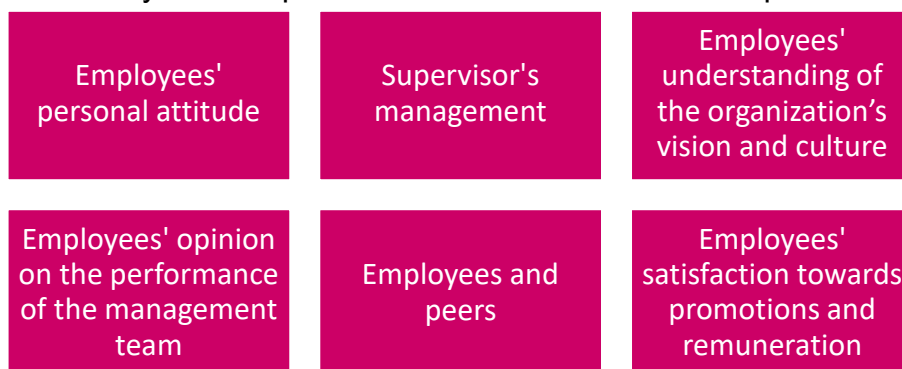


Create a group of joyful technology talents by building a happy workplace

Nanya conducts employee engagement surveys for all employees each year to understand employees' recognition of the company. In 2022, 76.2% of all employees have an average approval rating of 7 points or more, an increase of 4.2% from last year's 72%.

The survey has 28 questions and is divided into six aspects:



We start to observe the performance of work-life balance relevant questions in employee engagement surveys in 2021 to better understand whether employees agree we are working towards a happy workplace. From the chart below, we can see the figure for 2021 and 2022 that both female and male employees have more than 70% of an average approval rate of 7 points or more in each indicator.

Work-life Balance Indicator	2021		2022		Accordance with six aspects
	Female	Male	Female	Male	
Job satisfaction	71.4%	73.8%	71.60%	75.20%	<ul style="list-style-type: none"> ● Employees' personal attitude ● Supervisor's management
Purpose	68.6%	72.6%	70%	74.30%	<ul style="list-style-type: none"> ● Employees' personal attitude ● Supervisor's management ● Employees' satisfaction towards promotions and remuneration
Happiness	79.0%	78.1%	79.00%	79.20%	<ul style="list-style-type: none"> ● Employees' personal attitude
Stress	72.3%	74.1%	75.80%	75.60%	<ul style="list-style-type: none"> ● Employees' personal attitude ● Employees and peers

*This survey is conducted on a 10-point scale. "Average Approval" refers to 7 points or more. The percentage numbers in the column refer to the ratio of scores above 7.

Nanya continues to create a healthy, happy, and meaningful workplace, promote employee assistance programs, and provide comprehensive welfare measures from wellness, assistance, kindness, and exercise. Nanya received the 2022 Work-Life Balance Award-Employee Care from the Ministry of Labor, Taiwan iSports certification from the Sports Administration of the Ministry of Education twice and voted by the public as the Happy Enterprise Award from 1111 Job Bank three times.



Wellness

- Provide regular health check services for employees and track high-risk groups by a health management system to provide health care and improvement suggestions. Employees who went to Chang Gung Memorial Hospitals for self-paid health checks are entitled to one day of paid leave each year
- Employees and their family members are entitled to medical subsidies and discounts from Chang Gung Memorial Hospitals
- On-site resident physicians and nurses
- Provide care during the epidemic: prevention care package, screening rapid test kits, anti-epidemic subsidy for screening rapid test, taxi, and hotel, and paid isolation sick leave
- Organize health promotion activities such as health lectures, smoking cessation interventions, and blood donations

Assistance

- On-site canteens with a variety of catering options, such as self-serve meals, convenience stores, coffee shops, and a fruit bar and launch seasonal dishes on special holidays and extra food during Chinese New Year
- Single colleagues who meet the qualifications can apply for dormitories at a discounted price
- Parking lots for cars and motorcycles and shuttle bus services are available. And subsidies for electric motorcycles of NT\$10,000 for one new purchase or NT\$16,000 for replacement. Nanya workers also have employee discounts with different companies.
- Employee Welfare Committee plans various activities each year such as family day, celebrations, festivals, year-end parties, etc.
- Implement two-way communication and promote diversified employee communication channels, such as online opinion feedback area, all-head meetings, direct personnel quarterly meetings, etc.

Kindness

- Introduce the Employee Assistance Plan(EAP) for different services, such as counselor service for new employees within 2 years and Teacher Chang Foundation counseling service with on-site free appointments for all employees
- Stress relief and emotional management lectures
- Provide training and guidance to Buddy who leads new employees in different departments
- A friendly environment for childbirth and childcare. We provide priority parking spaces for pregnant workers and a nursery room for mothers, also disseminates health-related information and organizes women's health seminars on a regular basis.
- Starting in July 2022, Nanya launched our birth incentive as each newborn will be subsidized with a birth allowance of NT\$20,000 and can apply for a childcare allowance of NT\$2,000 per month at the same time. The subsidy will last until the child is at the age of 6. Also, collaborate with various kindergartens to provide exclusive employee discount plans.

Exercise

- Nanya's multi-purpose sports and recreation center has a basketball field, badminton area, fitness equipment, and professional coaches to provide fitness guidance for colleagues
- Promote various activities such as corporate sports festivals every two years, sports promotion seasons, and other promotions
- Create a sports-friendly environment, such as promoting stair climbing, providing various sports courses, and public welfare weight loss (for every kilogram lost, the company donates NT\$1,000 to public welfare organizations) and other activities