (6) Reporting to the Board on the compliance of Independent Directors' qualifications at the time of nomination, election, and during their terms. (7) Handling matters related to changes in Directors. (8) Other matters stipulated in the Articles of Incorporation or internal regulations. 3. For key activities related to corporate governance implementation in 2024, please refer to page 29 of the annual report. 	None
5. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) and created a Stakeholders Section on its website? Does it respond appropriately to important CSR topics of concern to stakeholders?	✓		<ol style="list-style-type: none"> 1. The Company values stakeholder feedback and has created a dedicated Stakeholders Section on its website, including a dedicated communication email to maintain open channels. The Company promptly discloses material information that may impact stakeholders. 2. Through a stakeholder list and sustainability questionnaires, the Company collects and ranks key issues of concern from different stakeholder groups to serve as the basis for engagement. 3. Communication with stakeholders in 2024 was reported to the Board on November 5, 2024. For detailed communications and reports, please refer to the Company's website and the 2024 Sustainability Report. 	None
6. Has the Company appointed a professional shareholder services agent to handle shareholders' meeting matters?			The Company has appointed the Stock Affairs Department of Taishin Securities Co., Ltd. as the Company's stock affairs agent to assist in handling shareholders' meeting matters.	None

Assessment Item	Implementation Status			Reason for Non-implementation
	Yes	No	Explanation	
7. Information Disclosure (1) Has the Company established the Company's official website to disclose information regarding its financials, business and corporate governance status?	✓		The Company has established a corporate website (https://www.rad-ic.com/) to disclose important information regarding its financials, business operations, corporate governance, and affiliated companies.	None
(2) Does the Company use other information disclosure channels (e.g., maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investor conferences, etc.)?	✓		The Company has designated dedicated personnel to collect and disclose corporate information and has also established an English-language version of its official website. A spokesperson and an acting spokesperson have been appointed. All material information, investor conference announcements, and related materials are disclosed either on the Company's official website or through the Market Observation Post System (MOPS).	None
(3) Does the Company announce and file its annual financial statements within two months after the end of the fiscal year, and announce and file its first, second, and third quarter financial statements as well as monthly operating results before the required deadlines?	✓		The Company's consolidated and parent company only financial statements for fiscal year 2024 were announced and filed on February 27, 2025, within two months after the end of the fiscal year. The financial reports for the first, second, and third quarters of 2024, along with the Company's monthly revenue figures, were all disclosed via the Market Observation Post System (MOPS) and simultaneously uploaded to the Company's official website, in compliance with the required disclosure deadlines.	None
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices?	Employee Rights	✓	The Company is committed to safeguarding employee rights and enhancing workplace well-being. For detailed information, please refer to Chapter 4, Section 5 "Labor Relations" (pages 83-84) of the annual report. In addition, the Company has established an Employee Welfare Committee responsible for the planning and administration of various employee welfare initiatives.	None
	Employee Wellness	✓		
	Investor Relations	✓	The Company has designated dedicated personnel to promptly disclose financial information and changes in insider shareholding through the Market Observation Post System (MOPS), in accordance with relevant regulations, thereby assisting investors in understanding the Company's operational and financial status.	None
	Supplier Relations	✓	Supplier management procedures have been integrated into procurement operations. Regular supplier evaluations are conducted to facilitate continuous improvement in quality and service, thereby fostering long-term, mutually beneficial partnerships.	None
	Stakeholder Rights	✓	The Company actively discloses the latest information through MOPS and its official website and provides open communication channels to ensure transparent and effective interaction with stakeholders and to safeguard their legal rights.	None

Assessment Item		Implementation Status			Reason for Non-implementation
		Yes	No	Explanation	
	Director Training	✓		Directors are notified from time to time of opportunities for professional training. For details, please refer to “Training Records of the Company's Directors in 2024” (page 30 of this Annual Report).	None
	Implementation of Risk Management Policies	✓		For the Company’s risk management practices, please refer to Chapter 5, Section 6 “Risk Management” (pages 92–95) of this Annual Report.	None
	Customer Relationship Policies	✓		The Company maintains close relationships with its customers to ensure that product reliability and quality meet expectations.	None
	Directors and Officers Liability Insurance	✓		The Company has purchased directors’ and officers’ (D&O) liability insurance for its directors and managerial officers. Insurance coverage is reported to the Board of Directors annually, and the insured amount is reviewed on a regular basis.	None

9. Please describe the improvements made in accordance with the most recent Corporate Governance Evaluation Results released by the Corporate Governance Center of the Taiwan Stock Exchange, and provide the priorities and measures for addressing items that have not yet been improved.
- According to the results of the 10th Corporate Governance Evaluation by TWSE, the Company was ranked in the second tier (top 6% to 20%). The Company continues to strengthen governance and pursue sustainable development. The improvements made in 2023 are mainly as follows:
 - Key improvements made in 2023:
 - (1) Increased Board attendance rate at AGM.
 - (2) Included key shareholder questions and Company responses in AGM minutes.
 - (3) Uploaded full audio and video recording of the AGM.
 - (4) Elected a new female director in the full Board re-election.
 - (5) Established succession planning mechanisms for Directors and key managerial officers; disclosed execution on the Company website.
 - (6) Engaged an external professional agency for Board performance evaluation.
 - (7) Amended the "Audit Committee Charter" to authorize risk oversight; risk management structure, processes, and status are reported to the Board.
 - (8) Disclosed linkage between performance evaluations and remuneration of directors and officers in the annual report.
 - (9) Published English interim financial reports within two months after the Chinese version deadline.
 - (10) Third-party assurance of the sustainability report and published the English version on MOPS and the Company website.
 - (11) Identified key stakeholders, material topics of concerns, and corresponding communication channels, and responses disclosed on the website; disclosure available on the Company website and regularly reported to the Board of Directors.
 - (12)
 - Key improvements completed in 2024:
 - (1) Simultaneous disclosure of material information in both Chinese and English.
 - (2) Revision of the “Operational Standards for Financial Transactions Among Related Parties” and the “Procedures for Acquisition or Disposal of Assets”; major related party transactions are now required to be submitted to the Board of Directors for resolution.
 - (3) Disclosed information on governance, strategy, risk management, metrics, and targets regarding climate-related risks and opportunities, in alignment with the TCFD framework.

Note 1: Standard Evaluation Items for CPAs' Independence

Evaluation Item	Evaluation Result
1. There are no direct or material indirect financial interests between the certifying CPA and the Company.	Met
2. There are no significant and close business relationships between the certifying CPA and the Company.	Met
3. There is no potential employment relationship of the certifying CPA during the audit engagement.	Met
4. There is no lending or borrowing relationship between the certifying CPA and the Company.	Met
5. The certifying CPA has not received any significant gifts or presents (the value of which exceeds general social norms) from the Company or its directors and officers.	Met
6. The certifying CPA has not provided audit services to the Company for more than seven consecutive years.	Met
7. Neither the certifying CPA, their spouse, nor their dependents hold any shares in the Company.	Met
8. Neither the certifying CPA, their spouse, their dependents, nor their audit team members have served as directors, managerial officers, or in other positions that could significantly affect the audit during the audit period or in the past two years, and they are confirmed not to do so in future audit periods.	Met
9. The certifying CPA complies with the independence standards set out in Statement No. 10 of the Norm of Professional Ethics for Certified Public Accountants and has provided a written "Statement of Independence."	Met

Highlights of Corporate Governance Implementation in 2024

Item	Highlights of Implementation
Shareholders' Meeting	<ul style="list-style-type: none"> One annual shareholders' meeting was convened (at least once a year).
Board of Directors	<ul style="list-style-type: none"> Held 5 Board meetings (at least once every quarter) with an attendance rate of 100%. <p>Directors recused themselves from voting on matters involving personal interests in accordance with the Board Meeting Rules.</p>
Functional Committees	<ul style="list-style-type: none"> Held 3 Remuneration Committee meetings (at least twice a year) with an attendance rate of 100%. Held 4 Audit Committee meetings (at least once every quarter) with an attendance rate of 100%. <p>No conflict-of-interest matters requiring recusals occurred during the period.</p>
Board Performance Evaluation	<ul style="list-style-type: none"> Annual internal performance evaluation completed: For 2024, the overall Board was rated as "Good," while individual Board members, the Audit Committee, and the Remuneration Committee were rated as "Excellent," indicating effective governance and alignment with corporate governance requirements. External performance evaluation completed in August 2023 by an independent expert (Taiwan Corporate Governance Association), which affirmed the Company's adherence to governance regulations and provided suggestions. Please refer to the Company website for full results and follow-up improvements.
Director and Corporate Governance Officer Training	<ul style="list-style-type: none"> All Directors completed a minimum of 6 continuing education credits for the year. The Corporate Governance Officer completed 17 hours of training. <p>For more details, please refer to pages 30–31 of this Annual Report.</p>
Directors' Liability Insurance	<ul style="list-style-type: none"> Liability insurance was maintained for Directors and key officers. The insurance period covers July 1, 2024 to July 1, 2025, with coverage amounting to USD 10 million. The renewal status was reported to the Board on August 6, 2024.
Corporate Governance Evaluation Results	<ul style="list-style-type: none"> According to the 10th Corporate Governance Evaluation released by the Taiwan Stock Exchange, the Company was ranked in the second tier (Top 6%–20%) among all listed companies.
Sustainable Finance Products	<ul style="list-style-type: none"> In 2024, the Company invested NT\$20 million in TSMC's 6th unsecured ordinary corporate green bond of 2020 (bond name: P09 TSMC 6A, code: B618C3), which was recognized as a green bond by the Taipei Exchange.

Training Records of the Company's Directors in 2024

Title/Name	Date	Host By	Course Name	Hours	Total Hours	Meets Requirements
Director Hermit Huang	August 3, 2024	Independent Director Association Taiwan	Legal Planning and Risk Management for Cross-Border M&A	3	6	Yes
			How Foreign Institutional Investors View ESG Governance and Investment Duty	3		
Director Hong-Jye Hong	August 7, 2024	Securities and Futures Institute	Key to Enhancing ESG Performance of Corporates	3	6	Yes
	October 7, 2024	The Chinese National Association of Industry and Commerce, Taiwan	2024 Taishin Net Zero Summit	3		
Director Amy Ku	August 3, 2024	Independent Director Association Taiwan	Legal Planning and Risk Management for Cross-Border M&A	3	6	Yes
			How Foreign Institutional Investors View ESG Governance and Investment Duty	3		
Director Sheaffer Lee	June 13, 2024	Independent Director Association Taiwan	Introduction to IFRS Sustainability Disclosure Standards and Net Zero Trends	3	6	Yes
	June 21, 2024	Taiwan Corporate Governance Association	Succession Planning: Employee Incentive Plans and Equity Succession	3		
Independent Director Max Cheng	June 13, 2024	Independent Director Association Taiwan	Introduction to IFRS Sustainability Disclosure Standards and Net Zero Trends	3	15	Yes
	June 19, 2024	Taiwan Institute of Directors	Enhancing International Competitiveness of Taiwanese Enterprises	3		
	June 21, 2024	Taiwan Corporate Governance Association	Succession Planning: Employee Incentive Plans and Equity Succession	3		
	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6		
Independent Director Haydn Hsieh	September 20, 2024	Taiwan Corporate Governance Association	Enhancing Corporate Competitiveness through DEI Culture	3	6	Yes
			Legal Risks in the Era of AI and Open Source	3		
Independent Director Jerry Jou	June 21, 2024	Taiwan Corporate Governance Association	Succession Planning: Employee Incentive Plans and Equity Succession	3	6	Yes
	October 23, 2024		2024 Fubon Property Insurance ESG Forum	3		

Note: The continuing education of all Directors of the Company complies with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies.” All re-appointed Directors received at least 6 hours of training in 2024.

Training Records of the Company's Corporate Governance Officer in 2024

Title/Name	Date	Host By	Course Name	Hours	2024 Training Hours
Corporate Governance Officer Patty Lin	March 6, 2024	Taiwan Corporate Governance Association	2024 Global Economic Outlook	1	17
	June 6, 2024	Taiwan Alliance for Sustainable Development	Entering the New Carbon Era with Sustainability Knowledge	7	

Title/Name	Date	Host By	Course Name	Hours	2024 Training Hours
	June 13, 2024	Taiwan Independent Directors Association	Introduction to IFRS Sustainability Disclosure Standards and Net Zero Trends at Home and Abroad	3	
	June 25, 2024	Taiwan Corporate Governance Association	Post-pandemic Strategy – How Taiwanese Enterprises Should Respond to the Challenges and Opportunities (Part I)	3	
	June 28, 2024		Post-pandemic Strategy – How Taiwanese Enterprises Should Respond to the Challenges and Opportunities (Part II)	3	

Note: The continuing education of the Company's corporate governance officer complies with Article 24 of the "Regulations Governing the Exercise of Powers by Boards of Directors of TWSE Listed and TPEX Listed Companies," with at least 12 hours of training completed in 2024.

2.3.4 Composition, Responsibilities, and Operation of the Remuneration Committee

1. Remuneration Committee Members' Information

Title	Qualifications	Professional Qualification and Experience	Independence Status	Number of Remuneration Committees Served in Other TWSE/TPEX Listed Companies
	Name			
Independent Director (Convener)	Haydn Hsieh	(Note)	(Note)	0
Independent Director	Max Cheng			3
Independent Director	Jerry Jou			0

Note: Please refer to pages 5–7 of this annual report for the professional qualifications and independence of directors.

2. Responsibilities and Annual Priorities of the Remuneration Committee

The Company established the Remuneration Committee on November 2, 2011. The Committee comprises three Independent Directors and holds at least two meetings annually. Committee members shall faithfully perform the following duties with the due care and fiduciary responsibility of a prudent administrator and submit Proposals to the Board of Directors for deliberation:

- (1) Establish and periodically review the policies, frameworks, standards, and procedures for evaluating the performance and determining the remuneration of Directors and managerial officers.
- (2) Conduct regular assessments and determine the remuneration of Directors and managerial officers.

3. Operation of the Remuneration Committee

- (1) The Remuneration Committee comprises 3 members.
- (2) Term of current members: May 29, 2023 to May 28, 2026.
- (3) In 2024, the Remuneration Committee held 3 (A) meetings. Attendance is as follows::

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) 【B/A】	Remark
Independent Director (Convener)	Haydn Hsieh	3	0	100	-
Independent Director	Max Cheng	3	0	100	-
Independent Director	Jerry Jou	3	0	100	-