Nanya Technology Corporation

2025 Sustainability Summary Report

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2025 Sustainability Performance and Goals

Innovation ● R&D spending: In 2025, R&D spending accounted for 10.6% of total revenue, and R&D personnel made up 30.0% of all employees, demonstrating Nanya Technology's commitment to technological innovation. ● AI applications: By the end of 2025, a total of 152 AI applications had been developed, generating annual benefits of NT$420 million. ● Patents: In 2025, some 919 patents were granted, bringing Nanya Technology's global total to 8,600 patents.	**Environment** ● SBT-based emission reduction: In 2025, Scope 1 and 2 emissions were reduced by 11.2% while Scope 3 increase by 14.6%, short of the SBT annual reduction targets. ● In 2025, we used approximately 80,160 MWh of purchased solar power, accounting for 9.43% of our total electricity consumption, a 128% increase compared to 2024. ● Emissions of perfluorocarbons (PFCs) from process gases were reduced by 93.6%. ● From 2017 to 2025, cumulative energy savings from implemented measures reached 78,773 MWh. ● In 2025, water consumption per unit of production capacity was reduced by 34% compared to 2017.
Society ● Youth empowerment: Since 2021, some 1,612 semiconductor talents have been trained, a 31% increase compared to 2024. ● Employee training: Total participants (including repeat attendances) who completed employee training for the year reached 222,000, a 9.4% increase compared to 2024. ● The voluntary turnover rate for 2025 was 10.7%. ● Social engagement: A total of NT$8,577,866was invested in community initiatives. Volunteer hours increased by 11.6% year over year. ● Promoting responsible consumption, employees purchased approximately NT$312,924 worth of products. ● More than 240 Nanya Technology employees served as corporate volunteers, accounting for 6.2% of total employees.	**Governance** ● The Corporate Governance Principles require the Board of Directors to maintain a minimum attendance rate, which is also included as a metric in the Board performance evaluation. In 2025, the Board achieved a 100% attendance rate. ● High-quality customer service: We assist customers with early-stage product development and validation. Through parameter measurement services on the customer platform, compatibility issues can be identified early and resolved before mass production. In 2025, some 1,142 cases of measurement services and 28 cases of joint qualification services were completed. ● Supply chain information security: We improved supply chain information security management by completing the evaluation of 150 selected suppliers. ● International sustainability ratings: We were selected for the DJSI World Index, ranked in the top 15% globally for ESG performance in the S&P Global Sustainability Yearbook, and awarded an A rating by the MSCI Index. ● Corporate governance evaluation: We were ranked in the top 6%~20% of listed companies in the 12th Corporate Governance Evaluation. ● Some 355 Tier 1 suppliers completed sustainability risk assessments, all with no major forced labor risks. Of these, some 20 suppliers (5%) identified as high risk have undergone on-site audits.

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Recognition and Awards

DJBIC Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA ● Included in the Dow Jones Best-in-Class World Index (DJBIC World) for the fifth consecutive year and ranked 6th in the semiconductor industry group	**S&P Global**  ● ESG score ranked in the top 15% globally in the Sustainability Yearbook	**CDP**  ● Climate Change "A List" ● Water Security "A List" ● Supplier Engagement Assessment “A List”
AWS ALLIANCE FOR WATER STEWARDSHIP ● Awarded Platinum certification	**MSCI** MSCI ● MSCI ESG “A” Rating Disclaimer	**Clarivate** Clarivate™ ● Consecutively recognized as one of Clarivate’s Top 100 Global Innovators for three years from 2023 to 2026
Sustainalytics ESG Risk Ratings SUSTAINALYTICS ● 20.92 (Medium Risk Rating)	**ISS ESG Ratings** Corporate ESG Performance Prime RATED BY ISS ESG ● Received "Prime" status for the sixth consecutive year in corporate evaluations	**Corporate Governance Evaluation** TWSE ● Top 6%~20% in the 12th (2025) Corporate Governance Evaluation

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Practicing Sustainability

Sustainability Strategy

To achieve our vision as the Best DRAM Partner for Smart World, Nanya Technology has formulated three key pillars for sustainable development strategy: Creating Shared Value, Facilitating Common Good and Sustainability, and Practicing Sustainable Operations. These pillars drive six key dimensions for sustainable strategic development. Starting from the six dimensions, Nanya Technology examines the material topics of stakeholder concern and aligns them with the SDGs. Our sustainable development strategy is linked to a total of 10 SDG goals. Among the pillars for sustainable development strategy, Creating Shared Value is the area where Nanya Technology contributes the most, aligning with 8 SDG goals. This indicates that Innovation, Talent, and Green are the focus of Nanya Technology's sustainable development efforts. From this, we not only create value for ourselves through core competencies and operations but also strive for the greatest impact in addressing the SDGs. Nanya Technology sets future development goals for material sustainability topics and regularly reviews performance and goal achievement through the Sustainable Development Committee.



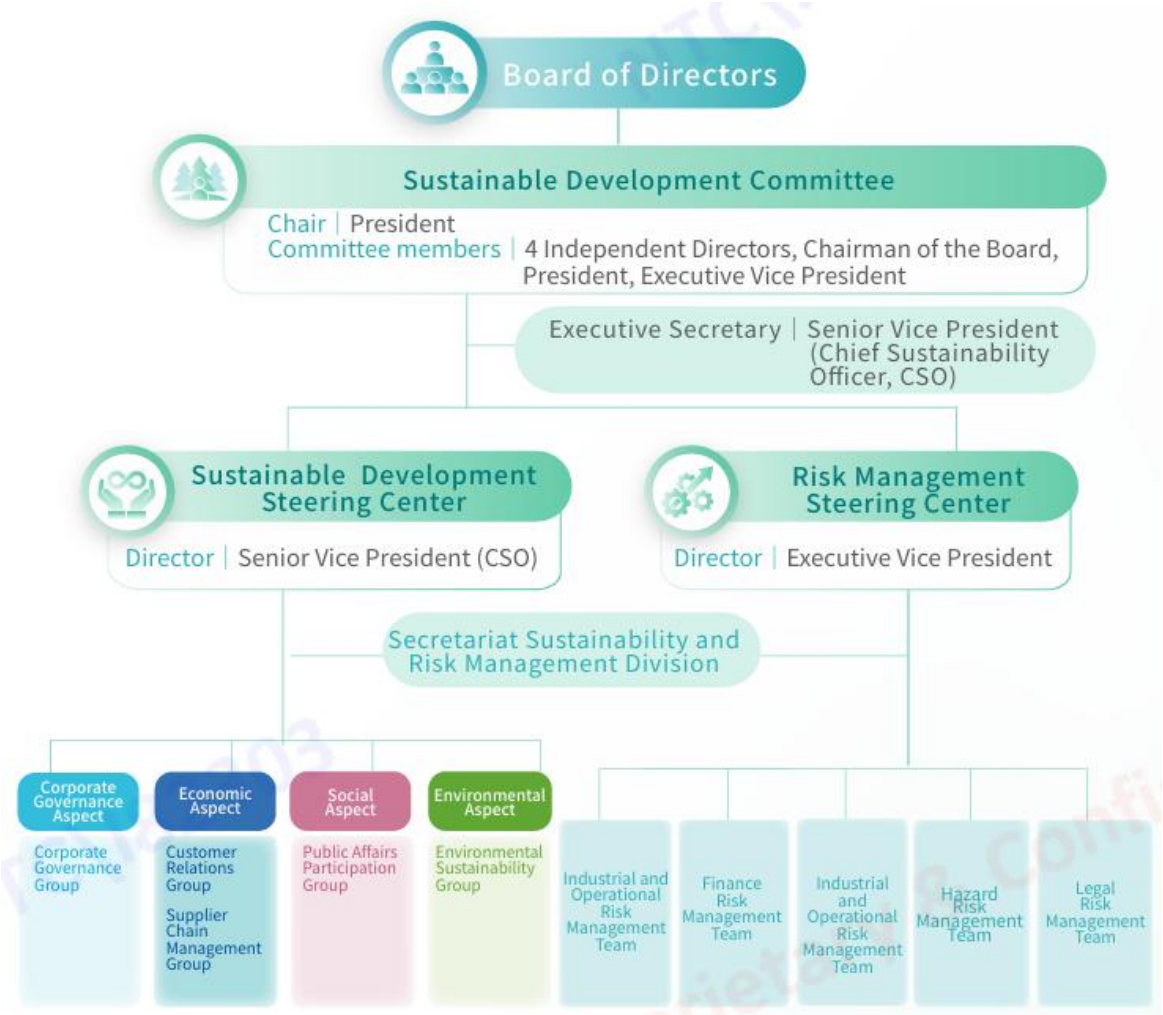
Sustainability Governance

In August 2022, Nanya Technology officially elevated its Sustainable Development Committee to a functional committee under the Board of Directors. The committee is composed of the Chairman, four Independent Directors, and two Executive Directors. The members jointly appointed the President as the convener and the Chief Sustainability Officer as the reporting officer. The committee oversees efforts in both sustainability development and risk management.

The committee presents and discusses sustainability and risk-related initiatives twice a year at Board meetings. It regularly reviews Nanya Technology's sustainability strategy, vision, goals, approaches, and outcomes, as well as routine risk management tracking. In addition, the Sustainability and Risk Management Division of the President Office convenes Sustainability Quarterly Meetings and Risk Management Quarterly Meetings to plan and oversee action plans and risk items. These efforts integrate and supervise progress and performance across four major dimensions: corporate governance, economic aspect, social aspect, and environmental sustainability.

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Please refer to the "Sustainability Vision and Governance" section of the 2025 Sustainability Report for key highlights and initiatives of Nanya Technology's Sustainable Development Committee in 2025. (2025 Sustainability Report Link: nanya.com/ESG/storage/file/967508ca-aad4-41bd-b337-12c56638caf1?v=1753324903)



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R&D and Innovation

Clean Technology Investment Targets

- Designs for the pilot product of third generation 10nm-class DRAM was completed in Q3 2025. The products are currently in trial production5
- Third-generation 10nm-class DRAM process and 16Gb DDR5 products meet shipping verification standards by 2026
- Fourth-generation 10nm-class DRAM process and 16Gb DDR6 product development Introduction of EUV and HKMG technology by 2030

Clean Technology Investment Performance

- ✓ R&D spending accounted for 31% of total revenue
- ✓ A total of 152 AI applications were developed, generating an annual benefit of NT$420 million
- ✓ Mainstream process products saved 1.2 billion kWh of electricity, equivalent to approximately 562,667 metric tons of carbon emissions
  Note: Carbon emissions are calculated using the electricity emission factor of 0.467 kg CO_2e/kWh, as announced by the Ministry of Economic Affairs by 2025.

Clean Technology-Driven R&D and Innovation

As the world's fourth-largest DRAM company, Nanya Technology invests heavily each year in the development of new DRAM products, next-generation manufacturing processes, and advanced 3D stacking technologies. Nanya Technology's products are widely used in smart cities, smart homes, smart offices, autonomous vehicles, IoT, cloud computing, data centers, AI, and more.

Nanya Technology places clean technology at the core of its business development, aiming to deliver increasingly energy-efficient products. In developing next-generation products, we consider the environmental impact across the product life cycle. Since energy consumption in electronic products is the most significant indicator of environmental impact, efforts are focused on reducing energy demand during usage to help lower greenhouse gas emissions generated by users.

In alignment with our net-zero pathway and commitment to transitioning toward low-carbon operations, we have strategically scaled our clean technology initiatives through robust renewable energy procurement, effectively decarbonizing our consumption reached 80,160 MWh, representing 9.43% of total electricity use. Demonstrating our long-term support for clean energy market, we have allocated a dedicated procurement commitment of NT$1.46 billion for the 2026-2027 period.

Clean Production Technology Involvement

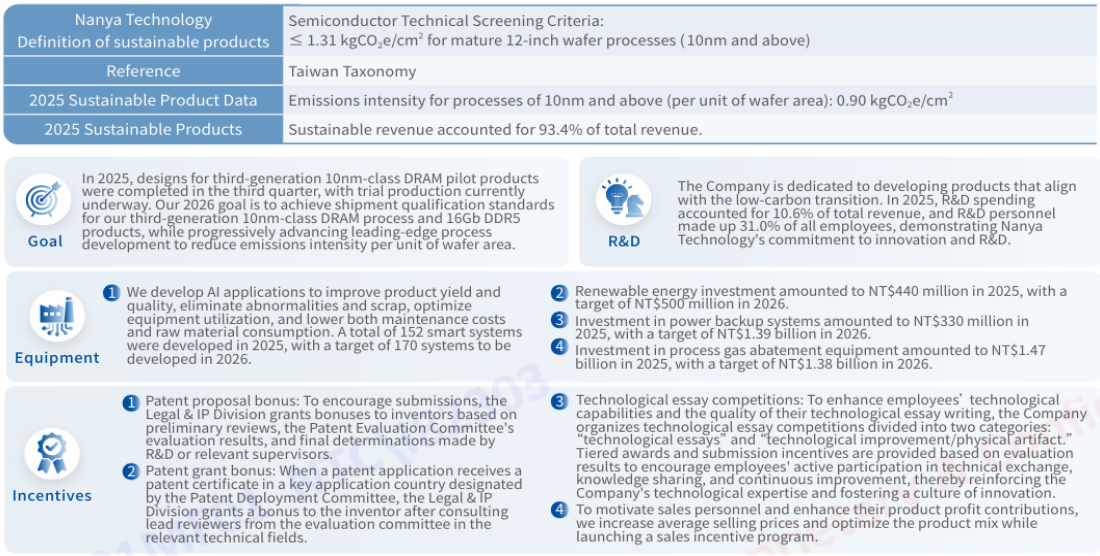
#	Clean Production Technology	List of Items	Share of 2025 Revenue
1	Developing energy solutions for household products	e.g., energy-efficient appliances, smart meters, power-saving management systems	63%
2	Production and distribution of industrial automation technologies	e.g., smart production lines, energy-efficient motors, automatic control systems	13%

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#	Clean Production Technology	List of Items	Share of 2025 Revenue
3	Developing and distributing optimization technologies & systems	e.g., energy management systems, process optimization software, carbon emission optimization solutions	21%
4	Support for clean energy market: procurement performance and forward-looking investments	2025 performance: procured 80,160 MWh of renewable energy, accounting for 9.43% of total electricity consumption to decarbonize production	0.39%
		2026-2027 forward-looking investment: allocated NT$1.46 billion fully dedicated to renewable energy procurement contracts to align with our net-zero pathway	0.76% (Estimated procurement budget VS. 2025 revenue)

Sustainable Products

According to the Semiconductor Technical Screening Criteria under The Taiwan Taxonomy's Reference Guidelines for the Identification of Sustainable Economic Activities, mature 12-inch wafer processes (10 nm and above) must achieve a threshold of ≤ 1.31 $kgCO_2$ e/cm^2 to be classified as a green economic activity. In 2025, the emissions intensity for Nanya Technology's sustainable products was 0.90 $kgCO_2$ e/cm^2 (per unit of wafer area) for processes of 10nm and above. The associated revenue and investment projects comply with the principles of Substantial Contribution, Do No Significant Harm, and Minimum Safeguards. In 2025, our Taxonomy-aligned sustainable revenue accounted for 93.4% of total revenue.



Going forward, Nanya Technology will continue to align with the Taiwan Taxonomy and international sustainability standards by increasing the proportion of products that qualify as green economic activities and enhancing related disclosures, thereby strengthening the Company's competitive advantage and long-term value in the transition toward net zero.

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Smart Manufacturing: Establishing High-Performance AI-Assisted Production Lines

Nanya Technology's 12-inch wafer fab is equipped with the necessary infrastructure for a smart factory, including highly automated production lines, wafer fab IoT, a large-scale sensor network, and big data integration. Leveraging AI technology, Nanya Technology has expanded innovative applications across eight key categories: machine pre-diagnosis, process control, productivity enhancement, quality inspection, yield analysis, process development, labor safety, information security, and energy management.

By the end of 2025, Nanya Technology developed a total of 152 smart applications. These applications help improve product yield and quality, reduce abnormal scrap, increase equipment utilization, lower maintenance costs and raw material consumption, expand production capacity, and enhance workforce efficiency, generating an annual benefit of NT$420 million.

Patent Acquisition

As of 2025, Nanya Technology has obtained over 8,600 patents worldwide. These patents safeguard our technological achievements and strengthen its competitive edge. They also allow for the strategic use of intellectual property rights to effectively defend against frivolous patent lawsuits, serving as a powerful tool in both technological and commercial competition.

	2022	2023	2024	2025
Patents Granted (cases)	812	953	910	919
Patent Applications in Taiwan (cases)	371	369[Note]	342	375

Note: Joint applications are excluded from the count

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Integrity and Transparency

Corporate Governance

In its Corporate Governance Principles, Nanya Technology stipulates that the composition of the Board of Directors should take diversity into consideration, and should not be restricted by gender, ethnicity, or nationality. The current Board comprises 12 members with diverse professional backgrounds.

- 4 Independent Directors, accounting for 33.33%
- 1 female Director, accounting for 8%
- 1 Independent Director holds a CPA license
- All Independent Directors concurrently serve as Independent Directors at no more than three other publicly listed companies
- 8 Directors do not hold positions as employees of Nanya Technology, accounting for 67%
- The Chairman does not serve as a senior executive of Nanya Technology
- The average board tenure is 11.4 years
- In 2025, the Board held 6 meetings with an average attendance rate of 100%

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Composition of the Board of Directors

Title	Name	Gender	Term	Age	Number of Additional Board Memberships Held Concurrently	Experience
Chairman	Ming-Jen Tzou	Male	4	>70	2	Experience in the plastics; semiconductor; and electronic components industries; currently serves as chairman or board member in related companies.
Director	Wen-Yuan Wong	Male	18	>70	7	Experience in the plastics, textile fiber, chemical, oil, gas, electricity, semiconductor, steel, and shipping industries; currently serves as chairman or board member in related companies.
Director	Susan Wang	Female	15	61–70	2	Experience in the plastics, oil, gas, electricity, textile fiber, chemical, semiconductor, steel, shipping, and biomedical industries; has board experience in related companies.
Director	Chia-Chau Wu	Male	21	>70	2	Experience as chairman or board member in the plastics, textile fiber, chemical, semiconductor, steel, and shipping industries.
Director	Pei-Ing Lee	Male	21	61–70	1	Approximately 40 years of experience in the DRAM and semiconductor industries; formerly a senior R&D executive at IBM and senior VP at Nanya Technology; currently serves as Nanya Technology's president.
Director	Lin-Chin Su	Male	9	61–70	None	Over 25 years of experience in the DRAM industry with expertise in R&D, manufacturing, and management; currently serves as Nanya Technology's executive vice president.
Director	Joseph Wu	Male	6	51–60	1	Over 25 years of experience in the DRAM industry; formerly served as president of a related company; currently serves as Nanya Technology's vice president.
Independent Director	Rex Chuang	Male	6	51–60	None	Over 25 years of experience in the semiconductor and DRAM industries; formerly served as president of a related

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Title	Name	Gender	Term	Age	Number of Additional Board Memberships Held Concurrently	Experience
						company; currently serves as Nanya Technology's vice president.
Independent Director	Ching-Chyi Lai	Male	9	>70	None	Expertise in management, accounting, or finance; certified public accountant; formerly served as Deputy Secretary-General of the Executive Yuan, Secretary-General of the Council for Economic Planning and Development, and Chairman of Chunghwa Post; currently Chair Professor of the Department of Finance of Chung Hua University.
Independent Director	Shu-Po Hsu	Male	12	51–60	None	Expertise in management, finance, and insurance, with broad leadership experience across industries; formerly Chairman of the Life Insurance Association of the Republic of China; currently Chairman of the General Chamber of Commerce of the Republic of China and Vice Chairman of Taiwan Life Insurance.
Independent Director	Ming-Ji Wu	Male	4	51–60	1	Former Deputy Mayor of New Taipei City and Chairman of New Taipei Metro Corporation; currently President of the Digital Intelligence Development Organization of Walsin Lihwa Corp.
Independent Director	Tain-Jy Chen	Male	3	>70	None	Expertise in international trade and economic development; formerly Minister of the National Development Council, Minister without Portfolio of the Executive Yuan, Minister of the Council for Economic Planning and Development, and President of the Chung-Hua Institution for Economic Research; currently Professor Emeritus at National Taiwan University.

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Functional Committees and Operations

Title	Name	Audit Committee	Compensation Committee	Sustainable Development Committee
Chairman	Ming-Jen Tzou	-	-	√
Director	Wen-Yuan Wong	-	-	-
Director	Susan Wang	-	-	-
Director	Pei-Ing Lee	-	-	√ (Convener)
Director	Chia-Chau Wu	-	-	-
Director	Lin-Chin Su	-	-	√
Director	Joseph Wu	-	-	V (CSO)
Independent Director	Rex Chuang	-	-	-
Independent Director	Ching-Chyi Lai	√ (Convener)	√	√
Independent Director	Shu-Po Hsu	√	√ (Convener)	√
Independent Director	Ming-Ji Wu	√	√	√
Independent Director	Tain-Jy Chen	√	√	√
Operations Overview		Held 5 meetings in 2025, with an actual attendance rate of 100%	Held 2 meetings in 2025, with an actual attendance rate of 100%	Held 2 meetings in 2025, with an actual attendance rate of 100%

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Remuneration for Directors and Senior Executives

- Independent Directors receive a fixed monthly remuneration and reimbursement for travel expenses; they do not receive variable compensation. Other Directors are only reimbursed for travel expenses based on the number of Board and committee meetings they attend, and do not receive any additional compensation.
- The compensation of senior executives (including the President)—including salary adjustments, bonuses, and other remuneration—is based on our operational performance, individual performance and contributions, as well as corporate governance indicators related to sustainable development—namely, performance in the economic, environmental, and social dimensions—and are benchmarked against industry compensation standards.
- The remuneration for managerial personnel, including the President and Vice Presidents, includes fixed compensation such as monthly salary, diligence bonuses, and year-end bonuses. In addition, pension contributions (under both the new and old pension systems) and welfare benefits are allocated monthly in accordance with Nanya Technology's Retirement Guidelines. Variable compensation includes special bonuses, incentive bonuses, and employee remuneration, which are granted under specific circumstances based on retention measures or the achievement of business performance targets.

Individual Remuneration and Shareholding of Executive Directors

Title	Name	Director Remuneration in 2025 (NT$10,000s)	Number of Shares Held
President	Pei-Ing Lee	0	1,265,098
Executive Vice President	Lin-Chin Su	0	480,601
Vice President	Joseph Wu	0	250,000
Vice President	Rex Chuang	0	425,000

Note: Directors do not receive fixed remuneration

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Ethical Management

Nanya Technology has established the Code of Business and Ethical Conduct as the standard for employee conduct and the foundation for its anti-corruption and anti-bribery efforts. The Code is implemented with Board approval and applies to all our employees (including managers), as well as employees of subsidiaries and joint ventures, customers, suppliers, and other stakeholders.

Nanya Technology's Audit Committee plays a key supervisory role in upholding ethical management. It designates auditors to conduct regular internal audits, with results reported to the Board of Directors every six months.

- Please refer to Nanya Technology's Code of Business and Ethical Conduct at https://www.nanya.com/ESG/storage/file/8c7c1e82-0295-4e03-afd0-15e27d108b97?v=1720448595
- Please refer to the independent third-party verification results of the Code of Business and Ethical Conduct compliance at https://www.nanya.com/ESG/storage/file/5dee1a1d-5dfa-4d40-b00f-7162a6f660ba?v=1720448595

2025 Ethical Management Promotion Results

All Employees (including full-time and part-time permanent employees)	Suppliers/Contractors
Promoted six types of training programs: "Labor and Ethical Conduct Code Training" (3,739 attendances), "Anti-Corruption Awareness Training" (3,739 attendances), "Code of Business and Ethical Conduct Training" (3,739 attendances), "Ethical Management Training for Senior Management and Staff" (3,739 attendances), "Insider Trading Prevention Training" (3,734 attendances), and "Antitrust Regulation Awareness" (3,604 attendances). Both completion and coverage rates reached 100%.	● Held a sustainability supply chain training and sharing session, covered our water resource management practices, supplier training on environmental standards, supply chain cybersecurity, and the goals and content of our human rights and sustainability initiatives, with participation from 45 suppliers. ● Promoted the "Three Zeros on Human Rights" project to suppliers: "Zero Inhumane Treatment," "Zero Forced Labor," and "Zero Discrimination." Suppliers willing to participate were provided with ongoing coordination to schedule audits and supported in developing their own human rights code of conduct.

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Grievance and Whistleblowing Channels

- Nanya Technology provides channels for reporting unlawful or unethical conduct, which are handled and investigated by designated departments.
  - Whistleblowing Hotline: 02-29061001
  - Whistleblowing Email: audit@ntc.com.tw
- Investigators or special taskforces are appointed based on the seniority of the person being reported. If the case involves a manager or Board Director, a special taskforce composed of directors from the Audit Department will conduct the investigation.
- To protect whistleblowers, investigators follow confidentiality principles during investigations and are strictly prohibited from disclosing case details to unrelated parties. When relevant individuals are under investigation, discussions will be limited to aspects directly related to their involvement in the case. All relevant data will be handled and archived as confidential documents.

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Green Operations

Greenhouse Gas (GHG) Management

SBT Target: Reduction of Scope 1+2 GHG emissions by 25% by 2030 compared to 2020; reduction of Scope 3 product unit emissions by 27% by 2030 compared to 2020

2025 Performance

- ✓ Scope 1+2 GHG emissions decreased by 11.2% compared to 2020
- ✓ Unit capacity GHG emissions were 381 ($kgCO_2e$/kpcs), down 1% from 2020
- ✓ Scope 3 product unit emissions increased by 6.8% compared to 2020
- ✓ The reduction rate of perfluorocarbon (PFC) emissions in emissions reached 93.6%, cutting 2,226,412 tCO_2e over four years

Scope 1 and 2 Emissions

Item	Unit	2022	2023	2024	2025
Scope 1	tCO_2e	59,788	56,654	39,063	51,088
Scope 2 (location-based)	tCO_2e	385,177	385,700	386,774	372,434
Scope 2 (market-based)	tCO_2e	381,166	373,670	370,075	366,181
Scope 1+2 (location-based)	tCO_2e	444,965	442,354	425,837	423,522
Scope 1+2 (market-based)	tCO_2e	440,954	430,324	409,138	417,269
Scope 1 GHG Emissions Intensity	$kgCO_2e$/wafer area (cm^2)	0.10	0.12	0.08	0.11
	$kgCO_2e$/kpcs	55	57	40	47
	$kgCO_2e$/NT$ million	1,050	1,895	1,145	767
Scope 2 GHG Emissions Intensity	$kgCO_2e$/wafer area (cm^2)	0.65	0.78	0.80	0.78
	$kgCO_2e$/kpcs	350	373	376	335
	$kgCO_2e$/NT$ million	6,693	12,501	10,843	5,499

Note 1: The 9 types of PFC emissions include the following process gases: CF_4, C_3F_8, C_4F_6, C_4F_8, CHF_3, CH_2F_2, CH_3F, SF_6, and NF_3.

Note 2: Other direct emissions include process gases like CO_2, CH_4, N_2O, as well as HFCs and SF6, which are used in non-process applications such as fire equipment, refrigerators, freezers, and high-voltage switchboards.

Note 3: Indirect energy emissions include electricity and steam consumption. The electricity emission factor is 0.474 $kgCO_2e$/kWh, as announced by the Ministry of Economic Affairs on April 14, 2025.

Note 4: Since 2021, N_2O abatement equipment has been installed to reduce thin film process exhaust, thus reducing Scope 1 emissions.

Note 5: Production capacity is measured in Good Electronic Chips (GEC). All product outputs are converted to equivalent 4Gb chips and calculated per kilo pieces (kpcs).

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Scope 3 Emissions

Category	Source	2025 Emissions (tCO_2e)
Purchased goods and services*	Emissions from raw material procurement	240,753
Fuel- and energy-related activities not included in Scope 1 or 2*	Emissions from transporting fuel and energy to the factory	89,203
Upstream transportation and distribution*	Emissions from transportation during raw material procurement	2,426
Downstream transportation and distribution	Emissions from delivering products to customers	3,386
Investment	Carbon emissions from the investment associate company, Formosa Advanced Technologies, calculated based on equity ownership	35,280
Employee commuting*	Emissions from company shuttles and employee commutes	2,766
Business travel*	Emissions from international flights for business trips	60
Waste generated in operations*	Emissions from waste transportation and treatment	1,449
Use of sold products*	Emissions from electricity consumed when customers use the products	898,627
Capital goods	Investments in purchased equipment and buildings	16,211
Total		1,290,121

Note 1: Items marked with an asterisk (*) have been verified by a third party.
Note 2: The main emissions factor sources for each Scope 3 category are as follows: For purchased goods and services: SimaPro 9.4.0.2 database (IPCC 2021 GWP 100). For fuel- and energy-related activities, upstream and downstream transportation and distribution, employee commuting, operational waste, and use of sold products: Product Carbon Footprint Platform. For business travel: ICAO Carbon Emissions Calculator. For investments: GHG emissions allocated based on equity share in investees.

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Energy Management

To align with international initiatives such as SBT and RE100, Nanya Technology has set a target of achieving 25% renewable energy usage by 2030. The Company is negotiating power purchase agreements with large-scale renewable energy providers as it moves toward 100% renewable energy usage.

- ✓ Renewable energy consumption reached 80,160 MWh (2.89×108 MJ).
- ✓ From 2017 to 2025, energy-saving measures achieved a cumulative total of 78,773 MWh (2.84×10^8 MJ) of energy savings.
- ✓ In 2025, a total of NT$28.26 million was invested in 30 energy-saving management projects, with total energy savings amounting to 4,695 MWh, equivalent to approximately 2,188 tCO_2e.

Energy Usage

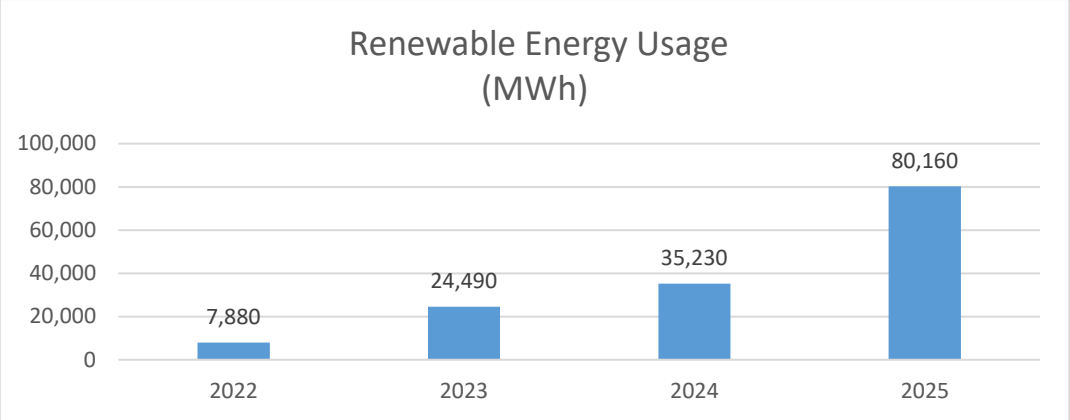
Item (MWh)	2022	2023	2024	2025
Purchased electricity—non-renewable	736,419	741,952	766,096	770,206
Purchased electricity—renewable	7,880	24,490	35,230	80,160
Natural gas	50,030	54,711	58,923	60,644
Steam	37,532	35,915	35,051	37,155
Total energy consumption	831,862	857,068	895,301	948,165

Note: Diesel consumption accounts for less than 0.02% of Nanya Technology's total energy use and is therefore excluded from energy consumption statistics.

Renewable Energy Deployment Roadmap

Phase 1: Internal Assessment and Pilot	● In 2020, purchased 362 Taiwan Renewable Energy Certificates (T-RECs) in 2020 ● Onshore wind power 10.4 million kWh (2021-2022)
Phase 2: External Partnerships	● Solar power 25 million kWh/year (2023-2032) ● Solar power 24 million kWh/year (2024-2034) ● Solar power 43 million kWh/year (2026-2030)
Phase 3: International Alignment and Net-Zero Implementation	● 2027-2030 total of 440 million kWh renewable energy (sourcing discussions) ● Achieving 25% renewable energy usage by 2030 ● Seeking power wheeling agreements with large-scale renewable energy providers to achieve 100% renewable energy usage

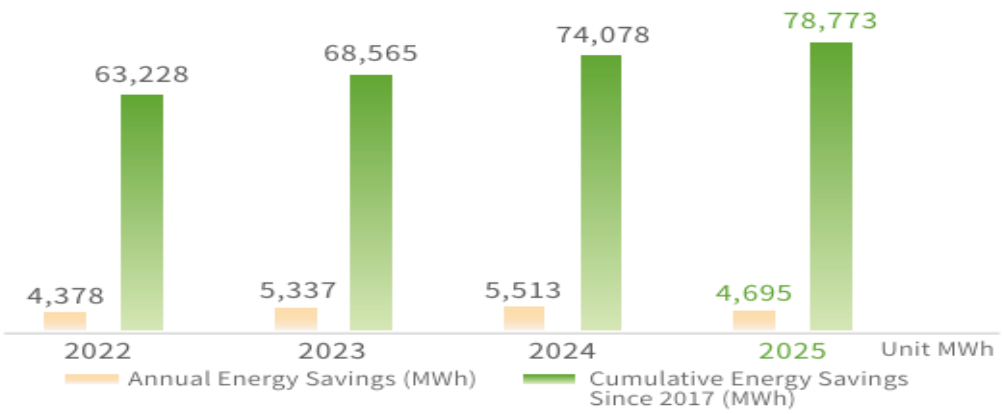
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Improving Energy Efficiency

- In 2018, the ISO 50001 energy management system was implemented and certified by a third party. In 2020, the digital energy management platform was established to enable real-time energy consumption monitoring, allowing for statistical analysis and intelligent optimization of system equipment. In 2023, energy baselines were introduced, with continuous optimization of system functions and enhancement of management capabilities, which was completed and put into operation in June 2024.
- During the planning and construction of new facilities, energy conservation was the main consideration, adopting a dual-temperature chilled water system and waste heat recovery and utilization in freezers. We continue to introduce various energy-saving technologies, including automated equipment control, improved equipment efficiency, energy recovery and reuse, and production management optimization. Energy-efficient equipment is also prioritized during the procurement stage.
- Personnel responsible for energy management have been trained across departments. There are currently 110 certified energy management personnel.
- In 2025, a total of NT$28.26 million was invested to implement 30 energy-saving projects, with total energy savings reaching 4,695 MWh (1.69×10^7 MJ/year).
- The 2026 energy-saving target is set at a cumulative 82,500 MWh/year from 2017 to 2026; the 2030 target is a cumulative 103,000 MWh/year from 2017 to 2030.

Energy-saving Performance Over the Years



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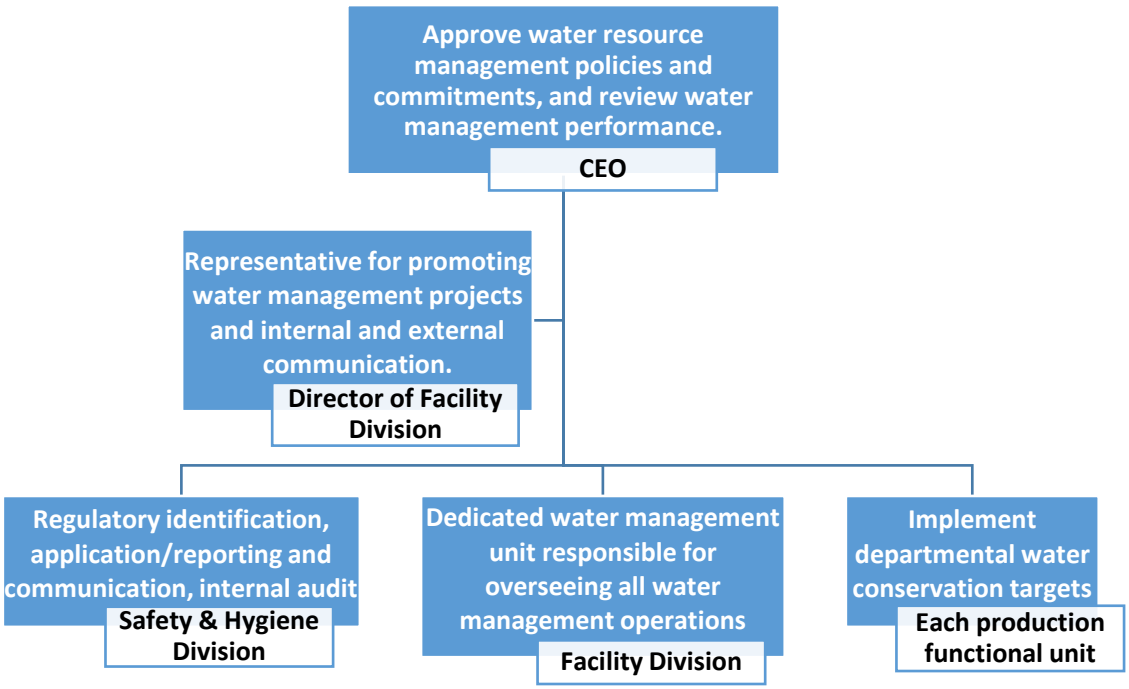
Water Resource Management

- ✓ The cumulative water consumption per unit of production capacity in 2025 decreased by 7.6% compared with 2017.
- ✓ Received Leadership Level "A List" rating in the CDP Water Security category in 2025.
- ✓ Received Alliance for Water Stewardship (AWS) Platinum Certification
- ✓ In 2025, a total of 5,530 thousand cubic meters of water was reclaimed and reused through the effective treatment of acid-alkaline, hydrofluoric, and organic wastewater recovery systems.

Water Resource Governance Structure

At Nanya Technology, the highest authority on water resource management is the President (CEO), who also serves as the convener of the Sustainable Development Committee. The CEO is responsible for approving and overseeing our water resource management policies, commitments, and targets, as well as reviewing performance outcomes.

Additionally, water resource management performance is incorporated into the performance evaluations and 360-degree sustainability assessments of senior management, influencing salary adjustments, bonus distribution, and other forms of compensation.



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Water Resource Usage

- ✓ Water consumption per unit of production capacity was 3.71 cubic meters/kpcs, a 7.86% decrease compared to 2024.
- ✓ Total ultrapure water consumption for the year reached 3,619 thousand cubic meters, a 3.9% increase compared to 2024.
- ✓ Ultrapure water consumption per unit of production capacity for the year was 3.31 cubic meters/kpcs, a 6.6 % decrease compared to 2024.

Item (thousand cubic meters)	2022	2023	2024	2025
Water withdrawal (A)	3,388	3,385	3,955	4,063
-surface irrigation water, groundwater, and tap water	3,360	3,385	3,955	3,971
-rainwater	12	28	0	0
Discharge volume (B)	2,695	2,446	2,864	3,017
Water consumption (A-B)	693	939	1,091	1,046
Percentage of alternative water source	0.8%	0%	0%	0%

Water Conservation Plan

- Long-term goal: Reducing water consumption per unit of production capacity by 34% by 2025 compared to 2017.
- Water conservation measures are integrated across operations, R&D, and production. These efforts include reduction and recycling, day-to-day management, and the classification and treatment of wastewater, combined with multiple levels of reuse, to achieve effective water savings.

Water Conservation Projects Completed in 2025

Type	Project Description	Water Saving Benefit (cubic meters/year)	Annual Water Saving Percentage
Wastewater treatment and recycling	Reduction in water usage of backup scrubbers through Edwards scrubbers	2,074	24%
Water-saving equipment	Gas & Chemical Department—water conservation improvements for empty barrel cleaning machines	456	5%
Process adjustment	CMP empty barrel cleaning tank parameters optimized for water conservation management	376	4%
	Adjustment of DAS local scrubber water replacement frequency	5,796	67%

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Water Conservation Projects Planned for 2026

Type	Project Description	Water Saving Benefit (cubic meters/year)
Wastewater treatment and recycling	Introducing OWWR-II reclaimed water into the pure water system to increase reclaimed water usage	45,000
	Expansion of hydrofluoric wastewater reclamation system	180,000
Process adjustment	Water savings from SDS filter cleaning process parameter adjustments	31
	Adjustment of EH DAS Scrubber water replacement frequency for water savings	30,900
	Improving water saving in acid exhaust scrubber towers	2,190

Status of Water Saving Target Achievement and Short-, Mid-, and Long-term Target Planning[1]

	2023	2024	Short-Term Target (2025)	Medium-Term Target (2030)	Long-Term Target (2035)
Water saving rate target	Reduction of 38.5%	Reduction of 38.5%	Reduction of 35.5%	Reduction of 37%	Reduction of40%
Water saving results	Reduction of 37.5%	Reduction of 35.1%	34%	-	
Achievement status	Not achieved	Not achieved	Not achieved [2]	-	

Note 1: The water conservation target is defined as the percentage reduction in water usage relative to 2017 levels.

Note 2: MBR membrane issue in wastewater treatment that reduced reclaimed water volume, the water consumption per unit of production capacity did not meet the target.

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Circular Economy

Raw Material Reduction

In 2025, a total of 32 proposals to reduce raw material usage were completed on the Kaizen Proposal System. Among the improvement projects implemented in 2025, the dry-free suck back (DFS) function was introduced in the PH area. By adjusting the photoresist nozzle cleaning formulation, the cleaning cycle gradually extended from 1 hour to 24 hours. This effectively improved photoresist utilization efficiency, reducing the consumption of seven types of photoresists by approximately 34 liters per month (~97%), representing the most significant raw material reduction improvement project.

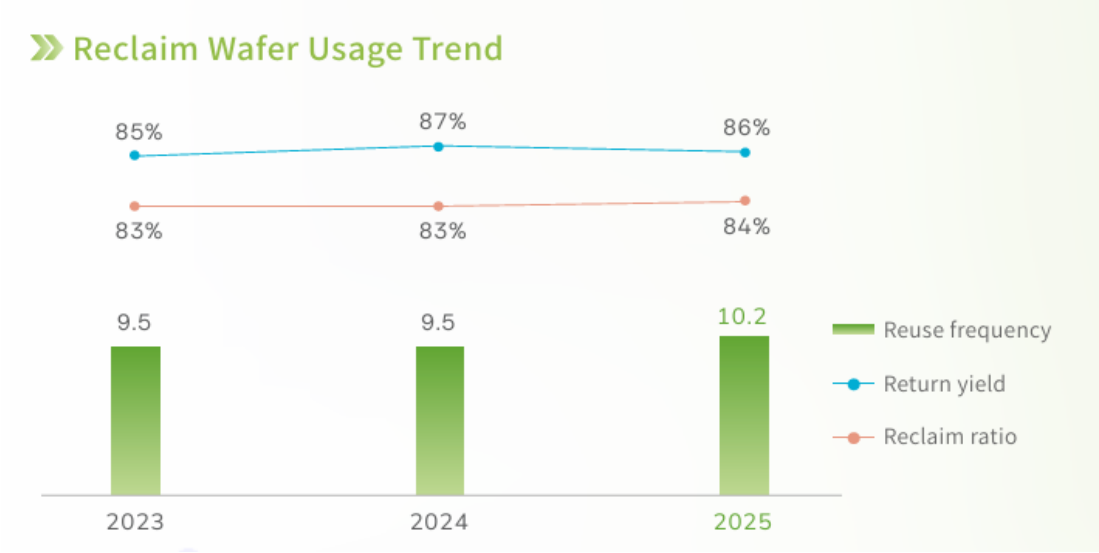
2025 Performance of Improvement Proposals to Reduce Raw Material Usage

Category	Number of Proposals	Benefit (NT$/year)
Development of new processes and formulas	9	13,781,416
Reduction of material usage in processes	23	54,655,649
Total	32	68,437,065

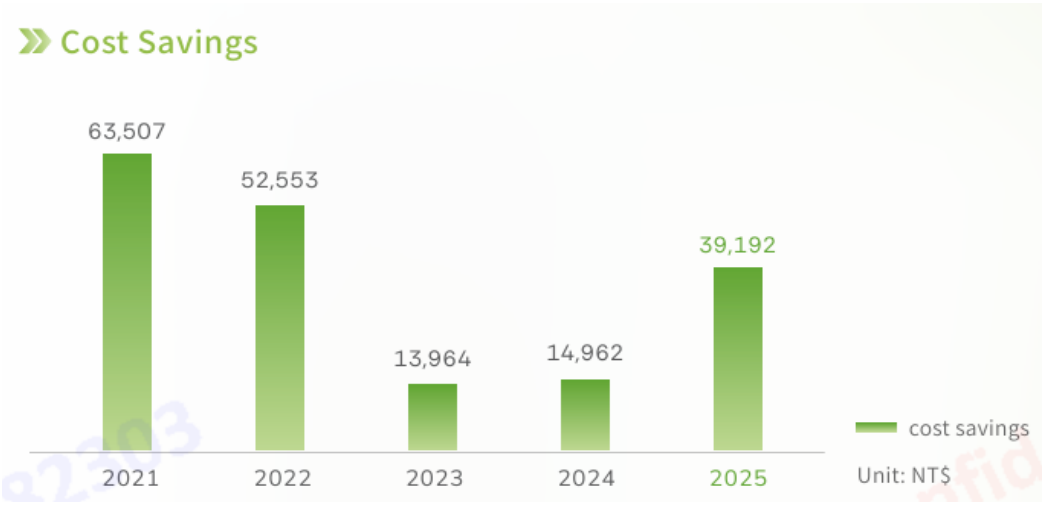
In-Plant Resource Recovery

- Nanya Technology has increased the use of reclaimed monitor wafers. These wafers are required during production to monitor process conditions. They can be reused 8 to 11 times after reprocessing, which reduces both the cost of purchasing new wafers and the generation of waste. Since 2017, supplier return yield has been used as a key indicator for the following year's allocation ratio, therefore increasing the number of wafers returned and the proportion of reclaimed wafers used in production. We also conduct regular reviews of defect categories with suppliers, who then implement process improvements and revise specifications. Since 2021, process adjustments by suppliers have reduced scrap caused by defects, raising the average return yield from 80% to 85%. As a result, the reclaim wafer input rate increased from 79% in 2021 and remained stable at 83% from 2023 to 2024. The rate further increased to 84.3% in 2025 and is expected to reach 84.5% in 2026.

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- The reuse rate of wafer boxes is nearly 100%, reducing approximately 15,000 new 12-inch wafer boxes each year, equivalent to a reduction of 68 metric tons of plastic.
- Packaging materials were recovered and reused to help reduce waste and lower packaging costs, saving NT$39,192 in 2025.



Outsourced Resource Recovery

- All waste was outsourced for treatment, with contractors processing it into industrial-grade materials, construction materials, or other raw material products. This includes incineration for reuse as fuel as a form of resource recovery.

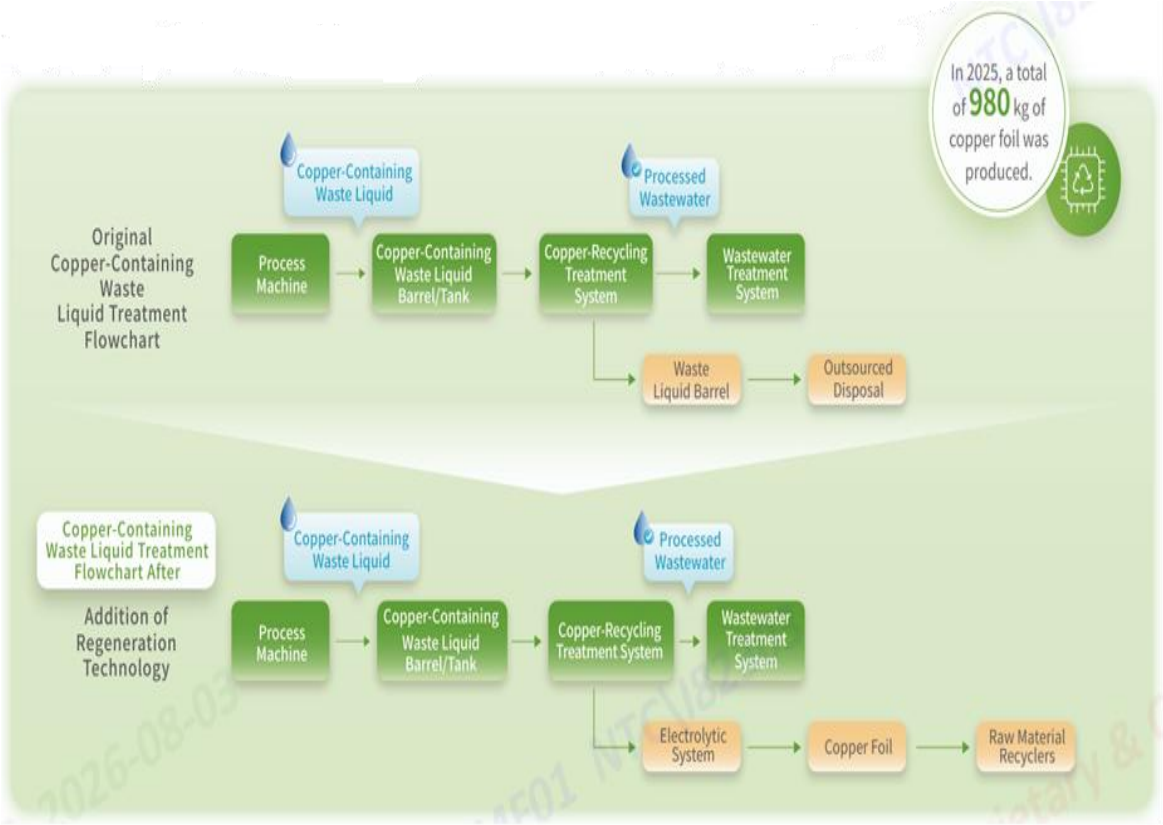
2025 Nanya Technology's Waste Outsourced for Recycling and Reuse

Waste resource recovery (%)	97.2
General waste resource recovery (%)	90.8
Hazardous waste resource recovery (%)	99.9

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Introduction of Waste Reduction and Resource Circulation Technologies

- Nanya Technology invested NT$8.29 million to establish an electrolytic regeneration system for copper waste solutions. The system uses resin adsorption followed by regeneration to produce high-concentration copper sulfate waste solution, which is then electrolyzed to recover copper foil, achieving resource circulation. In 2025, a total of 980 kg of copper foil was produced.



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Responsible Procurement

Sustainable Supply Chain

To ensure suppliers understand and implement sustainability practices, Nanya Technology has established a Supplier Code of Conduct, covering labor, health and safety, environment, ethical standards, management systems, and the commitment to protecting ecological resources. All suppliers are required to sign an agreement to the code annually and undergo comprehensive training and awareness programs. In 2025, both the signing and training coverage rates reached 100%.

Sustainability Audits

- ✓ 100% of Tier 1 suppliers (including Tier 1 significant suppliers) completed sustainability risk assessments
- ✓ 5% of suppliers were identified as high-risk; 100% completed both documentation and on-site audits, and all identified deficiencies were corrected through guidance

		2022	2023	2024	2025
Tier 1 suppliers	Number of suppliers surveyed	282	273	295	285
	Response rate (%)	100%	100%	100%	100%
Tier 1 significant suppliers	Number of suppliers surveyed	92	89	96	91
	Response rate (%)	100%	100%	100%	100%
Non-Tier 1 significant suppliers	Number of suppliers surveyed	80	79	75	70
	Response rate (%)	100%	100%	100%	100%

Supplier Engagement

As the era of carbon pricing approaches, Nanya Technology continues to advance low-carbon transformation across its supply chain while actively investing in the in-house development of 10nm-class advanced process technologies. Nanya Technology organizes an annual sustainable supply chain seminar. The 2025 event, titled "DRAM Supply Chain Low-Carbon Transformation Program Achievement Presentation." The program delivered 26 projects and achieved a carbon reduction of 8,536 metric tons—surpassing the original estimation of 6,300 metric tons and reaching a 135% achievement rate. The seminar convened 10 supplier partners that participated in the program—including Formosa Sumco Technology Corporation, Formosa Advanced Technologies, KANTO-PPC, MFC Sealing Technology, Jao Jai Enterprise, RSTEC Semiconductor, Tian-Cheng Science and Technology Corporation, Linde Taiwan Technologies Limited, Shih Her Technologies, and Echo Chemical—alongside the Industrial Development Administration of the Ministry of Economic Affairs, the Industrial Technology Research Institute, and National Taiwan University of Science and Technology to share program achievements and exchange insights. A total of 20 supplier partners and 76 participants attended.

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Conflict Minerals Management

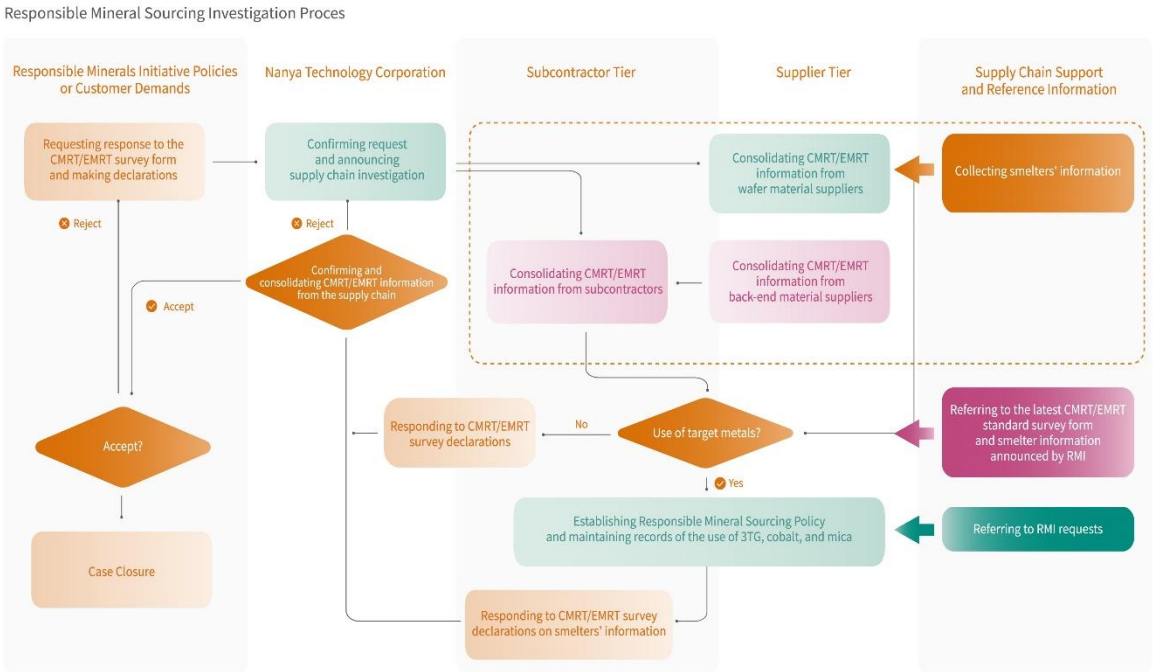
Nanya Technology is committed to conflict-free mineral management and responsible sourcing strategies. We have issued a Responsible Mineral Sourcing Policy in alignment with the Responsible Business Alliance (RBA) and the Responsible Minerals Assurance Process (RMAP). Suppliers and contractors use or have products containing gold, tantalum, tin, tungsten (3TG), cobalt, mica, or aluminum, copper, nickel, zinc, natural graphite, and lithium are all required to comply with Nanya Technology 's Responsible Mineral Sourcing Policy and participate in at least one supply chain survey per year.

- ✓ 100% of suppliers related to conflict minerals have signed the Responsible Mineral Sourcing Policy and the Declaration of Conflict-Free Metal
- ✓ 100% of products are labeled with "Compliant with RMI Policy & Conflict-Free Mineral"
- ✓ 100% of mineral and material sources are traceable

Survey of Conflict Minerals in the Supply Chain

Nanya Technology conducts annual surveys of its suppliers and subcontractors to trace the origin of minerals in its supply chain. We use the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) to collect data on high-risk minerals, including gold, tantalum, tin, tungsten, cobalt, and mica.

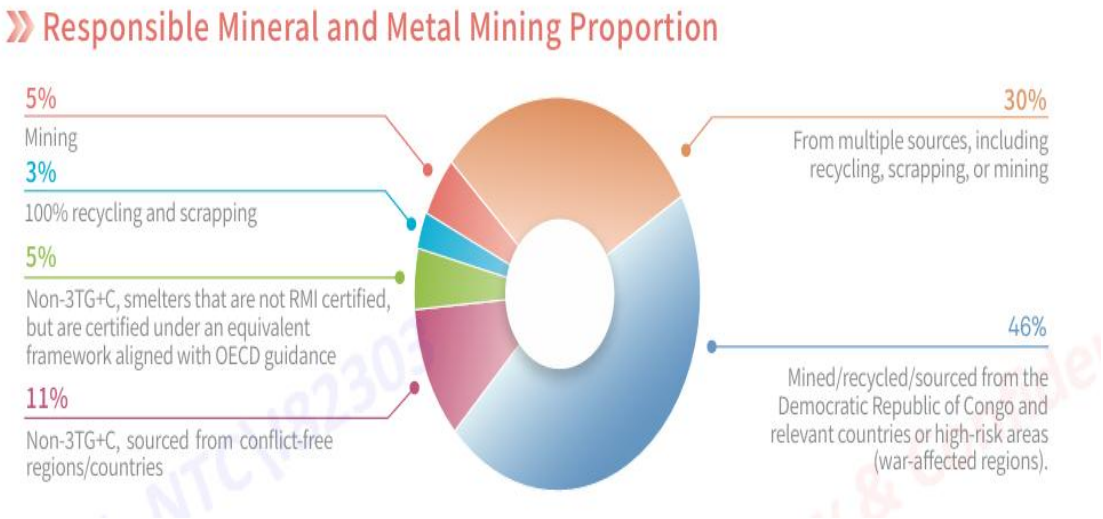
In response to the growing impact of global geopolitical developments on the supply and demand of strategic metals and increasing customer concern, the scope of responsible mineral sourcing traceability was expanded in 2024 to include aluminum, copper, nickel, zinc, natural graphite, and lithium. This serves to strengthen responsible sourcing management and transparency across the supply chain.



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2025 Survey Results

- In 2025, a total of 250 smelters or suppliers were surveyed. Among them, 211 smelters related to 3TG+C were recognized by the Responsible Minerals Initiative (RMI), and 100% either complied with the conflict-free metal and Responsible Minerals Assurance Process or held RMI certification or an equivalent OECD-compliant certification.
- The percentage of products with traceable raw material sources has reached 100%. Of the metal sources, 46% come from recycled materials, scrap, or mineral extraction; 30% are from multi-regional sourcing (partially from the Democratic Republic of the Congo or other African countries); 3% are from 100% recycled and scrap materials; and 5% are from mineral extraction.



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Diversity, Equity and Inclusion

2025 Performance		
Inclusive Culture ● 11sessions of cultural literacy seminars on inclusion and diversity ● 573sessions voluntarily responded to the "WoMen's Era" survey ● 1 seat of female representative on the Board of Directors	Employee Diversity ● 27.36% - are female employees ● 34.99% - of managers are women ● 100% of recruits are people with disabilities	Future Talent Investment ● 83 interns hired in technology, engineering, design, and finance ● NT$820,000 allocated to the Future Scholarship ● NT$7 million spent on industry-academia partnerships

Human Rights Protection and Diversity, Equity, and Inclusion

Nanya Technology values labor rights and complies with international human rights standards. We have established a Human Rights Policy and a Labor and Ethics Policy and promote human rights risk assessment and management. Nanya Technology has embraced diversity, equity, and inclusion (DEI) as a core principle in building an inclusive and diverse workplace. Progress on DEI initiatives is regularly reported to our Sustainable Development Committee.

Through a structured learning program, we ensure that all employees, whether full-time or part-time, and regardless of age or background—have equal access to learning opportunities. The course is designed to cover:

Building Core Foundational Knowledge	Cultivating a Culture of Inclusion and Cultural Literacy	DEI Leadership
To help employees develop a clear understanding of key concepts, our training programs cover the fundamentals of DEI, the benefits of fostering a diverse and inclusive workplace, the basics of unconscious bias, and common types of bias encountered at work.	In 2025, we held 11 sessions, including women's development themed seminars, humanities literacy seminars, and the "WoMen's Era" sharing session,	We also launched a "Diversity and Inclusion Leadership" course for mid-level managers to support their understanding and application of inclusive leadership practices. The program aims to cultivate a more open and inclusive work environment and promote the holistic development of all employees.

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Stable and Diverse Workforce Structure

- ✓ In 2025, Nanya Technology had 3,835 full-time employees, with 87.85% comprising professional personnel, reflecting a stable workforce structure.
- ✓ Nanya Technology is committed to gender balance. Currently, 34.89% of our female employees hold management positions, and women make up 12.55% of our mid-to-senior level managers. The figures are increasing annually.
- ✓ Nanya Technology upholds the employment rights of persons with disabilities, maintaining a hiring percentage that exceeds legal requirements.

Year	2022	2023	2024	2025
Total number of employees	3,685	3,647	3,693	3,835
Percentage of female employees	27.54%	27.78%	27.67%	27.35%
Percentage of female managers	34.44%	35.00%	34.89%	34.89%
Percentage of employees with disabilities	1.01%	1.13%	1.17	1.00
Percentage of foreign employees	3.01%	2.99%	2.81%	3.52%

Diverse Communication Channels

Establishing diverse and transparent communication channels to learn about employee feedback and address concerns promptly

Communication Meetings	Two-Way Communication Platforms	Online Surveys
● Regular all-hands meetings ● Regular meetings with union representatives ● Administrative liaison meeting ● Quarterly online staff meetings ● Ad hoc department meetings	● Sharing corner ● Feedback ● Pandemic prevention mailbox	● Satisfaction with food services ● Satisfaction with events ● Employee engagement surveys

Employee Benefits

Nanya Technology is a constituent of the Taiwan High Compensation 100 Index, offering competitive compensation and benefits. Nanya Technology provides all employees with a comprehensive range of benefits and facilities to support a stable quality of work and life.

- ✓ In 2025, total benefit expenditure amounted to approximately NT$38 million.
- ✓ A total of NT$14.07 million was provided in childbirth subsidies.

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Non-Pay Benefits

- Nanya Technology's employee welfare strategy, the "W.A.K.E. Friendly Workplace Program," ensures that 100% of our employees across all global operating locations, encompassing all full-time and part-time permanent staff receive non-pay benefits, including meals, transportation, Employee Welfare Committee activities, group insurance, health checkups, psychological counseling, and financial planning seminars.
- Tailored support is also provided for employees with different needs, such as health checkup subsidies for new hires, maternity-friendly benefits, commuter subsidies for scooter riders, and childcare subsidies for employees with young children.

			
Wellness	Assistance	Kindness	Exercise
Providing periodic health checkups for employees at intervals more frequent than legally required	Festival gift vouchers, birthday vouchers, scholarships for employees' children, group insurance, maternity and hospitalization subsidies	Six free one-hour sessions of professional psychological counseling per month, provided by external specialists	Diverse employee club activities

Compensation and Benefits

- Employee compensation and annual salary adjustment systems are in place
- A quarterly incentive bonus program is in place, and additional discretionary bonuses are given on an as-needed basis
- An Employee Stock Purchase Plan (ESPP) has been established and 100% applicable to all employees. For more details, please refer to Announcements (approved by the Board and announced on February 26, 2025).
- Non-pay benefits are provided to all employees. For more details, please refer to Talent | Nanya Technology Corporate Sustainability

Employee Engagement Survey

Nanya Technology conducts an annual Employee Engagement Survey to monitor employee satisfaction and understand their level of identification with us, using the survey results to implement concrete improvement measures.

✓ In 2025, the average employee engagement score was 77%, with a response rate of 94%.

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Talent Cultivation and Development

Nanya Technology complies with Taiwan's labor laws and ’our Labor and Ethics Policy in recruitment and employment, offering equal opportunities and a fair working environment. Talent selection is based solely on individual professional capabilities and experience, without discrimination based on age, race, gender, sexual orientation, religion, political affiliation, place of origin, marital status, appearance, or disability. Clear policies are in place for promotions, performance evaluations, training, and rewards or disciplinary actions after hiring, ensuring equal opportunities for all employees in terms of career development and training.

Diverse Recruitment Channels

- Ongoing use of online job advertisements and internal referrals
- Posting talent recruitment information on our social media page to increase visibility
- Strengthening industry-academia collaboration to recruit outstanding students
- Participating in university recruitment events
- Collaborating with local employment service stations to find talent for production line roles, conducting on-site interviews occasionally, and prioritizing the hiring of local residents

✓ In 2025, a total of 459 individuals were hired in Taiwan, with approximately NT$610,000 invested in recruitment expenses, averaging NT$ 1,348 per hire
✓ All management positions in Taiwan are held by Taiwanese individuals, achieving 100% local employment
✓ 100% of employees are eligible for the Employee Stock Purchase Plan (ESPP)

Comprehensive Talent Development—Five New Initiatives

（Job-specific development training programs）

- **New Process Autonomous Technology:** Implementation and mass production of new 1x nm process autonomous technology, introduction of second-generation process technology, production line development, overseas training, trade secrets, information security, technical papers, industry-academia collaboration, and outstanding team competitions.
- **New Product Development and Sales:** New product development, promotion and sales, mandatory job training, marketing and business, competency enhancement, and industry-academia collaboration.
- **New Facilities, Workforce, and Competency Development:** Recruitment and training for new fab construction, including orientation camps, Newcomer Training II, on-the-job training, production line skill training (for direct labor), and general education courses.
- **New-Generation Management Skills:** Leadership & communication training for the new generation, DEI talent cultivation, including training programs for supervisor reserve, diverse management for next-generation employees, high-potential talent cultivation, and the *woMen Era* events.

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- **New Skills Application and Cultivation:** Fostering and applying new skills through AI practical and in-service training programs, knowledge-sharing technical seminars, external training, internal instructors, continuing education, personal development, and team-building workshops.

- **New Process Autonomous Technology**
  - Technical papers, process improvements, and prototype creations: Foster technical skills and improve the quality of technical writing through competitions that encourage peer learning and knowledge exchange. Number of entries over the years:

	2022	2023	2024	2025
Number of entries	103	118	122	115

  - Outstanding team competition: Encouraging employees to participate in cross-departmental team projects and fostering a strong team culture and in-house technical capabilities. Number of participating teams over the years:

	2022	2023	2024	2025
Number of teams	17	16	17	17

  - Industry-academia collaboration: Enhancing the Company's R&D capabilities and strengthening the skills of young students. In 2025, the Company collaborated on seven projects with four universities, with a total investment of NT$7.02 million.

- **New Product Development and Sales**
  - On-the-job training: Through mandatory job-specific training, one-on-one mentorship programs, certification systems, and external training, employees receive systematic skills development.
  - Core courses: Courses to help employees meet the professional requirements of their role, comply with government regulations on labor safety and environmental hygiene, and fulfill customer expectations regarding product quality. Training hours for core courses over the years:

	2022	2023	2024	2025
Training hours	74,261	54,631	66,033	75,536

- **New Facilities, Workforce, and Competency Development**
  - Orientation Camps: Incorporating experiential and interactive learning to help new employees (including interns and part-time staff) quickly integrate into the Company's organization and culture, while completing foundational job training requirements to shorten the learning curve. Number of Orientation Camp participants over the years:

	2022	2023	2024	2025
Number of participants	555	268	413	625

  - Production line staff training: Providing pre-employment training in professional skills and equipment operation to ensure successful certification for production line staff. Production line staff training data

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over the years:

	2022	2023	2024	2025
Number of certified staff	71	78	89	98
Number of new hires	122	63	89	105

- **New-Generation Management Skills**
  - Supervisor reserve training: In response to Nanya Technology's growing need for management talent, a three-year program was launched to cultivate reserve managers at the department and section levels, focusing on foundational and managerial competencies. Since 2022, a total of 167 reserve managers has been cultivated over four years.
  - Next-generation talent cultivation: The Company values the development of young employees, aiming to unlock their full potential. Starting in 2025, a training program was designed for young engineers, focusing on essential job competencies and career development paths. Two cohorts were trained, totaling 83 participants.
  -

- **New Skills Application and Cultivation**
  - AI in practice: In response to industrial development and digital transformation, the Company actively builds and enhances its in-house AI technology capabilities. Number of AI talents trained over the years:

	2022	2023	2024	2025
Number of participants	402	460	517	571

  - Internal trainer cultivation: Various internal trainer cultivation programs are implemented to support knowledge transfer and talent cultivation. Number of newly certified internal trainers over the years:

	2022	2023	2024	2025
Newly certified trainers	9	4	6	10
Cumulative number of internal trainers	309	313	305	301

  - Personal development: In accordance with the In-Service Education Management Guidelines, the Company provides administrative resources and incentives to encourage continuous learning and personal development among employees. In 2025 a total of 748 employees enrolled in in-service degree programs. The employee substitution rate for open internal positions was 77.2%, while the fill rate for managerial positions was 82.2%.
  - Team Alignment Camps: To strengthen core Company values, annual strategic meetings and team alignment camps for managers are held to build consensus around annual Company strategies and effectively achieve Company goals. Number of participating managers at all levels over the years:

	2022	2023	2024	2025
Number of participants	582	545	384	301

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Regular Performance Appraisals and Feedback for All Employees

Evaluation Items				
Category	Multi-Dimensional Evaluation	Goal Management	Agile Project Management	Team Collaboration Evaluation
Evaluation Subjects	Plant/Division Heads and above Department Managers/Program Managers/Execution Engineers Section Managers/Project Managers/Principal Engineers Production Foremen/Team Leaders	Assistant Vice Presidents and above	Department Managers/Program Managers Section Managers/Project Managers/Taskforce Leaders/Shift Supervisors /Foremen Engineers/Managing Specialists Administrative/Technical/Business Assistants	Production Personnel
Evaluation Frequency	Annually	Annually	Quarterly	Monthly
Evaluation Method	180-Degree Evaluation: To ensure more objective performance evaluations, a 180-degree evaluation is implemented for Section Managers and above. Given their frequent communication and coordination with various departments, their immediate supervisors will select 4–6 peers or supervisors with whom they have business interactions to participate in the evaluation. 360-Degree Evaluation: Subordinates provide feedback on the managerial competencies of their managers as a reference.	Managers first conduct self-evaluations, providing explanations and their perspectives on material sustainability issues and indicators. The President then conducts a preliminary review of subordinate performance, followed by a final review by the Chairman. Additionally, quarterly executive meetings and semi-annual off-site meetings are held to collaboratively establish strategic goals and facilitate two-way communication.	Employee-centered evaluations begin with self-assessments, where employees reflect on their work and share their perspectives. Direct supervisors then evaluate their subordinates' performance, offering encouragement along with suggestions for improvement and support. This process serves as a platform for two-way communication, allowing both supervisors and employees to understand each other's views and align on work adjustments.	Supervisors evaluate employees based on criteria such as teamwork, cooperation, and learning ability.

Note 1: 180-Degree Evaluation—considering that mid-level managers frequently communicate and coordinate with various departments, their immediate supervisors will select 4–6 peers or supervisors with whom they have business interactions to participate in the evaluation.

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Note 2: 360-Degree Evaluation—subordinates provide feedback on the managerial competencies of their managers as a reference.

Talent Development and Training Effectiveness

✓ In 2025, the total number of participants (including repeat attendances) who completed talent development and training sessions reached 222,000, a 9.4% increase compared to 2024.

Unit: Hour

	2022	2023	2024	2025
Managerial roles	9,288	11,100	9,786	9,528
Professional skills	84,061	66,188	81,669	166,633
Core administration	57,216	47,714	60,158	41,468
Direct employees	10,708	9,277	9,273	9,959

In-Service Degree Program and Certification Support for Employees

✓ Established guidelines for in-service education management, offering subsidies and incentives to encourage employees to pursue degree programs during non-working hours, supporting personal development and the attainment of new academic qualifications.

✓ Degree programs and certifications are available to 100% of full-time employees.

Industry-Academia Collaboration for Training and R&D Innovation

Partner Institutions	Collaboration Details
National Tsing Hua University, National Taipei University of Technology, Chang Gung University, Ming Chi University of Technology	Academic collaborations are focused on semiconductor application technologies and product design and development, with regular discussions on research directions and outcomes.

Youth Empowerment—Broadening the Talent Pool in DRAM

Through campus engagements and collaborations with academic institutions, we support young students in bridging the gap between education and the workplace, enabling them to adapt quickly to professional environments while leveraging industry-academia resources, thereby collectively enhancing Taiwan's technological capabilities. Related programs include Future, Outstanding, Cultivate, Understanding, and Share.

Key Achievements in 2025:

✓ A total of 18 students received scholarships or grants with a total funding of approximately NT$820,000.

✓ Collaboration with 4 academic institutions on 7 industry-academia projects, with a total investment of NT$7million. 1 campus events were sponsored, with a total sponsorship of NT$600,000.

✓ Collaboration with 12 schools on internship programs, with a total of 124 students interning at Nanya Technology, including 41 in indirect positions and 83 in direct positions. 13 internship information sessions were held with a total of 583 participants, where managers explained the details of the internship

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programs and former interns shared their experiences.

✓ A total of 18 Company visits were held, with approximately 544 teachers and students participating.

Employee Turnover

	2022	2023	2024	2025
New hire rate	11.18%	4.80%	7.04%	12.3%
Voluntary turnover rate	8.8%	4.58%	6.21%	10.73%
Total turnover rate	9.05%	4.81%	6.35%	11.03%

Note1: Turnover rate = (number of resignations in January/total headcount at the end of January) × 100% + (number of resignations in February/total headcount at the end of February) × 100% + … + (number of resignations in December/total headcount at the end of December) × 100%

Note2: Voluntary turnover refers to employees who voluntarily express their intention to resign. Our calculation of turnover rate is primarily based on voluntary turnover rate. The total turnover rate includes both the voluntary turnover rate (including retirements) and involuntary turnover rate (including dismissals, layoffs, deaths, and other factors).

Note3: Direct interns (whose departure results from the expiration of internship contracts) are excluded from the turnover rate calculation.

Note4: The voluntary turnover rate excludes employees on unpaid leave.

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