

## Appendices for Talent Attraction in Nanya Technology

**Woman in workplace/ Woman in Management/ Number and Percentage of Female Staff** : In 2022, Nanya has 19 female mid-level managers, accounting for 20.00%; 3 female senior-level managers, accounting for 4.29%. Due to the nature of the semiconductor industry, a lower number of female workers than males in the labor market, our management roles are still dominated by males. And for revenue-generating departments, there are 116 female managers, accounting for 37.66%. (Please refer to 2022 Sustainability Report p.55)

The overall female manager ratio is 12.18% in 2022. Our goal is to reach  $\geq 15\%$  of female managers in 2025 to promote and encourage women in science and technology.

Number and Percentage of Female Staff in the Last 4 Years

2019		2020		2021		2022	
Number of females	Percentage of females	Number of females	Percentage of females	Number of females	Percentage of females	Number of females	Percentage of females
<b>Total employees</b>							
930	28.12%	973	27.47%	982	27.63%	1015	27.54%
<b>Senior manager (A)</b>							
3	5.17%	3	4.35%	3	4.35%	3	4.29%
<b>Mid-level manager (B)</b>							
15	18.29%	15	16.30%	15	15.63%	19	20.00%
<b>Entry-level manager (C)</b>							
8	12.50%	8	9.20%	9	9.38%	7	9.59%
<b>Head of revenue-generating department (management level)*</b>							
106	39.55%	108	37.11%	114	36.89%	116	37.66%
<b>Females working in STEM-related positions</b>							
360	14.84%	411	15.54%	428	15.92%	459	16.34%

2022 Percentage of females' managers

12.18%

2025 Goals for percentage of females' supervisors

$\geq 15\%$

### Nanya complies with Article 50 of the Labor Standards Act to grant maternity and paternity leave to employees as follows:

- **Maternity Leave:**  
A female worker shall be granted maternity leave before and after childbirth for a combined period of eight weeks. In case of miscarriage, 4 weeks' leave is granted to those who miscarry after the first 3 months; for between 2 to 3 months pregnant is granted a week's leave; and for less than two months pregnant is granted five days' leave. And full wage is paid for workers employed longer than 6 months; half pay for those in service for less than 6 months.
- **Paternity leave:**  
Pregnancy checkup leave and paternity leave shall not exceed 7 days in total and is limited to 7 times, and shall be taken within 15 days before and after the date of childbirth. However, if the spouse has not yet given birth, he or she can also take leave within 15 days before the due date.

### Part-time working options in Nanya:

The company has provided on-site massage services for colleagues and hires visually impaired masseurs for a long time. In 2022, the masseurs were hired as part-time workers for 4 hours a day, 2-3 days a week from 1:30-5:30 pm, Monday to Friday. A total of 9 masseurs are employed on shifts, their leave-related rights are based on their actual proportion of working hours according to Labor Standards Law. As for bonus and year-end bonus will be announced by our annual welfare policy.