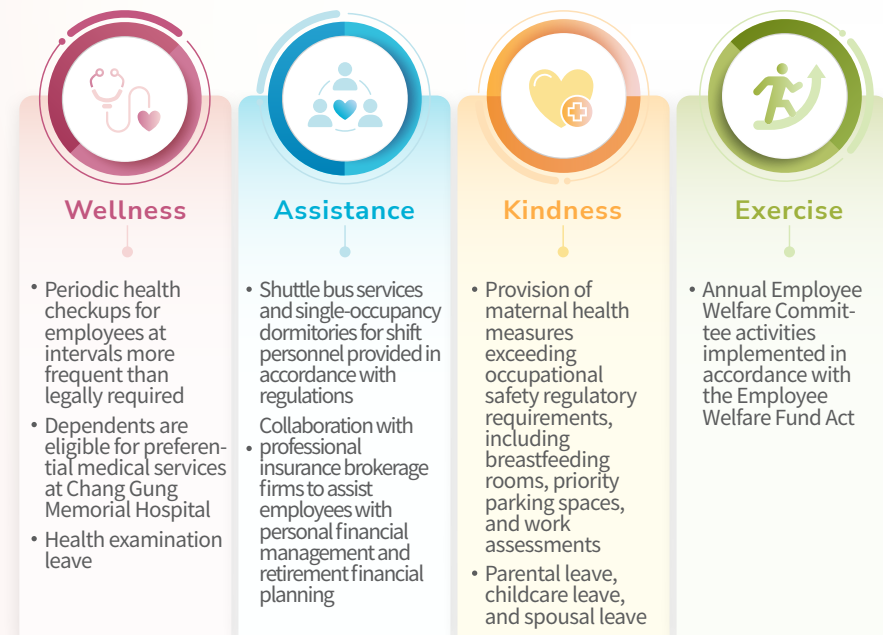


4.4 / Safe Workplace

Employee Wellbeing

W.A.K.E Up Actions: Fostering a Friendly Workplace

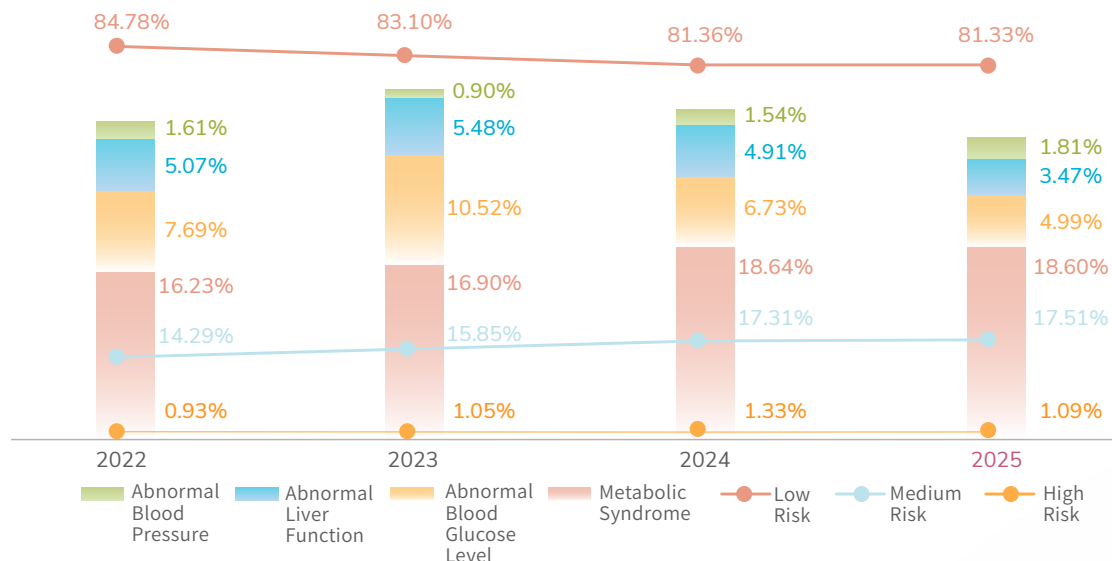
Beyond offering industry-competitive wages, Nanya Technology promotes an Employee Assistance Program (EAP), complemented by its WAKE Up Actions initiative, which provides comprehensive well-being support across four key pillars: Wellness, Assistance, Kindness, and Exercise. Our goal is to build a happy workplace and cultivate a group of joyful tech professionals.



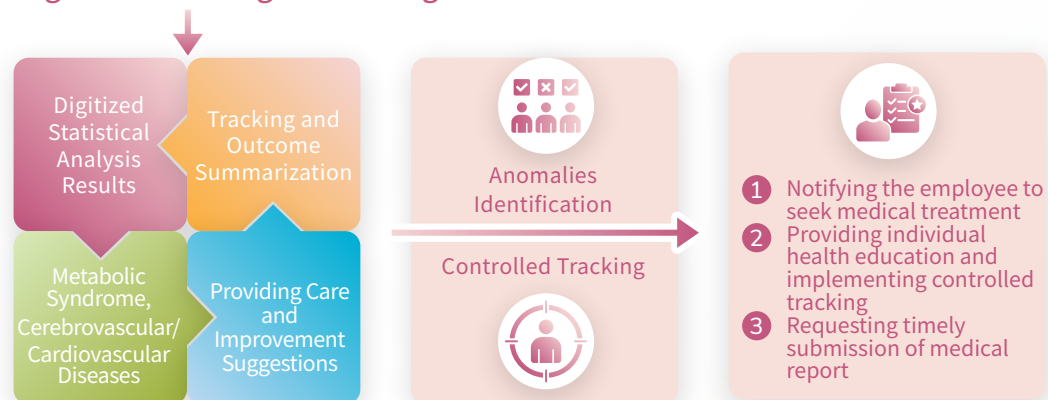
Wellness

Collaborating with the professional medical team at Chang Gung Memorial Hospital, we offer employee regular health examinations with frequencies exceeding legal mandates: once every five years for employees under 30, once every three years for those aged 30 to 45, once every two years for those aged 45 to 65, and annually for employees aged 65 and above. Additionally, our health examinations include three cancer screening items (alpha-fetoprotein, carcinoembryonic antigen, oral cancer screening) and waist circumference measurement. We maintain an on-site Health Center staffed with legally compliant nurses and regularly scheduled visiting physicians. Any abnormal findings from these health examinations, including issues with liver function, blood glucose, metabolic syndrome, and cerebrovascular/cardiovascular conditions, are closely monitored by our nurses and physicians, who provide health education, improvement recommendations, and follow-up care.

	Abnormal Blood Pressure	Abnormal Liver Function	Abnormal Blood Glucose Level	Metabolic Syndrome	Low Risk	Medium Risk	High Risk	Total Number of Employees Receiving Health Examinations During the Year
2022	7.69%	5.07%	1.61%	16.23%	84.78%	14.29%	0.93%	1,184
2023	10.52%	5.48%	0.90%	16.90%	83.10%	15.85%	1.05%	1,334
2024	6.73%	4.91%	1.54%	18.64%	81.36%	17.31%	1.33%	1,427
2025	4.99%	3.47%	1.81%	18.60%	81.33%	17.51%	1.09%	1,382



» Digitized Tracking and Management Process



Note: 1. Risk assessment is based on health examination data (age, cholesterol, high-density cholesterol, blood pressure, diabetes, smoking history) to estimate the 10-year risk of developing ischemic heart disease
2. In 2025, a total of 1,382 employees received health examinations, with a total cost of NT\$2,619,672

The Health Center provides employees with maternal health protection, injury and illness management, preventive healthcare, weight management, and smoking cessation counseling. Leveraging the medical resources of our enterprise group, Chang Gung Memorial Hospital, we provide healthcare services at a medical center level. Employees and their families benefit from subsidies for medical services at Chang Gung Memorial Hospital, including preferential discounts on non-National Health Insurance co-payments and health check-up discounts. In 2025, medical subsidies totaled NT\$8,526,561.

Since 2019, our Company has partnered with charitable organizations to host weight loss competitions, encouraging employees to participate individually or in teams of five. This initiative aims to help employees manage their weight while also channeling charitable funds to those in need. In 2025, 419 employees participated, achieving a total weight loss of 931.5 kg. Over the past seven years, the cumulative number of participations has reached 3,064, with a total weight loss of 7,276.4 kg.

2025 Employee Health



2025 Blood Donation



2025 Charitable Weight





Assistance

To ensure a friendly and convenient working environment for our employees, the Company offers various welfare measures, including dining, accommodation, shuttle services, and parking. Our Employee Welfare Committee plans a wide range of annual benefits and activities. The Welfare Committee comprises 9 members: 1 appointed by the Company, 6 appointed by the labor union, and 2 elected from among employees in other departments. In 2025, welfare expenditure totaled approximately NT\$38,000,000, with 10,387 employee attendances in Welfare Committee events. Other expenses covered holiday and birthday gift vouchers, employee children's scholarships, group insurance, cultural and recreational activities, club activities, as well as childbirth and hospitalization subsidies.

Sense of Ritual

- Offering seasonal dishes on special holidays
- Offering extra meal allowances during the Lunar New Year
- Partnering with charitable organizations to host a Lunar New Year market

Sense of Happiness

- Offering employee dormitory options at discounted prices
- Providing car and motorcycle parking and shuttle services to make commuting more convenient for employees
- Planning for convenience stores, coffee/fruit bars, and fair trade pantry to create a balanced work atmosphere

Sense of Participation

- The Employee Welfare Committee plans the annual Family Day, movie screening, baseball outing, and other activities to increase employee and family engagement
- Collaborating with charitable organizations to host cultural and environmental activities, encouraging employees and their families to participate

2025
Family Day at Lihpao Resort



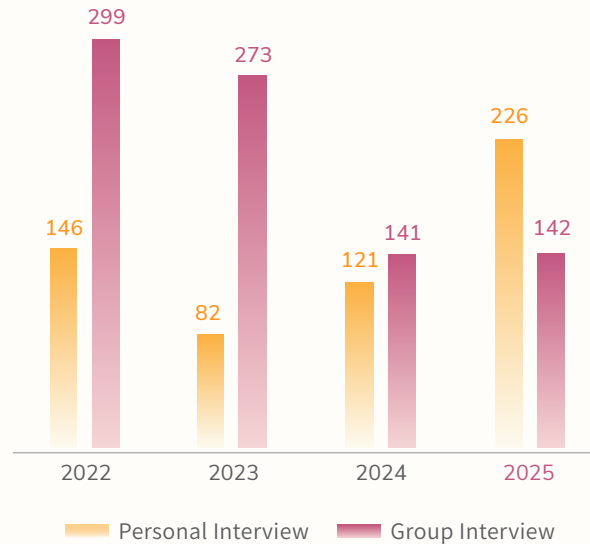
Multi-level parking facilities were constructed at the Nanlin Technology Park, including a structured parking garage and a parking facility for the R&D building for employee use. Shuttle bus services between the parking areas were also arranged.



Kindness

To facilitate the swift adaptation of new hires to their workplace, we have dedicated advisors who offer regular care, consultation, and guidance during their first two years, as well as to employees proactively seeking help, referred by supervisors, or on long-term sick leave. This reduces initial insecurity and accelerates their integration into the Company. Since 2019, we have also partnered with the Teacher Chang Foundation, an external professional psychological counseling organization, to support employees facing difficulties by using scientific methods to *identify the nature of issues, address challenges, and develop solutions*. The Teacher Chang Foundation provides 6 free professional counseling sessions monthly, each lasting 1 hour, available to employees as needed without limit. This combination of professional counseling from the Teacher Chang Foundation and our internal advisors offers a systematic approach to prevent and resolve employee issues, ensuring stable work quality and mental and physical well-being. Employee feedback indicates that the Teacher Chang Foundation's services are highly beneficial in addressing various family, childcare, and parenting concerns.

» Number of New Hires Receiving New Workplace Adaptation Guidance Services



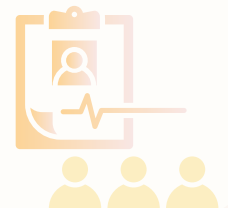
» Teacher Chang Foundation Counseling Services Result

65 attendances

Utilization rate reaches **90.28%** with **70** attendances out of a total of **72** sessions annually

Counseling services satisfaction: **4.83** (5-point scale)

Distress improvement: **8.94** (10-point scale)



■ Supportive Environment for Childbirth and Childcare

To ensure a supportive work environment for female colleagues, we provide priority parking for pregnant employees and have established lactation rooms to promote gender equality. Additionally, our Health Center conducts maternal health hazard assessments for pregnant and breastfeeding employees.

In compliance with the Occupational Safety and Health Act, Nanya Technology also implements hazard assessment, control, and control banding measures for jobs potentially hazardous to maternal health. For female employees who are pregnant or within one year postpartum, we provide health protection measures, such as work adjustments or job transfers, based on physician suitability assessments and maintain relevant records. We also regularly provide employees with health education and women's health seminars. Our on-site professional nurses offer childcare consultation to pregnant employees. Additionally, thoughtful mothers' rooms with private lockers, refrigerators, and water heaters are available across plant areas, providing a quiet and comfortable environment for nursing mothers to express milk.

Nanya Technology offers a system of unpaid parental leave, allowing employees to freely apply for childcare leave to achieve work and family life balance without childcare concerns, thus ensuring family and social stability. Primary caregivers receive the legally mandated 8 weeks of paid maternity leave, plus the option to apply for up to 24 weeks of parental leave at 80% of their insured salary, totaling 32 weeks of childcare leave. Non-primary caregivers receive the legally mandated 7 days of spousal leave, plus the option to apply for up to 24 weeks of parental leave at 80% of their insured salary, totaling nearly 25 weeks of childcare leave.

In 2025, 320 employees were eligible for parental leave (86 females, 234 males), and 41 employees applied (19 females, 22 males). Moreover, to alleviate the burden of childcare on employees, Nanya Technology has partnerships with several

kindergartens, offering employees benefits such as discounts on registration fees, monthly fees, transportation fees, and extended care.

To further reduce childcare costs and encourage childbirth, the Company established a Birth Incentive Program in July 2022, providing a one-time NT\$20,000 birth allowance for each newborn, along with a monthly childcare allowance of NT\$2,000 until the child turns 6. In 2025, a total of 81 employees received birth subsidies and 515 received childcare subsidies, for a total of NT\$14,074,000 in subsidies.

» Unpaid Parental Leave Application and Return to Work Rate in Taiwan

Item	2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of People Eligible for Parental Leaves	87	230	317	88	251	339	86	234	320
Number of People Applied for Parental Leaves	16	13	29	23	20	43	19	22	41
Number of Employees Expected to Return to Work During the Year (A)	8	6	14	15	12	27	10	12	22
Number of Employees Returned to Work During the Year (B)	7	3	10	13	10	23	10	9	19
Number of Employees Remained 12 Months upon Return	9	5	14	6	3	9	13	5	18
Return Rate (B/A)	87.50%	50.00%	71.43%	86.67%	83.33%	85.19%	100.00%	75.00%	86.36%
Retention Rate	100.00%	100.00%	100.00%	85.71%	100.00%	90.00%	100.00%	50.00%	78.26%

Note: 1. "Number of Employees Expected to Return to Work During the Year" excludes employees who applied for consecutive parental leaves within the current year.
2. "Number of Employees Returned to Work During the Year" includes those who returned to work earlier than their originally scheduled leave end date within the current year.
3. "Retention Rate" refers to the percentage of employees who returned to work after parental leave and remained employed for more than one year.



Exercise

To promote work-life balance, we have established a gymnasium and a LOHAS Center, while also encouraging sports clubs to foster a culture of exercise, advancing the physical and mental well-being of employees.

- Our comprehensive sports complex and LOHAS Center feature a rooftop running track, basketball court, badminton court, billiard tables, table tennis, aerobics rooms, massage chairs, and fitness equipment.
- **60,111** visits
The total number of visits to the sports complex and LOHAS Center in 2025

Promoting Sports and Exercises

To promote employee physical and mental well-being, Nanya Technology supports various sports clubs like running, basketball, table tennis, badminton, and softball clubs in organizing activities. Moreover, we launched the Sports Festival in 2019, inviting creative proposals from departments and clubs to utilize sports venues and facilities, aiming to achieve the combined benefits of promoting exercise, fostering creative thinking, and a vibrant company atmosphere. In 2025, a total of 15 proposals were approved, and 944 participants took part in the Sports Festival.



In 2025, 15 departments submitted proposals for the Sports Festival.



The Bike Club organized a "Ride for Love" initiative, delivering care and support to St. Mary's Hospital Luodong.

Occupational Health and Safety

Nanya Technology's third fab holds ISO 45001 Occupational Health and Safety Management System certification. A total of 4,203 personnel (3,835 employees and 368 non-employees), representing 97.29% of all personnel, were certified under the management system and audited by both internal and external organizations. The remaining personnel not included are all from overseas offices; formal employees of overseas subsidiaries numbered 117, accounting for 3.05%. Adhering to the RBA Code of Conduct and local regulations, we are committed to providing a safe, healthy, and high-quality working environment for our employees and ensuring the safety of contractors, thus protecting the health and safety of all workers. By establishing management organizations, formulating management regulations and procedures, and implementing regular internal audits based on the PDCA management cycle, we drive various operations to effectively prevent incidents, striving to achieve our goal for zero occupational injuries and diseases.

The Occupational Safety and Health Committee meets monthly, exceeding regulatory requirements. Meetings are chaired by the Executive Vice President and attended by senior executives, department heads, and committee members, of whom 41.3% are employee representatives. The committee consults on and reviews the occupational safety and health management system, progress toward safety and health objectives, incident investigations, and the performance of safety and health initiatives. To strengthen communication on safety and health matters, the committee regularly reviews updates to local regulations and examines internal management policies, emergency response procedures, and environmental safety operating procedures to ensure full regulatory compliance.

Safety and Health Guidelines

We have established Environmental, Safety and Hygiene manuals and Occupational Safety and Health Work Rules. Adhering to the RBA Code of Conduct and local regulations, we are committed to providing a safe, healthy, and high-quality working environment for our employees and ensuring the safety of contractors, thus protecting the health and safety of all workers.

Safety and Health Training

Our efforts encompass safety and health training for all employees, safety training for the Contingency Response Taskforce (covering workers' rights to withdraw from imminent danger and protection from subsequent retaliation), regular legal certification in-service training, and the sharing of knowledge articles on our internal website. In 2025, we provided 124,617 person-hours of safety and health training, with 7,987 attendances. Of these, training required by regulations and for supervisors of operations involving special hazards accounted for 107,771 person-hours and 2,195 attendances. Fire safety training and drills, included in the general safety and health training for new hires, are designed to enhance personnel awareness of safety and disaster prevention. Each session lasts 2 hours, totaling 30,712 person-hours.



Hazards Identification and Risks Assessment

ISO 45001-trained personnel across all departments conduct regular and ad-hoc reviews of workplace hazard identification and risk assessments through a three-step process: recognition, assessment, and control. This involves identifying physical, chemical, ergonomic, biological, and psychological hazards with the potential to cause occupational accidents and diseases. Risk levels are then determined based on consequence, frequency, and likelihood. Hazard categories include high-risk operations such as fire and electric shock. In 2025, a risk reduction program for high-risk operations was implemented, increasing and strengthening the total number of identified risk items by 17%. High-risk units then proactively proposed occupational safety and health improvement action plans to mitigate risks. A total of 22 management initiatives were proposed in 2025 to reduce medium- and high-level risks and to expand opportunities for system improvements.

KPIs

In alignment with the ISO 45001 management framework principles, we utilize internal and external audits, Safety and Health Department environmental inspections and proposals, and departmental independent inspection proposals (with a self-inspection completion rate of 94.8% in 2025, exceeding the annual target of 94.1%). Additional measures include occupational safety and health performance evaluations for each unit, as well as periodic internal audits conducted by the EHS department. To ensure audit effectiveness, our internal auditors are externally certified as ISO 45001 occupational health and safety management system lead auditors. In 2025, we conducted 45 internal audits, leading to 11 corrective action requests. Moreover, we foster bilateral communication through internal audits, and annual external audits are conducted by third-party organizations; indicators include the frequency of health examinations and testing items. In terms of fire safety performance, statutory fire safety personnel are designated, including fire safety managers, security supervisors, and dedicated personnel responsible for fire protection equipment in each area. Fire compartmentation measures are implemented, and maintenance of fire protection systems and equipment is managed through PDA-based inspection routines. Regular fire evacuation drills, as well as training and drills for in-house fire response teams, are also conducted.

Procurement Management

To comply with the principles of the ISO 45001 management framework, we have integrated safety and health requirements into our Procurement Operating Procedures and related regulations. For instance, procuring equipment requires the attachment of specific safety and health specifications, and the Safety and Health Department must co-sign the initial purchase of high-pressure gas equipment.

Work Environment Monitoring

We have implemented a sampling strategy to conduct semiannual work environment monitoring, including analysis and regulatory reporting. We cover a total of 414 sampling points across both physical and chemical factors, including IFPC (Industry Focus Process Chemicals) substances such as NMP (N-methyl-2-pyrrolidone). All monitoring results meet Level 1 under the chemical graded management system (i.e., exposure concentrations are below half of the permissible limits) and remain well below allowable standards, thereby sustaining a healthy working environment for employees.

Emergency Response and Preparation

We have established Contingency Procedures for Non-Conforming Situations. Our 24/7 central control room receives incident reports and initiates non-conforming handling procedures. We have established a contingency plan and an Emergency Response Team (ERT) system, and we conduct emergency drills for high-risk processes and facilities operations. In 2025, we conducted a total of 55 drills, including fire and chemical spill scenarios. Additionally, we collaborate with local authorities on emergency and disaster drills for materials posing public hazards and toxic substance leaks to continuously enhance our disaster response measures.

Incidents Investigation and Prevention

Upon confirmation of occupational accidents, near misses, or events affecting mental and physical well-being, the affected units and the Safety and Health Department will form an Accident Investigation Taskforce. The affected units propose corrective actions, which the Safety and Health Department reviews, examines, and continuously tracks for improvement. The department involved must conduct a Root Cause Analysis (RCA) encompassing direct, indirect, and root causes, based on which effective improvement and preventive measures must be proposed to prevent recurrence before the case can be closed. Our Occupational Safety and Health Committee meeting is convened monthly, which exceeds legal requirements. During these meetings, affected units present and promote awareness of the causes of occupational accidents and the related improvement plans to prevent similar occurrences in other departments. We had a total of 21 near misses in 2025, with the majority being liquid-related events (15 incidents, accounting for 71.4%), including issues such as condensate connector leakage and water seepage from building exterior walls. Corresponding corrective and preventive measures have been proposed for all cases.

Safety Walk and Talk

We conduct regular Safety Walk and Talks (SWAT) to facilitate in-depth discussions on improving safe and unsafe behaviors in the workplace. These include on-site safety observations and interviews conducted by senior executives, the EHS department with employees, and department supervisors with their teams, demonstrating our ongoing commitment to employees' occupational health and safety.

High-Risk Chemical Environments (Special Health Hazard Operations)

For work environments involving higher-risk chemicals identified within the facility, such as areas with ionizing radiation, noise, arsenic, indium, mercury, and n-hexane, we provide appropriate personal protective equipment to personnel and conduct annual special health examinations. In 2025, 236 employees underwent special health examinations, and zero cases were classified as Level 4 health management (work-related abnormalities).

■ Reporting and Investigating Process for Incidents

Incident occurrence	- Immediately reporting the incident to the central control room, and notifying personnel in the affected unit as well as safety and health staff - Assisting with on-site first aid for the injured and sending them to the hospital
Incident Investigation Taskforce	- Staff from the affected unit and Safety and Health Department immediately collect evidence at the scene of the incident, and begin a preliminary investigation and analysis of the cause - The affected unit proposes corrective actions, which are reviewed and examined by the Safety and Health Department
Corrective actions	- The Safety and Health Department conducts a follow-up review of the corrective actions and continuously tracks improvements - The Safety and Health Department reviews and closes the case

■ Occupational Injury Management

In 2025, the on-site employee disabling injury frequency rate (number of disabling injuries per million working hours) was 0.41, and the disabling injury severity rate (lost workdays per million working hours) was 3, indicating that we failed to reach the goal of zero disabling injuries. When occupational injury incidents occur, thorough investigation and analysis are conducted to determine the root cause, and guidance along with improvement measures is proposed. Occupational injuries are categorized as physical, chemical, ergonomic, biological, and psychological. In 2025, all 3 incidents (100%) were classified as physical hazards, including 2 workplace falls and 1 fall-related incident during a company event.

» Total Work Hours, Occupational Accident and Occupational Disease Statistics

Year	2022	2023	2024	2025	2025 Goals
Total work hours (hr)	7,073,064	7,174,192	7,310,688	7,273,602	-
Number of occupational injuries on record (person)	0	3	3	3	-
Number of occupational injuries on record (%) Disabling injury frequency rate ^{Note2}	0	0.41	0.41	0.41 ^{Note5}	<0.16
Number of Severe Occupational Injury (person) ^{Note1}	0	0	0	0	-
Severe Occupational Injury Incident Rate	0	0	0	0	-
Disabling Injury Severity Rate (SR) ^{Note2}	0	18	5	3	<5.7
Frequency-Severity Indicator	0	0.09	0.05	0.04	-
Number of Diagnosed Occupational Disease	0	0	0	0	0
Occupational Disease Diagnosed Rate	0	0	0	0	0
Absence Rate (%)	0.16%	0.27%	0.34%	0.05% ^{Note3}	<0.41%
On-Site Independent Inspection Rate ^{Note4}	94.1%	95.2%	96.3%	94.8%	>94.1%

Note 1: In 2025, the Company had zero cases of fatalities or fines resulting from occupational injuries. The rate of severe occupational injuries (excluding fatalities and cases with lost workdays exceeding six months) is calculated per million working hours.

Note 2: The Frequency Rate (FR) and Severity Rate (SR) of disabling injury are based on the Company's reported occupational accident statistics. They do not include contractor injuries, injuries sustained during employees' commutes to and from work, or minor injuries resolvable with on-site first aid.

Note 3: The absence rate includes sick leave and occupational injury leave (the 2026 target is <0.41%). The 2025 rate was 0.05%, lower than in previous periods. This decrease is attributed to initiatives implemented last year to encourage employees to take scheduled leave and to plan time off in advance. As a result, unpaid leave instances that affect attendance-based performance evaluations and year-end bonuses (such as sick leave) were reduced.

Note 4: Independent inspection rate = (Number of deficiencies from each department's proposals on Kaizen Proposal System/Number of deficiencies from Safety and Health Department proposals) * 100%.

Note 5: In 2025, 3 incidents occurred, all classified as physical hazards (2 falls and 1 fall during a company event). Corrective measures included promoting walking safety awareness, ensuring the proper setup of safety barriers in work areas prior to operations, and strengthening pre-event participant fitness assessments.

■ Contractor Safety Management

Nanya Technology has established comprehensive contractor management regulations in accordance with Formosa Plastics Group's internal standards, including the Construction Safety and Health Engineering Specifications, which serve as the basis for contractor requirements ([please refer to Section 6.2 for supplier management](#)). Every collaborating contractor is required to sign a construction contract (agreement) and a workplace safety notice which inform them of the working environment, potential hazards, and relevant safety and health regulations. Furthermore, contractors are guided to conduct Job Safety Analysis (JSA), and their personnel are strictly required to execute work according to the review results, in order to achieve zero incidents and zero accidents. All contractor personnel must receive our "Pre-Entry Safety and Health Training for Contractors" before commencing any work on-site. The purpose of the training is to inform them about workplace environmental hazards, mandatory regulations, and to enhance their safety awareness.



» Contractor Total Work Hours and Occupational Accident Statistics

Year	2022	2023	2024	2025
Total work hours (hr)	562,977	409,371	423,265	317,474
Number of Occupational Injury (people)	0	1	1	0
Workdays lost	0	8	10	0
Occupational Injury Incident Rate on Record (Disabling Injury Frequency Rate, FR)	0	2.44	2.36	0
Disabling Injury Severity Rate (SR)	0	19	23	0
Number of Severe Occupational Injury (people)	0	0	0	0
Severe Occupational Injury Incident Rate	0	0	0	0

» Contractor Pre-Entry Safety and Health Training and Coverage Rate

Year	2022	2023	2024	2025
Number of training participants	2,829	2,292	3,121	2,391
Total training person-hours	169,740	112,308	205,986	124,332
Coverage rate	100%	100%	100%	100%

Note: Annual figures may fluctuate due to contractor requirements from engineering units and frequency of training sessions conducted by training units.