

Occupational Health and Safety

Nanya Technology's Taiwan plant holds ISO 45001 Occupational Health and Safety Management System certification. 3,985 personnel (3,589 employees and 400 non-employees), representing 97.5% 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. 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. This demonstrates our commitment 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.

Our Occupational Safety and Health Committee meeting is convened monthly, which exceeds legal requirements. The meeting is chaired by the Executive Vice President with executives, department heads, and Committee members, with 41.7% representing labors. They jointly advise on and deliberate the occupational safety and health management system, the status of safety and health goals, incident investigations, and project performance. To enhance safety and health communication as well as legal compliance, we regularly verify local regulations and review internal management policies, contingency response procedures, and environmental safety operating procedures. For known higher-risk work environments like those involving ionizing radiation, noise, arsenic, indium, mercury, and n-hexane, we provide appropriate personal protective equipment and annual special health examinations (296 employees in 2024, with 0 Level 4 work-related health abnormalities). We also conduct regular Safety Walk and Talk (SWAT) sessions—led by executive-level, Safety and Health Department, and department managers—to foster in-depth discussions on safe and unsafe work behavior, how to improve them, and continuously prioritizing employee workplace health and safety.



Safety and Health Guidelines

To prevent occupational accidents and ensure safety, health, and a quality working environment for all workers, we have established the Environmental, Safety and Hygiene Management Manual and related regulations in alignment with the ISO 45001 management framework principles. This framework empowers our workforce to anticipate hazards during business activities, proactively preventing occupational accidents.



Safety and Health Training

Our efforts encompass comprehensive 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 creation of knowledge articles on our internal website. In 2024, we provided 54,058 person-hours of safety and health training to 3,372 participants, including 21,825 person-hours for 726 participants in legally required and special hazardous operation supervisor training.

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. Consequently, high-risk units proactively propose safety and health improvement action plans, resulting in 33 management plans in 2024 aimed at reducing medium-to-high risks and enhancing systematic improvement opportunities.

Performance Assessment System

To ensure alignment with 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 2024 independent inspection rate of 96.3%, surpassing the 93.9% annual target). We also conduct safety and health performance evaluations for each unit and internal audits by the safety and health department. To ensure audit effectiveness, our internal auditors are externally certified as ISO 45001 occupational health and safety management system lead auditors. In 2024, these efforts included 38 internal audits, leading to 11 corrective action requests. Moreover, we foster bilateral communication through internal audits, conduct annual third-party external audits, and leverage the Safety & Environment Event Tracking System (SETS), where employees proactively propose and track the improvement of environmental deficiencies (1,555 cases).

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.

Note: The ISO 45001 Occupational Health and Safety Management System certification encompasses Nanya Technology's Fab 3, and the management system covers all workers within the plant.

Contingency 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 outlined a comprehensive contingency plan, which includes 58 drills for high-risk units. 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 where the incident occurred must conduct a Root Cause Analysis (RCA), identifying direct, indirect, and basic causes, and effectively propose improvement and prevention measures to prevent recurrence before case closure. We convene a monthly Safety and Health Committee meeting, exceeding 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 2024, with the majority being liquid-related events (15 incidents, accounting for 71.4%), for which key improvements, such as preventing pipe joint leaks, have been identified and corresponding prevention measures proposed.

Incident Occurrence

- Immediately report the incident to the central control room and notify personnel in the affected unit as well as safety and health staff.
- Assist 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 2024, 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 5, 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 improvement measures are proposed. Occupational injuries are categorized as physical, chemical, ergonomic, biological, and psychological. In 2024, all 3 incidents (100%) were classified as physical hazards, including 1 fall and 2 pinch injuries.

Total Work Hours, Occupational Accident and Occupational Disease Statistics

	2021	2022	2023	2024	2024 Goals
Total Work Hours (hr)	6,872,456	7,073,064	7,174,192	7,310,688	-
Number of Occupational Injury on Record (person)	0	0	3	3	-
Occupational Injury Incident Rate on Record (Disabling Injury Frequency Rate, FR) ²	0	0	0.41	0.41 ⁵	0.18
Number of Severe Occupational Injury (person) ¹	0	0	0	0	-
Severe Occupational Injury Incident Rate	0	0	0	0	-
Disabling Injury Severity Rate (SR) ³	0	0	18	5	6.2
Frequency-Severity Indicator	0	0	0.09	0.05	-
Number of Diagnosed Occupational Disease	0	0	0	0	0
Occupational Disease Diagnosed Rate	0	0	0	0	0
Absence Rate	0.28%	0.16%	0.27%	0.34%	0.55%
On-Site Independent Inspection Rate ⁴	99.3%	94.1%	95.2%	96.3%	93.9%
Number of proposals involving all employees for safety and health	1,215	1,440	1,215	1,555	

Note 1: In 2024, we had zero occupational injury-led fatalities. 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 leaves and occupational injury leaves (the goal for 2025 is <0.41%).

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 2024, there were 3 incidents (100%), all physical hazards (1 fall and 2 pinch injuries). To address these, we conducted safety awareness campaigns on walking, mandatory two-person material pushing to prevent deviation, and ensuring sufficient material handling space

Contractor Safety Management

Nanya Technology adheres to Formosa Plastics Group's internal regulations and establishes comprehensive contractor management standards, such as the Construction Safety and Health Engineering Guidelines, which serve as the basis for contractor requirements. 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	2021	2022	2023	2024
Total Work Hours (hr)	339,387	562,977	409,371	423,265
Number of Occupational Injury (people)	1	0	1	1
Workdays Lost	7	0	8	10
Occupational Injury Incident Rate on Record (Disabling Injury Frequency Rate, FR)	2.94	0	2.44	2.36
Disabling Injury Severity Rate (SR)	20	0	19	23
Number of Severe Occupational Injury (people)	0	0	0	0
Severe Occupational Injury Incident Rate	0	0	0	0

