

## Raydium Semiconductor Corporation

### Organizational Charter of the Sustainability Development Committee

#### Article 1: Purpose and Basis

For the purpose of realizing the Company's sustainability goals and strengthening its sustainability governance, in accordance with Paragraph 3, Article 27 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Paragraph 1, Article 9 of the "Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies," the Sustainability Development Committee (hereinafter referred to as the "Committee") is established, and this Organizational Charter (hereinafter referred to as the "Charter") is adopted for compliance.

#### Article 2: Scope of Application

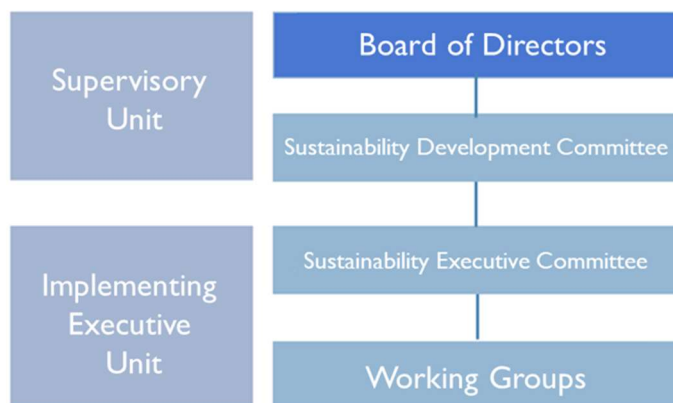
Matters regarding the number of members, term of office, scope of duties, rules of procedure, and the resources to be provided by the Company for the Committee to exercise its authority shall be governed by the provisions of this Charter, unless otherwise stipulated by laws, regulations, or the Company's Articles of Incorporation.

#### Article 3: Public Disclosure and Inspection

The Company shall place the contents of this Charter on the Company's website and the Market Observation Post System (MOPS) for public inquiry.

#### Article 4: Composition of the Committee

The Committee shall consist of no fewer than three members, who shall be appointed by a resolution of the Board of Directors. The members of the Committee shall possess professional knowledge and competence in corporate sustainability, and at least one Director shall participate in the supervision thereof.



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## Article 5: Term of Office and By-elections for Committee Members

The term of office for Committee members shall, in principle, coincide with that of the Board of Directors, and members are eligible for re-election and reappointment.

Should the number of Committee members fall below three due to resignation or removal for any reason, the vacancy shall be filled by appointment at the next available meeting of the Board of Directors.

## Article 6: Scope of Duties and Responsibilities

### I. The Board of Directors

1. Propose the sustainability mission or vision, and formulate sustainability policies, systems, or related management guidelines.
2. Integrate sustainability into the Company's operational activities and development direction, and approve specific action plans for sustainability development.
3. Ensure the timeliness and accuracy of sustainability-related information disclosure.

### II. The Sustainability Development Committee

1. Promote and strengthen the Company's sustainability development policies, annual plans, and strategies, etc.
2. Review, track, and revise the implementation status and effectiveness of sustainability development.
3. Supervise matters related to sustainability information disclosure and review the Sustainability Report.

4. Oversee the execution of duties under the Company's sustainability best practices and other sustainability-related tasks resolved by the Board of Directors.

### III. The Sustainability Executive Committee (Including Working Groups)

1. Draft the Company's short-, medium-, and long-term sustainability goals and key annual work items.
2. Plan and implement various ESG initiatives, integrating cross-departmental resources to ensure effective execution.
3. Establish and track ESG Key Performance Indicators (KPIs), analyze areas for improvement, and report execution results.
4. Hold regular meetings to review the progress and outcomes of sustainability efforts, and deliberate on subsequent implementation strategies and improvement measures.
5. Compile and disclose sustainability-related data, and prepare the Sustainability Report.
6. Respond to ESG information requests from external stakeholders and clients.

### Article 7: Convening and Procedures of Meetings

The Committee shall convene at least once a year, and may hold additional meetings as necessary.

A notice specifying the meeting particulars shall be sent to Committee members seven days prior to the meeting. This restriction shall not apply in the case of urgent matters. The meeting notice may be delivered in writing or electronically.

The Committee shall elect one member from amongst all members to serve as the Convener, and the Convener shall act as the chairperson of the meeting. Should the Convener be absent or unable to call the meeting for any reason, another Committee member designated by the Convener shall act as a proxy; if the Convener fails to designate a proxy, the remaining Committee members shall elect one person to act as a proxy.

The Committee may invite relevant departmental managers, internal auditors, accountants, legal counsel, or other corporate sustainability professionals of the Company to attend the meeting and provide necessary information; however, they shall withdraw during discussions and voting. When the Committee convenes, relevant materials shall be prepared for the attending Committee members to review at any time.

### Article 8: Agenda and Attendance

The meeting agenda of the Committee shall be set by the Convener. Other members may also propose resolutions for the Committee's discussion. The meeting agenda shall be provided to Committee members in advance.

When the Committee convenes, the Company shall provide an attendance register for attending members to sign in and for inspection.

Committee members shall attend the meeting in person. If a member is unable to attend in person, they may appoint another member as a proxy to attend on their behalf. Participation in the meeting via video conferencing shall be deemed as personal attendance.

When a Committee member appoints another member as a proxy, a proxy form shall be issued for each meeting, specifying the scope of authorization for the stated matters to be convened.

The proxy mentioned in the preceding paragraph (3) shall be authorized to represent only one member.

#### Article 9: Method of Resolution

A resolution by the Committee shall require the consent of at least one-half (1/2) of all members, unless otherwise stipulated by laws, regulations, Articles of Incorporation, or rules.

If the Chairperson seeks confirmation during the voting process and no objection is raised (unanimous consent), the resolution shall be deemed passed, with the same effect as a resolution passed by vote.

#### Article 10: Conflict of Interest and Recusal

A Committee member who has a conflict of interest with respect to a meeting item shall fully disclose the material details of that interest. If the interest is likely to prejudice the interests of the Company, the member shall not participate in the discussion or voting, shall recuse themselves during the discussion and voting, and shall not exercise the voting rights of other members as a proxy.

If the spouse or a relative within the second degree of kinship of a Committee member has a conflict of interest with respect to a meeting item, the Committee member shall be deemed to have a personal conflict of interest regarding that item.

Should the Committee be unable to pass a resolution due to the provisions of Paragraph 1, the matter shall be reported to the Board of Directors, and the resolution shall be made by the Board of Directors.

## Article 11: Minutes

Minutes of the Committee meetings shall be prepared and shall accurately record the following matters:

1. The session (or year), time, and location of the meeting.
2. The name of the chairperson.
3. The attendance status of members, including the names and number of those attending, taking leave, and being absent.
4. The names and titles of those in attendance.
5. The name of the minute taker.
6. Matters reported.
7. Matters discussed: The method and result of resolution for each proposal, the names of members involving a conflict of interest under the preceding Article, a description of the material details of the conflict, the reasons for recusal or non-recusal, the circumstances of recusal, and the dissenting or reserved opinions of Committee members.
8. Ad-hoc Motions: The name of the proposer, the method and result of resolution for the motion, a summary of the statements made by Committee members, experts, and other attendees, the names of members involving a conflict of interest under the preceding Article, a description of the material details of the conflict, the reasons for recusal or non-recusal, the circumstances of recusal, and the dissenting or reserved opinions of Committee members.
9. Other matters required to be recorded.

The Committee's attendance register shall form part of the Minutes. If the meeting is held via video conference, the video and audio recordings shall also form part of the Minutes.

The Minutes shall be signed or sealed by the chairperson and the minute taker, distributed to Committee members within twenty days after the meeting, reported to the Board of Directors, filed as a major Company record, and retained for five years. The preparation and distribution of the Minutes may be conducted electronically.

If litigation arises concerning any resolution passed by the Committee before the expiration of the retention period specified in the preceding paragraph, the Minutes shall continue to be preserved until the litigation concludes.

## Article 12: Implementation of Meeting Resolutions

Any resolution passed by the Committee based on the scope of duties prescribed in Article 6, or subsequent implementation tasks delegated to professional personnel, may be delegated to the

Convener or other Committee members for continued execution. During the execution period, a written report shall be submitted to the Committee. Where necessary, the matter shall be submitted to the Committee at the next meeting for ratification or reporting.

#### Article 13: Resources for Exercising Authority

The Committee may, by resolution, retain attorneys, accountants, or other professional personnel to conduct necessary audits or provide consultation on matters related to the exercise of its authority. All related costs shall be borne by the Company.

#### Article 14: Effectiveness

This Organizational Charter shall take effect upon approval by the Board of Directors; the same shall apply to any amendments.

This Organizational Charter was adopted on November 4, 2025 (Republic of China Year 114).