

## Employee Human Rights Protection

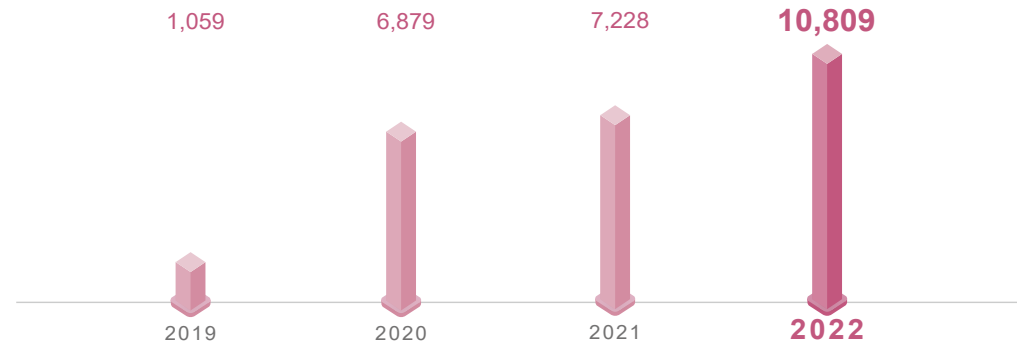
Nanya Technology Corporation places great emphasis on employees rights and has established a Labor and Ethics Policy. The Company complies with relevant international human rights standards, including the behavioral guidelines of Responsible Business Alliance (RBA), Social Accountability 8000 Standard (SA8000), International Labour Organization (ILO), the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, General Data Protection Regulation (GDPR) and local government regulations. By implementing human rights risk assessment and management, the Company hopes to create an inclusive and diversity-friendly workplace.




Nanya's Human Rights Policy

The Company has made a commitment to not hire child labor under the age of 16 years old, and has never hired child labor. To protect the rights of employees and employer, employees will receive an acceptance notice before they officially report for duty, and an employment contract is signed between the Company and new employees when new employees report for duty. All employees have signed an employment contract and are fully protected. All employees have been hired with employment terms established under the free will, consent and consensus of both parties; no employee was forced or coerced to perform work activities unwillingly. In addition, there were no anti-discrimination incidents in 2022. "2022 Policy and Code of Conduct Training," "2022 Unsafe Workplace Behavior and Prevention Training," and "2022 Personal Data Protection Training" are some of the training courses related to human rights policies and procedures in 2022. The trainings mentioned are compulsory for all employees. The percentage of employees who have received the trainings is 100%, and the total person-hours of training is 10,809 hours.

### Statistics on human rights policies and procedures training hours from 2019 to 2022



 Total person-hours of training

Note: Human rights policies and procedures training include the Company's labor and ethical regulations, the RBA Code of Conduct, unsafe workplace behavior and prevention, and the training mentioned is arranged for all employees. The scope of training and teaching methods was redefined in 2020, and the total number of training hours increased due to the increase in employees.

## Human Rights Risk Management

Nanya Technology Corporation adopts the RBA and healthy workplace criteria to assess human rights risks. We periodically assess employees' risk exposure, formulate risk mitigation measures and abide by local law at business operations based in Taiwan and overseas. We constantly identify human rights issues, susceptible parties and departments, and perform human rights risk assessments on a regular basis. Risk values are calculated to reflect the percentage of people at risk relative to total employees; based on the assessment results, the Company is able to devise annual improvements and set mitigation targets for human rights risks in the future.

### Identification process



The probability of risk was 0.99% in 2022, 1.11% lower compared to 2021. This year we focused on improving the issue of excessive overtime risk, and the number of excessive overtime cases decreased by 21 cases compared with last year through properly planning and work arrangements, as well as effective use of time, lowering the risk to low risk.

## Human rights risks of Nanya

| Human rights issues                      | Parties susceptible to influence  | Assessment tools   | 2021 risk | Probability of risk in 2021   | 2022 risk | Probability of risk in 2022  |
|--|---|--|-----------|---|-----------|--|
| <b>Occupational injury</b>               | Production/new recruit  | Occupational injury report   | Low       | 2.1%  | Low       | 0.99%  |
| <b>Overtime</b>                          | Production engineer/ technician/R&D personnel   | Attendance system  | Medium    |   | Low       |  |
| <b>Employment dispute</b>                | All employees   | Government correspondence on employment disputes   | Low       |   | Low       |  |
| <b>Workplace violence</b>                | All employees   | Grievance investigation  | Low       |   | Low       |  |
| <b>Child labor</b>                       | Employees aged 18 and below   | Identity proof   | Low       |   | Low       |  |
| <b>Forced labor</b>                      | All employees   | RBA internal audit   | Low       |   | Low       |  |
| <b>Protection of Personal Data</b>       | All employees   | Cases of violation on personal data protection   | Low       |   | Low       |  |
| <b>Maternity protection</b>              | Females in pregnancy or within 1 year of labor  | Pregnant women or women who have given birth within less than a year are included in the tracking list if the work environment has caused harm to the mother or fetus. | Low       |   | Low       |  |
| <b>Protection of occupational health</b> | People with blood pressure >140/90mmHg or metabolic syndrome  | Health figures that did not become under control after assistance, health education, and medical treatments.   | Low       |   | Low       |  |
| <b>Abnormal workload</b>                 | Overtime working exceeding 37 hours a month for 6 consecutive months  | Physical and mental health test scale  | Low       |   | Low       |  |
| <b>Ergonomic engineering</b>             | The musculoskeletal soreness indicator was greater than 4 in the musculoskeletal symptom survey, and reflects on all employees often taking leave due to poor ergonomic design or soreness and discomfort | Tests for musculoskeletal injury and disease   | Low       | Low   |           |  |
| <b>Human trafficking</b>                 | All employees   | Grievance investigation  | Low       | The risk probability of newly added assessment items in 2020 was all low. | Low       | The risk probability of the five human rights risk assessment items was all low. |
| <b>Equal pay</b>                         | All employees   | Grievance investigation  | Low       |   | Low       |  |
| <b>Non-discrimination</b>                | All employees   | Grievance investigation  | Low       |   | Low       |  |
| <b>Freedom of association</b>            | All employees   | Grievance investigation  | Low       |   | Low       |  |
| <b>Collective bargaining agreements</b>  | All employees   | Grievance investigation  | Low       |   | Low       |  |

Note: Human trafficking, equal pay, non-discrimination, freedom of association, and collective bargaining agreements were included in the human rights risk analysis in response to the Company's RBA Standards and human rights policy.

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|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Regularly conduct risk identification, perform preventive educational trainings for drivers, eliminate workplace hazardous factors and increase protective equipment<br/> <b>Remedial measures:</b> Provide emergency medical and first aid treatment, complete medical assistance; allow leave of absence and provide compensation in accordance with the law.</p>  |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Explicit prohibition on the use of child labor in the manufacturing process; implementation of identity checking measures.<br/> <b>Remedial measures:</b> Terminate child labor immediately, and the personnel is subject to the redundancy process; the parents and legal guardians of the child worker shall be notified; the Company covers the transportation/accommodation/other expenses involved in sending the child home.</p> |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Dietary education, health promotion events (quitting smoking, weight loss).<br/> <b>Remedial measures:</b> Arrange doctor interviews and health assistance.</p>  |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Explicit prohibition on discriminatory practices in recruiting or hiring processes.<br/> <b>Remedial measures:</b> Immediately make effective corrections and implement remedial measures. Re-examine the Company's methods and promote correct concepts in the management level.</p>  |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Attendance system prompt and control<br/> <b>Remedial measures:</b> Provide overtime pay and rest time in accordance with the law, conduct abnormal workload assessments and provide counseling, assign tasks in a reasonable and fair manner, implement educational trainings to improve work efficiency, increase manpower in accordance with organizational needs.</p>  |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Explicit prohibition on the use forced labor in the manufacturing process.<br/> <b>Remedial measures:</b> Terminate the personnel's work immediately, and the personnel is subject to the redundancy process.</p>  |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Conduct hazard assessments and make improvements; provide health-related counsel and recommendation.<br/> <b>Remedial measures:</b> Arrange doctor interviews and health assistance.</p>   |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Explicit prohibition on discriminatory practices in recruiting or hiring processes.<br/> <b>Remedial measures:</b> Immediately make effective corrections and implement remedial measures; re-examine company policies and promote correct concepts in the management level.</p>   |

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|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Have reasonable and clear company policies, multiple employee complaint and communication channels; proactively collect information on labor laws and modify relevant management policies in a timely manner.<br/> <b>Remedial measures:</b> Establishing and fulfilling the rights and obligations of workers and management.</p>   |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Personal data risk register and assessment; formulate and execute improvement measures for items with high-risk ratings.<br/> <b>Remedial measures:</b> Immediately notify affected persons and execute appropriate actions.</p>   |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Implement prevention programs against disease caused by abnormal workload; identify and evaluate high-risk groups; conduct health inspections, management, and promotion.<br/> <b>Remedial measures:</b> Arrange doctor interviews and health assistance.</p>  |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Conduct educational trainings for new recruits; promote correct concepts in the management level.<br/> <b>Remedial measures:</b> Immediately make effective corrections and implement remedial measures; adopt appropriate corrective, disciplinary, and issue-solving measures.</p>   |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Have a complete internal mechanism for handling sexual harassment complaints, conduct sexual harassment prevention trainings, have a complete internal mechanism for handling workplace bullying, conduct workplace bullying prevention trainings.<br/> <b>Remedial measures:</b> Immediately make effective corrections and implement remedial measures; assist in arranging counseling when necessary; make referrals to professional counseling services or medical institutions; adopt appropriate corrective, disciplinary, and issue-solving measures.</p> |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Implement the health management plan of "Maternal Health Protection for Female Workers", conduct workplace hazard assessments, provide prenatal- and postpartum-related health education..<br/> <b>Remedial measures:</b> Perform evaluations by on-site professional doctors and related teams; arrange doctor interviews and health assistance.</p>  |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Explicit prohibition on the use forced labor in the manufacturing process.<br/> <b>Remedial measures:</b> Terminate the personnel's work immediately, and the personnel is subject to the redundancy process; notify police agencies and relevant authorities.</p>   |
|  | <p><b>2022 risk :</b> Low<br/> <b>Mitigation measures:</b> Have clear and fair company policies, multiple employee complaint and communication channels; negotiate with the labor union before modifying labor conditions and work rules.<br/> <b>Remedial measures:</b> Immediately respond to appeals and conduct good faith bargaining.</p>  |