

8 Integrity and Transparency

A Company That Honors Its Commitments

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Complying with regulations and ethical norms, Nanya Technology consistently strengthens its corporate governance and risk management mechanism through comprehensive education and training programs. These efforts help cultivate business ethics among all employees, drive mutual benefits across industry, and position Nanya Technology as the most trusted company.

Superior Customer Service

In 2025, a total of **1,142** measurement services and **28** joint verification services were completed, enabling early detection of compatibility issues and improvements before mass production.

150 Suppliers

Nanya Technology improved information security management for its supply chain by selecting **140** suppliers for audits.

6%~20%

Nanya Technology ranked in the top **6%~20%** among listed companies in the 12th (2025) Corporate Governance Evaluation.

Strategy and Performance of Material Topics

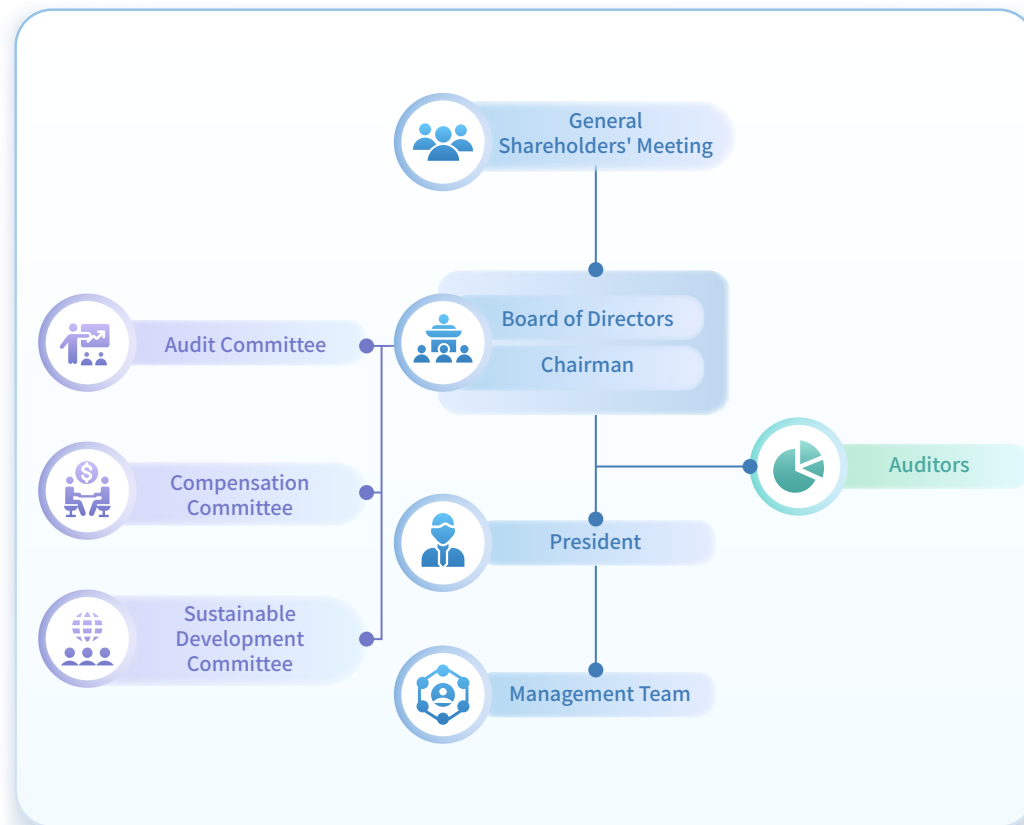
◆ Exceeded goals ◆ Achieved ◆ Not achieved

Material Topics and Strategy	2025 Goals	2025 Performance	2026 Goals
Risk Management • Risk Management: Establishing effective risk mitigation mechanisms and procedures. • Loss Control: Conducting operational stress tests and reducing operating costs. • Effectiveness: Engaging all employees in risk management training and conducting regular operational risk drills.	Conduct 4 regular quarterly meetings and report to the Board of Directors twice	◆ Conducted 4 regular quarterly meetings and reported to the Board of Directors twice	Conduct 4 regular quarterly meetings and report to the Board of Directors twice
	Contingency plan completion rate: 64 items	◆ 69 items	Contingency plan completion rate: 64 items
	Stress testing: Conduct 7 aspects annually	◆ 9 aspects	Stress testing: Conduct 7 aspects annually
	Education and training: 100% of all employees engaged	◆ 100%	Education and training: 100% of all employees engaged
Ethical Management • Focusing on both internal and external operations: Conducting regular internal education, training, and awareness campaigns, extending initiatives to external stakeholders, ensuring sufficient reporting channels and protective measures to foster a culture of workplace ethics and legal compliance.	Material violations of regulations: 0 cases	◆ 0 cases	Material violations of regulations: 0 cases
	Corruption: 0 cases	◆ Note 1 0 cases	Corruption: 0 cases
	Employee labor ethics training completion rate: 100%	◆ 100%	Employee labor ethics training completion rate: 100%
	Employee antitrust training completion rate: 100%	◆ 100%	Employee antitrust training completion rate: 100%
	Unlawful violation in workplace: 0 cases	◆ 0 cases	Unlawful violation in workplace: 0 cases
	Violation of trade secrets: 0 cases	◆ 0 cases	Violation of trade secrets: 0 cases
Customer Service • Design and Testing: Utilizing global engineering support services to resolve issues with customer design and testing. • Production and Sales: Implementing rigorous quality control and improving delivery efficiency. • After-Sales Services: Promptly resolving customer issues through customer complaint management system.	Customer satisfaction score: 91 points or above	◆ 95.7 points	Customer satisfaction score: 91 points or above
	Customer platform parameter measurement services: 950 cases	◆ 1,142 cases	Customer platform parameter measurement services: 960 cases
	Customer product joint qualification services: 25 cases	◆ 28	Customer product joint qualification services: 28 cases
	Customer technical sharing and training sessions: 96 sessions	◆ 114 sessions	Customer technical sharing and training sessions: 100 sessions

Note 1: For the Company's anti-corruption measures, please refer to [page 199 of this report](#).

8.1 / Corporate Governance

Nanya Technology believes that we can strengthen our operations and ensure the rights of shareholders through sound and efficient corporate governance mechanisms. In 2026, Nanya Technology ranked in the top 6%~20% of listed companies in the 12th (2025) Corporate Governance Evaluation, affirming the Company's continued commitment to corporate governance.



Operations of Board of Directors and Functional Committees

The operations of Nanya Technology's Board of Directors are carried out in accordance with applicable regulations and resolutions of shareholders' meeting. The Board members possess professional knowledge, skills, and literacy required for performing their duties. They shall adhere to the principle of sustainable management in order to maximize benefits for shareholders. The Board of Directors' primary responsibilities include ensuring the transparency of the Company's information, compliance with laws and regulations, appointment of the Chief Executive Officer, formulation of profit distribution proposals, and supervision and guidance of company operations. Nanya Technology has established its Articles of Incorporation [\[link\]](#) as the basis for corporate governance and operations. In accordance with the Company Act, any changes to the Articles must be approved by a shareholders' resolution before taking effect in order to protect shareholders' rights. Following the provisions in the Articles of Incorporation, Nanya Technology has purchased liability insurance for board members to cover legal compensation responsibilities arising from the performance of their duties, allowing board members to focus on fulfilling their responsibilities. To establish a sound board governance system, strengthen supervision functions, and enhance management capabilities, Nanya Technology has formulated the Rules of Meetings of the Board of Directors [\[link\]](#), which outlines provisions for the conduct of Board meetings. In addition, the Company's Corporate Governance Principles stipulate that directors are advised to maintain an annual Board meeting attendance rate of at least 80%, which is also included in the board performance evaluation. A total of 6 Board meetings were held in 2025, with directors achieving an actual attendance rate of 100%.

To enhance supervisory functions and strengthen management mechanisms for the Board of Directors, Nanya Technology has established the Audit Committee, Compensation Committee, and Sustainable Development Committee under the Board of Directors. Each functional committee is accountable to the Board and submits relevant proposals to the Board for resolution.

 Audit Committee	• The Committee consists of 4 independent directors, with Mr. Ching-Chyi Lai serving as the convener. • 5 Audit Committee meetings were held in 2025, with an actual attendance rate of 100%. • Responsibility and Authority: Supervising the execution of Nanya Technology's business operations and financial status, auditing the financial statements, assisting the Board of Directors in fulfilling their supervisory duties, and carrying out responsibilities assigned in accordance with the Company Act, the Securities and Exchange Act, and other relevant laws and regulations.
 Compensation Committee	• The Committee consists of 4 independent directors, with Mr. Shu-Po Hsu serving as the convener. • 2 Compensation Committee meetings were held in 2025, with an actual attendance rate of 100%. • Responsibility and Authority: Establishing and periodically review the policies, systems, standards, and structures for the performance assessments and remuneration of the directors and executives.
 Sustainable Development Committee	• The Committee consists of 7 directors, including 4 independent directors, with President Pei-Ing Lee as the convener. • 2 Sustainable Development Committee meetings were held in 2025, with an actual attendance rate of 100%. • Responsibility and Authority: Deliberating on Nanya Technology's policies, strategies, and management guidelines regarding sustainable development and risk management; overseeing Nanya Technology's implementation and effectiveness in promoting sustainable development and risk management; deliberating significant information related to sustainable development, including the Sustainability Report and other publicly disclosed documents.

■ Management of Conflicts of Interest

Nanya Technology has incorporated provisions for avoiding conflicts of interest into the Rules of Meetings of the Board of Directors, as well as the charters of the Audit Committee, Compensation Committee, and Sustainable Development Committee, and within our Ethical Corporate Management Principles. Directors, managers, and stakeholders attending or participating in Board or committee meetings must disclose the material details of any interests they or the legal entities they represent may have, lest a conflict of interest arise in relation to any agenda item. If such a conflict poses a risk of harming the Company's interests, they shall refrain from participating in discussions or voting on the matter and must recuse themselves accordingly. They are also prohibited from voting on behalf of other directors, thereby safeguarding the independence of the Board of Directors' oversight.

Furthermore, Nanya Technology has established [Codes of Ethics for Directors and Managers](#), requiring them to uphold ethical standards in the performance of their duties and to avoid personal interests or potential conflicts that could compromise the Company's overall interests. Such measures are intended to prevent actions that may harm the Company or its shareholders. For information about directors' concurrent positions, cross-shareholdings between the Company and other stakeholders, as well as details about major shareholders and related parties, please refer to the *B. Corporate Governance* and *C. Capital and Shares - List of Major Shareholders* sections of our [2025 Annual Report](#) and the information on *Related Party Transactions* notes in the consolidated financial reports.

■ Nomination and Election of Directors

Nanya Technology has established fair, impartial, and transparent [Rules for the Election of Directors](#) and encourages shareholders to participate in the nominations and elections of directors. Key considerations for director selection should include professional expertise, background experience, diversity, independence, and the ability to monitor the Company's ESG-related material topics.

Any shareholder holding 1% or more of Nanya Technology's total issued shares may submit, in writing, a list of candidates (including independent directors) to us. The Board of Directors, in accordance with applicable regulations, will review the independence qualifications of independent director candidates before including them in the list of nominees. In addition, Nanya Technology's Articles of Incorporation stipulates that the Board of Directors shall consist of 9 to 12 members, including at least 3 independent directors, with a 3-year term. Nanya Technology has also established regulations for evaluating the performance of the Board of Directors and conducts regular annual evaluations. The evaluation results serve as a reference for the nomination and re-election of directors.

■ Diversity of the Board of Directors

Nanya Technology's [Corporate Governance Principles](#) stipulate that the composition of the Board of Directors shall reflect diversity, with no restrictions based on gender, race, or nationality. The current Board of Directors consists of 12 members from diverse professional backgrounds, including 4 independent directors and 1 female director, accounting for 33% and 8% respectively. Among the independent directors, one holds a Certified Public Accountant license, and no independent director concurrently serves as an independent director of more than 3 other public companies. There are 8 directors who are not employees of Nanya Technology, accounting for 67%, and the Chairman also does not serve as a Nanya Technology executive, with clear division of duties.

As of the end of 2025, 1 director is aged 51-60, 5 directors aged 61-70, and the remaining directors aged over 70. In addition, the average term of service of the directors is 11.4 years. Members of the Board of Directors possess education and professional backgrounds related to the key ESG topics, including R&D innovation, risk management, climate strategy, and green products. For more information about the directors, please refer to the *B. Corporate Governance* of our [2025 Annual Report](#).

[Board Diversity Implementation](#)

■ Continuous Learning for Board Members

To enhance the competencies of the directors, Nanya Technology arranges at least 6 hours of training courses for the directors every year. In 2025, the directors received a total of 111 hours of training, with an average of 9.25 hours per director. The courses cover a diverse range of subjects including economics, corporate governance, risk management, corporate transformation and mergers and acquisitions, ESG regulatory compliance, sustainable finance, climate change, power systems, and carbon pricing mechanisms. For details on training courses attended by directors in 2025, please refer to [Pages 34~35 of our 2025 Annual Report](#).

In addition to diverse professional backgrounds, our directors have experience as senior executives, government officials, or public representatives, equipping them with a wide range of abilities required to perform their duties as directors. In 2026, Nanya Technology will continue to arrange training courses for directors on sustainable development, corporate governance, or risk management, aligning with emerging trends in sustainability issues and corporate governance to enhance the overall competencies of the Board.

■ Performance Evaluation of the Board of Directors

To implement corporate governance, enhance the functions of the Board, and improve operational efficiency through performance goals, Nanya Technology has established the [Performance Evaluation of the Board of Directors](#), incorporating ESG indicators such as *legal compliance*, *corporate governance*, *risk management*, and *sustainable development* into the self-evaluation criteria. The Board of Directors and functional committees undergo performance evaluations annually. The relevant data may serve as a reference for nomination of directors for reappointment. In 2025, performance evaluations were conducted for the overall Board of Directors, individual directors, as well as the Audit, Compensation, and Sustainable Development Committees. According to the evaluation results, all were rated as excellent. The results were reported to the Board of Directors on November 4, 2025. For the implementation of performance evaluations in 2025, please refer to [Pages of 19~20 and 27 of our 2025 Annual Report](#).

Remuneration of Directors and Senior Executives

Nanya Technology's independent directors receive a fixed monthly remuneration, as well as transportation allowances based on attendance at Board meetings or functional committees; they do not receive any variable remuneration. Other directors only receive transportation allowances based on attendance and are not granted any additional remuneration. No director receives director's remuneration.

The remuneration of Nanya Technology's managers comprises monthly salaries and various bonus schemes, pension plans, and evaluation systems. All components are approved by the Compensation Committee and subsequently submitted to the Board of Directors for resolution prior to implementation. Members of the Compensation Committee are all independent directors and provide external remuneration recommendations. The committee members meet at least twice a year to ensure the reasonableness and competitiveness of remuneration.

Salary adjustments, bonuses, and other remuneration for senior executives at Nanya Technology are determined based on the Company's operational performance as well as personal contributions and achievements. Consideration is also given to economic, environmental, and social impacts, along with other corporate governance indicators aligned with sustainable development. The Human Resources Department drafts recommendations based on industry salary benchmarks, which are reported to and reviewed by the Compensation Committee before being submitted to the Board of Directors for resolution and implementation. Remunerations of the President and Vice President are determined in accordance with Company policy. Fixed remuneration consists of monthly salary, diligence incentives, year-end bonuses, monthly pension contributions (under both the new and old pension systems) in line with Nanya Technology's Retirement Policy, and employee welfare funds. Variable remuneration includes special incentives, performance-based bonuses, and employee bonuses granted on special occasions, aligned with the Company's retention measures and business performance.

Taiwan

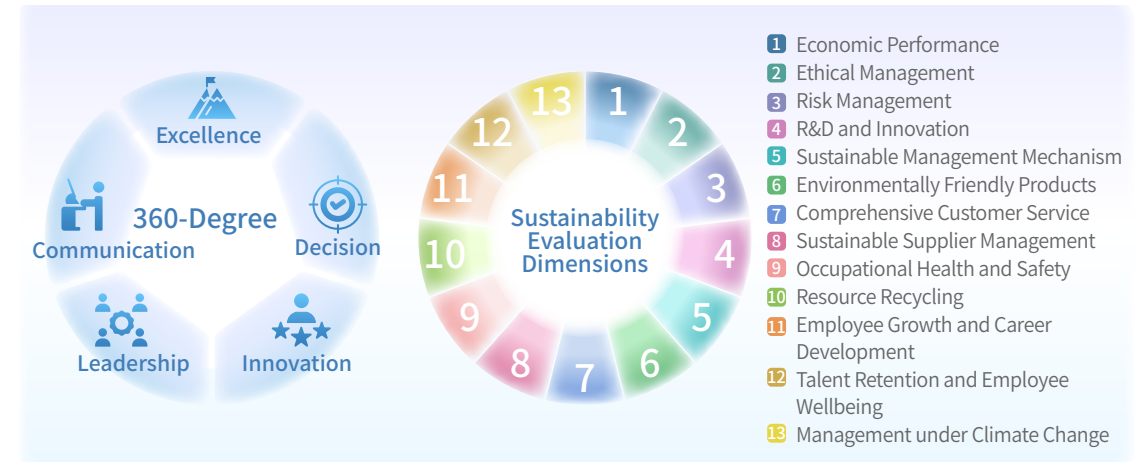
About **13.52** times

In 2025, the highest-paid employee at Nanya Technology received approximately 13.52 times the median total compensation of all other employees.

About **1.81** times

In 2025, the increase in total compensation of the highest-paid employee was 1.81 times greater than the increase in the median total compensation of all other employees, compared to 2024.

» In addition to annual performance evaluation, the Company has also planned and implemented 360-degree feedback and sustainability evaluations for senior executives. The respective dimensions are as follows.



» Shares Held by Senior Executives

March 31 , 2026

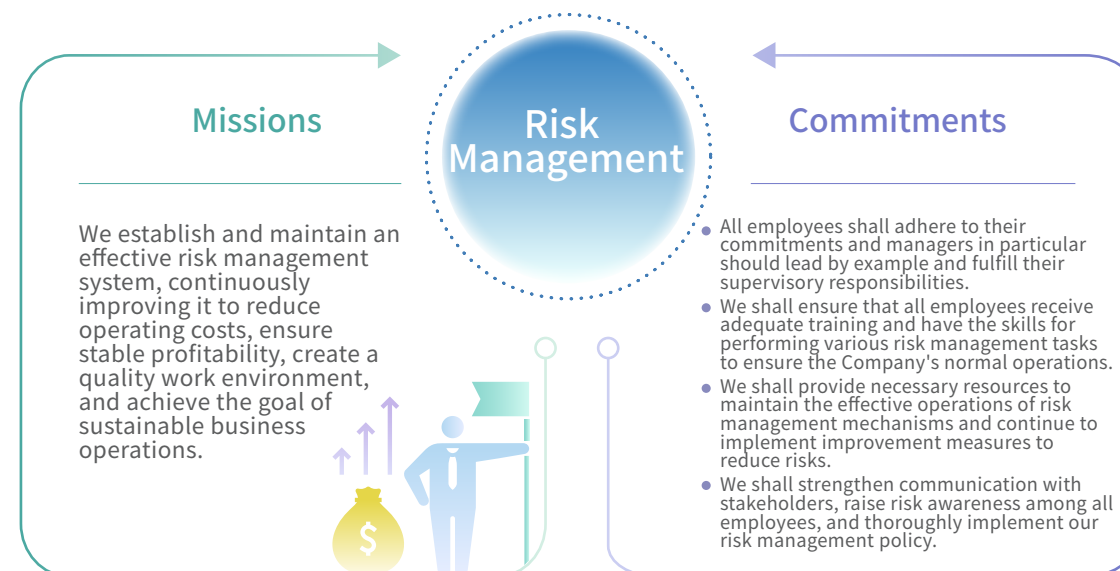
Title	Name	Shares
President	Pei-Ing Lee	1,265,098
Executive Vice President	Lin-Chin Su	480,601
Vice President	Joseph Wu	250,000
Vice President	Rex Chuang	425,000
Vice President	Yau-Ming Chen	0
Acting Vice President	Jeff Lin	185,027
Acting Vice President	Chuan-Jen Chang	163,048
Assistant Vice President	Mark Mao	0
Assistant Vice President	Rex Chen	26,000
Assistant Vice President	Wooder Yang	0
Acting Assistant Vice President	Hank Huang	10,000
Acting Assistant Vice President	Tracy Liu	0

8.2 / Risk Management

To strengthen functions of the Board of Directors and its risk management mechanisms, Nanya Technology has established a Sustainable Development Committee under the Board of Directors to oversee risk management operations, environmental protection, social responsibility, corporate governance and other actions to help Nanya Technology achieve sustainable operation goals. Under the [Sustainable Development Committee Charter](#), the committee must comprise at least 3 members, with more than half being independent directors. Currently, the committee is composed of 4 independent directors and 3 executive directors. All 7 members possess expertise in crisis handling and risk management across diverse fields.

The Company has established its [Risk Management Regulations](#) approved by the Board of Directors. The risk management policies aim to effectively identify, analytically evaluate, actively manage, and continuously monitor various risks, while raising risk awareness among all employees. The goal is to raise risk awareness among all employees, maintain risks within acceptable levels, and ensure that risk management is comprehensive, effective, and optimized for maximum benefit.

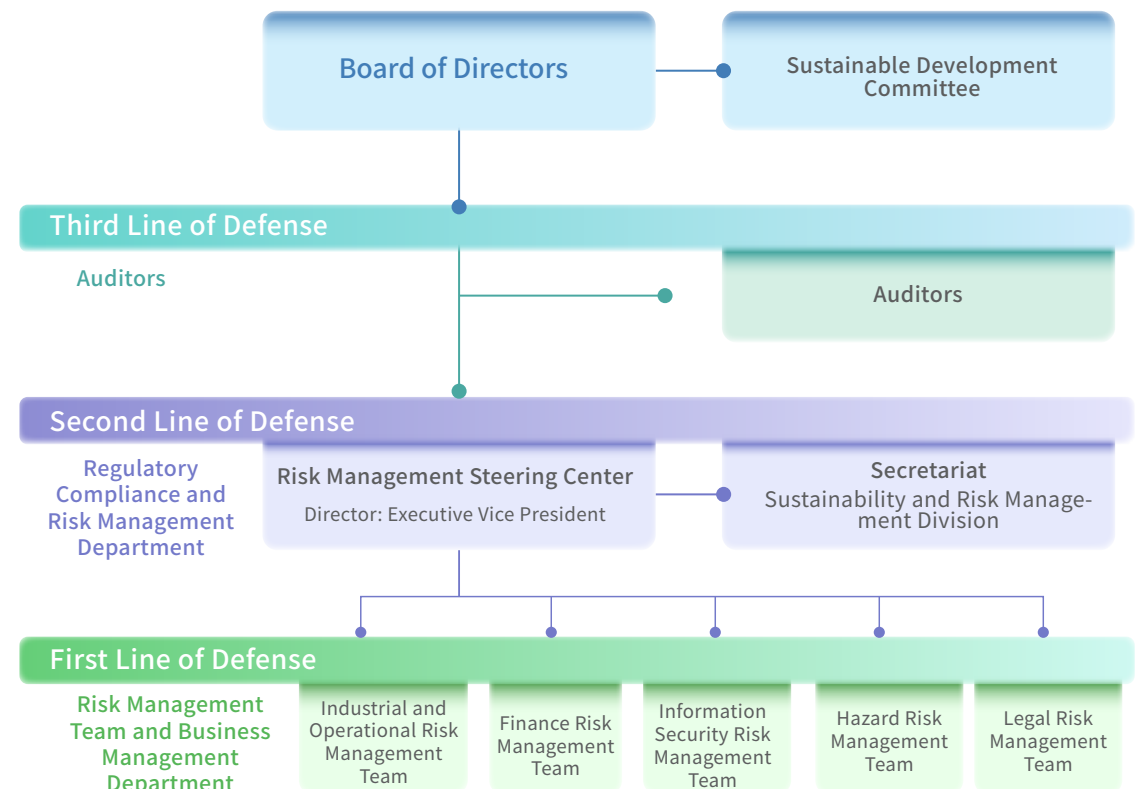
Missions and Commitments



Organization and Operations

The Board of Directors serves as the highest decision-making and supervisory body for risk management, responsible for establishing Nanya Technology's risk management policies and related regulations. It oversees the implementation and effective operation of the risk management system. The Sustainable Development Committee not only reviews the Company's risk management policies, strategies, and management approaches but also supervises the execution of risk management initiatives and implementation plans to ensure the achievement of risk management objectives. The Sustainable Development Committee meets at least twice a year and reports the operations of risk management measures or major risk items to the Board of Directors in a timely manner.

In order to ensure smooth and effective risk management operations, Nanya Technology has established a three-line defense mechanism as shown in the organizational chart below.



Nanya Technology established the Risk Management Steering Center in accordance with its [Risk Management Regulations](#). Led by the Executive Vice President as Director and composed of department heads from across the Company, the Center promotes and oversees the implementation progress and overall risk control efforts of all risk management teams. The Risk Management Steering Center convenes quarterly meetings to review the performance of each risk management team and evaluate their business continuity plans, ensuring they are appropriate, relevant, and effectively implemented. Moreover, to align with the Company's operational strategies, the Center has established five risk management teams: industrial and operational, finance, information security, hazard, and legal. Each risk management team is composed of dedicated personnel appointed by various business management departments. Besides assisting these departments with gathering information on risks from both internal and external environments and performing daily risk monitoring, each risk management group also tracks and assesses the risk level of various risk factors, implements improvement measures, and reports the implementation results of risk management measures to the Center.



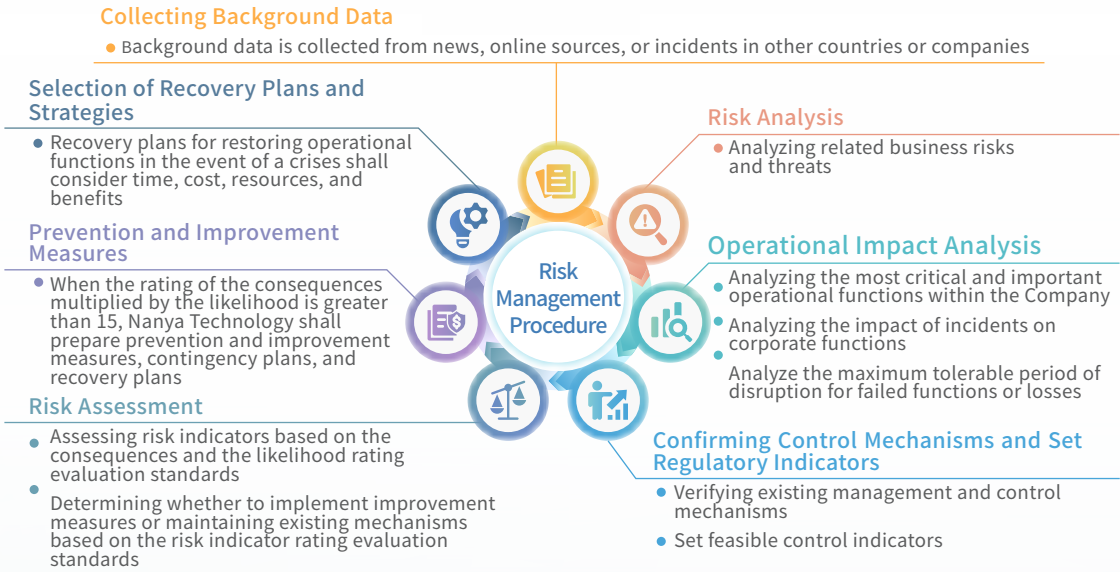
Nanya Technology established the Sustainability and Risk Management Division to implement risk management and operations. The Division's main task is to assist the Risk Management Steering Center in formulating management approaches, planning and implementing relevant activities, and supervising the operations of each risk management team to ensure proper risk control.

The Auditors annually check the status of risk management policy implementation and high-risk items, providing improvement suggestions when needed and following up on improvement results. They regularly report audit findings and the progress of improvement measures to the Audit Committee, effectively managing both existing or potential company risks. In addition, the Quality Assurance Department conducts annual internal audits to ensure compliance with risk management procedures. To verify the proper implementation of Nanya Technology's risk management system, the Company commissions a third party to conduct external audits every two years. The most recent verification was conducted by AFNOR, a French certification body, in May 2025, resulting in the issuance of a valid statement confirming compliance with ISO 31000 guidelines and principles. The next external audit is scheduled for May 2027.

Risk Management System

Nanya Technology's risk management system identifies and analyzes the risks that the Company faces. It sets appropriate risk appetite and control procedures, and monitors all risks and compliance with risk appetite limits. Through the risk management system, Nanya Technology identifies potential risks and opportunities, effectively managing them to ensure smooth business operations. This approach helps create value for shareholders, employees, customers, and the society, contributing to Nanya Technology's achievement of sustainable development goals.

Risk Management Procedure



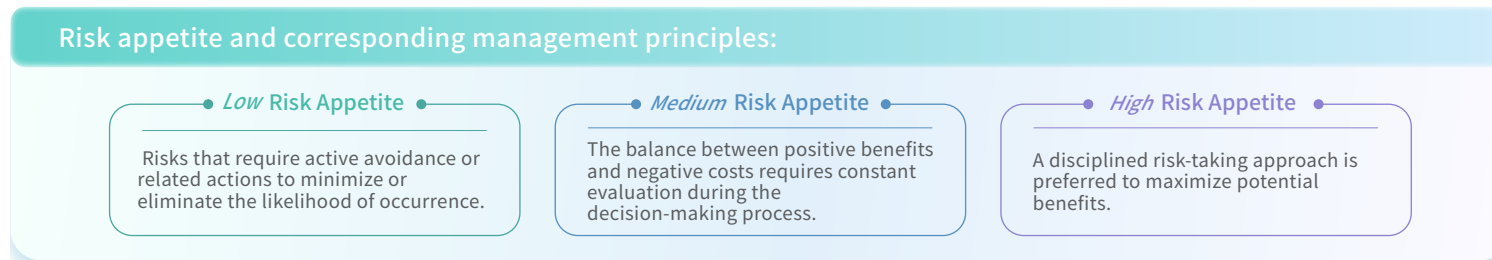
Nanya Technology integrates its long-term business strategic goals with Enterprise Risk Management (ERM) and the mechanisms and rationale of the ISO 31000 guidelines to establish its risk management policies and procedures as guiding principles. Each year, Nanya Technology reviews risk items that have external impacts, are newly identified or increasingly significant, may pose long-term potential impacts, or exhibit notable and tangible characteristics. Nanya Technology lists these items as emerging risks for the next 3-5 years and continuously tracks them. Through long-term planning and promotion, the Company builds risk awareness among all employees, embedding it into each department's daily operations to ensure the Company's normal operations.

Risk Appetite and Management Principles for Major Risk Categories

When analyzing risk ratings, various business management departments evaluate the characteristics and impact levels of identified risk factors, determine appropriate quantitative or qualitative measurement indicators, assess risk levels, and define risk appetite and tolerance limits. Based on the above requirements, the Sustainability and Risk Management Division consolidates relevant information and reports it to the Risk Management Steering Center for resolution. The approved decisions then serve as the foundation for daily risk control and management. The Risk Management Steering Center reviews risks and implements relevant measures on this basis to ensure that various business strategies comply with the principles for managing risk appetite.



» Nanya Technology's major risk appetite and corresponding management principles are as follows:



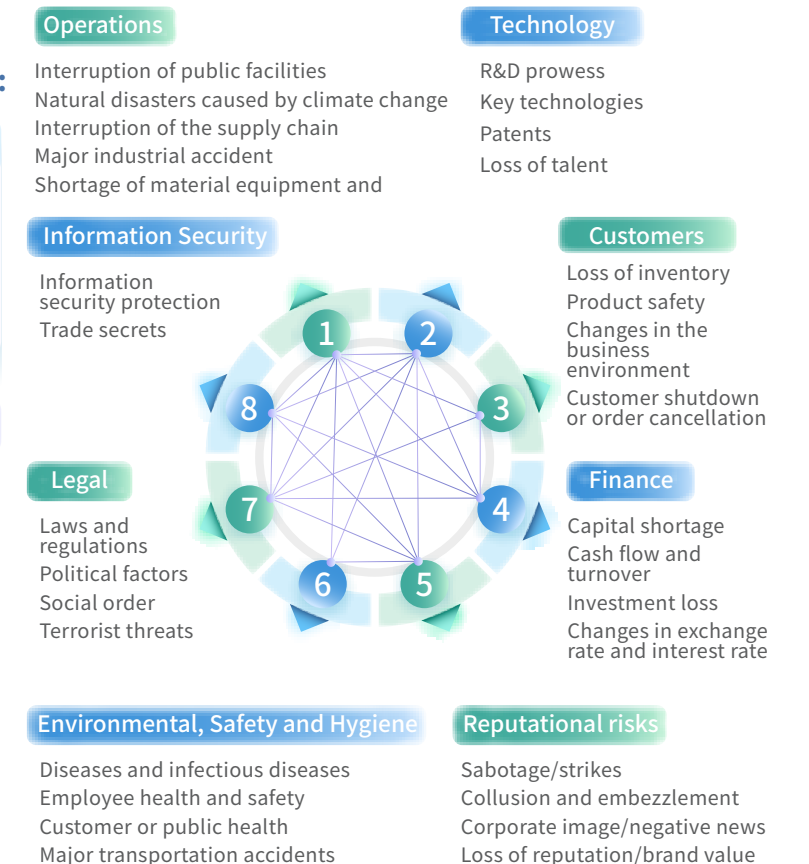
Risk appetites for 20 major risk categories:

A Damage to Material Facilities, Equipment, and Components	Medium	H IT System Losses	Medium	O Sabotage, Strikes, Thefts, and Smuggling	Medium
B Interruption of Public Facilities	Low	I Loss of Inventory and Stocks	High	P Collusion and Embezzlement	Low
C Natural Disasters and Severe Weather	Medium	J R&D Capabilities	Medium	Q Diseases and Infectious Diseases	Medium
D Disruption of Supply Chain Systems	Low	K Resource Shortage	Medium	R Violation of Laws and Regulations	Low
E Severe Transportation Accidents	Medium	L Customer Shutdown or Order Cancellation	High	S Information Security	Medium
F Major Industrial Accidents	Low	M Finance	High	T Loss of Corporate Image, Reputation, and Brand Value	Medium
G Interruption of Communications	Medium	N Personnel Losses	Low		

Low Risk Appetite
Medium Risk Appetite
High Risk Appetite

Relevance of Risk Factors

In accordance with Nanya Technology's risk management system, we identify potential risks, threats, and operational impact factors from both internal and external environments across areas such as company operations, technology, customers, finance, reputation, environmental, safety and hygiene, legal issues, and information security. We conduct an analysis to identify the risk factors with the highest correlation. Through quarterly meetings, we regularly review related prevention and improvement measures, enhancing our standard operating procedures. Additionally, we regularly conduct emergency response drills to ensure effective risk control and minimize potential damage.



Emergency Response Mechanisms and Measures

Nanya Technology adheres to the principles, framework, and mindset of ISO 22301, implementing them into our emergency response mechanisms and measures. We also comply with ISO 9001, ISO 14001, ISO 50001, ISO 27001, and ISO 45001, with all certifications successfully completed. To mitigate risks and hazards arising from emergencies, Nanya Technology has established comprehensive operating standards for handling contingencies and anomalies. These measures encompass manufacturing, supply chain and warehousing, information security, human resources, and other critical functions. This approach enables the Company to immediately implement response measures when emergencies occur, thereby reducing impacts and facilitating rapid recovery. It ensures that operations remain normal to meet customer requirements. For example, Nany Technology has established specific handling steps and improvement measures for raw material shortages, events affecting more than 10% of production (such as earthquakes, typhoons, gas leaks, fires, labor shortages), utility system failures, automation system malfunctions, issues with subcontractor capacity, and significant post-sale product returns from customers.

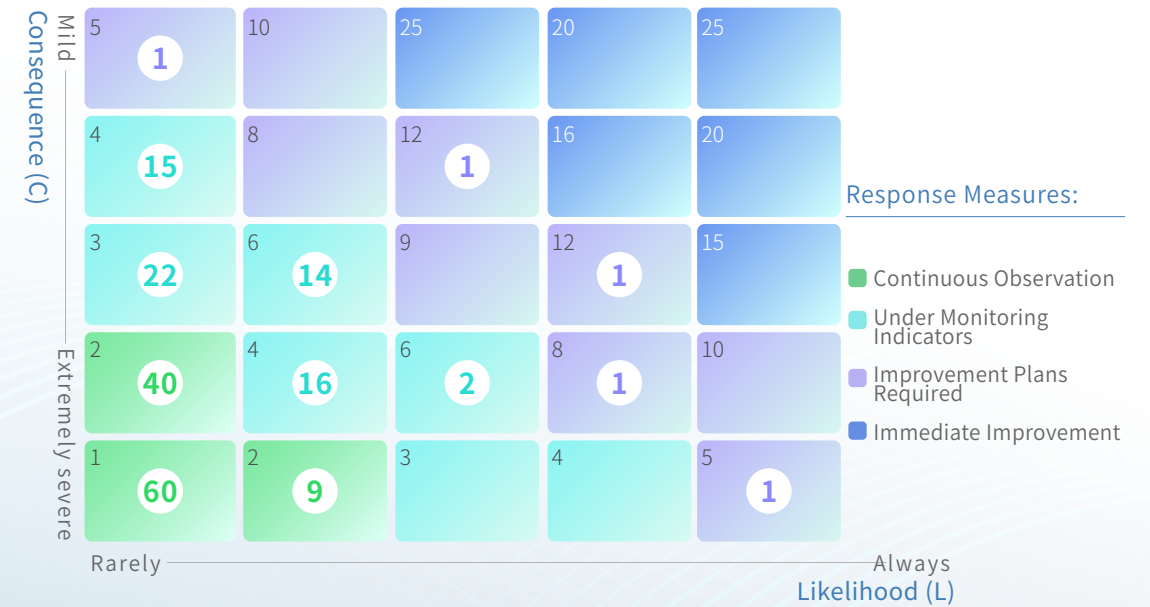
Additionally, for emergency responses to personnel safety incidents—such as fires, gas leaks, liquid spills, unusual odors, earthquakes, and radiation leaks—all response measures, reporting procedures, command systems, and handling processes comply with relevant environmental, safety and hygiene, and health regulations. Nanya Technology conducts at least one factory-wide emergency evacuation drill and two fire drills each year to ensure the effectiveness of its emergency response measures.

Risk Identification and Stress Testing

Risk Identification Results

Each year, Nanya Technology identifies risk items proposed by the Risk Management Steering Center and takes appropriate measures based on risk levels. In 2025, a total of 183 risk items were proposed. The risk profile and distribution of items after identification are shown below. According to the statistics, there were 0 items requiring immediate improvement, 5 items needing improvement plans, 69 items requiring monitoring indicators, and 109 items needing continuous observation.

Distribution of Risk Items





■ Risk Response Measures

In 2025, following risk identification, 2 operational items and 3 information security items were found to require improvement plans. The 2 operational risks involve system optimization in response to regulatory changes to ensure compliance with regulations and to prevent unlawful infringement in the workplace. The 3 information security risks include potential cyberattacks on or damage to FAB machines, artificial intelligence (AI)-driven cyberattacks, and business email compromise (BEC). Each risk management team has already developed and is continuously implementing corresponding response measures, along with establishing appropriate handling mechanisms.

Risk Item	Evaluation Factors	Risk Description	Mitigation Measures
In response to regulatory changes, system optimization is required to ensure compliance with the regulations	Likelihood Consequence Geographic region	The Air Pollution Control and Emissions Standards for the Semiconductor Industry were tightened on May 4, 2023. Existing processes must ensure that VOCs concentrations $\leq 14\text{ppm}$ and acidic pollutants $\leq 0.5\text{ppm}$ for each exhaust pipe. External testing shows some current levels exceed or are approaching these limits.	(1) Improvement plans have already been evaluated and submitted to the Environmental Protection Department as required. Currently there are no concerns about penalties affecting production. (2) However, certain emission outlet concentrations within the facility have exceeded the new regulatory limits and must be rectified no later than May 3, 2026. In addition, several emission outlets with concentrations approaching the new regulatory limits have also been included in the same improvement plan. (3) All improvement works are scheduled to be completed as planned by December 2025, and adjustment testing is currently being conducted. Subsequent steps will include independent third-party testing, final report preparation, and review by the Environmental Protection Department, with completion by May 3, 2026.
Unlawful violation in workplace	Likelihood Consequence Business relationship	With differences in generational backgrounds and values, younger employees place greater emphasis on psychological boundaries and workplace respect. Senior managers, however, tend to adhere to traditional workplace culture and perceive the younger generation as overly sensitive and less resilient. The divergence in values between the two groups is becoming increasingly evident and may give rise to the following risks: - Communication gaps may escalate into inappropriate treatment, leading to an increase in the frequency of disputes. - Younger employees are more likely to express dissatisfaction through legal actions or more assertive means, resulting in an increase in complaints. - In response to changing circumstances, the government has amended relevant laws to strengthen prevention and handling mechanisms for unlawful violation in workplace, leading to higher costs for corporate prevention and case management.	(1) Complying with the new Occupational Safety and Health Act mechanisms and avoiding penalties as well as brand-related risks. (2) Engaging external investigators with professional expertise to enhance the objectivity of case reviews and strengthening legal safeguards. Moreover, training and communication skills shall be reinforced to enable managers to promptly identify and manage workplace crises.
Potential cyberattacks or damage to FAB machines	Likelihood Consequence Business relationship	With Industry 4.0 and smart manufacturing advancement, semiconductor fabrication (FAB) machines increasingly rely on network connections for remote monitoring and automated production, making machines potential targets for attacks. Potential risks include: - Ransomware Attacks: Attackers can infiltrate machine management systems (like SCADA and MES), potentially encrypting critical production data and halting production. - Remote Equipment Control Breaches: Hackers could exploit network vulnerabilities or weak passwords to control machines, causing abnormal operation or malicious parameter changes that affect product quality and production safety.	(1) In response to potential cyberattack risks targeting FAB machines, systems have been established to maintain an inventory of assets and network topology, as well as to implement vulnerability and risk management. (2) Implementation of the FAB OT information security system: Following pilot deployment in selected facilities in 2024, full-scale OT network behavior monitoring across all FAB sites was completed in 2025, with improvements implemented based on analytical findings. (3) Deployment of the automated inspection system for FAB incoming equipment: After the system was introduced for new equipment entry inspection in 2025, user training was provided to equipment engineers across departments. In addition, the adjustment and optimization of system settings will continue based on feedback from on-site operations.
AI-Driven Cyberattacks	Likelihood Consequence Business relationship	- The use of artificial intelligence to proactively initiate attacks is referred to as Offensive AI. Current trends indicate that an increasing number of hackers are leveraging AI algorithms to enhance the effectiveness of cyberattacks. - By utilizing artificial intelligence capabilities, hackers can rapidly identify vulnerable targets, dynamically adjust attack methods, and automate the evasion of defensive measures, significantly increasing the difficulty of defense. - The automation and variability of AI-driven attacks make them more difficult to trace. Traditional information security may be unable to respond in time to such automated attacks, potentially resulting in defense failures, data breaches, or ransomware incidents, thereby causing losses to the Company.	(1) To counter AI-driven cyberattacks, Nanya Technology employs multi-layered defense mechanisms (such as firewalls, intrusion detection, and endpoint security), ensures regular system and software updates, and implements AI threat detection and incident response to reduce information security risks. (2) Nanya Technology establishes an automated cybersecurity incident detection and response system to strengthen information security capabilities: (a) Proactively responding to cyberattacks through a collaborative platform integrating the security orchestration, automation and response system and the security information and event management intelligence analytics platform. (b) Blocking of suspicious internet protocol addresses identified as threats to the Company based on analysis results through automated scripts. (3) Ongoing implementation of system and software vulnerability patching to reduce the risk of exploitation of security weaknesses.
Business Email Compromise (BEC)	Likelihood Consequence Business relationship	Business Email Compromise (BEC) attacks typically use social engineering and phishing to infiltrate corporate email accounts, resulting in financial losses or sensitive information leaks. Common risks include: - Whaling Attack: Attackers impersonate senior executives, requesting finance staff or partners to execute urgent money transfers, causing financial losses. - Supply Chain Fraud: Hackers infiltrate supplier or partner email systems to send fake invoices or change payment account details, leading companies to make payments to hackers' accounts. - Credential Leaks and Account Takeovers (ATO): Attackers use leaked account passwords to log into corporate email systems, impersonating internal employees or external partners for fraud or intelligence theft.	(1) Adoption of a new generation email security solution with BEC detection capabilities, leveraging AI and machine learning to detect and filter malicious emails, thereby reducing the risk of employees becoming victims of fraud. (2) Enhancing email URL authentication mechanisms to identify sender domain URLs, to ensure the integrity of the email, and apply appropriate actions based on verification results. This validates the authenticity of senders and helps prevent employees from receiving emails from spoofed domains. (3) Regular implementation of cybersecurity awareness training to enhance employees' understanding of BEC attack techniques.

■ 2025 Major Response Measures Taken by Various Risk Management Teams

Risk Category	Major Response Measures
 Operational Risk	- Supply Chain: In response to the rapid increase in demand for advanced packaging, the production capacity of supplier Asahi polyimide is insufficient; however, supply has been coordinated and is currently secured through March 2027. In addition to continuously monitoring and adjusting inventory forecasts, Nanya Technology works closely with relevant parties to evaluate alternative materials and their feasibility. - U.S. Tariff Policy: On August 6, 2025, President Trump announced a 100% tariff on semiconductors; however, the effective date has not yet been determined. Continued monitoring of the Office of the United States Trade Representative and the Department of Commerce is required. During the tariff exemption period, certain companies, including Google, HP, and Samsung, accelerated imports into the United States for assembly. The proportion of shipments to non-U.S. markets has been increased. The Company has expanded into Europe, Southeast Asia, and Japan, and adjusted logistics arrangements to diversify risk.
 Information Security Risk	Business Email Compromise (BEC) attacks typically use social engineering and phishing to infiltrate corporate email accounts, resulting in financial losses or sensitive information leaks. In addition to damaging the Company's reputation, it may also result in litigation. To mitigate this risk, the following improvement measures have been implemented: - Adoption of a new generation email security system with BEC detection capabilities: Leveraging technologies such as AI and machine learning to detect and screen malicious emails, thereby reducing the risk of employees becoming victims of fraud. - Strengthening beneficiary account setup and change procedures: Clearly defining required verification items, enhancing verification through additional channels, and obtaining independent third-party confirmations to reduce fraud risk. - Enhancement of email URL authentication mechanisms: Identifying sender domain URLs, ensuring the integrity of emails, and applying appropriate actions based on verification results. This validates the authenticity of senders and helps prevent employees from receiving emails from spoofed domains. - Routine phishing email simulation exercises: Reviewing the results of the exercises and providing retraining to enhance employees' ability to identify phishing attempts.
 Financial Risk	DRAM products are primarily sold in USD. Nanya Technology established an offshore subsidiary at the end of 2018 to reduce the impact of exchange rate fluctuations on the parent company's USD position. The Company will continue to regularly review and manage its U.S. dollar positions and adopt the following measures: Converting USD cash to TWD and planning capital injections into overseas subsidiaries to maintain minimum USD cash positions.

Risk Category	Major Response Measures
 Hazard Risk	- Enhancement of contractor management: Safety management for the expansion (construction) of the 5A new plant remains a key focus of risk management in 2025. In response to the recovery of the DRAM industry, the progress of plant expansion and electromechanical installation at the 5A facility has accelerated. Construction contractors are currently managed primarily by contractors under the Construction Department of the Formosa Plastics Group, while the Engineering Affairs Division of Nanya Technology continues to oversee separate electromechanical contractors. In order to achieve project completion targets at an earlier stage, construction schedules have been accelerated, resulting in a significant increase in the number of personnel from various contractors involved in plant construction. Accordingly, in addition to maintaining existing labor safety management measures, a coordination framework for electromechanical contractors will be established in advance to facilitate operational coordination and safety management once the electromechanical contractors have been selected and awarded contracts. It will operate in conjunction with the construction contractors' coordination mechanism to jointly manage site activities, thereby reducing potential gaps or blind spots in construction management. Furthermore, it will enable a seamless transition to the contractor management framework for the expansion phase during the final stage of construction, preventing any safety management lapses arising from handovers or transition gaps. In addition, Nanya Technology's Safety & Hygiene Division continues to deploy additional personnel to conduct daily audit of construction sites, while supporting unscheduled corporate audit initiatives. The ESH also participates in monthly coordination meetings for each expansion site, providing safety management guidance to separate contractors for construction and electromechanical works. - Prevention of electric vehicle fire risks: In order to mitigate the risk of electric vehicle fires, the protection measures of existing and planned parking facilities are reviewed in accordance with the guidelines issued by the National Fire Agency of the Ministry of the Interior and the corporate standards. Following internal self-assessment, improvement plans have been developed for a limited number of on-site items requiring reinforcement. These improvements have been scheduled and are being implemented in phases. Based on existing installations, protection measures, and emergency response capabilities, initial fire outbreaks can be controlled at an early stage. Depending on the situation, professional fire services are still required for subsequent fire suppression to minimize losses.
 Legal Risk	- Climate change regulatory compliance: The Company strictly complies with the Climate Change Response Act and international environmental regulations. In response to the carbon fee scheme that takes effect in 2025, Nanya Technology's emissions exceed the applicable regulatory threshold. Accordingly, the Company will be required to make its first carbon fee payment in 2026 (for 2025), leading to increased operating costs. In light of this, the Company has completed its greenhouse gas inventory and incorporated carbon fee costs into its annual budget planning to ensure compliance with regulatory requirements. Meanwhile, Nanya Technology continues to promote process energy-saving and renewable energy procurement to mitigate the risk of potential increases in operating costs arising from regulatory changes. Based on current assessments, these policies are not expected to have a material adverse impact on the Company's financial position. - Export controls, intellectual property protection, and AI governance: Regarding export controls, Nanya Technology maintains continuous monitoring of the U.S. Department of Commerce's BIS Entity List and conducts regular compliance training to mitigate the risk of violating international sanctions. In terms of intellectual property and information security, the Company continues to strengthen its global patent portfolio and trade secret protection (ISO 27001). In addition, guidelines have been established for suppliers on the use of generative AI to prevent potential leakage of confidential information arising from emerging technologies. - Antitrust compliance: Nanya Technology upholds ethical management and strictly complies with competition and antitrust laws. The Company has established antitrust compliance policies to prevent monopolies. Additionally, Nanya Technology works with international legal experts to regularly collect information on global antitrust regulations and enforcement, and conducts comprehensive antitrust compliance programs for all employees. Currently, only one Brazilian antitrust lawsuit is undergoing settlement, with the terms having no material impact on the Company's financial performance.

■ Sensitivity Analysis and Stress Testing

Nanya Technology conducts sensitivity analysis and stress testing every year on critical risk aspects, including financial risks (such as exchange rates) and non-financial risks (such as water resources, power supply, market conditions, operational strategy, construction occupational accidents, climate change, legal compliance, and information security).

Our sensitivity analysis and stress testing results are as follows:

Category	Item	Sensitivity Analysis or Stress Testing
 Financial Risk	Exchange Rate	- DRAM products are primarily sold in USD. To reduce the impact of exchange rate fluctuations on profits and losses, Nanya Technology established an offshore subsidiary at the end of 2018 to reduce the impact of exchange rates on the parent company's USD position. - Assuming the exchange rate appreciates from 31.44 (end of 2025) to 30.44 (end of 2026) by 1 USD in 2026, the estimated potential exchange loss would be about NT\$ 680 million. - Exchange losses represent unrealized valuation losses and do not involve cash outflows. Furthermore, The currently estimated exchange loss has a minimal impact on the Company's net worth. We will continue to monitor exchange rate trends and take responsive measures.
	1. Water Resources	- We reviewed internal and external water supplies and storage systems, and simulated various water restriction scenarios. The Company can draw from backup wells supplying 5,500 CMD, a 43,000-ton reservoir, and 3,600 CMD from the Chang Gung Golf Course well. Under total raw water shutdown, the factory can continue operating normally for 14 days. With the addition of 2,000 CMD from the Taishan Factory's tap water supply, overall supply will be sufficient to sustain operations for 47 days. - We simulated Phase 1, 2, and 3 water restrictions. Scenarios include raw water supply being "five days on, two days off," "four days on, three days off," "three days on, four days off," and "two days on, five days off". None of them affect production.
 Non-Financial Risks	2. Operations - Power Supply	- Electricity outages would have a significant impact on the Company's manufacturing operations. Key production systems and equipment are connected to on-site emergency generators and DUPS systems to mitigate the effects of sudden voltage drops or planned power rationing by Taipower. In January 2025, Taipower completed the installation of surge arresters on the shared transmission towers of Nanya Technology external line between Dinghu and Huilong substations, resulting in a reduction of at least 50% in lightning-related impacts. - After we examined internal and external power supply systems, simulations showed that when Taipower reduced supply by 5%, 10%, 15%, or 20% of contracted capacity, the Company's factories could maintain normal production with support from on-site emergency generators and DUPS systems. A complete external power outage, however, would have resulted in production losses. Based on the revenue of NT\$66.6 billion in 2025, the impact would be approximately NT\$5.6 billion per month in operating losses.
	3. Market - Average Price and Sales Volume	- Nanya Technology regularly analyzes the sensitivity of sales volume and selling price to ensure business targets are achievable and to develop response strategies and plans. - The 2026 analysis shows the following findings: - Prices are expected to increase by 78% compared to 2025, with EPS variations projected to range from +66%~+90% on an annual basis - Sales volume is expected to increase by 16% compared to 2025, with EPS variations projected to range from +12%~+20% on an annual basis

Category	Item	Sensitivity Analysis or Stress Testing
 Non-Financial Risks	4. Operational Strategy - Profit and Loss Forecast Sensitivity	We conduct profit and loss sensitivity analysis when formulating sales and production strategies. This analysis shows the profit and loss impact for each defined sales and production portfolio under target pricing, with variations of 90%, 110%, and 120% of selling price. These insights support the selection of the most advantageous sales and production strategy.
	5. Occupational Accidents During Expansion	- Conducting risk assessment stress testing for major occupational accidents involving contractors or employees (joint operations) during the construction/expansion of the 5A new plant. Such scenarios included fatalities, three injuries in a single event, or hospitalization of one individual. - Assessment Results: - In the event of a major occupational accident involving contractors or employees, the construction site may be fully or partially suspended. In addition, compensation and indemnities for affected workers would be required, with the amount estimated at approximately NT\$4 million to NT\$20 million depending on the severity of the incident. Based on historical experience, the suspension period from stoppage to resumption of operations is estimated to be around two months, resulting in an estimated production loss of approximately NT\$6.1 billion. - Other negative impacts on the Company's operations, including potential harm to the corporate image, may arise. - Risk Control Approaches: - To mitigate impacts related to labor inspections, Formosa Plastics Group, victims, and corporate image, risks can be transferred within the construction scope by contractually assigning project management to the general contractor, who serves as the accountable party for labor safety. - Upon completion of the construction works and issuance of the permit, the management responsibility for electromechanical contractors will be transferred to Nanya Technology. In accordance with Article 26 of the amended Occupational Safety and Health Act, which stipulates that "prior to contracting their works, business entities shall conduct risk assessment on the contracted works in advance, and inform contractors of the hazardous factor." Under the revised Occupational Safety and Health Act, penalties have been significantly stiffened, including criminal penalties of up to five years' imprisonment and fines of up to NT\$1.5 million, and administrative fines of up to NT\$4.5 million for facility violations. Accordingly, the Safety & Hygiene Division will further strengthen compliance management, while the Engineering Affairs Division and relevant departments will be required to ensure that all subsequent contractors fully implement risk assessments and hazard communications prior to commencing work, in order to prevent legal non-compliance and disaster risks. - To address potential impacts from production capacity loss, labor safety management and supervision at construction sites should be reinforced to prevent occupational accidents and minimize associated risks.

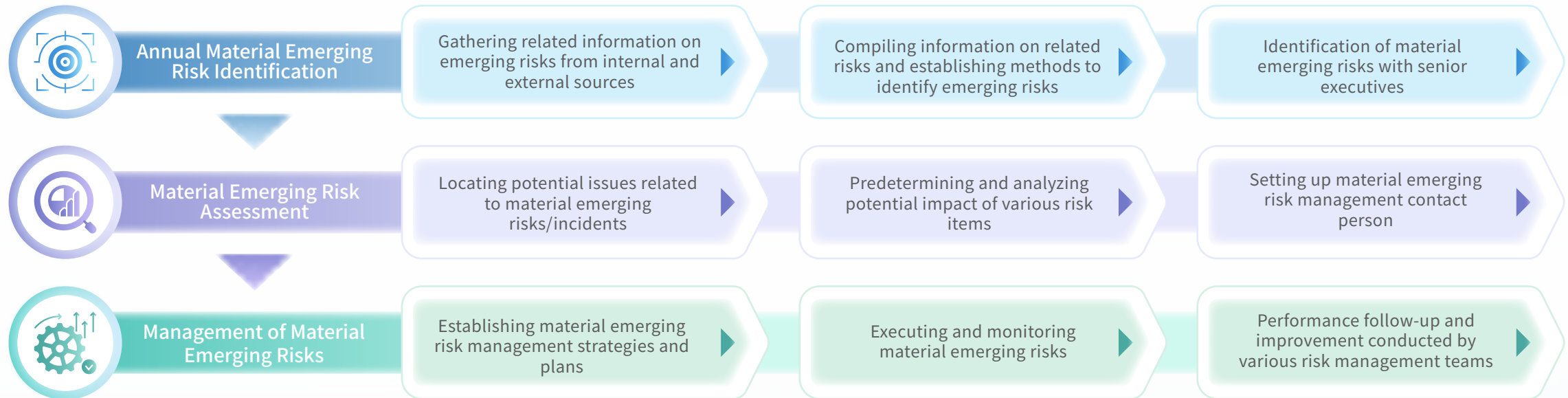


Category	Item	Sensitivity Analysis or Stress Testing
 Non-Financial Risks	6. Climate change-carbon fee	- In response to greenhouse gas emission controls and carbon fee levies, risk assessment stress testing is conducted. - Assessment Results: - The Ministry of Environment will implement a carbon fee mechanism starting in 2026 for major emitters with annual emissions reaching 25,000 metric tons in the previous year, which is expected to increase Nanya Technology's operational costs. - The general carbon fee rate starts at NT\$300 per tCO₂e and is subject to phased upward adjustments. It is estimated that the general rate will increase to NT\$1,200–1,800 per tCO₂e after 2030. - In response to the carbon fee to be levied starting in 2026, based on a carbon fee rate of NT\$300 per metric ton of CO₂e, the payment is estimated at NT\$132 million, accounting for 0.002% of 2025 operating revenue. - Climate change issues are expected to potentially have financial impacts on Nanya Technology in terms of regulatory, technological, market, and reputational aspects. For example, upstream suppliers may pass through increased raw material costs due to carbon fees to Nanya Technology, and customers may also require a transition toward low-energy-consumption and low-carbon-emission products. - Risk Control Approaches: - Nanya Technology implements emission reduction measures under its voluntary reduction plan to achieve annual reduction targets, including the purchase and use of renewable energy and the promotion of energy-saving initiatives (such as replacing aging, energy-intensive equipment with high-efficiency energy-saving systems). In accordance with the Fee-charging Rates of Carbon Fees announced by the Ministry of Environment, Nanya Technology is eligible for the preferential carbon fee rate B of NT\$100 per tCO₂e. As a result, carbon fee payments are estimated to be reduced by approximately NT\$85 million. - Nanya Technology continues to monitor carbon credit markets and trading platforms across countries to stay abreast of market trends. In addition, it actively collects carbon credit trading information to avoid increased procurement costs arising from information asymmetry. - Nanya Technology will participate in internationally and domestically recognized carbon trading, carbon emission reduction, renewable energy development, and carbon removal initiatives. Accordingly, the Company may obtain carbon credits and renewable energy certificates, mitigating this risk.

Category	Item	Sensitivity Analysis or Stress Testing
 Non-Financial Risks	7. Legal Compliance - Adherence to US Antitrust Regulations	- Conducting risk assessment stress testing for potential violations of US antitrust regulations. - Assessment Results: - If the profit from sales of server memory modules to the US region is US\$3.5 million, assuming victims determine their damage based on our actual profit. - For criminal penalties, the Company could be fined up to US\$100 million; for civil compensation, damages could be tripled based on actual profits as punitive damages, amounting to approximately US\$10.5 million. The total financial impact would be approximately NT\$3.5 billion. - Other negative impacts with varying degrees of severity, including potential harm to corporate image and stock price, may arise. - Risk Control Approaches: - For impacts related to investigation cooperation, litigation costs, corporate image and finances: The Company evaluates all available internal evidence to determine whether pursuing a quick settlement would offer a more advantageous negotiating position and ultimately result in more favorable terms. The primary objectives of this evaluation are to strategically seek an early exit from ongoing litigation or to significantly reduce potential liability, all while diligently controlling litigation costs to effectively mitigate associated financial and operational risks. - For impacts related to executives and employees violating the law: Legal compliance trainings are provided to employees/high-risk personnel and regular internal audits are conducted to ensure the effective implementation of the compliance program. Directors and supervisors liability insurance will also be secured to transfer associated risks.
	8 Information Security – Cyberattack on the OA systems of overseas subsidiaries	- A cyberattack on the OA systems of overseas subsidiaries may result in material financial losses, reputational damage, and legal liabilities. Accordingly, risk assessment stress testing is conducted. - Assessment Results: - In the event of a cyberattack on an overseas subsidiary, it is estimated that restoring the OA system to full operation would take approximately three days. During this period, the impacted revenue could reach hundreds of millions of NTD, representing a significant disruption. - If this results in the theft of personal identification information, it may lead to identity theft. Furthermore, the inadvertent exposure of confidential information, such as intellectual property and trade secrets, could result in potential legal litigation risks. - It may also cause other adverse impacts of varying degrees, such as damage to corporate image and reputation, as well as fluctuations in share price. - Risk Control Approaches: - Enhancing network visibility of overseas subsidiaries can eliminate monitoring blind spots, enabling early detection and timely response to abnormal network activities, reducing the risk of cyberattacks against OA systems. - Building upon the existing cybersecurity foundation, integrating endpoint protection with network behavior monitoring systems enables complementary and coordinated defense. This can effectively multiply the defense capabilities of overseas subsidiaries, safeguarding company assets, trade secrets, corporate image, and reputation.

Emerging Risks

Nanya Technology constantly monitors trends in the economic environment, identifies long-term risks and opportunities, and adjusts business strategies to achieve sustainable operational goals and long-term performance. Various risk management teams and managers at all levels collect relevant information from home and abroad to assess potential risk items for the Company's long-term operations. Through questionnaires or ratings conducted during executive meetings, emerging risk topics with the highest potential impact are identified. These discussions help review impact mitigation strategies and develop response plans, serving as crucial references for future business strategies.



In 2025, emerging risk events were collected from various department heads, and four major risks were identified by executives. Nanya Technology has developed response strategies and continues to refine them to mitigate related impacts.

Risk Title	Emerging Risk I		Emerging Risk II	
	Rising Geopolitical Tensions Threaten Global Semiconductor Supply Chain Stability	Risk Category: Geopolitics	The Rise of Protectionism and the Impact of Major Powers' Tariff Barriers on Business Expansion	Risk Category: Economic
 Risk Description	- Escalating global geopolitical tensions, including the Russia–Ukraine war, the Israel–Palestine conflict, the Red Sea crisis, developments in the Taiwan Strait, and the US–Iran tensions, have had significant impacts on supply chains, resulting in instability in the semiconductor supply chain. - If raw material provision is affected by geopolitical tensions, it could hinder availability, leading to extended delivery times or even the risk of supply disruptions. - Insufficient localized equipment and raw materials pose a risk to operational continuity and stability		- The U.S. government has initiated an investigation into semiconductor products under Section 232 of the Trade Expansion Act on national security grounds. If it is determined that reliance on foreign components compromises national security, high tariffs may be imposed on imported semiconductor products. Companies are required to invest in and establish manufacturing facilities within the U.S. to qualify for tariff exemptions or credits. - Currently, the top three DRAM companies have established factory sites in the U.S. and planned to increase their investments. Due to the relatively smaller scale, Nanya Technology currently has no plans for U.S. investment, which may lead to tariff impacts, affecting operations and resulting in a loss of market share. - As our products are categorized as non-U.S. made semiconductors, the Company may face the potential risk of high tariff impositions.	
 Impact	- Uncertainty arising from wars may lead to tightened raw material supply, inflationary pressures, and significantly higher transportation costs, resulting in higher operating expenses for the Company. - If war or military action disrupts the raw material supply chain, resulting in delivery delays to customers, it may jeopardize the Company's operations and damage its reputation. - Government intervention policies or sanctions may also impact business activities, resulting in increased operating costs. - Difficulty in acquiring advanced specialized equipment (such as metrology tools) or raw materials from geopolitically sensitive regions may impose constraints on, or even lead to a standstill in, new technology development.		- Our customer may reduce import demand due to U.S. tariff policies, impacting the Company's sales momentum and leading to decreased revenue. - As customer shift their procurement toward U.S.-manufactured DRAM products, the Company faces a loss of market share. - The Section 232 investigation extends to electronic products containing semiconductors. An increasing number of customer and EMS (Electronic Manufacturing Services) assembly plants are expected to expand their production bases in the U.S. and request direct DRAM shipments. Such shipments will be subject to tariffs, increasing overall costs.	
 Mitigation Measures	- Maintaining at least two sources for raw material selection whenever possible. Simultaneously, requiring suppliers to diversify their own material sourcing and avoiding geopolitically sensitive regions. - Seeking alternative products that bypass geopolitically sensitive regions. - Requiring suppliers to increase safety stock within Taiwan, and appropriately increasing internal company inventory based on specific items and actual conditions. - Obtaining immediate updates from suppliers regarding impacts on delivery times and transportation in the event of an emergency. Furthermore, implementing early response measures and continuously tracking supplier status to minimize organizational impact. - Maintaining full visibility over raw material sources and supply status to enable timely contingency responses.		- Closely monitoring changes in the latest U.S. tariff policies and timely adjusting operational strategies. - Negotiating with customers to ship goods to third-party locations outside the U.S. or utilizing the United States–Mexico–Canada Agreement (USMCA) to ship products to Mexico or Canada. - Negotiating with customers to have the customer absorb the tariff costs. - Increasing the sales proportion in non-U.S. regions. - Developing customized AI DRAM products to enhance customer stickiness. - Continuously researching and developing new technologies and products to enhance the Company's competitiveness in both technology and cost.	

Risk Title	Emerging Risk III		Emerging Risk IV	
	Hackers leveraging AI technology may escalate cybersecurity risks, impacting corporate operations	Risk Category: Technical	Chinese DRAM manufacturers' significant expansion and Chinese government subsidy policies impact Nanya Technology's business development	Risk Category:Economic
Risk Description - With the prevalence and popularity of AI technology, hackers' attacks are faster and more intelligent, increasing the possibility of hacker attacks on Nanya Technology. - Hackers may exploit AI technology to target company systems and supply chains, launching automated attacks precisely through the internet. If not discovered and addressed early, it will lead to serious hacking incidents. - Risks such as system service interruptions and trade secret leaks caused by hacker attacks and intrusions will impact the Company's operations and competitiveness.			- To break through high-tech chip technology bans imposed by the US and European countries on China, the Chinese government is eager to accelerate the improvement of semiconductor enterprise technology and independent manufacturing capabilities. It supports local semiconductor manufacturers to improve their technical level and provides policy subsidies, which has a significant impact on market competition. - According to reports, China's DRAM giant ChangXin Memory Technologies (CXMT) may receive direct or indirect subsidies from the Chinese government, making its costs competitive. Its sales have increased significantly in recent years, with capacity expected to reach 300K pcs by the end of 2025, which may impact our development in Mainland China. - CXMT began mass production of DDR5 in December 2024. Since its products overlap with ours, the sales strategy for expanding the Chinese market will be more challenging.	
Impact - If information security defense mechanisms cannot promptly respond to AI automated attacks, defenses may fail, allowing hackers to invade the Company's network, obtain sensitive data, and implement encryption ransomware or cause system paralysis, resulting in operational losses. - If hackers use AI-generated social engineering attacks, it may increase the risk of employees being deceived, thereby invading the Company's network and affecting operations. - If hackers use AI tools to automatically analyze supply chain security and infiltrate through weaker links, it may disrupt supply chain operations.			- The Chinese government's subsidies and incentive policies reduce cost pressure for CXMT, intensifying competition and affecting Nanya Technology's sales share and profit margins in the Chinese market. - Subsidy measures from China's National Big Fund^{Note 1} are equivalent to national intervention in business operations, creating unfair competition in terms of customers, finance, taxes, and human resources. (Note 1: Big Fund refers to China Integrated Circuit Industry Investment Fund) - The expansion of CXMT has increased the supply of DDR4 and DDR5, directly affecting memory price trends and impacting our profitability. - Chinese DRAM manufacturers are investing significant resources to accelerate technology advancements, threatening the competitiveness of our products.	
Mitigation Measures - Combination of AI information security technology to enhance detection and defense capabilities against hackers' AI automated attacks, and to ensure the effectiveness of security protection mechanisms against such emerging attacks. - Ongoing implementation of vulnerability patching procedures for information security protection systems to ensure timely updates and avoid exploitation by hackers. - Enhancing employee information security education, deepening the ability to identify AI-generated deepfake fraud methods, and deploying advanced mail filtering technology to reduce the impact of social engineering on businesses. - Boosting supply chain security to ensure partners have appropriate information security measures and avoid being used as an attack springboard. - Using professional third-party red team assessments to simulate hacker attack methods, verifying the integrity and effectiveness of information security protection systems, and assessing the Company's response and handling capabilities for security incidents.			- Adopting differentiation strategies in the Chinese market, such as product differentiation and application market differentiation, to create advantages. - Consolidating market demand that CXMT cannot supply (such as LPDDR3) and actively developing customized products. - Focusing on securing export market demands from Chinese customers. - Actively seeking non-Chinese market sales capabilities, increasing sales channels in European, Indian, and Southeast Asian markets to reduce dependence on the Chinese market and avoid regional risks. - Negotiating long-term supply contracts with key customers to maintain stable sales channels. - Continuing to develop new technologies and new products to enhance our technological and cost competitiveness, leading to stronger customer confidence in Nanya Technology.	

Building a Comprehensive Risk Culture to Strengthen Risk Awareness and Business Resilience

To build a comprehensive risk management culture, Nanya Technology uses the Sustainable Development Committee under the Board of Directors to review risk management policies, strategies, and management guidelines. The Committee oversees Nanya Technology's promotion of risk management matters and implementation plans. Based on the scope, organization, responsibilities, and risk management procedures defined in the [Risk Management Regulations](#), the Company comprehensively implements various risk management operations. In 2025, the Committee convened 2 meetings to review risk management implementation and operational matters. The Risk Management Steering Center is responsible for building risk awareness within the management level, as well as reviewing risk management implementation performance and emerging risks each year. Nanya Technology also includes risk management results as a performance evaluation item for the management level (president, assistant vice presidents and above). Through goal management of senior executives, risk management practices are promoted to comprehensively strengthen the Company's risk awareness.

Yea	2022	2023	2024	2025
Number of Employee-Submitted Improvement Proposals and Their Benefits				
Number of Proposals	212	193	163	161
Proposal (Case-Closing) Bonus (in NT\$ Thousand)	507	422	549	554
Proposal Benefits (in NT\$ Thousand)	756,744	755,784	366,233	563,138
Number of Proposals by Risk Category				
Process and Equipment Risks	68	60	34	43
Production Capacity and Quality Risks	41	37	35	40
Environmental, safety and hygiene risks	16	3	8	7
Other Risks	87	93	86	71
Total	212	193	163	161

Innovation Proposal Rewards and Product Risk Management

Nanya Technology offers a variety of reward systems to encourage employees to submit innovative proposals that identify and improve potential risks. Proposals are evaluated based on expected benefits, creativity, application scope, completeness, and quality contribution, with monetary rewards given accordingly. Additionally, in accordance with the New Product Development and Verification Process, Nanya Technology integrates risk considerations into the design and development stages of new products. We use Failure Mode and Effects Analysis (FMEA) techniques to identify all possible potential risks and develop mitigation measures, ensuring that risks are minimized before new products enter mass production.

To encourage employees to report issues promptly, Nanya Technology has established 24-hour reporting hotlines, information security hotlines, whistleblowing hotlines, and reporting mailboxes, facilitating the swift identification and management of risks. The Company also internalizes risk management culture through promotional efforts such as TV walls, posters, and computer desktops, making it an integral part of every employee's daily work.

Utilize Evaluations and Financial Rewards to Promote Risk Management

Nanya Technology includes risk management awareness in quarterly and year-end performance evaluations. This serves as a critical foundation for performance scores, promotions, various bonuses, and stock options, ensuring the effective implementation of risk management measures. Incentives are tied to key company risks; for example, to mitigate hazard risks, a zero workplace injury bonus system encourages managers and employees to adopt preventive measures and avoid accidents. Corresponding bonuses are awarded upon the achievement of annual targets. In addition, Nanya Technology sought to retain key talents in R&D, production technology, operations, and manufacturing, as well as key management personnel. Accordingly, the Company has implemented a duly approved retention bonus program to mitigate employee attrition driven by talent poaching from mainland Chinese companies and recruitment with high compensation packages offered by domestic industry peers. To advance Nanya Technology's technological capabilities and sharpen our competitive edge, the Company has established an incentive program for patent submissions and grants, driving employee engagement in R&D and intellectual property disclosures.

Regular Risk Training to Raise Awareness

Nanya Technology not only arranges for all board members to annually participate in corporate governance and regulatory compliance courses from government-approved institutions, but also provides annual specialized training on risk management frameworks and practical operations. The curriculum covers global risk trends, major risk management frameworks and integration, along with practical sharing of risk management practices. These efforts ensure that board members possess the professional competencies required to effectively oversee the Company's risk management activities. Furthermore, the Company has developed internal risk management training materials. Each year, designated employees are required to participate in mandatory training and complete courses via the Company's E-learning system. The curriculum covers the significance and benefits of risk management, risk management implementation procedures, the Business Continuity Plan (BCP), and the current state of the Company's risk management operations.

In 2025, Nanya Technology completed risk management training for 100% of employees, totaling 1,833 hours. This helps employees understand how risk management works and incorporate risk awareness into their daily work.

Risk Culture Promotional Activities

To strengthen risk awareness, Nanya Technology holds various ad-hoc risk management activities as needed. For example, in 2025, Nanya Technology launched the Information Security Month Initiative, featuring activities such as Online Quizzes with Prizes, Information Security Visual Creation Awards, Information Security Seminars, Mandatory Reading of Information Security Guidelines for All Employees. These efforts aim to build consensus on information security protection and foster a culture where everyone contributes to prevention and continuous improvement.

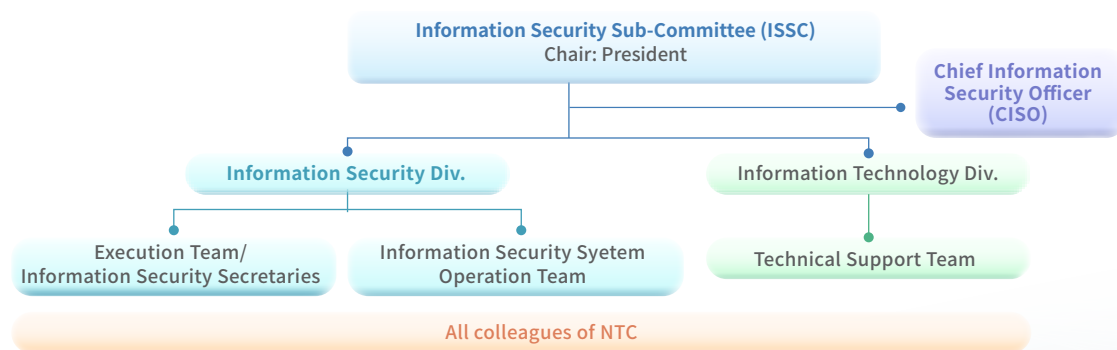
8.3 Information Security

To safeguard the maximum interests of shareholders and customers, Nanya Technology actively promotes the implementation of information security management systems and protection mechanisms. Over the past eight years, the Company has invested more than NT\$1 billion in information security, and has established an Information Security Committee, personally overseen by the President, to continuously enhance its information security management practices. The Company strictly complies with relevant regulations and works in collaboration with all employees and supply chain partners to ensure the confidentiality, integrity, and availability of information assets. It safeguards the rights and interests of customers, shareholders, employees, and suppliers, and fulfills its corporate social responsibility. [Information Security Policy](#)

With decades of expertise in the DRAM sector, Nanya Technology fully understands the critical importance of protecting process know-how and intellectual property across advanced process development, product research and development, and mass production. Therefore, the Company places great emphasis on information security. It strengthens its information security protection measures and enhances employees' security awareness to mitigate the risk of sensitive technical information leakage. This helps sustain its research and development capabilities and core competitiveness and protect its long-term interests as well as employees' rights and interests.

To further strengthen information security governance, Nanya Technology has established a cross-Departmental Information Security Committee, chaired by the President. The committee comprises several senior executives as members, and one member is additionally appointed as the Chief Information Security Officer and serves as the Executive Secretary. The committee comprises the Chief Information Security Officer, Associate Vice President Yan-Chang Huang, the Quality Reliability Assurance Division, the Legal & IP Division, the Human Resources Division, and the Information Technology Division. The Information Security Committee meets on a weekly basis and is primarily responsible for the planning, formulation, approval, and supervision of Information Security Policy, objectives, and related standards. It also reports quarterly to the Board of Directors on the effectiveness of the information security management system and opportunities for continuous improvement.

In addition, four executive directors (President Pei-Ing Lee, Executive Vice President Lin-Chin Su, Vice President Joseph Wu, and Vice President Rex Chuang) actively engage in the Company's quarterly information security meetings and the annual information security management review meeting. This helps make sure that our information security management is valid and effective.



Key Practices and Implementation Results of Information Security Management

Nanya Technology implemented the Information Security Policy to ensure the confidentiality, integrity, and availability of information. This protects the rights of our customers, shareholders, employees, and suppliers. The detailed implementation results in 2025 are explained below:

01



Information
Security Quality
Management and
Legal Compliance

- (1) In 2025, Nanya Technology once again passed the triennial ISO 27001 information security certification conducted by SGS Taiwan Limited., a third-party auditing organization, expanding the scope to cover 100% of all facilities. The certification demonstrated our ongoing commitment to an information security management system that aligns with international standards.
[ISO 27001 Certificate](#)
- (2) In accordance with ISO 27001, Nanya Technology has established information security objectives with a total of 13 quantitative indicators.
- (3) Every year, Nanya Technology reviews its information security protection measures and policies, monitors security issues, and formulates response plans to ensure their adequacy and effectiveness. The implementation results are reported during ISO management review meetings.
- (4) Nanya Technology places high importance on information security and personal data protection to safeguard customer rights and fulfill its responsibility for safeguarding personal data. Additionally, the Company isolates and controls access to personal data and employs encryption to prevent unauthorized data leaks.

02



Strengthening
Information
Security and
Defense in Depth

- (1) Nanya Technology protects sensitive data through encryption, endpoint protection, and network gateways. We control network access, manage document outputs, and secure emails. Additionally, we employ metal detectors to check for restricted items related to information security, preventing external attacks and internal information leaks.
- (2) Strengthening Endpoint Security: Installing antivirus software, updating official security patches, controlling USB access, and setting up backup mechanisms to enhance system security and reduce vulnerability risks.
- (3) Protecting against External Threats: Establishing information security protection systems, isolating internet access, and implementing secure file mechanisms to prevent computer viruses or malicious programs from disrupting information system services or stealing confidential data, including through social engineering attacks.
- (4) (Facility/FAB) OT information Security Protection: Nanya Technology has enhanced the visibility of industrial control equipment to monitor the normal connection behavior of facilities and machine equipment and mitigate the risk of exposure to unauthorized external equipment.
- (5) The information security automated joint defense and response system was launched to monitor more than 520,000 activities annually, automatically blocking suspicious IP sources to improve threat detection and incident response capabilities.



03



Strengthening the protection and resilience of information assets

Nanya Technology regards information assets as a core competitive strength. Through stringent asset classification, access control, and operational maintenance technology, it has established a highly resilient defense system to ensure business continuity and safeguard customer trust.

- (1) Nanya Technology has established a comprehensive information asset management process and regularly conducts inventories and risk assessments of hardware and software assets. For critical data and personal information, encryption technologies are applied for both storage and transmission. In addition, the data loss prevention system is implemented to prevent unauthorized data leakage, ensuring the security of customer privacy and the Company's intellectual property rights.
- (2) Employees are granted only the minimum level of access rights required to perform their duties, in strict accordance with the principle of least privilege. Access rights of employees who resign or change positions are promptly revoked. In addition, privileged accounts are reviewed semi-annually to eliminate the risk of unauthorized access.
- (3) In terms of application security, Nanya Technology ensures that servers and operating systems are regularly updated with security patches and implements off-site backups to safeguard business continuity. For in-house developed applications, Secure Software Development Life Cycle (SSDLC) is adopted. All applications must pass vulnerability scanning and penetration testing prior to deployment to ensure no critical security vulnerabilities exist.

04



Building Physical Security Protection

- (1) Nanya Technology established the Confidential Information Management Procedure and installed metal detectors at all office and facility entrances to screen all items brought in or out. Confidential information must not be disclosed without authorization. An evaluation system is also in place to monitor the effectiveness of these measures.
- (2) Setting up door access controls, system login identity verification, password management, access authorization, and regular vulnerability scanning audits.

05



Business Continuity and Information Security Incident Response Measures

- (1) Due to the constant occurrence of cybersecurity incidents, we have established Information Security Incident Report and Management Regulations. Moreover, in accordance with the Cybersecurity Management Guidelines for TWSE/TPEX Listed Companies, we have not only defined levels of information security incident and set up internal and external reporting channels and processes, but also establish response procedures for intelligence of threat which affects stakeholders so as to prevent operational disruptions.
- (2) Nanya Technology conducts information security incident response drills covering various scenarios on an irregular basis. In 2025, the Company collaborated with downstream outsourcing partners to conduct data breach reporting procedures and established emergency response procedures for cyberattacks involving stakeholders, to validate the timeliness and effectiveness of its response procedures.
- (3) Nanya Technology conducts risk assessment and identification based on the severity of impact on key business processes, using this analysis to determine the frequency of disaster recovery drills.
- (4) Availability goals are defined for office, research and design, as well as technical development information systems. Our annual target allows no more than ≤ 1 service interruption, lasting less than 24 hours. In 2025, the Company had no system service interruptions.

06



Investigating Information Security Incidents and Hacking Methods

- (1) Nanya Technology actively engages in information sharing with the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) to promptly understand hacking techniques and implement early response measures.
- (2) Nanya Technology continues to strengthen both internal and external information security defenses and maintains close cooperation with the Investigation Bureau to facilitate intelligence sharing.
- (3) Nanya Technology conducts annual red team exercises. In 2025, no major deficiencies were identified and all findings were duly addressed. To promote information security, we also inspected our systems for vulnerabilities and weaknesses to ensure they are addressed and mitigated at an early stage.
- (4) To ensure information security and the integrity of corporate confidentiality, Nanya Technology explicitly prohibits the use of unauthorized cloud-based generative AI tools. At the same time, the Company has introduced a systematic risk assessment mechanism for large language models, establishing comprehensive protection measures. In addition, the CNDCl-0568 Generative AI Development and Management Guidelines have been formally issued to implement structured governance over technology development and applications, strengthening its responsibility in digital governance.

07



Security Awareness Training

- (1) Nanya Technology conducts social engineering drills using well-known phishing email testing tools. Quarterly social engineering drills simulate realistic phishing emails with set goals, and additional training is provided to employees who click on links or open attachments. An evaluation system ensures all employees take exercises seriously, enhancing information security protection awareness. This year, we conducted 8 drills, involving over 29,000 participants.
- (2) Nanya Technology conducts information security training for all employees and new hires on an irregular basis to strengthen information security awareness.
- (3) Nanya Technology places emphasis on talent professional development. The Company recruits and develops information personnel with specialized expertise and cross-functional integration capabilities, while encouraging the attainment of international certifications to enhance competencies and expand professional scope. In addition, Nanya Technology adheres to the requirements at the highest "A" level under information security responsibility classification framework (equivalent to government agencies). We hold various cybersecurity certifications, including EC-Council Certified Chief Information Security Officer (CCISO), ISC2 Certified Information Systems Security Professional (CISSP), EC-Council Certified Penetration Test Professional (CPENT), EC-Council Certified Network Defender (CND), EC-Council Certified Application Security Engineer.NET (CASE.NET), and ISO/IEC 27001:2022 Information Security Management System (ISMS) Lead Auditor, enhancing the professional capabilities and efficiency of our information security team.

08



Supply Chain Information Security (Policies and Principles)

- (1) Nanya Technology adopts a risk-based management approach and has established relevant information security management standards for suppliers, requiring its partners to comply with protection standards equivalent to the Company's standards. For core systems and data service providers, the Company explicitly incorporates the right to conduct information security audits in its procurement contracts.
- (2) Nanya Technology strengthens its supply chain information security management by establishing a Supplier Self-Assessment Questionnaire (SAQ). This allows suppliers to assess their own compliance status and serves as a basis for preliminary screening and classification. In addition, independent third-party SSC (Social/Security Compliance) audits are conducted to ensure that suppliers' responses in the SAQ are consistent with their actual practices.
- (3) Nanya Technology extends its security protection to the supply chain by ensuring that all equipment undergoes security checks before use. Suppliers and their personnel are required to sign information security agreements to prevent potential attacks via supply chain relationships.
- (4) In 2025, Nanya Technology conducted checks on its main downstream subcontractors for ISMS information security management. When potential issues were identified, the Company took appropriate measures to address and prevent them, ensuring the security of the supply chain aligns with our information security requirements.

Information Security Awareness Training and Implementation Results

The Information Security Division assigns dedicated personnel, with team members from each department serving as security secretaries. Their tasks include implementing information security awareness training, developing management regulations, and conducting risk assessments of information assets.

Nanya Technology invests substantial resources to enhance information security awareness and build a shared understanding among all employees through training programs. This includes monthly meetings for information security secretaries, quarterly security meetings for Level 1 and above senior supervisors to review performance evaluation outcomes, annual Information Security Month initiatives, and mandatory annual online reading of the Confidential Information Management Procedure to deepen employees' understanding and strengthen the culture of confidential information management. The 2025 training courses and hours are detailed on the table below:

Training Type	Information Security Awareness Training Courses	Participants	Hours
Information Security Awareness Campaign for All Employees	Information Security Policy Reading	All employees	911
	Confidential Information Management Procedure	All employees	1,866
New Employee Training	Good Information Security Management (I)	New Employee	894
	Good Information Security Management (II)	New Employee	868
Social Engineering Training	Social Engineering Drills	All employees (excluding TA)	2,520
	Analysis and Identification of Common Social Engineering Attack Methods	Employees clicking on links during drills	5
	URL Identification Training	Employees clicking on links during drills	9
	Supplementary Information Security Course (Emails_in_Real_Life)	New employees in the past two years	347
Information Security Lectures (External Speakers)	Cross-Domain Defense: From Endpoint to Identity and Cloud	Information Security Secretaries and the Information Security Division	123
	Case Sharing on Information Security and Emerging Cyber Fraud Cases	Department supervisors and the Information Security Division	128
	Information Security Seminar Themed Lecture	Information Security Secretaries and the Information Security Division	125
Information Security Management Professional Training	Guidelines on Secure Application System Development and Design	System Development and Maintenance Personnel	41
Others	Information Security Management Quiz	All employees	1,833
Total			11,467



Information Security Goal Achievement

Nanya Technology recognizes the ongoing threats and risks to information security and has implemented appropriate protective measures. In 2025, the Company passed third-party audits with no significant deficiencies and reported no major security incidents such as customer information leaks and regulatory fines, as outlined below.

Item	Statistics
Number of information security violations or cybersecurity incidents	0 cases
Number of data leakage incidents	0 cases
Number of information security violations involving customers' personal data	0 cases
Number of customers and employees affected by data leakage	0 times
Amount of fines imposed due to information security or cybersecurity incidents	NT\$0

Supply Chain Information Security

To promote supply chain information security, Nanya Technology evaluates significant Tier 1 suppliers, equipment vendors, subcontractors, and system integrators (150 companies in 2025) based on factors such as *significance*, *risk level*, *annual procurement value*, and *sustainable development*. The Company utilizes third-party information security risk assessments (requiring a minimum score of 80 or a B grade) and our internal security evaluations (requiring a score of 85 or above) to assess these selected companies. Those failing to meet the standards are classified as high-risk significant suppliers. Nanya Technology conducts on-site audits, provides guidance for continuous improvement, and requires such suppliers to sign information security clauses in procurement contracts and a Commitment to Comply with Information Security Policy to ensure information security.

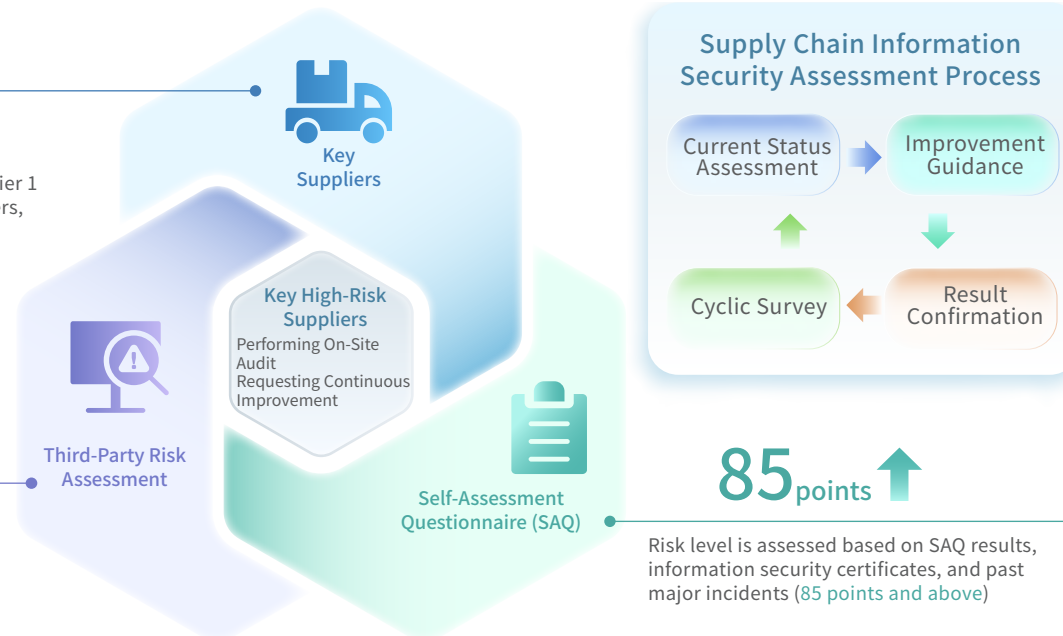
In 2025, Nanya Technology expanded evaluations to 150 suppliers. Through individual information security coaching, training sessions, Security Score Card requirements, and on-site audits, we continue to help supplier partners improve their information security management. In addition, the Company is progressively requiring suppliers to obtain international certifications, such as ISO 27001, with 37% of suppliers currently certified. In 2025, to enhance supplier awareness of information security, Nanya Technology invited suppliers to participate in its Information Security Month event—Security Everywhere: Fortifying Our Operational Defense Line—Never Trust, Always Verify. Through knowledge sharing and discussions with industry leaders and experts, the seminar explored how zero trust architecture can strengthen supply chain security and safeguard shared business data and assets against modern threats. A total of 46 participants from 26 suppliers attended the event.

150 companies in total

Key suppliers for management are screened based on factors like Significance, Risk Level, Annual Spend, and Sustainability, including Tier 1 significant suppliers, equipment manufacturers, subcontractors, and system integrators

grade B or 80 points

Suppliers may voluntarily provide their information security rating or score assessed using a third-party tool. The rating or score must be at least grade B or 80 points



南亞科技資安月 資安研討會

「資安無所不在 共築安全營運防線」

時間 8.20 (三) 12:30~15:20 地點 南亞科技 大廳簡報室

活動亮點

- 如何整合資安事件的可視性，縮短攻擊偵測與回應時間
- 最佳實踐分享，降低營運疲勞，提高資安團隊工作效率
- 業界專家現身說法，分享不同產業的成功經驗

期待您的參與，一同探討如何讓資安運營變得更高效率、更智慧、真正減輕資安團隊負擔，提升企業防禦力！

8.4 Ethical Management

Upholding the corporate culture and spirit of diligence and simplicity, Nanya Technology operates under ethical, honest, fair, transparent, and responsible business principles to reinforce legal compliance. The Company has established the ["Codes of Ethics for Directors and Managers"](#) for senior executives, as well as the ["Ethical Corporate Management Principles,"](#) ["Code of Business and Ethical Conduct,"](#) and ["Antitrust and Competition Law Compliance Manual"](#) for all employees. Additionally, the Company has launched a digital transaction platform for suppliers and implemented a robust auditing system to enforce ethical management and prevent illegal activities. Nanya Technology's Code of Business and Ethical Conduct stipulates that no donations other than charitable activities (such as political contributions) are permitted to maintain political neutrality. At the same time, the Company also encourages employees to actively fulfill their civic responsibilities as citizens. In 2025, there were no incidents of regulatory violations related to ethical management.

Code of Ethical Conduct

Following the Responsible Business Alliance (RBA) Code of Conduct, Nanya Technology established the [Code of Business and Ethical Conduct](#) and [Labor & Ethics Policy](#) as guidelines for business behavior. The Company also undergoes regular RBA VAP verification and achieved Silver recognition in 2024. The Code of Business and Ethical Conduct applies to all employees of Nanya Technology, including managers, as well as employees, customers, suppliers, and stakeholders of its subsidiaries and joint ventures. The Code encompasses areas such as business ethics, information disclosure, environmental control, recruitment practices, safety and health, legal compliance, corporate governance, social engagement, channels for seeking guidance or reporting concerns, and other dimensions. Both the Labor and Ethics Policy and the Code of Business and Ethical Conduct are published on internal and external websites, allowing employees and external parties to access them at any time.

To strengthen integrity and ethical awareness, all employees of Nanya Technology and its subsidiaries must fully comply with the code of conduct, achieving a 100% coverage rate. In 2025, Nanya Technology continued to conduct the "RBA Labor and Ethics Code of Conduct Training" and the "Code of Business and Ethical Conduct Training" to all employees, achieving a 100% training coverage rate. All new hires also received digital courses on the "RBA Labor and Ethics Code of Conduct Training" as part of their onboarding.



To continuously enhance the working environment, Nanya Technology sets annual labor ethics goals and provides relevant training programs. Aligned with its management objectives of *Zero Corruption*, the Company conducted six key training programs in 2025: "Labor and Ethics Code of Conduct Training," "Anti-Corruption Awareness Training," "Code of Business and Ethical Conduct Training," "Senior Executives Ethical Management Training," "Insider Trading Prevention Training," and "Antitrust Regulation Awareness." All programs achieved a 100% completion rate.

Ethical Management and Labor Ethics Training Achievements	2022	2023	2024	2025
"RBA Labor and Ethics Code of Conduct Training" Completion Rate ^{Note 1}	100%	100%	100%	100%
"Code of Business and Ethical Conduct Training" Completion Rate ^{Note 2}	100%	100%	100%	100%
"Anti-Corruption Awareness Training" Completion Rate ^{Note 3}	100%	100%	100%	100%
"Senior Executives Ethical Management Training" Completion Rate ^{Note 4}	100%	100%	100%	100%
"Insider Trading Prevention Training" Completion Rate ^{Note 5}	100%	100%	100%	100%
"Antitrust Regulation Awareness" Completion Rate ^{Note 6}	100%	100%	100%	100%

Note 1: A total of 3,739 individuals completed the "RBA Labor and Ethics Code of Conduct Training" in 2025. (organized in October 2025)
 Note 2: A total of 3,739 individuals completed the "Code of Business and Ethical Conduct Training," covering reporting policies and whistleblowing mechanisms in 2025. (organized in October 2025)
 Note 3: A total of 3,739 individuals completed the "Anti-Corruption Awareness Training" in 2025. (organized in October 2025)
 Note 4: A total of 3,739 participants completed the "Ethical Management Training for Senior Management and Staff" in 2025. (organized in October 2025)
 Note 5: A total of 3,734 individuals completed the "Insider Trading Prevention Training" in 2025. (organized in November 2025)
 Note 6: A total of 3,604 individuals completed the "Antitrust Regulation Awareness" in 2025. (organized in June 2025)
 Note 7: The training participants listed above include all employees who received training in 2025, while new hires completed the courses during their orientation.

Antitrust

To ensure employees understand and comply with the Antitrust Regulation and reduce the risks of violations, Nanya Technology established the [Antitrust and Competition Law Compliance Manual](#) and the Antitrust and Competition Compliance Procedures, requiring employees and managers of all levels to strictly adhere to relevant regulations and regularly report compliance status to the Board of Directors. The Company also conducts regular training for relevant personnel and requires them to sign the Compliance Manual. In 2025, no violations were reported.

Note: There is 1 antitrust case dating back to 2010 where the Brazilian Ministry of Justice alleged Nanya Technology violated antitrust regulations. This case is still in litigation. For details, please refer to page XXX of Nanya Technology's *2025 Annual Report*. The Company has retained legal counsel to handle this case, taking appropriate actions to safeguard its rights and interests.

Anti-Corruption

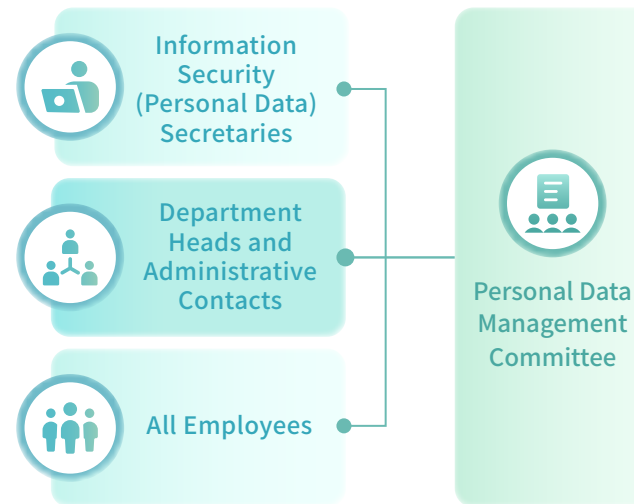
All employees of Nanya Technology are required to comply with the relevant management policies outlined in the Company's Code of Business and Ethical Conduct, Human Resources Management Regulations, and Work Rules. Any employee found guilty of corruption, embezzlement, or accepting bribes or kickbacks will be dismissed without exception. Depending on the circumstances, their direct supervisors may also be subject to disciplinary actions. The Code of Business and Ethical Conduct specifically prohibits employees from offering (or accepting) bribes or engaging in insider trading or other unethical behaviors that damage the Company's reputation. Those involved in serious or corrupt violations, such as using their positions to accept bribes, will be immediately dismissed. If these actions cause serious damage to the Company's interests, legal responsibility will also be pursued.

To prevent various types of misconduct, employees engaged in sales, procurement, contracting, supervision, budgeting, or other roles involving supplier interaction are strictly prohibited from accepting meals, entertainment, gifts, monetary items, or other benefits from suppliers. Regular job rotation has been implemented for these positions. Anti-corruption training materials have been developed for all colleagues, and in 2025, the "Anti-Corruption Awareness Training" coverage rate reached the goal of 100%, with a total of 3,739 person-hours of training. All employees are expected to follow ethical standards in both work and life, demonstrating the corporate culture of *diligence and simplicity*.

Personal Data Protection

To ensure compliance with applicable personal data protection laws and regulations by employees, suppliers, customers and external parties, Nanya Technology has established the "Personal Data Management Rules." These rules clearly define the organizational structure and responsibilities for personal data protection, specify regulations for the collection, processing, and use of personal data, and outline procedures for handling data subjects' rights. All departments are required to adhere to these rules when collecting or processing personal data. Departments commissioning personal data collection or processing to others, other departments, or other companies, are responsible for ensuring that the actions taken by the commissioned parties comply with these enforcement rules and relevant laws and regulations. Unless consent is obtained from the data subject or specifically required by other laws and regulations, Nanya Technology will never disclose personal data to third parties or use it for purposes beyond the original collection purpose. To manage personal data processing risks, Nanya Technology conducts an annual inventory and assessment of personal data items to ensure compliance with current policies. Improvement measures are implemented based on risk levels. For employee and customer personal data, access controls are set with strictly limited purposes. In 2025, no high-risk items were identified.

» Structure of the Personal Data Management Committee



» Responsibilities of the Personal Data Management Committee

- Evaluation and review of the legality and appropriateness of personal data protection and management mechanisms
- Regular testing, assessment, and measurement to ensure the effectiveness of technical and organizational functions for processing personal data
- Providing necessary resources for establishing personal data management mechanisms

Since May 2018, the European Union's General Data Protection Regulation (GDPR) has been officially enforced. As Nanya Technology operates subsidiaries in Europe, the regulation imposes significant requirements on the management measures of personal data belonging to European employees, customers and suppliers. Nanya Technology has taken various response measures to comply with GDPR and has published these measures in the Personal Data Protection Notice on the Company's official website. We have implemented related systems throughout all subsidiaries to increase employee awareness of personal data protection and reduce the risk of violations. In 2025, a total of 3,739 employees completed the "Personal Data Protection Training," achieving a 100% completion rate with no violation incidents. The Company conducts internal personal data audits every year to ensure thorough implementation of personal data management. Nanya Technology has published its [Privacy and Cookies Policy](#) on the official website. Within the authorized scope and for specified purposes, the Company adopts secure and reasonable methods to collect, process, and use personal data. We also ensure that customers can exercise their rights as stipulated under the Personal Data Protection Act. Due to our strict and effective implementation of personal data protection, in 2025, there were no violations and no secondary use of data beyond authorized purposes.

» Number of Personal Data Regulation Violations and Associated Fines

Year	2022	2023	2024	2025
Number of Personal Data Complaints	0	0	0	0
Number of Personal Data Violation Fines	0	0	0	0
Fine (in NT\$)	0	0	0	0
Number of Complaints from External Parties	0	0	0	0
Number of Complaints from Competent Authorities	0	0	0	0

| Internal Control

■ Internal Control System

Nanya Technology has established an effective internal control system in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies. This system takes into account the overall operational activities of the Company and its subsidiaries, while adhering to relevant industry regulations. We continuously review the system to adapt to changes in internal and external environments, ensuring its ongoing effectiveness in both design and implementation.

The internal control system operates on an ongoing basis, continuously monitoring various operational and management activities. When deviations from company policies, operating procedures, established objectives, or expected standards are identified, they are reported to the appropriate management levels through feedback mechanisms. Corrective actions are then implemented as needed to ensure that operations remain aligned with the Company's intended direction. The internal control mechanism also cross-checks operations to prevent fraud.

Internal Audit

At Nanya Technology, the Auditors report directly to the Board of Directors. The Company employs 3 dedicated auditors who participate annually in audit courses offered by professional training institutions, in accordance with regulatory requirements. This training continuously enhances their expertise and capabilities. Through this independent and professional internal audit structure, the Company implements internal control principles across all levels of the organization.



Internal auditors not only prepare audit reports on deficiencies and anomalies discovered in the internal control system during inspections, but also track these issues to ensure relevant departments implement appropriate improvement measures promptly. Additionally, these audit reports are submitted to independent directors for review by the end of the month following the completion of the audit. Internal auditing is not solely the responsibility of the independent audit department. Each department within the Company must also conduct self-inspections of specific audit items at required intervals. The independent audit department then performs follow-up inspections based on independent inspection results to ensure the internal control system is effectively implemented across all departments.

Statistics of Internal Audit Items

Year	2022	2023	2024	2025
Number of Audit Items	42	42	42	42
Number of Non-Conforming Items Detected	3	3	2	1 ^註
Non-Conforming Item Improvement Rate	100	100%	100%	100%

Note: One item related to production has been fully rectified.



8.5 / Quality Management

Nanya Technology's quality management system is customer-oriented and built around six aspects: new technology development, new product development, supplier management, process control, subcontractor management, and customer service—all aligned with the Company's technical development strategy. Throughout each stage, we apply effective tools such as reliability verification, problem analysis and resolution, 8D approach, experimental design, statistical testing, Failure Mode and Effects Analysis (FMEA), the 7 QC tools, SPC/Cpk process control, mistake-proofing, and internal audits to implement corrective actions and adjustments. We place equal emphasis on internal process quality improvement and external customer satisfaction. For both internal and external quality matters, the PDCA cycle is applied across all quality performance indicators. Through continuous improvement, we ensure the effectiveness of quality monitoring and control measures while achieving our quality goals and ensuring product safety. There were no product recall incidents during the six-year period from 2020-2025.

» Quality Management Aspect



■ Product Quality Control Procedures

Nanya Technology is committed to providing high-quality products and has established a comprehensive quality control procedure covering supplier management, process quality control, and shipping quality control to ensure product quality and traceability. The details of each control measure are described as follows.

Supplier Management: To ensure excellence in products and services, the Company has established the Supplier Quality Management Standards and detailed material specifications to ensure a unified level of quality. All standards and requirements are distributed to suppliers through the documentation system and are formally acknowledged and committed to compliance by the suppliers. These requirements encompass key parameters to ensure the performance, reliability, and consistency of the products. We have implemented a qualified supplier list system, conducted supplier evaluations and assessments, and performed regular audits and performance evaluations of qualified suppliers to verify compliance with quality requirements.

Process Quality Control: Utilizing fully automated production operations and statistical process control techniques to monitor process variations, identify and eliminate potential quality issues at an early stage, maintain process stability and production yield, regularly analyze defect causes, and implement corrective actions to continuously improve product yield. All products are subject to 100% functional and performance testing to ensure compliance with specifications and customer requirements.

Shipping Quality Control: Through the production information management system, product packaging, labeling, quantity, and shipping conditions are verified to ensure consistency between shipped products and order requirements. The system records information such as manufacturing batch numbers and test results to enable product traceability. Final sampling inspections are conducted prior to shipment to ensure that product appearance and quality meet the required standards.



■ Product Quality Control Operations

Nanya Technology has established a comprehensive and traceable quality information system by integrating IoT barcode tracking, a blockchain-based eCOA platform, cloud computing, EDA big data analytics, and robotic automated inspection. This enables the Company to build a fully visualized, end-to-end quality management system. Through automated systems and real-time anomaly handling mechanisms, the Company leverages high-resolution imaging combined with AI-based image recognition using convolutional neural networks (CNN) and automated defect inspection systems to continuously optimize manufacturing processes, improve yield, and meet customers' high-quality requirements.

Control Operations	Description
Supplier incoming inspection	Nanya Technology uploads incoming material information to the cloud platform in real time through the barcode system, enabling digital linkage between raw materials and quality data. Following the implementation of the eCOA platform, quality change records and inspection data are made fully transparent throughout the process, achieving 100% traceability and strengthening supply chain trust. Automated eCOA compliance inspection and wafer incoming material automated measurement are conducted, with collected data integrated into the EDA system to reduce human error, improve measurement consistency and inspection speed, and ensure stable product quality. By leveraging cloud-based big data analytics to analyze the correlation between material variability and yield, the Company enables real-time quality decision-making, further optimizes processes, and reduces costs.
In-process quality management	Through a comprehensive set of quality control tools, as well as change and anomaly management processes, Nanya Technology achieves full-process monitoring and rapid anomaly response. By integrating statistical analysis and machine learning, the Company continuously detects process variations and proactively adjusts parameters to reduce defect rates. Core tools include SPC, FDC, APC, RMS, PMS, and real-time anomaly handling systems, all of which are dedicated to process control and yield quality improvement, with the goal of delivering the highest quality to meet customer requirements.
Shipping quality control	Nanya Technology enhances wafer outgoing inspection with AI-driven automated defect classification. By leveraging high-resolution image recognition and convolutional neural network models, the Company enables fast and stable identification of various micro-defects, helping to reduce human judgment errors and improve inspection efficiency. In addition, AI-based defect type analysis provides feedback to the manufacturing process for continuous improvement.



Nanya Technology makes an ongoing effort to require its major raw material suppliers to obtain ISO 9001 certification, and maintains a 100% certification coverage rate among these major suppliers. Taking 2023 as the base year (100%), a 100% certification coverage rate was successfully maintained through 2024 and 2025. As the supply chain scales up and new suppliers are onboarded, the Company continues to bring these new suppliers into the scope of certification to optimize supply chain quality management. As a goal for 2026, we will continue to target a 100% certification coverage rate.

Nanya Technology assigns dedicated personnel for incoming material inspection. Through standardized incoming inspection procedures, automated verification of raw material inspection data, and electronic anomaly management mechanisms, the company can promptly monitor incoming material quality, clarify supplier responsibilities, and strengthen the quality of supplied materials. Nanya Technology has implemented the automated electronic Certificate of Analysis (eCOA) system to interpret supplier material inspection reports. The system automatically verifies inspection data to achieve fast, high-volume, and accurate inspection outcomes. We use the incoming inspection rejection rate as a key indicator to monitor and drive continuous improvement in supplier quality. Over the past three years, through stringent supplier management and technical support, the Company has successfully achieved a continuous reduction in the rejection rate. Taking 2023 as the base year for calculation, we have set a target to maintain the incoming inspection rejection rate below 0.05% through 2030. Our team continues to make ongoing efforts to reduce anomalies and ensure the quality of incoming materials.

Nanya Technology has set a 2025 target to keep the Outgoing Quality Control (OQC) die inking rate below 0.20%. The actual rate was 0.23%, slightly above the target. This deviation was primarily attributable to the PIQ abnormal hole issue occurring in the first quarter of 2025. In response, we optimized the photoresist stripping and cleaning processes, while continuously enhancing the OQC workflow. Following these improvements, the defect rate was successfully brought below the target in Q2 2025. Driven by the significant improvement in quality control effectiveness, we have tightened the 2026 target for the OQC die inking rate, keeping it below 0.10%. We remain committed to rigorous inspection procedures and a mindset of continuous improvement, thereby enhancing product quality and ensuring the delivery of products and services with exceptional reliability to our customers.

Subcontractor packaging and testing quality control: In 2025, subcontractors achieved a 100% ISO 9001 certification rate, and the achievement rate of key process capability (Cpk > 1.67) across subcontracted production lines reached 100%. The OQC pass rate of major subcontractors also reached 100%, ensuring stable production and compliance of shipped products with relevant quality standards.

Item/Year	2023	2024	2025	2026 Goals
ISO 9001 certification rate of major raw material suppliers	100%	100%	100%	100%
Incoming inspection rejection rate	0.03%	0.02%	0.02%	< 0.05%
ISO 9001 certification rate of subcontractors	100%	100%	100%	100%
Achievement rate of key processes with Cpk > 1.67 in subcontracted production lines	100%	100%	100%	100%
OQC pass rate of major subcontracted manufacturers	100%	100%	100%	100%

Customer Complaint Procedure

Nanya Technology handles customer complaints in accordance with the Customer Complaint and Return Handling Procedure. This complaint handling process complies with the ISO 9001 international standard. This procedure clearly defines the complaint handling process for product issues, the responsibilities of each supporting function, and relevant management objectives. It ensures that issues are properly resolved within the timeframe.

Nanya Technology is committed to improving product quality and responding swiftly to customer quality issues to meet expectations. To speed up problem analysis, customers or end users with quality concerns can contact sales representatives. Nanya Technology will then look into reasons for the complaint and specific requirements. If necessary, a preliminary investigation of the issue will be conducted onsite. If the issue is found to be related to our products or requires further analysis, we will create a case in the complaint system and the salesperson will provide the customer complaint case number to the customer and arrange the return shipment. Upon receiving the product under complaint, Nanya Technology will analyze it, track progress based on urgency, consolidate complaint analysis report within the specific timeframe, and provide regular updates to the customer until the case is closed. Through collaboration between Field Application Engineering, Quality Assurance, Product Engineering, and Process Departments, and utilizing the complaint management system for process oversight, Nanya Technology has consistently responded to over 90% of customer complaints within the target timeframes over the years. For general cases, customers utilize the analysis solely as a basis for quality monitoring, with a processing time of 14 working days; for urgent cases, if they may affect customer production or involve quality concerns, such cases are processed within 7 working days.

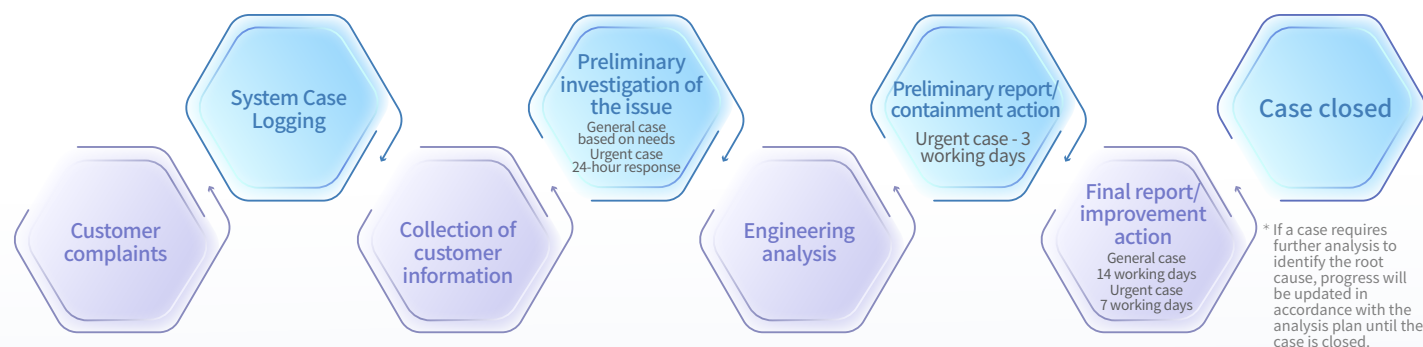


Lessons learnt from customer complaints are incorporated into new product development and process improvement:

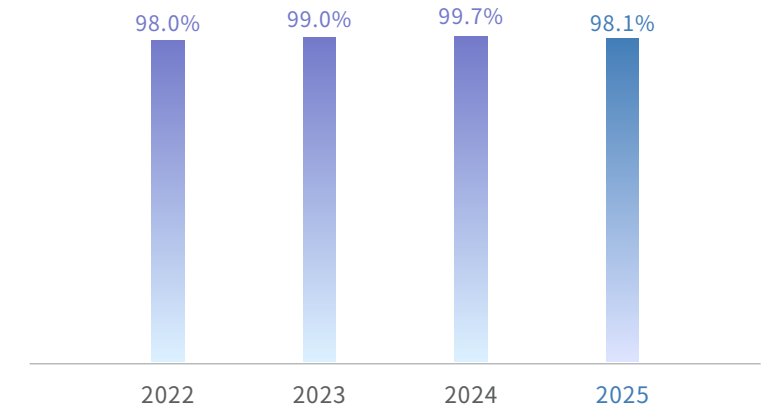
- **Testing and Design Issues:** Incorporating issues into Design Failure Mode and Effects Analysis (DFMEA) to enable the early identification and mitigation of potential risks during the design phase.
- **Wafer Process Defects:** Incorporating defects into Process Failure Mode and Effects Analysis (PFMEA) for systematic analysis and improvement of process-related issues.

Through the above mechanisms, Nanya Technology can respond quickly and effectively to customer concerns, while also leveraging complaint information as a driver for continuous improvement.

» Customer Complaint Handling Process



» Achieving Rate of Customer Complaint Cases



In 2025, 98.1% of cases were completed within target timeframes. Nanya Technology continues to maintain close communication with customers to quickly understand usage methods and failure conditions, enabling faster analysis and problem resolution. Cases that missed the target timeframes were those requiring more complex analysis, including customer platform analysis, signal measurement, parameter adjustment, and test program development, which require more time. Throughout the analysis process, regular progress updates are provided, and analysis plans are also discussed with customers.

■ International Certification of Quality Management System

Nanya Technology has passed certification conducted by a third-party auditing organization, LRQA Group Limited Taiwan Branch and obtained ISO 9001 and IATF 16949 international quality management system certifications. These standards form the basic structure of our quality management system, serving as guiding principles and the basis for all department procedures.

To meet customer requirements for functional safety, Nanya Technology has obtained the ISO 26262 Automotive Functional Safety Management certification from the third-party auditing organization, SGS Taiwan Ltd.

Internal Audits of Quality Management System

Nanya Technology assesses the implementation of its quality management system through annual internal audits, with the Quality Reliability Assurance Division Head acting as the convener and the representative of the quality management system. The Quality Reliability Assurance Division conducts audits across all relevant departments annually based on the quality management system plans. These audits cover the entire quality management system, including quality system audits, process audits, and product audits. Furthermore, the Quality Reliability Assurance Division encourages each department to conduct self-audits and cross-audits. The Quality Reliability Assurance Division is responsible for developing audit plans. To enhance the efficiency of internal audits, a quality audit taskforce has been established, consisting of trained and qualified staff members who act as auditors, conducting internal audits in an objective and impartial manner. Regarding audit implementation and records, during audits, if the audit taskforce identifies any issues, the lead audit department issues an "Electronic Corrective Action Request" addressing the deficiencies findings. The department responsible for the deficiency must acknowledge the request and implement corrective actions. The taskforce tracks the progress of these deficiencies and verifies the effectiveness of the corrective measures. The management of the audited area is responsible for ensuring that all necessary improvements and corrective measures are completed within the specified timeframe. The Quality Reliability Assurance Division reports internal audit results to top management in monthly quality meetings and semi-annually quality system management review meetings. They require corrective measures for any issues identified. No major findings were identified in the internal audit in 2025.

Strengthening Quality Awareness

Nanya Technology promotes a quality culture based on *Upholding Quality and Creating Value*. This quality management philosophy is put into practice by fostering an environment that encourages technical innovation, continuous improvement, and teamwork among employees. The Company aims to enhance employees' ability to meet business goals, adhere to quality policies, and contribute to its sustainable operations. To help employees understand and enhance effectiveness, Nanya Technology implements annual training and development plans that include core courses, professional skills training, quality training courses, electronic announcements, quality posters, recognition for outstanding teams, Kaizen Proposal System, quality competitions, technological essay competitions, and other promotional activities. These initiatives help cultivate a strong sense of quality awareness, responsibility, and cultural literacy, driving overall quality enhancement across the organization. The 2025 quality training courses and hours are detailed in the table below:

Promoting Continuous Improvement Activities:

Item	Description
Establishment	Nanya Technology established the Quality Policy that builds core quality values: We uphold a spirit of thorough investigation and fact-based action, continuously pursuing excellence to meet customer expectations in product quality, delivery, and service. The policy and its objectives are disseminated on the Company's website and communicated to all employees via the TDS training system.
Innovation	Nanya Technology organizes Outstanding Team events to promote employee engagement in quality innovation, strengthen teamwork, and enhance continuous improvement capabilities, setting examples for a successful teamwork model.
Sharing	Nanya Technology has built a knowledge management platform called "Knowledge Alliance" to support company-wide quality management, professional development, and the sharing of quality-related experiences.
Rewards	Nanya Technology has established the Rewards for Improvement Proposals and Outstanding Team Selection programs to encourage continuous improvement initiatives and promote improvement competitions. We recognize and reward innovative ideas from employees, inspiring them to consider improvement opportunities and submit proposals beneficial to operational performance.
Improvement	Nanya Technology holds monthly quality competitions, using quantified indicators to evaluate quality management performance, including nonconformance prevention, production line yield, defect quantity, equipment abnormalities, and appearance defect on wafer, motivating colleagues to focus on quality management and continuous improvement.
Audit	Through internal quality audits, customer audits, and third-party audits, Nanya Technology continuously drives quality improvements and incentive programs, maintaining third-party audit certifications for its quality management system each year.



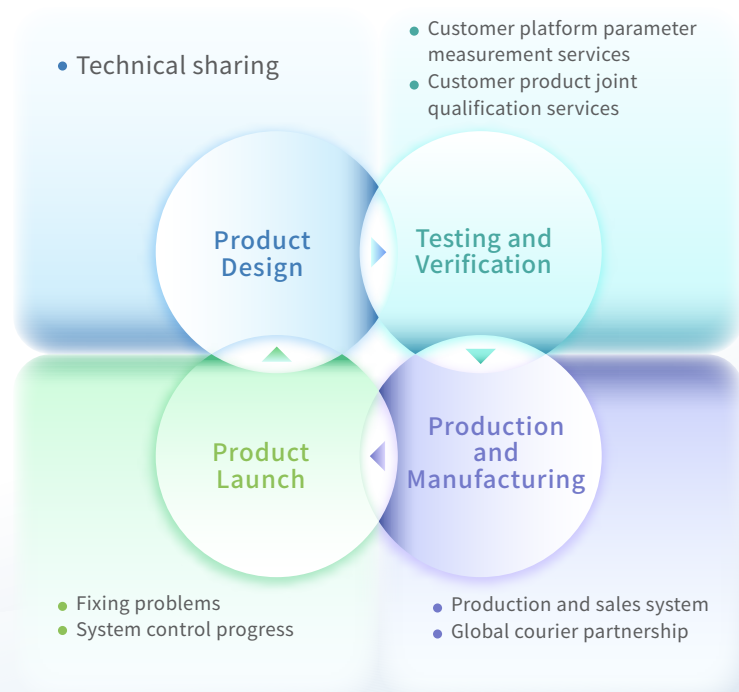
» Quality Management System Training

Training Type	Quality Training Course	Participants	Hours
Designated Compulsory Readings for All Employees	Quality_HSF and Responsible Mineral Sourcing Policy and Goal	All employees	914
	Green Product Training	All employees	1,779
	Responsible Mining Investigation Report	All employees	1,778
Quality Training for New Employees	New Employees (I): Quality Concepts and Quality Management System, Introduction of Knowledge Management and System Overview	New employees (within 1 month)	1,994
	New Employees (II): NTC Product Introduction, Process & Equipment Overview, DRAM Operation Principles, SPC, Quality Costs, Problem Analysis and Solution Methods, Document Control, Change Management Rules, Procurement Management, EDA System Introduction	New employees (within 6 months)	7,979
Semiconductor Manufacturing Process	New Product Development and Verification Process Introduction	R&D/Design/Process/Product Engineering/Marketing and Quality Assurance Staff	104
	Parameter Tool Overview, Defect Inspection Tool Overview, Stack Process Integration, Basic Record (Advanced Course), MOS Component Physics	R&D/Design/Process/Product Engineering/Marketing and Quality Assurance Staff	775
Product Technology	Physical Failure Analysis and Various Electron Microscope Principles and Applications	R&D/Design/Process/Product Engineering/Marketing and Failure Analysis Staff	426
	Introduction to Packaging Process	R&D/Design/Process/Product Engineering/Marketing and Quality Assurance Staff	102
	Electrical and Chemical Analysis	Process/Product Engineering/Testing and Quality Assurance Staff	138
	Process Development Training: Process and Equipment Introduction	R&D/Process Staff	367
Testing Technology	Basic Testing Concepts	R&D/Design/Process/Product Engineering/Testing and Quality Assurance Staff	98
	Product Back-End Production Process	R&D/Design/Process/Product Engineering/Testing and Quality Assurance Staff	78
	Introduction to Post-Packaging Testing Process	R&D/Design/Process/Product Engineering/Testing and Quality Assurance Staff	47
Quality Management	Internal Auditor Training: Quality Management System, Hazardous Substance-Free Management System	Quality Audit Staff	169
	Introduction to Automotive Product Development and Verification Process	R&D/Design/Process/Product Engineering/Testing/Marketing and Quality Assurance Staff	29
	Procedures for Introducing Sub-Plan & PCRB Review of New Products	R&D/Design/Process and Quality Assurance Staff	100
	Supplier/Subcontractor Quality Management	Materials/Process and Quality Assurance Staff	42
	Process and Management for Product/Process Change Notification	R&D/Design/Process/Product Engineering/Testing/Marketing and Quality Assurance Staff	64
	Process Non-Conforming Handling Regulations	R&D/Design/Process/Testing and Quality Assurance Staff	105
	Introduction to Customer Complaint and Analysis Process	Sales/Marketing/Product Engineering and Customer Service Staff	42
	Introduction to Calibration Management System	Equipment and Quality Assurance Staff	110
	Failure Mode and Effects Analysis (FMEA)	R&D/Design/Process/Equipment and Quality Assurance Staff	48
	Introduction to Automotive Product APQP/PPAP Process	R&D/Design/Process/Product Engineering/Testing/Marketing and Quality Assurance Staff	74
	Design of Experimental Methods (Basic)	R&D/Design/Process and Quality Assurance Staff	117
	Quality Reliability Verification: Product Reliability Introduction, Dielectric Layer Process Reliability, Component Process Reliability, Metal Layer Process Reliability	R&D/Design/Process and Quality Assurance Staff	561
	Production Manufacturing Division: Quality Training, Company Product, Introduction to Production Indicators and Process Overview, Production Line Management and Operation Regulations, Computer Application Operation	Production Unit Staff	430
Total Annual Quality-Related Training Hours		18,470	

8.6 Customer Relationship Management

Nanya Technology is committed to providing the best customer service, recognizing that appropriate and timely customer service is key to maintaining customer relationships. Strong customer relationships help build customer loyalty and strengthen trust. Our vision is to become the Best DRAM Partner for Smart World, adopting a service-oriented approach. By closely collaborating with controller chip makers and customers, we strengthen product research, development, and manufacturing to meet diverse needs. We aim to offer comprehensive products and system solutions, delivering superior and more reliable services to our customers.

» Customer Service Process



Product Design and Test Verification Phase

To improve the efficiency and frequency of customer service and build closer customer relationships, the Field Application Engineering Division supports the technical needs of customers across Taiwan, China, Southeast Asia, Europe, the Americas, Japan, and Korea. Nanya Technology conducts ad-hoc technical sharing sessions and offers DRAM professional courses tailored to customer requirements. In 2025, Nanya Technology conducted 114 sessions to provide technical support, assist customer engineers in resolving design and testing challenges, and enhance their understanding of DRAM usage and applications.

Additionally, Nanya Technology supports customers in understanding the characteristics of their product platforms by providing efficient, intensive, and high-quality platform parameter measurement services. This significantly accelerates new product development progress and verification cycles, reduces investment risks, and enables end products to enter target markets in a timely manner. Nanya Technology also provides joint qualification services, supporting early-stage product development and verification to detect and resolve compatibility issues before mass production. In 2025, Nanya Technology completed a total of 1,142 measurement service cases and 28 joint qualification service cases.

If customers have requirements beyond the product specifications, such requirements will be notified to the relevant units through Nanya Technology's DMS (Document Management System) to analyze and assess feasibility, thereby facilitating improvements to the product or service.

Production and Sales Phase

Nanya Technology produces products that meet customer quality requirements through stringent quality control. Sales maintain ongoing communication with customers and provide weekly demand forecasts for headquarters. After consolidating global business feedback, headquarters uses this information to generate production plans through the production and sales system, continuously adjusting based on weekly updates to effectively meet customer requirements. Furthermore, Nanya Technology collaborates with several major international express companies, selecting the most suitable express provider based on customer location and delivery efficiency to ensure product delivery aligns with customer requirements.

After-Sales Service Phase

In response to customer quality issues, Nanya Technology addresses product problems through its customer complaint handling process mentioned in Sec 8.5 to meet customer expectations.

If sales and marketing personnel receive customer requests or non-quality-related complaints at any of the above phases, requests and complaints will be reported through Nanya Technology's CRS (Customer Request System), and then be reviewed and evaluated by the relevant responsible departments to facilitate a response before the customer's specified deadline.

Customer Confidential Information Protection

Regarding customer privacy, Nanya Technology has established the Personal Data Management Rules as its standards for collecting, processing, and using personal data. Unless consent is obtained from the data subject or specifically required by other laws and regulations, Nanya Technology will never disclose customers' personal data to third parties or use it for purposes beyond the original collection purpose.

Nanya Technology has established Confidential Information Management Procedure, which define confidentiality levels that all employees are required to review. Metal detectors are installed at offices and facility entrances and exits, and restricted items related to information security are not allowed to be brought in or out. All items must undergo inspection through metal detectors, and company confidential information cannot be disclosed without proper authorization, ensuring the protection of customer rights and interests.

Customer Satisfaction

Nanya Technology actively understands customer requirements for product quality, delivery, and service through multiple communication channels, including customer satisfaction surveys, business and technical evaluation meetings, and customer service platforms. This enables us to continuously improve products and services while strengthening customer relationships.

In terms of customer satisfaction, Nanya Technology conducts annual surveys of both direct trading customers and end customers through neutral third-party investigation companies and internal methods. These surveys, which utilize online platforms or interviews, aim to gather a fair and objective understanding of customer requirements. The survey covers topics such as *Products, Delivery, Quality, Technical Services, Communication, Commercial, and Competitor Ranking Comparisons*.

Nanya Technology has established a comprehensive Customer Satisfaction Handling Standard Procedure and a Customer Satisfaction Committee. Utilizing the Plan-Do-Check-Act (PDCA) management cycle, the Company works towards the shared goal of improving customer satisfaction. The committee is composed of cross-departmental units, with managers from marketing, sales, operations management, field application engineering, and quality assurance departments participating. Main tasks include selecting investigation targets, sending questionnaires, collecting questionnaires, analyzing data, regularly reviewing customer opinions, coordinating and proposing appropriate improvement plans, and reporting customer satisfaction results in senior management meetings. Finally, they provide customers with continuous improvement solutions, forming a complete and effective cross-functional service team. Through *services*, they build customer relationship management based on mutual prosperity and work to continuously enhance customer satisfaction.

Besides customer satisfaction surveys, customers regularly conduct business and technical evaluation meetings with Nanya Technology's service team, maintaining close communication to enhance service quality. To improve customer satisfaction, Nanya Technology has established a review platform that prioritizes addressing and improving customer needs. Customers can also access the customer service platform via Nanya Technology's corporate website to submit suggestions and requests, continuously strengthening customer relationships. We will continue to strengthen internal coordination across departments to respond promptly to customers' urgent or unexpected needs, consistently improve product quality, enhance timely and effective communication of quality issues, maintain good communication with customers, and strive to meet all customer requirements.

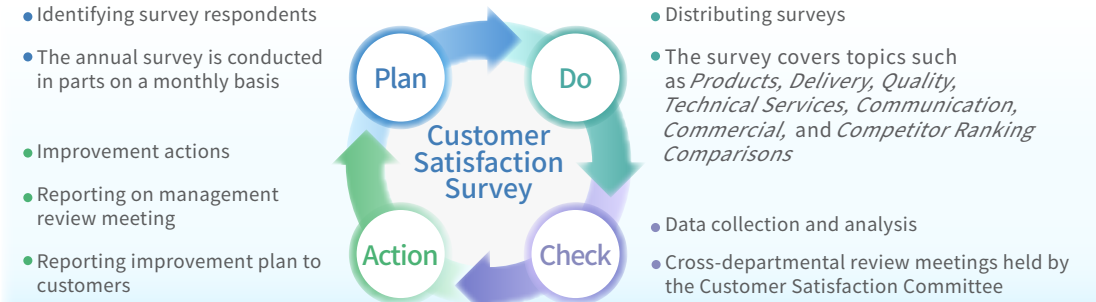


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Customer Satisfaction Survey Process



The overall average customer satisfaction score for 2025 was 95.7 points, which exceeded the goal of 91 points. Each year, Nanya Technology reviews customer satisfaction survey results and conducts benchmark learning to establish reasonable targets. The proposed goal is submitted by the Quality Reliability Assurance Division and approved by the President. For 2026, the target has been set at a score of 91 or higher.

Analysis shows that customers gave high ratings of 97 points or above in two key areas: technical service, and communication. These results reflect Nanya Technology's efforts to accelerate customer new product verification and share technical insights during design, testing, and verification phases. In addition, Nanya Technology has expedited new product development in response to market demand, supply, and application needs, enhanced communication with customers, actively addressed improvement issues, enforced strict quality control, and continuously improved by incorporating and valuing customer feedback.

Nanya Technology's overall performance has been recognized by customers over the years. With scores above 80 points considered satisfactory, 99.24% of customers were satisfied with our overall performance in 2025. This marks the eighth consecutive year exceeding the customer satisfaction goal of 95% or higher. The customer satisfaction percentage goal for 2026 is set at 95% or higher.

Customer Satisfaction Results

