

Appendices for Diversified Recruitment Policy

Nanya provides equal employment opportunities. Our business operations are distributed in Taiwan and overseas, so the nationalities of employees are quite diverse. In addition to Taiwanese staff, employees of the following 15 nationalities were employed in 2023: Chinese, French, German, Japanese, American, Thai, Vietnamese, Burmese, Italian, Kenyan, Korean, Turkish, British, Indonesian, and Malaysian. Our employees form an internationally diversified workplace. We had 109 foreign employees in 2023, accounting for 2.99% of all employees. In descending order, the top five nationalities^{Note 1} were American, Chinese, Japanese, German, Indonesian, Malaysian, French, Burmese, and Korean. The top five nationalities among managers are Taiwanese, American, Japanese, German, and French. The majority of managers are Taiwanese at 93.26%.

Percentage of managers and employees of the top five nationalities in 2023

Nationality	Number of Employees	Percentage of Total Employees	Number of Managers	Percentage of Total Managers
Taiwan	3538	97.01%	332	93.26%
USA	63	1.73%	10	2.81%
China	20	0.55%	1	0.28%
Japan	7	0.19%	5	1.40%
Germany	4	0.11%	2	0.56%
Indonesia	2	0.05%	0	0.00%
Malaysia	2	0.05%	0	0.00%
France	2	0.05%	2	0.56%
Burma	2	0.05%	0	0.00%
Korea	2	0.05%	1	0.28%
Others	5	0.14%	3	0.84%