Evolve Next

2025 • Sustainability Report

NANYA
Technology Corporation

Evolve Next

AI Era

Nanya Technology Drives **Compute into Impact**

AI

Computing Powers the Future

Sustainable Green Technology

Embracing the AI Era
Every connection moves the world forward

Driving **compute** into impact

Advanced Technology → Channeling innovation into everyday life

Networking for shared value

Green Manufacturing → Realizing eco-tech harmony

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Letter from the President

To all stakeholders of Nanya Technology:

Amid the rapid iteration of global technology and the ongoing restructuring of the industrial landscape, the semiconductor industry stands at a pivotal historical moment of transformation and advancement. The rapid development of applications such as artificial intelligence, high-performance computing, smart devices, and data centers drives the demand for memory and its continued evolution, while elevating expectations for technological innovation, quality management, operational resilience, and sustainable governance. In the face of an ever-changing external environment, Nanya Technology has consistently adhered to prudent operations and pragmatic improvement. We continuously create shared value, foster sustainable prosperity, and advance sustainable operations to build a stronger foundation for future development.

For Nanya Technology, beyond a continuous focus on technological breakthroughs, 2025 was a year of comprehensive advancement in management thinking, governance mechanisms, and corporate responsibility. We understand that quality is fundamental to earning customer trust and serves as an important cornerstone supporting long-term corporate development. Therefore, Nanya Technology continues to refine its quality management system as well as strengthen product reliability, process stability, and abnormality prevention capabilities. Through cross-departmental collaboration and continuous improvement mechanisms, we implement quality assurance at every stage, from research and development to manufacturing, supply, and service. We not only strive to meet standards, but also endeavor to establish a quality-centric management culture, making superior quality a key driving force behind competitiveness and sustainability.

In technological innovation, R&D is the most fundamental competitive strength of Nanya Technology

Technological research and development are the lifeblood of the technology industry and the core of sustainable corporate development. In 2025, R&D personnel accounted for 31.0% of Nanya Technology's total workforce, reflecting our long-term commitment to proprietary technologies. In advancing smart factories, Nanya Technology completed the development of 152 AI applications between 2018 and the end of 2025, generating annual benefits of NT$420 million. These applications have been deeply integrated into key operational areas such as process control, quality inspection, yield enhancement, and energy management. Globally, the Company has accumulated more than 8,600 patents, with 919 patents granted in 2025 alone. Nanya Technology has also been listed among the Clarivate Top 100 Global Innovators for consecutive years, further strengthening its technological moat and competitive advantages.

In talent development, our people are the cornerstone of Nanya Technology's innovation

We firmly believe that great technology must be supported by great talent. In 2025, the key talent retention rate reached 95.4%, demonstrating employees' recognition of and trust in the Company's development direction. Regarding the cultivation of young talent, we have trained 1,612 semiconductor professionals in total since 2021, representing a 31% increase compared to the cumulative total in 2024. These efforts continue to inject new momentum into the industry. Our commitment to human rights is also reflected in concrete ways across various aspects, including talent management; workplace safety; diversity, equity, and inclusion; prohibition of discrimination; prohibition of forced labor; and supply chain requirements. Nanya Technology will continue to advance human rights due diligence and related improvement initiatives, transforming human rights management from policy commitments into practical implementation and further enhancing the substance of corporate responsibility.

In environmental sustainability management, low-carbon transformation is a long-term undertaking, and not merely the establishment of annual targets

Nanya Technology continues to align with international sustainability trends and climate governance principles by incorporating climate-related risks and opportunities into its operational decision-making and risk management framework. From identification and assessment to response mechanisms, we are gradually strengthening our management depth and governance network. Through ongoing efforts in energy conservation, carbon reduction, process optimization, and enhanced reduction of process gases, carbon emissions per unit of production capacity in 2025 were 381 $kgCO_2e$ per kilopiece, the reduction rate of perfluorocarbon (PFCs) emissions reached 93.6%, while cumulative energy savings totaled 78,773 MWh, continuously exceeding annual targets. In addition, the Company achieved double "A" ratings, the highest possible, for climate change and water security from CDP.

In responsible procurement, sustainability responsibilities must extend throughout the entire industry chain

Nanya Technology recognizes that the realization of sustainability values cannot remain confined within the Company, but must extend across the entire industry chain. Through continuously strengthening communication, collaboration, and engagement with suppliers, we enhance supply chain management mechanisms, risk assessments, audit operations, education and training, and capability building, thereby progressively improving supply chain partners' management capabilities in areas including environmental protection, safety, labor and human rights, and ethical management. In 2025, a 100% conflict-free minerals commitment was maintained for all Nanya Technology products. In addition to achieving 100% for the completion rate of significant suppliers' self-assessment questionnaires, the correction rate of deficiencies identified during audits, and the signing rate of the Code of Conduct, the Company was also recognized as a CDP Supplier Engagement Leader, distinguishing itself as a semiconductor company with dual international accolades for supply chain transparency and sustainable governance. This achievement is also the best embodiment of our efforts to transform sustainability from a management requirement into the basis for shared consensus and mutual prosperity.

In ethical governance, governance quality is the foundation of long-term corporate trust

Nanya Technology continues to strengthen the Board of Directors' oversight role in sustainability-related matters, and responds to international sustainability standards and stakeholder expectations through a more comprehensive governance framework and transparency in information disclosure. In information security, the number of suppliers completing supply chain information security assessments reached 150, representing a 164% increase compared with the previous year. Customer satisfaction reached 95.7 points, exceeding the target of 91 points, while 114 customer technology exchange sessions were held throughout the year, surpassing the established target across the board. We believe that sound governance mechanisms not only contribute to stable corporate operations, but also serve as a vital foundation for building long-term trust and sustainable value.

Looking ahead

Nanya Technology will continue to steadily advance its operational and sustainability strategies, seize opportunities in the midst of industry transformation, and uphold its vision of becoming *The Best DRAM Partner for Smart World*. From technological innovation and quality enhancement to low-carbon transformation and responsible governance, the Company will endeavor to drive comprehensive corporate enhancement. We remain convinced that only by continuously strengthening sustainability governance and industry collaboration while pursuing business growth can long-term competitiveness be established in the rapidly evolving global technology landscape. Nanya Technology will continue to work together with employees, customers, supply chain partners, and stakeholders to move the semiconductor industry toward a more sustainable, resilient, and responsible future.

President

Sustainability Performance

The Best Partner for Our Customers

31.0 %

In 2025, R& D expenditure accounted for 10.6% of revenue, while R&D personnel represented 31.0% of employees, which demonstrates Nanya Technology's commitment to technological development.

NT$ 420 million

By the end of 2025, Nanya Technology developed 152 AI applications with annual benefits reaching NT$420 million.

919 cases

In 2025, 919 patents were granted to Nanya Technology.

An Employer Who Values Professional Talent

1,612 people

Nanya Technology expands its youth empowerment program for semiconductor talent, and has trained 1,612 people in total since 2021, a 31% increase compared to 2024.

95.4 %

Since 2019, a total of 326 key talents have been trained. The retention rate is 95.4%.

86.36 %

The return-to-work rate after parental leave was 86.36%, a 4.88% increase compared to 2024.

A Green Technology Producer

CDP A-List

Included in CDP's Climate Change and Water Security A List in 2025.

93.6 %

The reduction rate of perfluorocarbons (PFCs) emissions during industrial processes.

78,773 MWh

Total energy savings from energy conservation measures completed between 2017 and 2025.

Sustainability Performance

A Promoter of Shared Value

NT$125.78 million

From 2019 to 2025, the refund for foreign blue-collar migrant workers regarding items such as recruitment fees, transportation fees, service fees, medical examination fees, and document fees totaled NT$125.78 million, benefiting 4,903 individuals.

211 companies

A total of 211 smelter suppliers associated with 3TG+C metals (gold, tantalum, tin, tungsten, cobalt) and mica were tracked. All 211 suppliers reported they were recognized by the Responsible Minerals Initiative (RMI), achieving a compliance rate of 100%.

39 companies

A total of 39 smelter suppliers associated with metals subject to international import/export strategy, including copper and nickel, were tracked. All 39 suppliers reported they were recognized by the Responsible Minerals Initiative (RMI), achieving a compliance rate of 100%.

An Active Contributor to Society

3,987.5 person-hours

Nanya Technology's social engagement hours increased by 11.6% compared to the previous year.

2,208 participants

Number of annual participants for local arts and cultural promotion activities.

593.7 kg

Total weight of alien species removed (since 2020).

A Company that Honors Its Commitments

Superior customer service

We assist customers with early-stage product development and verification. Through parameter measurement services on the customer platform, we identify compatibility issues in advance and make improvements before mass production. In 2025, Nanya Technology completed a total of 1,142 measurement services cases and 28 joint qualification services cases.

150 suppliers

Nanya Technology improved information security management for its supply chain by selecting 150 suppliers for audits.

6 % ~ 20 %

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

Recognition and Awards

DJBIC

· 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

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

S&P Global

· Selected as an S&P Global Sustainability Yearbook Member—top **15%** in the semiconductor industry

Alliance for Water Stewardship (AWS)

· Awarded **Platinum certification**

ALLIANCE FOR WATER STEWARDSHIP

CDP

· CDP Climate Change **"A List"**
· Water Security **"A List"**
· Supplier Engagement Leader **"A List"**

Climate Water CDP A List 2025

ISS ESG

· Received **"Prime"** status for the sixth consecutive year in corporate evaluations

Corporate ESG Performance Prime RATED BY ISS ESG

MSCI

· MSCI ESG **"A"** Rating

Disclaimer

MSCI

Clarivate

· **Consecutively** recognized as one of Clarivate's Top 100 Global Innovators for **four years** from 2023 to 2026

Clarivate™

Sustainalytics

ESG Risk Ratings 20.92 (medium risk)

SUSTAINALYTICS

Corporate Governance Evaluation

· **Top 6%~20%** in the 12th (2025) Corporate Governance Evaluation

TAIWAN STOCK EXCHANGE 臺灣證券交易所

1111 Job Bank

· 2025 Happy Enterprise **Gold Award**

1111 2025 幸福企業 金獎

Taiwan's Top 100 Sustainable Companies Award

· Taiwan's Top 100 Sustainable Companies Award
· **2025 Annual Best Corporate Sustainability Reporting Award**
· Individual performance awards:
  · Climate Leadership Awards
  · Growth through Innovation Awards
  · Information Security Leadership Award
  · Transparency and Integrity Awards

TCSA

The 19th Construction Golden Safety Award (2025)

1 Business Strategy and Performance

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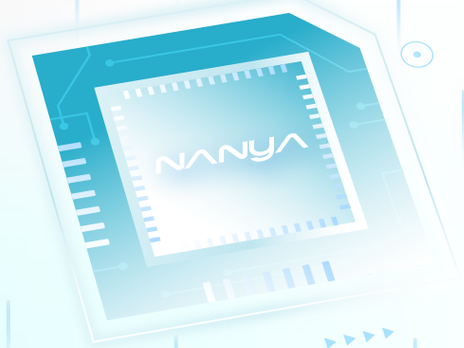
1.1 / About Nanya Technology

The Best DRAM Partner for Smart World

Nanya Technology was established in 1995 and was listed on the stock exchange in August 2000 (stock code: 2408). The Company is headquartered in Taiwan, serving as both its operational and R&D center, with sales offices located in the United States, Germany, Japan, and China. For information on its subsidiaries and business operations, please refer to page211. Nanya Technology is engaged in the research and development, design, manufacturing, and sales of DRAM. We focus on proprietary R&D and intellectual property, integrating smart manufacturing and green technologies to achieve both high efficiency and high-quality production capabilities.

Nanya Technology has successfully developed 10nm-class DRAM process technology and has begun mass production of its latest second-generation 10nm process technology (1B) for 8Gb DDR4 and 16Gb DDR5 products. LPDDR5 and LPDDR4 products are also under development. To address the evolving DRAM demand driven by diverse intelligent applications, the Company will further strengthen its competitive edge in the AI market by optimizing profitability of current capacity, increasing the proportion of high-performance computing products, developing customized ultra-high-bandwidth memory solutions, and accelerating new fab expansion.

2026 Shareholding Structure



Participation in Associations, Non-Profit Organizations, and Advocacy

As a member of the global semiconductor industry, Nanya Technology not only pursues excellence in its core business but also actively participates in exchanges with external entities to promote shared progress in the industry. Under the Sustainable Development Steering Center, Nanya Technology has established the Public Affairs Participation Group. This group is responsible for evaluating and deliberating on decisions related to public affairs involvement. In accordance with our Public Affairs Participation Guidelines, it conducts annual reviews on whether the climate-related associations we participate in align with the goals of the Paris Agreement. Through collaborations with industry peers, we are committed to limiting global warming to well below 2° C. Through supporting and engaging in international advocacy and industry organizations, Nanya Technology aims to collaborate with partners from all sectors, broaden its impact, and accelerate the industry's transition toward sustainability.

Membership Fees and Other Payments for Participation in Associations and Non-Profit Organizations

Unit: NT$ Thousand

Participating Role	2022	2023	2024	2025
Member				
Semiconductor Equipment and Materials International (SEMI)	-	643 (US$22,000)	458 (US$14,000)	-
Founding Member				
Semiconductor Climate Consortium (SCC, member since 2022)	469 (US$15,000)	469 (US$15,000)	474 (US$15,000)	470 (US$15,000)
Director				
Taiwan Semiconductor Industry Association (TSIA)	320	695*	640*	695*
Taiwan IC Industry & Academia Research Alliance (TIARA)	100	100	100	100
Taiwan Center for Corporate Sustainability (TCCS)	280	280	280	280
Taiwan Net Zero Emissions Association (TNZEA, member since 2021)	150	150	150	150

Note: In addition to the NT$320,000 membership fee, other payments represent shared expenses for activities organized by the association.

International Advocacy Organizations

Nanya Technology firmly believes that sustainable development requires cross-industry collaboration and collective action. We actively participate in international initiatives, embedding global sustainability standards into our corporate governance and operational practices. Together with industry peers, we are committed to advancing the sustainable transformation of the semiconductor industry.

SBTi | Science Based Targets initiative

Nanya Technology signed the SBTi commitment in 2021 and, in 2022, obtained validation for its WB2D decarbonization pathway under the SBTi framework. By adopting a science-based approach to our decarbonization strategy, we ensure our climate actions align with the goals of the Paris Agreement.

TCFD | Task Force on Climate-related Financial Disclosures

Nanya Technology began implementing the TCFD framework in 2018, formally declared its support in 2021, and has been publishing a standalone TCFD annual report since 2022. We systematically disclose the financial impacts of climate-related risks and opportunities across four key pillars: governance, strategy, risk management, and metrics and targets.

IFRS S2

Based on the Financial Supervisory Commission ‘s “Taiwan’ s Roadmap for Alignment with the IFRS Sustainability Disclosure Standards,” Nanya Technology established a cross-departmental task force to advance climate-risk identification and financial impact assessment, expand the scope of greenhouse-gas inventories, and develop transformation plans, and to compile a dedicated sustainability chapter in its annual report according to the four-pillar framework of governance, strategy, risk management, and metrics and targets.

TNFD | Taskforce on Nature-related Financial Disclosures

In 2024, Nanya Technology published its first integrated TCFD and TNFD report, establishing science-based targets for nature and evaluating the development of SBTs for non-climate environmental issues such as water resources. This reflects our commitment to biodiversity and natural capital governance.

Carbon Disclosure Project | CDP

Nanya Technology participates in the CDP Climate Change and Water Security questionnaires every year. In 2025, we achieved Leadership Level ratings in both categories and were recognized as a Supplier Engagement Leader among the top-performing global DRAM manufacturers.

Alliance for Water Stewardship | AWS

Nanya Technology adopts the AWS international standard to systematically optimize water management across its facilities. We promote water conservation, recycling and reuse, and watershed risk assessment. In response to the semiconductor industry's high reliance on water resources, we have implemented responsible water stewardship practices and achieved Platinum-level certification.

Semiconductor Climate Consortium | SCC

Nanya Technology is a founding member of the SCC. We collaborate with leading global semiconductor companies, including Micron Technology and SK Hynix. Together, we develop decarbonization solutions for manufacturing processes and promote greenhouse gas reduction across the supply chain, working toward the semiconductor industry's net-zero vision.

Responsible Minerals Initiative | RMI

Nanya Technology follows the RMI framework to promote responsible mineral sourcing. Suppliers are required to participate in supply chain due diligence covering minerals including gold, tantalum, tin, tungsten (3TG), cobalt, mica, as well as aluminum, copper, nickel, zinc, natural graphite, and lithium. In 2025, a total of 284 smelters were surveyed. Among them, all 255 3TG+C-related smelters were recognized by RMI, achieving a 100% compliance rate.

1.2 / Products and Operating Performance

Product Introduction

Nanya Technology is one of the world's key suppliers of DRAM. Our main product lines include standard, consumer, mobile, and automotive and industrial memory, as well as customized solutions. Nanya Technology places *technological innovation* at the core of its values and primary growth driver. We are committed to investing more R&D resources to accelerate the development of 10nm-class process technology and more new-generation DDR5 / LPDDR5 / AI high-bandwidth products to strengthen our competitive edge.

20nm

Leveraging our existing consumer application customer base, we are actively optimizing 20nm products for diverse low-power applications while exploring their potential in high-end automotive and TVs. For server product sales, in addition to stabilizing relationships with existing large customers, we will also reach out to small and medium-sized customers in regional data centers worldwide to expand our sales channels and customer base.

10nm

In 2026, we plan to complete product validation for second-generation 10nm-class (1B) 16Gb DDR4 and 8Gb/16Gb LPDDR4 products. In addition, 8Gb/16Gb LPDDR5 products will begin trial production. The pilot product (16Gb DDR5) using third-generation 10nm-class (1C) process technology entered trial production in the third quarter of 2025 and is expected to complete validation in the third half of 2026. The pilot product using fourth-generation 10nm-class (1D) process technology is scheduled to enter trial production in the third quarter of 2026. Customized product development is expected to contribute additional revenue in the first half of 2027.

Market Overview

DRAM is a critical component enabling intelligence across all electronic devices and is essential to the development of AI. It is widely used in data centers/servers, smartphones, personal computers, and consumer electronics. According to market research projections, the annual growth rate of DRAM bit demand is expected to be approximately 16% to 20% from 2026 to 2029.

The widespread adoption of AI is driving rapid growth in DRAM demand. Major suppliers are reducing output of DDR4/LPDDR4, and gradually shifting their capacity toward High Bandwidth Memory (HBM) and DDR5/LDDR5. Capital expenditures are primarily focused on advanced process technologies and high-end products. As a result, overall DRAM supply remains relatively tight and is expected to continue through 2027.

With the advancement of AI, cloud service providers continue to invest in AI servers equipped with large volumes of high-end DRAM (HBM, LPDDR5, and RDIMM). Edge computing is also being increasingly integrated into end devices such as AI PCs, AI smartphones, and AI robots, further increasing DRAM content per device and demand growth.

DRAM Application Trends

Servers	Driven by high-performance cloud-based AI computing, demand for HBM and DDR5 continues to grow. Demand for DRAM in both AI servers and conventional servers is expected to grow further, with continued expansion anticipated in 2026.
Smartphones	DRAM demand for smartphones is expected to remain relatively stable. However, higher-capacity DRAM in premium models is trending, and the rise of AI-enabled smartphones is further increasing demand for high-capacity LPDRAM.
Personal Computers	Although overall PC shipments may decline slightly, operating system upgrades are expected to increase DRAM content per unit, supporting modest growth in overall PC market demand.
Other Products	The networking and communications market remains steady. While demand for high-end consumer products is robust, demand for low-end products has softened.

Business Development Plan

Short-Term

- Strategic Support for the Consumer Electronics Market: Expanding production of 20nm and 1Bnm DDR4 products to broaden applications in digital TVs, networking and communications equipment, solid-state drives (SSDs), digital imaging devices, set-top boxes, and automotive and industrial electronics, thereby enhancing profitability.
- Promotion of 1B Products: Promoting the adoption of 16Gb DDR5 in the PC segment, providing overclocking solutions, and progressively implementing validation processes for applications in SSDs, networking and communications equipment, and server modules to broaden future applications.
- Maintaining Low-Power Market Presence:
  - ① Focusing on mid- to high-end consumer applications such as automotive systems, voice assistants, handheld devices, smartwatches, and digital TVs, with increased emphasis on automotive applications.
  - ② Strengthening strategic partnerships with customers in 5G communications applications.
  - ③ Securing a position in key markets such as multi-chip packaging for digital cameras and embedded stacked packaging applications.
- Optimizing Niche Product Sales: Allocating capacity efficiently to support known good die (KGD) demand and continue expanding applications in digital TVs, networking and communications equipment, digital imaging devices, and storage products.
- Expanding Customized Business: Introducing customized AI high-bandwidth memory production lines.
- Accelerating construction of the 5A fab, with process equipment expected to be installed in early 2027.

Long-Term

- Process Scaling: While the promotion of existing product lines continues, we will enhance our competitive edge through independent R&D of 1C/1D/1E process technologies for product scaling. Meanwhile, we are also developing a high-capacity, high-speed product portfolio to address market demands across low-, medium-, and high-capacity segments.
- New Types of Business: Accelerating the development and mass production of customized ultra-high-bandwidth memory products to meet the growing demand for AI edge computing.
- Capacity Planning: Accelerating the 5A fab expansion in the short term while planning site selection and capacity allocation for future manufacturing facilities over the medium to long term.

Company Annual Production

2025

Standard Products	Low-Power Products	Total Production Volume
567,168 kpcs	134,991 kpcs	702,159 kpcs

Self-Sufficiency Rate (%) 100%

Operating Performance

Nanya Technology reported consolidated operating revenue of NT$66.59 billion in 2025, a significant increase of approximately 95.1% from NT$34.13 billion in 2024. Benefiting from improvements in the global memory supply-demand structure, we returned to profitability, recording a net income of NT$6.61 billion, a net margin of 9.9%, and earnings per share of NT$2.13 for the year.

In response to the surging demand for high-end memory driven by artificial intelligence, major manufacturers began reallocating production capacity in the second quarter of 2025. They announced plans to discontinue DDR4 and LPDDR4 supply and shift capacity toward HBM and high-capacity DDR5 modules. This led to a notable increase in market prices. In the third quarter, our average selling price rose by more than 40% quarter over quarter, while sales volume increased by over 20%. In the fourth quarter, the average selling price increased by more than 30% from the third quarter, while sales volume grew by approximately 10% quarter over quarter. As a result, full-year operating revenue increased substantially.

The Company returned to profitability beginning in the third quarter of 2025. Net income for the third quarter reached NT$1.56 billion, while fourth-quarter net income surged significantly to NT$11.09 billion, demonstrating strong earnings momentum. Operating conditions are expected to continue improving.

Financial Performance During the Last Four Years

	2025	2024	2023	2022
Market Capitalization (in NT$100 million)[Note1]	5,980.4	906.3	2,416.5	1,586.2
Operating Revenue (in NT$100 million)	665.9	341.3	298.9	569.5
Operating Income (Loss) (in NT$100 million)	52.4	(105.5)	(144.6)	110.0
Net Income (Loss) Attributable to Owners of the Parent (in NT$ 100 million)	66.1	(50.8)	(74.4)	146.2
Return on Equity Attributable to Owners of the Parent (%)	3.9	(3.1)	(4.3)	8.3
Total Amount of Cash Dividends (in NT$100 million)[Note2]	46.5	-	-	66.0
Cash Dividend Per Share (in NT$)[Note2]	1.35	-	-	2.13
Employee Welfare Expense (in NT$100 million)	72.3	58.6	50.8	67.7

Note 1: Calculated based on the closing stock price at the end of each year
Note 2: Dividends are disclosed based on the dividend attributable year and are distributed in the following year

2025 Consolidated Revenue
NT$66.59 billion
Up **95.1**% YoY

Net Income
NT$6.61 billion
Net Margin **9.9**%

Green Revenue

Nanya Technology has actively engaged in green economic activities, demonstrating tangible achievements in environmental sustainability in semiconductor manufacturing. Nanya Technology's Fab 3 obtained the **Green Factory Label** (No. GF0079) in November 2023 and successfully obtained the Cleaner Production Assessment System Certification for the semiconductor industry (IC manufacturing). These achievements have established an important foundation for the Company's green manufacturing capabilities.

In 2025, Nanya Technology's total annual revenue reached **NT$66,586,520 thousand,** of which NT$66,483,483 thousand was generated from dynamic random-access memory (DRAM) products manufactured by Fab 3, representing 99.84% of the Company's total annual revenue. This milestone demonstrates that the Company's core products strongly align with the qualification criteria for green economic activities. Such dedication further reflects the Company's long-term achievements in and commitment to process optimization, enhanced resource efficiency, and reduced environmental impact, as well as underscoring its steady progress toward low-carbon and sustainable development goals.

Tax Policy and Information

Nanya Technology has established a dedicated Tax Policy to effectively control tax risks, create long-term corporate value, pursue sustainable development, and fulfill corporate social responsibility, thereby fully safeguarding the interests of the Company and its investors. Nanya Technology's Tax Policy has been approved by the Board of Directors, our highest governance body. Tax management is overseen by the Sustainable Development Committee, a functional committee under the Board, which monitors significant risks related to relevant policies, procedures, and legal compliance, and reports on management status or significant risks to the Board in a timely manner.

Nanya Technology Tax Policy

- Develop a relationship of mutual respect with tax authorities based on trust and good faith.
- Disclosures in financial reports are made in accordance with applicable regulations and reporting requirements.
- Shall not transfer profits to lower tax jurisdictions
- Shall not adopt tax havens or tax structures that are meant for tax avoidance.
- Commit to compliance with local tax laws and regulations and their underlying spirit in all operating regions and responsibly fulfill our tax filing and payment obligations.
- The company analyzes the operating environment needs to assess tax risks; make major operating decisions with consider the impact of taxation.
- Inter-company transactions shall be based on the arm's length principle, in compliance with transfer pricing guidance published by the relevant authority.

Tax Performance During the Last Two Years

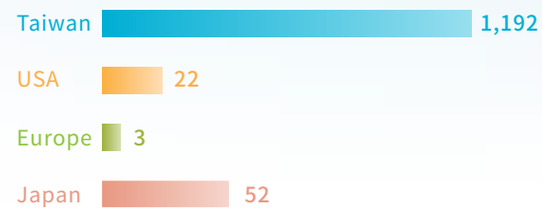
Unit: NT$ Million

	2025	2024
Net Income (Loss) Before Tax	7,882	(6,557)
Income Tax Expense (Profit)	1,269	(1,474)
Income Taxes Paid	67	4

The Company benefits from tax incentives; for details, please refer to page 34 of our *2025 Consolidated Financial Report*.

2025 Income Tax Expense by Country

Income Tax Expense — Unit: NT$ Million



Total **1,269**

Government Grants Received in 2025

In response to the global trend toward net-zero emissions and increasingly stringent supply chain sustainability requirements, we actively support government policies and leverage financial subsidies to accelerate our low-carbon and smart transformation, while expanding our decarbonization impact across the supply chain.

To promote industrial upgrading and transformation, enhance industrial competitiveness, and strengthen economic resilience, the Ministry of Economic Affairs has launched the *Large Enterprises Leading Small and Medium Manufacturers in Low-Carbon and Smart Transformation Upgrade Subsidy Program* under the *Special Act for Enhancing Economic and Social Resilience and Public Sharing of Economic Achievement in the Post-pandemic Era.* The program encourages leading manufacturers to support their supply chain partners in adopting low-carbon management mechanisms, reducing carbon emissions, and improving the efficiency of smart manufacturing and supply chain management. The Company participates in this program as a leading enterprise, working with supplier partners to advance decarbonization initiatives and promote sustainable development across the supply chain.

Type	Granting Entity	Program	Amount
Subsidy/Grant	Industrial Development Administration, Ministry of Economic Affairs	Large Enterprises Leading Small and Medium Manufacturers in Low-Carbon and Smart Transformation Upgrade Subsidy Program	(in NT$ thousand) 15,948

Note: The total approved subsidy amount for this program is NT$25,500 thousand, to be disbursed in two phases: We claimed NT$9,552 thousand (first phase) in December 2024, and claimed the remaining NT$15,948 thousand (second phase) in December 2025. The disclosed amounts are based on the actual amount recognized in our annual financial statements.

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2.1 Sustainability Vision and Governance

Sustainability Vision and Policy

As a professional memory manufacturer, Nanya Technology not only strives for innovation and competitiveness, but also actively adheres to its Corporate Sustainability Policy . We are committed to establishing a strong interactive network with stakeholders like employees, shareholders, customers, suppliers, and society to jointly create a future vision of sustainable development.

Sustainability Organization and Governance

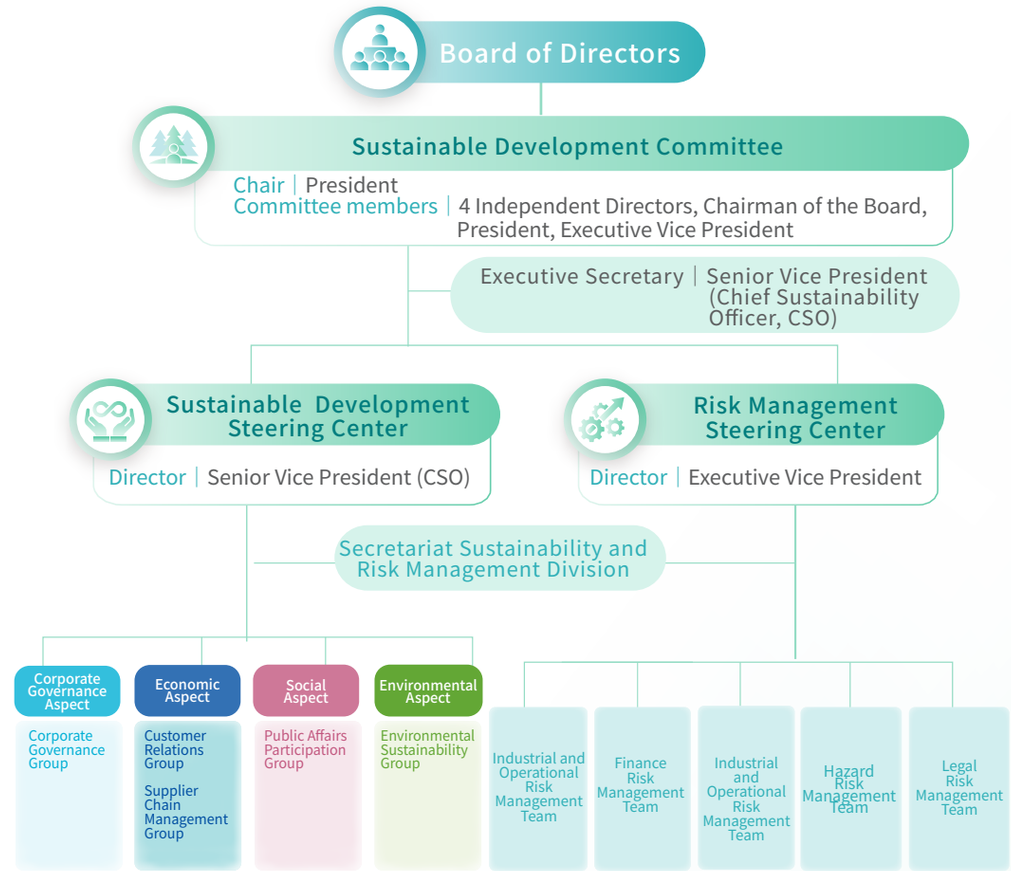
Nanya Technology officially upgraded its Sustainable Development Committee to a functional committee under the Board of Directors in August 2022. The committee consists of the Chairman of the Board, 4 Independent Directors, and 2 Executive Directors. The members collectively appoint the President as the Convener, while the Chief Sustainability Officer (CSO) serves as the reporter. The committee supervises the implementation of *sustainable development* and *risk management* efforts. Since its establishment, we have regularly reported on sustainability and risk projects during board meetings twice a year. It regularly reviews the Company's sustainable development strategy, vision, goals, implementation guidelines, and results as well as the routine tracking of risk management. This process ensures members of the Sustainable Development Committee and the Board of Directors are well-informed on the progress of the Company's sustainability initiatives, the goals set for material issues in the coming year, the implementation status of goals for the previous year, key highlights, and stakeholder engagement, thereby raising sustainability governance to a higher level.

The Sustainable Development Committee delegates the implementation of sustainability and risk management initiatives to the Sustainable Development Steering Center and the Risk Management Steering Center. The Executive Vice President and Vice President serve as the Directors, and the Sustainability and Risk Management Division under the President Office serve as the Secretariat to continue communicating the importance of sustainable development to business administration. The division is responsible for convening Sustainable Development Quarterly Meetings and Risk Management Quarterly Meetings. It coordinates and controls various action plans and risk categories, while integrating and supervising the execution progress and outcomes of corporate governance and economic, social, and environmental sustainability. This ensures effective communication both horizontally and vertically across the organization, driving the achievement of sustainable development.

The Chief Sustainability Officer (CSO) is responsible for reporting to members of the Sustainable Development Committee and maintaining strong engagement with stakeholders to communicate progress on sustainable development issues. The CSO also ensures smooth cooperation with experts across various sustainability issues, and fosters cross-departmental communication within the Company, with a focus on achieving sustainability goals and promoting implementation guidelines. In 2025, there were no major critical events that required communication with the Board of Directors.

Please refer to the chapter titled "Integrity and Transparency" for Nanya Technology's risk management implementation in 2025.

Nanya Technology Sustainable Development Committee



2025 Sustainable Development Committee Work Items

Sustainable Development Work Planning (Sustainable Development Steering Center)

- Regularly reviewed the achievement of annual targets and key performance indicators (KPIs).
- Promoted climate change management, strengthened greenhouse gas inventory and reduction initiatives, and aligned with TCFD and IFRS S2 disclosure requirements.
- Introduced financial quantification analysis of climate-related risks and opportunities, and progressively established mechanisms linking scenario analysis with internal decision-making.
- Enhanced sustainable supply chain management, implemented supplier assessment, audit, and guidance mechanisms, and promoted capacity building and sustainable mutual prosperity for key suppliers.
- Strengthened corporate governance and risk management mechanisms by integrating enterprise risk management (ERM) with sustainability issues, thereby enhancing the Board of Directors' oversight function.
- Promoted Human Rights Due Diligence and continued to monitor international human rights issues such as forced labor and anti-discrimination.
- Deepened stakeholder communication, collected feedback through diverse channels, and responded to material issues.
- Continuously optimized the quality of sustainability information disclosure, refined the content of the Sustainability Report, and improved alignment with international rating and assessment agencies.
- The publication of Nature and Climate Report reports to integrate a management framework for nature- and climate-related risks, thereby building a green, low-carbon value chain.

Formulation of Risk Management Assessment and Response Measures (Risk Management Steering Center)

- Sales and marketing risks
- Wafer manufacturing and back-end packaging and testing risks
- Operation supporting risks
- Human resource risks
- Privacy management risks
- Information security risks
- Quality risks
- Environmental, safety and hygiene risks
- Corporate strategy and financial risks
- Emerging risks

Legal compliance review and response (Compliance platform)

- Reviewed known legal compliance
- Response measures to new regulations

Board of Directors' Participation in Sustainability Governance–Highlights from Reports to the Sustainable Development Committee and Board of Directors

To strengthen sustainability governance and oversight, the Board of Nanya Technology demonstrates unwavering commitment to sustainability issues and acts upon regular reports about material issues from the Sustainable Development Committee. In 2025, the key items reported by the Sustainable Development Committee to the Board included sustainability organization and strategy, greenhouse gas inventory and verification reports, risk management organization and risk identification status, and the review and publication of our *Sustainability Report*. These actions underscore that our Board has integrated sustainability into core corporate governance, reflecting its deep dedication and a proactive approach towards ESG topics.

2025 Work Plan

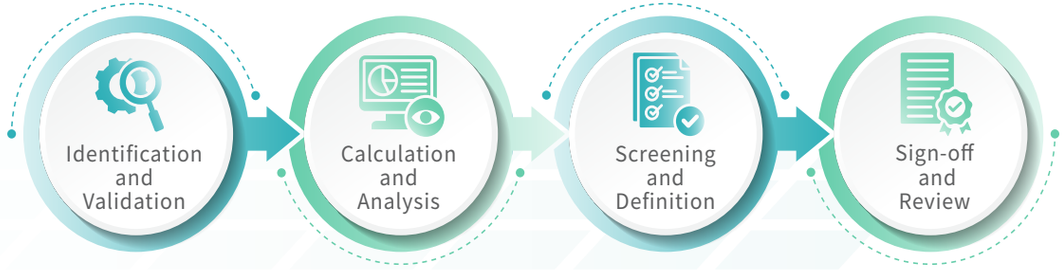
- Implemented sustainable supply chain improvement projects, including product carbon footprint management and Supply Chain Leadership Low-Carbon Transition Program
- Continued optimization of corporate governance, including revisions to the Sustainable Development Committee Charter
- Strengthened the Carbon Reduction Task Force's functions and implemented carbon reduction action plans in response to the Ministry of Environment's carbon fee policy
- Drafted an implementation plan aligned with the Financial Supervisory Commission's Plan for Introducing IFRS Sustainability Disclosure Standards, completing phased action plans and declarations

2.2 Materiality Analysis

Nanya Technology established a double materiality assessment process by considering the impact of issues on corporate financial operations and external sustainability impacts to ensure the effectiveness of its sustainable development strategy. We actively listen to stakeholder concerns regarding ESG topics and responded to their expectations and needs. At the same time, we assess the impact of sustainability issues on our operations as well as the financial impact of sustainability-related risks and opportunities; we also consider Nanya Technology's impact on the external economy, environment, and society (including human rights). Nanya Technology identified the material ESG topics for 2025 by collecting diverse perspectives from stakeholders, senior executives, and employees involved in sustainability initiatives through four types of questionnaires. These insights not only serve as a key basis for compiling the *Sustainability Report* but also lay a solid foundation for the promotion of ESG projects.

Materiality Analysis Process

Nanya Technology conducts materiality analysis annually. Following the requirements of GRI 3: Material Topics of the GRI 2021 Universal Standards, we included economic, environmental, and social (including human rights) impacts in the assessment and established a double materiality analysis framework with reference to the Corporate Sustainability Reporting Directive (CSRD). A four-stage double materiality identification process consisting of *Identification and Validation, Calculation and Analysis, Screening and Definition, and Sign-off and Review* was established. Through systematic assessment, ESG topics with material financial impact on internal operations, significant impact on the external economy, environment, and society (including human rights), and high stakeholder concern were identified and defined as the material issues for 2025. Nanya Technology also developed relevant management policies and long-term goals based on these results to continue driving its sustainable development strategy, laying the foundation for the Company's long-term sustainability.



Step 1 | Identification and Validation

Identifying Key Stakeholders

In accordance with GRI Standards and the international AA1000 Stakeholder Engagement Standard (SES), Nanya Technology identified seven key stakeholder groups through a stakeholder identification process, including employees, shareholders/investors, customers, suppliers, government, society, and the media. The Company collected and analyzed the top seven issues of concern for the aforementioned seven stakeholder categories and established corresponding communication channels. Through continuous engagement and feedback mechanisms, issues of concern to stakeholders were incorporated into the Company's daily sustainability management and annual action plans to strengthen communication and cooperation between the enterprise and its stakeholders.

Validation of ESG topics

We identified ESG topics relevant to Nanya Technology's operations from both internal and external perspectives. Our sources include international sustainability regulation standards (GRI Standards, ISSB, SDGs, TCFD, TNFD, SBTi, ESRS), industry-specific topics (RBA, SASB), sustainability ratings (DJBIC, CDP, MSCI ESG Rating, FTSE 4 GOOD Emerging Index), stakeholder communication processes, and internal business goals. A total of 24 ESG topics were consolidated for Nanya Technology. Compared to the previous year, *Product Quality* was added this year to better align with international sustainability trends and the focus of industry peers, while *Human Rights* was renamed to *Human Rights and Labor Relations*.

Step 2 | Calculation and Analysis

Impact Materiality

Questionnaire 1: Stakeholders' Level of Concern Survey

In addition to ongoing engagement with stakeholders through daily operations, before publishing the report, we conducted a questionnaire targeting the seven key stakeholder categories identified. A total of 3,406 responses were collected and broken down as follows: employees (3,342 responses), shareholders/investors (4 responses), customers (13 responses), suppliers (36 responses), government (3 responses), society (5 responses), and media (3 responses). The results were analyzed to identify the top seven topics of concern for each stakeholder group.

Questionnaire 2: External Sustainable Development Impact Assessment Survey

In terms of Impact Materiality, Nanya Technology adopted both monetary and non-monetary analysis and identified sustainable development impacts related to the external economy, environment, and society (including human rights).

Defining External Sustainable Development Impacts

Nanya Technology adopted methodologies from organizations such as the Value Balancing Alliance (VBA), the Harvard Business School's Impact-Weighted Accounts research project, and the London Benchmarking Group (LBG). Taking into account its own operational context, Nanya Technology systematically identified and defined 20 external sustainable development impacts related to its operations, encompassing economy, environment, and society (including human rights).

Establishing Screening Thresholds

To evaluate economic, environmental, and social (including human rights) impacts, 23 Nanya Technology contacts and supervisors responsible for ESG affairs and projects assisted in identifying significant impacts and sustainability topics. This assessment was conducted based on criteria including *likelihood* , *scale*, *scope*, and *irremediability*, alongside regulatory compliance and sustainability impact valuations from an Impact Profit & Loss (Impact P&L) perspective.

Identifying Significant Impacts

Through the threshold values established in the previous step, 11 external impacts significant to Nanya Technology were identified: 7 were positive and 4 were negative. Positive impacts include *supporting the development of industrial technology, creating upstream economic value through procurement, contributing to infrastructure through tax payments, increasing financial returns for investors, enhancing the environmental benefits of products through the Design for Environment, utilizing renewable energy and water resources*, and *improving well-being through salaries.* Negative impacts include *resource consumption leading to impact on human health, greenhouse gas emissions causing extreme climate events, environmental impacts from procurement,* and *human rights impacts during production.*

Defining Topics Causing Significant Impacts

According to GRI 3: Material Topics, Nanya Technology identified 11 external sustainable development impacts relevant to its operations. Nanya Technology traced these 11 external sustainable development impacts back to its internal ESG practices or projects implemented, and identified the top seven topics most closely related to these impacts.

Financial Materiality

Questionnaire 3 : Operational Impact Level Survey

In line with the concept of Double Materiality, Nanya Technology followed the principle of Financial Materiality to assess the operational impact level of each ESG topic on operational factors such as revenue growth, customer satisfaction, employee cohesion, cost, and reputation/image. A total of 23 Company executives and employees evaluated the impact of each ESG topic on the organization's operations, identifying the top seven key ESG topics affecting each operational factor.

Questionnaire 4 : Sustainability Risks and Opportunities Survey:

The Company identifies potential risks and opportunities for 24 ESG topics based on the principle of Financial Materiality. Supervisors and colleagues driving sustainability initiatives are invited to complete questionnaires to quantitatively assess financial impacts—including probability, revenue, costs, and capital expenditures—to identify significant sustainability risks and opportunities.:

Step 3 | Screening and Definition

Key Criteria 1—Results of Four Questionnaires

Based on the calculation and analysis results in Step 2, we identified topics of stakeholder concern, operational impact, significant sustainability risks and opportunities, and impact on external sustainability.

Key Criteria 2—Long-Term Goals

Nanya Technology referred to the long-term goals set for the material issues identified in the previous year and compared them with the results of this year's questionnaire. This comparison served as one of the key criteria determining the material issues for 2025.

Key Criteria 3—Executive Compensation

In addition to the four questionnaires and long-term goals, Nanya Technology links material issues to executive sustainability performance evaluations, which affects their compensation, as a reference for defining materiality.

Step 4 | Sign-off and Review

Based on Step 3, Nanya Technology plotted the materiality matrix and determined material GRI topics. Following executive discussion and board sign-off , 15 material issues were selected (same as last year): R&D and Innovation, Climate Strategy, Talent Retention and Employee Well-Being, Energy Management, Sustainable Supplier Management, Ethical Management, Green Products, Risk Management, Employee Development, Occupational Health and Safety, Customer Service, Water Management, Human Rights and Labor Relations, Waste and Recycling, and Social Engagement.

The remaining 9 potential ESG topics (Economic Performance, Corporate Governance, Information Security and Privacy, Product Quality, Green Factory, Biodiversity, Sustainable Materials, Employee Diversity, and Talent Recruitment) are selectively disclosed in the report. For our disclosure standards, we used GRI indicators that align with our value chain. This helps stakeholders understand the impact of various topics on our value chain and provides a foundation for stronger corporate sustainability management.

Sustainable Development Impact Assessment Survey

The Sustainable Development Impact Assessment Survey is divided into *Non-monetary Analysis* and Monetary Analysis. For *Monetary Analysis*, please refer to Chapter 2.5 "Sustainability Impact Assessment ".

Non-Monetary Analysis

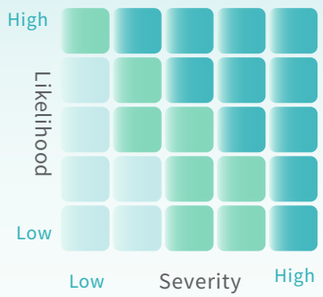
Integrating the Value Balancing Alliance (VBA), the Harvard Business School's Impact-Weighted Accounts research project, and the London Benchmarking Group (LBG), Nanya Technology evaluates its impact on the external economy, environment, and society (including human rights) from an external perspective. This evaluation is based on factors such as impact scale, impact scope, irremediability, and likelihood of occurrence. Members of the Company's sustainable development taskforce support the assessment of each external impact's significance, identifying the most influential corporate ESG topics related to each external impact.

Definition of Positive and Negative Impacts

Impacts	Positive	Negative
Economic	4	1
Environment	2	4
Human/ Human Rights	6	3

Sources of Impacts:
(1) Value Balancing Alliance (VBA)
(2)Harvard Business School Impact-Weighted Accounting
(3) London Benchmarking Group (LBG)
(4) Nanya Technology

Significant Impacts Analysis



Severity= (1)+(2)+(3)
(1)Scale
(2)Scope
(3)Irremediability

Sustainability Issues Affecting Significant Impacts

	11 Significant Impacts	Corporate ESG Topics (⊕ Positive ⊖ Negative)
Economic	⊕ Through the R&D and innovation in our products or technology, we contribute to the development and application of industry technology and customer products	R&D and Innovation / Customer Service
	⊕ Procurement practices create industrial output value in the upstream supply chain	Sustainable Supplier Management / Economic Performance
	⊕ Payment of taxes or other government fees contributes to infrastructure and social welfare	Corporate Governance / Ethical Management / Economic Performance / Social Engagement
	⊕ Increased net profit after tax improves financial returns for investors	Corporate Governance / Ethical Management / Economic Performance
Environment	⊕ Environmental benefits are generated during the product use phase through Design for Environment (such as energy-saving/renewable materials/recycling/plastic reduction)	R&D and Innovation / Green Products
	⊕ Renewable energy, water recycling, and resource recovery and reuse mitigate external environmental impacts	Energy Management / Water Management / Waste and Recycling
	⊖ Exhaustion of energy resources and pollutant emissions impacts human health and ecosystems (such as land, atmosphere, oceans, and freshwater)	Climate Strategy / Energy Management / Water Management / Biodiversity
	⊖ Greenhouse gas emissions causing extreme climate events	Climate Strategy / Energy Management
	⊖ Environmental impacts from procurement (air pollution, waste,water, and greenhouse gases)	Sustainable Supplier Management / Risk Management / Climate Strategy / Green Products / Energy Management / Waste and Recycling / Sustainable Raw Materials
Society	⊕ Paying employee wages and providing raises improves employees' quality of life	Talent Retention and Employee Well-Being / Talent Recruitment / Human Rights and Labor Relations
	⊖ Human rights impacts related to labor conditions occur in the production phase (such as child labor, forced labor, discrimination, harassment, and excessive working hours)	Occupational Health and Safety / Talent Retention and Employee Well-Being / Human Rights and Labor Relations

Prioritizing Sustainability Issues

Economic Aspect · Environmental Aspect · Social Aspect

21 employees evaluated the impact of sustainability risks and opportunities on the Company's finances

23 Company supervisors and colleagues evaluated the impact of ESG topics on operations

28 members of the Company's sustainability taskforce conducted assessments of external impacts

3,406 responses collected from various stakeholders regarding sustainability concerns

Sustainability Impact Assessment Results

Nanya Technology's Material Topics and Potential Issues

Levels of Nanya Technology Operational Impacts[1]

Levels of Impacts	ESG Topics
Primary Impacts	• R&D and Innovation • Economic Performance • Product Quality • Corporate Governance • Sustainable Supplier Management
Secondary Impacts	• Ethical Management • Customer Service • Information Security and Privacy • Risk Management • Climate Strategy • Green Products • Talent Retention and Employee Well-Being
Low Impacts	• Green Products • Energy Management • Water Management • Employee Development • Occupational Health and Safety • Human Rights and Labor Relations

Levels of Stakeholder Concerns[2]

Level of Concern	ESG Topics
Primary Concern	• Corporate Governance • Ethical Management • R&D and Innovation • Economic Performance • Product Quality
Secondary Concern	• Sustainable Supplier Management • Energy Management • Occupational Health and Safety • Risk Management • Information Security and Privacy • Climate Strategy • Employee Development
Low Concern	• Green Products • Employee Diversity • Talent Retention and Employee Well-Being • Human Rights and Labor Relations • Talent Recruitment • Customer Service • Water Management • Waste and Recycling • Green Factory • Biodiversity • Social Engagement

Levels of Sustainable Development Impacts[3]

Levels of Impacts	ESG Topics
Primary Impacts	• Energy Management
Secondary Impacts	• Economic Performance • Climate Strategy • Corporate Governance • Ethical Management • R&D and Innovation • Sustainable Supplier Management • Green Products • Water Management • Waste and Recycling • Talent Retention and Employee Well-Being • Human Rights and Labor Relations
Low Impacts	• Customer Service • Risk Management • Biodiversity • Sustainable Raw Materials • Occupational Health and Safety • Talent Recruitment • Social Engagement

Level of Financial Impacts[4]

Levels of Impacts	ESG Topics
Primary Impacts	• Climate Strategy • Energy Management
Secondary Concern	• R&D and Innovation • Information Security and Privacy • Green Products • Water Management • Employee Development
Low Concern	• Economic Performance • Product Quality • Green Factory • Talent Retention and Employee Well-Being • Ethical Management • Customer Service • Risk Management • Sustainable Raw Materials • Employee Diversity • Talent Recruitment

Note 1: The operational impact factors for Nanya Technology include five items: revenue, cost, customer satisfaction, reputation, and employee cohesion. *Primary Impacts* refer to ESG topics that create impacts on more than four operational factors simultaneously; *Secondary Impacts* refer to ESG topics that create impacts two to three operational factors simultaneously; *Low Impacts* refer to ESG topics that create impacts on one operational factor only.

Note 2: Nanya Technology identified 7 categories of stakeholders. *Primary Concerns* are ESG topics ranked in the Top Tertile of concern to five or more stakeholder categories. *Secondary Concerns* are ESG topics ranked in the top seven of concern for three to four stakeholder categories. *Low Concerns* refers to ESG topics ranked in the top seven for one to two stakeholder categories.

Note 3: Nanya Technology identified 11 relevant and significant external sustainability impacts. *Primary impacts* refer to ESG topics that affect four external impacts areas on sustainable development; *Secondary Impacts* refer to ESG topics that affect two to three external impacts areas on sustainable development; and *Low Impacts* refer to ESG topics that affect one external impact area on sustainable development only.

Note 4: Nanya Technology conducted financial risk and opportunity assessments for 24 ESG topics. *Primary Impacts* are ESG topics that have eight or more significant risks and opportunities. *Secondary Impacts* are those with three to four significant risks and opportunities. *Low Impacts* are those with one to two significant risks and opportunities.

Environmental Corporate Governance Social

	Screening Criteria							
	Questionnaire Results: Impact Materiality		Questionnaire Results: Financial Materiality		Nanya Technology Sustainability Context		Total Number of Stars	Ranking
	Levels of Stakeholder Concerns	Sustainable Development Impacts & IMV	Operational Impacts	Significant Sustainability Risks & Opportunities	Setting Long-term Targets	Executive Compensation		
R&D and Innovation	***	*	***	*	**	*	11	1
Climate Strategy	**	**	*	***	**	*	11	1
Energy Management	*	*	*	*	**	*	7	3
Sustainable Supplier Management	**	***		***	**	*	11	4
Ethical Management	**	*	**		***	*	9	5
Talent Retention and Employee Well-Being	***	*	**		**	*	9	5
Green Products	*	*		*	**	*	6	7
Risk Management	**		*		***	*	7	8
Employee Development	**			*	**	*	6	9
Water Management	**				***	*	6	10
Human Rights and Labor Relations			**		**	*	5	11
Occupational Health and Safety		*		*	**		4	12
Customer Service	*	*			**		4	12
Waste and Recycling		*			**	*	4	12
Social Engagement	*				**		3	15

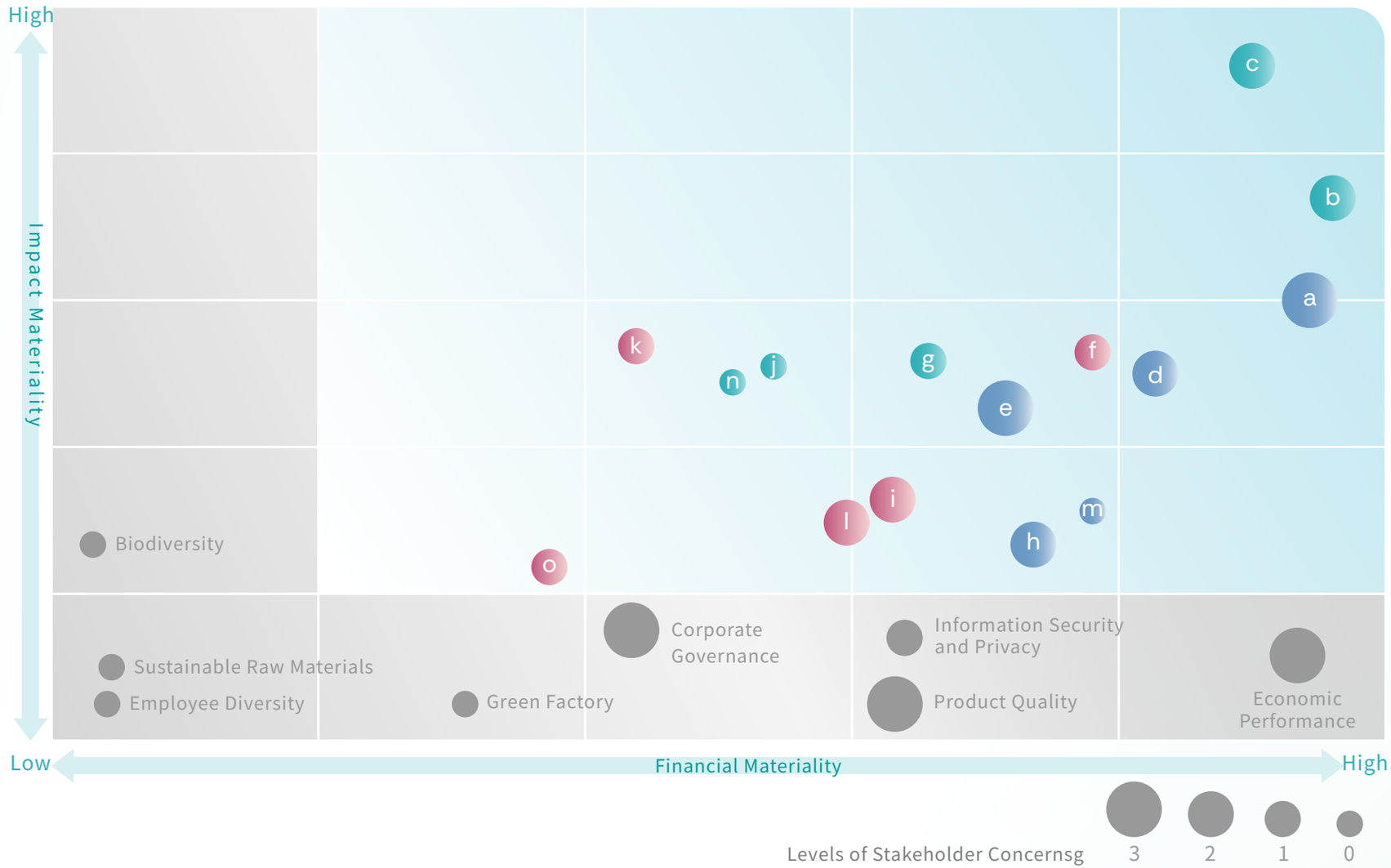
Note 1: The sorting principle primarily considers whether a topic is starred across all screening criteria; those with a greater intersection of asterisks are ranked higher. For example, although "R&D and Innovation," "Climate Strategy," and "Energy Management" each received 11 asterisks, the former two topics were ranked higher because they received asterisks under the earlier screening criteria. Topics with an identical degree of overlap are tied in ranking, such as "Sustainable Supplier Management" and "Ethical Management."

Material Issue Matrix[Note1] :

Note 1: Following discussions among the Company's senior management and sign-off by the Board of Directors, 15 material issues were finalized. The remaining 9 topics—economic performance, corporate governance, information security and privacy, product quality, green factory, biodiversity, sustainable raw materials, employee diversity, and talent recruitment—were categorized as potential ESG topics; the material issues are the same as the previous year, without any changes.

- E Environmental Topics
- S Social Topics
- G Corporate Governance Topics

- a R&D and Innovation
- b Climate Strategy
- c Energy Management
- d Sustainable Supplier Management
- e Ethical Management
- f Talent Retention and Employee Well-Being
- g Green Products
- h Risk Management
- i Employee Development
- j Water Management
- k Human Rights and Labor Relations
- l Occupational Health and Safety
- m Customer Service
- n Waste and Recycling
- o Social Engagement



Nanya Technology's Double Materiality

Positive Negative

Aspect	Material Issues	Nanya Technology Operational Impact (Financial Materiality)					Sustainable Development Impacts (Impact Materiality)										
		Revenue	Cost	Customers Satisfaction	Employee Cohesion	Reputation	Industry Technology Development (Positive)	Procurement Creating Upstream Production Value (Positive)	Tax Payment for Government Infrastructure Support (Positive)	Increased Net Profit Improving Financial Returns (Positive)	Product Environmental Benefits (Positive)	Use of Renewable Energy to Avoid External Impacts (Positive)	Resource Consumption and Pollution (Negative)	Extreme Weather Caused by GHG (Negative)	Environmental Impact from Procurement (Negative)	Salary Increases Improving Quality of Life (Positive)	Labor Human Rights Violations (Negative)
							+	+	+	+	+	+	−	−	−	+	−
Economic Aspect	Ethical Management			●	●	●			●	●							
	R&D and Innovation	●	●	●	●	●	●				●						
	Customer Service	●		●		●	●										
	Sustainable Supplier Management	●	●	●		●		●							●		
	Risk Management	●		●											●		
Environmental Aspect	Climate Strategy		●			●							●	●	●		
	Green Products					●					●				●		
	Energy Management		●									●	●	●	●		
	Water Management		●									●	●				
	Waste and Recycling											●			●		
Social Aspect	Employee Development				●												
	Occupational Health and Safety				●												●
	Talent Retention and Employee Well-Being				●	●										●	●
	Human Rights and Labor Relations				●											●	●
	Social Engagement								●								

Material Topics and Value Chain Impact Boundaries

**Degree of involvement: Direct relationship ●, indirect relationship ○, and commercial relationship ✓

Material Issues		Actual and Potential Impacts		Corresponding GRI Topics	Value Chain: Product Design	Procurement	Manufacturing	Packaging and Testing	Customer	Corresponding Chapter
Economic Aspect	Ethical Management	Actual/Economic/Positive	Payment of taxes or other government fees contribute to infrastructure and social welfare	Anti-Corruption (205) and Anti-Competitive Practices (206)		✓	●	✓	✓	Integrity and Transparency
		Actual/Economic/Positive	The increase of after-tax profit enhances investors' financial capital							
		Actual/Environmental/Positive	Improper use of data or disclosure of customer product information							
	R&D and Innovation	Actual/Economic/Positive	Through the R&D and innovation in our products or technology, we contribute to the development and application of industry technology and customer products	R&D and Innovation*	●		●			Innovation
		Actual/Environmental/Positive	Environmental benefits are generated during product use phase through green design (such as energy-saving/renewable materials/recycling/plastic reduction)							
		Potential/Economic/Negative	Exhaustion of energy resources and pollutant emissions impact human health and ecosystems (such as land, atmosphere, oceans, and freshwater)							
	Customer Service	Actual/Economic/Positive	Through the R&D and innovation in our products or technology, we contribute to the development and application of industry technology and customer products	Customer Privacy (418)					✓	Integrity and Transparency
		Actual/Environmental/Positive	Improper use of data or disclosure of customer product information							
		Actual/Environmental/Positive	Environmental benefits are generated during product use phase through green design (such as energy-saving/renewable materials/recycling/plastic reduction)							
	Sustainable Supplier Management	Actual/Economic/Positive	Procurement practices create industrial output value in the upstream supply chain	Procurement Practices (204), Supplier Environmental Assessment (308), and Supplier Social Assessment (414)		✓				Responsible Procurement
		Actual/Human Rights/Positive	Procurement demands increase employment and job opportunities for suppliers and enhance the purchasing power of suppliers' employees							
		Potential/Economic/Negative	Procurement demands cause environmental impacts (e.g. air pollution, waste, water, and GHG)							
	Risk Management	Actual/Environmental/Positive	Improper use of data or disclosure of customer product information	Risk Management			●	✓		Integrity and Transparency
		Potential/Economic/Negative	GHG emissions cause extreme climate change							
		Potential/Human Rights/Negative	Human rights impacts related to labor conditions violations occurred in the production phase (such as child labor, forced labor, discrimination, harassment, and excessive working hours)							

**Degree of involvement: Direct relationship ●, indirect relationship ○, and commercial relationship ✓

Material Topics		Actual and Potential Impacts		Corresponding GRI Topics	Value Chain					Corresponding Chapter
					Product Design	Procurement	Manufacturing	Packaging and Testing	Customer	
Environmental Aspect	Climate Strategy	Actual/Environmental/Positive	Environmental benefits are generated during product use phase through green design (such as energy-saving/renewable materials/recycling/plastic reduction)	Emissions (305)			●	✓		Green
		Potential/Economic/Negative	GHG emissions cause extreme climate change							
	Green Products	Actual/Economic/Positive	Through the R&D and innovation in our products or technology, we contribute to the development and application of industry technology and customer products	Energy (302) and Emissions (305)	●	✓	●	✓	✓	Green
		Actual/Environmental/Positive	Environmental benefits are generated during product use phase through green design (such as energy-saving/renewable materials/recycling/plastic reduction)							
	Energy Management	Actual/Environmental/Positive	Renewable energy, water recycling, and resource recovery and reuse mitigate external environmental impacts	Energy (302)			●	✓		Green
		Potential/Economic/Negative	Exhaustion of energy resources and pollutant emissions impact human health and ecosystems (such as land, atmosphere, oceans, and freshwater)							
		Potential/Economic/Negative	GHG emissions cause extreme climate change							
	Water Management	Actual/Environmental/Positive	Renewable energy, water recycling, and resource recovery and reuse mitigate external environmental impacts	Water and Effluent (303)			●	✓		Green
		Potential/Economic/Negative	Exhaustion of energy resources and pollutant emissions impact human health and ecosystems (such as land, atmosphere, oceans, and freshwater)							
	Waste and Recycling	Actual/Environmental/Positive	Environmental benefits are generated during product use phase through green design (such as energy-saving/renewable materials/recycling/plastic reduction)	Waste (306)			●	✓		Green
		Potential/Human Rights/Negative	Use of non-renewable raw materials exhausts natural resources (metal minerals)							

**Degree of involvement: Direct relationship ●, indirect relationship ○, and commercial relationship ✓

Material Topics		Actual and Potential Impacts		Corresponding GRI Topics	Value Chain					Corresponding Chapter
					Product Design	Procurement	Manufacturing	Packaging and Testing	Customer	
Social Aspect	Employee Development	Actual/Human Rights/Positive	Training empowers employees with enhanced professional skills and improved competitive edge	Training and Education (404)			●	✓		Talent
	Occupational Health and Safety	Potential/Human Rights/Negative	Occupational injuries cause physical or mental harm to workers and strain medical resources	Occupational Safety and Health (403)			●	✓		Talent
	Talent Retention and Employee Well-Being	Actual/Human Rights/Positive	The increase in direct employment and job opportunities boosts employee purchasing power	Market Presence (202) and Employment (401)			●	✓		Talent
		Actual/Human Rights/Positive	Paying employee wages and providing raises improves employees' quality of life							
		Actual/Human Rights/Positive	DEI-oriented employment policies help prevent inequality in employment							
	Social Engagement	Actual/Human Rights/Positive	DEI-oriented employment policies help prevent inequality in employment	Local Communities (413)			○	○		Talent
		Actual/Human Rights/Positive	Resource investments in social engagement or charitable initiatives enhance environmental quality or quality of life for local communities							
	Human Rights and Labor Relation	Potential/Human Rights/Negative	Human rights impacts related to labor conditions violations occurred in upstream suppliers (such as child labor, forced labor, discrimination, harassment, and excessive working hours) due to procurement demands	Non-Discrimination (406), Forced or Compulsory Labor (409)	✓	✓	●	✓	✓	Talent
		Potential/Human Rights/Negative	Human rights impacts related to labor conditions violations occurred in the production phase (such as child labor, forced labor, discrimination, harassment, and excessive working hours)							

Material Topics and Risk Management

Nanya Technology integrates its Enterprise Risk Management (ERM) mechanisms based on the results of the materiality analysis. Risk factors have been identified for each of the 15 material topics. To address these risks, the Company adopts specific risk mitigation measures to avoid operational impacts arising from these risks.

Risk Management Hierarchy

Likelihood and Trend of Risk Occurrence (L)	1 Rarely	2 Seldom	3 Occasionally	4 Usually	5 Always
Risk Consequence (C)	1 Mild	2 Low	3 Moderate	4 Severe	5 Very severe

Material Topics	Management Policies	Risk Factors	Risk Description and Mitigation Measures	Likelihood and Trend of Occurrence (L)	Consequence (C)
Ethical Management	Establishing sound governance, implementing ethical standards and risk control to ensure sustainable operations and value creation.	Violation of laws and regulations, leading to penalties from regulatory authorities	• Risk Description: Employee violations of insider trading, international antitrust laws, or similar statutes may expose Nanya Technology to joint liability. Managers or directors could face criminal charges. • Mitigation Measures: 1. Practical legal compliance programs are developed and integrated into routine internal control processes with regular audits. 2. Additionally, agents are included in the Antitrust Legal Compliance Guidelines to help the Company achieve its business objectives while ensuring legal compliance. 3. All employees and high-risk personnel are asked to attend regular training, seminars, and all-hands meetings and read corporate publications about relevant topics. 4. Directors' and supervisors' liability insurance is arranged to cover expenses or compensation arising from related legal proceedings.	1 Rarely	3 Moderate
R&D and Innovation	Developing advanced technologies and smart production lines to provide high-value-added solutions and maintain a competitive edge.	Delays in process technology development	• Risk Description: Delays in process technology development may hinder new product progress, failing to meet customer end-product specifications. This could also limit cost-reduction efforts, thereby affecting the Company's revenue and profitability. • Mitigation Measures: We continue to invest in R&D personnel and funding.	3 Occasionally	4 Severe
		Delays in new product development progress	• Risk Description: Delays in new product development may result in failure to meet customer end-product specifications in a timely manner, thereby affecting the Company's revenue and profitability. • Mitigation Measures: 1. We continue to invest in R&D personnel and funding to accelerate R&D progress. 2. Close communication with customers is maintained so as to stay informed about market trends in end-product specifications and develop new products accordingly.	3 Occasionally	4 Severe

Material Topics	Management Policies	Risk Factors	Risk Description and Mitigation Measures	Likelihood and Trend of Occurrence (L)	Consequence (C)
Customer Service	Enhancing customer satisfaction and market image through close communication and feedback mechanisms.	Deterioration in customers' financial condition	• Risk Description: Unable to receive payments on time, thereby affecting the Company's revenue. 1. Track weekly system reports 2. Sales assistants confirm with customers and respond with the estimated payment date 3. Follow-up on customers' actual payment dates • Mitigation Measures: 1. Establish credit controls based on customer operational status 2. Request collateral from customers to increase credit limits 3. Purchase accounts receivable insurance for high-risk customers unable to provide collateral	1 Rarely	2 Low
		Customer order cancellations	• Risk Description: High customer concentration risks mean that a significant reduction in purchases by these customers can result in a sharp decline in sales/revenue. • Mitigation Measures: 1. Setting annual, monthly, and weekly achievement targets for major customers and implementing control and monitoring. 2. Balancing average sales distribution among major customers as much as possible to prevent any single customer from contributing an excessively high proportion of annual revenue.	1 Rarely	2 Low
		Information system anomalies	• Risk Description: When the MIS business management system fails to operate or connect properly, it can lead to disruptions in order processing and delays in shipments. • Mitigation Measures: 1. Setting up a backup host for CIM 2. Remote backup for CIM database 3. Establishment of operating procedures for system anomalies 4. Regular emergency drills for system anomalies 5. Inter-site operating system (MIS)	1 Rarely	2 Low
Sustainable Supplier Management	Strengthening supply chain resilience, controlling risks, and co-creating a sustainable future with suppliers.	Suppliers fail to meet requirements	• Risk Description: Raw material preparation fails to meet requirements due to factors such as natural disasters, epidemics, transportation, and concentrated procurement. • Mitigation Measures: 1. Adjustment of transportation methods 2. Adjustment of procurement targets and quantities, and increase in inventory levels 3. Accelerating the assessment of alternative suppliers	3 Occasionally	2 Low

Material Topics	Management Policies	Risk Factors	Risk Description and Mitigation Measures	Likelihood and Trend of Occurrence (L)	Consequence (C)
Risk Management	Ongoing optimization of risk control, cost reduction, and profitability assurance, in order to create a high-quality work environment.	Management practices such as risk identification, mitigation measures, and emergency response drills are not effectively implemented	• Risk Description: Failure to identify, manage, and proactively address various risk factors will result in operational losses for the Company in the event of unforeseen incidents. • Mitigation Measures: Through the operation of the risk management organization, the Company regularly reviews various risk management measures and their implementation results, and minimizes operational risks through ongoing emergency response drills. ・Please refer to the Risk Management section of this report	3 Occasionally	3 Moderate
Climate Strategy	Incorporating value chain climate risk management, with early warning and response plans to reduce operational impacts.	Stricter government policies and regulations on GHG emissions lead to increased operating costs	• Risk Description: The government has announced the Climate Change Response Act, fee-charging rates of carbon fees, and regulations for large electricity consumers, requiring companies to set carbon reduction and renewable energy targets, thus increasing the cost of promoting energy conservation measures and purchasing renewable energy. • Mitigation Measures: To promote low-carbon transition and enhance climate adaptation, Nanya Technology has formulated five major strategies: Focus on Development of Low-Carbon Products, Strategy for Production via Green Technology, Adaptation to Climate Change Risks, Partners in Sustainability, and Climate Advocacy and Education. ・Please refer to Chapter 5.1 "Nature and Climate Management" of the 2025 Sustainability Report	3 Occasionally	3 Moderate
Green Products	Optimizing processes, improving energy efficiency, producing environmentally friendly and harmless products, and reducing environmental impact.	Products contain excessive hazardous substances	• Risk Description: Products containing hazardous substances may violate EU regulations and other national laws, as well as customer-specific standards. This can result in product returns, customer rejections, or fines, leading to customer losses and damaging the Company's reputation. • Mitigation Measures: Nanya Technology has established a green product promotion organization to ensure that the use of raw materials and products in its R&D and production processes complies with EU regulations, other national laws, and customer-specific standards related to hazardous substances. ・Please refer to the Green Product Management: Hazardous Substance-Free Product Management section in this report	1 Rarely	3 Moderate
Energy Management	Promoting energy conservation and emission reduction to lower costs and comply with policy regulations.	Insufficient or interrupted power supply	• Risk Description: Abnormal power supply affects production and orders. • Mitigation Measures: Backup power systems are installed and a dual-circuit power supply design is adopted to reduce the risk of anomalies caused by dual-circuit power sources. Energy conservation and contingency plans are also developed.	2 Seldom	3 Moderate
Water Management	Improving water resource utilization, reducing pollution and production impact risks.	Water Shortage	• Risk Description: Abnormal water supply affects production and orders. • Mitigation Measures: Backup water sources and reservoirs are established while plans for water reservation and diversified water sources are developed. ・Please refer to the Green Product Management: Hazardous Substance-Free Product Management section in this report	1 Rarely	4 Severe

Material Topics	Management Policies	Risk Factors	Risk Description and Mitigation Measures	Likelihood and Trend of Occurrence (L)	Consequence (C)
Waste and Recycling	Promoting waste reduction and resource recycling/ reuse to foster a circular economy and minimize environmental impact.	Large amounts of waste are generated, with limited disposal locations and capacity, leading to a bottleneck in removal and treatment.	• Risk Description: Failure to find waste treatment vendors and the long-term accumulation of waste may lead to soil or wastewater pollution, posing a risk of fines and damage to reputation. • Mitigation Measures: We establish contracts with multiple vendors and maintain continuous oversight of waste disposal and recycling conditions, while staying informed about emerging technologies for waste reuse.	2 Seldom	3 Moderate
Employee Development	Strengthening the training system, enhancing core technologies, and cultivating semiconductor talent.	Shortage of key talent	• Risk Description: The ongoing rapid growth of the semiconductor industry has significantly increased the demand for talent and a large number of key personnel, leading to severe shortage. • Mitigation Measures: Establishing a key talent pool and implement various key talent development and retention measures. Meanwhile, we expand the scope of industry-academia collaboration and establish long-term internship/ cooperation platforms with esteemed local universities to build a long-term and stable source of talent.	2 Seldom	2 Low
Occupational Health and Safety	Providing a safe and healthy workplace to reduce the risk of occupational accidents.	Risks in construction, electromechanical, and equipment installation for expansion projects	• Risk Description: During new plant construction, major occupational accidents may occur if contractors fail to implement safety management, provide insufficient safety facilities, or fail to restore areas damaged during construction. In the later stages of expansion, numerous electromechanical and equipment contractors enter the site. Beyond inherent hazards or violations (e.g., improper procedures or lack of personal protective equipment), overlapping work areas may lead to collisions between machinery or personnel, resulting in major occupational accidents. • Mitigation Measures: We strengthen safety supervision as well as routine and project-based audits at expansion sites. During installation phases, contractors must perform job safety analysis or risk assessments. Daily coordination and inspections are enforced to prevent overlapping operations. Through daily wrap-up and monthly expansion coordination meetings, contractors are required to review and rectify safety anomalies to reduce the risk of occupational accidents.	4 Usually	1 Mild
		Severe earthquakes affect plant safety and operations	• Risk Description: Severe earthquakes may cause fluid pipeline ruptures and loose circuit connections in the plant, leading to disasters such as fires, power outages, liquid leaks, or equipment damage, resulting in personnel injuries or plant operational disruptions. • Mitigation Measures: To enhance seismic reinforcement and secure equipment and pipelines to prevent shaking and displacement caused by earthquakes, we conduct emergency response drills for non-conforming handling to familiarize personnel with handling procedures and reduce processing time. And we continue to strengthen earthquake response measures based on industry insights and insurance company recommendations.	2 Seldom	3 Moderate

Material Topics	Management Policies	Risk Factors	Risk Description and Mitigation Measures	Likelihood and Trend of Occurrence (L)	Consequence (C)
Talent Retention and Employee Well-Being	Creating a friendly environment to attract and retain high-potential talent.	Lack of competitiveness in employee welfare measures	• Risk Description: Competitors offer superior compensation and welfare measures compared to the Company's current system, and the ongoing talent shortage in the semiconductor technology industry increases the risk of talent loss. • Mitigation Measures: By researching competitor welfare measures and salary levels, we promptly update and improve our own, thereby enhancing employee well-being, reducing turnover rate, and boosting the Company's attractiveness to potential hires.	2 Seldom	2 Low
Human Rights	Fostering a culture of human rights and implementing risk management practiSces to create a workplace that protects human rights.	Unlawful violation in workplace	• Risk Description: Workers suffer physical or mental harm due to violations by employers, supervisors, colleagues, service recipients, or other third parties in the workplace while performing their duties. • Mitigation Measures: Ensuring compliance with the new Occupational Safety and Health Act and providing EAP resources to enable intervention, interviews, and care from onsite occupational physicians, psychologists, and relevant departments. Introducing external investigators with professional expertise to enhance the objectivity of case reviews and strengthening legal safeguards. Training and communication skills shall be reinforced to enable managers to promptly identify and manage workplace crises.	2 Seldom	2 Low
Social Engagement	Utilizing corporate resources and collaborating with partners to promote a positive cycle of common social good.	Insufficient communication with stakeholders	• Risk Description: Without a strong stakeholder network and regular communication channels, conflicts and misunderstandings are more likely to arise during operations. • Mitigation Measures: To mitigate potential conflicts during business operations, we connect various internal and external resources and establish diverse channels for regular communication with stakeholders, thereby building a positive corporate reputation and exerting influence.	2 Seldom	2 Low

2.3 Communication with Stakeholders

Stakeholder	Significance to Nanya Technology and Communication Objectives	Communication Method/Frequency	Topics of Concern (TOP Tertile)		2025 Communication Outcome
Employees	Employees are Nanya Technology's most important assets. We take employee well-being our responsibility into consideration. Through comprehensive compensation and benefits, training and development, and two-way communication systems, we aim to increase retention rates and jointly realize the vision of a healthy and happy workplace with our employees. Reference Sections: Talent	• Internal announcements/Ad-hoc • Meetings: Convene regular meetings, such as all-hands meetings (semi-annually), executive meetings (quarterly), production line operator meetings (quarterly), and various training and education courses • Two-way communication platforms: Nanya Technology intranet, Nanya Technology newsletter, and feedback/Ad-hoc • Electronic questionnaires: Course satisfaction, activity satisfaction, and Employee Engagement Surveys/Ad-hoc • Communication meetings with labor union representatives: Discussions on labor and management issues/At least once a year	• Talent Retention and Employee Well-Being • Human Rights and Labor Relations • Economic Performance • Employee Development	• Occupational Health and Safety • R&D and Innovation • Product Quality • Social Engagement	• In 2025, 2 all-hands meetings were held in a hybrid format (in-person and video conference). • 4 executive meetings were held. • A total of 4 production line operator meetings were held. • A total of 4 issues of the Nanya Technology newsletter were published. • A total of 1 in-person communication meeting with labor union representatives was held, complemented by a variety of communication channels. • A total of 1 in-person labor management communication meeting was held, complemented by a variety of communication channels.
Shareholder/ Investor	Capital investment represents shareholders' trust and support for Nanya Technology. The Company has set up a dedicated investor relations unit to provide transparent information on corporate operations, management strategies, and financial policies to our investors. This enables us to enhance the value of investors' investments. Reference Sections: Innovation, Integrity and Transparency	• General Shareholders' Meeting/Once a year • Corporate investor conferences/Quarterly • Institutional investor meetings/Ad-hoc • Annual and quarterly financial information disclosure/Quarterly • Company annual reports, *Sustainability Report*, and thematic reports (*Nature and Climate Report* & *HRDD Report*)/Annually • Company website and market observation post system information disclosure/Ad-hoc • Participation in third-party corporate governance evaluations/Ad-hoc • Phone and written communication/Ad-hoc	• Employee Development • Talent Retention and Employee Well-Being Talent Recruitment • Climate Strategy • Green Products • Corporate Governance	• Sustainable Supplier Management • Employee Diversity • Human Rights and Labor Relations • Human Rights and Labor Relations	• We shared information about our operational status, technological development progress, and market dynamics: 4 corporate investor conferences, 17 domestic and international institutional investor forums, and 106 institutional investor meetings. • We actively participated in domestic and international benchmark evaluations, quantifying ESG results: We maintained our standing as a constituent of the DJBIC World Index for consecutive years, while garnering a ranking within the top 6%–20% in the 12th Corporate Governance Evaluation.
Customers	Customers are Nanya Technology's strongest operational strategic partners. By working together to foster innovative mindsets, develop new technologies, and stay ahead of industry application trends, we aspire to enhance customer satisfaction and increase product value. Reference Sections: Integrity and Transparency	• Technical support services/Ad-hoc • Visits to customers and distributors/Once or twice a month • Technical sharing sessions/At least once a year • Training opportunities for customers/Ad-hoc • Customer satisfaction survey/Annually • Customer platform parameter measurement services and customer product joint qualification services/Ad-hoc	• Ethical Management • R&D and Innovation • Sustainable Supplier Management • Product Quality • Corporate Governance • Risk Management	• Customer Service • Economic Performance • Information Security and Privacy	• Whenever customers need technical support, we assess their demands and provide assistance in resolving technical issues through in-person visits, phone calls, emails, or text messages. • To facilitate subsequent production and sales planning, we visited customers to assess their demands and understand market conditions. • We conducted technical sharing sessions and provided training for our customers' technical and engineering personnel. A total of 114 sessions were completed. • We completed a customer satisfaction survey with 100% coverage, and achieved a satisfaction score of 95.7. • We completed 1,142 customer platform parameter measurement services and 28 customer product joint qualification services, helping customers identify potential problems early, shorten verification time, and accelerate product launches.

Stakeholder	Significance to Nanya Technology and Communication Objectives	Communication Method/ Frequency	Topics of Concern (TOP Tertile)		2025 Communication Outcome
Suppliers	Suppliers play a vital role in Nanya Technology's product production. Through a cooperative relationship based on mutual trust and a supplier management system, we mitigate supply chain sustainability risks and work together to create a sustainable value chain. Reference Sections: Responsible Procurement	• Supplier information platform/ Real Time • Face-to-face review reports or meetings/Periodic • Supplier questionnaire surveys, audits, and guidance/Annually • Evaluation of suppliers' delivery stability and quality/Annually	• Sustainable Supplier Management • Ethical Managemen • R&D and Innovation • Corporate Governance	• Economic Performance • Information Security and Privacy • Risk Management • Energy Management	• Regular and ad-hoc review meetings were held each month to address delivery, inventory management, and cost-related matters. • 80 critical material suppliers. 205 non-critical material suppliers, with a total of 285 SAQ responses distributed, achieving a 100% response rate. • We audited 20 high-risk suppliers, and the improvement rate reached 100%.
Government	Nanya Technology continues to promptly monitor government regulatory developments. In response to proposed regulatory requirements, we aspire to *go beyond mere compliance*. In addition to meeting legal requirements, we actively respond to government policies. Reference Sections: Talent, Responsible Procurement, Integrity and Transparency	• Financial statements/Quarterly • We comply with government regulations while also adding and revising company internal regulations for implementation/ Ad-hoc	• Energy Management • Water Management • Waste and Recycling • Occupational Health and Safety • Corporate Governance	• Ethical Management • Economic Performance • Product Quality • Climate Strategy • Social Engagement	• We continue to disclose annual financial reports and shareholders' meeting annual reports ahead of regulatory deadlines, aligning with the Corporate Governance 3.0 - Sustainable Development Roadmap and the Sustainable Development Action Plan for Listed and OTC Companies announced by the Financial Supervisory Commission (FSC). • We participate in internal communications within the Taiwan Semiconductor Industry Association to jointly deliberate on more reasonable and feasible industry-related environmental regulations. • We continue to monitor regulatory trends. In 2025, we participated in 20 government-organized regulatory promotion sessions, briefings, and consultation meetings.
Society	A happy society is the most important cornerstone of corporate sustainable development. Local prosperity and the preservation of local values should not be seen as contradictory; rather, they should complement each other for the common good. Nanya Technology aims to establish a solid operational foundation while actively engaging in local development and community revitalization. This is a critical issue for Nanya Technology as we take social responsibility into consideration. Reference Sections: Talent, Green	• We conduct activities aligned with the four key pillars of social engagement: talent cultivation, environmental conservation, community harmony, and humanistic care/Monthly on average • Facebook fan page posts/Ad-hoc • Volunteer service activities/Ad-hoc	• Ethical Management • Information Security and Privacy • Product Quality • R&D and Innovation • Climate Strategy	• Green Products • Green Factory • Biodiversity • Occupational Health and Safety	• Talent cultivation: 1,387 people received design thinking education, while the Student-Athlete Scholarship supported 2 national team members and 5 sports talents. • Environmental conservation: We removed 155.4 kg of mikania vine and 76.3 kg of coastal waste. • Community harmony: We sponsored a total of NT$1.3 million for neighborhood public affairs promotion. • Humanistic care: Enhancing domestic cultural industries with annual funding of NT$3 million
Media	The media serves as a vital bridge for Nanya Technology's external communications. We have implemented a spokesperson and agency system, along with a dedicated public relations team. By maintaining diverse communication channels and consistent external messaging, we enable media professionals who follow our Company to stay informed of the latest news, thereby enhancing our positive image and visibility. Reference Sections: Innovation, Talent, Integrity and Transparency	• Press conferences/Quarterly • Press releases/Ad-hoc • Company official website/Ad-hoc • Feature interviews with the spokesperson/Ad-hoc • Media luncheon/Annually	• Corporate Governance • Ethical Management • R&D and Innovation • Economic Performance • Risk Management • Occupational Health and Safety	• Sustainable Supplier Management • Product Quality • Energy Management • Employee Development • Employee Diversity	• We initiated online and offline meetings to enhance engagement effectiveness through two-way communication: 4 press conferences and 1 media luncheon. • We disclosed the Company's operational status and sustainability-related information in a timely and transparent manner: 24 press releases and 6 ESG news updates.

2.4 Sustainability Strategy and SDGs

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.

Sustainable Development Strategic Pillar: Creating Shared Value

Innovation

◆ Exceeded goals ◆ Achieved ◆ Not achieved

Management Indicators	2025 Goals	2025 Implementation Performance	Goal Achievement	2026 Goals	2030 Goals
R&D and Innovation					
10nm-class DRAM technology R&D progress	Third-generation 10nm-class DRAM process and 16Gb DDR5 products meet shipping verification standards	Completed[Note]	◆	Third-generation 10nm-class DRAM process and 16Gb DDR5 products meet shipping verification standards	Fourth-generation 10nm-class DRAM process and 16Gb DDR6 product development Introduction of EUV and HKMG technology
Total number of engineers with AI theoretical and practical skills trained	A total of 550 engineers were trained and equipped with AI theoretical and practical skills	Completed	◆	Training a total of 600 engineers and equipping them with AI theoretical and practical skills	
Total number of smart systems developed (items)	Completing a total of 150 smart application developments	Completed	◆	Completing a total of 170 smart application developments	Advanced AI-integrated smart manufacturing, with a total of 250 smart systems developed
Number of patents granted in Taiwan	>250	Completed	◆	Number of patents granted in Taiwan: 375	
Environmentally Friendly Products					
Proportion of products that comply with hazardous substances free regulations and customer hazardous substance specifications	100%	100%	◆	100%	100%
	100%	100%	◆	100%	100%
Proportion of products with completed product lifecycle assessments	100%	100%	◆	100%	100%
Proportion of raw materials free of PFOA-related substances	100%	100%	◆	100%	100%
Proportion of advanced processes such as 20nm	≧ 96%	97.3%	◆	≧ 96%	≧ 96%

Note: The third-generation 10nm-class DRAM pilot product will complete its design in Q3 2025. Pilot production is currently underway.

Sustainable Development Strategic Dimension: Talent

Talent

◆ Exceeded goals ◆ Achieved ◆ Not achieved

Management Indicators	2025 Goals	2025 Implementation Performance	Goal Achievement	2026 Goals	2030 Goals
Talent Development					
Proportion of key talent to all employees	≧ 7.5%	7.9%	◆	≧ 7.5%	Proportion of key talent to all employees ≧ 7.5%
Employee substitution rate	≧ 60%	77.2%	◆	Employee substitution rate ≥ 60%	Employee substitution rate ≥ 60%
Completion rate of all scheduled courses for the year	≧ 100%	219%	◆	≧ 100%	≧ 100%
Talent Retention and Employee Wellbeing					
Key Talent Retention Rate	≧ 95%	95.4%	◆	95% Note4	≧ 95%
Voluntary turnover rate Note 1	≦ 6%	10.7%	◆ Note2	≦ 6%	介於 5~8%
Average recognition score in Employee Engagement Survey	≧ 78%	77%	◆ Note3	≧ 78%	≧ 80%

Note 1: Voluntary turnover rate covers employees based in Taiwan and abroad.
Note 2: The DRAM industry is affected by geopolitical factors and economic cycles, and recovery is still limited. Meanwhile, some sub-industries are experiencing high labor demand, and increases in non-fixed compensation (such as bonuses/incentives) enhance their external competitiveness in attracting talent.
Note 3: Due to underperformance in the first half of 2025, the distribution of benefits and bonuses was tightened. However, as operations improved in the second half, overall employee satisfaction, while still below target, rose to 77%, an increase of 4% compared to 2024.
Note4: Adjust the calculation method for key talent retention rate to use a dynamic calculation over a fixed five-year interval.

Sustainable Development Strategic Dimension: Talent

Talent

◆ Exceeded goals ◆ Achieved ◆ Not achieved

Management Indicators	2025 Goals	2025 Implementation Performance	Goal Achievement	2026 Goals	2030 Goals
Human Rights					
Completion rate of employee labor ethics education and training	100%	100%	◆	100%	100%
Results of external audits or labor inspections	No significant deficiencies	No significant deficiencies	◆	No significant deficiencies in external audits or labor inspections	No significant deficiencies in external audits or labor inspections
Cases of unlawful violations in workplace	0	0 件	◆	0	0
Occupational Health and Safety					
Disabling injury frequency rate[Note1]	<0.17	0.41	◆ Note2	<0.16	<0.14
Disabling injury severity	<5.9	3.0	◆	<5.7	<5.1
On-site independent inspection rate	>94%	94.8%	◆	>94.1%	>94.5%
Completion rate for on-site Safety Walking and Talking (SWAT) improvement sessions for senior management maintaining	100%	100%	◆	Maintaining a 100% completion rate for on-site Safety Walking and Talking (SWAT) improvement sessions for senior management	Maintaining a 100% completion rate for on-site Safety Walking and Talking (SWAT) improvement sessions for senior management
Number of occupational disease cases caused by chemical exposure	Keep at 0	Keep at 0	◆	Keep at 0	Keep at 0

Note 1: Disabling Injury Frequency Rate (FR) = (Number of Disabling Injury Incidents x 106)/Total Work Hours
Note 2: In 2025, a total of 3 occupational accidents occurred to on-site employees, all of which were physical injuries. For improvement measures, please refer to page 107 of this report

Sustainable Development Strategic Dimension: Green

Green

◆ Exceeded goals ◆ Achieved ◆ Not achieved

Management Indicators	2025 Goals	2025 Implementation Performance	Goal Achievement	2026 Goals	2030 Goals
Climate Change					
2025 Scope 1+2 greenhouse gas emissions compared to 2020	Reduction by 12.5%	Reduction by 11.2%[Note1]	◆	Reduction by 15.0%	Reduction by 25.0%
2025 Scope 3 product unit greenhouse gas emissions compared to 2020	Reduction by 13.5%	Increase by 14.6%[Note1]	◆	Reduction by 16.2%	27.0%
PFC emission reduction rate in the manufacturing process	≧ 93 %	93.6%	◆	≧ 93 %	≧ 93 %
Number of production interruption days due to climate change disasters	Keep at 0	Keep at 0	◆	Keep at 0	Keep at 0
Energy Management					
Total energy savings from energy conservation measures (since 2017)	75,000 MWh	78,773 MWh	◆	82,500MWh	≧ 103,000 MWh
Annual renewable energy usage	78,000MWh	80,160 MWh	◆	90,000MWh	Renewable energy usage reaches 25% of total electricity consumption
Water Management					
Total water consumption per unit of production since 2018 (reduced compared to 2017)	35.5%	34%	◆ Note2	≧ 35.5%	≧ 37%
Number of wafer production losses caused by restricted water supply	0 片	0 片	◆	0 片	0 片
Key water pollution indicators show that our average percentage is better than regulatory standards	≥ 52%	63%	◆	≥ 55%	≥ 60%
Waste Management					
On-site audit and guidance rate for waste treatment vendors	≥ 98%	98.4	◆	≥ 98%	≥ 98%
Number of environmental regulation violation cases	0	0	◆	0	0
Volatile organic compounds (VOCs) reduction rate	>92%	95.4%	◆	>95%	>95%

Note 1: The annual carbon reduction target was not achieved as the 2025 market recovery drove greenhouse gas emissions beyond the levels projected in the original emission reduction plan.
Note 2: Due to an issue with the MBR membrane in the wastewater treatment system, the volume of reclaimed water was reduced, resulting in water consumption per unit of production capacity not meeting the target.

Sustainable Development Strategic Pillar: Facilitating Common Good and Sustainability

Responsible Procurement

◆ Exceeded goals ◆ Achieved ◆ Not achieved

Management Indicators	2025 Goals	2025 Implementation Performance	Goal Achievement	2026 Goals	2030 Goals
Sustainable Supplier Management					
Percentage of adoption in conflict-free metals and responsibly sourced minerals	100%	100%	◆	100%	100%
Percentage of significant suppliers that completed the self-evaluation questionnaire	100%	100%	◆	100%	100%
Improvement rate in the audit findings of high-risk sustainable suppliers	100%	100%	◆	100%	100%
Percentage of suppliers that signed the Supplier Code of Conduct	100%	100%	◆	100%	100%
Completion rate of audits and guidance for significant suppliers	100%	100%	◆	100%	100%
Number of supplier sustainability counseling cases	≧ 2	2	◆	≧ 2	≧ 3
Social Engagement					
Annual growth of total social engagement person-hours	≧ 10%	11.6%	◆	≧ 10%	A growth of more than 50% compared to 2025
Number of volunteer team members	≧ 150	240 人	◆	≥ 5% of total employees	
Total number of semiconductor talent cultivated (since 2021)	≧ 1,100	1,387	◆	≧ 1,500	Promotion of semiconductor education to over 5,000 participants annually

Sustainable Development Strategic Pillar: Implementing Sustainable Management

Ethical Management

◆ Exceeded goals ◆ Achieved ◆ Not achieved

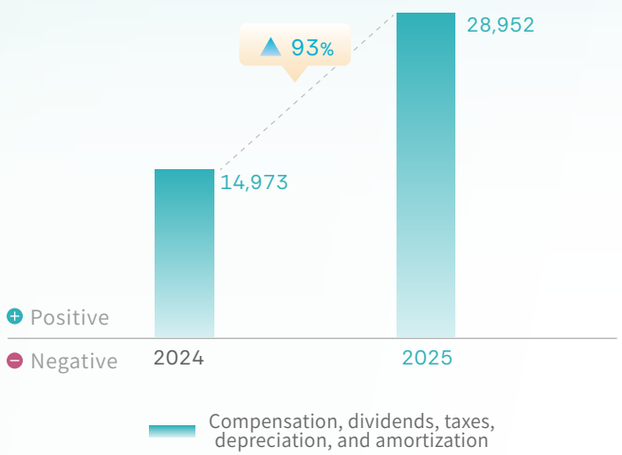
Management Indicators	2025 Goals	2025 Implementation Performance	Goal Achievemen	2026 Goals	2030 Goals
Ethical Management					
Number of material violations of regulations	0	0	◆	0	0
Number of corruption cases	0	0	◆	0	0
Employee labor ethics training completion rate	100%	100%	◆	100%	100%
Employee antitrust training completion rate	100%	100%	◆	100%	100%
Number of employee and labor ethics violation cases	0	0	◆	0	0
Number of trade secret violation cases	0	0	◆	0	0
Risk Management					
Number of risk quarterly meetings	4	4	◆	4	4
Number of annual reports to the Board of Directors	2	2	◆	2	2
Number of contingency plan items completed annually	64	69	◆	64[Note1]	64
Number of stress test items executed annually	7	9	◆	7	7
Percentage of employees participating in risk management training	100%	100%	◆	100%	100%
Customer Service					
Customer satisfaction score	≧ 91	95.7	◆	≧ 91	≧ 91
Number of customer platform parameter measurement services	950	1,142	◆	950	960
Number of customer product joint qualification services	25	28	◆	26	28
Number of customer technical sharing and training sessions	96	114	◆	96	100

2.5 Sustainability Impact Assessment

Unit: NT$ million

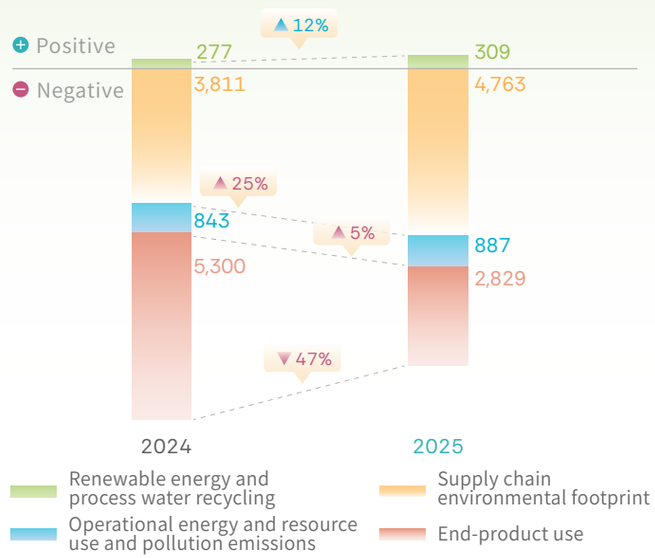
Economic Capital

NT$15 Billion Positive ▲93%



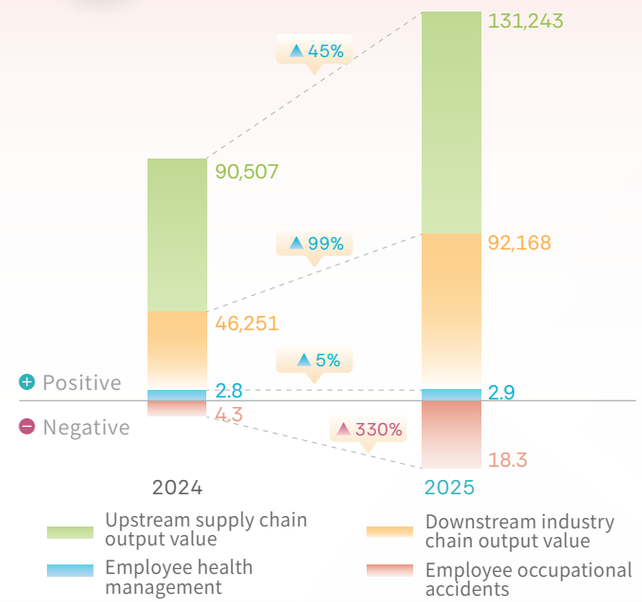
Natural Capital

NT$8.2 Billion Negative ▼16%



Social and Human Capital

NT$223.4 Billion Positive ▲63%



Against the backdrop of systemic challenges such as climate change, social inequality, and biodiversity loss in the global economic system, the long-term competitiveness of enterprises is undergoing a critical transformation. It is shifting from a focus on financial performance to a broader impact-oriented paradigm, incorporating the implicit value (also known as externalities) derived from the positive and negative impact of operational activities on society and the environment.

Based on this shift in mentality, Nanya Technology applies the *Impact Accounting* methodology to systematically quantify and convert environmental and social impacts—which were not reflected in market prices in the past—into monetary language. Through a consistent measurement baseline, we simultaneously review financial performance and non-financial impacts. Simultaneously, adopting an Integrated Profit and Loss (IP&L) perspective across economic, natural, human, and social capitals, the Company treats impacts as manageable assets or liabilities. This approach not only provides a more holistic understanding of the operational contributions and burdens on human well-being but also integrates impact into strategic decision-making, resource allocation, and innovative design—ultimately driving a business model transformation from *profit-centric* to *total value creation*.

In 2025, for every NT$1 of revenue, Nanya Technology created NT$3.7 in Net Positive Impact value. At the operational level, the Company generated NT$29 billion in Gross Value Added (GVA) for stakeholders through operating profit, taxes, leases, employee compensation, depreciation, and amortization. Regarding the environment, environmental footprints from energy/resource consumption and pollutants in production resulted in NT$890 million in social costs; however, renewable energy and process water recycling measures created NT$310 million in environmental benefits. Society wise, health promotion and education reduced cardiovascular risks for employees, creating NT$2.93 million in social benefits. However, the physical and mental impacts alongside medical expenditures resulting from occupational accidents led to a social cost of approximately NT$18.32 million. This figure represents an increase from the previous year, primarily due to a rise in off-site traffic accidents; in response, the Company has strengthened safety advocacy and management measures for high-risk road sections . In the value chain, the Company's procurement activities drove approximately NT$131.2 billion in supply chain output value, demonstrating a positive socio-economic contribution. Meanwhile, environmental footprints from industry supply and demand resulted in NT$4.8 billion in social costs, mainly from the procurement of chemicals and electricity. On the product side, the Company's DRAM products are widely used in terminal markets such as televisions, networking equipment, computers, storage devices, digital cameras, Surveillance camera, etc., creating NT$92.2 billion in economic value for downstream industries. However, during product use and end-of-life disposal, NT$2.8 billion in environmental and social costs were also generated.

Overall, the analysis shows that our environmental impacts primarily concentrate on the supply chain and product use stages, highlighting the Company's strategic role in promoting sustainable management of upstream suppliers and green product innovation for downstream customers. To this end, the Company systematically identifies high-impact suppliers through product environmental footprint analysis and collaborates with them to promote carbon reduction and efficiency enhancement, thereby reducing the environmental burden of procurement.

Looking ahead, the Company will continue to optimize its impact management framework and deepen the application of Integrated Profit and Loss, focusing not only on internal operations but also across the entire value chain to measure and manage impacts on society and the environment comprehensively. By embedding *impact* thinking into business decisions, the Company will continue to strengthen its competitive advantage in sustainable development, achieving a long-term balance between corporate growth and environmental/social well-being.

Nanya Technology Sustainability Impact Roadmap

2,234Billion
Social Externality: Boosting Upstream and Downstream Value Chain Output Value
Procurement demand drives industry chain development, creating 2.97 times the economic value; sales of DRAM products create 1.85 times the output value for customer industries.

>90%
Environmental Externality: Environmental Footprint Driven from Upstream and Downstream Value Chain
The environmental impacts arising from supply and demand processes within the supply chain, as well as from the product use phase, highlight the importance of Nanya Technology's promotion of green supply chain management and its efforts to enhance product energy and material conservation to support human and social well-being.

⊕ Positive ⊖ Negative

Cause of the Impact	Sustainability Issue Management	Operational Input and Output		Impact Item	Capital Type	Type of Impact	Monetary Value (KNTD)	Impact Stakeholders
Supply Chain	Sustainable Supplier Management	Procurement demand drives industrial supply and demand	>40 billionNT$ (procurement amount)	Social externality—boosting supply chain output value	Social	⊕	131,243,132	Suppliers and the society
				Environmental externality—supply chain GHG emissions	Natural	⊖	1,298,473	Suppliers and the environment
				Environmental externality—supply chain air pollution emissions	Natural	⊖	3,439,125	Suppliers and the environment
				Environmental externality—supply chain wastewater discharge	Natural	⊖	6,240	Suppliers and the environment
				Environmental externality—supply chain waste disposal	Natural	⊖	19,506	Suppliers and the environment

⊕ Positive ⊖ Negative

Cause of the Impact	Sustainability Issue Management	Operational Input and Output		Impact Item	Capital Type	Type of Impact	Monetary Value (KNTD)	Impact Stakeholders
Production Operations	Economic Performance	Compensation, dividends, taxes, depreciation, and amortization	223 billion NT$	Stakeholder Gross Value Added (GVA)	Economic	⊕	28,951,940	Employees, shareholders/investors, suppliers and the society
	Climate Strategy and Energy Management	Greenhouse gas emissions (Scope 1 and 2)	417,308ton-CO_2e	Environmental externality—operational GHG emissions	Natural	⊖	690,670	Environment
		Renewable energy usage	80,160MWh			⊕	62,891	Environment
	Water Management	Water resource usage	4,063 ML	Environmental externality—operational water resource usage	Natural	⊖	180,710	Environment
		Process water recycling	5,530 ML			⊕	245,938	Environment
		Process wastewater discharge	3,017 ML	Environmental externality—operational wastewater discharge	Natural	⊖	1,084	Environment
	Waste Management	Process gas (VOCs/NOx/SOx) emissions	29.9 ton	Environmental externality—operational air pollution emissions	Natural	⊖	2,260	Environment
		Process waste incineration and landfill disposal	717 ton	Environmental externality—operational waste disposal	Natural	⊖	1,414	Environment
	Occupational Health and Safety	Number of employees at risk of cardiovascular disease	1,528 Participations	Social externality—employee health management	Human	⊕	2,926	Employees and the society
		Workday loss due to employee occupational accidents	6,421 days	Social externality—employee occupational accidents	Human	⊖	18,319	Employees and the society
Products or Services	Customer Service	Product sales drive supply and demand of the downstream industry	49.8 billion NT$ (sales amount)	Social externality—boosting industry chain output value	Social	⊕	92,168,132	Customers and the society
	Green Products	Estimated energy consumption during product use phase	429,266MWh	Environmental externality—product usage	Natural	⊖	2,827,687	Customers and the environment
		Estimated electronic waste generated from products	471ton	Environmental externality—product waste disposal	Natural	⊖	1,715	Customers and the environment

Note 1: In terms of the impact stakeholders, *Society* refers to the networks together with shared norms, values and understanding that facilitate cooperation within and among groups (Social & Human Capital Protocol, 2019); *Environment* refers to the stock of renewable and non-renewable natural resources on Earth (e.g., plants, animals, air, water, soils, minerals) that combine to yield a flow of benefits or services to people (Natural Capital Protocol, 2016).

Note 2: The increase in supply chain output value is calculated using an Input-Output Model, including economic benefits generated by the supply and demand effects across the industry chain driven by procurement demand. This calculation also considers related environmental impacts. Reference sources include the *Report on Compilation of Industrial Linkage Statistics* (Department of Budget, Accounting and Statistics, 2020), the *Report on Compilation of Green National Income Account* (Department of Budget, Accounting and Statistics, 2021), and the *Energy Balances* (Administration of Energy, 2021).

Note 3: Gross Value Added (GVA) assesses the difference between the intermediate inputs and final outputs of a company's operating process, while also considering initial inputs and public expenditures. These economic activities bring benefits to various stakeholders, including net operating profit (customers/shareholders/investors), compensation and benefits (employees), depreciation/amortization/leasing (suppliers), and taxes (society).

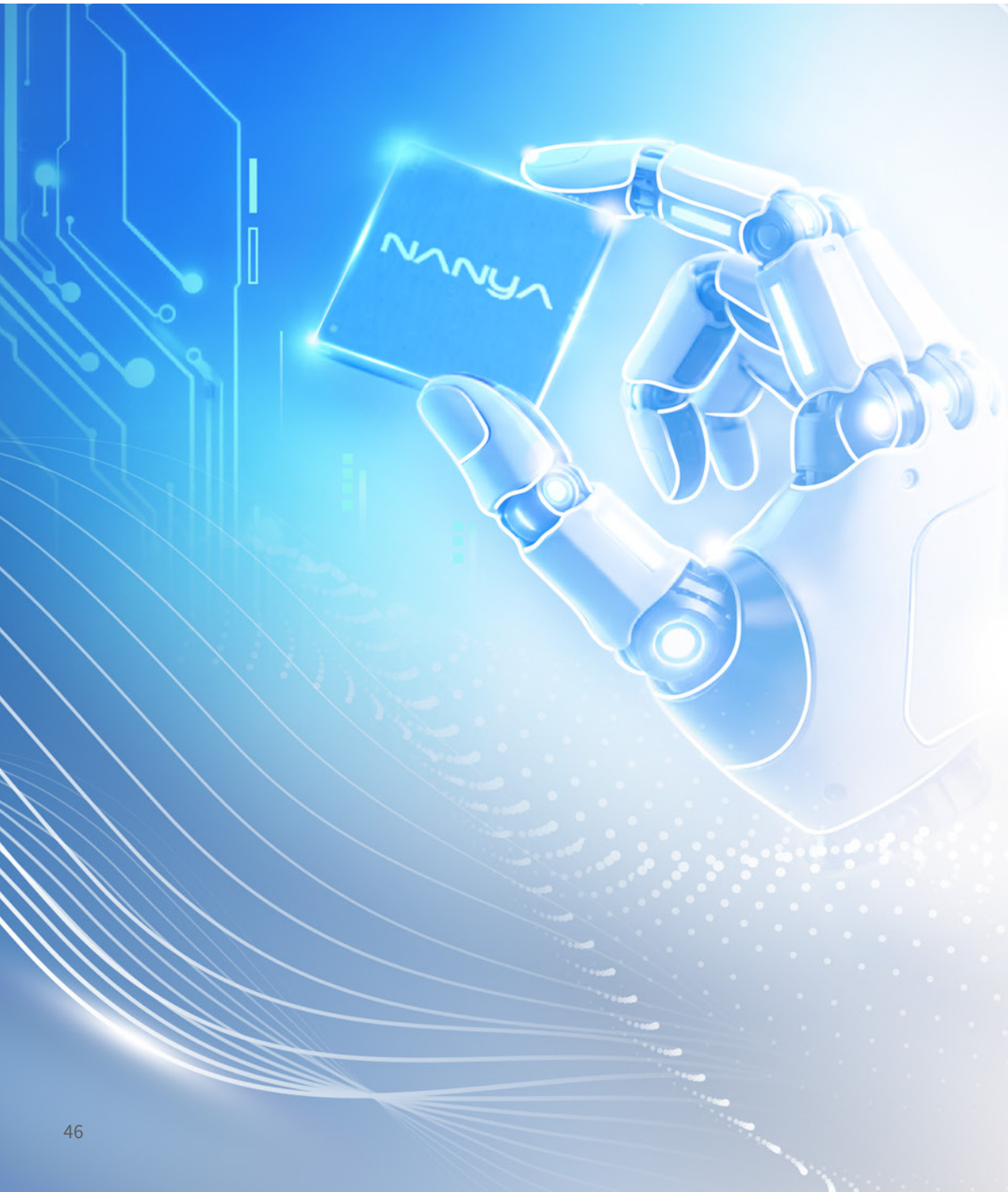
Note 4: Environmental externality impact factors include the social cost of carbon, human health impact costs, and ecosystem damage costs driven from GHG, air pollution, wastewater, waste, and water resource consumption. Monetary value conversion is referenced from the US EPA (2016) and OECD (2012).

Note 5: Employee health management involves early detection of hypertension, hyperlipidemia, hyperglycemia, and obesity through regular health check-ups, along with the development of various programs to appropriately control cardiovascular disease risk among employees. Relevant coefficients are referenced from WHO (2008) and Chieh-Hsien Lee (2009).

Note 6: The social costs derived from occupational accidents are calculated by considering factors such as productivity loss due to work-related injuries, occupational accident compensation, and individuals' willingness to pay to avoid such incidents. The methodology is referenced from UK HSE (2017), Jiune-Jye Ho (2005), and the Institute of Labor, Occupational Safety and Health (2013).

Note 7: The related products or services focus on the top 5 end product applications of DRAM offerings, taking into account the supply and demand relationship between sales revenue and output value of customer industries. It aims to assess the indirect economic value generated by product sales, along with the environmental impacts associated with the product use and disposal phases.

Note 8: Considering the differences in economic conditions across countries, valuation coefficients are adjusted based on the per capita Gross National Income (GNI) measured by Purchasing Power Parity (PPP) in each region, with the time frame standardized to the monetary value in 2017. The methodology is referenced from OECD (2012) and PwC UK (2015).



3 Innovation

The Best Partner for Our Customers

3-1 R&D and Innovation 48
3-2 Green Product Development 56

As one of Nanya Technology's four core values, *Innovation* is the driving force behind our technological growth and competitive edge. We aim to strengthen product research, development, and manufacturing to meet diverse customer needs and become the Best DRAM Partner for Smart World.

919 cases
In 2025, 919 patents were granted to Nanya Technology.

31.0%
In 2025, R& D expenditure accounted for 10.6% of revenue, while R&D personnel represented 31.0% of employees, which demonstrates Nanya Technology's commitment to technological development.

NT$420 million
At the end of 2025, Nanya Technology had developed 152 AI applications with annual benefits reaching NT$420 million.

Strategy and Performance of Material Topics

◆ Exceeded goals ◆ Achieved ◆ Not achieved

Material Topics and Strategy	2025 Goals	2025 Performance	2026 Performance
R&D and Innovation • Designing new next-generation products • Developing 10nm-class process technologies • Entering the high-density server module market • Smart factory • Increasing the number of granted patents	Third-generation 10nm-class DRAM process and 16Gb DDR5 products meet shipping verification standards	◆ Designs for the pilot product of third-generation 10nm-class DRAM was completed in Q3 2025. The products are currently in trial production.	Third-generation 10nm-class DRAM process and 16Gb DDR5 products meet shipping verification standards
	Training a total of 550 engineers and equipping them with AI theoretical and practical skills	◆ A total of 550 engineers were trained and equipped with AI theoretical and practical skills	Training a total of 600 engineers and equipping them with AI theoretical and practical skills.
	Completing the development of a total of 150 smart applications	◆ Completed the development of a total of 152 smart applications.	Completing the development of a total of 170 smart applications.
	Number of patents granted in Taiwan >250	◆ Number of patents granted in Taiwan: 328	Number of patents granted in Taiwan: 375
Environmentally Friendly Products • Technology enhancement: Developing advanced and efficient products and helping consumers reduce energy consumption and carbon emissions during product use • Consideration of product lifecycle: Increasing the environmental friendliness of products • Hazardous substance management: Ongoing promotion of the initiatives to replace hazardous substances in product manufacturing materials	Proportion of advanced processes such as 20nm accounts for 96% and above	◆ Proportion of advanced processes such as 20nm accounted for 97.3% and above	Proportion of advanced processes such as 20nm ≧ 96%
	Completing product life cycle inventory on 100% of products	◆ Completed product life cycle inventory on 100% of products	Completing product life cycle inventory on 100% of products
	100% of products comply with hazardous substances free regulations and customer hazardous substance specifications.	◆ 100% of products complied with hazardous substances free regulations and customer hazardous substance specifications.	100% of products comply with hazardous substances free regulations and customer hazardous substance specifications.
	100% of raw materials free of PFOA-related substances	◆ 100% of raw materials were free of PFOA-related substances	100% of raw materials free of PFOA-related substances

3.1 / R&D and Innovation

Recognizing the growing trend of smart products that improve the quality of life and contribute to energy conservation and carbon emissions reduction, Nanya Technology invests substantial resources annually in developing new DRAM products, next-generation manufacturing processes, and advanced 3D stacked packaging technologies. We provide value-added services to customers, strengthen intellectual property rights and trade secret protection, and accelerate our advancement in product diversification and smart factories. Looking ahead, Nanya Technology will continue developing more advanced third- and fourth-generation 10nm-class DRAM process technologies and products.

Investment in Innovative R&D

Item	Year	2022	2023	2024	2025
Investment in Innovative R&D	Operating revenue (A) (in NT$100 million)	570	299	341	666
	R&D and innovation expense (B) (in NT$100 million)	78.4	75.8	76.9	70.4
	R&D expense as a percentage of operating revenue (B/A)	13.8%	25.3%	22.5%	10.6%*
	Total number of employees (C)	3,685	3,647	3,693	3,835
	Total number of R&D and innovation personnel (D)	1,000	1,054	1,098	1,190
	R&D personnel as a percentage of total employees (D/C)	27.1%	28.9%	29.7%	31.0%

*R&D expenses accounted for 10.6% of revenue in 2025, down from 2024, primarily due to the economic recovery, which increased revenue from NT$34.1 billion in 2024 to NT$66.6 billion.

The Smart Factory of Nanya Technology

Smart Manufacturing - Phase 1
Production and Manufacturing Automation

2007

Advancing Factory Automation

- 12-inch wafer fab construction
- Enhanced automation for equipment, material handling, and dispatching
- Real-time equipment health monitoring
- Advanced process control technologies

Smart Manufacturing - Phase 2
Big Data Integration and Application

2014

Manufacturing Information Integration

- Establishment of a big data integration platform
- Yield engineering data integration
- Production information integration

2015

Information Analysis Applications

- Enhanced engineering data analysis applications
- Data mining applications
- Development of intelligent optimal scheduling technologies

Smart Manufacturing - Phase 3
Building High-Performance Production Lines with AI Assistance

2018

AI Development

- AI technologies implementation and talent cultivation
- AI application development: prognostics and health management/process control/productivity enhancement/quality inspection/yield analysis/process development/labor safety/information security/energy management

2021

Adoption of New Digital Technologies and the Full Activation of AI

- Comprehensive implementation of AI technology
- Workflow automation
- Cloud services and edge computing applications

2027

Establishing New 12-Inch Fab

- Smart infrastructure
- Smart application systems

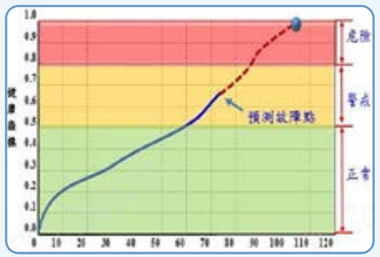
Nanya Technology's 12-inch wafer fab is equipped with the necessary infrastructure for a smart factory, including highly automated production lines, wafer fab IoT, a large-scale sensor network, and big data platform. Leveraging AI technology, Nanya Technology has expanded innovative applications across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

Currently, Nanya Technology has developed a range of innovative applications for its production lines, including prognostics and health management, advanced process control, production scheduling optimization, wafer quantity prediction, smart material handling, wafer probe mark inspection, defect image recognition, yield wafer image recognition, and automatic measurement of engineering images. These applications effectively enhance overall operation efficiency and generate benefits across three key aspects: Yield, Quality and Output.

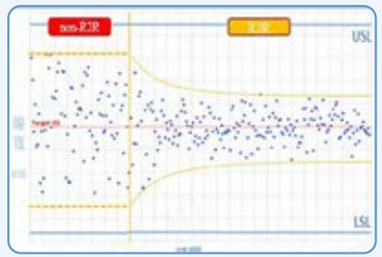
Fab Infrastructure | Advanced Automation | Fab IoT | Large-Scale Sensor Network | Big Data Information Integration | AI Technology

AI Application Categories

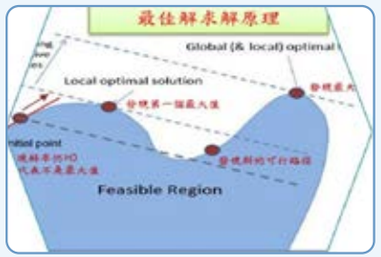
01 Prognostics and Health Management



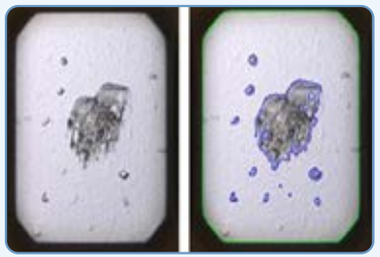
02 Process Control



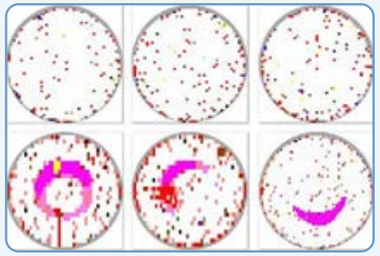
03 Productivity Enhancement



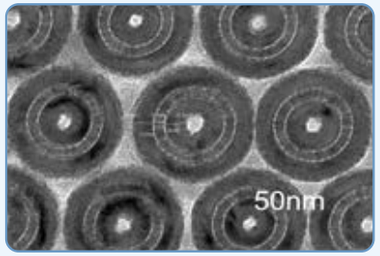
04 Quality Inspection



05 Yield Analysis

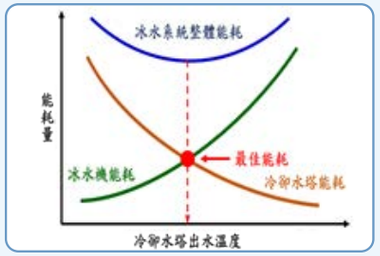


06 Process Development



07 Labor Safety and Information Security

08 Energy Management

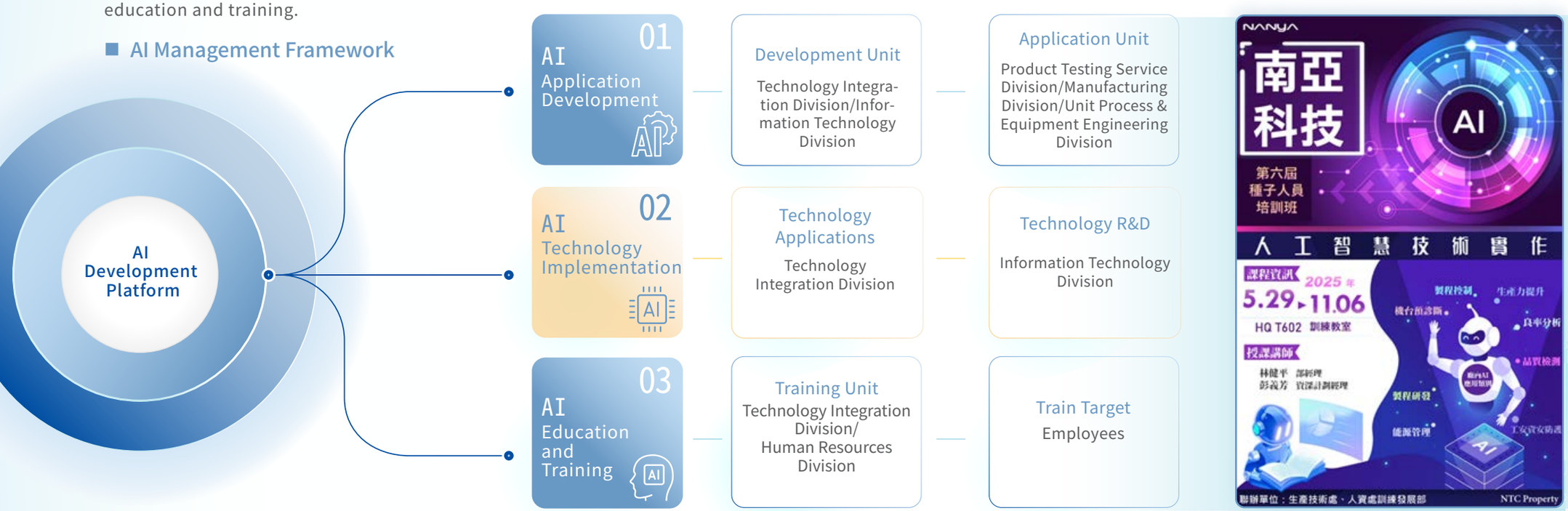


AI Development Benefits and Promotion

In 2025, 18 smart applications were completed. From 2018 to 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. With the ongoing development of new AI applications, Nanya Technology anticipates that the cumulative benefits will reach NT$2.1 billion over the next 5 years (2026 to 2030).

Innovation and promotion are primarily driven through a cross-functional framework, supported by three key platforms: AI application development, AI technology implementation, and AI education and training.

AI Management Framework



01. AI Application Development Platform - 60 engineering personnel, including domain experts, information experts, and statistics experts are brought together to systematically develop highly efficient smart systems.

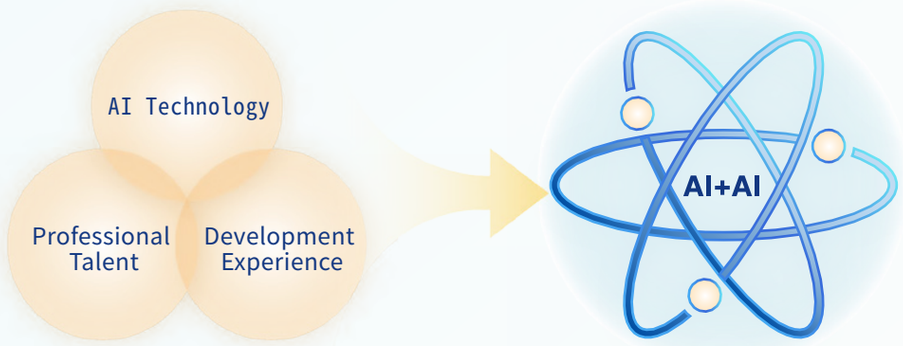
02. AI Technology Implementation Platform - Strengthen the AI team's technical capabilities by systematically introducing technologies such as machine learning, deep learning (CNN[1], RNN[2], object detection, generative AI), and edge computing.

03. AI Education and Training Platform - Training is conducted through a combination of external instructors and self-directed training by internal trainers, targeting company employees whose work is related to AI applications. In 2025, training was completed for 50 engineers, bringing the cumulative total to 550 engineers trained from 2018 through the end of 2025, equipping them with theoretical knowledge and practical technical skills in AI.

Note 1: CNN: Convolutional Neural Networks

Note 2: RNN: Recurrent Neural Networks

2018-2026 AI Application Development Plan



Cultivating Development Capabilities | **AI Intelligent Enhancement**

Since 2018, Nanya Technology has built an AI technology application team which focuses on learning and implementing AI technologies to gradually apply AI in various work settings. Nanya Technology has connected additional smart systems, such as wafer yield analysis system, intelligent optimal scheduling system, production line stability control system, and universal image monitoring management system. These initiatives have amplified intelligence and efficiency, making overall production line operations more effective. In the future, Nanya Technology will continue to deepen and expand its technical applications, introducing more advanced AI technologies, enhancing cross-system integration capabilities, and extending these across all application units, thereby comprehensively improving factory manufacturing performance.

Nanya Technology introduced and obtained TIPS (Grade A) certification in 2023, establishing standards and related management procedures for the preliminary evaluation, process documentation, and results review of AI application development. The fundamental principles governing AI applications are security and legality. All related software and systems must be properly licensed, and cloud-based architectures are prohibited to prevent the leakage of confidential company information. AI applications are intended solely for work-related purposes and may not be used for personal or other non-business purposes, nor for any illegal or infringing activities.

AI Computing Power Investments and Key Achievements

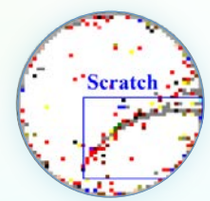
AI research and applications require powerful computing resources to shorten model training cycles, improve real-time inference, and provide the computational foundation for larger-scale, more complex algorithms, thereby accelerating innovation and the implementation of diverse applications. To support the adoption of AI technologies, more than NT$30 million has been cumulatively invested since 2018 in the procurement and deployment of GPU computing resources. These investments have not only strengthened the company's continued advancement in AI technologies but also laid the foundation for the development of AI applications.

Image recognition is one of the most influential technologies in artificial intelligence because it enables machines to *see* and understand visual information, thereby playing a critical role across a wide range of applications. To date, it has been widely applied to various quality inspection scenarios on production lines. Key achievements include replacing manual visual inspections to reduce labor requirements and minimize the risk of misjudgment; shifting inspection frequency from sampling-based inspections to full inspections to improve inspection effectiveness and enable real-time anomaly detection; and monitoring not only non-conforming products or equipment based on defect quantities, but also unusual defect distribution patterns.

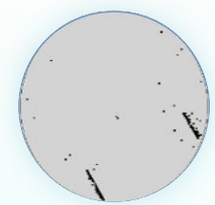
Image Recognition

Visual Inspection

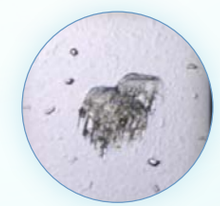
Yield Inspection



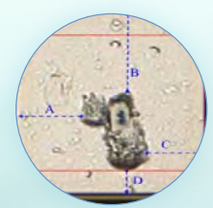
Scratch Inspection



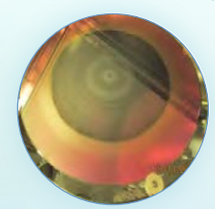
Probe Mark Inspection



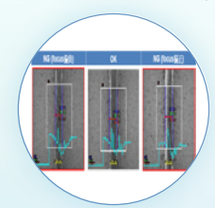
Bond Pad Inspection



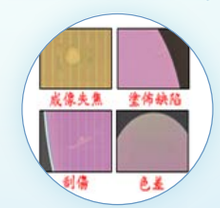
Wafer Backside Inspection



Process Optimization



After-Development Inspection

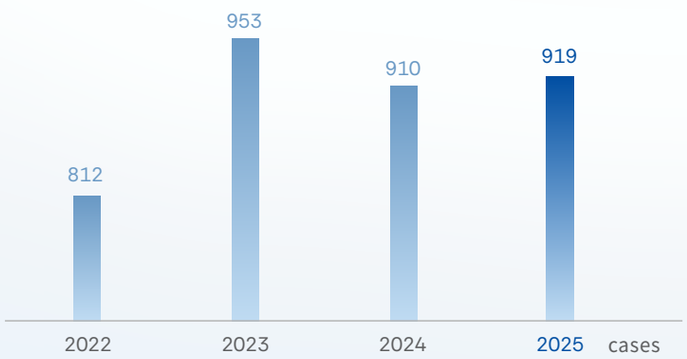


Intellectual Property Right Status and Strategy

Nanya Technology not only works with world-class partners to adopt advanced technologies, but also invests heavily in the development of proprietary technologies. Over the years, Nanya Technology boasts a considerable amount of intellectual property. At the end of 2025, Nanya Technology had received over 8,600 patents worldwide, not only protecting the results of technological development, but also securing our competitive edge. With this powerful tool for both technological and business competition, Nanya Technology flexibly utilizes intellectual property rights to effectively defend against frivolous patent lawsuits.

Nanya Technology **had no material legal incidents related to intellectual property rights in 2025.**

Patents Granted to Nanya Technology Performance



Nanya Technology's Intellectual Property Right Strategy

In addition to patents, trade secrets are also extremely crucial intellectual assets in the semiconductor industry. In recent years, Nanya Technology has actively introduced advanced manufacturing process technologies, developed new products, and innovated sales models. Among the intellectual assets produced during these processes, some have been protected by patent applications. Others, however—whether they are technologies, methods, processes, formulas, programs, designs, or other information that can be used for production, sales, or operations—are considered trade secrets as long as they remain confidential and possess economic value. These trade secrets are protected by a rigorous information security system. Additionally, in September 2024, Nanya Technology passed the Taiwan Intellectual Property Management System (TIPS) Grade A certification once again, further affirming the quality of Nanya Technology's intellectual property right management system.

Incentives for Innovation

As one of Nanya Technology's core values, *Innovation* is the driving force behind our technological growth and competitive edge. We believe that the key to ongoing innovation comes from the improvement ideas proposed during daily operations. Constantly optimizing processes, gaining experience, and building on results allows us to drive more forward-looking developments. To encourage employees to propose innovative ideas, Nanya Technology organizes annual innovation activities, including improvement proposals, patent reward, creativity competitions, essay contests, and outstanding team competitions. We recognize and reward innovative ideas proposed by each employee. Through these programs, Nanya Technology aims to embed innovation into the mindsets of our employees and further extend it to external partnerships, creating a systematic innovation force that keeps driving our Company's growth and competitive edge.

Mechanism to Drive Creativity

- Creativity Competitions
- Outstanding Team Selection
- Technological Essay Competitions
- Patent Reward
- Rewards for Improvement Proposals
- External Innovation Cooperation

Results of Innovative Activities

Year		2022	2023	2024	2025
Patent Reward	Number of patents granted	812	953	910	919
Rewards for Improvement Proposals	Number of proposals	212	193	163	161
	Actual annual benefits (in NT$ thousand)	756,744	755,784	366,233	563,138 (Note)
Technological Essay Competitions	Number of entries	103	118	122	115
Outstanding Team Competitions	Number of entries	17	16	17	17

Note: 1. After many years of hard work, the self-developed 10nm-class technology has achieved significant results. Because of this, major improvement projects related to manufacturing processes in the fab have gradually decreased.
2. Having deepened the functional training for dedicated personnel in managers' offices and seed personnel since 2025, we are implementing administrative rewards for excellent units in 2026 to comprehensively enhance the quality and effectiveness.

Rewards for improvement proposals are categorized into seven functional areas: quality, manufacturing process, production capacity, equipment, environmental, safety and hygiene (ESH), and others. Nanya Technology encourages employees to focus on prevention instead of conducting non-conforming handling afterward. In addition to the proposers and their direct supervisors, the proposal process also includes forming an expert review taskforce for examining the proposal's specifics, effectiveness, and contribution level from multiple perspectives. In 2025, a total of 161 improvement proposals were submitted, generating actual annual benefits of NT$563.138 million, a 54% increase compared with 2024.

Improvement Proposal Workflow

1. Proposer
2. Department Head
3. Preliminary Review by the Review Taskforce
4. Fab Chief or Director
5. Secondary Review by the Review Taskforce
6. Assistant Vice President/ Vice President

Outstanding Cases

Category	2025 Improvement Proposals	Benefit Summary
Quality Improvement	fA25004431 Anomaly Prevention	The CPCIM system replaced manual inspection procedures with automated controls to prevent abnormal incidents, resulting in annual cost savings of approximately NT$12.6 million.
Process Improvement	fA25010935 Yield Improvement	To improve production yield for next-generation products, we continuously verified and optimized process transfer conditions to progressively increase yield, resulting in annual cost savings of approximately NT$4.24308 million.
Production Capacity Improvement	fA25001083 Production Capacity Improvement	We developed a new board design to increase testing capacity, reduce per-unit BIB manufacturing costs, and improve testing efficiency, resulting in annual cost savings of approximately NT$89.763 million.
Other Improvement	fA25009998 Efficiency Improvement	We established an automated workflow applicable to all products to improve process efficiency and accuracy, resulting in approximately NT$74.876 million in cost savings.

Category	2025 Improvement Proposals	Benefit Summary
Equipment Improvement	fA25007287 Process Improvement	Based on the specifications required for new process development, we carried out process integration improvements and independently modified equipment, reducing the need to purchase new machines and saving approximately NT$293 million in direct equipment procurement cost.
ESH Improvement	fA25000950 Residual Gas Reduction Improvement	We changed the Si_2H_6 packaging specification from 5 kg (30L) to 12 kg (30L), reducing the number of cylinder replacements from 161 cylinders per year to 57 cylinders per year. This also reduced residual cylinder pressure, saving approximately 257.5 lb annually, while lowering gasket costs and leakage risks, resulting in annual cost savings of approximately NT$4,399 thousand per year.
AI Improvement	fA25009113 Prognostics System	We implemented a predictive health diagnostic system using outlier analysis to detect abnormalities in the hot exhaust fan system at an early stage, eliminating issues before they occur and preventing unexpected shutdowns of production process equipment, resulting in approximately NT$330 thousand in cost savings.

In terms of scaling the impact of our technological R&D results, Nanya Technology integrates external innovation resources to accelerate and boost R&D outcomes. For example, we collaborate with National Taiwan University, National Tsing Hua University, National Yang Ming Chiao Tung University, National Central University, Ming Chi University of Technology, Chang Gung University, IMEC, ITRI, and testing equipment suppliers in areas like basic research for next-generation memory, product design, and product testing. We also jointly develop 10nm-class processes and materials with mask and equipment manufacturers, and rapidly develop diverse application products through wafer-level customized packaging with downstream system developers. Over the past 4 years, Nanya Technology has increased open innovation projects each year to support its short-, medium-, and long-term R&D plans.

Technology R&D Open Innovation Program

3.2 / Green Product Development

Nanya Technology works together with its customers toward the goal of protecting our green planet. We have adopted Life Cycle Thinking (LCT) and the Design for Environment principles. Nanya Technology, long committed to developing advanced, efficient, and eco-friendly products, continues to help customers develop products with low-energy consumption design while leveraging its influence on the supply chain for hazardous substance management and responsible mineral sourcing management. To keep improving the environmental friendliness of our products, Nanya Technology set environmental health and safety performance indicators and launched projects to reduce waste, promote resource reuse, and cut greenhouse gas (GHG) emissions. Aligned with the Green Product Promotion Committee on green product management, Nanya Technology takes seven environmental impact aspects into consideration from the very beginning of new product development. These include procurement, manufacturing, transportation, product use, disposal, and recycling. Such a comprehensive approach seeks to identify improvement opportunities that will enhance environmental benefits.

Nanya Technology's Design for Environment Matrix

	Procurement	Manufacturing	Transportation	Product Use	Disposal and Recycling
Energy Efficiency	✓	✓	✓	✓	
GHG Emissions	✓	✓	✓	✓	
Material Reduction	✓	✓	✓		
Responsible Mineral Sourcing	✓				
Hazardous Substances Free	✓	✓			
Waste Reduction		✓			✓
Water Resource Reduction		✓			

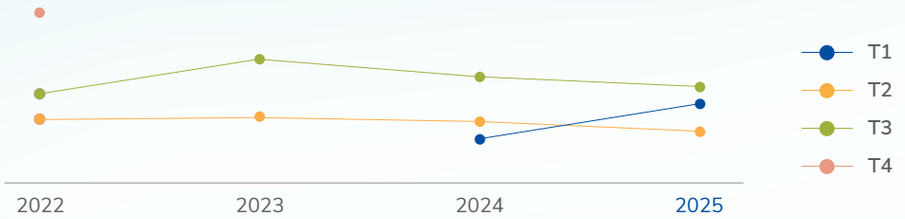
Life Cycle Assessment

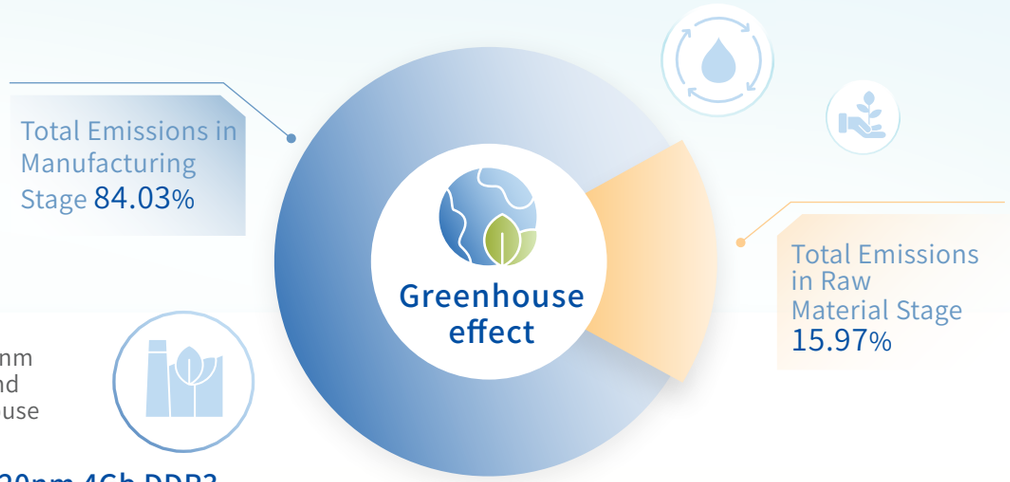
In response to international environmental trends, Nanya Technology adopted the life cycle assessment tool Simapro to conduct 100% product Life Cycle Assessments (LCA), which allowed us to calculate the environmental footprint of our products and identify areas for improvement. Meanwhile, we also gathered environmental data and coefficients during the analysis process to build a decision support system for green product development. Nanya Technology performed quantitative LCAs at each stage of a product's life cycle, and took multiple factors into consideration. In accordance with the quantification and communication requirements and guidelines outlined in the ISO 14040 series for Product Environmental Footprint life cycle impact assessments, Nanya Technology participated in product environmental footprint declarations, while referencing the regulations of ISO 14064-1 GHG inventory and ISO 14067:2018 Carbon Footprint International Standards to carry out these declarations. The analysis covered various DRAM products made by Nanya Technology, with life cycle boundaries including raw material manufacturing, transportation, wafer manufacturing, component packaging, module assembly, product use, and recycling/disposal. Since our main production activity is memory wafer manufacturing and other components are outsourced, the primary system boundary is set at wafer manufacturing. Among 28 measures to improve environmental footprint sources, reductions in GHG emissions from the three main sources listed in the results of the 2025 product life cycle assessment are as follows:

Three Hotspots of Greenhouse Effect Listed in the 2025 Product LCA Results

	Electricity Use	LIQUID OXYGEN (LO2)	Production wafer
Percentage of Product Carbon Footprint	79.91%	4.04%	3.92%
Improvement Plan	Promote energy-saving improvement initiatives	Require LO2 suppliers to implement energy-saving and carbon reduction management programs	Require 12-inch wafer suppliers to implement energy-saving and carbon reduction management programs
2025 Performance Results	1.Completed 30 ISO 50001 energy management initiatives. Energy-saving benefits achieved: 4,695 MWh 2.Purchased 80.16 million kWh of renewable energy	Suppliers have joined the SBTi and committed to achieving a 25% absolute reduction in Scope 1 and Scope 2 GHG emissions by 2030.	Suppliers have joined the SBTi and committed to achieving a 25% absolute reduction in Scope 1 and Scope 2 GHG emissions by 2030.
Future Improvement Directions	1.Continue implementing ISO 50001 energy-saving initiatives 2.Continue purchasing renewable energy according to plan	Continue requiring suppliers to implement energy-saving and carbon reduction management programs	Continue requiring suppliers to implement energy-saving and carbon reduction management programs

Trends in Product Carbon Footprint for 10nm/20nm/30nm/40nm Processes





The 2025 product life cycle inventory was completed. Nanya Technology used its staple product, the 20nm 4Gb DDR3 memory, to illustrate the ratio of 28 environmental footprint items across the raw material and manufacturing stages. The manufacturing stage at the factories accounted for about 84.03% of greenhouse effect, while raw material procurement accounted for around 15.97%.

Proportion of Total Emissions from Raw Materials and Manufacturing Stages of 20nm 4Gb DDR3

	Total Emissions in Manufacturing Stage	Total Emissions in Raw Material Stage
Greenhouse effect	89.55%	10.45%
Ozone depletion	59.05%	40.95%
Ionizing radiation	94.96%	5.04%
Photochemical effect	92.48%	7.52%
Particulate matter	82.65%	17.35%
Human toxicity - Non-cancer effect	95.58%	4.42%
Human toxicity, cancer effect	95.14%	4.86%
Acid rain	90.15%	9.85%
Eutrophication - waterbody	95.23%	4.77%
Eutrophication - marine	93.00%	7.00%
Eutrophication - terrestrial	92.95%	7.05%
Freshwater ecotoxicity	87.19%	12.81%
Land transformation	81.34%	18.66%
Water resource depletion	67.74%	32.26%
Resource use - fossil fuels	92.41%	7.59%
Resource use - minerals and metals	86.27%	13.73%
Greenhouse effect - fossil fuels	92.85%	7.15%
Climate change - biogenic	52.47%	47.53%
Climate change - land use and LU change	88.41%	11.59%
Human toxicity, non-cancer - organics	88.14%	11.86%
Human toxicity, non-cancer - inorganics	67.59%	32.41%
Human toxicity, non-cancer - metals	97.30%	2.70%
Human toxicity, cancer - organics	83.86%	16.14%
Human toxicity, cancer - inorganics	50.61%	49.39%
Human toxicity, cancer - metals	96.35%	3.65%
Ecotoxicity, freshwater - organics	86.03%	13.97%
Ecotoxicity, freshwater - inorganics	78.60%	21.40%
Ecotoxicity, freshwater - metals	88.70%	11.30%

Total Emissions in Manufacturing Stage
Total Emissions in Raw Material Stage

In response to global net-zero trends and stakeholder expectations, Nanya Technology has implemented the digital transformation of its carbon management. In 2025, the Company completed the establishment of its "Sustainable Carbon Management Platform," incorporating digitalized management functions for organizational greenhouse gas inventories, carbon footprint of products (CFP), life cycle assessments (LCA), emissions hotspot analysis, and Design for Environment (currently under development). By comprehensively managing relevant data across the sourcing, manufacturing, and production/sales ends, the platform enhances the accuracy and traceability of carbon emissions information while continuously strengthening Nanya Technology's sustainable competitiveness.

Overview of the Sustainable Carbon Management Platform Functions

Data Source Integration

- **Facility operational data**
  Energy, fuel, processes
- **Raw materials and subcontractors**
  Suppliers, packaging and testing
- **Products and process data**
  BOM, parameters
- **Factor databases**
  Suppliers, national announcements, international databases
- **Data integration and management**
  Ensuring data consistency and integrity

System Functions

Organizational GHG inventory	Product carbon footprint inventory	Reporting and disclosures	Carbon reduction and hotspot analysis	Data and quality management
Scope 1, 2, and 3 inventories	Product carbon footprint calculation	Regulatory authorities	Emissions hotspot analysis	Data verification
Activity data management	Carbon footprint reporting	Sustainability initiatives and standards	Carbon reduction potential assessment	Factor management
Emission calculation				Traceability management

Platform Applications

- **Compliance with regulations and international standards**
  ISO 14064, ISO 14067, SBTi, IFRS S2
- **Enhancing data transparency and quality**
  The system replaces manual operations to strengthen data management, improving accuracy and consistency
- **Decision-making support**
  Identifying carbon emission hotspots and formulating carbon reduction strategies and targets
- **Driving low-carbon product R&D (function under development)**
  LCAs during the R&D stage
- **Strengthening supply chain engagement**
  Promoting supplier data collaborations

Incorporation of LCAs During R&D

Under Development

Integrating LCA into the design concept → Comparing environmental impacts during solution assessment → Optimizing design and material selection → Developing low-carbon products to enhance product sustainability and value

Looking ahead, the Company will gradually incorporate life cycle assessment mechanisms during the R&D and design stages, integrating product life cycle environmental impacts into the product development process. The results will serve as references for raw material selection, process optimization, and low-carbon product design, thereby continuously enhancing the environmental performance of Nanya Technology's products and its capabilities for the innovation of sustainable products.

Green Product Design

In response to global climate change and the surge in electricity demand driven by AI-powered digital transformation, Nanya Technology embeds environmental sustainability at the very beginning of the product life cycle. In addition to advancing DRAM R&D, we leverage process shrinkage and next-generation architectures to provide the market with sustainable solutions that combine high performance with ultra-low power consumption. These efforts position us as a key force in promoting energy-saving transformation.

R&D Strategy 1: Advance Process Shrinkage to Maximize Resource Efficiency

We continue to advance 10nm-class process technologies to increase production capacity per unit area, achieving both energy savings and carbon reduction.

01. Capacity growth and low-carbon footprint:

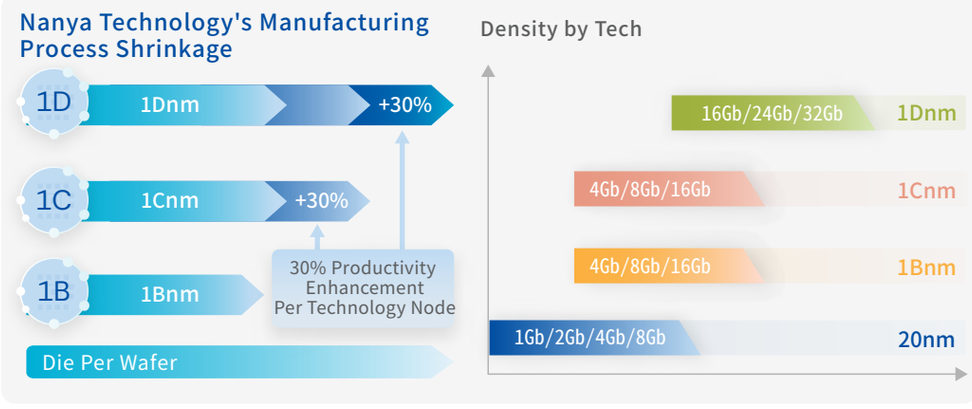
As process evolves from 1B to 1C and 1D, die per wafer (DPW) increases by more than 30% with each generation. Through economies of scale, water and energy consumption are effectively distributed, significantly reducing the carbon footprint per unit product.

02. Process development blueprint:

1Bnm has reached stable mass production; 1Cnm DDR5 has entered trial production and validation, with the trial production of LPDDR5 initial samples progressing in parallel; early-stage 1Dnm DDR5 pilot products are also approaching design completion.

03. High-density transition:

Strategic focus on high-density products of 16Gb and above, with continued advancement toward 24Gb and 32Gb.



R&D Strategy 2: Advancing Memory Generations to Drive Low-Carbon Transformation in End Devices

Energy consumption during product use is central to emissions reduction. Through continuous technological upgrades to optimize power efficiency, we reduce the energy burden on data centers and mobile devices at the source. Environmental responsibility is thus extended upstream from the end system manufacturers to the wafer fabrication phase.

01. High bandwidth and low voltage:

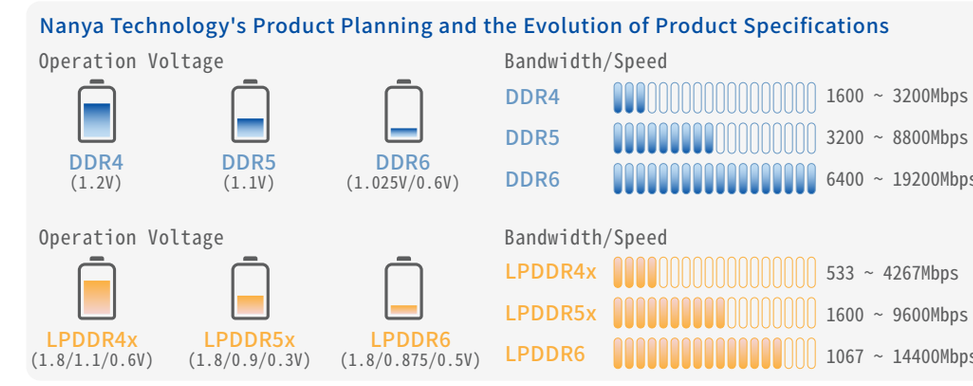
DDR5 5600Mbps products are entering mass production, with bandwidth scaling to 6400/7200/8000Mbps; LPDDR5x targets the mobile computing market, aiming for 8533/9600Mbps bandwidth, combined with fast sleep technologies to optimize both dynamic and static power consumption.

02. Built-in intelligent architecture:

On-die ECC (Error Correction Code) is introduced to enhance stability in extreme environments while recovering failed marginal dies, maximizing the value of each silicon wafer.

03. Highly integrated design:

DDR5 module products optimize PMIC configurations to improve conversion efficiency and help customers reduce materials used for motherboard components, enabling lighter, thinner, and more environmentally friendly electronic products.



R&D Strategy 3: 3DS Stacking Technology Empowering Green Computing in the AI Era

To address the high-load demands of AI computing, we leverage TSV (Through-Silicon Via) technology to provide critical support for high-performance computing.

01. Through-silicon via (TSV) technology:

TSV technology is implemented in 1Bnm DDR5 products, doubling storage capacity while significantly reducing energy loss during high-frequency data transmission.

02. Edge AI solutions:

High-bandwidth solutions are developed for AI PCs and smartphones to support localized computing, reducing the energy demand of network infrastructure caused by cloud data transmission. Nanya Technology is also investing in the development of customized ultra-high-bandwidth DRAM, with products currently in trial production and validation. Through high levels of integration, we aim to achieve product light-weighting and a two-fold improvement in performance for our customers.

Environmental External Benefits

From the outset of new product development, Nanya Technology keeps the environmental impact in mind throughout the entire product lifecycle. For electronic products, energy consumption during the usage phase is one of the most significant indicators of environmental impact. Nanya Technology actively develops energy-efficient products to help customers lower energy consumption when using electronic products, thereby reducing GHG emissions.

Product	Mainstream process products (low power DRAM and 20nm consumer DRAM)
Scope	Total sales volume equivalent in 2025
Calculation baseline	Power consumption of mainstream process products in the current year compared with the previous generation
Calculation method	Totaling the power consumption difference between all products sold in the current year and their respective previous-generation product

Benefits

Nanya Technology saved more than 1.20485 billion kWh of electricity, approximately 4,337 terajoules ($4{,}337 \times 10^{15}$)[Note 1], which is equivalent to the average annual electricity consumption of 329,000 households[Note 2]. GHG emissions were reduced by 562,667 ton-CO_2e [Note 3], which is equivalent to 1,446 times the carbon absorption of Daan Forest Park in one year[Note 4].

Note 1: Estimated based on the average annual residential electricity consumption of 3,666 kWh per household in 2025, as derived from Taipower's website data on actual monthly electricity usage by residential and small business customers (as of 2026/3/20).
Note 2: Estimated using the monthly residential and small-scale commercial electricity usage data on Taipower's website; the annual household consumption is 3,601 kWh/year (as of January 9, 2026).
Note 3: The electricity carbon emission factor adopted is 0.467 kg CO_2e/kWh for 2025, as announced by the Energy Administration.
Note 4: Based on the Energy Administration's estimation that one Daan Forest Park absorbs 389 metric tons of CO_2 annually.

Nanya Technology continues to develop advanced process technologies. So far, next-generation products based on advanced processes have reduced power consumption by approximately 15% compared to previous generations.

Collaboration with main chip customers to adopt multi-chip packaging, reducing the number of test channels during backend processes and cutting energy consumption.

By enhancing the development of low-power product lines and expanding the product portfolio, Nanya Technology aims to address the needs of various mobile electronic devices.

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 $kgCO_2e//cm^2$ to be classified as a green economic activity. In 2025, the emissions intensity for Nanya Technology's sustainable products was 0.90 $kgCO_2e/cm^2$ (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.

The Company is committed to developing products that support low-carbon transition. Our product design focuses on high-performance computing, low-power chips, and advanced process technologies to effectively reduce energy consumption in end-use applications. These products are widely used in AI-related servers, mobile devices, personal computers, and other areas.

During the manufacturing process, the Company consistently introduces energy-efficient equipment and process optimization measures to reduce greenhouse gas emissions and electricity intensity per unit of product. Meanwhile, we promote the use of renewable energy and water recycling and reuse, while offering project incentives to advance low-carbon technologies and enhance product energy efficiency. Furthermore, we have established a sustainability performance evaluation mechanism for senior executives, guiding management to effectively balance short-term performance with long-term sustainable development. In alignment with the Company's sustainable development strategy, the Five New Initiatives Project includes courses related to advanced process proprietary technologies and the development and sales of new products. The Company has also established a comprehensive supply chain management mechanism that requires suppliers to implement greenhouse gas management practices and establish energy-saving and carbon-reduction goals. This mechanism ensures that the procurement and sourcing of raw materials meet sustainability standards while reinforcing our information disclosure and risk management.

Nanya Technology Definition of sustainable products	Semiconductor Technical Screening Criteria: ≤ 1.31 $kgCO_2e/cm^2$ for mature 12-inch wafer processes (10nm and above)
Reference	Taiwan Taxonomy
2025 Sustainable Product Data	Emissions intensity for processes of 10nm and above (per unit of wafer area): 0.90 $kgCO_2e/cm^2$
2025 Sustainable Products	Sustainable revenue accounted for 93.4% of total revenue.

Goal

In 2025, designs for third-generation 10nm-class DRAM pilot products were completed in the third quarter, with trial production currently underway. Our 2026 goal is to achieve shipment qualification standards for our third-generation 10nm-class DRAM process and 16Gb DDR5 products, while progressively advancing leading-edge process development to reduce emissions intensity per unit of wafer area.

R&D

The Company is dedicated to developing products that align with the low-carbon transition. In 2025, R&D spending accounted for 10.6% of total revenue, and R&D personnel made up 31.0% of all employees, demonstrating Nanya Technology's commitment to innovation and R&D.

Equipment

1. We develop AI applications to improve product yield and quality, eliminate abnormalities and scrap, optimize equipment utilization, and lower both maintenance costs and raw material consumption. A total of 152 smart systems were developed in 2025, with a target of 170 systems to be developed in 2026.
2. Renewable energy investment amounted to NT$440 million in 2025, with a target of NT$500 million in 2026.
3. Investment in power backup systems amounted to NT$330 million in 2025, with a target of NT$1.39 billion in 2026.
4. Investment in process gas abatement equipment amounted to NT$1.47 billion in 2025, with a target of NT$1.38 billion in 2026.

Incentives

1. Patent proposal bonus: To encourage submissions, the Legal & IP Division grants bonuses to inventors based on preliminary reviews, the Patent Evaluation Committee's evaluation results, and final determinations made by R&D or relevant supervisors.
2. Patent grant bonus: When a patent application receives a patent certificate in a key application country designated by the Patent Deployment Committee, the Legal & IP Division grants a bonus to the inventor after consulting lead reviewers from the evaluation committee in the relevant technical fields.
3. Technological essay competitions: To enhance employees' technological capabilities and the quality of their technological essay writing, the Company organizes technological essay competitions divided into two categories: "technological essays" and "technological improvement/physical artifact." Tiered awards and submission incentives are provided based on evaluation results to encourage employees' active participation in technical exchange, knowledge sharing, and continuous improvement, thereby reinforcing the Company's technological expertise and fostering a culture of innovation.
4. To motivate sales personnel and enhance their product profit contributions, we increase average selling prices and optimize the product mix while launching a sales incentive program.

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.

Sustainable Revenue as a Percentage of Total Revenue, 2022–2025

Item	2022	2023	2024	2025
Operating revenue (NT$100 million)	569.5	298.9	341.3	665.9
Percentage of sustainable revenue (%)	83.5%	81.8%	87.4%	93.4%

Green Product Management

In 2005, Nanya Technology established the Green Product Promotion Committee (GPPC) to implement Hazardous Substances Free (HSF) management. During product production, Nanya Technology consistently implemented measures to prevent pollution, save energy, reduce waste, and avoid the use of hazardous substances under regulatory restrictions. By integrating and connecting suppliers of raw materials and on-site process materials, as well as subcontractors providing back-end IC assemblies and shipping packaging materials, Nanya Technology successfully created an effective green product supply chain. This supply chain, involving both upstream and downstream vendors, complies with current international environmental regulations and trends. We, through the Green Product Promotion Committee, and the Bureau of Standards, Metrology and Inspection (BSMI) of the Ministry of Economic Affairs of Taiwan implements mandatory environmental regulations in accordance with CNS 15663 "Guidelines for Reducing the Content of Restricted Chemical Substances in Electrical and Electronic Equipment, and refer to EU and other countries' regulations as well as international customers' hazardous substance management standards to formulate the "General Guidelines for Environmental Management of Parts and Materials," continuously implementing effective control over raw materials and related products to reduce the environmental impact throughout the product lifecycle.

To accelerate the substitution and elimination of hazardous substances, Nanya Technology continuously participates in semiconductor industry and supply chain associations, technology platforms, and industry initiatives, jointly collecting regulatory trends, assessing the feasibility of alternative materials with industry partners, and promoting the exchange and collaboration of hazardous substance substitution technologies.

All products

Compliance with the RoHS Directive

100%

Risk Management

- Conduct hazardous substance testing for products
- Conduct supply chain substance-of-concern investigations
- Responsible mining investigation report

Simultaneously, the company continues to invest R&D resources and related budgets to research and validate low environmental impact materials, process chemicals, and packaging alternatives, gradually reducing the use of hazardous substances in products and processes, and promoting the phased elimination of hazardous substances in line with international regulations, customer requirements, and sustainability goals.

Under the "General Guidelines for Environmental Management of Parts and Materials," all products must meet international regulations and customer requirements. We also use a material hazard-free management system to ensure that the wafers, IC packages, and DIMM module products we produce comply with the relevant hazardous substance management standards.

Nanya Technology defines green products as those that comply with the requirements of BNDCU-0012 General Rules for "Environment-Related to be Controlled" Substances in Parts and Materials, which aligns with the following regulations and standards:

Complying with the requirements of the Waste Electrical and Electronic Equipment Directive (WEEE) and the Restriction of Hazardous Substances (RoHS) Directive Requirements of 2011/65/EC & 2015/863 (recast)

Restricted Substance	Restricted Level	Threshold Limit (ppm)
Cadmium (Cd)	Homogenous Material	<100 ppm
Lead (Pb)		<1,000 ppm, Exemption 7C-1 applies to certain products that use resistors
Mercury (Hg)		<1000 ppm
Hexavalent Chromium (Cr6+)		<1000 ppm
Polybrominated Biphenyls (1-10 Bromine) (PBBs)		<1000 ppm
Polybrominated Diphenyl Ethers (1-10 Bromine) (PBDEs)		<1000 ppm
Specific Phthalate: DEHP		<1000 ppm
Specific Phthalate: BBP		<1000 ppm
Specific Phthalate: DBP		<1000 ppm
Specific Phthalate: DIBP		<1000 ppm

Complying with IEC 61249-2-21 Halogen-Free (HF) requirements

Restricted Substance	Restricted Level	Threshold Limit (ppm)
Bromine (Br)	Homogenous Material	<900 ppm
Chlorine (Cl)		<900 ppm
Bromine (Br) + Chlorine (Cl)		<1500 ppm

Complying with the European Union's Packaging and Packaging Waste Regulation EU/2025/40 (PPWR) requirements for the total sum of 4 heavy metals

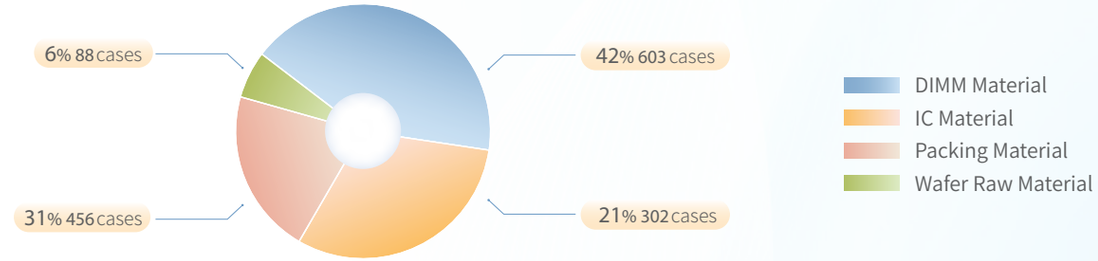
Restricted Substance	Restricted Level	Threshold Limit (ppm)
Cadmium (Cd)	Homogenous Material	The total sum of 4 heavy metals <100 ppm
Lead (Pb)		
Mercury (Hg)		
Hexavalent Chromium (Cr6+)		

Complying with the United States Toxic Substances Control Act Section 6(h) requirements for non-use of 5 PBT substances

Restricted Substance	Restricted Level	Threshold Limit (ppm)
Phenol, Isopropylated Phosphate (PIP 3:1) CAS No. 68937-41-7	Finished Product	Prohibited
Decabromodiphenyl Ether (DecaBDE) CAS No. 1163-19-5		Prohibited
Pentachlorothiophenol (PCTP) CAS No. 133-49-3		Prohibited, except when the concentration is <1% by weight
Hexachlorobutadiene (HCBD) CAS No. 87-68-3		Prohibited
2,4,6-Tri-Tert-Butylphenol (2,4,6-TTBP) CAS No. 732-26-3		Prohibited, except when the concentration is <0.3% by weight

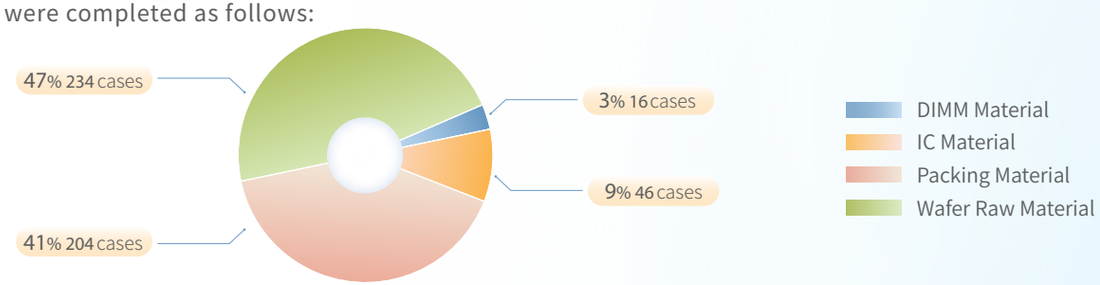
2025 RoHS Reports Compliance

To fulfill green product compliance verification requirements, a total of 1,449 test reports were reviewed in 2025, as detailed below:



2025 Concerned Substances Survey of Supply Chain

In compliance with regulatory requirements or customer specifications regarding prohibited or restricted substances, such as those outlined in EU REACH, EU POP, and GADSL regulations for homogeneous substances or finished products, we have managed, prohibited or restricted substances of concern in accordance with the applicable regulation scopes. We conducted a total of 8 versions of supply chain substance of concern surveys, including EU REACH SVHC (Substances of Very High Concern) regulatory compliance surveys (conducted every 6 months), specific customer concerned hazardous substance surveys, and due diligence surveys for Responsible Minerals Sourcing. A total of 500 supply chain survey reports were completed as follows:



- Completed EU REACH SVHC (Substances of Very High Concern) V.33,V.34 and V.35 surveys, with a total of 3 versions (CS Survey V.62/V.62.1/V.66/V.68) for the Supply Chain Substances of Concern Investigation Report, totaling 246 reports with a completion rate of 100%.
- Completed customer-required hazardous substance surveys (CS Survey V.67), for the Supply Chain Substances of Concern Investigation Report, totaling 9 reports with a completion rate of 100%.
- Completed responsible mining due diligence with 2 versions (CS Survey V.61, V.63 ,V.65) for the Supply Chain Substances of Concern Investigation Report, totaling 245 reports with a completion rate of 100%.

Green Chemistry Laboratory

Quality is the key factor in determining technical capability. To meet customer requirements and standards for process yields and product reliability, Nanya Technology's chemical laboratory is consistently investing in refining its testing methods and techniques. This investment is driven by goals to enhance green manufacturing and quality capabilities.

Improving work efficiency	Implementing a data automation system, leading to a 65% reduction in report printing paper usage
Protecting personnel workplace safety	Assessing zero use of n-Hexane for equipment cleaning

New production case → Performing inspection → Exporting inspection results from machine → Manually transforming data with Excel → Manually placing files in the upload folder → Exporting data to the production case as scheduled → Approval routing of the production case

After Improvement

New production case → Performing inspection → Exporting inspection results from machine → Approval routing of the production case

4 Talent

An Employer Who Values Professional Talent

4-1 Human Rights 67
4-2 Diversity, Equity and Inclusion 76
4-3 Talent Development 80
4-4 Safe Workplace 101

Talent is the cornerstone of innovation at Nanya Technology. We deeply value human rights, DEI, talent development, and a safe, supportive workplace. Our talent retention and cultivation programs help maintain our competitive advantages. Regular employee engagement surveys and an emphasis on a safe and friendly workspace allow us to build a secure working environment to achieve our sustainability goals.

86.36%
The return-to-work rate after parental leave was 86.36%, a 4.88% increase compared to 2024.

1,612 people
Nanya Technology expands its youth empowerment program for semiconductor talent, and has trained 1,612 people in total since 2021, a 31% increase compared to 2024.

95.4%
Since 2019, a total of 326 key talents have been trained. The retention rate of key talents is 95.4%.

Strategy and Performance of Material Topics

◆ Exceeded goals ◆ Achieved ◆ Not achieved

Material Topics and Strategy	2025 Goals	2025 Performance	2026 Goals
Human Rights • Regulatory Compliance: Following international human rights principles and implementing relevant policies and standards • Safeguarding Equality: Establishing risk management and preventive measures, designing diverse communication and grievance channels, and building an equitable workplace	No significant deficiencies in external audits or labor inspections	◆ No significant deficiencies	No significant deficiencies in external audits or labor inspections
	Unlawful violation in workplace: 0 cases	◆ 0 cases	Unlawful violation in workplace: 0 cases
	Completion rate of employee labor ethics education and training: 100%	◆ 100%	Completion rate of employee labor ethics education and training: 100%
Talent Development • Competency Enhancement: Establishing annual training and development plans and offering diverse learning programs and pathways based on company strategies • Key Talent Cultivation: Enhancing the development of key talent and increasing their proportion within the organization • Personal Development: Fostering self-learning and employee personal development initiatives to increase employee substitution rates for job vacancies	Completion rate of all scheduled courses for the year ≧ 100%	◆ 219%	Completion rate of all scheduled courses for the year ≧ 100%
	Proportion of key talents to all employees ≧ 7.5%	◆ 7.9%	Proportion of key talents to all employees ≥ 7.5%
	Employee substitution rate for job vacancies ≥ 60%	◆ 77.2%	Employee substitution rate ≥ 60%
Talent Retention and Employee Wellbeing • Workforce Stability: Implementing various retention strategies to secure high-performing employees and improving key talent retention rate	Key Talent Retention Rate ≧ 95%	◆ 95.4%	Key Talent Retention Rate ≧ 95%
	Voluntary turnover rate[Note1] ≦ 6%	◆ 10.7%[Note2]	Voluntary turnover rate ≦ 6%
	Average recognition score in Employee Engagement Survey ≧ 78%	◆ 77%[Note3]	Average recognition score in Employee Engagement Survey ≧ 78%
Occupational Health and Safety • Early Detection and Improvement: Ongoing improvement of the occupational safety and health management system through the PDCA approach • Safety Culture: Cultivating safety beliefs among employees and building a high-quality safety culture • Cross-Auditing: Cross-audits performed by internal and external parties strengthen independent inspections	Disabling injury frequency rate[Note4] <0.17	◆ 0.41[Note5]	Disabling injury frequency rate <0.16
	Disabling injury severity <5.9	◆ 3.0	Disabling injury severity <5.7
	On-site independent inspection rate>94%	◆ 94.8%	On-site independent inspection rate >94.1%
	Maintaining a 100% completion rate for on-site Safety Walking and Talking (SWAT) improvement sessions for senior management	◆ 100%	Maintaining a 100% completion rate for on-site Safety Walking and Talking (SWAT) improvement sessions for senior management
	0 occupational disease case caused by chemical exposure	◆ Keep at 0	0 occupational disease case caused by chemical exposure

Note 1: Voluntary turnover rate covers employees based in Taiwan and abroad
Note 2: The DRAM industry is affected by geopolitical factors and economic cycles, and recovery is still limited. Meanwhile, some sub-industries are experiencing high labor demand, and increases in non-fixed compensation (such as bonuses/incentives) enhance their external competitiveness in attracting talent.
Note 3: Due to underperformance in the first half of 2025, the distribution of benefits and bonuses was tightened. However, as operations improved in the second half, overall employee satisfaction, while still below target, rose to 77%, an increase of 4% compared to 2024.
Note 4: Disabling Injury Frequency Rate (FR) = (Number of Disabling Injury Incidents x 10^6)/Total Work Hours
Note 5: In 2025, a total of 3 occupational accidents occurred to on-site employees, all of which were physical injuries. For improvement measures, please refer to page 107 of this report.

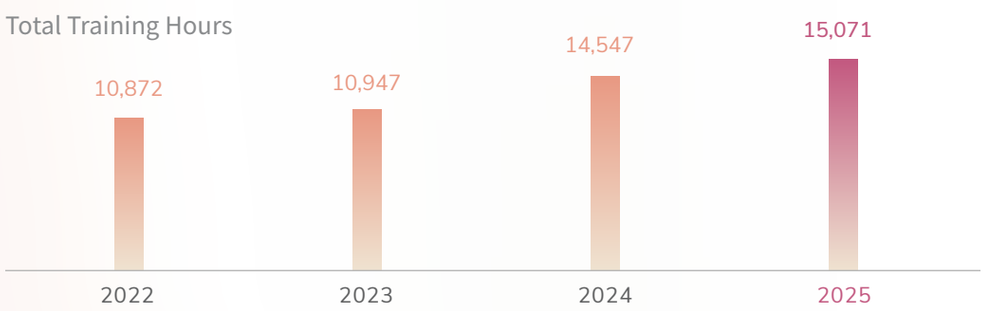
4.1 / Human Rights

Employee Human Rights Protection

Nanya Technology places strong emphasis on labor rights and has established a Human Rights Policy as well as Labor and Ethics Policy . These policies adhere to international human rights standards, including the Responsible Business Alliance (RBA) Code of Conduct, SA8000 Social Accountability Standard, International Labour Organization (ILO) conventions, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the General Data Protection Regulation (GDPR), along with relevant local laws. Nanya Technology promotes human rights risk assessment and management to build a supportive workplace that embraces inclusivity and diversity.

We promise never to employ child labor under the age of 16 and affirm that we have never done so in the past. Moreover, we will never force or coerce any individual to work against their will. All employment terms are voluntarily agreed upon through mutual consent. Our 2025 Human Rights Policy and Procedure Training Programs include "Policy and Code of Conduct Training," "Unsafe Workplace Behavior and Prevention Training," and "Personal Data Protection Training." These programs were mandatory for all employees, with a 100% training rate and a total of 15,071 training hours.

2022–2025 Human Rights Policy and Procedures Education Programs Training Hours[Note]

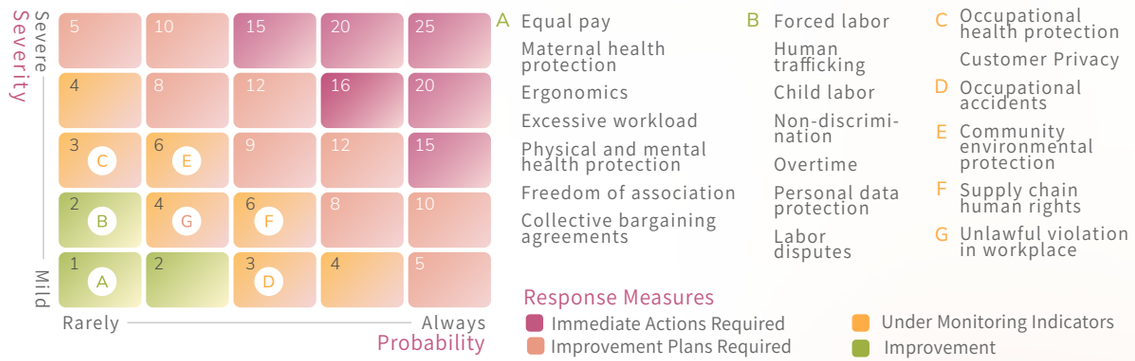


Note: Human Rights Policy and Procedure Training Programs for all employees cover our labor and ethics regulations, RBA code of conduct, prevention of unsafe workplace behavior and other areas.

Human Rights Risk Management

Nanya Technology adopts RBA standards for labor, health and safety, and environment, as well as government occupational safety and health regulations. We identify human rights issues, vulnerable groups, and associated business units to conduct human rights risk assessments. These assessments target our employees and stakeholders (including customers, suppliers/contractors, agents, joint ventures, alliance partners, and local communities). Based on the assessment results, we establish risk mitigation and compensation measures, and strictly adhere to the regulations of the countries where these subjects operate. In addition, we calculate the risk likelihood based on the proportion of employees exposed to risks relative to the total number of our employees. We use these results to formulate annual improvement measures and future human rights risk mitigation goals.

Human Rights Due Diligence Procedures



Nanya Technology Human Rights Risks Assessment Form

Subject	Human Rights Issues	Assessment Tools
Employees	Freedom of choice in employment, Young workers, No discrimination, Work hours, Wages and benefits, Humane treatment, Freedom of association, Occupational health and safety, Personal data protection, Unlawful violation in workplace	RBA SAQ, RBA VAP, Internal and External Audits, Grievance Channel, Occupational Injury Report Form, Department of Labor Annual Average Frequency-Severity Indicator by Industry (Excluding Commute-Related Incidents), Health Examination Report Indicator
Supplier (Joint Venture)	Labor rights, Occupational health and safety, Personal data protection, Unlawful violation in workplace	Supplier audits, Independent third-party verification
	Responsible mineral, Hazardous substances free	Inspection tools (CMRT/EMRT etc.), Due diligence, Independent third-party verification, Compliance (testing) report
Communities	Water resources, Air pollution, Noise, Traffic issues	Government regulations, Facility wastewater discharge quality monitoring, Air quality monitoring, Noise frequency monitoring, Traffic flows assessment and monitoring
Customers	Personal data protection and information security	Annual risk assessment, Internal audits and external independent verification

Mitigation and Compensation Measures for Highly Significant Human Rights Impacts

Subject	Material Human Rights Issues		2025 Mitigation Measures	2025 Compensation Measures
Employees	Occupational health and safety	Occupational accidents	• **Occupational Health and Safety Management System** (1) Hazard identification and risk assessment: Regular and ad-hoc reviews of hazard identification and risk assessment results. We conducted a total of 45 internal audits in 2025, resulting in 11 corrective action requests. (2) Proactive risk mitigation measures: High-risk units actively develop and propose safety and health improvement action plans, reducing medium- and high-level risks and increasing opportunities for systematic improvement. A total of 22 management plans were proposed in 2025. (3) Regular performance assessment system: Safety and health performance reviews conducted by each unit, as well as environmental inspection proposals submitted by the Safety and Health Department and independent inspection proposals submitted by each department (independent inspection rate reached 94.8% in 2025, exceeding the annual goal of 94.1%). • **Promoting and Establishing Safety Culture** (1) Safety Walk and Talk (SWAT): We conducted 48 Safety Walk and Talks, including on-site sessions led by executive-level managers, as well as sessions with employees led by the Safety and Health Department or department managers.	• **Contingency Response and Preparation** (1) We have established the Contingency Procedures for Non-Conforming Situations, which outline contingency plans and include drills for high-risk units. In total, 55 sessions have been conducted. (2) We cooperated with local authorities to conduct ad-hoc contingency response and disaster drills for public hazardous materials and toxic chemicals leaks, continuously enhancing our disaster response measures. • **Accident Investigation and Constant Improvement** (1) In the event of unforeseen incidents or occupational accidents, the responsible unit(s) and the Safety and Health Department will form an Accident Investigation Taskforce. The responsible unit(s) need to propose corrective actions and review relevant procedures with the Safety and Health Department for tracking and continuous improvement. In 2025, a total of 21 near misses were recorded, with liquid-related cases identified as the key improvement area (15 cases or 71.4%). Key improvement efforts focused on preventing issues such as condensate pipeline joint leaks and water seepage from building exteriors. Corresponding improvement and prevention measures were submitted accordingly. (2) The Safety and Health Committee convened on a monthly basis, exceeding the frequency required by relevant regulations. The responsible unit(s) report on the causes of occupational accidents and promote improvement plans to prevent similar incidents in other units. • **Compensation for Occupational Accidents** (1) In the event of occupational accidents, we promptly initiate emergency medical treatment and provide comprehensive medical assistance afterwards. We also offer leave and wage compensation in accordance with legal requirements.
		Occupational health protection	• **All personnel :** To enhance health management awareness, we organize the following health promotion activities: (1) Hosting at least one health promotion lecture per quarter. In 2025, we conducted 17 lectures, with a total of 1,367 participants. (2) Hosting annual weight-loss and quit-smoking pledge events, with a total of 435 participants. (3) Providing employees with relevant health information regularly (via posters and emails). • **Engineers :** (1) Implementing programs for the prevention of diseases related to abnormal workloads. (2) Identifying and assessing high-risk groups. (3) Providing special health examinations as well as health management and promotion plans.	General compensation principles are as follows: (1) Employees with abnormal health examination results are continuously tracked and provided with ongoing health management. Regular medical consultations and health guidance are also provided. (2) An on-site clinic is established and doctor visits are arranged to provide professional medical and consulting services for employees. General compensation principles are as follows: (1) Arranging doctor appointments and providing health guidance. (2) Advising the department manager and further investigating the situation.

Subject	Material Human Rights Issues	2025 Mitigation Measures	2025 Compensation Measures
Employees	Unlawful violation in workplace	• The following preventive measures are in place to address unlawful violations in workplace : (1) We have implemented training to prevent unlawful violations in workplace, including bullying and sexual harassment, achieving a 100% completion rate in 2025. (2) We have established a comprehensive grievance procedure with confidential investigations conducted by a dedicated taskforce. The Grievance Review Committee will make impartial final decisions on grievance cases.	• 0 unlawful violations in workplace in 2025 General compensation principles are as follows: (1) Implementing measures such as adjusting job duties or work environment as appropriate to prevent recurrence of unlawful violation in workplace against the complainant. (2) Providing or referring the complainant to consultation, medical or psychological counseling, social welfare resources, and other necessary services. (3) A thorough investigation will be conducted into the grievance case. If violations are substantiated, appropriate disciplinary actions and measures will be taken against the perpetrator. If criminal offenses are involved, we may also refer the case to the judicial authorities for legal proceedings. (4) We will continuously track, assess, and monitor substantiated cases to prevent future incidents of unlawful violations in workplace. (5) Retaliation against complainants, whistleblowers, or individuals assisting with investigations is strictly prohibited. Violators will be subject to disciplinary action in accordance with company management regulations.
Supplier (joint ventures)	Work hours, Wage and benefits, Humane treatment, Unlawful violation in workplace, Environment and safety	• To ensure the suppliers' commitment to sustainability, we implement the following measures: (1) We conducted sustainability risk assessments for all Tier 1 suppliers, including Tier 1 significant suppliers, encompassing a total of 355 suppliers with a 100% completion rate. (2) We enforced audits on high-risk suppliers, identifying a total of 94 non-conformances. Nanya Technology assists these suppliers in making improvements, achieving a 100% remediation rate. (3) We evaluate potential impacts across supplier governance, social and environmental aspects, and continuously encourage suppliers to conduct risk management and identification measures. (4) We requested our joint venture Formosa Advanced Technologies to promote human rights due diligence and RBA VAP to proactively identify and mitigate human rights risks in order to prevent human rights violations. Please refer to Formosa Advanced Technologies' Sustainability Report for the disclosure of relevant due diligence findings. https://www.fatc.com.tw/esg/download.php	• 0 human rights violations in 2025 General compensation principles are as follows: Requiring suppliers to make improvements and comply with local regulatory requirements.
	Responsible mineral, Hazardous substances free	• Responsible Mineral Management (1) Monitoring evolving trends in the requirements of responsible mineral sourcing management and developing a corresponding responsible mineral sourcing management list. (2) Employing effective tools (CMRT/EMRT, etc.) to conduct regular due diligence. (3) Aiming for 0 deficiencies during independent third-party verifications. • Hazardous Substance Free Management (1) Identifying the relevance of regulations to customer products and developing a corresponding hazardous substance management list. (2) Conducting regular due diligence and providing effective compliance (testing) reports. (3) Aiming for 0 deficiencies during independent third-party verifications.	• 0 human rights violations and hazardous substances incidents in 2025 General compensation principles are as follows: Suppliers are required to make improvements and comply with local regulations.

Subject	Material Human Rights Issues	2025 Mitigation Measures	2025 Compensation Measures
Communities	Air pollution Water resource	• **Implementing the following measures to ensure environmental sustainability:** (1) Discharging wastewater in compliance with regulatory standards and continuously reducing discharge volumes: A. Air pollution reduction: For the FAB-3A-N plant, total suspended particulate emissions from exhaust gases were reduced. In 2025, third-party verification confirmed an 82% decrease in emissions compared to 2024. B. Water resource shortage: (a) Diversifying Water Sources and Enhancing Storage: Having constructed a water reservoir capable of holding 43,000 metric tons and built 7 additional wells in our facilities, we now have a combined daily water supply of 5,500 metric tons. (b) We collaborate with nearby Formosa Plastics Group facilities to establish an emergency response organization for water shortages, enabling mutual sharing of water resources during emergencies within the organization. (c) Water conservation and rainwater/wastewater recycling: Beyond rainwater reuse initiatives, we recycled a total of 5,530,024 metric tons of wastewater in 2025. (d) Establishing response measures aligned with government-issued water situation lights. C. Effluent quality maintenance: (a) Collected wastewater is classified and directed to the appropriate wastewater treatment facilities for treatment. Our treatment efficiency has improved over the years. (b) We have established a real-time effluent quality monitoring system linked to the Environmental Protection Department of the municipal government, enabling joint monitoring to ensure effluent quality remains within normal parameters. (2) We conduct monthly environmental inspections. (3) We collaborate with local communities to form an Environmental Quality Supervision Committee. Feedback from local stakeholders is gathered through quarterly Nanlin Technology Park Management Committee meetings.	• **0 complaints from communities in 2025** General compensation principles are as follows: (1) Paying close attention to the evolution of regulations and adopting corresponding measures. (2) Actively engaging with local schools, organizations, and groups to implement educational initiatives such as environmental conservation.
	Social engagement	• **We commit to engaging in public affairs and caring for the local communities, exerting social influence and promoting community development through the following measures:** (1) Talent cultivation: We partnered with schools to instill ESG sustainability concepts in youths and promote sustainability education to 1,387 students. (2) Environmental conservation: We connect with diverse non-profit organizations to promote environmental awareness, maintain biodiversity, and move towards a low-carbon society, with 598 employee participations in 5 environmental conservation events. (3) Community harmony: We participate in neighborhood (nearby community) public affairs to create a harmonious and mutually beneficial living environment, benefiting 16,433 people. (4) Humanistic care: We integrate local resources to promote local culture, with 454 employee participations in cultural events in 2025.	
Customers	Personal data protection and information security	• **We implement the following measures to safeguard information security:** We implement the following information security management measures to protect customers' rights: (1) We established the Confidential Information Management Procedure, Personal Data Management Rules, and Privacy Protection Policy, requiring all employees to read. (2) We conduct monthly information security awareness campaigns, and require employees to complete information security training courses and pass relevant assessments once a year to enhance personal data protection awareness. The completion rate was 100% in 2025. (3) The Company's confidential information is archived in the Document Control Center in accordance with internal procedures and classified by confidentiality level. Unauthorized disclosure of the Company's confidential information is prohibited, and relevant evaluation mechanisms have also been established. (4) We install metal detectors at entrances for inspecting information security-controlled items. (5) We regularly apply for ISO 27001 international information security management certification.	• **0 information breach incidents in 2025** General compensation principles are as follows: We will inform the customers immediately and provide proper remedies.

In 2025, the risk occurrence rate was 3.55%, remaining unchanged compared to 2024. In recent years, the Company's risk occurrence rate has remained relatively low, primarily because we prioritize the physical and mental well-being of employees and workplace safety, supported by comprehensive care and management systems. For employees with abnormal health check results, the Company ensures ongoing follow-up care, access to professional medical consultations, and immediate on-site medical support. Upon receiving complaints, we promptly activate processing mechanisms in accordance with regulations. Work duties or environments are adjusted as needed, and where appropriate, medical care, psychological counseling, and social resources are provided. Confirmed violations are handled in accordance with company regulations, with disciplinary actions imposed as required. Cases involving potential criminal liability are referred to judicial authorities, and continuous monitoring and corrective actions are carried out to reduce the risk of recurrence. In addition, regular occupational safety and health meetings are held to review incident causes and implement preventive measures, thereby comprehensively strengthening workplace safety.

Employee Protection and Communication

Zero-Tolerance for Harassment and Discrimination

Nanya Technology upholds a zero-tolerance policy for harassment and discrimination

Policy Declaration

To protect all employees from physical or psychological violations that may cause physical or mental illness while performing their job duties, Nanya Technology has established a "Prohibiting Unlawful Violation in Workplace Statement."

Education and Training

We conduct training on preventing unlawful violations in workplace for all employees at least once every two years. Supervisory seminars are held as needed to enhance employee communication and reduce stress and frustration. In 2025, a total of 3,750 employees passed on-the-job training, achieving a 100% completion rate.

Zero Tolerance

We are committed to ensuring zero unlawful violations in workplace[Note], which includes absolutely no tolerance for workplace bullying by any managerial-level supervisor, nor any tolerance for workplace violations such as workplace violence among employees, or by visitors, customers, and strangers towards our employees.

Disciplinary Measures

Grievance cases will be investigated confidentially by the Grievance Investigation Taskforce and arbitrated by the Grievance Review Committee. If the allegations are substantiated, disciplinary action will be taken in accordance with company management regulations. If criminal offenses are involved, we may also refer the cases to the judicial authorities for legal proceedings.

Grievance Channels

Together, all employees share the responsibility of maintaining a working environment free from unlawful violation in the workplace. Anyone who witnesses or hears of any workplace violation incident should immediately call the employee grievance hotline or use the internal grievance mailbox to report the incident.

Grievance Hotline:
02-29045858 #1132、#1136

Grievance Mailbox:
protection@ntc.com.tw

Remedial Measures

We will strictly maintain the confidentiality of the complainant's identity and provide assistance and compensation measures such as health guidance, work adjustment or reassignment, and follow-up on physical and mental well-being.

Note: Definition of Unlawful Violation in Workplace

Incidents where employees experience maltreatment, threats, harassment, discrimination, or attacks in a working environment (including commute) that clearly or implicitly endanger their safety, well-being, or health. Forms of unlawful violation in workplace include:

I. Non-sex or non-gender related violation
(1) Physical abuse: Acts of violence or physical aggression causing harm (e.g., assault, scratching, punching, kicking, etc.)
(2) Psychological abuse: Mental harm through coercion or humiliation (e.g., threats, bullying, severe verbal abuse, etc.)
(3) Verbal abuse: Language offenses through inappropriate words or tone (e.g., bullying, intimidation, interference, etc.)
(4) Discrimination: Making employment decisions or impairing working conditions based on characteristics unrelated to the specific job requirements.
(5) Harassment: Repeated or continuous interference or disruptive behavior against a specific person's will, causing discomfort or a sense of threat.

II. Sex or gender related violations
(1) Sexual harassment: Sexual advances against a person's will (e.g., inappropriate sexual innuendos and actions, etc.)
(2) Gender harassment: Remarks with gender discrimination or prejudice, particularly those that are insulting, demeaning, or hostile towards a particular gender.

Even before the issuance of the Unlawful Violation in Workplace Guidelines, Nanya Technology already established the Workplace Sexual Harassment Prevention, Grievance and Disciplinary Policy and the Nanya Technology Employee Protection and Complaint Regulations. These rules outline relevant prevention and subsequent investigation and handling measures for employees facing inappropriate treatment in the workplace. Our company also has a counseling room in place and collaborates with the Teacher Chang Foundation, providing on-site counseling services as a channel for employees to confide and seek advice. In 2025, counseling services were utilized 65 times, totaling 65 hours. Furthermore, we regularly conduct workplace mental health promotion seminars to offer stress relief channels for employees.

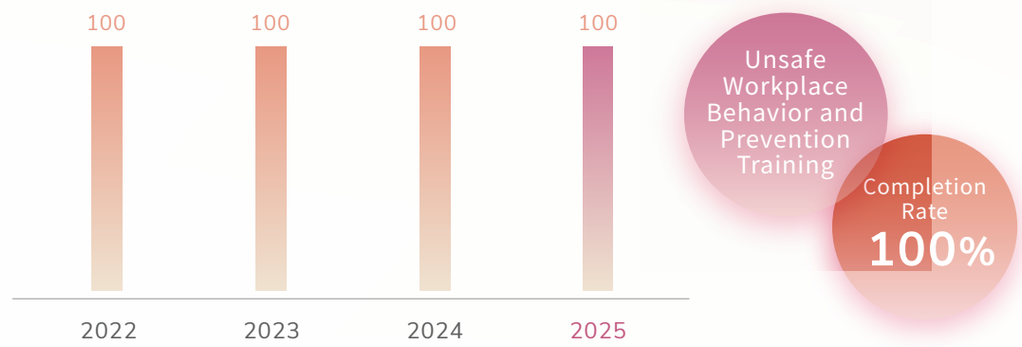
Establishing Norms

- We integrated the Workplace Sexual Harassment Prevention, Grievance and Disciplinary Policy and the Nanya Technology Corporation Employee Complaint Guidelines into the Nanya Technology Employee Protection and Complaint Regulations in 2019, and made relevant revisions in 2020 and 2023 respectively to enhance the comprehensiveness of our regulations.
- Revised the Workplace Sexual Harassment Prevention, Grievance and Disciplinary Policy according to regulatory mandates in 2024.
- Revised the Nanya Technology Employee Protection and Complaint Regulations according to regulatory mandates in 2025.

Implemented Actions

- Conducting annual online "Unsafe Workplace Behavior and Prevention Training" for all employees.
- Conducting employee protection, hazard identification and risk assessments for each department to further manage potential at-risk groups.
- Strengthening the grievance investigation mechanism by establishing a permanent Grievance Review Committee.
- Establishing a counseling room and collaborating with the Teacher Chang Foundation for on-site counseling services.
- In 2024, we implemented the revised Workplace Sexual Harassment Prevention, Grievance and Disciplinary Policy and engaged external experts, such as academics and lawyers in relevant fields, to participate in complaint investigations.
- In 2025, we implemented new workplace bullying prevention measures in accordance with the Occupational Safety and Health Act and engaged external experts, such as academics, lawyers, and psychologists in relevant fields, to participate complaint investigations. Strengthening managers' performance management and coaching capabilities by providing systematic tools and training, enabling them to implement and fully execute PIP procedures in accordance with established guidelines.

Unlawful Violation in Workplace Training Statistics



Grievance and Whistleblower Channels

Nanya Technology has established various grievance channels in accordance with the Nanya Technology Employee Protection and Complaint Regulations, the Workplace Sexual Harassment Prevention, Grievance and Disciplinary Policy, and the Nanya Technology Reporting Procedure. These channels provide internal and external stakeholders with avenues to report any illegal or unethical conduct when they witness illegal or inappropriate behavior that significantly affects the rights and interests of individuals or the Company, or when someone attempts to exploit their role for improper gains. Depending on the case, the Audit Department or the Grievance Review Committee will handle the report. For cases involving unlawful violations in workplace, the Grievance Review Committee will form an investigation taskforce and engage external experts in accordance with legal regulations. Additionally, a dedicated whistleblower hotline (02-29061001) and mailbox (audit@ntc.com.tw) are published on the Company's official website to allow stakeholders to report incidents of rights infringements. Based on the details, category, nature and sensitivity of the cases, as well as the level of the reported individuals, an appropriate case handler will be assigned, or a taskforce will be formed for investigation. Cases involving managers or directors will be investigated by a taskforce composed of directors from the Management Audit Department. To protect whistleblowers, case handlers will maintain confidentiality by strictly prohibiting the disclosure of case details to irrelevant personnel during investigations. When relevant individuals are under investigation, discussions will be limited to aspects directly related to their involvement in the case to protect the complainants' identity. All relevant data will be handled and archived as confidential documents.

Number of Grievance and Reporting Cases Received in the Past Years, by Channel

Year			2022		2023		2024		2025	
Grievance Channel	Letters of complaint (including anonymous reports)		4		0		3		5	
	Employee Grievance Form		0		2		3		0	
	Whistleblowing hotline and mailbox		1		1		1		2	
	Total		5		3		7		7	
Case Category			Substantiated	Dismissed	Substantiated	Dismissed	Substantiated	Dismissed	Substantiated	Dismissed
Case Category	Cases Related to Employee Protection	Personal privacy/data protection	0	0	0	0	0	0	0	0
		Sexual harassment	0	0	2	0	1	0	0	0
		Harassment	0	0	0	0	0	0	0	1
		Discrimination	0	0	0	0	0	0	0	0
		Environmental protection	0	0	0	0	0	0	0	0
		Occupational health and safety	0	0	0	0	0	2	0	0
	Cases Related to Business Ethics	Corruption and bribery	0	1	1	0	1	0	0	0
		Illicit gains	0	0	0	0	0	0	0	0
		Fair competition	0	0	0	0	0	0	0	0
		Questionable donations	0	0	0	0	0	0	0	0
		Conflicts of interest	0	0	0	0	0	0	0	1
		Money laundering or insider trading	0	0	0	0	0	0	0	0
		Intellectual property protection	0	0	0	0	0	0	0	0
		Customer privacy data	0	0	0	0	0	0	0	0
	Others		1	3	0	0	1	2	0	5
Total substantiated cases			1		3		3		0	
Resolution rate			100%		100%		100%		100%	

Labor Relations and Communication

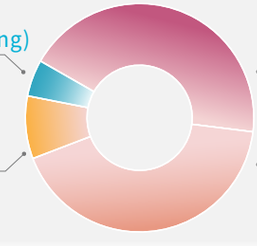
To cultivate harmonious labor relations, promote cooperation between labor and management, and enhance employee welfare, we have established diverse and transparent communication channels. These mechanisms enable employees to express their views on fundamental working conditions, including health and safety and employee benefits. We actively seek to understand employee concerns and address issues promptly to foster positive labor-management communication. For reporting illegal activities, we have grievance channels, a whistleblower hotline, and a sexual harassment prevention hotline in place. Employees can also provide feedback on Company rules and regulations through the management system feedback channel. Employees may openly and fully communicate with management on matters related to public and private domains, working conditions, compensation and benefits, or personal opinions. The available communication channels are as follows:

Communication channels	Labor union communication/ coordination meetings	1 /Quarterly	• Promoting labor-management relations • Working conditions, employee benefits, work efficiency, and work rules • Election and operation of labor-management meetings
	Labor-management meetings	1 /Quarterly	
	All-hands meetings	1 /Semiannual	The president provides briefings to all employees on operations, revenue, market conditions, and R&D progress
	Administrative liaison meeting	1 /Semiannual	The Employee Relation Department explains various initiatives to administrative liaisons and facilitates the exchange of opinions
	Quarterly online technical staff meetings	1 /Quarterly	Organized by the Production and Manufacturing Department, during which updates are provided to technical staff on company operations, revenue, market conditions, and R&D progress
Two-Way Communication Platforms	· Sharing Corner · Feedback		
Electronic Survey	· Satisfaction with food services · Satisfaction with events · Employee engagement surveys		

Number of complaints submitted through feedback platform in 2025: 135 cases

Average response time: 5 Days

Primary issues identified



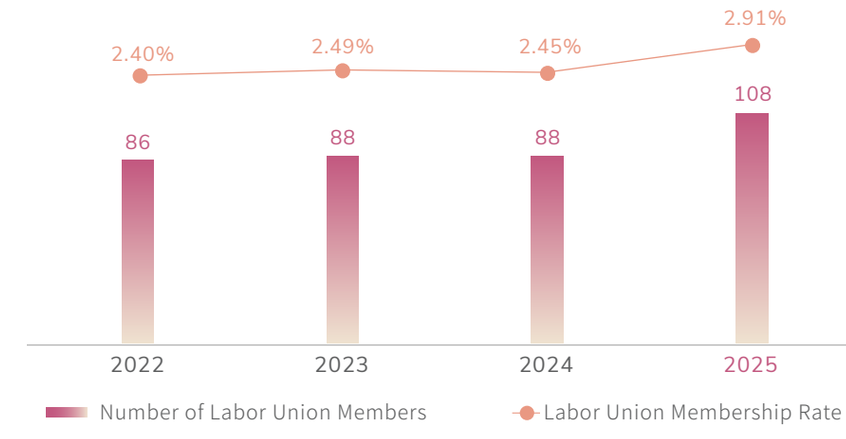
- 7 cases(5.18%) other issues (e.g., expansion, catering)
- 12 cases(8.88%) information-related
- 59 cases(43.70%) transportation/parking/ shuttle service
- 57 cases(42.22%) office/ facilities environment

Nanya Technology established its labor union by employees in April 2012. Over the years, the Company and the labor union have actively maintained bilateral communication channels and a harmonious relationship. We exchange information and discuss working conditions (e.g., evaluation of breaks) through various channels, allowing the labor union to fully exercise its role and express opinions, thereby enhancing labor relations and employee welfare. Although a company labor union has been established, no collective bargaining proposal or agreement has been initiated to date. This is because the labor union and the Company have maintained diverse and smooth communication channels, with the Company actively responding to these discussions.

Number of Labor Union Members in Taiwan Over the Past Four Years

Nationalities	2022	2023	2024	2025
Number of Labor Union Members	86	88	88	108
Labor Union Membership Rate	2.40%	2.49%	2.45%	2.91%

Number of Labor Union Members/Rate



4.2 / Diversity, Equity and Inclusion

Harnessing the Power of Inclusion to Drive Sustainable Progress

Through the practice of diversity, equity, and inclusion (DEI), Nanya Technology is committed to building a workplace that is safe, inclusive, and grounded in a strong sense of belonging. We strive to systematically mitigate unconscious biases, fostering an environment where every individual feels accepted and valued. We not only respect differences but also recognize them as a core driver of sustainable growth and innovation. By implementing more inclusive recruitment and development policies, we encourage deep collaboration across departments and generations. Through education and training, we strengthen awareness of an inclusive culture, enabling every employee to experience a workplace where we grow together. This empowers individuals to realize their full potential and advance their careers, while creating a more valuable and competitive sustainable future together.

Action Strategies for DEI

A people-oriented philosophy underpins our DEI strategy. We have established a clear vision and mission for DEI, supported by actionable strategies that promote inclusive empowerment and cross-generational collaboration. By focusing on attracting and developing diverse talents, enhancing inclusive communication and teamwork, and providing continuous learning and development opportunities, we systematically raise awareness and sensitivity to biases. In doing so, we unlock limitless innovation potential, build a strong foundation for an inclusive culture, and create an environment where employees feel respected, supported, and able to grow alongside the Company.

Vision

Embracing diversity, pursuing innovation and inclusion, and moving toward sustainability.

Mission

Building a workplace that fosters curiosity and collaboration, where diverse perspectives are valued, continuous innovation is encouraged, and new ways of thinking are embraced.

Action Strategy

1. **Attraction** Building an employer brand that highlights DEI to attract a wide range of talent.
2. **Recruitment** Integrating DEI values into all stages of the recruitment and hiring processes.
3. **Onboarding** Providing support to help new hires adapt to the organizational environment and integrate into their roles.
4. **Training** Enhancing employee awareness and understanding of diversity, equity, and inclusion through training.
5. **Development** Cultivating a wider array of key talent for leadership positions to provide a diverse internal talent pool for succession.
6. **Communication** Establishing bilateral communication channels to gather employee feedback and continuously optimizing the Company's DEI initiatives.
7. **Impact** Forming strategic partnerships to promote and impact diversity across the broader society.
8. **Improvement** Regularly reviewing and adjusting our diversity strategies to ensure they remain aligned with organizational development and employee needs.

2025 Results

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

2026 Key Performance Indicators

Leadership Diversity	• Women hold at least one seat on the Board of Directors • Continuously pursuing a diverse Board of Directors composition: Directors' expertise covers raw materials, finance, information technology, and semiconductors, forming a multifaceted group.
Cultivation of DEI Culture	• We hosted 5 DEI literacy seminars
Diverse Talent Development	• We hosted 2 DEI interview know-how training
Employee Feedback	• Please refer to the "Employee Engagement Survey" section
Listening to Our Employees	• Our president hosted 2 all-hands meeting • 135 pieces of employee feedback were addressed

Talent Sustainability and Diverse Recruitment Approach

Nanya Technology upholds a people-oriented philosophy that respects diversity. During talent recruitment, we make no distinction based on nationality, race, gender, age, sexual orientation, religion, political affiliation, origin, marital status, appearance, or physical or mental disabilities. We solely focus on whether an individual's personal attributes align with the requirements of the job opening.

Employee Diversity

Employees are Nanya Technology's most valued partners and the crucial driving force behind the Company's sustainable operations and innovative R&D. Deeply rooted in our people-oriented culture, we have created a people-centric and comfortable working environment. Our training is structured to promote employee learning, allowing them to receive systematic education, diverse learning and development resources. This helps our employees quickly develop semiconductor expertise and skills, strengthens our talent capital, and enhances the Company's competency. In addition to offering competitive remuneration and a bonus system to motivate and encourage our employees, the Employee Welfare Committee organizes vibrant and enriching recreational activities every year. We are committed to building a happy workplace where work and life can be balanced, and provide comprehensive care and concern for our employees.

We firmly believe that a high-quality and stable workforce pool contributes to the Company's increased productivity and competitive advantages. We continuously plan and provide an environment suitable for talent cultivation, aspiring to become the best employer that nurtures talent through dedicated cultivation.

Diversity Recruitment Policy

Nanya Technology provides equal employment opportunities. Our operations are distributed both domestically and internationally, so our employees' nationalities are highly diverse. In addition to employing Taiwanese nationals, in 2025, we employed individuals from 16 different nationalities, including Mainland Chinese, French, German, Japanese, American, Burmese, Italian, Kenyan, South Korean, Turkish, British, Indonesian, Malaysian, Vietnamese, Polish, and Cambodian, forming an internationally diverse workplace. In 2025, the total number of our foreign employees was 135, accounting for 3.52% of all employees. The top five nationalities[Note] were, in order, American, Chinese, Burmese, Japanese, and Indonesian. The top five nationalities in management positions were, in order, Taiwanese nationals, American, Japanese, Mainland Chinese, German, and French. Taiwanese nationals ranked the highest, accounting for 92.03% of all managers.

We also align with and support the government's policy of encouraging the employment of people with disabilities, creating a friendly and diverse workplace. As of December 2025, we employed 37 individuals with disabilities in Taiwan, with a hiring rate of 1.00%. We will continue to employ a sufficient number of people with disabilities, providing suitable job vacancies to increase their employment opportunities and build a diverse and inclusive workplace.

Note: The numbers of German and French employees were the same, so they are listed together in fifth place.

Year	2022	2023	2024	2025
Number of Nationalities	16	16	14	17
Category of Nationalities	Taiwanese Nationals, Mainland Chinese, French, German, Japanese, American, Thai, Vietnamese, Burmese, Italian, Kenyan, South Korean, Turkish, British, Indonesian, Malaysian	Taiwanese Nationals, American, Mainland Chinese, Japanese, German, Indonesian, Malaysian, French, Burmese, South Korean, British, Thai, Vietnamese, Italian, Kenyan, Turkish	Taiwanese Nationals, American, Mainland Chinese, Japanese, German, Indonesian, Malaysian, French, Burmese, South Korean, British, Italian, Kenyan, Turkish	Taiwanese Nationals, Mainland Chinese, French, German, Japanese, American, Burmese, Italian, Kenyan, South Korean, Turkish, British, Indonesian, Malaysian, Vietnamese, Polish, Cambodian
Proportion of Foreign Employees (%)	3.01%	2.99%	2.92%	3.52%
Number of People with Disabilities Hired	36	40	42	37
People with Disabilities Hiring Rate (%)	1.01%	1.13%	1.17%	1.00%

Note: The calculation of people with disabilities hiring rate is based on the 3,718 regular employees in Taiwan

Distribution of Top Five Nationalities by Management and Employee Levels in 2025

Nationality	Number of Employees	Percentage of Total Employees	Number of Managers	Percentage of Total Managers
R.O.C	3,700	96.48%	335	92.03%
American	73	1.90%	11	3.02%
Japanese	8	0.21%	6	1.65%
Mainland Chinese	22	0.57%	3	0.82%
French	2	0.05%	2	0.55%
German	3	0.08%	2	0.55%
Burmese	12	0.31%	0	0.00%
Indonesian	5	0.13%	0	0.00%

Fair and Diverse Recruitment Channels

To emphasize and respect diversity, we have made all items on the interview information form that are not directly related to job requirements optional, such as gender, age, and family status. This approach proactively reduces biases, making the recruitment process more inclusive and better aligned with our DEI strategy. In addition, we leverage a diverse set of recruitment channels. Beyond submitting résumés through the Company's official website, candidates may also apply via job platforms. We actively engage with universities by participating in campus recruitment events, enabling us to identify the most suitable talents. In 2025, we collaborated with Youth Salon and educational institutions to organize a Semiconductor Women's Empowerment Camp, and hosted a corporate visit for students from Jinling Girls High School. During the program, female leaders from the Company were invited to share their experiences with students, providing deeper insight into the semiconductor industry. The initiative aimed to support young women in exploring careers in the semiconductor field and laying a strong foundation for their future development, while encouraging more female talents to join the industry.

Student Corporate Visits

Semiconductor Women's Empowerment Camp

Cultivating and Promoting a Culture of Diversity and Inclusion

We regard DEI as a long-term, continuously advancing cultural commitment and a core pillar of talent development. Through a systematic approach, we enhance employees' awareness of inclusion and internalize respect for differences into daily practices, fostering a strong sense of belonging across the organization.

We are committed to systematically eliminating unconscious biases, strengthening organizational connectivity, and building a structured learning framework. This framework encompasses full-time and part-time employees, as well as talent from diverse age groups and backgrounds, ensuring equitable access to development opportunities. To this end, we have designed multi-level learning and development programs as outlined below:

Establishing Core Foundational Concepts

To establish a solid understanding of DEI across the workforce, we have developed two training courses. Since 2024, these courses have recorded a cumulative 6,421 participations and 2,408 person-hours of training. The courses focus on building a foundational understanding of DEI concepts, highlighting the benefits of fostering DEI, and guiding employees to recognize and identify potential unconscious biases in the workplace. They also address the impact of microaggressions on team psychological safety. Through these programs, we establish a shared DEI language and lay a strong foundation for more equitable interactions.

Developing Cultural Competency for Inclusion

To integrate DEI principles into teamwork and cross-departmental communication, we organize lectures and sharing sessions focused on inclusion and cultural literacy. These initiatives help employees learn how to communicate effectively and inclusively across diverse backgrounds, strengthening mutual trust and psychological safety, and transforming differences into a sense of team belonging.

In 2025, we held 11 sessions, including women's development themed seminars, humanities literacy seminars, and the "WoMen’ s Era" sharing session, with a total of 653 participations. Through engagement and exchange with both internal and external experts as well as employees, these activities foster a harmonious and innovative workplace environment while shaping a strong culture of inclusion.

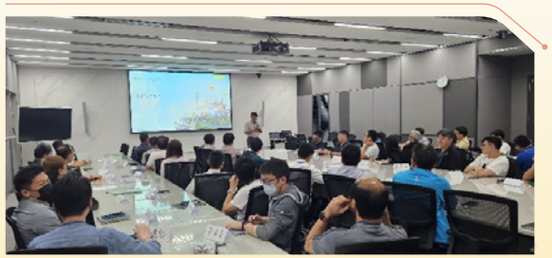
Inclusive Culture and Cultural Literacy Seminars (2023–2025)

Year	2023	2024	2025
Sessions	13	15	11
Participations	610	984	653
Total training person-hours	1,099	1,825	1,255
Satisfaction (5-point scale)	4.7	4.6	4.8

Demonstrating Self-Worth

Sense of Belonging in an Inclusive Workplace (featuring a guest speaker)

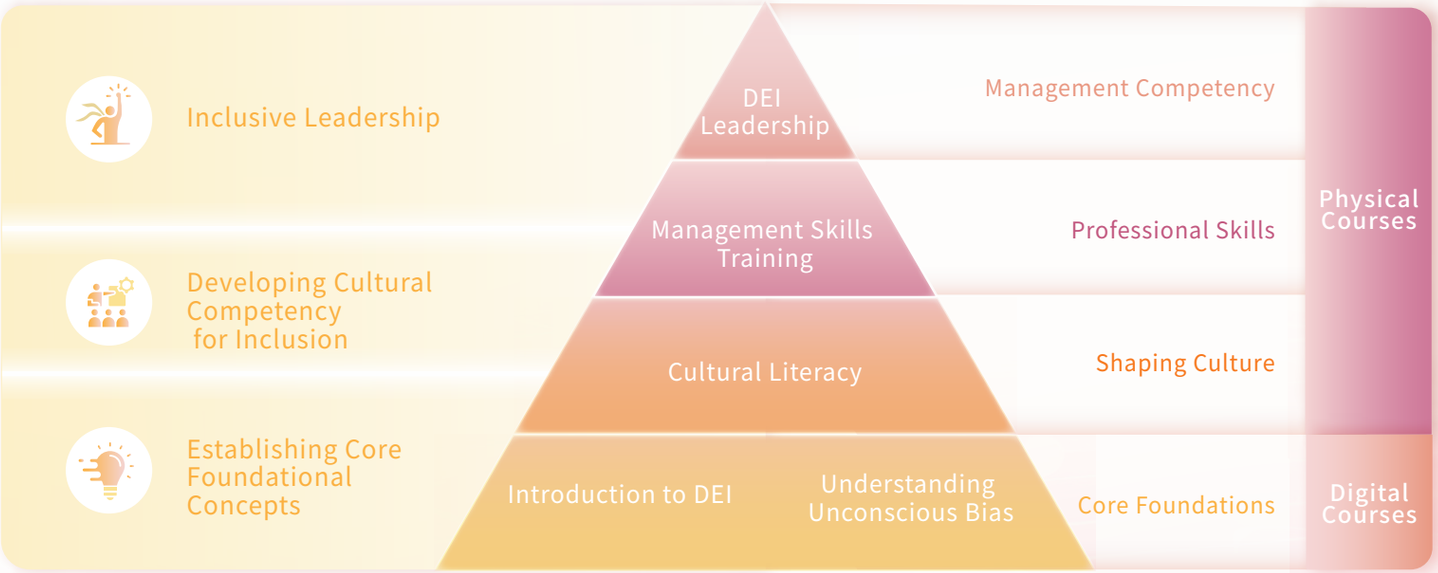
DEI Leadership Program



Inclusive Leadership

To ensure the continued advancement of DEI within the organization, leadership capabilities must evolve in step with emerging trends. Our mid- to senior-level managers actively participate in the Inclusive Leadership program. Since 2024, the program has recorded a cumulative total of 358 participations. The training focuses on applying fair decision-making frameworks to talent recruitment review, performance guidance and evaluation, and career development. It also emphasizes demonstrating DEI values in daily management practices and fostering a more open and inclusive sense of organizational belonging. Through these efforts, DEI strategies can be effectively driven top-down and integrated across all levels of the organization, supporting the holistic development of employees. Furthermore, through our annual March 8th International Women's Day survey, we encourage employees to explore DEI issues from various perspectives. 2025 theme："The Everyday Bias Survey", recorded 573 participants. The survey provides insights into the values of employees across different roles, generations, and genders, enabling these values to be progressively integrated into daily behaviors and decision-making. Through these efforts, Nanya Technology continues to move toward building a truly diverse, equitable, and inclusive workplace.

DEI Course Structure Chart



4.3 / Talent Development

Attracting Talent

Stable Workforce

The capital and technology-intensive semiconductor industry requires not only substantial investment in plant and manufacturing equipment costing tens of billions of NTD, but also a large number of talented engineering professionals for Nanya Technology's production operations. Nanya Technology maintains a remarkably stable workforce structure. In 2025, our Taiwan and overseas subsidiaries employed 3,835 regular employees (including 87 interns), with 87.85% categorized as professional staff [Note 1] and an additional 72 non-regular employees[Note 2]. This high-quality, well-structured workforce demonstrates stable growth, providing a strong foundation for process innovation, technological advancements, and new product development. The total number of regular employees at Nanya Technology in Taiwan is 3,718, accounting for 96.95% of the total workforce, while overseas subsidiaries employ 117 regular employees, accounting for 3.05%. The gender ratio among regular employees is approximately 2.66:1, with 2,786 male employees (72.65%) and 1,049 female employees (27.35%). In Taiwan, the majority of non-employee workers consist of approximately 400 subcontractors and about 100 outsourced personnel (including catering, cleaning, and security companies). Security guards are directly assigned by the Company, numbering around 40. The average age of our employees is 38.86 years, with individuals aged 30 to 50 forming the primary workforce, accounting for 63.94% of total regular employees. The majority of employees hold bachelor's or master's degrees. All regular and non-regular employees are directly hired by the Company, with no part-time employees in 2025. 100% of our workforce is full-time.

2025 Employee Age Distribution in Taiwan and Overseas Subsidiaries

		Taiwan				Overseas Subsidiaries				Total					
		Female	Percentage of Total Female Employees in Taiwan	Male	Percentage of Total Male Employees in Taiwan	Female	Percentage of Total Female Employees Overseas	Male	Percentage of Total Male Employees Overseas	Female	Percentage of Total Female Employees	Male	Percentage of Total Male Employees	Male + Female	Percentage of Total Employees of All Genders
Under 30	Regular Employees	173	16.86%	575	21.36%	4	17.39%	35	37.23%	177	16.87%	610	21.90%	787	20.52%
	Non-Regular Employees	16	100.00%	46	82.14%	0	0.00%	0	0.00%	16	1.53%	46	1.65%	62	86.11%
30–50	Regular Employees	680	66.28%	1737	64.52%	12	52.17%	23	24.47%	692	65.97%	1760	63.17%	2452	63.94%
	Non-Regular Employees	0	0.00%	4	7.14%	0	0.00%	0	0.00%	0	0.00%	4	0.14%	4	5.56%
Over 50	Regular Employees	173	16.86%	380	14.12%	7	30.43%	36	38.30%	180	17.16%	416	14.93%	596	15.54%
	Non-Regular Employees	0	0.00%	6	10.71%	0	0.00%	0	0.00%	0	0.00%	6	0.22%	6	8.33%

Note 1: Professional staff refers to employees who do not work on frontline production and manufacturing
Note 2: Non-regular employees include consultants, fixed-term contract employees, and student workers

In 2025, Nanya Technology had 33 female managers in mid- to senior-level management positions, accounting for 12.6% of top management. Due to the nature of the semiconductor industry and the available talent pool, management positions at this level are still predominantly held by men. However, in operational management roles, such as production foremen and production team leaders, the proportion of female managers is significantly higher at 93.07%, highlighting their crucial role in Nanya Technology's productivity. In management positions within production revenue-related departments, there were 118 female managers, accounting for 38.31%, showing no significant change compared to 2024.

Percentage of Female Employees Over the Past Four Years

Year	2022		2023		2024		2025	
Number of Employees/ Percentage	Number of Females	Percentage of Females Note 1	Number of Females	Percentage of Females Note 2	Number of Females	Percentage of Females Note 3	Number of Females	Percentage of Females Note 4
Total Employees	1,015	27.54%	1,013	27.78%	1,022	27.67%	1,049	27.35%
Management	125	34.44%	126	35.00%	127	34.89%	127	34.89%
Executive	30	11.49%	31	12.02%	33	12.55%	33	12.55%
Frontline Management	95	93.14%	95	93.14%	94	93.07%	94	93.07%
Managers of Production Revenue-Related Departments Note 5 (Management) Note 6	116	32.04%	117	38.49%	118	38.19%	118	38.31%
Female Employees in STEM-Related Positions Note 7	459	16.34%	458	16.43%	468	16.44%	483	16.51%

Note 1, 2, 3 and 4: The calculation is based on the total number of employees of the group.
Note 5: Production revenue-related departments do not include Planning and Administration, Operational Support, Quality Reliability Assurance, Legal Affairs, and Safety & Hygiene Department. The number of managers in production revenue-related departments includes frontline managers.
Note 6: Management positions include both executive and middle management (plant/division heads and above, department and section managers) and frontline management (production foremen, production team leaders).
Note 7: STEM stands for science, technology, engineering, and mathematics-related roles.

Nanya Technology Talent Recruitment Video

Attracting Top Talent

We adhere to the regulations of Taiwan's labor laws and our corporate labor ethics policy in recruitment and employment, providing equal opportunities and a fair environment. The selection of talent is based solely on individual professional skills and experience, without discrimination based on age, race, gender, sexual orientation, religion, political affiliation, origin, marital status, appearance, or physical or mental disability. Our systems for promotion, performance evaluation, training, and disciplinary actions after hiring are clearly defined, ensuring fair employment and training opportunities for everyone.

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. Multiple recruitment channels were utilized:

Online Recruitment Advertising	Job positions are regularly posted across a range of online recruitment platforms, with clear descriptions of responsibilities and qualifications. This helps candidates better understand both the role and the Company, thus reaching talent from diverse backgrounds and skill sets.
Internal Referral Program	A structured referral program encourages employees to recommend candidates who are a strong fit for both the role and the company culture. Employees' firsthand experience and professional judgment help improve the accuracy of candidate matching.
Official Social Media Platforms	Recruitment information is shared through official social media channels, strengthening employer branding and increasing visibility. This approach is particularly effective in attracting younger candidates and high-potential talents to engage with and apply to the Company.
Campus Recruitment and Student Engagement	Under the theme—Shaping the Future Together—the Company engages universities through campus recruitment initiatives. Through presentations, panel discussions, and interactive sessions, we share insights into semiconductor industry trends, company strategy, and career opportunities, encouraging students interested in the technology sector to pursue their career goals.
Industry-Academia Collaboration and Talent Cultivation	We work closely with academic institutions to develop talent through internships and cooperative education programs. These initiatives help students build practical skills while enabling the Company to identify and cultivate high-potential candidates early, creating a sustainable talent pipeline.
Local entry-level hiring	To support frontline workforce needs, we partner with local employment service centers near our facilities. We regularly hold on-site interviews, providing immediate job consultation and placement opportunities. Priority is given to local residents to support regional employment and community development.

2022–2025 Total Recruitment Cost

Year	2022	2023	2024	2025
Total Recruitment Cost (in NT$)	1,304,183	493,388	724,968	617,604
Total Number of Hires[Note]	558	286	411	459
Recruitment Cost per Person (in NT$)	2,337	1,725	1,764	1,345

Note: The total number of hires refers to individuals who reported for duty within the current year (including those who may have subsequently departed in the same year)

Campus Career Fair Photo Gallery

To foster the growth of the semiconductor industry and our Company's operations, Nanya Technology actively recruits new talent to join our corporate family and move forward together. In 2025, new hires accounted for approximately 12.3% of our workforce, with a male to female ratio of approximately 3.48:1.

22022–2025 New Hires in Taiwan and Overseas

Year	2022	2023	2024	2025
Number of New Hires[Note]	412	175	260	475

Note: New hires refer to individuals who were hired and are currently employed within the current year (excluding those who departed within the same year)

2025 Total New Hires in Taiwan and Overseas

Group			Female		Male		Total	
			Number of People	Percentage Note 2	Number of People	Percentage Note 3	Number of People	Percentage Note 4
New Hires Note 1	Region	Taiwan	104	10.14%	349	12.96%	453	12.18%
		Overseas Subsidiaries	2	8.7%	20	21.28%	22	18.8%
	Age	Under 30	85	12.50%	260	14.97%	345	14.27%
		30–50	19	10.98%	81	14.04%	100	13.33%
		Over 50	0	0.00%	8	2.12%	8	1.45%
	Management	Executive	0	0.00%	2	0.05%	2	0.05%
		Frontline Management	0	0.00%	0	0.00%	0	0.00%
	Total New Hires		106		369		475	
	Percentage of Total Regular Employees		2.76%		9.62%		12.39%	

Note 1: New hires refer to individuals who were hired in 2025 and are currently employed (excluding those who departed within the same year)
Note 2, 3 and 4: The percentage is calculated based on the total number of employees of the respective group

Talent Retention

Embodying the nature of the semiconductor industry, Nanya Technology offers industry-competitive wages and is dedicated to promoting comprehensive welfare measures and training systems encompassing employees' career, life, and health. We foster a safe workplace where employees can fully utilize their potential and implement an employee assistance program, fulfilling our corporate social responsibility.

In response to industry changes and operational environment challenges, the Company continuously promotes fair and reasonable work practices, prioritizing the protection of employee work rights. Under the Formosa Plastics Group's human resource integration and utilization mechanism, we prioritize internal transfers over layoffs in terms of workforce adjustment. Job transfers and personnel separations are carried out in accordance with the Labor Standards Act and relevant regulations, with advance notice or notification provided. Supervisors will also engage in thorough communication with the individuals involved, ensuring compliance with legal requirements. To motivate employees to achieve organizational goals and retain outstanding talent, we have established a quarterly incentive bonus system, encouraging employees to actively pursue business targets and share in the Company's success.

Enforcing Legal Overtime Limits

- **Monitoring Working Hours**

  Working hours are tracked based on the difference between clock-in and clock-out times, or plant entry and exit times, as registered in our database. The control benchmarks are set at 13 hours for employees not working the 12-hour rotating shift and 14 hours for those who are. Each Tuesday, data identifying instances where employees exceeded the controlled hours between the previous Monday and Sunday is entered into our internal HR management system—Notes—and summarized by section then sent for review by the respective department managers.

  We also conduct checks on time spent in the plant exceeding individual scheduled work hours. For any instance where an employee stays in the plant beyond scheduled work hours by at least 1 hour, a report will be generated for the employees to confirm their attendance and to remind them to apply for overtime.

- **Overtime Management**

  When the monthly payroll report reveals employee overtime in excess of 4 hours daily, 12 hours on rest days, or 46 hours per month in total, the internal HR management system—Notes—will generate a consolidated report. This report will be forwarded to the head of the employee's department, who is responsible for explaining the circumstances and outlining corrective actions. Through this management system, we effectively prevent employees from experiencing physical and mental stress due to overwork, and therefore achieve our core goal of work-life balance.

- **Guaranteed Overtime Compensation**

  According to internal audit enforcement rules for payroll procedures, Nanya Technology conducts monthly payroll self-audits, and randomly checks employee salary and overtime pay calculations to ensure accuracy

- **Guaranteed Paid Annual Leave**

  To protect employees' right to take leave, the Company followed the Labor Standards Act and gave about 63,447 days of annual leave in 2025. A digital leave system and flexible leave policy are also in place to help employees effectively manage their time off. If the annual leave is not fully used within the year, employees can apply to carry it over. By the end of 2025, about 39,388 days of annual leave were carried over to 2026. The Company also regularly reviews leave usage to ensure departmental compliance with the leave policy, thereby protecting employees' physical and mental health and fostering a good work-life balance.

Turnover Rate

In 2025, our voluntary turnover rate was 10.73% (with a male to female turnover ratio of approximately 3.8:1), an increase of 4.52% compared to 2024, which was 6.21%. This increase was primarily due to industry-wide conditions and market shifts that fueled higher voluntary attrition. To stabilize our workforce, starting in July 2025, we implemented several measures: an adjustment to the starting salary for entry-level employees with no experience, routine annual salary adjustments for all managers and employees, and structural salary adjustments for specific departments and professionals, aiming to ensure a happy and safe working environment for employees. Guided by a people-oriented philosophy, Nanya Technology continuously strives to earn employee trust and recognition by providing a positive working environment and comprehensive welfare. We also promote various retention programs and incentive measures to manage turnover risk and effectively retain talent. Moreover, we conduct exit interviews to understand employees' reasons for leaving and their future plans, offering relevant advice as needed.

Reasons for Resignation and Improvement Measures

Reasons for Resignation	Improvement Measures
Compensation does not meet expectations	Regularly surveying industry salary levels and benefits and adjusting the compensation structure, in order to offer more competitive pay and benefits.
Family-related factors	Providing counseling channels to assist with adjustments to job responsibilities or internal transfers based on personal or family needs.
Job responsibilities do not meet expectations	Enhancing the clarity of job descriptions during the interview stage, establishing robust communication channels to identify underlying issues, and implementing appropriate job adjustments.

2022–2025 Taiwan and Overseas Turnover Rate Analysis

Year	2022	2023	2024	2025
Voluntary turnover rate	8.8%	4.58%	6.21%	10.73%
Total turnover rate	9.05%	4.81%	6.35%	11.03%

Note:
Note 1: Turnover Rate = (Number of resignations in January/Total number of employees at the end of January) x 100% + (Number of resignations in February/Total number of employees at the end of February) x 100% + ... + (Number of resignations in December/Total number of employees at the end of December) x 100%
Note 2 : Voluntary turnover refers to employees who voluntarily express their intention to resign. The Company's 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).
Note 3: Since 2019, we exclude direct interns (personnel changes resulting from the expiration of internship contracts) when calculating turnover rate.
Note 4: Since 2020, the voluntary turnover rate excludes those on unpaid leaves.

2024–2025 Total Taiwan and Overseas Departed Employees

2024

Group			Female		Male		Total	
			Number of People	Percentage[Note2]	Number of People	Percentage[Note3]	Number of People	Percentage[Note4]
Total Departed Employees Note 1	Region	Taiwan	52	98.11%	168	94.38%	220	95.24%
		Overseas Subsidiaries	1	1.89%	10	5.62%	11	4.76%
	Age	Under 30	22	41.51%	72	40.45%	94	40.69%
		30–50	23	43.40%	84	47.19%	107	46.32%
		Over 50	8	15.09%	22	12.36%	30	12.99%
	Rank	Executive	1	1.89%	4	2.25%	5	2.16%
		Frontline Management	1	1.89%	0	0.00%	1	0.43%
	Total Departed Employees		53		178		231	
	Percentage of Total Regular Employees Note 5		5.23%		6.84%		6.39%	

Note 1: Total departed employees include voluntary resignation rate (including retirement) and involuntary turnover rate (including removal, layoff, death, etc.)
Note 2: Percentage of females among total departed employees
Note 3: Percentage of males among total departed employees

2025

Group			Female		Male		Total	
			Number of People	Percentage[Note2]	Number of People	Percentage[Note3]	Number of People	Percentage[Note4]
Total Departed Employees Note 1	Region	Taiwan	84	98.82%	307	97.46%	391	97.75%
		Overseas Subsidiaries	1	1.18%	8	2.54%	9	2.25%
	Age	Under 30	28	32.94%	130	41.27%	158	39.50%
		30–50	48	56.47%	163	51.75%	211	52.75%
		Over 50	9	10.59%	22	6.98%	31	7.75%
	Rank	Executive	0	0.00%	6	1.90%	6	1.50%
		Frontline Management	0	0.00%	1	0.32%	1	0.25%
	Total Departed Employees		85		315		400	
	Percentage of Total Regular Employees Note 5		8.19%		11.65%		10.69%	

Note 4: Percentage of total departed employees
Note 5: Percentage of all employees refers to the proportion of female, male, and total departed employees to the total number of employees by the end of the year (excluding interns)

To ensure employees' retirement benefits, for those who have chosen the retirement system under the Labor Standards Act, we contribute 2% of their total monthly salary to a dedicated account at the Bank of Taiwan. In 2025, the accumulated Labor Retirement Reserve Fund totaled NT$637,605,903, and this amount has been fully provisioned. For employees who have opted for the retirement system under the Labor Pension Act, the Company contributes 6% of their individual monthly salary to their individual Labor Pension account. If employees choose to make voluntary contributions, these amounts are also deposited into their individual accounts, providing sufficient financial security upon retirement. Currently, employees under the new system account for 99.2% of our workforce.

Employee Engagement Survey

The Human Resource Division of Nanya Technology conducts an annual Employee Engagement Survey for all employees to understand their level of recognition with the Company across aspects such as work, management, and organizational vision. This year's survey contains 28 questions across six aspects to collect employee feedback. The response rate for 2025 was 94%, with an average employee recognition score of 77%. Although it did not reach the target of 78%, it still represents a 4% increase compared to 73% in 2024. The main reason is that, since 2022, the DRAM industry has been affected by cyclical downturns, leading to weaker operating performance at Nanya Technology and tighter related benefits and bonus payouts. However, following the market recovery in the second half of 2025, various benefit programs have gradually been restored, and overall performance across the six key dimensions has improved for both male and female employees.

Employee's Average Recognition Score

Employee engagement surveys	2022		2023		2024		2025	
Aspect	Female Employees	Male Employees	Female Employees	Male Employees	Female Employees	Male Employees	Female Employees	Male Employees
Employees' Personal Work Experience	72.3%	74.1%	70.6%	73.1%	72.0%	72.5%	73.6%	76.5%
Employee and Supervisor's Management Style	73.8%	79.0%	74.2%	78.5%	74.5%	77.2%	76.3%	79.7%
Employee's Understanding of Company Vision and Culture	82.0%	82.9%	81.8%	81.7%	79.3%	75.7%	82.6%	85.1%
Employees' View towards Management Team	73.0%	76.6%	74.3%	76.8%	73.1%	69.4%	77.6%	78.0%
Employee Peer Relationships	80.6%	81.7%	78.4%	80.6%	76.9%	78.1%	78.9%	80.7%
Employees' Satisfaction with Promotion and Compensation	68.6%	69.5%	64.9%	68.4%	63.4%	64.5%	66.3%	69.7%
Percentage of Employees Reaching Average Recognition Score	76.2%		75.3%		73%		77%	
Response Rate	93.4%		93.4%		91.5%		94%	

Note: This survey used a 10-point scale. "Average Recognition Score" refers to a rating of 7 or higher. The percentages in the fields represent the proportion of ratings that were 7 or above.

Based on the cross-analysis of the survey results, we found that frontline staff and employees with 3–5 years of tenure showed relatively lower recognition in areas such as work experience, promotion and compensation, and learning and growth. To enhance employee recognition and fulfill the purpose of the survey, we have developed the following improvement measures based on these needs:

Improvement Measures Based on Employee Engagement Survey

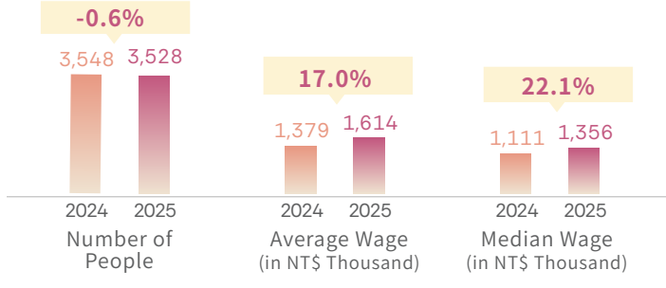
	Work Experience	Promotion and Compensation	Learning and Growth
Frontline Staff	Enhancing employee protection to prevent workplace bullying through a case-specific approach and addressing the root cause	• We already provide 2 promotion opportunities for direct employees every year and will continue to optimize our promotion system (i.e., shortening the tenure requirement) to guarantee promotions for outstanding employees • We have adjusted the starting salary of direct employees for two consecutive years. In 2024, we also established an onboarding bonus and a completion bonus. We will continue to optimize employee salaries to maintain competitiveness	We are developing experiential team-building and problem-solving learning programs
Employees with 3–5 Years of Tenure	Enhancing employee protection to prevent workplace bullying through a case-specific approach and addressing the root cause	• We have adjusted the starting salary of indirect employees for three consecutive years and optimized salaries based on experience and training. We will continue to improve employee salaries according to market levels to maintain competitiveness	Developing a series of courses for outstanding next-generation talents focusing on the efficient application of integrated thinking in the workplace

Offering Good Remuneration and Measures

Nanya Technology's starting salary standards for new hires are primarily based on individual educational background and work experience, industry salary levels, local economic conditions, and labor market supply and demand, agreed upon in the employment contract. For the same job content and similar educational and work experience backgrounds, salary and benefit items and standards are consistent for both men and women, with no differentiation based on gender. Individual job performance is the key measurement determining employee remuneration and benefit adjustments.

To ensure the competitiveness of our overall remuneration package, our compensation and benefits system is planned and reviewed through local salary surveys and regional salary benchmarking associations, taking into account industry competitiveness, macroeconomic factors, and the sustainable operation of the corporate culture. Monthly salary includes base salary, meal/transportation/regional allowances, operational allowance, and efficiency bonus. Additionally, we provide variable remuneration such as bonuses, which are determined by individual employee performance and the achievement rate of organizational goals (or profitability), regardless of gender, to reward employees for excellent performance and share our success. In 2025, the average salary for full-time non-managerial employees was NT$1,614,000, a 17% increase compared to 2024. The median salary for full-time non-managerial employees was NT$1,356,000.

Non-Managerial Full-time Employees



Remuneration Designed for Talent Retention

Long-term incentives including employee compensation, employee stock options (applicable to all Nanya Technology employees, with stock options granted based on employee performance and role), incentive bonuses, and annual salary adjustments

Nanya Technology is a constituent stock of the Taiwan HC 100 Index, indicating highly competitive remuneration

Year-end bonus, three major festival bonuses (Chinese New Year, Dragon Boat Festival, Mid-Autumn Festival), Dragon Boat/Mid-Autumn Festival diligence bonus, job grade bonus

Nanya Technology values meeting the basic living needs of every employee. To this end, we are committed to providing compensation that exceeds the Living Wage standard. To fulfill this commitment, we adopt the Anker methodology for Estimating a Living Wage when regularly reviewing the internal salary structure. We also reference the Cost of Living Index on Numbeo and adjust our salary policy based on diverse factors, including trends in domestic consumer prices, variations in the cost of living across different locations, and practical living needs. Through market salary comparison analysis, we ensure employee compensation not only exceeds the local living wage benchmark but also provides a superior quality of life, allowing employees to work with peace of mind and without worries.

In pursuit of decent work and equal pay for equal work, the Company is committed to ensuring that starting salaries for male and female employees do not differ based on gender. Regulatory compliance reviews are conducted every six months to ensure that compensation for male and female employees comply with the requirements of the Gender Equality in Employment Act. In addition, the Company regularly conducts compensation surveys and analyses to assess the extent of salary differences between male and female employees through multidimensional comparisons based on job grade, job function, and other factors.

Regarding average remuneration between genders, the average remuneration for female management is slightly lower than that for males, with a female/male average total salary ratio of 93.35% and a female/male average total salary plus compensation ratio of 93.46% in 2025. This is primarily because the proportion of male management of middle level and above is higher than that of females, leading to a higher average male remuneration. In 2025, the average total salary ratio (female/male) for non-management employees was 105.84%, and the ratio including compensation was 109.01%, with female employees earning slightly more than their male counterparts. This is mainly due to the higher average seniority of female employees compared to males, resulting in a higher average female remuneration. Overall, the difference between the average compensation for male and female employees remains within 10%, with no significant differences identified.

To promote work-life balance, the Company offers a flexible working hours system under which employees may apply for different work schedules based on individual needs (including shifts beginning at 6:30, 7:30, 8:30, 9:30, and 10:30). Implementation is subject to managerial approval. Through flexible working hour arrangements, the Company supports employees in balancing their professional and personal lives while enhancing overall work efficiency and employee satisfaction.

Based on a well-developed institutional foundation, the Company provides a competitive compensation framework and a comprehensive set of benefits, with a commitment to supporting employees and their families, ensuring a stable and high-quality of life across essential areas such as food, clothing, housing, transportation, children's education, and healthcare.

Starting salary for frontline operators is **NT$29,700** and above **3.88**% higher than the minimum wage in 2025 Note 1

Starting salary for bachelor's degree engineering positions is **NT$45,500** and above **59.15**% higher than the minimum wage in 2025 Note 1

Note 1: Effective January 1, 2025, the minimum wage has been raised to NT$28.590.

Male to Female Average Remuneration Ratio in Taiwan

Male to Female Remuneration Ratio	2022	2023	2024	2025
Female to Male Ratio of Average Total Salary for Executives	-	-	-	-
Female to Male Ratio of Average Total Salary + Compensation for Executives	-	-	-	-
Female to Male Ratio of Average Total Salary for Management	95.68%	95.02%	94.58%	93.35%
Female to Male Ratio of Average Total Salary + Compensation for Management	95.28%	95.30%	94.57%	93.46%
Female to Male Ratio of Average Total Salary for Non-Managerial Employees	108.42%	106.99%	105.84%	105.84%
Female to Male Ratio of Average Total Salary + Compensation for Non-Managerial Employees	111.43%	109.28%	108.91%	109.01%

Note: "Total Salary" is defined as regular compensation (including base salary, efficiency bonus, meal allowance, regional allowance, transportation allowance, operational allowance, professional premium and other payable items) + job grade bonus.

"Compensation" is defined as incentive bonus + employee compensation + festival bonus + Dragon Boat and Mid-Autumn Festival diligence bonus + year-end bonus.

"Executives" are defined as Assistant Vice President level and above managers. The number of female senior executives has been 0 for the past three years.

"Management" is defined as Section, Department, and Plant/Division heads.

Talent Empowerment

Talent Development Guidelines

Philosophy

Guided by a people-oriented philosophy and a commitment to sustainability, we champion lifelong learning and support Employee's career development to build a leading talent development system tailored to the semiconductor industry.

Policy

By aligning with Company strategy, we continuously enhance talent cultivation and development by optimizing our training and development system, cultivating cross-functional talent, and empowering employees. We systematically equip all employees with the necessary skills to achieve the Company's sustainable development goals.

Goal

2025:
Percentage of key talents among all employees ≥ 7.5%;
Internal employee substitution rate for job openings ≧ 60%.

System

We have established the *Training Quality Management Manual* , Human Resource Management Process Procedures, Training Operation Procedures, Detailed Rules for Training Implementation, Structured On-the-Job Training Implementation Guidelines, On-the-Job Learning Regulations, Internal Instructor Cultivation Regulations, Middle to Senior Management Talent Development Regulations and Training Material Management Regulations, Technical Paper and Practical Innovation Competition Guidelines; Outstanding Team Program; Training Materials Management Website User Guidelines.

Implementation

We formulate and execute annual talent development plans based on Company strategy. Execution indicators are reviewed on a monthly basis, while progress and training effectiveness are evaluated quarterly and semi-annually by the President, Talent Development Committee members, and the Training and Development Committee during committee meetings.

Five New Initiatives—New Technologies, New Products, New Facilities, New Generation, New Skills

In the first half of 2025, amid external uncertainties and a sluggish market, Nanya Technology continued to offer employees higher-quality and more effective talent development programs. At the same time, we consistently enhanced and refined our overall talent development and training system. Through continuous innovation, we generated momentum for growth and responded to dynamic challenges, maintaining our competitiveness by leveraging the power of our talents. Based on our vision and strategic goals, we have developed comprehensive short-, medium-, and long-term talent cultivation plans. Through our core initiatives, Talent Intelligence Hub; Smart Dream Factory; Co-learning Gathering-We Together, We Learn, We Grow; and the Five Innovations Program, we continue to strengthen the key capabilities needed to sustain long-term operations and drive innovation in R&D. Using a learning loop approach, it covers core competencies, organizational management, professional skills, and personal development. Employees leverage internal training and development programs, along with knowledge management platforms, to learn, share, and create the competencies, courses, and materials they need through online and offline channels. We also continuously provide a wide range of learning resources, including external training opportunities, lectures, professional technical communities, and discussion forums. These efforts aim at promoting a learning-oriented organization and continuously enhance the overall effectiveness of our talent development and training programs.

Following the introduction of the Five Innovations Program in 2024 to support the Company's strategic development, we continue to advance the initiative in 2025 under our Five New Initiatives. The program focuses on five areas: new technologies, new products, new facilities, new generation, and new skills. The corresponding employee training and development action plans are outlined below.

New Facilities

Recruitment and training for new fab construction, including orientation camps, Newcomer Training II, on-the-job training (SOJT), production line skill training (for direct labor), and general education courses.

New Products

Development of second-generation 1x-nanometer process products, along with competency enhancement, industry-academia collaboration, promotion, and sales, as well as role-based required training and marketing functions.

New Generation

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' s Era" events.

New Technologies

Independent development and mass production of the third-generation 1x-nanometer process technology; introduction, production line development, and mass production of the second-generation process technology; as well as overseas training, patented technologies, trade secrets, information security, technical papers, industry-academia collaboration, and outstanding team competitions.

New Skills

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.

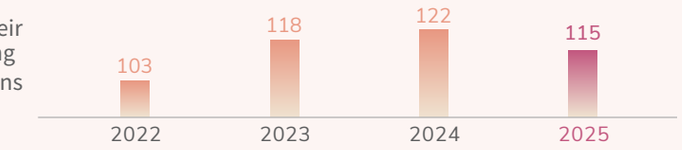
Under the Five New Initiatives program, employee training and development action plans are structured across five key areas and encompass the Company's diverse development and learning pathways. The main training categories are outlined as follows:

New Technologies

Technical Papers and Technical Improvement/ Physical Creation

We hold company-wide technical papers and technical improvement/physical creation competitions. Through these competitions, employees can learn from each other, enhancing their technical skills and their proficiency in writing quality technical papers. In 2025, a total of **62** technical papers were submitted, along with **53** entries in technical improvements and practical creations, bringing the total number of submissions to **115**.

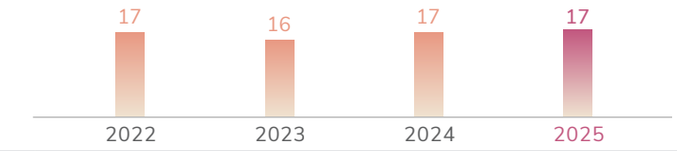
• Number of entries over the years



Outstanding Team Competitions

We aim to encourage collaboration between employee teams and jointly enhance professional technical skills, with the goal of establishing a successful team cooperation model that inspires active participation in cross-departmental projects, thereby shaping a high-quality teamwork culture and strengthening our independent technical capabilities. In 2025, as many as **17** teams participated in the competition.

• Number of participating teams over the years



Industry-Academia Cooperation

We aim to strengthen the technical competencies of young students and nurture semiconductor talent to align industry needs with academic training, while enhancing the Company's R&D momentum and talent cultivation. Since 2018, we have accumulated a total of 53 collaborative projects, with an investment of NT$67 million. In 2025 alone, we partnered with **4** universities across **7** projects, contributing a total of **NT$7.02** million.

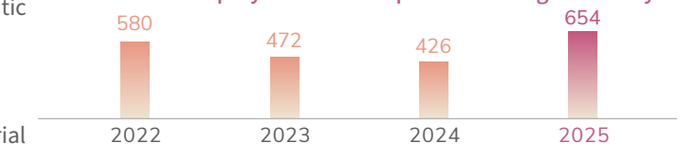
New Products

On-the-Job Training

We conduct our on-the-job training according to the Structured On-the-Job Training (S-OJT) Implementation Guidelines, which establish clear planning processes and system management. This framework creates learning blueprints for each job role, builds employee professional capabilities, and strengthens the professional technical knowledge transfer system within each department, enabling them to plan more effective on-the-job training, integrate core competencies better, shorten learning curves, and enhance organizational training effectiveness. To build employees' professional knowledge, we implement systematic competency training that includes mandatory job-specific essentials, one-on-one on-the-job mentorship, certification systems, and external training. In 2025, a total of **654** employees passed on-the-job training, achieving a 100% completion rate. (We have maintained a **100%** completion for the past four years.)

To effectively manage internal S-OJT training materials across departments, we established Training Material Management Regulations and a corresponding knowledge management system workflow for material transmission and approval. This strengthens and manages training material updates, providing employees with a single portal for faster information retrieval and accelerated document classification. In 2025, a total of **7,098** items were recorded, including 325 training materials and 6,673 operational knowledge documents, representing an **11.6%** increase compared to the previous year.

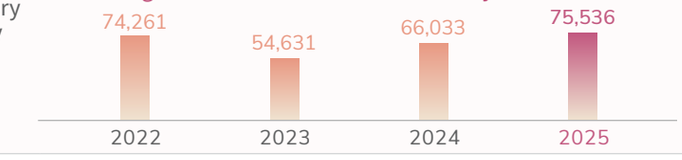
• Number of employees who completed training over the years



Core Curricula

In line with the Company's strategic direction, we deliver a range of policy-driven and role-based mandatory professional courses. We also provide core training to comply with government regulations on labor safety and environmental health, and to meet customer requirements for product quality. In 2025, total training hours across all categories increased by **14.3%** compared to the previous year, reaching 75,536 person-hours.

• Training hours for core courses over the years

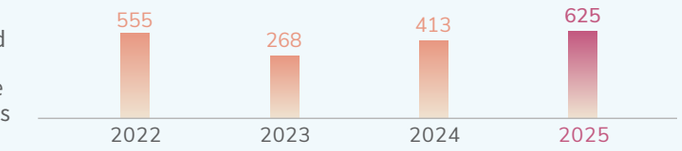


New Facilities

Orientation Camp

To help new hires, including contract workers, interns and part-time staff, rapidly integrate into our organization and company culture, complete job basic training requirements seamlessly, as well as further understand the Company's working environment and the overall semiconductor industry, we have designed a comprehensive series of new employee orientation camps and rigorous on-the-job training programs. These programs incorporate experiential and interactive learning to shorten the learning curve. In 2025, due to market conditions and ongoing headcount control, **625** employees completed onboarding training across **24** sessions.

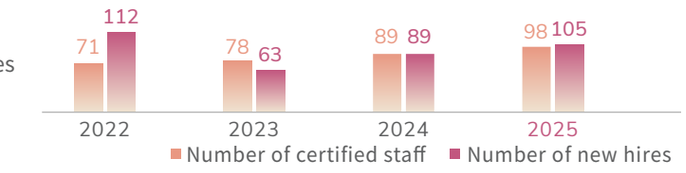
• Number of Orientation Camp participants over the years



Direct Employee Training

We regularly plan and deliver training programs for trainers and continue to provide pre-job training for direct personnel on professional skills and equipment operation. We also conduct regular evaluations and certifications based on training performance and proficiency. Through the trainer system, we offer incentives to motivate production-line personnel to adapt quickly to the clean room environment and become production-ready as early as possible. In 2025, **98** employees obtained equipment operation certification, totaling **14,700** person-hours of training.

• Production line staff training data over the years

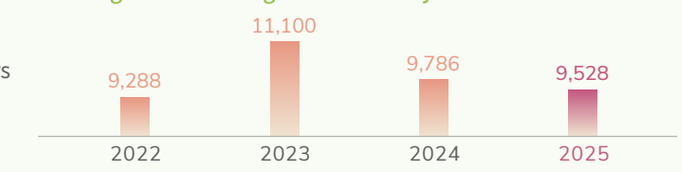


New Generation

Management Skills Training

We regularly conduct management training for supervisors at different levels to strengthen leadership capabilities and performance. Our comprehensive programs cover four key areas: management competencies, team collaboration, strategic expertise, and emerging knowledge. In 2025, total training hours for management programs reached **9,528** person-hours. We also enroll first- and second-line management trainees in advanced functional leadership programs to strengthen their ability to lead both people and operations, while passing on the Company's core management philosophy.

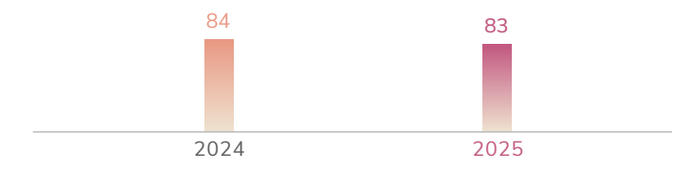
• Management training data over the years



Outstanding Next-Generation Talent Cultivation

We value the development of young-generation employees and aim to stimulate the growth potential of next-generation talent. Starting in 2024, we launched a program specifically for high-performing young-generation engineers, focusing on cultivating essential workplace application skills and outlining clear career paths. By 2025, four cohorts have been completed, totaling **167** participants and a retention rate of **95.2%**.

• Number of employees trained over the years

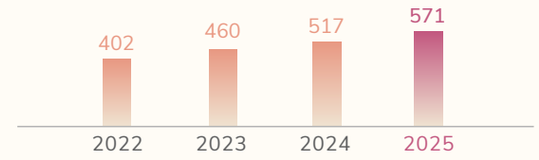


New Skills

Artificial Intelligence Practices

In response to industry trends and digital transformation, we continue to introduce and enhance in-house AI capabilities by implementing internal AI talent cultivation programs. These include practical AI training programs, on-the-job programs, and company-wide AI literacy education. We also develop various AI initiatives and expand their application across departments, as well as to external suppliers and students. By integrating AI into real-world work scenarios, we improve overall efficiency, reduce production costs, and strengthen the Company's competitiveness. In 2025, we trained **54** in-house AI specialists, bringing the cumulative total to **571**.

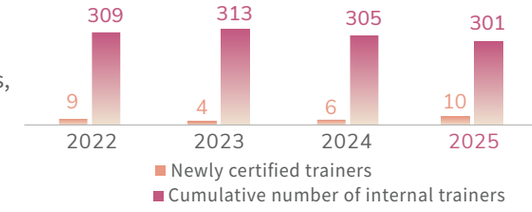
• Cumulative number of AI talents trained over past years



Internal Instructor Cultivation

We continue to enhance our internal trainer development system by offering advanced instructor training programs, strengthening knowledge transfer and training capabilities. A total of **301** employees have been certified as internal trainers, including 10 newly certified instructors in 2025. Additionally, with the support and participation of executives, we regularly hold an Outstanding Instructor Award and Recognition Ceremony every September. To express our gratitude and encourage instructors' continued contribution to Company training and to enhance internal instruction quality, we selected **15** instructors for their outstanding performance and exceptional dedication in 2025.

• Team-Building Activities



Personal Development

In accordance with the On-the-Job Learning Regulations, we provide administrative resources and incentive measures to encourage employees to pursue continuous learning and personal development plans, promoting lifelong learning and supporting their career growth. We offer a self-paced learning program, and in 2025, the cumulative number of employees pursuing on-the-job degrees reached 748. The employee substitution rate for job vacancies was **77.2%**, while the internal fill rate for managerial positions was **82.2%**. [1]

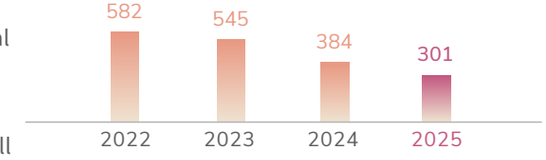
Note 1: For the results in the past four years, please refer to the "Employee Substitution Rate" section

Team-Building Activities

We hold annual senior leadership strategy meetings and management team alignment workshops to strengthen alignment on the Company's annual strategy and build team consensus, enabling effective achievement of organizational goals. The management team alignment workshop helps leaders establish a clear leadership vision and organizational goals, model change through their actions, and strengthen their influence, thereby enhancing cross-functional collaboration.

In 2025, three sessions were conducted for supervisors at all levels, with a total of 301 participants.

• Number of participating managers at all levels over the years:



Elite Talent Development Project Graduation Ceremony

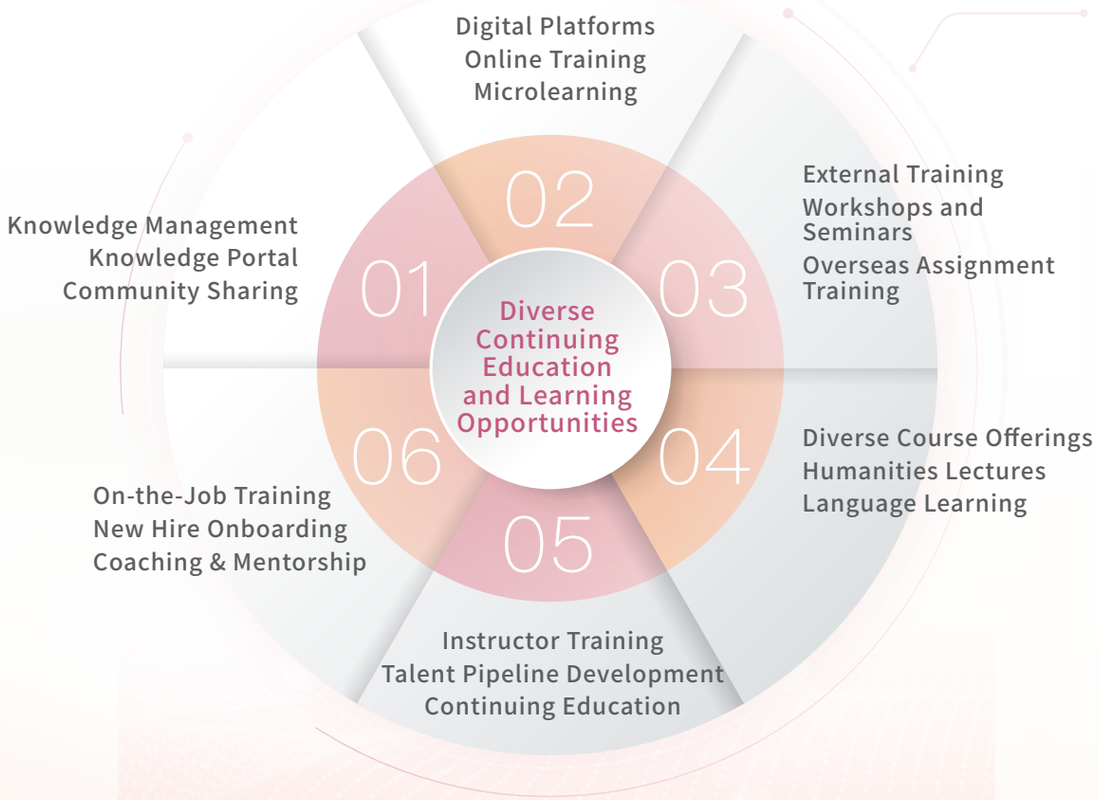
New Facilities—Orientation Camp

Note: Projects for the new process will be detailed in the later chapter titled "Key Projects for Talent Development"

Diverse Development and Learning Paths

Based on the Five New Initiatives, Nanya Technology provides employees with diverse learning models, promotes lifelong learning, and supports employee career development by offering a comprehensive and diverse range of learning channels to meet their varied learning needs.

Diverse Continuing Education and Learning Opportunities



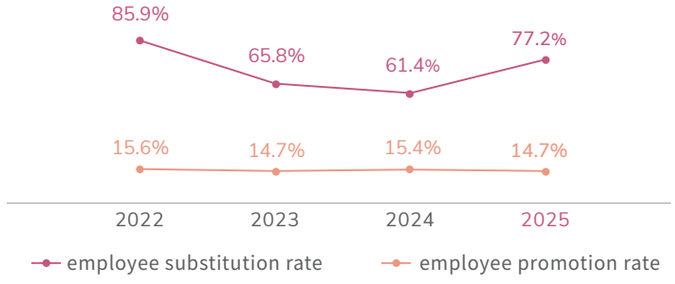
The following presents an overview and four-year data on online courses, language learning subsidies, the cumulative number of employees pursuing in-service degree programs and participation in external training programs.

Online Learning Media Center	We focus on digitally-enabled talent cultivation by providing employees with an environment for self-paced learning, while also strengthening access to preview and review materials. This creates a more flexible and supportive learning environment. Through our training and development system, including the media center, we continue to enhance digital learning infrastructure and engagement. In 2025, we offered 174 digital courses, with total online training reaching 75,990 person-hours.
Language Learning Subsidies	We offer a range of language learning programs, including on-site TOEIC exams, in-house classes, online courses, and external training options. We have also enhanced the TOEIC mock test system to support employee practice and introduced on-site, real-scenario TOEIC mock exams within the Company. In addition, we have linked TOEIC score requirements to job roles and promotion criteria by setting target score benchmarks for each role. In 2025, a total of 2,499 employees recorded TOEIC scores, accounting for 74.3% of indirect staff.
In-service Degree Programs	We actively cultivate semiconductor talent through industry-academia collaboration and technical development projects. In addition, we have established a continuing education policy that provides subsidies and incentives to encourage employees to pursue in-service degree programs. To date, employees have earned new academic degrees while employed, including 201 associate degrees, 391 bachelor's degrees, and 156 graduate degrees or above, totaling 748.
Participation in External Training Programs	We also encourage employees to participate in external training programs to strengthen their professional capabilities and obtain job-related certifications, thereby supporting new product development and expansion and increasing product value. In 2025, our employees participated in external training programs 136 times, totaling 1,627 person-hours.

	2022	2023	2024	2025
Total Online Training Hours (person-hours)	73,713	65,421	73,824	75,990
Language Learning Subsidies (in NT$)	264,068	192,660	191,054	145,866
Cumulative Number of Employees Pursuing In-service Degree Programs	735	743	745	748
Number of External Training Participations	137	120	124	136

Employee Substitution Rate for Job Vacancies

To provide diverse training and development opportunities for employees, we offer career paths for promotions and assuming different roles, setting goals for employee promotion rates and employee substitution rates for job vacancies. In 2025, the employee promotion rate was 14.7%, and the employee substitution rate for job vacancies was 77.2%. Historical data is as follows:



2025 Employee Substitution Rate Statistics for Job Vacancies

		Female	Male	Total
Age	Under 30	9	14	23
	30–50	26	56	82
	Over 50	2	18	20
Rank	Management (A+B+C)	1	17	18
	Executive (A)	1	5	6
	Middle Management (B)	0	12	12
	Frontline Management (C)	0	0	0
	Non-Management	36	71	107

Experience Sharing: Key Talent Management Competency Enhancement Program

Management capability underpins business operations, directly influencing efficiency, competitiveness, and long-term development. It serves as the critical bridge that translates the Company's vision into tangible results. Only when the four functions of planning, organizing, leading, and controlling operate effectively can the Company maintain stable growth and competitiveness in a rapidly changing market environment. To further strengthen our management talent, we have implemented the Key Talent Management Competency Enhancement Program since 2019. The program is structured around three integrated initiatives: the Elite Talent Development Project, Management Talent Assessment, and the Advanced Development Program. Together, these initiatives drive a comprehensive enhancement of management capabilities among key talents. The three initiatives are outlined below:

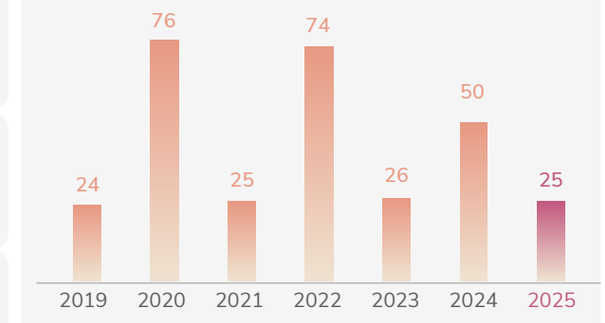
Integrated Elite and Advanced Talent Development Program

Elite Talent Development Project

The President strongly values elite talent, viewing them as critical assets. The project is tailored and includes two phases of training courses, two rounds of one-on-one behavioral interviews, coaching sessions, behavioral assessments, final presentations, and follow-up tracking. At its core is a coaching system built on four key steps, designed to help participants achieve breakthrough improvements in the shortest possible time. Since 2019, a total of 12 cohorts have been completed, cultivating 300 elite talents.

Phase 1 Learning Attitude	Participants develop the right mindset, identify their needs, and set clear breakthrough goals to achieve and exceed during the training process.
Phase 2 Proper Knowledge	Participants are equipped with practical principles, concepts, and methods to build a solid foundation for success.
Phase 3 Practice	Participants apply what they have learned through hands-on practice. During exercises, dedicated instructors provide immediate coaching to strengthen key skills and enable participants to recognize their own progress and transformation.
Phase 4 Transformation	Achieving lasting improvement requires continued practice and follow-ups. Participants set goals, apply what they have learned in their daily work, and share their experiences, embedding new behaviors into their work routines and sustaining training outcomes.

Number of employees trained over the years

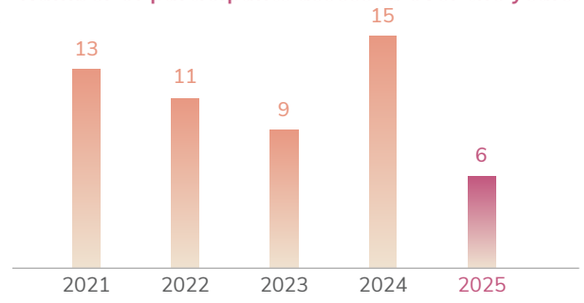


Integrated Elite and Advanced Talent Development Program

Management Talent Assessment

Supervisors who have completed the Elite Talent Development Project and have applied management competencies in their roles for more than two years undergo a management talent assessment. This assessment helps them identify gaps and areas for improvement across management competencies, values, communication and coordination, and personal style. It provides a clear development roadmap to drive behavioral change and support individual development plans Since 2021, a total of 17 cohorts have been completed, with 54 talents cultivated.

Number of participants assessed over the years



Advanced Development Program

To further strengthen management capabilities among key talents, supervisors who complete the assessment use diagnostic insights to understand gaps in their competencies. We then design a customized development journey to drive meaningful behavioral change. The program includes three in-person training sessions, one-on-one coaching sessions, two joint sessions between the participating supervisor and their direct supervisor, and two team coaching sessions with final presentations. This structured approach supports the transition from learning to behavioral change, helping participants internalize new practices and strengthen the Company's management talent pipeline. Since 2023, one cohort of 24 participants has been completed, with 25 participants planned for this year.

Development Training Results

Despite significant market volatility in 2025, our talent development and training indicators continued to grow steadily. The annual training execution rate reached 219%. In response to rapid market changes and in alignment with company strategy, an additional 122% of non-planned training sessions were implemented. Total annual training completions reached 222,000, a 9.4% increase from the previous year. Detailed results and performance indicators for talent development and training are outlined below:

2025 Employee Training Data Sorted by Age Groups

Item	Female			Male			Total
Age	Under 30	30–50	Over 50	Under 30	30–50	Over 50	
Number of Employees	177	691	180	610	1,758	414	3,835
Training Person-Hours (hr)	11,522	20,346	3,408	54,853	123,217	14,242	227,588
Average Training Hours per Person (hr)	65.1	29.4	18.9	89.9	70.1	34.4	65.1
Training Cost (in NT$)	248,634	883,803	322,368	934,857	11,896,069	6,024,364	20,310,095
Average Training Cost per Person (in NT$)	1,405	1,279	1,791	1,533	6,767	14,552	5,303

2025 Employee Average Training Data Sorted by Category

Unit: hour

Category	Female				Male				Total Hours			
	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
Managerial roles	21.8	26.9	23.4	22.9	27.6	33.0	28.7	28.1	9,288	11,100	9,786	9,528
Skilled professionals	22.6	20.2	24.5	47.6	40.2	33.1	40.0	77.4	80,507	66,188	81,669	166,633
Core administration	73.2	63.0	78.2	51.8	91.8	76.7	95.7	63.3	57,216	47,714	60,158	41,468
Direct employees	20.6	18.3	18.7	20.5	23.4	20.5	20.9	22.8	10,708	9,277	9,273	9,959

2025 Management Training Data Sorted by Ranks

Item	Female			Male			Total
Management Ranks	Frontline Management	Middle Management	Executive	Frontline Management	Middle Management	Executive	
Number of Managers	94	29	4	7	162	68	364
Training Person-Hours (hr)	-	1,013	161	-	5,660	2,694	9,528
Average Training Hours per Person (hr)	-	35	40	-	35	40	26
Training Cost (in NT$)	-	156,384	53,504	-	873,594	896,189	1,979,671
Average Training Cost per Person (in NT$)	-	5,393	13,376	-	5,393	13,376	5,454

Note: 1. One-on-one on-the-job mentorship is excluded from the total employee training hours
2. Management positions include frontline management (production line foremen, team leaders), middle management (department and section heads), and executive management (plant/division heads and above)

To effectively align Company strategic goals with training execution plans, the effectiveness of our various training and development initiatives is assessed based on the Kirkpatrick Model (Levels 1 through 4), proposed by Donald Kirkpatrick from the United States. Specific KPIs are defined for each level of this model. Moreover, to link training outcomes with Company operational strategic goals, we have established a Level 5 category, Return on Investment (ROI), to measure the impact of training. This approach ensures a thorough and predictable evaluation of training effectiveness and its value.

	L1 (Reaction Assessment)	L2 (Learning Assessment)	L3 (Behavior Assessment)	L4 (Performance Assessment)	L5 (Return on Investment)
Item	• Course Satisfaction • Final Report	• Exam/Exercise • Written Essay • Certification	• Customer Satisfaction • Project Completion Rate	• Employee Promotion Rate • Employee Substitution Rate • Key Talent Retention Rate • Kaizen Proposal System	• Return on Human Capital Investment
KPI-2025 Goal	• Course Satisfaction ≧ 4.5	• Course Completion Rate ≧ 94% • Annual Project Completion Rate ≧ 100%	• Customer Satisfaction ≧ 91 • Project Completion Rate ≧ 90%	• Employee Promotion Rate ≧ 16% • Employee Substitution Rate ≧ 60% • Key Talent Retention Rate ≧ 95% • Number of Proposals on Kaizen Proposal System ≧ 120	• Return on Human Capital Investment ≧ 10
2025 Performance	• Course Satisfaction: 4.67	• Course completion rate: 95% • Annual Project Completion Rate: 219%	• Customer Satisfaction: 95.7 • Project Completion Rate: 85%[1]	• Employee promotion rate: 14.7% • Employee substitution rate: 77.2% • Key talent retention rate: 95.4% • Proposals submitted on Kaizen Proposal System: 170	• Return on Human Capital Investment: 11.6
KPI-2026 Goal	• Course Satisfaction ≧ 4.5	• Course Completion Rate ≧ 94% • Annual Project Completion Rate ≧ 100%	• Customer Satisfaction ≧ 91 • Proportion of key talent to all employees ≥ 7.5% • Project Completion Rate ≧ 90%	• Employee Promotion Rate ≧ 16% • Employee Substitution Rate ≧ 60% • Key Talent Retention Rate ≧ 95% • Number of Proposals on Kaizen Proposal System ≧ 120	• Return on Human Capital Investment ≧ 10

Note 1: In response to rapid market changes, the product mix is adjusted in alignment with the output strategy.

Level	Item	2022	2023	2024	2025	2025 Goal	Scores (10-point scale)
Level 5 Return on Investment (ROI)	Return on Human Capital Investment Ratio[1]	10	4.8	5.5	11.6	≧ 10	10
	Training Cost as A Percentage of Revenue[2] (%)	0.017	0.073	0.079	0.031	-	-
Level 4 Result	Employee Promotion Rate (%)	15.6	14.7	15.4	14.7	≧ 16	9.2
	Employee Promotion Rate (Tenure <3 Years) (%)	5.16	2.51	3.00	1.74	-	-
	Employee Promotion Rate (Tenure ≧ 3 Years) (%)	10.4	12.2	12.4	12.9	-	-
	Voluntary Turnover Rate (%)	8.8	4.6	6.2	10.7	≦ 6	2.1
	Key Talent Turnover Rate3 (%)	0.5	2	4	4.6	≦ 5	10
	New Hires Turnover Rate4 (%)	14.99	7.77	11.16	13.7	≦ 12	8.6
	Employee Substitution Rate (%)	85.9	65.8	61.41	77.2	≧ 65	10
	Number of Patents	812	953	910	919	≧ 375	10
	Number of Proposals on Kaizen Proposal System	224	202	172	170	≧ 120	10
Level 3 Behavior Assessment (Behavior)	Customer Satisfaction (Score)	94.6	94.7	95.6	95.7	≧ 91	10
Level 2 Learning Assessment (Learning)	Course Completion Rate (%)	95	94	96	95	≧ 94	10
Level 1 Reaction Assessment (Reaction)	Course Satisfaction (5-point scale)	4.61	4.65	4.66	4.67	≧ 4.5	10

Note 1: Return on human capital investment ratio = (revenue - (operational cost - human capital cost))/human capital cost
Note2: Training expenses (excluding equipment, facilities, employee working hours, and related costs) as a percentage of revenue = (annual training expenses / total annual operating revenue) × 100%.
Note 3: Key talents refer to individuals holding critical positions essential for executing the Company's operational strategies who are difficult to replace
Note 4: New hire turnover rate is the turnover rate of new hires within their first three months of employment

Key Projects for Talent Development

The Five New Initiatives program integrates talent training action plans, linking the Company's operational strategy with various technical project plans and training development initiatives. The key training and development projects for 2025, along with their outcomes, are outlined below:

Second-Generation Advanced Process Optimization and Yield Improvement Project

Employee Participation Ratio 86% (as a percentage of total employees)

Project's Importance to the Company's Operations

The successful development of second-generation advanced process R&D products marks a significant milestone for the Company. Building on the current mass production foundation, optimizing capacity and yield across all stages is a key priority. This project focuses on improving production bottlenecks, defect sources, and yield losses. Through precise yield analysis, combined with process experiments, continuous evaluation and optimization efforts are carried out.

Training Content

1. Advanced process R&D-to-production technology transfer workshop
2. Advanced process structure courses
3. On-the-job training (OJT) for advanced process improvement and optimization
4. Team experience transfer and participation in competitive activities

Kirkpatrick(L1~L5)	Training Outcome Assessment and Operational Benefits (in NT$)
L1 Course Satisfaction	**Employee Reactions:** Course Satisfaction: 4.54 (5-point scale).
L2 Course Completion Rate	**Employee Learning:** Training Completion Rate: 99%
L3 Project Completion Rate	**Employee Behavior:** Project Completion Rate: 100%
L4 Productivity	**Efficiency Improvement:** Case Study: Cross-Functional Collaboration Across Departments 1. Process Integration: Adopted experimental conditions provided by the Process Development Department and further optimized them. Conducted key lot experiments and scheduling, and implemented optimal conditions in production. 2. Production Technology: Performed yield, electrical, and defect analyses on key lot experiments. 3. Production Engineering: Effectively managed and resolved tool and lot abnormalities, while supporting experiment execution, capacity needs, and process improvements. 4. Production Manufacturing: Established scheduling plans from trial production to mass production, managed production line push lots, and analyzed abnormal hold ratios. 5. Information Technology Division: Developed the WAT PSM system to support WAT wafer reduction operations. • Simplified processes, reducing total production cycle time by 2.2 days. • Simplified processes, achieving an overall yield improvement of 8.53%. • Achieved a maximum yield benefit per single project of approximately NT$13 million per month. Approximately NT$13 million per month
L5 Return on Investment	**Financial Values:** NT$14,391 million(ROI:708%)

Five New Initiatives Project for Talent Cultivation

Employee Participation Ratio 83% (as a percentage of total employees)

Project's Importance to the Company's Operations

We continue to implement comprehensive talent development programs which align with the Company's strategic goals in talent development and proprietary technology. Establishing integrated training plans covering effective training, professional technical development, and talent pipeline management, we seek to empower employees' professional capabilities, strengthen talent quality, and deepen the development of proprietary technologies and corporate competitiveness.

Training Content

1. New process proprietary technology development and mass production
2. New product development and sales
3. New facilities workforce competency enhancement
4. New-generation management skills
5. New skills application and cultivation

Kirkpatrick(L1~L5)	Training Outcome Assessment and Operational Benefits (in NT$)
L1 Course Satisfaction	**Employee Reactions:** Course Satisfaction: 4.67 (5-point scale).
L2 Course Completion Rate	**Employee Learning:** Training Completion Rate: 95%
L3 Project Completion Rate	**Employee Behavior:** 1. Filed 919 new patents. 2. Submitted 170 proposals on Kaizen Proposal System. 3. Reported 28 productivity enhancement initiatives.
L4 Productivity	**Efficiency Improvement:** Case Study: Second-Generation Advanced Process Silicon IP Development and Implementation 1. The second-generation advanced process silicon IP was designed using a new database architecture. Functional block diagrams are defined within the database to enable design. In the Hard IP implementation, specialized execution rule sets were introduced to ensure that the PV process can be applied to both original and complete datasets. In addition, 118 new design rules were established to prevent potential risks that could lead to design call-backs and extended design cycles, contributing approximately NT$32 million in revenue.
L5 Return on Investment	**Financial Values:** NT$863 million (ROI:218%)

Unleashing Employee Performance

Nanya Technology's performance management aims to enhance and develop employee potential. Beyond providing a high-quality learning environment and a well-designed performance management system, it emphasizes positive interactions between supervisors and team members. In addition to routine annual performance appraisals, supervisors need to conduct quarterly performance assessments with their team members. Such interactive evaluation and communication allow supervisors to offer support and necessary care to employees, ultimately aiming to improve individual and organizational performance.

The evaluation process involves face-to-face meetings between supervisors and subordinates to define individual work objectives based on organizational goals. Supervisors then provide feedback to employees and evaluate performance based on the execution of these objectives. From 2015 to 2025, the coverage rate of individuals managed under multi-faceted performance assessment goals has consistently been 100%, and all employees are included in performance rankings. We leverage various performance management tools, 180-degree assessments, 360-degree assessments, sustainability development evaluations for executives, quarterly performance reviews, and annual performance appraisals for all employees.

The 360-degree assessment is implemented for plant/division heads and above, with their subordinates providing feedback on their management competencies. Employees with better performance are rewarded, while the system prompts supervisors to continuously support employees with poorer performance until significant improvement is observed, without any gender biases. In 2025, a total of 1,859 questionnaires were collected.

The 180-degree assessment involves supervisors at the section manager level and above, who regularly communicate and coordinate across different units. Direct supervisors are responsible for selecting peers with whom the employee has business contact for their evaluation. This includes 2-4 peers from within the employee's direct unit and 4-6 peers from indirect units. Furthermore, the number of participants of the 180-degree assessments was expanded to include more subjects. This provides employees at various levels with the most appropriate feedback for performance improvement through various talent development tools. In 2025, the coverage rate reached 24%. To ensure the quarterly performance review questions for general staff are more comprehensive and optimized, the content of this evaluation was updated in September 2023. This allows for a comparison of self-assessment and supervisor assessment scores, providing the necessary data for subsequent analysis. The evaluation criteria for each performance review tool are shown in the table below:

Category		180-Degree Assessment; 360-Degree Assessment	Multi-Dimensional Evaluations, including Sustainability Development Evaluations for Executives	Quarterly Performance Review	Annual Performance Appraisal for All Employees
Evaluation Subjects		Plant/Division Heads and above Department Managers/Program Managers/Execution Engineers Section Managers/Project Managers/Director 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	All Employees
Evaluation Frequency		Annually	Annually	Quarterly (general staff) Semiannually (indirect staff/department managers and program managers)	Year-end annually
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. Note: Starting from 2021, the 180-degree assessment has included Production Foremen, Production Team Leaders, Director Engineers, Project Managers, and Executive Engineers for evaluation	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 individuals based on criteria such as teamwork, internal certifications, performance appraisal results, attendance records, level of cooperation, and learning ability. Different evaluation approaches are applied across job levels to provide objective assessment criteria and to promote dialogue and collaboration between the organization and employees, thereby supporting organizational development. The feedback is also used as a reference for employees' self-improvement and development.
	360-Degree Evaluation	Subordinates provide feedback on the managerial competencies of their managers as a reference.			

Youth Empowerment

Broadening the Talent Pool in DRAM

Talent Cultivation

Social Challenges We Need to Address: By engaging with universities and leveraging academic research, we aim to bridge the gap between school and the workplace for young students, enabling them to adapt to professional environments more quickly. Simultaneously, we integrate industry and academic resources to collectively enhance the capacity of Taiwan's tech industry.

	Our Role and Approach	Key Achievements in 2025
Future	To attract exceptional talent and bolster our forward-looking research capabilities, we encourage students to dedicate themselves to academic research and demonstrate a spirit of continuous improvement as well as practical application of knowledge. To this end, we have established various scholarships, with the aspiration that outstanding students will continue their learning in their chosen fields, thereby strengthening the competitiveness of the semiconductor industry.	A total of 18 students were awarded scholarships, with total funding of approximately NT$820,000.
Outstanding	To foster collaboration between industry and academia and leverage academic resources effectively, we engage in industry-academia cooperation projects with major universities and sponsor campus events. We also establish strategic partnerships and strengthen interactions between faculty and students to enhance educational quality and ultimately boost the competitiveness of the domestic industry.	• We collaborated with 4 academic institutions on 7 industry-academia projects, with a total investment of NT$7,000,000. • 1 campus event was sponsored, with a total sponsorship of NT$600,000.
Cultivate	We actively cultivate talent within campuses through a two-way nurturing approach, designing internship programs that better align with both academic and industry needs. By establishing a comprehensive internship system, we effectively enhance students' employability, providing young individuals with an internship platform to learn cross-departmental communication and collaboration and showcase their professional skills. Such programs bridge the professional demands of industry and academia, promote correct workplace values and abilities, cultivate students' practical application of knowledge, allow them to experience the workplace early on, and foster the development of diverse skills, thereby proactively preparing future professionals.	• We collaborated with 12 schools on internship programs, with a total of 124 students interning at the Company, including 41 in indirect positions and 83 in direct positions. • A total of 13 internship information sessions were held, attended by 583 participants, during which managers explained the details of the internship programs and former interns shared their experiences.
Understanding	To cultivate students' understanding of both theory and practice, enhance their awareness and understanding of industry trends, and strengthen their sense of cohesion and belonging, we provide students with opportunities for close interaction with the Company. Through site visits and corporate exchanges, students gain insights into the semiconductor industry. Additionally, by sharing the work experiences of alumni, we help students clarify their future career paths. Students in semiconductor research and development are a key focus for our cultivation efforts. Through school publicity and interconnected activities, we welcome younger students to join the Nanya Technology corporate family.	A total of 18 Company visits were held, with approximately 544 teachers and students participating.
Share	To strengthen the link between students' academic learning and real-world workplace scenarios, we conduct various seminars and specialized programs on campuses, engaging in face-to-face interaction and sharing with students. By collaborating with semiconductor professionals from industry, government, and academia, we aim to bridge the gap between education and employment by jointly developing industry courses aligned with workplace demands. Foundational courses are taught by university faculty in relevant fields to establish a strong theoretical base for students. Core practical courses are led by Nanya Technology semiconductor executives, who systematically impart their practical experience to students. This close integration of theory and application, delivered through an accessible teaching approach, guides students toward a new perspective on the semiconductor industry.	We conducted 47 guest-lecturer sharing sessions at key universities in northern Taiwan in 2025, with approximately 1,742 participations.

Our Footprint

Future

To ease students' transition to employment upon graduation, we offer an internship scholarship program. Students who complete the internship with outstanding performance are selected for scholarship agreements, receiving financial aid and subsequent employment at Nanya Technology. The internship lasts for a full academic year. To enhance the quality of Taiwan's semiconductor talent pool, Chang Gung University established a Memory Profession Program. Through specialized curricula and industry internships, this program aligns students with industry development trends, preparing them for immediate employment after graduation and collaboratively cultivating the next generation of high-level DRAM R&D talent. In 2025, we provided scholarships to 18 students, totaling approximately NT$820,000.

Outstanding

- We collaborated with National Tsing Hua University, National Taipei University of Technology, Chang Gung University, and Ming Chi University of Technology on 7 industry-academia research projects focused on semiconductor application technology and product design R&D. Our collaboration involves regular discussions on research directions and results, and joint definition of research targets.
- We sponsored the Ministry of Education's Industry-Academia Cooperative Program at Taipei Municipal Muzha Vocational High School, helping students strengthen practical skills, gain an early start in career planning, and secure advantageous positions ahead of time.

Cultivate

- In 2025, we partnered with 12 universities on internship programs, establishing a comprehensive internship system to effectively enhance student employability and recruiting 83 interns.
- In 2025, we successfully retained 20 interns as full-time employees in their original units and matched 14 others to suitable roles in different departments based on their professional skills. This allows their internship experience to lead to employment, showcasing their talents, bridging academic and industry needs, and fostering positive workplace values and competencies.
- The Emerging Workforce Training Program utilizes school resources and professional curricula to equip students with industry-relevant skills, guiding them to contribute to the semiconductor sector.

Understanding

- We invited faculty and students from universities in northern Taiwan for company visits, enhancing their understanding of Nanya Technology and aiding their career exploration. Many visits were linked to internship programs, even leading to internship opportunities for students to showcase their talents. We consistently improve the quality of these visits to offer greater benefits to participants.
- We cultivate students in semiconductor research and development. Through group experiential activities and company site visits, participants gain in-depth insight into semiconductor industry trends. The program also attracts outstanding engineering students from across Taiwan.

Chung Yuan Christian University College of Semiconductor Technology

Share

- We delivered guest lectures at 5 universities, integrating practical workplace skills into their curricula. This collaboration aims to develop industry-relevant courses that balance theory and practice, introducing students to the semiconductor field through engaging and accessible presentations.
- Our ongoing collaboration with Ming Chi University of Technology involves hosting practical semiconductor industry lectures. Experienced supervisors serve as guest lecturers, connecting students' workplace skills with practical discussions to enhance their professional competency and bridge the gap between school and industry.

Semiconductor: Introduction to Fabrication Processes, Department of Electronic Engineering, Lunghwa University of Science and Technology

Semiconductor Practical Course, Semiconductor Program, Ming Chi University of Technology

4.4 / Safe Workplace

Employee Wellbeing

W.A.K.E Up Actions: Fostering a Friendly Workplace

Beyond offering industry-competitive wages, Nanya Technology promotes an Employee Assistance Program (EAP), complemented by its WAKE Up Actions initiative, which provides comprehensive well-being support across four key pillars: Wellness, Assistance, Kindness, and Exercise. Our goal is to build a happy workplace and cultivate a group of joyful tech professionals.

Wellness

- Periodic health checkups for employees at intervals more frequent than legally required
- Dependents are eligible for preferential medical services at Chang Gung Memorial Hospital
- Health examination leave

Assistance

- Shuttle bus services and single-occupancy dormitories for shift personnel provided in accordance with regulations
- Collaboration with professional insurance brokerage firms to assist employees with personal financial management and retirement financial planning

Kindness

- Provision of maternal health measures exceeding occupational safety regulatory requirements, including breastfeeding rooms, priority parking spaces, and work assessments
- Parental leave, childcare leave, and spousal leave

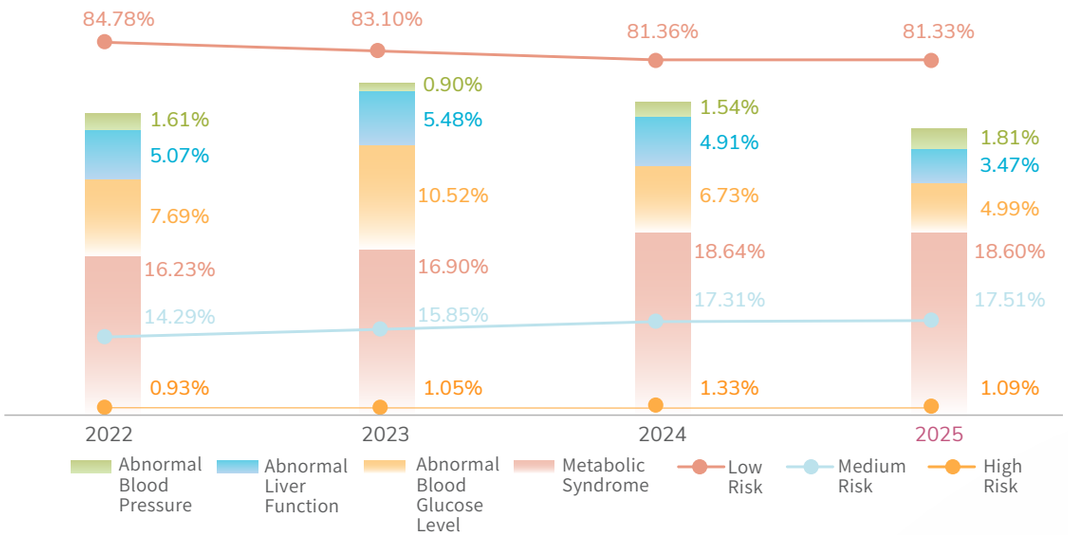
Exercise

- Annual Employee Welfare Committee activities implemented in accordance with the Employee Welfare Fund Act

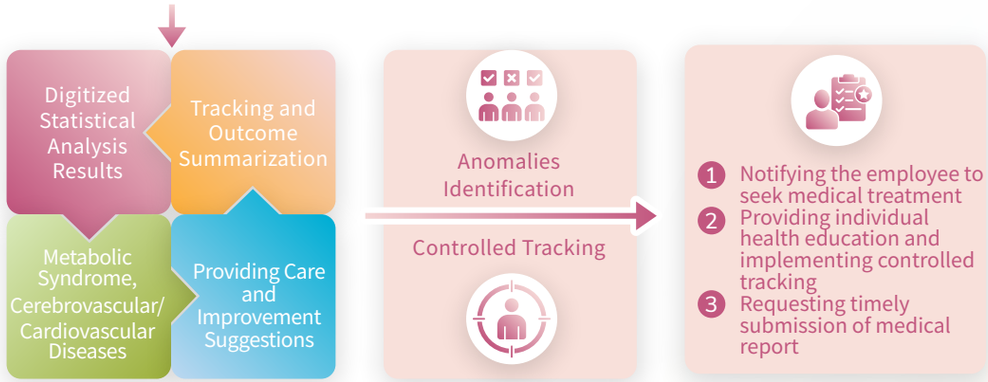
Wellness

Collaborating with the professional medical team at Chang Gung Memorial Hospital, we offer employee regular health examinations with frequencies exceeding legal mandates: once every five years for employees under 30, once every three years for those aged 30 to 45, once every two years for those aged 45 to 65, and annually for employees aged 65 and above. Additionally, our health examinations include three cancer screening items (alpha-fetoprotein, carcinoembryonic antigen, oral cancer screening) and waist circumference measurement. We maintain an on-site Health Center staffed with legally compliant nurses and regularly scheduled visiting physicians. Any abnormal findings from these health examinations, including issues with liver function, blood glucose, metabolic syndrome, and cerebrovascular/cardiovascular conditions, are closely monitored by our nurses and physicians, who provide health education, improvement recommendations, and follow-up care.

	Abnormal Blood Pressure	Abnormal Liver Function	Abnormal Blood Glucose Level	Metabolic Syndrome	Low Risk	Medium Risk	High Risk	Total Number of Employees Receiving Health Examinations During the Year
2022	7.69%	5.07%	1.61%	16.23%	84.78%	14.29%	0.93%	1,184
2023	10.52%	5.48%	0.90%	16.90%	83.10%	15.85%	1.05%	1,334
2024	6.73%	4.91%	1.54%	18.64%	81.36%	17.31%	1.33%	1,427
2025	4.99%	3.47%	1.81%	18.60%	81.33%	17.51%	1.09%	1,382



Digitized Tracking and Management Process



Note: 1. Risk assessment is based on health examination data (age, cholesterol, high-density cholesterol, blood pressure, diabetes, smoking history) to estimate the 10-year risk of developing ischemic heart disease
2. In 2025, a total of 1,382 employees received health examinations, with a total cost of NT$2,619,672

The Health Center provides employees with maternal health protection, injury and illness management, preventive healthcare, weight management, and smoking cessation counseling. Leveraging the medical resources of our enterprise group, Chang Gung Memorial Hospital, we provide healthcare services at a medical center level. Employees and their families benefit from subsidies for medical services at Chang Gung Memorial Hospital, including preferential discounts on non-National Health Insurance co-payments and health check-up discounts. In 2025, medical subsidies totaled NT$8,526,561.

Since 2019, our Company has partnered with charitable organizations to host weight loss competitions, encouraging employees to participate individually or in teams of five. This initiative aims to help employees manage their weight while also channeling charitable funds to those in need. In 2025, 419 employees participated, achieving a total weight loss of 931.5 kg. Over the past seven years, the cumulative number of participations has reached 3,064, with a total weight loss of 7,276.4 kg.

2025 Employee Health

2025 Blood Donation

2025 Charitable Weight

Assistance

To ensure a friendly and convenient working environment for our employees, the Company offers various welfare measures, including dining, accommodation, shuttle services, and parking. Our Employee Welfare Committee plans a wide range of annual benefits and activities. The Welfare Committee comprises 9 members: 1 appointed by the Company, 6 appointed by the labor union, and 2 elected from among employees in other departments. In 2025, welfare expenditure totaled approximately NT$38,000,000, with 10,387 employee attendances in Welfare Committee events. Other expenses covered holiday and birthday gift vouchers, employee children's scholarships, group insurance, cultural and recreational activities, club activities, as well as childbirth and hospitalization subsidies.

Sense of Ritual

- Offering seasonal dishes on special holidays
- Offering extra meal allowances during the Lunar New Year
- Partnering with charitable organizations to host a Lunar New Year market

Sense of Happiness

- Offering employee dormitory options at discounted prices
- Providing car and motorcycle parking and shuttle services to make commuting more convenient for employees
- Planning for convenience stores, coffee/fruit bars, and fair trade pantry to create a balanced work atmosphere

Sense of Participation

- The Employee Welfare Committee plans the annual Family Day, movie screening, baseball outing, and other activities to increase employee and family engagement
- Collaborating with charitable organizations to host cultural and environmental activities, encouraging employees and their families to participate

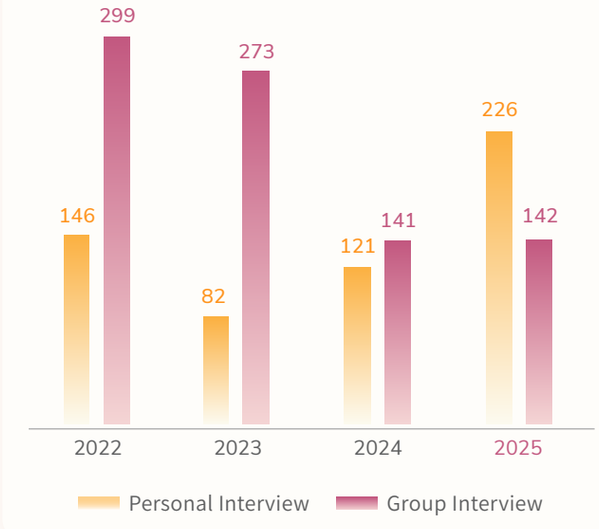
2025
Family Day at Lihpao Resort

Multi-level parking facilities were constructed at the Nanlin Technology Park, including a structured parking garage and a parking facility for the R&D building for employee use. Shuttle bus services between the parking areas were also arranged.

Kindness

To facilitate the swift adaptation of new hires to their workplace, we have dedicated advisors who offer regular care, consultation, and guidance during their first two years, as well as to employees proactively seeking help, referred by supervisors, or on long-term sick leave. This reduces initial insecurity and accelerates their integration into the Company. Since 2019, we have also partnered with the Teacher Chang Foundation, an external professional psychological counseling organization, to support employees facing difficulties by using scientific methods to *identify the nature of issues, address challenges,* and *develop solutions*. The Teacher Chang Foundation provides 6 free professional counseling sessions monthly, each lasting 1 hour, available to employees as needed without limit. This combination of professional counseling from the Teacher Chang Foundation and our internal advisors offers a systematic approach to prevent and resolve employee issues, ensuring stable work quality and mental and physical well-being. Employee feedback indicates that the Teacher Chang Foundation's services are highly beneficial in addressing various family, childcare, and parenting concerns.

Number of New Hires Receiving New Workplace Adaptation Guidance Services



Teacher Chang Foundation Counseling Services Result

65 attendances

Utilization rate reaches 90.28% with 70 attendances out of a total of 72 sessions annually

Counseling services satisfaction: 4.83 (5-point scale)

Distress improvement: 8.94 (10-point scale)

Supportive Environment for Childbirth and Childcare

To ensure a supportive work environment for female colleagues, we provide priority parking for pregnant employees and have established lactation rooms to promote gender equality. Additionally, our Health Center conducts maternal health hazard assessments for pregnant and breastfeeding employees.

In compliance with the Occupational Safety and Health Act, Nanya Technology also implements hazard assessment, control, and control banding measures for jobs potentially hazardous to maternal health. For female employees who are pregnant or within one year postpartum, we provide health protection measures, such as work adjustments or job transfers, based on physician suitability assessments and maintain relevant records. We also regularly provide employees with health education and women's health seminars. Our on-site professional nurses offer childcare consultation to pregnant employees. Additionally, thoughtful mothers' rooms with private lockers, refrigerators, and water heaters are available across plant areas, providing a quiet and comfortable environment for nursing mothers to express milk.

Nanya Technology offers a system of unpaid parental leave, allowing employees to freely apply for childcare leave to achieve work and family life balance without childcare concerns, thus ensuring family and social stability. Primary caregivers receive the legally mandated 8 weeks of paid maternity leave, plus the option to apply for up to 24 weeks of parental leave at 80% of their insured salary, totaling 32 weeks of childcare leave. Non-primary caregivers receive the legally mandated 7 days of spousal leave, plus the option to apply for up to 24 weeks of parental leave at 80% of their insured salary, totaling nearly 25 weeks of childcare leave.

In 2025, 320 employees were eligible for parental leave (86 females, 234 males), and 41 employees applied (19 females, 22 males). Moreover, to alleviate the burden of childcare on employees, Nanya Technology has partnerships with several kindergartens, offering employees benefits such as discounts on registration fees, monthly fees, transportation fees, and extended care.

To further reduce childcare costs and encourage childbirth, the Company established a Birth Incentive Program in July 2022, providing a one-time NT$20,000 birth allowance for each newborn, along with a monthly childcare allowance of NT$2,000 until the child turns 6. In 2025, a total of 81 employees received birth subsidies and 515 received childcare subsidies, for a total of NT$14,074,000 in subsidies.

Unpaid Parental Leave Application and Return to Work Rate in Taiwan

Item	2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of People Eligible for Parental Leaves	87	230	317	88	251	339	86	234	320
Number of People Applied for Parental Leaves	16	13	29	23	20	43	19	22	41
Number of Employees Expected to Return to Work During the Year (A)	8	6	14	15	12	27	10	12	22
Number of Employees Returned to Work During the Year (B)	7	3	10	13	10	23	10	9	19
Number of Employees Remained 12 Months upon Return	9	5	14	6	3	9	13	5	18
Return Rate (B/A)	87.50%	50.00%	71.43%	86.67%	83.33%	85.19%	100.00%	75.00%	86.36%
Retention Rate	100.00%	100.00%	100.00%	85.71%	100.00%	90.00%	100.00%	50.00%	78.26%

Note: 1. "Number of Employees Expected to Return to Work During the Year" excludes employees who applied for consecutive parental leaves within the current year.
2. "Number of Employees Returned to Work During the Year" includes those who returned to work earlier than their originally scheduled leave end date within the current year.
3. "Retention Rate" refers to the percentage of employees who returned to work after parental leave and remained employed for more than one year.

Exercise

To promote work-life balance, we have established a gymnasium and a LOHAS Center, while also encouraging sports clubs to foster a culture of exercise, advancing the physical and mental well-being of employees.

- Our comprehensive sports complex and LOHAS Center feature a rooftop running track, basketball court, badminton court, billiard tables, table tennis, aerobics rooms, massage chairs, and fitness equipment.
- **60,111** visits
  The total number of visits to the sports complex and LOHAS Center in 2025

Promoting Sports and Exercises

To promote employee physical and mental well-being, Nanya Technology supports various sports clubs like running, basketball, table tennis, badminton, and softball clubs in organizing activities. Moreover, we launched the Sports Festival in 2019, inviting creative proposals from departments and clubs to utilize sports venues and facilities, aiming to achieve the combined benefits of promoting exercise, fostering creative thinking, and a vibrant company atmosphere. In 2025, a total of 15 proposals were approved, and 944 participants took part in the Sports Festival.

In 2025, 15 departments submitted proposals for the Sports Festival.

The Bike Club organized a "Ride for Love" initiative, delivering care and support to St. Mary's Hospital Luodong.

Occupational Health and Safety

Nanya Technology's third fab holds ISO 45001 Occupational Health and Safety Management System certification. A total of 4,203 personnel (3,835 employees and 368 non-employees), representing 97.29% of all personnel, were certified under the management system and audited by both internal and external organizations. The remaining personnel not included are all from overseas offices; formal employees of overseas subsidiaries numbered 117, accounting for 3.05%. Adhering to the RBA Code of Conduct and local regulations, we are committed to providing a safe, healthy, and high-quality working environment for our employees and ensuring the safety of contractors, thus protecting the health and safety of all workers. By establishing management organizations, formulating management regulations and procedures, and implementing regular internal audits based on the PDCA management cycle, we drive various operations to effectively prevent incidents, striving to achieve our goal for zero occupational injuries and diseases.

The Occupational Safety and Health Committee meets monthly, exceeding regulatory requirements. Meetings are chaired by the Executive Vice President and attended by senior executives, department heads, and committee members, of whom 41.3% are employee representatives. The committee consults on and reviews the occupational safety and health management system, progress toward safety and health objectives, incident investigations, and the performance of safety and health initiatives. To strengthen communication on safety and health matters, the committee regularly reviews updates to local regulations and examines internal management policies, emergency response procedures, and environmental safety operating procedures to ensure full regulatory compliance.

Safety and Health Guidelines

We have established Environmental, Safety and Hygiene manuals and Occupational Safety and Health Work Rules. Adhering to the RBA Code of Conduct and local regulations, we are committed to providing a safe, healthy, and high-quality working environment for our employees and ensuring the safety of contractors, thus protecting the health and safety of all workers.

Safety and Health Training

Our efforts encompass safety and health training for all employees, safety training for the Contingency Response Taskforce (covering workers' rights to withdraw from imminent danger and protection from subsequent retaliation), regular legal certification in-service training, and the sharing of knowledge articles on our internal website. In 2025, we provided 124,617 person-hours of safety and health training, with 7,987 attendances. Of these, training required by regulations and for supervisors of operations involving special hazards accounted for 107,771 person-hours and 2,195 attendances. Fire safety training and drills, included in the general safety and health training for new hires, are designed to enhance personnel awareness of safety and disaster prevention. Each session lasts 2 hours, totaling 30,712 person-hours.

Hazards Identification and Risks Assessment

ISO 45001-trained personnel across all departments conduct regular and ad-hoc reviews of workplace hazard identification and risk assessments through a three-step process: recognition, assessment, and control. This involves identifying physical, chemical, ergonomic, biological, and psychological hazards with the potential to cause occupational accidents and diseases. Risk levels are then determined based on consequence, frequency, and likelihood. Hazard categories include high-risk operations such as fire and electric shock. In 2025, a risk reduction program for high-risk operations was implemented, increasing and strengthening the total number of identified risk items by 17%. High-risk units then proactively proposed occupational safety and health improvement action plans to mitigate risks. A total of 22 management initiatives were proposed in 2025 to reduce medium- and high-level risks and to expand opportunities for system improvements.

KPIs

In alignment with the ISO 45001 management framework principles, we utilize internal and external audits, Safety and Health Department environmental inspections and proposals, and departmental independent inspection proposals (with a self-inspection completion rate of 94.8% in 2025, exceeding the annual target of 94.1%). Additional measures include occupational safety and health performance evaluations for each unit, as well as periodic internal audits conducted by the EHS department. To ensure audit effectiveness, our internal auditors are externally certified as ISO 45001 occupational health and safety management system lead auditors. In 2025, we conducted 45 internal audits, leading to 11 corrective action requests. Moreover, we foster bilateral communication through internal audits, and annual external audits are conducted by third-party organizations; indicators include the frequency of health examinations and testing items. In terms of fire safety performance, statutory fire safety personnel are designated, including fire safety managers, security supervisors, and dedicated personnel responsible for fire protection equipment in each area. Fire compartmentation measures are implemented, and maintenance of fire protection systems and equipment is managed through PDA-based inspection routines. Regular fire evacuation drills, as well as training and drills for in-house fire response teams, are also conducted.

Procurement Management

To comply with the principles of the ISO 45001 management framework, we have integrated safety and health requirements into our Procurement Operating Procedures and related regulations. For instance, procuring equipment requires the attachment of specific safety and health specifications, and the Safety and Health Department must co-sign the initial purchase of high-pressure gas equipment.

Work Environment Monitoring

We have implemented a sampling strategy to conduct semiannual work environment monitoring, including analysis and regulatory reporting. We cover a total of 414 sampling points across both physical and chemical factors, including IFPC (Industry Focus Process Chemicals) substances such as NMP (N-methyl-2-pyrrolidone). All monitoring results meet Level 1 under the chemical graded management system (i.e., exposure concentrations are below half of the permissible limits) and remain well below allowable standards, thereby sustaining a healthy working environment for employees.

Emergency Response and Preparation

We have established Contingency Procedures for Non-Conforming Situations. Our 24/7 central control room receives incident reports and initiates non-conforming handling procedures. We have established a contingency plan and an Emergency Response Team (ERT) system, and we conduct emergency drills for high-risk processes and facilities operations. In 2025, we conducted a total of 55 drills, including fire and chemical spill scenarios. Additionally, we collaborate with local authorities on emergency and disaster drills for materials posing public hazards and toxic substance leaks to continuously enhance our disaster response measures.

Incidents Investigation and Prevention

Upon confirmation of occupational accidents, near misses, or events affecting mental and physical well-being, the affected units and the Safety and Health Department will form an Accident Investigation Taskforce. The affected units propose corrective actions, which the Safety and Health Department reviews, examines, and continuously tracks for improvement. The department involved must conduct a Root Cause Analysis (RCA) encompassing direct, indirect, and root causes, based on which effective improvement and preventive measures must be proposed to prevent recurrence before the case can be closed. Our Occupational Safety and Health Committee meeting is convened monthly, which exceeds legal requirements. During these meetings, affected units present and promote awareness of the causes of occupational accidents and the related improvement plans to prevent similar occurrences in other departments. We had a total of 21 near misses in 2025, with the majority being liquid-related events (15 incidents, accounting for 71.4%), including issues such as condensate connector leakage and water seepage from building exterior walls. Corresponding corrective and preventive measures have been proposed for all cases.

Safety Walk and Talk

We conduct regular Safety Walk and Talks (SWAT) to facilitate in-depth discussions on improving safe and unsafe behaviors in the workplace. These include on-site safety observations and interviews conducted by senior executives, the EHS department with employees, and department supervisors with their teams, demonstrating our ongoing commitment to employees' occupational health and safety.

High-Risk Chemical Environments (Special Health Hazard Operations)

For work environments involving higher-risk chemicals identified within the facility, such as areas with ionizing radiation, noise, arsenic, indium, mercury, and n-hexane, we provide appropriate personal protective equipment to personnel and conduct annual special health examinations. In 2025, 236 employees underwent special health examinations, and zero cases were classified as Level 4 health management (work-related abnormalities).

Reporting and Investigating Process for Incidents

Incident occurrence
- Immediately reporting the incident to the central control room, and notifying personnel in the affected unit as well as safety and health staff
- Assisting with on-site first aid for the injured and sending them to the hospital

Incident Investigation Taskforce
- Staff from the affected unit and Safety and Health Department immediately collect evidence at the scene of the incident, and begin a preliminary investigation and analysis of the cause
- The affected unit proposes corrective actions, which are reviewed and examined by the Safety and Health Department

Corrective actions
- The Safety and Health Department conducts a follow-up review of the corrective actions and continuously tracks improvements
- The Safety and Health Department reviews and closes the case

Occupational Injury Management

In 2025, the on-site employee disabling injury frequency rate (number of disabling injuries per million working hours) was 0.41, and the disabling injury severity rate (lost workdays per million working hours) was 3, indicating that we failed to reach the goal of zero disabling injuries. When occupational injury incidents occur, thorough investigation and analysis are conducted to determine the root cause, and guidance along with improvement measures is proposed. Occupational injuries are categorized as physical, chemical, ergonomic, biological, and psychological. In 2025, all 3 incidents (100%) were classified as physical hazards, including 2 workplace falls and 1 fall-related incident during a company event.

Total Work Hours, Occupational Accident and Occupational Disease Statistics

Year	2022	2023	2024	2025	2025 Goals
Total work hours (hr)	7,073,064	7,174,192	7,310,688	7,273,602	-
Number of occupational injuries on record (person)	0	3	3	3	-
Number of occupational injuries on record (%) Disabling injury frequency rate[Note2]	0	0.41	0.41	0.41[Note5]	<0.16
Number of Severe Occupational Injury (person)[Note1]	0	0	0	0	-
Severe Occupational Injury Incident Rate	0	0	0	0	-
Disabling Injury Severity Rate (SR)[Note2]	0	18	5	3	<5.7
Frequency-Severity Indicator	0	0.09	0.05	0.04	-
Number of Diagnosed Occupational Disease	0	0	0	0	0
Occupational Disease Diagnosed Rate	0	0	0	0	0
Absence Rate (%)	0.16%	0.27%	0.34%	0.05%[Note3]	<0.41%
On-Site Independent Inspection Rate[Note4]	94.1%	95.2%	96.3%	94.8%	>94.1%

Note 1: In 2025, the Company had zero cases of fatalities or fines resulting from occupational injuries. The rate of severe occupational injuries (excluding fatalities and cases with lost workdays exceeding six months) is calculated per million working hours.

Note 2: The Frequency Rate (FR) and Severity Rate (SR) of disabling injury are based on the Company's reported occupational accident statistics. They do not include contractor injuries, injuries sustained during employees' commutes to and from work, or minor injuries resolvable with on-site first aid.

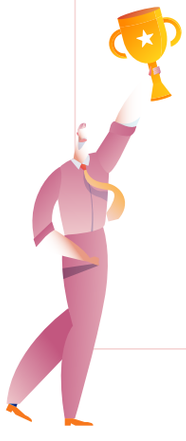
Note 3: The absence rate includes sick leave and occupational injury leave (the 2026 target is <0.41%). The 2025 rate was 0.05%, lower than in previous periods. This decrease is attributed to initiatives implemented last year to encourage employees to take scheduled leave and to plan time off in advance. As a result, unpaid leave instances that affect attendance-based performance evaluations and year-end bonuses (such as sick leave) were reduced.

Note 4: Independent inspection rate = (Number of deficiencies from each department's proposals on Kaizen Proposal System/Number of deficiencies from Safety and Health Department proposals) * 100%.

Note 5: In 2025, 3 incidents occurred, all classified as physical hazards (2 falls and 1 fall during a company event). Corrective measures included promoting walking safety awareness, ensuring the proper setup of safety barriers in work areas prior to operations, and strengthening pre-event participant fitness assessments.

Contractor Safety Management

Nanya Technology has established comprehensive contractor management regulations in accordance with Formosa Plastics Group's internal standards, including the Construction Safety and Health Engineering Specifications, which serve as the basis for contractor requirements (please refer to Section 6.2 for supplier management). Every collaborating contractor is required to sign a construction contract (agreement) and a workplace safety notice which inform them of the working environment, potential hazards, and relevant safety and health regulations. Furthermore, contractors are guided to conduct Job Safety Analysis (JSA), and their personnel are strictly required to execute work according to the review results, in order to achieve zero incidents and zero accidents. All contractor personnel must receive our "Pre-Entry Safety and Health Training for Contractors" before commencing any work on-site. The purpose of the training is to inform them about workplace environmental hazards, mandatory regulations, and to enhance their safety awareness.



The Nanya Technology 5A Main Plant Building and Environmental Engineering Project received the Excellence Award in the Private Sector category at the 19th Construction Golden Safety Award in 2025, presented by the Ministry of Labor's Occupational Safety and Health Administration. The award recognizes the joint efforts of Nanya Technology as the project owner, the contractor Yung Ching Construction Co., Ltd., and the Construction Division of the Formosa Plastics Group General Administration.

Contractor Total Work Hours and Occupational Accident Statistics

Year	2022	2023	2024	2025
Total work hours (hr)	562,977	409,371	423,265	317,474
Number of Occupational Injury (people)	0	1	1	0
Workdays lost	0	8	10	0
Occupational Injury Incident Rate on Record (Disabling Injury Frequency Rate, FR)	0	2.44	2.36	0
Disabling Injury Severity Rate (SR)	0	19	23	0
Number of Severe Occupational Injury (people)	0	0	0	0
Severe Occupational Injury Incident Rate	0	0	0	0

Contractor Pre-Entry Safety and Health Training and Coverage Rate

Year	2022	2023	2024	2025
Number of training participants	2,829	2,292	3,121	2,391
Total training person-hours	169,740	112,308	205,986	124,332
Coverage rate	100%	100%	100%	100%

Note: Annual figures may fluctuate due to contractor requirements from engineering units and frequency of training sessions conducted by training units.

5 Green

A Producer via Green Technology

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Committed to *Creating Shared Value* , Nanya Technology actively inventories potential environmental impacts from its operations, and address topics such as nature, climate, energy, resources, pollutant emissions, and circular utilization. By focusing on product design and advanced technological R&D at the source, we aim to provide consumers with more effective, lower-carbon products. In addition, we have adopted standards that exceed regulatory requirements and align with global sustainability frameworks to prevent or reduce the risks of impacts. Sustainability performance indicators have also been formulated to review progress, so as to ensure that we fulfill our commitment to green production.

93.6%
The reduction rate of perfluorocarbon (PFCs) emissions during industrial processes

CDP A List
Included in CDP's Climate Change and Water Security A List in 2025

78,773Mwh
Total energy savings from energy conservation measures completed between 2017 and 2025

Strategy and Performance of Material Topics

◆ Exceeded goals ◆ Achieved ◆ Not achie ved

Material Topics and Strategy	2025 Goals	2025 Performance	2026 Goals
Greenhouse Gas (GHG) Management • SBT Target: Reduction of Scope 1+2 GHG emissions by 25% by 2030 compared to 2020 baseline; reduction of Scope 3 product unit emissions by 27% by 2030 compared to 2020 baseline. • Energy savings and carbon reduction: Setting short-, medium-, and long-term reduction targets and actively implementing relevant management measures. • Low-carbon manufacturing: Advancing production technologies to reduce GHG emissions during the manufacturing process.	12.5% reduction in Scope 1+2 GHG emissions in 2025 compared to 2020	◆ Reduction by 11.2%[Note1]	15% reduction in Scope 1+2 GHG emissions in 2026 compared to 2020
	13.5% reduction in Scope 3 GHG emissions per product unit in 2025 compared to 2020	◆ Increase by 14.6%[Note1]	16.2% reduction in Scope 3 GHG emissions per product unit in 2026 compared to 2020
	Reduction rate exceeding 93% in process perfluorocarbon (PFCs) emissions	◆ Reduction rate reached 93.6%	Reduction amount exceeding 93% in process perfluorocarbon (PFCs) emissions
	0 days of production interruption due to climate change-related disasters	◆ Keep at 0	0 days of production interruption due to climate change-related disasters
Energy Management • Implementation of energy conservation measures: Systematic energy management via ISO 50001 to improve energy efficiency. • Innovative applications: Acquiring the latest energy conservation technologies and methods through external collaboration and training.	From 2017 to 2025, energy-saving measures achieved a cumulative total of 75,000 MWh ($2.7x10^8$ MJ) per year.	◆ 78,773 MWh ($2.84x10^8$ MJ)	From 2017 to 2026, energy-saving measures achieved a cumulative total of 82,500 MWh ($2.97x10^8$MJ) per year.
	Renewable energy usage of 78,000 MWh ($2.81x10^8$ MJ)	◆ 80,160MWh ($2.89x10^8$ MJ)	Renewable energy usage of 90,000 MWh ($3.24x10^8$ MJ)
Water Management • Risk response: Establishing backup water sources as well as water reservoirs and coordinating water usage via inter-facility emergency response organizations. • Wastewater reclamation and reuse: Building categorized treatment systems and implementing multi-stage reuse mechanisms to improve reclamation rates. • Water usage reduction: Reducing water usage through daily management.	Cumulative water consumption per unit of production capacity decreased by more than 35.5% compared to 2017.	◆ 34%[Note2]	Cumulative water consumption per unit of production capacity decreased by more than 35.5% compared to 2017.
	Production losses due to water restrictions: 0 wafers	◆ 0 wafer（片）	Production losses due to water restrictions: 0 wafers
	Average percentage in key water pollution indicators exceeds regulatory standards by 52% or more	◆ 63%	Average percentage in key water pollution indicators exceeds regulatory standards by 55% or more
Waste and Pollution Prevention • Circular economy: Increasing reuse rate of waste for more efficient resource utilization. • Source reduction: Continuously promoting waste reduction and increasing recycling rates. • Volatile organic compounds (VOCs): Continuously enhancing prevention equipment.	Number of environmental regulation violation cases: 0	◆ 0 cases	Number of environmental regulation violation cases: 0
	On-site audit and guidance rate for waste treatment vendors ≧ 98%	◆ 98.4%	On-site audit and guidance rate for waste treatment vendors ≧ 98%
	Volatile organic compounds (VOCs) reduction rate >92%	◆ 95.4%	Volatile organic compounds (VOCs) reduction rate >95%

Note 1: The annual carbon reduction target was not achieved as the 2025 market recovery drove greenhouse gas emissions beyond the levels projected in the original emission reduction plan.
Note 2: Due to an issue with the MBR membrane in the wastewater treatment system, the volume of reclaimed water was reduced, resulting in water consumption per unit of production capacity not meeting the target.

5.1 / Nature and Climate Management

Numerous scientific studies have shown that Earth's ecosystems have already been altered by human activities. For example, global warming has led to climate change and biodiversity loss. In response, Nanya Technology recognizes the dependencies and risk impacts of our operations (production site: Nanlin Science Park) and value chain on nature and climate. In 2023, we became an early adopter of the Task Force on Nature-related Financial Disclosures (TNFD). Following the TNFD and International Financial Reporting Standards S2 (IFRS S2), we announced a biodiversity policy and established a robust LEAP operational mechanism to assess nature- and climate-related dependencies and risks across our operations, upstream suppliers, and downstream customers. We also formulated response strategies (including transition plans) and actions, set management targets and indicators, and aim to mitigate impacts of risks.

Nanya Technology identifies material topics related to nature and climate through interviews with executives and relative personnel. These issues are managed through a robust corporate governance framework that facilitates two-way engagement between the Board of Directors and executive management, which in turn supports the implementation of nature and climate-related governance. This section outlines the key priorities of nature and climate management. For full details, please refer to our 2025 *Nature and Climate Report*.

Adaptation

In line with the disclosure framework, we developed strategies and actions to address nature- and climate-related issues in four aspects—governance, strategy, risk management, and indicators and targets. We aim to reduce the impacts of dependencies and risks, and our 2025 efforts are outlined below:

	Management Strategies and Actions	2025 Implementation Status
Governance	• At the board governance level, nature and climate are included as agenda items of the Board of Directors, which serves as the highest governance body responsible for overseeing climate-related risks and opportunities. Climate transition considerations are integrated into Nanya Technology's overall business strategy. A Sustainable Development Committee, composed entirely of Board members is established under the Board and meets semi-annually to report on ESG and climate change-related performance, impact assessments, and progress toward the achievement of sustainability targets. In major capital expenditure decisions, the Board of Directors also incorporates low-carbon transition and energy strategies into its evaluation process, ensuring that the Company's resource allocation is aligned with long-term decarbonization targets and the sustainable development pathway.	• In 2025, Nanya Technology convened a total of six Board meetings and two Sustainable Development Committee meetings, with agenda items including the *Sustainability Report, Nature and Climate Report,* greenhouse gas inventory progress and planning, the continued promotion of Life Cycle Assessment (LCA) inventory mechanisms and post-assessment hotspot improvements, the IFRS Sustainability Disclosure Standards implementation plan, and the carbon fee self-initiated reduction plan. Major resolutions included the renewable energy procurement plan for 2027–2030 and the initiative to enhance guidance programs to promote a green supply chain. The total expenditure on the 2025 adaptation plans amounted to NT$1,392,763, accounting for 0.002% of the total expenditure during the reporting period.
	• At the management level, responsibility lies in the planning and implementation of climate transition strategies, with relevant measures incorporated into annual operating plans and medium- to long-term strategies. Management regularly participates in quarterly meetings of the cross-departmental sustainability and Risk Management Steering Center. Based on targets approved by the governance body, management develops action plans, coordinates cross-departmental execution, and monitors progress. They also review the implementation of key performance indicators and propose adjustments based on execution outcomes. The Sustainability and Risk Management Division under the President Office is responsible for coordination and horizontal integration across working groups and departments.	• Each year, the Risk Management Steering Center evaluates the identified material nature- and climate-related risks. In 2025, response measures were implemented for 183 risks based on their risk levels, and the risks are continuously monitored.
	• Efforts are underway to strengthen governance capabilities on nature and climate among the Board of Directors, management, and all employees.	• In 2025, Board members completed 111 hours of training, with courses covering a diverse range of topics such as ESG governance, economics, corporate governance, sustainable finance, carbon pricing mechanisms, climate change, power systems, risk management, and ESG-related laws and regulations.

Strategy

Management Strategies and Actions

- Climate-related risks and opportunities that can reasonably be expected to affect the entity's outlook.

2025 Implementation Status

Short-term		Medium-term		Long-term	
Transition risk	Imposition of carbon fees	Transition risk	Imposition of carbon fees	Transition risk	Imposition of carbon fees
Physical risk	Extreme weather events such as typhoons, heavy rainfall, or flooding	Physical risk	Extreme weather events such as typhoons, heavy rainfall, or flooding	Physical risk	Extreme weather events such as typhoons, heavy rainfall, or flooding
Opportunities	Increasing the share of renewable energy and improving energy efficiency	Opportunities	Increasing the share of renewable energy	Opportunities	Increasing the share of renewable energy

- Information on the current and anticipated impacts of climate-related risks and opportunities on the entity's business model and value chain.

Description of risks/ opportunities	Impacts on the business model		Impacts on the value chain	
	Current	Anticipated	Current	Anticipated
Imposition of carbon fees	Increase in operating costs	Actively promoting low-carbon transition policies, including implementing energy conservation and carbon reduction measures, as well as researching and developing low-carbon product design.	Due to increased upstream costs, adjustments have been made to downstream product pricing within the value chain.	Downstream customers obtain lower-carbon raw materials, facilitating the achievement of their low-carbon objectives.
Extreme weather events	No impact at present	Extreme weather events may have an impact on operations	No impact at present	Extreme weather events may have an impact on transportation and logistics
Increasing the share of renewable energy	The proportion of renewable energy used has reached 10%.	Target: The proportion of renewable energy used should reach 25% by 2030.	Organizing a sustainable supply chain seminar to share knowledge on renewable energy.	Supporting suppliers in procuring or jointly purchasing renewable energy.
Improving energy efficiency.	ISO 50001 Energy Management System has been successfully implemented.	Continuing to invest in and implement emerging energy-saving and carbon-reduction technologies to expand the scope of energy efficiency improvement measures to new plants.	• Organizing sustainability seminars and counseling programs to assist the supply chain in building energy management capabilities. • Some customers will include energy management in supplier evaluation criteria.	• Reducing operational energy consumption to better control over operating costs. • Positioning the Company as a preferred partner for corporate customers seeking energy management expertise, thereby facilitating downstream business integration within the value chain.

Strategy

Management Strategies and Actions

- Information on the impacts of climate-related risks and opportunities on the entity's strategy and decision-making.
- Impacts of climate-related risks and opportunities on the entity's current and anticipated financial position, financial performance, and cash flows.
- Climate-related scenario analysis and assessment of climate resilience

2025 Implementation Status

Categories of Risks / Opportunities	Risk Description	Changes in the business model and resource allocation	
		Current	Anticipated
Physical risks	Extreme weather events impacting operations	The Company currently has established a comprehensive framework for water resource management and a contingency plan in place to address water restrictions.	Enhancing water recycling and reuse mechanisms, and strengthening the protection of water facilities and operational resilience.
Transition risks	Imposition of carbon fees	Implementing GHG Inventory and various carbon reduction and energy-saving initiatives, as detailed in Sections 5.1 and 5.2 of this report.	Actively promoting low-carbon transition policies, including implementing energy conservation and carbon reduction measures, as well as researching and developing low-carbon product design.
Opportunities	Enhancing Energy Efficiency	The ISO 50001 Energy Management System has been implemented.	Continuing to invest in and implement emerging energy-saving and carbon-reduction technologies to expand the scope of energy efficiency improvement measures to new plants.
	Increasing the share of renewable energy	The proportion of renewable energy used has reached 10%.	Enhancing the proportion of renewable energy usage over the next five years, with the related investment expected to account for approximately 0.39%–0.76% of capital expenditures.

- Based on the strategy for managing climate-related risks and opportunities, the expected impacts on financial performance and cash flows over the short, medium, and long term are described as follows:

Item	Short-term	Medium-term	Long-term
Proportion of Revenue Attributable to Carbon Fees Imposition	0.43%	0.14%	0.14%
Proportion of Revenue Attributable to Energy Efficiency Improvement Project Investments	0.04%	0.05%	0.05%
Proportion of Revenue Attributable to Renewable Energy Procurement Costs	0.39%	0.46%	0.76%

Type	Key Assumptions	Selected Scenarios	Assessment of Impacts and Resilience Capacity
• Carbon Fee/Tax Imposition • Use of low-carbon energy	The proportion of renewable electricity consumption is expected to increase to 25% in the short term and reach 100% in the medium to long term.	2050 Net Zero Emissions Scenario (NZE)	1. Assessment of Impacts: Based on the results of the scenario analysis, under the 2050 NZE scenario, there is a risk of carbon fee imposition in the short, medium, and long term. In order to achieve the net zero emissions target, an increase in the share of renewable energy usage will be required, which will lead to higher operating costs. 2. Resilience Capacity: Nanya Technology has strengthened its GHG management system by establishing a cross-departmental Climate and Carbon Reduction Taskforce. Resources have been allocated to cover product carbon footprint assessment and comprehensive greenhouse gas management. Expenditures have been reallocated toward low-carbon energy sources. Over the next five years, the proportion of renewable energy usage is expected to increase, with related investments projected to account for approximately 0.39%–0.76% of capital expenditures.

Risk Management

Management Strategies and Actions	2025 Implementation Status
• In line with the Company's Risk Management Procedure, we assess the materiality of risks and opportunities arising from various scenarios related to natural factors and climate change. Relevant response plans are formulated, integrated into the Enterprise Risk Management (ERM) framework, and regularly confirmed by senior management. For more details regarding the comprehensive contingency plan formulated for nature- and climate-related risks, please refer to Section 2.2 Materiality Analysis. • Imposition of Carbon Fees: Following the Ministry of Environment's 2024 announcement of fee-charging rates of carbon fees, with implementation starting in 2025 and fee imposition beginning in 2026. • GHG emissions for Scopes 1, 2, and 3 are inventoried and verified annually to identify emission sources and prioritize management efforts. • Promoting product life cycle assessments and addressing emission hotspots.	• Key risks identified are primarily transition risks, including changes in the national energy structure, customer demand for low-carbon products, and the impact of fulfilling SBT commitments. These three mid-term risks are estimated to have a financial impact equivalent to approximately 3-4% of the Company's annual revenue. • In response to the imposition of carbon fees in 2026, a carbon fee rate of NT$300 per tCO_2e was applied, resulting in a payment of NT$132 million, accounting for 0.002% of 2025 operating revenue. • Major opportunities identified include product technology and new market development. As the net-zero trend continues, smart clean energy technologies are expected to drive growth in DRAM demand. According to IEA scenario analysis, the clean technology market is projected to triple by 2030. The Company will seize this opportunity by continuing to invest in innovative R&D resources, which accounted for 10.6% of total revenue in 2025. • Nanya Technology adopted Aqueduct 4.0, the water risk assessment tool developed by the World Resources Institute (WRI), to analyze water-related risk indicators across its seven operating sites, including two in Taiwan, one in China, two in the United States, one in Germany, and one in Japan. The assessment results indicated that none of the sites are located in areas classified as high risk in terms of overall water risk or water stress. Among Nanya Technology's operating sites, only the facilities in Taiwan serve as manufacturing sites, while all other locations function as sales and service offices. Based on the climate change water hazard maps published under the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), no risk of water shortage is projected under the RCP 8.5 mid-century scenario (2036–2065). Nanya Technology continues to promote water conservation and water recycling measures. Water consumption charges remain at the government's minimum applicable rate, with annual water fee increases limited to approximately 3%, resulting in a low impact on operating costs. • GHG emissions in 2025 will be fully inventoried and verified by May 2026. A 100% product environmental footprint inventory has been completed. Management plan improvements have been launched for the top three carbon footprint hotspots identified in 2025.

Indicators and targets

Management Strategies and Actions	2025 Implementation Status
• GHG-related Climate Indicators	GHG emissions of the Company are calculated in accordance with the methodologies specified by the GHG Protocol, and with reference to the emission factors published by the Ministry of Environment. The operational control approach is adopted to account for emissions from joint ventures and associated companies. This approach is selected as it reflects the Company's actual operational control more accurately, and ensures that GHG emissions data comprehensively and consistently represents the Company's operational impact. It also enables users to better understand performance related to climate-related risks and opportunities. The Scope 1, Scope 2, and Scope 3 GHG emissions generated during the reporting period of fiscal year 2025 are presented in Section II, "Mitigation – Greenhouse Gas Inventory," of this chapter.
• Compensation	To strengthen senior management's understanding of climate-related risk management, Nanya Technology links executive performance evaluation to climate goals. Through the sustainability assessment of senior executives, the Company regularly tracks the implementation progress of medium- to long-term targets. This performance is incorporated into executive performance evaluation and compensation review to assess the implementation progress of climate strategy targets.
• Basic Indicator Information for the Semiconductor Industry	Referring to the SASB Content Index in Section 9.4 of this report.
• Disclosure of Targets Related to Climate-Related Risks and Opportunities (Climate-Related Targets)	• Nanya Technology has established a strategic target of achieving carbon neutrality by 2050, supported by specific sub-targets and indicators, including reductions in GHG emissions and improvements in energy efficiency. The Sustainable Development Committee and relevant management units hold regular performance review meetings to monitor progress and ensure the gradual achievement of the established strategic target. • Nanya Technology responds to initiatives such as the Carbon Disclosure Project (CDP) and the Task Force on Climate-related Financial Disclosures (TCFD), as well as national policies on the 2050 net-zero emissions pathway. The Company references climate models and mitigation pathways developed by the Intergovernmental Panel on Climate Change (IPCC), and the Net Zero Emissions scenario of the International Energy Agency (IEA). Based on these frameworks, the Company has announced and committed to achieving carbon neutrality by 2050, in order to reduce exposure to climate risks, mitigate future carbon fee expenses, and enhance corporate resilience and sustainability competitiveness.

Mitigation

The main sources of greenhouse gas emissions in semiconductor fabs are electricity and perfluorocarbons (PFCs). Electricity is essential for operations and production, powering all machinery and equipment in the facility; perfluorocarbons (PFCs), used in manufacturing processes, are high global warming potential (GWP) greenhouse gases.

Greenhouse Gas Inventory

The Company conducts its GHG inventory with reference to ISO 14064-1, Ministry of Environment's Climate Change Response Act, Regulations for the Management of the Inventory, Registration, and Verification of Greenhouse Gas Emissions, Greenhouse Gas Emissions Inventory Guidelines, and the WBCSD/WRI GHG Protocol. Organizational boundaries are defined using the 100% operational control approach. At present, all Scope 1, Scope 2, and Scope 3 GHG emissions are verified by SGS, a third-party certification institution, in accordance with international standards.

The inventory covers all of Nanya Technology's production sites and 100% of our revenue. The main sources of GHG emissions are purchased electricity, steam and process emissions. In 2025, total GHG emissions amounted to 417,308 tCO_2e. Scope 1 emissions were 51,088 tCO_2e (accounting for approximately 12.24%) with no emissions resulting from combustion of biomass fuel. Scope 2 emissions were 366,220 tCO_2e (accounting for approximately 87.76%). The subsidiaries included in the consolidated financial statements reported GHG emissions of 447 tCO_2e in 2025. Scope 1 emissions amounted to 4 tCO_2e with no GHG emissions resulting from combustion of biomass fuel. Scope 2 emissions amounted to 443 tCO_2e.

GHG emission factors were based on those announced by Taiwan's Ministry of Environment in February 2024, as well as Taiwan's Energy Administration of the Ministry of Economic Affairs and Nan Ya Plastics' own emission factors for steam at their own facilities. Global Warming Potential (GWP) values were drawn from the IPCC Fifth Assessment Report. Compared to 2020, GHG emissions in 2025 decreased by 11.2% and the number of wafers produced decreased by approximately 22.8%. In terms of emissions per unit wafer, the 2025 emissions intensity was 0.89 $kgCO_2e$ /wafer area (cm^2), which is slightly higher than that of 2024. In terms of emissions intensity per unit of wafer output, the 2025 GHG emissions per unit of production capacity were 381 ($kgCO_2e$/kpcs), representing a 9.1% reduction compared to 2020.

Note 1: GHG emissions per unit area of wafer output.
Note 2: This inventory was conducted in accordance with the Ministry of Environment's 2024 Greenhouse Gas Emissions Inventory Guidelines.

Percentages of 2025 Scope 1 and Scope 2 Emissions by Category

Scope	Emission Source	Percentage of Emissions (%)
Scope 1	Process emissions	6.28%
	Fugitive emissions	3.31%
	Stationary combustion	2.65%
	Mobile combustion	0.00%
Scope 2	Electricity	86.00%
	Steam	1.75%

2025 Percentages of Scope 1 Greenhouse Gas Emissions

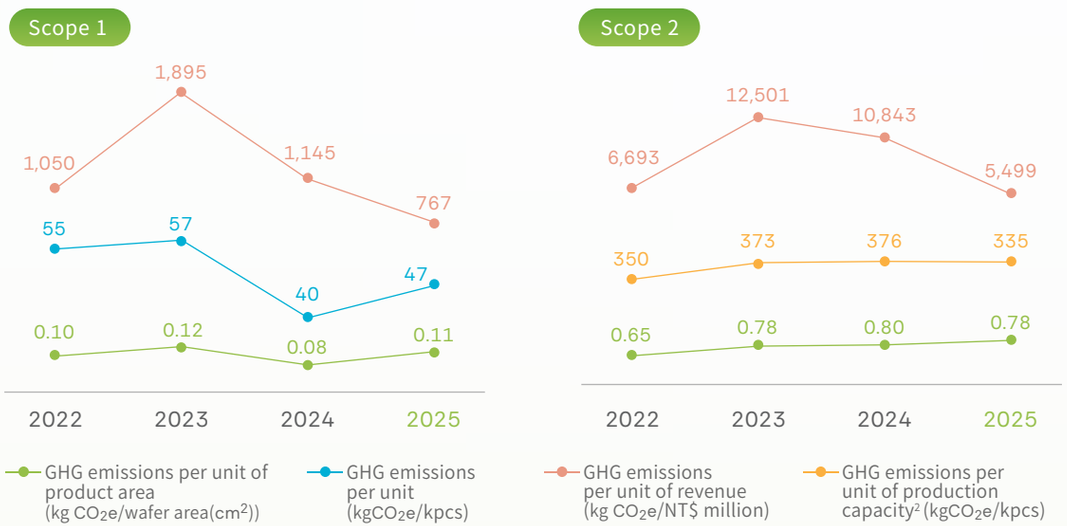
Scope	Type of Greenhouse Gas	Emissions (tCO_2e)	Percentage of Emissions (%)
Scope 1	Carbon dioxide (CO_2)	12,594.7253	24.65%
	Methane (CH_4)	148.6268	0.29%
	Nitrous oxide (N_2O)	1,959.728	3.84%
	Hydrofluorocarbons (HFCs)	13,282.9772	26.00%
	Perfluorocarbons (PFC)	15,009.18	29.38%
	Sulfur hexafluoride (SF_6)	846.1773	1.66%
	Nitrogen trifluoride (NF_3)	7,246.653	14.18%

Greenhouse Gas Emissions by Scope (parent company only)

Scope		2022	2023	2024	2025
Scope 1 (tCO_2e)		59,788	56,654	39,063	51,088
Scope 2 (tCO_2e)	location-based	385,177	385,700	386,774	403,575
	location-based	381,166	373,670	370,075	366,220
Scope 1+2 (location-based emissions) (tCO_2e)		444,965	442,354	425,837	454,663
Scope 1+2 (market-based emissions) ($tCO2_2$)		440,954	430,324	409,138	417,308
Scope 3 (tCO_2e)		940,525	816,878	817,588	1,290,121

Note 1: There are 9 types of PFCs emissions in total, including the process gases from carbon tetrafluoride (CF_4), perfluoro-propane (C_3F_8), hexafluoro-butadiene (C_4F_6), octafluorocyclobutane (C_4F_8), trifluoro-methane (CHF_3), difluoromethane (CH_2F_2), fluoromethane (CH_3F), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).
Note 2: Other direct emissions include CO_2, CH_4, N_2O from processes, and HFCs and SF_6 from non-process sources, such as fire extinguishers, refrigerators, freezers, and switch gear.
Note 3: Energy indirect emissions include electricity and steam consumption. The carbon emission factor for electricity is based on the Energy Administration of the Ministry of Economic Affairs' published value of 0.474 $kgCO_2e$/kWh, as of April 14, 2025.
Note 4: In accordance with the GHG Protocol Scope 2 Guidance (2015), GHG emissions are calculated and disclosed using both "Location-based" and "Market-based" methods respectively since we purchased renewable energy. In the above table, the location-based Scope 2 GHG emissions are calculated by multiplying the total electricity used in each area by the average emission factor for that area. On the other hand, market-based emissions are calculated by multiplying contracted renewable energy by their corresponding emission factors.

Scope 1+2 Greenhouse Gas Emission Intensity



To strengthen the completeness of the Company's value chain greenhouse gas (GHG) inventory, Nanya Technology conducted a Scope 3 GHG inventory in accordance with the Greenhouse Gas Protocol. Based on the results of the Scope 3 materiality assessment, 10 Scope 3 categories were selected for inventory. In 2025, total Scope 3 emissions amounted to 1,290,121 tCO_2e. The three largest emission categories were use of sold products at 898,627 tCO_2e (69.7%), followed by purchased goods and services at 240,753 tCO_2e (18.7%), and fuel- and energy-related activities not included in Scope 1 or Scope 2 at 89,203 tCO_2e (6.9%). Among these, emissions from seven categories—purchased goods and services, fuel- and energy-related activities not included in Scope 1 or Scope 2, upstream transportation and distribution, employee commuting, business travel, waste generated in operations, and use of sold products—were verified, with total emissions of 1,235,284 tCO_2e (96%). Through product innovation and supply chain management, the Company will continue to reduce Scope 3 emissions while actively collaborating with external experts to refine calculation methodologies and establish a digital platform to improve the quality of Scope 3 data.

Scope 3 Emissions in 2025

Scope 3 Category	Calculation Basis	Scope 3 Emissions (tCO_2e)
Purchased goods and services*	Carbon emissions from purchased primary materials and auxiliary materials used in the production process Note3	240,753
Fuel- and energy-related activities not included in Scope 1 or 2*	Upstream GHG emissions from purchased fuels and energy, covering extraction through delivery (B2B)	89,203
Upstream transportation and distribution*	Carbon emissions from transport of main and auxiliary materials from suppliers and packaging plants to the Company's facilities, calculated by ton-kilometers	2,426
Downstream transportation and distribution	Carbon emissions from product delivery from the Company's facilities to its customers, calculated by ton-kilometer	3,386
Investment	Carbon emissions from the investment associate company, Formosa Advanced Technologies, calculated based on equity ownership	35,280
Employee commuting*	Carbon emissions from company shuttles and employee commuting	2,766
Business travel*	Emissions from international flights for business trips	60
Waste generated during operations*	Carbon emissions from waste generated during production, including transportation and treatment of waste	1,449
Use of sold products*	Carbon emissions from electricity consumed during customers' use of products	898,627
Capital equipment	Investments in purchased equipment and buildings	16,211
Total		1,290,121

Note 1: Those marked with * indicate verified items[YC15.1].

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.

Note 3: The calculation methodology was revised by reclassifying emissions from outsourced packaging services, previously accounted for under "Processing of Sold Products," into the "Purchased Goods and Services" category.

Greenhouse Gas Reduction

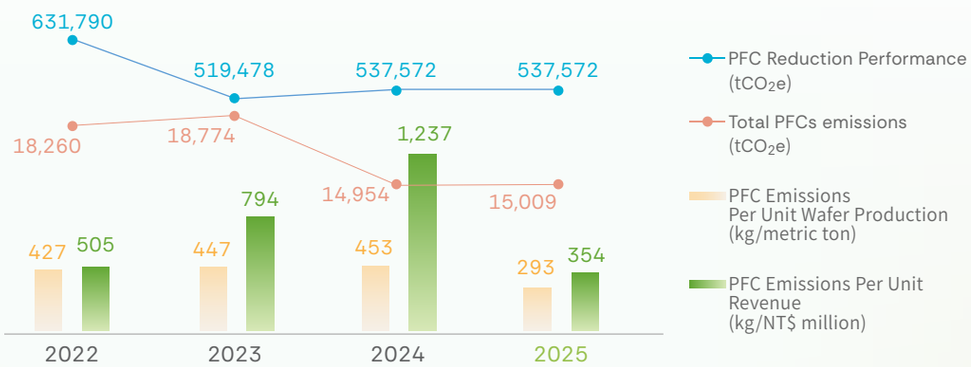
The Company actively promotes voluntary emission reductions and participates in the annual voluntary GHG reduction program launched by the Industrial Development Administration, Ministry of Economic Affairs. Given the high global warming potential (GWP)[1] of perfluorocarbons (PFCs), we have implemented phased GHG reduction plans since 2006. During facility planning, we procured high-efficiency local scrubbers[2]. Currently, the thin-film and etching areas use burn-type PFC local scrubbers, which use high temperatures from combustion to destroy PFCs. To reduce fugitive PFCs emissions, Nanya Technology established local scrubber acceptance criteria for PFCs reduction rates: CF_4 gas treatment efficiency must exceed 90%, reduction rates of C_3F_8, C_4F_6, C_4F_8, CHF_3, CH_2F_2, and SF_6 must exceed 95%, and NF_3 reduction must exceed 99%. After installation, all local scrubbers undergo PFC abatement verification using FTIR[3] to align with future reduction trends.

Note 1 Global Warming Potential (GWP) refers to the warming impact of a gas relative to CO ☒ (with CO_2's GWP set at 1). In this context, high GWP refers to gases with a GWP greater than 675. (Based on GWP values from the IPCC Fourth Assessment Report (FAR)
Note 2 Local scrubber: Local Exhaust Gas Treatment Equipment
Note 3FTIR: Fourier-transform infrared spectrometer

Carbon Disclosure Project

Upholding the principle of transparent disclosure, we have participated in the Carbon Disclosure Project (CDP), a nonprofit initiative, since 2009, annually disclosing data related to GHG emissions and reduction. From 2022 to 2025, we consistently achieved Leadership level ratings in the CDP Climate Change project. In addition to disclosing carbon emissions-related information through CDP and this report, Nanya Technology also voluntarily reports GHG emissions and reduction data through the Responsible Business Alliance (RBA) greenhouse gas reporting system, and provides product carbon emission data to enable customers to calculate the carbon footprint of their products.

PFC Emissions Trend



The reduction rate of process PFC emissions exceeded 93%

A cumulative reduction of CO_2e 2,226,412 tCO_2e

By installing high-reduction-rate local scrubbers for PFC during facility planning and implementing process PFC reduction initiatives, we set a reduction target of at least 90%. From 2022 to 2025, the reduction rate of process PFC emissions exceeded 93% each year, achieving a cumulative reduction of 2,226,412 tCO_2e—equivalent to the annual carbon absorption of 5,760 Daan Forest Parks[Note 4].

Note 4: Based on the estimation published by the Energy Administration, Ministry of Economic Affairs, that one Daan Forest Park absorbs 386.5 metric tons of CO_2 annually.

5.2 / Energy Resource Management

Energy Management

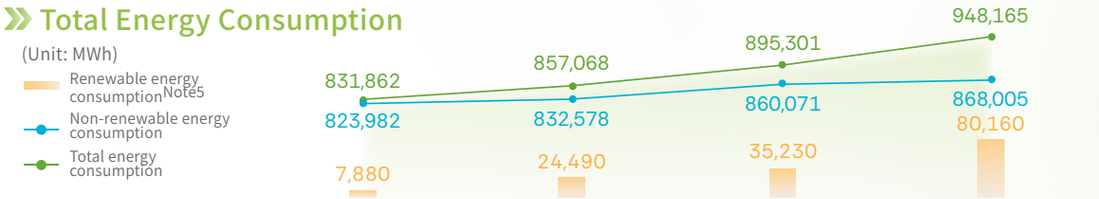
Energy Structure

The environmental impact and finite availability of fossil fuels have become critical concerns, making effective energy management an urgent priority. Nanya Technology primarily uses purchased electricity, steam, and natural gas, and does not generate energy in-house. Indirect energy use which results in GHG emissions includes raw material transportation within facilities, raw material suppliers' production activities, waste transportation/treatment, employee business travel, and commuting. In 2025, the primary energy sources used by Nanya Technology were purchased electricity (89.7% of total energy consumption), natural gas (6.4%), and steam (3.9%). Aside from a portion of purchased electricity sourced from renewable energy, the rest were non-renewable. Diesel was also used, but its consumption was extremely low—less than 0.03% of total energy consumption—so it was excluded from energy consumption statistics. We began purchasing renewable energy (electricity) in 2020. By 2025, renewable energy (electricity) accounted for 8.45% of the Company's total energy consumption. Accounting for 9.43% of total electricity consumption.

In 2025, production capacity [Note 1] increased by 11.2% compared to 2024. However, due to the continued implementation of advanced process technologies, total energy consumption increased. Thus Nanya Technology's total energy consumption (electricity + natural gas + steam) in 2025 reached 948,165MWh (3.41x 10^9 MJ), including 868,005MWh (3.13x10^9 MJ) of non-renewable energy and 80,160 MWh (2.89x10^8 MJ) of renewable energy—a 127.5% increase from 2024. Electricity consumption was 850,366 MWh(3.06x10^9 MJ[Note 2]), comprising 80,160 MWh (2.89x10^8 MJ) of renewable energy and 770,206 MWh (2.77x10^9 MJ) of non-renewable energy. Natural gas usage was 60,644 MWh[Note 3] (2.18x10^8 MJ, 5,794,914 m^3), and steam usage was 37,155MWh[Note 4] (1.34x10^8 MJ, 49,122 metric tons). In terms of energy intensity, energy consumption per unit of production capacity in 2025 was 0.87 MWh/kpcs, a 4.8% decrease from 2024.

Note 1: Production capacity is calculated using the output of good electronic chips; with the output of various products converted into the equivalent number of 4Gb chips. The unit of measurement is per kilopieces (kpcs).
Note 2: Based on the *Energy Product Unit Heating Value* Table updated in 2025 by the Energy Administration, Ministry of Economic Affairs for unit conversion, 1 kWh = 860 kcal = 3.6 megajoules; 1 MWh = 3,600 megajoules.

Total Energy Consumption



Year	2022	2023	2024	2025
The proportion of renewable energy in total energy consumption (%)	0.95%	2.86%	3.93%	8.45%

2022-2025 Electricity Consumption

	2022	2023	2024	2025
Renewable electricity (MWh)	7,880	24,490	35,230	80,160
Non-renewable electricity (MWh)	736,419	741,952	766,096	770,206
Electricity consumption per unit of production capacity (MWh/kpcs)	0.68	0.77	0.81	0.78

2022-2025 Natural Gas Consumption

	2022	2023	2024	2025
Natural gas consumption (m^3)	4,780,740	5,228,039	5,630,508	5,794,914
Natural gas consumption (MWh)	50,030	54,711	58,923	60,644
Natural gas consumption per unit of production capacity (m^3/kpcs)	4.4	5.2	5.7	5.3

2022-2025 Steam Consumption

	2022	2023	2024	2025
Steam consumption (metric ton)	49,620	47,482	46,340	49,122
Steam consumption (MWh)	37,532	35,915	35,051	37,155
Steam consumption per unit of production capacity (metric ton/kpcs)	0.046	0.047	0.047	0.045

Note 3: The electric energy of natural gas is calculated as 1 m^3 = 10.465 kWh (based on the *Energy Product Unit Heating Value Table* updated by the Energy Administration, Ministry of Economic Affairs, in 2025; 1 kWh= 860 kcal, 1 m^3 = 9,000 kcal).
Note 4: The steam used on-site is converted into saturated steam at 132.88 ℃ . According to the saturated steam table, 1 metric ton of steam equals to 650,500 kcal/metric ton, which is equivalent to 756.4 kilowatt-hours of energy (based on the conversion rate of 1 kWh = 860 kcal).
Note 5: Renewable energy used on-site is green electricity purchased from external sources. In 2020, only certificates were purchased; from 2021 onward, electricity and certificates are purchased in bundle.

Nanya Technology has developed an Energy Review Management Procedure to effectively manage its energy use and consumption. This procedure allows the Company to assess conditions of energy use and consumption, identify major energy-consuming operations and energy-saving opportunities, establish controls, and set measurable improvement targets to achieve energy conservation benefits. The process begins with creating an energy review checklist, calculating energy consumption by equipment unit, identifying major energy-consuming equipment, establishing energy baseline data, and setting suitable performance indicators to achieve specific energy-saving goals. The effectiveness of energy-saving initiatives is then regularly evaluated. In addition, monthly meetings are held to audit energy reviews. After we evaluate factors such as cost of improvements, energy-saving potential, equipment lifespan, regulatory requirements, and implementation difficulty, priorities are set and energy-saving plans are launched accordingly. Results are reported and future goals are approved at annual executive review meetings. Furthermore, the Company continually explores new energy-saving technologies and applications through external seminars and training, internal forums, and other means.. We continue to invest in R&D to introduce innovative energy-saving solutions and to reduce energy consumption. For example, in 2021, we completed the implementation of smart controls for our chilled water system, investing NT$49.9 million and significantly reducing power consumption by 18%. In 2024, we invested NT$23 million to replace the ceramic zeolite rotor of the VOCs air pollution and exhaust gas treatment system with fiberglass rotors, resulting in a significant 50% reduction in natural gas consumption.

Renewable Energy and Usage Planning

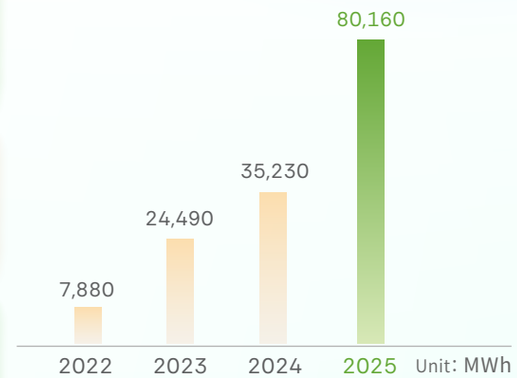
In terms of renewable energy usage, Nanya Technology implements planning and execution in the following three key phases.

Phase 1: In-house evaluation and pilot implementation.
In 2020, Nanya Technology purchased 362 Taiwan Renewable Energy Certificates (T-RECs) via the renewable energy trading platform. The Company began assessing available space at existing facilities and installed a 27.36 kW rooftop solar PV system on a new building, which was completed and commissioned in 2022. The system generated 25 MWh in 2025 (sold to Taipower). Future new facilities will fully utilize land resources and consider the installation of green energy equipment.

Phase 2: External collaboration.
Through external partnerships, Nanya Technology collaborated with renewable energy sellers to obtain larger electricity supply. We adhered to regulatory requirements, and the usage gradually soared. In 2025, the Company used 80,160 MWh (2.89×10^8 MJ) of externally purchased solar power, accounting for 9.43% of the Company's total electricity consumption. Total investment amounted to NT$420.3 million, and carbon emissions were reduced by 37,996 metric tons[Note 1].

Phase 3: Aligning with international standards and achieving net zero.
In alignment with global initiatives such as SBT and RE100, Nanya Technology has set a target for renewable energy to account for 25% of total electricity consumption by 2030. The Company will pursue transfer supply contracts from large-scale renewable energy projects as it moves toward 100% renewable energy use.

2022–2025 Renewable Energy Usage



Note 1: CO_2e emissions from electricity use are calculated using the most updated emission factor in 2024 published by the Energy Administration, Ministry of Economic Affairs: 0.474 $kgCO_2e/kWh$.

Enhancing Energy Usage Efficiency

To effectively reduce the environmental impact of the greenhouse effect, Nanya Technology integrated energy conservation into its facility design from the outset, adopting energy-saving technologies such as a dual-temperature chilled water system, waste heat recovery and utilization in freezers, and more. Over the years, we continue to introduce various energy-saving technologies, improving equipment through various mindsets including automated controls, enhanced equipment performance, energy recovery, and improved production management. Additionally, energy conservation is prioritized during the equipment design and procurement phases. Nanya Technology implemented the ISO 50001 Energy Management System in 2018 and completed its certification (current validity period: November 28, 2024 – November 27, 2027). To strengthen employee awareness of energy conservation, we provide training programs to equip designated energy management personnel in each department. These trained individuals support the implementation of departmental energy management tasks and energy-saving initiatives. Currently, there are 110 qualified energy management personnel, and a total of 413 participants have completed training over the years.

In 2020, the Company invested NT$21.8 million to build an energy management platform—the Energy Consumption Real-Time Monitoring Platform, which enables statistical analysis and smart energy-saving management of system operations. It also supports energy consumption management and improvements across various organizations and machineries. In 2023, energy baseline data was added to optimize the system's functionality, enabling more timely analysis of equipment energy consumption and stronger oversight. Optimization was completed in June 2024. In addition, water and energy conservation experts are assigned with help from the Energy and Water Conservation Service Team within participating companies of the Group and collaborate with specialists from other Group companies to provide on-site guidance and conduct inspections at various facilities, including those of the Company. These efforts span Formosa Plastics Group's facilities in northern, central, and southern Taiwan, with the goal of enhancing water and energy conservation performance across all facilities through expert audits and targeted support.

Nanya Technology's energy-saving target for 2030 is a cumulative energy savings of 103,000 MWh/year from 2017 to 2030. In 2025, NT$28.26 million was invested in 30 energy-saving projects, generating a total energy-saving benefit of 4,695 MWh[Note 1]/year (1.69×10^7 MJ/year). For 2026, the Company plans to implement 28 projects (25 new and 3 continuing), with an estimated savings of 4,637 MWh/year (1.67×10^7 MJ/year).

Energy Conservation Programs Completed in 2025	Energy Conservation Benefits	Type of Energy Saving	Reduction Location	Calculation Method	Carbon Reduction (tCO_2e)
Energy conservation from process equipment management (10 programs)	4,695 MWh/year (1.69×10^7 MJ/year)	Electricity	Equipment	1. Difference in actual measured energy consumption before and after improvement. 2. Rated energy consumption x difference in operating hours.	2,188
Energy conservation from non-process equipment management/improvement (10 programs)		Electricity	Equipment	1. Difference in actual measured energy consumption before and after improvement. 2. Rated energy consumption x difference in operating hours.	
Improvements to process equipment (3 programs)		Electricity	Equipment	1. Difference in actual measured energy consumption before and after improvement. 2. Rated energy consumption x difference in operating hours.	
Energy conservation from lighting improvement and management (5 programs)		Electricity	Lighting	Rated energy consumption of lighting x difference in operating hours.	
Energy conservation from chillers (1 program)		Electricity	Chillers	Difference in actual measured energy consumption before and after improvement.	
Energy conservation from CDA equipment (1 program)		Electricity	CDA dryers	Difference in actual measured energy consumption before and after improvement.	

Planned Energy Conservation Programs for 2026

Planned Energy Conservation Programs for 2026

- Energy conservation from process equipment management (11 programs)
- Energy conservation from improvements to process equipment (6 programs)
- Energy conservation from CDA equipment (1 program)
- Energy conservation from lighting improvement and management (3 programs)
- Energy conservation from non-process equipment management (3 programs)
- Energy conservation from improvements to non-process equipment (4 programs)

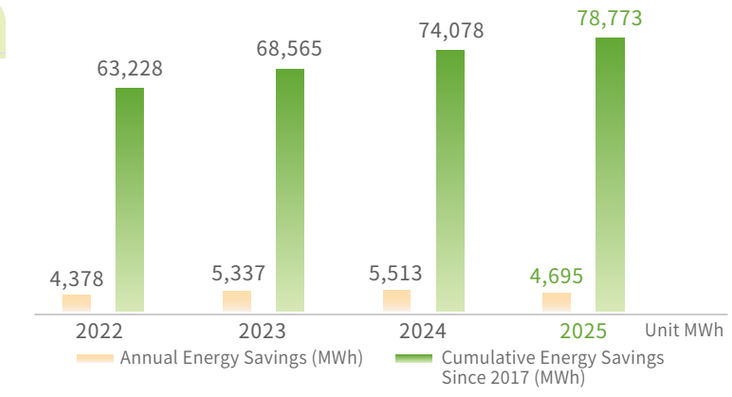
Estimated Energy Conservation Benefits

4,637MWh/year (1.67×10^7MJ/year)

Carbon Reduction (tCO_2e)

2,161MWh//year

Historical Performance in Energy Conservation



Energy Consumption Real-Time Monitoring Platform

Note 1: Energy consumption reductions are primarily calculated based on the measured consumption of equipment before and after improvement. Where measurements are not feasible, calculations are based on the difference in rated energy consumption, multiplied by operating hours.

Energy Conservation Program Highlights

CDA Dryer Upgraded from Heatless Type to Heated Type

Saving 1.28 Million kWh Annually

Three existing heatless PCDA dryers in the plant use compressed dry air as the regeneration air source during the regeneration process, with an air consumption of 1,305 CMH. The corresponding power consumption of the compressed air system is 126,846 kWh per month. The three heatless dryers were all replaced with heated dryers, reducing regeneration energy consumption from 126,846 kWh per month to 20,228 kWh per month. This results in monthly electricity savings of 106,618 kWh, equivalent to annual savings of 1,279,416 kWh, representing an energy reduction of 84%.

MAU Reheat Coil Heat Recovery

Saving 0.675 million kWh Annually

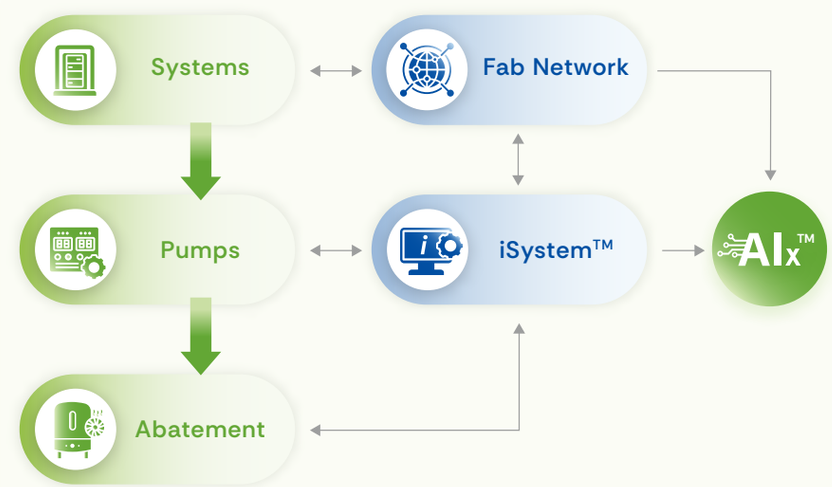
1. For the MAU system, the heat exchange coil operates in sequence: first-stage heating, cooling, dehumidification, and second-stage heating.
2. The second-stage heating coil operates at a constant temperature throughout the year, while the first-stage heating coil operates only during the winter period from December to March.
3. After heat exchange in the second-stage coil, the outlet water temperature is approximately 25°C. As the ambient temperature in summer often exceeds 26°C, the outlet water can be routed back to the MAU inlet cooling coil to pre-cool the incoming outdoor air. This reduces the cooling load on the downstream cooling coil, thereby lowering the chiller system load.
4. Annual electricity savings: 674,816 MWh/year

Implementation of Low-Carbon Processes: Reduction Achievements and Monitoring Mechanisms

To advance green manufacturing and enhance resource efficiency, Nanya Technology consistently leverages a data-driven approach to strengthen low-carbon operation and energy management. Partnering with supplier Applied Materials, Nanya Technology implements ECO Services, a sustainable process equipment solution that integrates the IoT-enabled smart energy control system ECO iSystem ™ Controller and the real-time centralized monitoring platform ECO Analytics Dashboard.

The ECO iSystem ™ Controller synchronizes the production schedules with the operation of process support equipment during idle periods, and automatically optimizes energy usage of process support equipment. The ECO Analytics Dashboard, on the other hand, provides real-time monitoring, centralized management, and visualization of the energy usage and savings performance of process support equipment, thereby facilitating continuous tracking and optimization. To facilitate the development of subsequent optimization plans, Nanya Technology employs KPI-based dashboards and alert mechanisms, enabling real-time verification of energy-saving performance, detection of operational anomalies, and comparative analysis of the performance across connected equipment groups and machines.

The ECO iSystem ™ Controller has been deployed across 54 CVD and etch process machines, as well as associated abatement systems, effectively reducing process gas consumption while strengthening day-to-day energy management. As of the end of 2025, oxygen consumption had been reduced by approximately 180,000 cubic meters, while fuel consumption had decreased by approximately 90,000 cubic meters, equivalent to a reduction of approximately 300 tCO_2e emissions. In addition, the real-time monitoring of the ECO Analytics Dashboard allows ongoing verification of energy-saving benefits and flexible optimization adjustments in response to changing operating conditions.



Compared with existing energy-saving functions, ECO Services delivers an additional 2–5% improvement in energy-saving benefits while maintaining process stability. These continuous improvement efforts as well as real-time monitoring and operational insights, empower the energy performance of Nanya Technology's equipment and its overall energy management expertise.

Looking ahead to 2026, Nanya Technology plans to further expand deployment scope while evaluating the implementation of related sustainable equipment and technologies at its new 5A facility. By incorporating low-carbon design principles into new facility planning and implementing real-time monitoring to expand the application of proven solutions, Nanya Technology will continue to improve energy performance and steadily balance business growth with environmental sustainability.

Water Resource Management

Due to global climate change, rainfall in different regions of Taiwan has become increasingly polarized, resulting in both flooding and water shortages occurring simultaneously. Therefore, as a key member of the semiconductor industry, Nanya Technology has long been attuned to the water scarcity risks brought about by global climate change and deeply understands the impact that climate change and w ater can have on operations. To mitigate its environmental impact and the risks associated with water shortages, Nanya Technology continues to advance water conservation initiatives and is further committed to water reclamation and reuse. In 2023, the Comp any adopted the Alliance for Water Stewardship Standard (AWS) and, following its 2023 assessment, was awarded AWS's highest certification level, Platinum, in 2024. From the source of every drop of w ater to its use and final dischar ge, Nanya Technology practices pragmatic and eff ective water management to protect the ecosystem. Cherishing every drop of water, we continue to improve water usage efficiency while actively aligning with the international AWS standards and implementing the Five Outcomes to achieve sustainable water management in a systematic and ong oing manner.

Nanya Technology's efforts in water resource management have been recognized by international environmental evaluation bodies. From 2022 to 2023, the Company received an "A" leadership rating in the CDP Water Security category for two consecutive years. From 2022 to 2024, we also received the Taiwan Corporate Sustainability Award's Water Resource Management Leadership Award for three consecutive years, affirming its commitment to tackling climate change and water resource management while contributing to global sustainability goals.

Nanya Technology's Water Management Policy

- A: Through employee training, organizational planning, and the implementation of water conservation and emergency response systems, we continuously optimize water resource management across our facilities.
- B: We disclose quantifiable water performance indicators, with a core objective of continuously enhancing water usage efficiency.
- C: Aiming to improve effluent quality, we continuously enhance our water treatment systems to reduce the impact of our operations on local basins.
- D: Through environmental education and continuous monitoring, we strive to safeguard the health of vital water-related areas.
- E: We have implemented comprehensive environmental hygiene measures and drinking water quality systems across our facilities to reduce the risk of infectious disease.

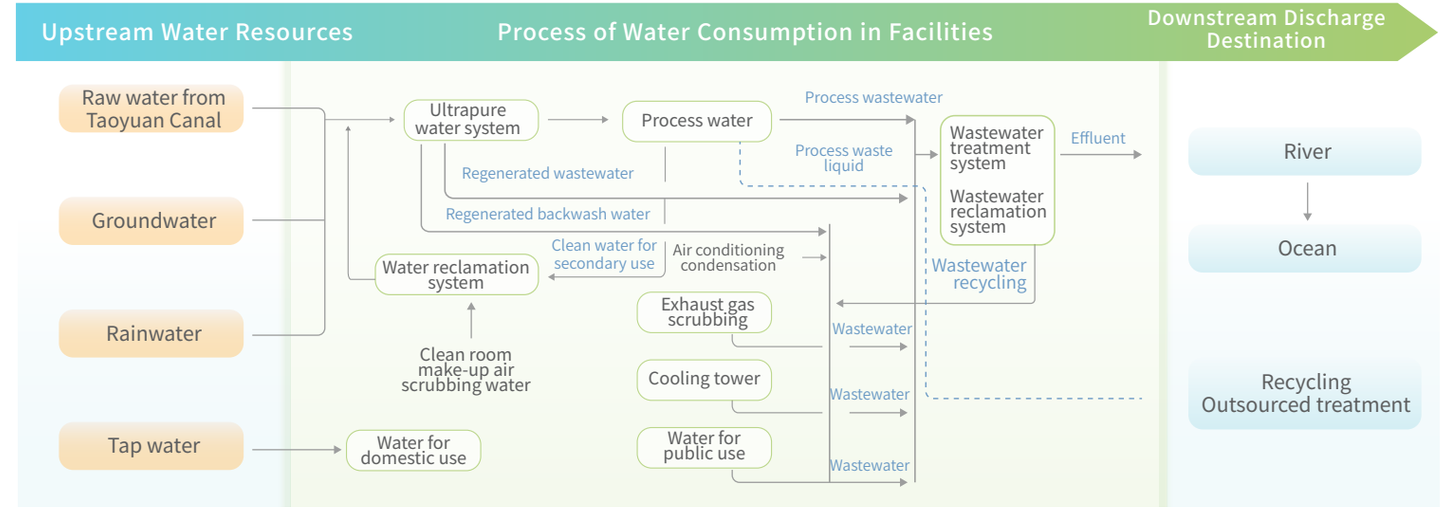
Nanya Technolog y's water resource management policies and requirements apply to all operational, R&D, and manufacturing sites. Matters related to water usage, conservation, and risk assessments are compiled annually and reported to the Board of Dir ectors for review.

- Actively managing water indicators and implementing conservation in operations to maximize the use of water resources.
- Assessing risks and opportunities under climate change to mitigate the impact of water scarcity.
- Engaging relevant stakeholders to promote awareness and conservation of water resources.
- Implementing a categorized wastewater treatment system as well as multiple reclamation and reuse processes to maximize water utilization efficiency.
- Complying fully with regulations and continuing to strengthen water treatment facilities to reduce the risk of environmental pollution.

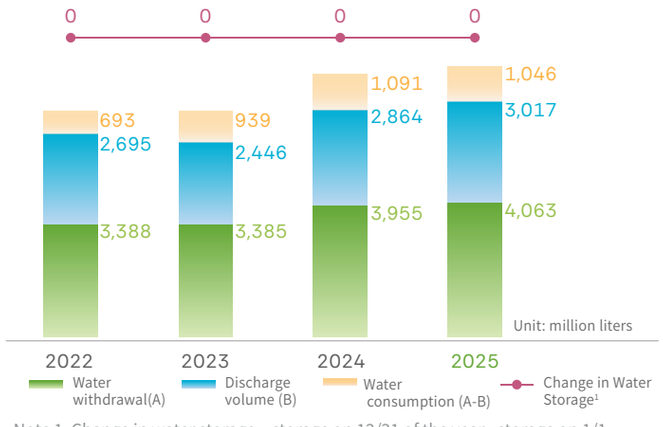
Water Resource Structure

Nanya Technology's annual total water withdrawal was 4,063 million liters, primarily sourced from Taoyuan Canal (approximately 97.7%, or 3,971 million liters), followed by well water (approximately 1.7%, or 69 million liters), and tap water (approximately 0.6%, or 23 million liters). Rainwater has been recycled and reused over the years, but it was temporarily suspended in 2025 due to equipment changes for the expansion of new facilities. Nanya Technology's total water withdrawal in 2025 increased by 2.74% compared to 2024. The production capacity in 2025 increased by 11.2% from 2024. In terms of water usage intensity, water consumption per unit of production capacity in 2025 was 3.71 kiloliters/kpcs, a 7.6% decrease from 2024. Total ultrapure water consumption in 2025 was 3,619 million liters, a 3.9% increase compared to 2024. In terms of water usage intensity, ultrapure water consumption per unit of production capacity was 3.31 kiloliters/kpcs, a 6.6% decrease from 2024.

Nanya Technology's Water Usage Structure

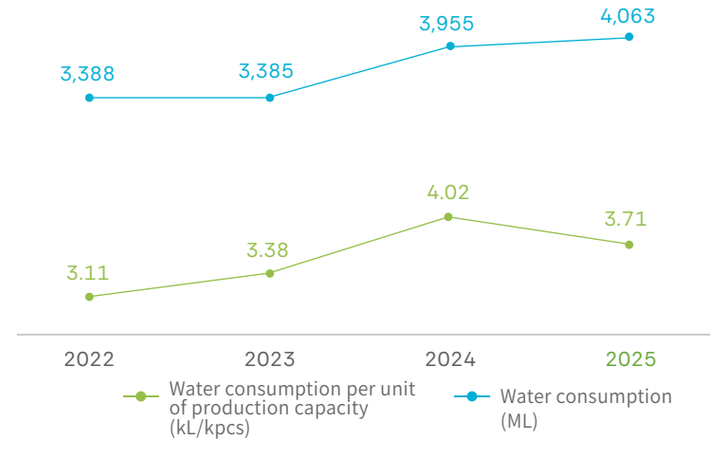


Nanya Technology's Water Consumption

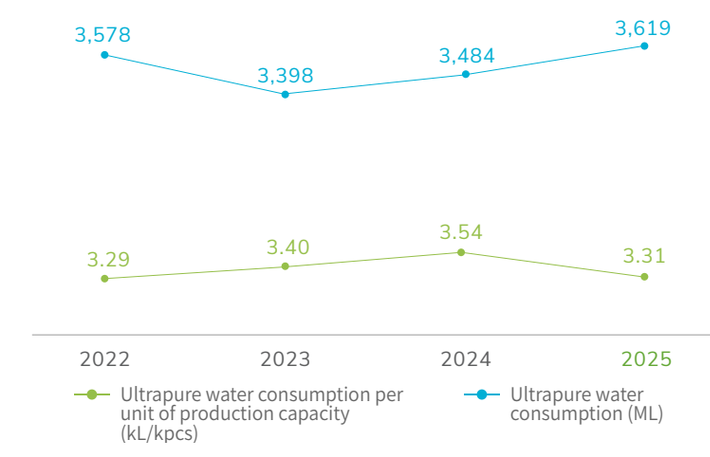


Note 1: Change in water storage = storage on 12/31 of the year - storage on 1/1 of the same year

Water Consumption Trend



Ultrapure Water Consumption Trend



Water Resource Risk Management

Water Risk Factors	Assessment Boundaries	Stakeholders Considered	Assessment Methodology	Assessment Results and Responses
Water-related dependencies and impacts	• Nanya Technology's operational sites • Upstream supply locations • Downstream shipment locations	• Local residents • Government agencies • Suppliers • Customers	• The WRI Aqueduct Tool of the World Resources Institute (WRI). • The IPCC AR5 RCP8.5 scenario maps published by the Disaster Risk Adaptation (hereinafter referred to as "DR.A") platform of the National Science and Technology Center for Disaster Reduction (hereinafter referred to as "NCDR"). • We referred to the System of Environmental-Economic Accounting (SEEA) as we identified dependencies and impacts based on provisioning, regulating and support, and cultural services through interdepartmental workshops.	• A risk simulation analysis of water sources found that 91.5% of the Company's water supply comes from the Taoyuan Canal, which is fed by Shimen Reservoir. The current water stress level is low. Both the short-term and long-term (up to 2050) water stress risks are categorized as medium-to-low (10-20%), indicating that it is not located in a water-stressed region. • An assessment of 31 Taiwan-based supplier locations showed that 22 are situated in high-risk areas for flooding and drought (levels 4 and 5), mainly concentrated in central and southern Taiwan. • Among 23 shipment locations assessed for climate change risk (flooding), 15 were identified as high-risk. • Water is a critical ecosystem service on which Nanya Technology depends. The substantial water use in semiconductor manufacturing can also lead to additional impacts—from the competition for water with nearby communities or businesses to possible ecological degradation from overconsumption. • Nanya Technology discharges wastewater during its operations. Even if the wastewater discharged is compliant with regulations, it may still exceed the local environmental capacity, leading to biodiversity loss. • A supplier water resource sharing meeting was held in October 2025 to assist suppliers in water management and conservation measures. Around 40 suppliers attended the event. • In 2025, a total of 19 suppliers underwent on-site audit and guidance. 3 of them completed water conservation programs, resulting in annual water savings of 40 million liters. In 2026, 25 suppliers are expected to receive audits and support, with estimated annual water savings of 100 million liters.
Future Water Availability	• Nanya Technology's operational sites	• Local residents • Government agencies	• According to the TCCIP Climate Change Water Hazard Map, the Company will not face the risk of water scarcity under the RCP 8.5 scenario in the middle of this century (2036-2065).	• In northern Taiwan, the annual average rainfall is projected to increase by 12%, while spring rainfall may decrease by 5%. The Company's backup water supply exceeds the projected reduction in rainfall. Even if the water supply from the Shimen Reservoir declines during spring due to reduced precipitation, assessments show that production needs can still be met, with no risk of water shortage. • The Shimen Reservoir, which supplies water to Nanya Technology, provides about 800 million liters per day. The Company's daily water consumption is approximately 11 million liters, representing a regional water impact level of 1.38%. • We coordinate and communicate with the Irrigation Agency and the Northern Region Water Resources Branch of the Water Resources Agency. In times of water scarcity, we cooperate with government contingency plans to ensure effective utilization of water resources, reduce the impact of water shortages in supply basins, and maintain supply stability.

Water Risk Factors	Assessment Boundaries	Stakeholders Considered	Assessment Methodology	Assessment Results and Responses
Future Water Quality	• Nanya Technology's operational sites	• Local residents • Government agencies	• Implementation of sustainable water management (AWS)	• All wastewater is separately collected and discharged to the appropriate wastewater treatment facilities. Over 20 distinct pipelines are used to segregate and convey different types of wastewater. To ensure that the quality of discharged water meets standards, real-time monitoring is conducted in coordination with the Environmental Protection Department, with sampling and analysis conducted every quarter by external contractors to further strengthen our wastewater quality control. • During typhoon season, sediment buildup during reservoir discharge increases turbidity in the Shimen Reservoir, which can affect water supply. However, the reservoir's multi-level intake project was completed in 2021, significantly mitigating high turbidity. In addition, a rapid sedimentation tank has been installed at our facility, capable of treating raw water with high turbidity (<10,000 NTU). Therefore, the risk of future water supply disruptions caused by water quality and high turbidity is considered low.
Local Stakeholders	• Nanya Technology's operational sites	• Local residents	• The Shimen Reservoir, which supplies water to Nanya Technology, provides about 800 million liters per day. The Company's daily water consumption is approximately 10 million liters, representing a regional water impact level of 1.25%.	• The Company's production water primarily comes from the Taoyuan Canal, drawn directly under a water supply agreement with the Irrigation Agency, which manages the Irrigation Aqueduct. The agreement stipulates the volume of water to ensure supply stability and permits withdrawals beyond contract levels in emergencies, increasing water-use flexibility. • The Environmental Quality Supervision Committee: Every quarter, Nanya Technology commissions a third-party organization to conduct monitoring surveys on the local ecology, hydrology, and air quality around the facilities. The survey results are then reported to the Environmental Quality Supervision Committee. • Nanya Technology, in collaboration with nearby Formosa Plastics Group facilities, has established an emergency response organization for water shortages. Through this organization, facilities can coordinate emergency water allocation and support. To date, there have been no incidents of production losses due to water shortages.
Water-Related Regulations	• Nanya Technology's operational sites	• Government agencies • Local residents	• Regulation on water conservation charges.	• In 2025, the Company achieved a water reclamation rate of 95.2% [Note], verified by a third-party certification body. This exceeds the government's industry benchmark range of 50%-85% and qualifies for the lowest announced rate. The estimated annual water fee increase is only around 3%, posing a minimal impact on operational costs. • Nanya Technology communicates with local residents and the public by disclosing information related to its water management, including real-time monitoring of effluent discharge, to address public concerns.

Note: The water reclamation rate for water conservation charge calculation is based on the formula specified by the Industrial Development Administration, Ministry of Economic Affairs.

Nanya Technology mainly sources its water from Shimen Reservoir, drawing it through the Taoyuan Canal for production use following treatment. The water is drawn independently using a gravity-fed system, which operates by gravity flow, ensuring no impact on the water resource ecology or other usage. Additionally, rainwater is collected for production use, and tap water is supplied for domestic purposes. Nanya Technology currently operates a single manufacturing facility located in New Taipei City, Taiwan. Due to the highly uneven geographic and seasonal distribution of rainfall in Taiwan, regional and seasonal droughts are common. Using the World Resources Institute's Aqueduct Tools, Nanya Technology assessed its water source—the Taoyuan Canal, which is fed by the Shimen Reservoir and supplies 97.7% of the Company's water. The current water stress level is low, and both the short-term and long-term (up to 2050) water stress risks are categorized as medium-to-low (10–20%). According to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), under the RCP 8.5 scenario for the mid-century period (2036-2065), northern Taiwan is expected to see a 12% increase in annual average rainfall, though spring rainfall will decrease by 5%. In summary, the water sources at Nanya Technology's operational sites are located in areas with medium-to-low short-term risk, while the number of consecutive dry days in northern Taiwan may increase by 1.2-2 days on average in the future. The Company uses a large amount of water for its manufacturing processes—approximately 11 million liters of water daily. An increase in water shortage or droughts can elevate the risk of operational disruption.

In line with international water security and management standards, Nanya Technology continues to strengthen its water management system and expand its water recycling capacity. The Company has established a robust contingency plan to mitigate the immediate impacts of short-term drought. The facility has a 43-million-liter water reservoir, a 0.5-million-liter detention basin for effective rainwater reclamation during the rainy season (temporarily suspended during FAB 5A construction), and seven wells. Nanya Technology also formed an emergency response organization for water shortages with neighboring plants of Formosa Plastics Group for mutual water-sharing support. Improvement work has been completed at the Shimen Reservoir watershed. The risk of service disruption due to turbidity from heavy rainfall has decreased. The Company can handle raw water turbidity up to 10,000 NTU, enabling it to manage most conditions. In terms of water reclamation and reuse, the effective treatment of acidic/alkaline wastewater, hydrofluoric wastewater, and organic wastewater using dedicated reclamation equipment led to the total volume of reclaimed water reaching 5,530 million liters in 2025. Through internal adaptation capacity and water recycling systems, Nanya Technology can operate for up to 14 days without an external water supply. As of now, there have been no production losses due to water shortages.

Nanya Technology continues to improve standard procedures and processes. It assesses water-related risks through its environmental and operational risk management frameworks, promotes related improvement measures, and formulates contingency plans. These are regularly reviewed by the Sustainable Development Steering Center and the Risk Management Steering Center at quarterly meetings. Moving forward, Nanya Technology will continue to enhance our capacity for water use and management. Newly constructed plants will include water regeneration centers, storage reservoirs, and backup water sources to address the uncertainties of climate change.

Diversified Water Sources to Reduce Production Risks

As part of the FAB 5A expansion, the Company has submitted a new application to the Taiwan Water Corporation for municipal water to be supplied for processes, with a daily volume of 11 million liters. Plans are also in place to construct 8 additional groundwater wells outside the facilities, providing 7.2 million liters per day. In addition, the municipal water supply from the Taishan facility will be integrated, along with upgrades to related equipment and pipelines, contributing another 2 million liters daily. The Company continues to monitor government initiatives for regenerated water. As there are currently no suitable regenerated water programs available in the vicinity of our facilities, we will remain attentive to future plans and adopt such initiatives when feasible.

Nanya Technology's Drought Response Mechanism

Water Situation Light	Blue (Normal)	Green (Water Supply Concern)	Yellow (Stage 1)	Orange (Stage 2)	Red (Stage 3)
Government Response Measures	Stable water supply	Enhanced water sourcing and moderately diversified distribution	Reduced water pressure during off-peak or designated hours	5-20% reduction in water supply to industrial users	Rotating or scheduled water suspension by zone or plant-wide
Nanya Technology's Response Measures	Water is drawn from the Taoyuan Canal to support production under normal conditions.	Water is supplied from the Taoyuan Canal, water reservoir, and 7 in-plant wells.	Water is supplied from the Taoyuan Canal, water reservoir, and 7 in-plant wells.	Water is supplied from the Taoyuan Canal, water reservoir, and 7 in-plant wells.	Water is supplied from the Taoyuan Canal, water reservoir, and 7 in-plant wells. If supply falls short, well water from the Group's Chang Gung Golf Course will be drawn to support water supply, coordinated by the corporate emergency response team.

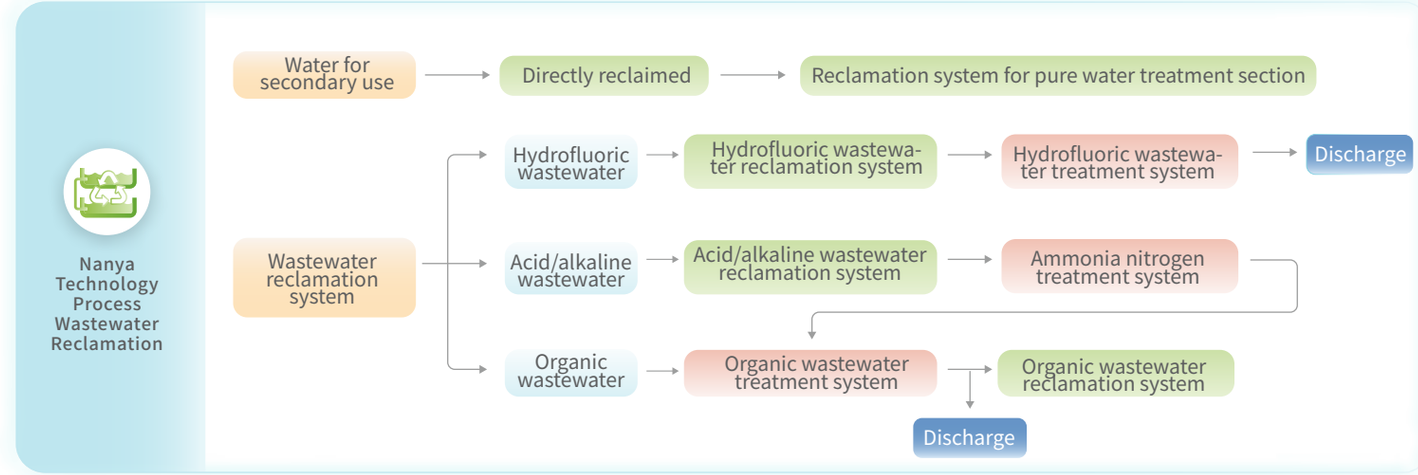
Water Resource Conservation

In terms of water management, Nanya Technology prioritizes reducing water consumption and enhancing reclamation and reuse, while also designing water-saving processes. To improve water use efficiency, Nanya Technology has set a long-term water resource management goal to reduce water consumption per unit of production capacity by 37% by 2030 compared to 2017 levels. It is hoped that improvements to production processes and equipment can enhance water usage efficiency and water reclamation volume, as well as reduce water consumption. Water conservation efforts span all operational, R&D, and production sites, with the current focus outlined as follows:

- **A** Implementing programs to effectively conserve water.
- **B** Achieving reductions through conservation methods such as reduction and reclamation.
- **C** Promoting savings through daily management practices.
- **D** Establishing a categorized wastewater treatment system and implementing multiple reclamation processes to maximize water utilization efficiency.

Nanya Technology actively implements a variety of water-saving measures and has intensified its water reclamation efforts in recent years. Our facility currently has reclamation systems in place for acidic and alkaline wastewater, hydrofluoric wastewater, and organic wastewater, complemented by various conservation initiatives. The reclamation rate continues to improve annually. In 2023, improvements and expansions to the hydrofluoric wastewater reclamation system at FAB 3AN were completed, along with the construction of a new COD and total nitrogen treatment system for hydrofluoric wastewater, which includes water reclamation functionality. We estimate these efforts will increase annual reclaimed water volume by 522 million liters. In 2025, the combined reclaimed water volume from wastewater reclamation systems, process reclamation systems, and pure water process wastewater reclamation reached a total of 5.53 billion liters, accounting for 136.1% of total water withdrawal.

Nanya Technology's Process Wastewater Reclamation Flow



In 2025,
four water conservation projects were completed, delivering annual water savings of **8,702** thousand liters per year.

Project Description	Water Saving Effectiveness (kL/Year)	Share of Annual Water Savings
Gas & Chemical Department—water conservation improvements for empty barrel cleaning machines	456	5%
CMP empty barrel cleaning tank parameters optimized for water conservation management	376	4%
Adjustment of DAS local scrubber water replacement frequency	5,796	67%
Reduction in water usage of backup scrubbers through Edwards scrubbers	2,074	24%

In 2026,
five water conservation projects are planned to be continued, with estimated annual water savings of **258,121** thousand liters per year.

Project Description	Estimated Water Saving Effectiveness (kL/Year)
Introduction of OWWR-II reclaimed water into the pure water system to increase reclaimed water use	45,000
Expansion of hydrofluoric wastewater reclamation system	180,000
Water savings from SDS filter cleaning process parameter adjustments	31
Improving water saving in acid exhaust scrubber towers	2,190
Adjustment of EH DAS Scrubber water replacement frequency for water savings	30,900

Collaboration and Dialogue

In addition to ongoing internal water resource management and evaluations, Nanya Technology promotes water conservation and reclamation. The Company engages in communication, dialogue, and collaboration with various stakeholders through a variety of channels. It also communicates with government agencies to learn about national water policies and infrastructure plans, facilitating further collaboration and fulfilling corporate responsibility. Nanya Technology also shares experiences with suppliers and provides guidance to encourage water conservation across the supply chain and create shared social value. Furthermore, we also communicate with local residents and the public, and disclose information about its water management to alleviate their concerns.

Subject	Communication, Dialogue, and Collaboration
Government Agencies	1. We engage with the Semiconductor Industry Association and regularly attend Water Resource Diversification Management and Cooperation Platform meetings held by the Water Resources Agency to exchange ideas, communicate, and collaborate on water-related policies. 2. We coordinate and communicate with the Irrigation Agency and the Northern Region Water Resources Branch of the Water Resources Agency. In times of water scarcity, we cooperate with government contingency plans to ensure effective utilization of water resources, reduce the impact of water shortages in supply basins, and maintain supply stability. 3. We attend meetings on road surface improvement and pipeline coordination meetings hosted by Taoyuan City Government's Office of Road and Accessory Maintenance to learn whether construction interfaces might affect water supply. 4. In coordination with the Irrigation Agency, we participate in the Flow Monitoring Implementation Project by installing electronic flow meters with RS-485 transmission interfaces at the Taoyuan Canal intake point. These devices transmit real-time and cumulative water flow data to the Agency's cloud network, enabling real-time monitoring and accurate tracking of water usage. This facilitates precise water allocation by reservoir authorities and helps prevent water resource waste.
Suppliers	1. Suppliers are required to sign a Corporate Social Responsibility Commitment. The Supplier Risk Assessment (SAQ) includes sections on water resource management and TCFD-aligned physical risk identification. A cross-comparison was conducted using IPCC AR5 RCP8.5 scenario maps published by the National Science and Technology Center for Disaster Reduction (NCDR) through its Disaster Risk Adaptation (DR.A) platform. Water resource risks were assessed with 19 significant suppliers to ensure they have robust water management measures and contingency plans in place for water shortages. On-site audits were conducted for high-risk and key suppliers, with corrective guidance provided to address any identified deficiencies. As a result, the Company has determined that physical risks of climate change pose limited impact to Taiwanese suppliers and are unlikely to cause production disruptions. 2. Through meetings with suppliers, the Company shares knowledge, engages in dialogue, and offers guidance on water management and conservation measures. Suppliers are encouraged to implement water conservation initiatives and enhance their water management measures. In October 2025, approximately 40 suppliers participated in such a session, aiming to draw from Nanya Technology's experience and jointly enhance water management practices across the supply chain. 3. Annual targets are set, and together with the ESG team, on-site audits and guidance visits are conducted at suppliers' facilities. In 2025, a total of 19 suppliers underwent on-site audits and guidance visits, with 3 suppliers completing water conservation projects, resulting in an annual water savings of 40 million liters. In 2026, 25 suppliers are expected to receive audits and support, with estimated annual water savings of 100 million liters.
Local Residents	1. Since its establishment, Nanya Technology has collaborated with the local community to form the Environmental Quality Supervision Committee. Every quarter, Nanya Technology commissions a third-party organization to conduct monitoring surveys on the local ecology, hydrology, and air quality around the facilities. The survey results are then reported to the Environmental Quality Supervision Committee. 2. The Company engages with the Environmental Quality Supervision Committee to understand community concerns and incorporates relevant issues into its ISO 14001 management system for regular evaluation. 3. To ensure that effluent water quality falls within normal parameters and to address concerns among residents in the discharge basin, Nanya Technology has implemented a real-time effluent monitoring system that is directly connected to the Environmental Protection Department, enabling joint real-time monitoring to ensure effluent water quality remains normal.
Corporations and the General Public	1. By participating in various community activities, Nanya Technology can share its water management experience, for example, by hosting green factory tours and engaging in knowledge exchange with visiting officials and companies regarding Nanya Technology's water management practices and water-saving achievements. 2. Water and energy conservation experts are assigned with help from the Energy and Water Conservation Service Team within participating companies of the Group and collaborate with specialists from other Group companies to provide on-site guidance and conduct inspections at various facilities, including those of the Company. These efforts span Formosa Plastics Group's facilities in northern, central, and southern Taiwan, with the goal of enhancing water and energy conservation performance across all facilities through expert audits and targeted support. 3. Since 2023, Nanya Technology has also published its Alliance for Water Stewardship Report via its official website (Corporate Sustainability ESG) .

Raw Material Reduction and Reuse

Raw Material Reduction

Nanya Technology regularly reviews the rationality and appropriateness of raw material usage in production, and simplifies manufacturing processes to reduce material consumption. The Company's designated team sets annual raw material reduction targets and regularly reviews overall performance in raw material reduction. In 2025, a total of 32 proposals for raw material usage improvements were completed via the Kaizen Proposal System, including the development of new processes and formulas as well as reducing process duration to reduce consumption. 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 was gradually extended from 1 hour to 24 hours. This effectively improved photoresist utilization efficiency, reducing the consumption of seven types of photoresist by approximately 34 liters per month(~97%), representing the most significant raw material reduction improvement project.

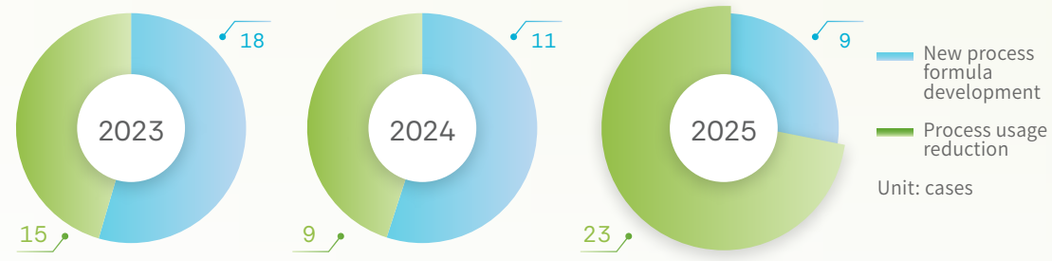
2024 Performance of Raw Material Usage Improvement via Kaizen Proposal System

Category	Number of Proposals	Items Proposed	Benefit (NT$/Year)
Development of new processes and formulas	9	Optimizing process conditions and developing high-productivity processes and formulas reduced the use of photoresists, chemicals, and slurry (9 proposals)	In the current year, raw material consumption decreased by 29.8 metric tons, representing approximately NT$13,781,416 in cost savings.
Reduction of material usage in processes	23	Improving production efficiency and optimizing equipment parameters reduced the use of photoresists, specialty gases, and chemicals (23 proposals)	In the current year, raw material consumption decreased by 355.1 metric tons, representing approximately NT$54,655,649 in cost savings.

Total reduction **10.45**(Metric tons/Year)

- Slurry process condition optimization — Reduction**9.16**(Metric tons/Year)
- Chemicals process condition optimization — Reduction**0.84**(Metric tons/Year)
- Photoresist reduction process condition optimization — Reduction**0.45**(Metric tons/Year)

Performance in Raw Material Consumption



Raw Material Consumption and Output

Input — Nanya Technology Wafer Fab — Output

Raw Materials for Production	Usage	Renewable	Non-Renewable
Raw wafers (kpcs–12 inches)	665	—	V
Process chemicals (metric tons)	58,900	—	V
Process gases (million cubic meters)	7,686	—	V
Electricity (million kWh)	8,01	—	V
Freshwater (ML)	3,955	V	—
Wafer packaging material (metric tons)	68	V	—

Product	Capacity
Raw wafers (kpcs–12 inches)	644
Exhaust gas	**Emissions**
Greenhouse gases (tCO_2e)	423,522
Volatile organic compounds (metric tons)	14.65
Sulfides (metric tons)	2.21
Nitrogen oxides (metric tons)	13.07
Wastewater	**Emissions**
Wastewater volume (ML)	2,864
Waste	**Emissions**
General industrial waste (metric tons)	5,881
Hazardous industrial waste (metric tons)	16,522
Electronic waste (metric tons)	4.4

Each year, Nanya Technology conducts a materiality assessment of environmental impacts in accordance with the ISO 14001 Environmental Management System(current validity period: January 30, 2026 – January 29, 2029). High-risk items are prioritized for management planning. After a comprehensive evaluation, feasible items are selected for implementation that year. To implement source reduction, manufacturing processes are streamlined to minimize raw material usage and reduce waste generation.

Waste Impact Assessment Results

	Upstream	Nanya Technology	Downstream
Sources of Impacts	• Extensive use of small gas cylinders results in more residual gas.	• Raw materials and associated materials contain hazardous substances. • Large volumes of acidic and alkaline chemicals are used. • Extensive use of monitor wafers in production.	• Products require a large amount of packaging materials. • Products contain hazardous substances.
Potential Impacts	• Resource waste: Volume of residual gas. • Increased carbon emissions: More frequent transport increases internal and external carbon emissions.	• Violating international regulations and customer specifications could lead to product returns, contract penalties, as well as potential soil contamination or wastewater pollution due to hazardous material discharged via waste. • Large amounts of waste are generated, with limited disposal locations and capacity, while the waste that undergoes treatment or recycling still requires landfilling.	• Solid waste pollution: Packaging waste such as EPE cushioning material and cardboard boxes may result in solid waste pollution if improperly handled. • Resource waste: Excess packaging waste could result in unnecessary consumption of resources, as some packaging materials are recyclable and reusable. Discarding such materials as waste constitutes resource waste.
Mitigation Measures	• Replacement of small gas cylinders with large cylinders to reduce residual gas and cylinder usage.	• Establishment of a hazardous substance free management system to ensure that wafers, IC assemblies, and DIMM module products comply with international regulations and customer-specific requirements for hazardous substance management. • a. 24 raw material usage improvement proposals were completed via the Kaizen Proposal System. b. In-plant regeneration, such as converting copper sulfate waste liquid into copper foil. c. Outsourced recycling and reuse of waste acid, such as sulfuric and phosphoric acids. d. Monitor wafers recycled and reused 8 to 11 times.	• Promoting the return of packaging materials from customers for reuse by NTC. • Disposal of waste electronic equipment must comply with EU environmental directives such as WEEE, RoHS and EuP.

Recycling and On-Site Resource Recovery

Ratio of Recycled Materials Used as Raw Materials for Production

During the production process, monitor wafers are required to check process conditions. These wafers, after use, are reprocessed and reused. Each monitor wafer can be reused approximately 8 to 11 times, depending on the specific process. This not only reduces the cost of purchasing brand-new monitor wafers but also significantly lowers waste generation.

By raising the yield of reclaimed wafers that were returned to each supplier, the number of reclaimed wafers will increase, thereby raising the proportion of reclaimed wafers used in internal production. The Company also conducts 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 remained stable at 83% from 2023 to 2024. The rate further increased to 84% in 2025 and is expected to reach 84.5% in 2026.

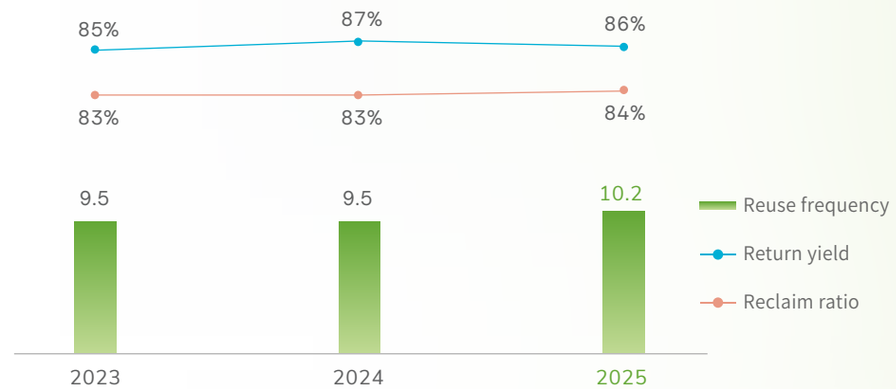
Reuse of Packaging Materials for Product Testing and Shipment

Packaging materials used for shipping products to external testing or packaging facilities—including cartons, shipping boxes, cushioning material, and wafer carriers—are actively recovered and reused internally. Wafer carriers used for raw wafers are also collected and reused for product shipments, achieving a reuse rate close to 100%. These practices minimize packaging usage and reduce waste. This approach reduces the use of approximately 15,000 brand-new 12-inch wafer carriers annually, reducing around 68 metric tons of plastic.

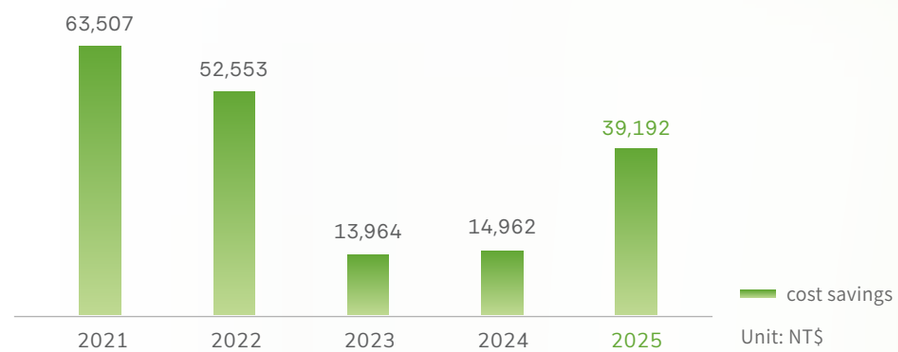
Reduction of Product Packaging Materials

To support recycling and waste reduction efforts, the finished goods warehouse began taking steps to reuse recyclable packaging materials. Reusable packaging materials from returned products are repurposed for storing goods, contract manufacturing operations, or fulfilling product exchanges resulting from customer complaints. This approach helps reduce the frequency of issuing new packaging materials and submitting procurement requests, thereby promoting reuse, reducing packaging material consumption, and lowering associated costs. In 2025, this initiative saved NT$39,192. Although the monetary savings are modest, this initiative makes a meaningful contribution to environmental protection and resource recovery. Specific results are as follows:

Reclaimed Wafer Return Yield And Usage Trend



Cost Savings



5.3 / Environmental Pollution Prevention

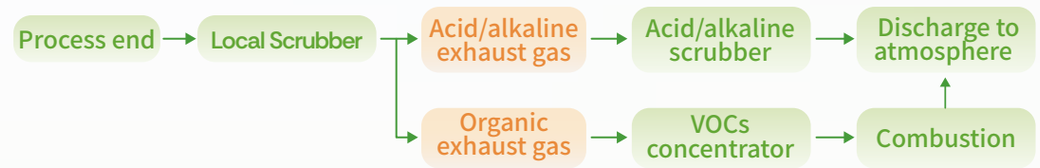
In alignment with our commitment to environmental protection and environmental impact assessments, Nanya Technology regularly monitors key environmental impact factors within our development sites, such as air quality, noise and vibration, surface and underground water quality, traffic flow, as well as the ecosystem for animals and plants. Since 2014, there have been no recorded violations of environmental regulations. Nanya Technology also collaborates with regulatory authorities to confirm that our development sites are not located in environmentally sensitive or areas with designated purposes. Through its environmental, safety, and health policies, the Company is fully committed to waste reduction and resource reuse initiatives to meet legal requirements and fulfill environmental protection commitments. Each year, we evaluate opportunities for waste reduction, as well as the types and quantities of recyclable waste and wastewater. Based on this evaluation, we establish annual goals and incorporate these plans into our annual budget and work schedule.

Air Pollution Control

Since the establishment of its facilities, Nanya Technology has placed great emphasis on pollution prevention. In addition to implementing environmental management programs to effectively reduce raw material consumption and lower the concentration of exhaust emissions, Nanya Technology uses air pollution control equipment that meets regulatory standards. These include local scrubbers, acid/alkaline exhaust gas scrubbers, VOCs zeolite rotor concentrators, and afterburners ("VOCs" refers to volatile organic compounds; local scrubbers are point-source gas treatment devices). Testing has confirmed that pollutant emissions have consistently complied with, or been lower than, the limits set by government environmental regulations. The Company does not emit ozone-depleting substances (ODS). To maintain the optimal performance of treatment equipment, each unit undergoes regular maintenance and inspection. Operators receive thorough training to ensure the systems function properly and that emissions do not pose a threat to the surrounding environment.

The primary air pollutants generated by Nanya Technology include acidic, alkaline, and organic exhaust gases. Since trichloroethylene is not used as a raw material, no hazardous air pollutants (HAPs) are emitted. Based on the characteristics of each exhaust type, appropriate treatment processes and equipment are used. After being generated at the process level, emissions pass through local scrubbers to remove specific substances. Acidic and alkaline gases are routed to respective scrubbing towers before being discharged into the atmosphere. Organic exhaust is adsorbed by a zeolite rotor, concentrated, and then destroyed in afterburners, with combustion efficiency reaching 99%, well above regulatory standards. The overall VOCs (volatile organic compound) reduction rate is maintained at above 90% to meet regulatory requirements. In 2025, the VOCs emission intensity per unit of production capacity was 13.4 g VOCs/kpcs 4Gb eq.

Waste Treatment Flowchart



Emission Trends

	2022	2023	2024	2025
Volume of VOCs generated (metric ton)	17.31	14.24	12.72	14.65
VOCs emissions per unit wafer area (kg/wafer area m^2)	0.29	0.30	0.27	0.31
VOCs emissions per unit of production capacity (g/kpcs)	15.9	14.2	12.9	13.4
VOCs emissions per unit of revenue (g/NT$ million)	304	476	373	220

Trends in Other Air Pollutant Emissions

	2022	2023	2024	2025
NOx (metric ton)	10.50	11.21	12.65	13.07
SOx (metric ton)	1.66	1.66	2.12	2.21

Air Pollution Reduction

To reduce emissions of inorganic acidic gases, Nanya Technology has continued optimizing the operating parameters of its existing air pollution control equipment annually. In 2024, the Company plans to invest NT$55 million in its 3A and 3A-N plants to install additional scrubbers downstream of the current central scrubbers. This two-stage scrubbing process is expected to enhance the removal of inorganic acids from emissions,which was completed in 2025 with a projected reduction efficiency over 80%.

Air Pollutant	Before Improvement	After Improvement
VOCs emissions from 3A Plant P131 duct	8.06 (metric ton)	2.36 (metric ton)

In 2022, Nanya Technology added a dust removal tower to the plant's air pollution control system to reduce particulate matter emissions at the 3A Plant. Using atomized water scrubbing and impact interception, the system reduces particulate emissions. Third-party verification confirmed that reduction efficiency can reach up to 77%. In 2024, we planned further investments of an additional NT$30 million to install a dust removal tower at the 3A-N Plant to reduce particulate matter emissions. Completed in 2025, it is capable of increasing the particulate removal rate by 80% or above.

Air Pollutant	Before Improvement	After Improvement
Total suspended particulates in 3A Plant P106 duct	79 (mg/m^3)	18 (mg/m^3)

To effectively monitor VOCs emissions, Nanya Technology conducts monitoring not only at VOCs emission ducts but also at acidic and alkaline exhaust ducts. This ensures that air pollution control equipment operates at optimal condition.

Water Pollution Control

All wastewater at Nanya Technology is collected and categorized before being discharged to the appropriate treatment facilities. Since its establishment, Nanya Technology has collaborated with the local community to form the Environmental Quality Supervision Committee. Every quarter, we commission a third-party organization to conduct monitoring surveys on the local ecology, hydrology, and air quality around the facilities. The survey results are then reported to the Environmental Quality Supervision Committee. Nanya Technology engages with the Environmental Quality Supervision Committee to understand the concerns of local residents, incorporating those issues into the Company's ISO 14001 management system for regular evaluation. To ensure that effluent water quality falls within normal parameters and to address concerns among residents in the discharge basin, Nanya Technology has implemented a real-time effluent monitoring system that is directly connected to the Environmental Protection Department, enabling joint real-time monitoring to ensure effluent water quality remains normal.

After meeting discharge water quality standards, 100% of the effluent is discharged on land into Dake Creek. The water quality complies with Class D surface water standards, making it suitable for irrigation, secondary industrial use, and environmental conservation. The creek ultimately flows into the Tamsui River before being discharged into the ocean. To prevent serious environmental pollution and ecological impacts resulting from non-conforming effluent quality, we have remained committed to water pollution prevention, and continue to upgrade and invest in wastewater treatment facilities. 28 distinct pipelines are used to segregate and convey the different types of wastewater within the facility, primarily categorized into organic wastewater, general acidic/alkaline wastewater, hydrofluoric wastewater, high-concentration waste liquids, and water that can be directly reclaimed, processed, and reused for secondary uses. Different types of wastewater are treated separately according to their specific characteristics. In addition to meeting regulatory discharge standards, wastewater suitable for reuse is recovered through the reclamation system and reused to reduce the overall discharge volume. In addition, our site was redeveloped on an existing lot within our facility, so no large-scale removal of vegetation surrounding the designated construction area was required. Wastewater is properly treated before being discharged into Dake Creek, and the receiving water body and surrounding habitats are not designated as national or international protected areas. Investigations also found no impact on the habitats of protected species or risk of habitat destruction.

In 2025, total wastewater discharge reached 3,017 million liters. Due to non-conforming handling of the membrane bioreactor (MBR) system during wastewater treatment, the volume of water reclaimed decreased, leading to an increase in wastewater discharge. As a result, total wastewater discharge in 2025 rose by 5.4% compared to 2024, while wastewater discharge per unit of production capacity decreased by 5.3% for the year. Due to the Ministry of Environment's phased tightening of discharge limits for ammonia nitrogen in effluent, the limit was further reduced to 30 mg/L in 2015. In response to these regulatory changes and rising environmental awareness, Nanya Technology implemented multiple improvement measures. Wastewater sources were managed through a diversion strategy, including segregated collection of effluent from equipment using ammonium fluoride to prevent high-concentration ammonia nitrogen from directly entering the wastewater treatment system. The existing final sedimentation tank was converted into an aerobic nitrification tank, and a membrane bioreactor (MBR) system was added as the final treatment unit. These improvements significantly reduced ammonia nitrogen concentrations to well below regulatory limits, lowered effluent turbidity, and improved overall effluent water quality. Since the chemical oxygen demand (COD) of effluent is also a key concern for regulatory authorities, Nanya Technology installed an IPA concentration system in 2018. Previously, equipment discharging low-concentration IPA would send wastewater directly into the treatment system, resulting in excessive COD loads. With the new system in place, low-concentration IPA wastewater is collected and concentrated into high-concentration IPA using a high-temperature negative-pressure process, and then transported off-site by a contractor. This approach reduces COD levels in raw water and effectively enhances control over effluent water quality. In anticipation of increased pollutant loads due to future production expansion—and to further reduce discharge pollutant concentrations—Nanya Technology invested NT$430 million in 2018 to build a new hydrofluoric wastewater COD and total nitrogen treatment system. The system was completed and operational in 2023. It keeps ammonia nitrogen discharge consistently below 10 mg/L and COD below 30 mg/L, significantly reducing environmental impact. After a series of improvements, ammonia nitrogen test results in 2025 ranged from 0.35 mg/L to 12.2 mg/L, with an average of 6.8 mg/L. COD ranged from 31.9 mg/L to 36.1 mg/L, with an average of 34.4 mg/L—all well below regulatory limits.

Sorting and Processing 28 Types of Wastewater

Mixed hydrofluoric acid wastewater (hydrofluoric wastewater treatment)	Photoresist waste liquid (3 types)	Final-stage process rinse water (4 types)
HF waste liquid with F concentration <10% (hydrofluoric wastewater treatment)	HF waste liquid with F concentration ≥10%	Reclaimed rooftop rainwater
General inorganic acid/alkaline waste liquid (acid/alkaline wastewater treatment)	High-concentration phosphoric acid waste liquid	Clean room make-up air scrubbing water
Waste liquid with organic solvent concentration <35% (2 types) (organic wastewater treatment)	High-concentration sulfuric acid waste liquid (2 types)	Air conditioning condensation
Organic cleaning solution (organic wastewater treatment)	SOD waste liquid	
CMP acidic waste liquid (hydrofluoric or organic wastewater treatment)	High-concentration IPA waste liquid	
CMP alkaline waste liquid (hydrofluoric or organic wastewater treatment)	High-concentration IPA waste liquid after concentrating dilute IPA	
Low-copper CMP waste liquid (hydrofluoric or organic wastewater treatment)	Ammonium fluoride waste liquid	
HF waste liquid with F concentration <10% (hydrofluoric wastewater treatment)	Copper waste liquid	

Discharge of qualified effluent → River

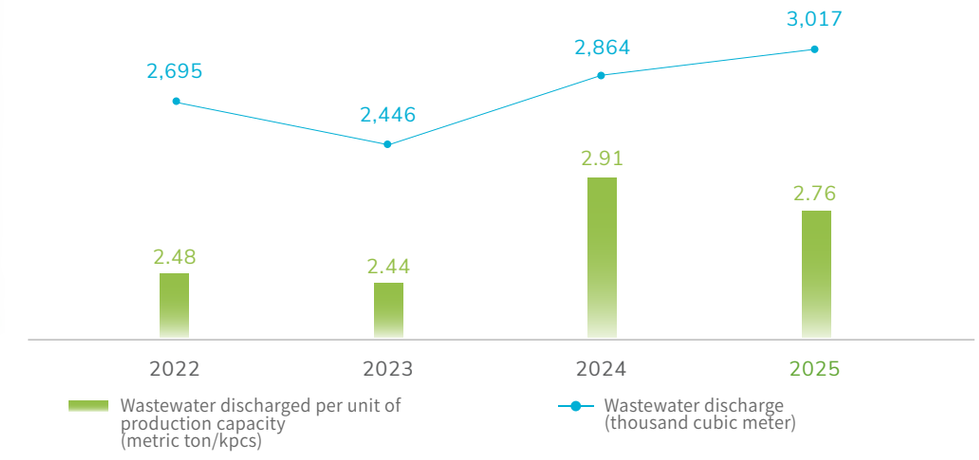
Wastewater treatment Water reclamation and treatment

On-site recycling of copper waste liquid into copper foil Other off-site recycling and reproduction

Water reclamation and treatment

Reuse of reclaimed water and resources

Wastewater Discharge Trend (2022-2025)



Nanya Technology's Wastewater Discharge by Receiving Water Body and Volume

		2022	2023	2024	2025
By discharge destination[Note 1]	Surface water	2,695	2,446	2,864	3,017
	Groundwater, seawater, water from third parties, or water provided to other organizations by third parties[Note 2]	0	0	0	0
Total water discharge	Freshwater (total dissolved solids ≤ 1,000 mg/L)	2,695	2,446	2,864	3,017
	Other water (total dissolved solids >1,000 mg/L)	0	0	0	0
By wastewater treatment level	Untreated	0	0	0	0
	Treated on-site in compliance with Ministry of Environment effluent standards	2,695	2,446	2,864	3,017

2025 Effluent Water Quality Test Results

	Testing item	Unit	Regulatory standard	Testing result			Compliance with standards
				Minimum	Average	Maximum	
FAB 3A	pH	-	6-9	7.5	7.6	7.8	Yes
	Chemical oxygen demand (COD)	mg/L	<100	31.9	34.4	36.1	Yes
	Suspended solids (SS)	mg/L	<30	7.2	10.5	15.7	Yes
	Fluoride ions	mg/L	<15	7.1	9.7	11.1	Yes
	Ammonia nitrogen	mg/L	<30	0.35	6.8	12.2	Yes

Note 1: The final destination of Nanya Technology wastewater discharge is the Dake Creek (surface water), which does not fall in areas under water pressure.
Note 2: Municipal water suppliers and municipal wastewater treatment plants, public and private utility companies, and other organizations involved in the provision, transportation, treatment, disposal, or use of water and wastewater.

Waste Management

Waste Generation Profile

In 2025, Nanya Technology generated a total of 25,652 metric tons of waste, of which 24,931 metric tons (97.2%) were recycled and reused through external service providers, with no in-house recycling. The total amount of waste directly disposed of was 6,097 metric tons, including 5,376 metric tons (20.96%) reused after treatment, 709 metric tons (2.76%) incinerated, 8 metric tons (0.03%) either solidified and landfilled or directly landfilled, and 4metric tons (0.02%) treated through other methods such as physical recycling or refining for reuse.

In 2025, Nanya Technology's waste generated per unit wafer production capacity was 23.44 kg/kpcs 4Gb eq, an increase of 1.47% compared to 2024. The volume of general waste outsourced for treatment was 7,580 metric tons, with a unit wafer production capacity of 6.93 kg/kpcs 4Gb eq, an increase of 12.44% compared to 2024. The increase was attributable to higher organic sludge generation in 2025. The volume of hazardous waste outsourced for treatment was 18,072 metric tons, with a unit wafer production capacity of 16.51 kg/kpcs 4Gb eq, an increase of 2.52% from 2024. The Company's primary hazardous industrial waste consists of acidic waste liquids, including sulfuric acid, hydrofluoric acid, and phosphoric acid. These waste acids are processed by third-party vendors and recycled into other industrial raw materials. For example, sulfuric acid is regenerated into industrial-grade sulfuric acid, while hydrofluoric acid is refined into industrial-grade sodium fluorosilicate. In 2025, 13,850 metric tons of waste sulfuric acid, 1,383 metric tons of hydrofluoric acid, and 521 metric tons of phosphoric acid were recovered and reused, achieving a 100% recycling rate for acidic waste liquids. The Company will continue to reduce waste, increase recycling volumes, and promote circular use to achieve effective reuse of waste as part of its sustainability targets.

General and hazardous industrial waste at Nanya Technology is managed in a centralized manner by the respective departments responsible for their generation. Activities include storage, removal, inspection, and reduction initiatives. Annual training is provided to relevant personnel to ensure familiarity with regulations and compliance. In 2025, a total of 12 employees were trained as seed instructors. In addition, the Company conducts irregular audits of waste contractors to ensure that removal and treatment practices comply with regulations. Annual reviews and execution of waste or source reduction projects are conducted to verify legality and ensure that all waste is properly handled or reused to prevent further environmental impact. In 2025, a total of 5 proposals for raw material usage improvements were completed via the Kaizen Proposal System, including measures to reduce process time, extend usage cycles, and reduce material consumption during processes. From 2014 to 2025, Nanya Technology did not engage in any transboundary movement of hazardous waste. All hazardous industrial waste was handled by qualified domestic contractors, with a total of 42 certified waste treatment vendors engaged in 2025.

All waste generated by Nanya Technology is 100% outsourced for processing, and is reprocessed by contractors into industrial-grade raw materials, construction materials, or other raw materials. This also includes resource recovery through incineration as fuel. In 2025, the overall waste recovery rate reached 97.2%, with a 99.9% recovery rate for hazardous waste.

Nanya Technology's Off-Site Resource Recovery List

Low-concentration isopropanol waste liquid	collected and then concentrated into high-concentration isopropanol wastewater via a concentration system, and finally recovered by vendors for reuse in the production of industrial-grade isopropanol.
Waste photoresist solution	recovered and recycled by vendors to produce industrial-grade PGMEA (propylene glycol monomethyl ether acetate) and EBR (edge bead remover).
Waste sulfuric acid	Recovered and recycled by external vendors to produce industrial-grade sulfuric acid.
Waste phosphoric acid	Recovered and recycled by external vendors to produce industrial-grade phosphoric acid.
Copper-containing waste liquid	Processed in-house via electrolysis equipment to produce copper foil, which is then collected and recycled by external vendors for the manufacture of copper wire and other finished products.
Organic wastewater	Collected and treated through a biological treatment system to produce organic sludge, which is then recovered by external vendors and thermally treated for use as a raw material in ready-mix concrete and other construction materials.
Inorganic sludge	Hydrofluoric acid wastewater is treated through a chemical treatment system to generate calcium fluoride, which is then recovered by external vendors for use as an industrial flux material, artificial fluorite, or raw material for cement production.
Clean water sludge	Inorganic river sand sludge generated from raw water filtration is sent to brick manufacturers, where it is mixed and fired into red bricks for use as building materials.
Waste SOD	Collected and then processed by recovery vendors into finished products such as banana oil.

Summary of Outsourced Waste Recycling and Reuse

Category/Year	2022	2023	2024	2025
Total amount of waste processed (metric tons)	23,981	22,403	22,732	25,652
Amount of waste recovered (metric tons)	22,089	22,123	22,419	24,931
Waste resource recovery (%)	92.1	98.8	98.6	97.2
Amount of general waste processed (metric tons)	6,383	5,881	6,060	7,580
Amount of general waste recovered (metric tons)	4,951	5,626	5,775	6,882
General waste resource recovery (%)	77.5	95.7	95.3	90.8
Amount of hazardous waste processed (metric tons)	17,598	16,522	16,671	18,072
Amount of hazardous waste recovered (metric tons)	17,137	16,497	16,644	18,049
Hazardous waste resource recovery (%)	97.4	99.8	99.8	99.9

Nanya Technology Corporation's Waste Generation Overview in 2025

Unit: Metric tons

Hazardous Waste	Amount Generated	Recycled and Reused	Disposed Directly
Waste acid solution	15,754	14,955	800
Waste solvent	2,294	210	2,085
Containers	11	0	11
Electronic waste	4	0	4
Others	8	0	8
Subtotal	18,072	15,165	2,908

General Waste	Amount Generated	Recycled and Reused	Disposed Directly
Sludge	6,972	4,304	2,668
Packaging materials	105	3	101
Employee domestic waste	217	0	217
Mixed metal scrap	14	1	13
Mixed waste plastic	183	0	183
Others	90	83	7
Subtotal	7,580	4,391	3,189

Total amount of waste

Amount Generated		Recycled and Reused		Disposed Directly
25,652	=	19,555	+	6,097

Note : Slight discrepancies between total output and the sum of individual items are due to rounding.

Corporation's Waste Recycling and Reuse Overview in 2025

Unit: Metric tons

Hazardous Waste	On-Site	Off-Site	Total Amount
Reused for original purpose	0	14,955	14,955
Recycled and reused	0	0	0
Other ways of recycling	0	210	210
Subtotal	0	15,165	15,165

General Waste	On-Site	Off-Site	Total Amount
Reused for original purpose	0	3	3
Recycled and reused	0	4,318	4.318
Other ways of recycling	0	69	69
Subtotal	0	4,391	4,391

Total amount of recycled and reused

On-Site		Off-Site		Total Amount
0	+	19,555	=	19,555

Corporation's Waste Treatment Overview in 2025

Unit: Metric tons

Hazardous Waste	On-Site	Off-Site	Total Amount
Incinerated and used as energy	0	2,885	2,885
Incinerated without heat recovery	0	11	11
Solidification and landfill	0	8	8
Other disposal operations[Note 1]	0	4	4
Subtotal	0	2,908	2,908

General Waste	On-Site	Off-Site	Total Amount
Incinerated and used as energy	0	2,491	2,491
Incinerated without heat recovery	0	698	698
Solidification and landfill	0	0	0
Other disposal operations[Note 3]	0	0	0
Subtotal	0	3,189	3,189

Total amount of waste treatment

On-Site		Off-Site		Total Amount
0	+	6,097	=	6,097

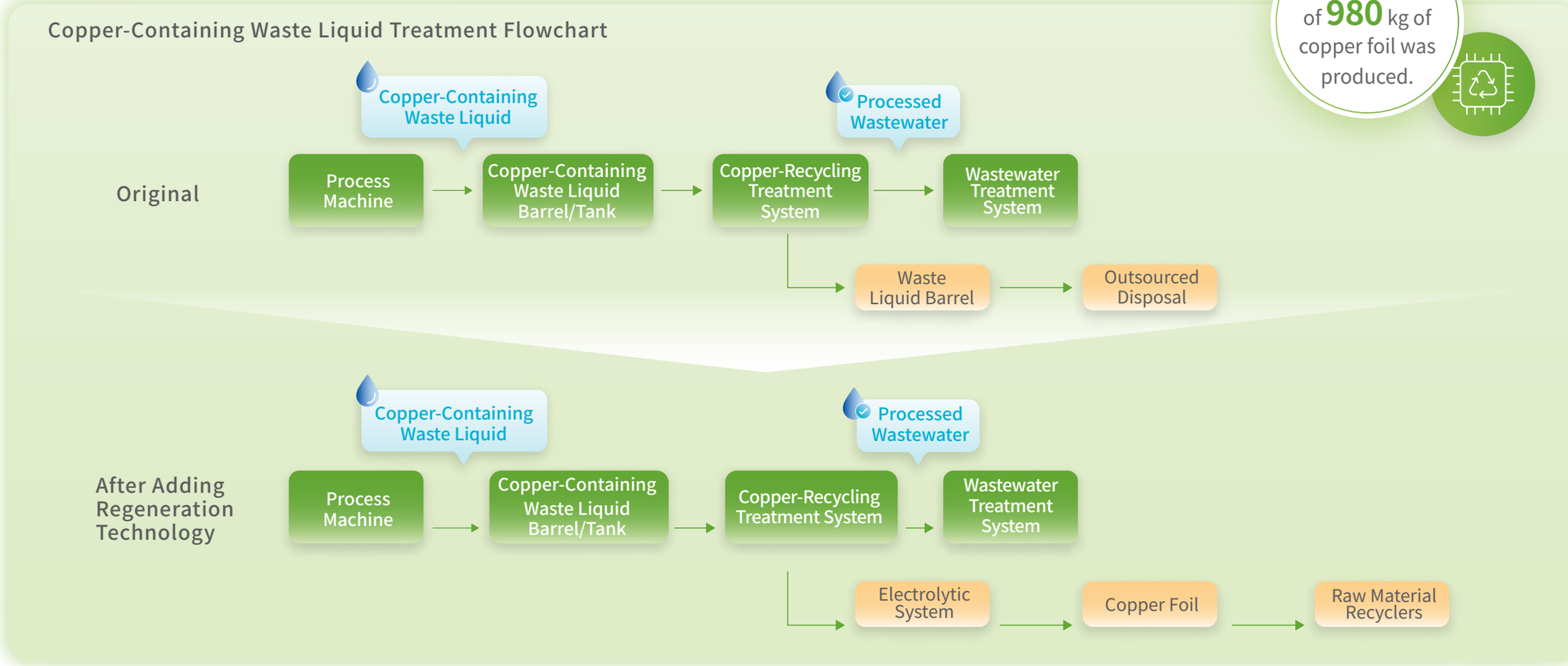
Note 1: Other disposal operations for hazardous waste involve physical treatment followed by recovery and reuse.
Note 2: Slight discrepancies between total output and the sum of individual items are due to rounding.
Note 3: Other disposal operations for general waste refer to physical treatment (e.g., re-crushing and sorting), etc.

Waste Reduction Recycle Technology and Copper Waste Liquid Electrolytic Regeneration System

Nanya Technology's R&D team invested NT$8.29 million to establish an electrolytic regeneration system for copper waste solution. The system uses resin adsorption followed by regeneration to produce high-concentration copper sulfate solution, which is then electrolyzed to recover copper foil. In addition to eliminating the need for external disposal of copper-containing waste liquid, the recovered copper foil can be further processed into industrial-grade raw materials for reuse, achieving resource circulation. In 2025, a total of 980 kg of copper foil was produced.

In 2025, a total of **980** kg of copper foil was produced.

Copper-Containing Waste Liquid Treatment Flowchart



Environmental Costs and Benefits

Nanya Technology introduced the environmental accounting system in 2008, followed by an environmental benefit accounting system in 2009, which was fully implemented in 2010. By adopting the environmental accounting system, the Company can monitor environmental expenditures, evaluate their effectiveness, and provide specific and correct disclosures on its environmental efforts to stakeholders. Environmental accounting, based on regulations set by the Ministry of Environment, categorizes and calculates environmental expenditures for internal management and helps external stakeholders understand the Company's efforts in environmental initiatives. According to aggregated statistics, the Company invested NT$153,959 thousand in environmental capital expenditure and spent approximately NT$1,238,804 thousand in environmental expenditure, totaling NT$1,392,763 thousand in 2025. With a total revenue of NT$66.586 billion in 2025, environmental expenditures accounted for 2.09%.

Environmental Accounting Expenditures

Unit:NT$ thousands

Year	2022	2023	2024	2025
Environmental Capital Expenditure	498,249	124,328	247,399	153,959
Environmental Expenditure	722,904	741,346	900,544	1,238,804
Total	1,221,153	865,674	1,147,943	1,392,763
Environmental expenditure/ percentage of revenue (%)	2.14	2.90	3.36	2.09

Environmental Accounting Expenditures in 2025 (NT$ thousands)

Unit:NT$ thousands

Cost Categories	Description	Environmental Expenditure	Environmental Capital Expenditure
Corporate operational costs	• Pollution prevention costs: Cost of control measures for air pollution, water pollution, and other types of pollution.	588,881	153,959
	• Global environmental protection expenses: (1) Expenses related to climate change prevention (2) Other expenditures associated with global environmental protection.	459,667	0
	• Resource and energy conservation and recycling costs: (1) Improving resource utilization efficiency (2) Costs for waste reduction, recycling, and reprocessing (3) Energy-saving expenses	170,566	0
Upstream and downstream costs associated with suppliers and customers	(1) Green procurement (2) Expenses incurred from providing environmentally friendly products	48	0
Management activity costs	(1) Cost of environmental education and training for employees (2) Expenses incurred for obtaining external certifications (3) Expenses incurred for measuring environmental impacts (4) Others	19,219	0
R&D costs	Expenses incurred for product research and development for the sake of environmental protection	0	0
Social activity costs	Expenses for environmental improvements such as nature conservation, afforestation, and beautification	319	0
Environmental taxes and regulatory fees	(1) Expenses from air pollution (2) Audit fees and certification fees for pollution control	104	0
Total		1,238,804	153,959
Total		1,392,763	

ISO 14001 Management Program Results over the Past Four Years(NT$ thousands)

Unit:NT$ thousands

	2022	2023	2024	2025
Energy (electricity) conservation programs	11,680	16,278	22,052	23,475
Waste reduction programs	0	0	0	0
Programs to reduce raw material usage in processes	8,233	4,145	3,795	639
Tangible benefits from recycling and reusing industrial waste	13,195	13014	24,948	14,060
Electricity savings from low-power use and process improvements	1,081,896	1,568,178	2,468,680	6,024,250
Total benefit	**1,117,026**	**1,601,615**	**2,519,475**	**6,062,424**
Violations of environmental regulations	0	0	0	0
Fines for violations of environmental regulations	0	0	0	0
Unpaid fines for violations of environmental regulations	0	0	0	0

Internal Management System's Audit Records over the Past Four Years

	2022	2023	2024	2025
ISO 14001 Deficiency Type	Number of Deficiencies 9 / Resolution Rate 100%	Number of Deficiencies 7 / Resolution Rate 100%	Number of Deficiencies 7 / Resolution Rate 100%	Number of Deficiencies 2 / Resolution Rate 100%
	A total of 9 issues, which included outdated labeling at waste storage sites, incorrect entries in environmental aspect review records, and incomplete or outdated significance evaluations. All issues were resolved.	A total of 7 issues, which included incorrect entries in comprehensive assessment forms on the operational aspect, incomplete or outdated significance evaluations, and deficiencies in the management of temporary waste storage sites. All issues were resolved.	A total of 7 issues, which included outdated labeling at waste storage sites, incorrect entries in environmental aspect review records, and incomplete or outdated significance evaluations. All issues were resolved.	A total of 2 issues, which included incorrect entries in comprehensive assessment forms on the operational aspect, incomplete or outdated significance evaluations, and deficiencies in the management of temporary waste storage sites. All issues were resolved.
ISO 45001 Deficiency Type	Number of Deficiencies 29 / Resolution Rate 100%	Number of Deficiencies 26 / Resolution Rate 100%	Number of Deficiencies 11 / Resolution Rate 100%	Number of Deficiencies 11 / Resolution Rate 100%
	A total of 29 issues, which included incomplete hazard identification forms, insufficient training, outdated documents, inadequate risk control measures, deficiencies during drills not incorporated for procedure revisions, and insufficient follow-up on non-conforming events. All issues were resolved.	A total of 26 issues, which included incomplete hazard identification forms, insufficient training, outdated documents, inadequate risk control measures, deficiencies during drills not incorporated for procedure revisions, and insufficient follow-up on non-conforming events. All issues were resolved.	A total of 11 issues, which included incomplete hazard identification forms, insufficient training, outdated documents, inadequate risk control measures, deficiencies during drills not incorporated for procedure revisions, and insufficient follow-up on non-conforming events. All issues were resolved.	A total of 11 issues, which included incomplete hazard identification forms, insufficient training, outdated documents, inadequate risk control measures, deficiencies during drills not incorporated for procedure revisions, and insufficient follow-up on non-conforming events. All issues were resolved.

6 Responsible Procurement

A Promoter of Shared Values

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Suppliers have always been Nanya Technology's most crucial partners in our operations. We aim to strengthen our collaboration to create greater value and share the benefits of our partnership, as we work hand-in-hand toward a more sustainable future.

NT$125.78 million

From 2019 to 2025, the refund for blue-collar migrant workers regarding items such as brokerage fees, transportation fees, service fees, medical examination fees, and document fees totaled NT$125.78 million, benefiting 4,903 individuals.

211 companies

A total of 211 smelter suppliers associated with 3TG+C metals (gold, tantalum, tin, tungsten, cobalt) and mica were tracked. All 211 suppliers reported they were recognized by the Responsible Minerals Initiative (RMI), achieving a compliance rate of 100%.

39 companies

A total of 39 smelter suppliers associated with metals subject to international import/export strategy, including copper and nickel, were tracked. All 39 suppliers reported they were recognized by the Responsible Minerals Initiative (RMI), achieving a compliance r ate of 100%.

Strategy and Performance of Material Topics

Exceeded goals | Achieved | Not achie ved

Material Topics and Strategy	2025 Goals	2025 Performance	2026 Goals
Sustainable Supply Chain Management • Conflict-free Metals and Responsible Minerals Sourcing Management: Nanya Technology ensures that all products are free from conflict minerals. • Supply Chain Risk Management: Suppliers undergo regular evaluations covering quality, delivery, service, cost, technology, and sustainable management.	100% adoption in conflict-free metals and responsibly sourced minerals	100%	Adoption in conflict-free metals and responsibly sourced minerals: 100%
	100% completion rate of the self-evaluation questionnaire by significant suppliers	100%	Completion rate of the self-evaluation questionnaire by significant suppliers: 100%
	100% improvement rate in the audit findings of high-risk sustainable suppliers	100%	Improvement rate in the audit findings of high-risk sustainable suppliers:100%
	100% signing rate for the Supplier Code of Conduct	100%	100% signing rate for the Supplier Code of Conduct
	100% completion rate of audits and guidance for significant suppliers	100%	100% completion rate of audits and guidance for significant suppliers
	At least 2 cases of supplier sustainability counseling	2	At least 2 cases of supplier sustainability counseling

6.1 / Supply Chain Overview

Nanya Technology Industry Chain

The IC industry, including DRAM, can be divided into upstream, midstream, and downstream segments. This industry chain encompasses IC circuit design, mask making/wafer materials, IC manufacturing, and IC assemblies and testing, among other specialized units. Nanya Technology focuses on the research, design, manufacturing, and sales of ICs, positioning itself in the upstream (IC design) and midstream (IC manufacturing) of the industry supply chain.

During the upstream product design and test verification phase, Nanya Technology's headquarters strives to fulfill the technical demands of customers across regions like Taiwan, China, Southeast Asia, Europe, the United States, Japan, and Korea, so as to enhance customer service efficiency and foster closer customer relationships. The headquarters also engages in occasional technical exchanges based on customer customer requirements, and provides technical support and assistance to resolve design and testing challenges.

In the midstream production and sales phase, Nanya Technology communicates regularly with customers. Weekly forecasts of future customer demands are relayed to the headquarters, which then converts these global demand estimates into a production plan. This plan is adjusted every week to meet customer requirements and maximize benefits. Meanwhile, Nanya Technology collaborates with downstream companies to build a comprehensive industry chain.

Nanya Technology Industry Chain

Supply Chain Model

Based on the manufacturing process, Nanya Technology's *suppliers* are categorized into two types: suppliers and contractors. Suppliers are further divided into two categories based on the products procured: *production materials* and *non-production materials*. Among them, production materials suppliers are our primary suppliers, including suppliers of raw material and suppliers of professional spare parts (providing spare parts for clean room production equipment and related packaging materials).

To effectively manage suppliers and allocate relevant resources, Nanya Technology considers factors such as geopolitical risks and local regulations, raw material properties and components, environmental safety and health, labor ethics and human rights management, business ethics, and business continuity and management systems. These risk factors are categorized into four types: *supplier location, supplier product category, supplier operations,* and *sustainable governance*. Significant suppliers are identified according to the assessment results for these risk factors, including Tier 1 raw materials and professional spare parts suppliers, non-Tier 1 raw material suppliers, and high-risk suppliers.

Factors considered include:

Supplier Location
Geopolitical risks and local regulations

Supplier Product Category
Risks of raw material properties and components

Supplier Operations
Industry business continuity and establishing management systems

Sustainable Governance
Environmental management, labor rights and business ethics

Supplier Geographical Distribution (Raw Materials and Professional Spare Parts Suppliers)

Year	2022	2023	2024	2025
Asia	273	270	292	283
Americas	96	81	103	81
Europe	28	27	34	25
Oceania	18	13	12	11
Total	415	391	441	400

*Supplier geographical distribution is based on the actual shipping locations. Therefore, calculation is based on the number of facilities per location.

Supplier Categories

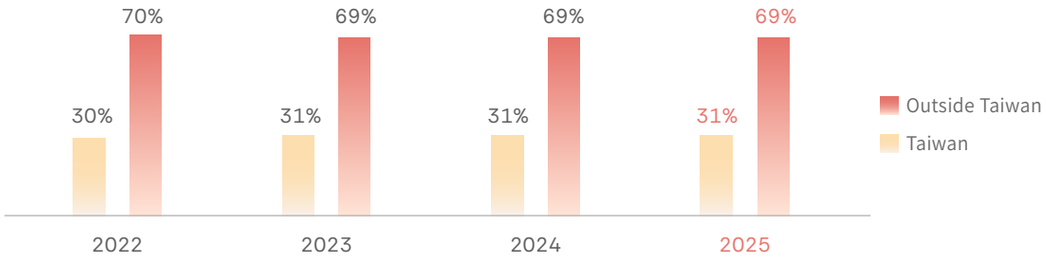
Year		2022	2023	2024	2025
Raw Materials	Number of Tier 1 suppliers	80	79	85	80
	Number of Tier 1 significant suppliers	80	79	85	80
	Percentage of Tier 1 significant suppliers (%)	100%	100%	100%	100%
	Percentage of procurement amount from Tier 1 significant suppliers (%)	100%	100%	100%	100%
Professional Spare Parts	Number of Tier 1 suppliers	202	194	210	205
	Number of Tier 1 significant suppliers	12	10	11	11
	Percentage of Tier 1 significant suppliers (%)	6%	5%	5.2%	5.4%
	Percentage of procurement amount from Tier 1 significant suppliers (%)	4%	6%	14.6%	4.1%
Number of Tier 1 suppliers		282	273	295	285
Number of Tier 1 significant suppliers		92	89	96	91
Total percentage of procurement amount from Tier 1 significant suppliers (%)		71	77	76.1%	71%
* Number of non-Tier 1 significant suppliers		80	79	75	70

*Non-Tier 1 suppliers are Tier 1 raw materials suppliers

Local Procurement

To improve service efficiency, shorten delivery times, and reduce environmental impact, Nanya Technology prioritizes local procurement. We have steadily increased this proportion over the past four years. However, as most semiconductor equipment and technologies are manufactured abroad or through international collaborations, the majority of raw materials for the semiconductor industry are currently still produced overseas. As a result, our foreign procurement expenditures exceed domestic procurement. Nanya Technology will continue to collaborate with local suppliers to increase procurement within Taiwan, thereby boosting employment opportunities and driving economic development. We work hand-in-hand with suppliers to create even greater value.

2022–2025 Local Raw Materials Procurement



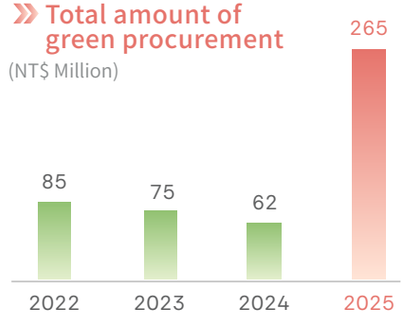
Note: Local procurement means procurement in Taiwan

Green Procurement

In response to global environmental protection campaigns, we continue to procure energy-saving, low-pollution, renewable, recyclable, and green construction materials, along with other eco-friendly products and equipment. We hope this initiative will encourage an overall transformation throughout our supply chain, thereby increasing the effectiveness of our green procurement. In 2025, our total green procurement amounted to NT$265,581,910, which is NT$203,990,070 higher than in 2024. This increase is primarily attributed to improvements in organic wastewater treatment efficiency. Nanya Technology will continue to explore opportunities to replace procurement items with green products.

Total amount of green procurement

(NT$ Million)



6.2 / Sustainable Supply Chain Management

Nanya Technology deeply believes that the sustainable growth of our supply chain is essential to the sustainable development of our business. Therefore, we invest resources in managing and collaborating with our suppliers, hoping to drive sustainable growth throughout our supply chain and embody the value of shared success.

Sustainable Supply Chain Management Strategies

Nanya Technology's Sustainable Supplier Development Strategies

Sustainable Supplier Risk Control

We conduct risk evaluation through supplier self-evaluation questionnaires, and enhance supplier risk management through audits and tracking improvements.

Supplier Collaboration and Exchange

Based on partnership and mutual assistance, we regularly organize supplier seminars and assessments to guide suppliers in improving their social, economic, and environmental performance. Our aim is to promote sustainable development among all our suppliers.

Enhancing Supplier Sustainability Capabilities

While pursuing economic benefits, we also pay attention to environmental and social sustainability issues, and we continue to work with suppliers to advance sustainability projects.

Responsible Mineral Sourcing

We are committed to managing conflict-free minerals and implementing a responsible mineral sourcing strategy to meet current and future market expectations as well as legal and regulatory requirements

Nanya Technology Sustainable Suppliers Management Strategies

Nanya Technology's screening criteria for direct production material suppliers mandate not only ISO 9001 and ISO 14001 third-party verification but also rigorous internal evaluations. Utilizing an electronic supplier evaluation management system, we assess suppliers across six key aspects: quality, delivery, service, cost, technology, and sustainability. When we onboard new suppliers, ESG considerations must also be incorporated into the evaluation process. Suppliers are required to comply with the Nanya Technology Code of Conduct, commit to ethical management and the protection of human and labor rights, and pass sustainability assessments.

Among the evaluation criteria, the sustainability management indicator (sustainability) accounts for 19% of the total score to ensure suppliers meet the Company's sustainable supplier management requirements. Once suppliers are approved, Nanya Technology further verifies the implementation status of sustainable supplier management through document reviews and on-site audits.

Six Strategies for Supplier Management Note 1

Quality
- Stable Yields
- Reduce Variations

Delivery
- On-Time Delivery
- Multiple Redundancies

Service
- Agile Adaptation
- Proactive Care

Cost
- Waste Reduction
- Increasing Benefits

Technology
- Front-end Development
- Risk Anticipation

Sustainability Note2
- Green Environment
- Social Responsibility

Note 1: The top 5 strategies for supplier management are quality, delivery, service, technology, and sustainability.
Note 2: Sustainability
- Green environment evaluation criteria include ISO 14001 certification, ISO 45001 certification, energy and resource conservation, greenhouse gas reduction, and waste recycling rates
- Social responsibility evaluation criteria include commitments to complying with local labor laws

Supplier Chain Management Group

Nanya Technology annually reports the progress and effectiveness of our sustainability initiatives to the Sustainable Development Committee. The committee then further reports these findings to the Board of Directors.

Advancing sustainable supply chain management is one of Nanya Technology's key sustainability initiatives. Hence, Nanya Technology established the Sustainable Development Committee under the Board of Directors, which is composed of the Chairman, four Independent Directors, and two Executive Directors. This committee then oversees the Sustainable Development Steering Center and the Sustainable Management Division, which are in charge of executing our initiatives.

The Supplier Chain Management Group reports its sustainable supply chain initiatives and progress to the Sustainable Development Steering Center. The Chief Sustainability Officer reports the results to the Sustainable Development Committee twice a year.

The Sustainable Development Committee then presents these findings to the Board of Directors. Finally, the Board of Directors makes decisions on areas requiring optimization or improvement, ensuring that the goals of these initiatives align with the company's sustainability vision and policy.

Internal Training

To foster awareness regarding sustainable supply chains among our procurement staff, we conduct annual training on "Sustainable Supply Chain Management Processes." These courses cover topics such as supplier sustainability risk assessment standards and procedures and green procurement, enabling our procurement staff to integrate sustainability concepts into their daily operations. To ensure that all internal employees align with the company's sustainable supply chain management initiatives in their daily work and decision-making, we offered seven sustainability courses in 2025, with 25,362 participants, totaling 11,809 hours of training.

Governance Aspect

- Information Security Guidelines
- Promoting Guidelines on Insider Trading and Internal Material Information Handling
- Anti-Corruption Basics
- Introduction to Risk Management
- Responsible Minerals Sourcing Management

Environmental Aspect

Green Product Training

Social Aspect

Labor and Ethics Regulations Awareness

7 sustainability courses in 2025

25,362 participations

Totaling 11,809 hours of training

In addition, under the Sustainable Supply Chain Project for the promotion of low-carbon transformation through carbon footprint inventory, and carbon reduction initiatives, Nanya Technology collaborated with the Industrial Technology Research Institute (ITRI) and National Taiwan University of Science and Technology (NTUST) to conduct the second (6 hours, 38 participants) and third (6 hours, 36 participants) session of carbon management framework development and training on October 30, 2024 and June 6, 2025, respectively. Course content included trends in international carbon management measures and controls, carbon fees and carbon credits, as well as sharing experiences on practices related to guidance and verification of product carbon footprints. These courses helped participating enterprises gain a deeper understanding of the overall framework and implementation methods for internal carbon pricing. Training participants included personnel from Nanya Technology and supply chain partners participating in the project, with a total of 74 participants. The training enabled relevant personnel to become familiar with carbon inventory and implementation procedures and to integrate such practices into daily operations to facilitate project advancement. Total training time for each participant was 6 hours.

Supplier Training

To enhance suppliers' awareness of Nanya Technology's Sustainable Supply Chain Management Process and sustainability vision, we organized the 2025 Nanya Technology Sustainable Supply Chain Training and Sharing Seminar on October 17, 2025. Participants primarily included raw material suppliers with manufacturing facilities in Taiwan and suppliers who are our sustainability projects partners. A total of 45 suppliers and 61 participants attended the event. In addition, relevant Nanya Technology personnel involved in procurement operations and sustainability operations also participated in the training. The seminar 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. We hope to work with suppliers to create sustainable value and build a sustainable environment.

Sustainable Supply Chain Management Process

Nanya Technology has established a comprehensive supply chain management procedure. We ensure our suppliers meet our standards and requirements through a cycle involving five key processes: sustainability regulation, active risk assessment, sustainability risk assessment questionnaire, sustainability audit/improvement guidance, and supplier capacity building. Through risk assessment and audits, we monitor the risk level of our supply chain and guide suppliers to improve and build capacity, gradually strengthening the sustainability performance of the supply chain.

Sustainability Regulation

- Suppliers need to adhere and sign the Nanya Technology Supplier Code of Conduct
- 100% signing rate of the Responsible Mining Policy and Conflict-Free Metals Declaration by suppliers of 3TG + cobalt-related materials

Active Risk Assessment

- We proactively investigate suppliers' locations, procurement amount, product categories, and ESG compliance status to conduct initial risk assessment. This allows us to actively identify and mitigate supply chain risks

Sustainability Risk Assessment Questionnaire

- Nanya Technology conducts the Supplier Sustainability Self-Assessment Questionnaire to ensure the effective implementation of supplier sustainability practices. After reviewing the risks exposed through the self-assessment, our procurement and sustainability teams will further identify suppliers with higher ESG risks and conduct relevant procurement audits and guidance measures.

Sustainability Audit/Guidance and Improvement

- Desk Audits: Collecting self-assessment questionnaires and relevant evidence to conduct desk audit on risks
- On-site Audits: Conducting on-site audits on high-risk suppliers to confirm risk status
- Improvement Guidance: Guiding suppliers by providing improvement directions and procedures for non-compliance items

Capacity Building

- Reward: In addition to awards, excellent suppliers are considered favorably in future selection processes, increasing their opportunities for partnerships
- Elimination: If a supplier fails to improve in two years, we will gradually eliminate them from our supplier pool through reduced orders, order reassignment, or cessation of cooperation
- Capacity Building: Collaborating with suppliers to promote ESG-related projects

Sustainability Regulation

To ensure suppliers understand and gradually implement corporate sustainability, Nanya Technology has established a Supplier Code of Conduct and provides training to suppliers, requiring their signatures annually. In 2025, a total of 355 suppliers (including Tier 1 and non-Tier 1 significant suppliers) completed the signing process, resulting in a 100% signing rate and 100% coverage rate. Meanwhile, we also required all 3TG and cobalt-related suppliers involved in responsible mineral sourcing management to sign our Responsible Mining Policy and Conflict-Free Metals Declaration, and achieved a 100% signing rate.

Supplier Code of Conduct

355 suppliers	100% signing rate	100% coverage rate

Scope of Supplier Code of Conduct

Labor
- Freedom of occupation
- Young labor
- Work time
- Wage and benefits
- Humane treatment
- Anti-Discrimination/ Anti-Harassment
- Freedom of association

Health and safety
- Occupational safety
- Emergency response
- Work injuries and occupational diseases
- Industrial hygiene
- Physical labor work
- Machine maintenance
- Public health and accommodation
- Health and safety information

Environment
- Environmental permits and reports
- Pollution prevention and resource conservation
- Hazardous substances
- Solid waste
- Exhaust gas emission
- Substance control
- Water resource management
- Greenhouse gas and energy consumption

Ethics regulation
- Ethical management
- No illicit gains
- Anti-corruption
- Information disclosure
- Intellectual property
- Fair trade, advertisement, and competition
- Identity protection and anti-retaliation
- Responsibly sourced minerals
- Privacy
- Prevention of conflicts of interest
- Compliance with confidentiality obligations and information security

Management system
- Corporate commitment
- Management responsibilities and duties
- Legal and customer requirements
- Risk assessment and risk management
- Improvement Goals
- Training
- Communication
- Employee feedback, participation, and grievance
- Audit and evaluation
- Corrective measures
- Documentation and records
- Supplier responsibility

Commitment to protecting ecological resources
- Biodiversity
- Zero deforestation
- Land conservation

Risk Assessment

01 / Active Risk Assessment

Nanya Technology examines and investigates the fundamental conditions of all suppliers, including potential impacts across environmental, social, and governance aspects, partnership closeness, geographical location, industry sector, and product features. We aim to identify and manage suppliers with potential risks, thereby actively controlling and mitigating overall supply chain risks.

Environment	Failed to identify environmental protection regulations and managing hazardous substance
Society	Failed to identify safety and health regulations and assess child labor-related risks
Governance	Failed to identify corruption and material shortage-related risks
Partnership Closeness	Based on procurement amount, we assess different supplier categories (such as raw materials, facilities management, and subcontractors) and the supply capacity of key raw materials (e.g., whether production capacity or human resources are sufficient
Region/ Country	We examine and investigate supplier locations to assess whether they are affected by conflict minerals, situated in high-risk or natural disaster-prone areas, or face human rights risk issues
Industry Sector	For suppliers of different industries, we identify industry-specific risks based on their relevant risks of concerns (e.g., supply chain disruption risks for raw material suppliers, and hazardous substance management and human rights risks (such as child labor and migrant workers) for contractors)
Product Features	Based on material properties, we screen key materials that contain heavy metals and hazardous substances

02 / Sustainability Risk Assessment Questionnaire

To ensure the effective implementation of supplier sustainability practices, we distribute the Sustainability Risk Assessment Questionnaire to both Tier 1 suppliers and non-Tier 1 significant suppliers. We require suppliers to conduct self-assessments and provide supporting evidence, such as management system certifications. The results of these self-assessments serve as the basis for our sustainability risk management. The questionnaire considers potential impacts across the governance, social, and environmental aspects. For the governance aspect, we consider factors such as anti-corruption, ethical and legal misconduct, and disciplinary measures. For the social aspect, we consider potential risks regarding labor practices, human rights standards, business ethics, and health and safety. For the environmental aspect, we consider environmental management, greenhouse gas emissions, and other potential impacts.

We completed sustainability risk assessments for all 355 Tier 1 suppliers (including Tier 1 significant suppliers) in 2025, and achieved a 100% completion rate. We found no suppliers engaged in material risks of forced or compulsory labor. After screening, we identified the 20 lowest-scoring suppliers (the bottom 5%) and completed their document and on-site audits in December.

Supplier Sustainability Practices Investigation

		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%

Note: Tier 1 suppliers include Tier 1 significant suppliers

Supplier Sustainability Risks Investigation Results

Tier 1 significant suppliers	High risk	16
	Percentage of high risk suppliers (%)	18%

Non-Tier 1 significant suppliers	High risk	4
	Percentage of high risk suppliers (%)	6%

Note: Tier 1 suppliers include Tier 1 significant suppliers

Sustainability Audit

Nanya Technology implements various audits, including desk audits and different types of on-site audits (second-party, third-party, and industry standard audits), to verify suppliers' sustainability efforts and guide their improvements. During these audits, we review their current implementation of sustainability initiatives and relevant management practices. We then provide suppliers with directions for improvement and engage in discussions, requiring them to establish relevant processes for significant deficiencies. Three months after an audit, we review the improvement on deficiencies and request supporting evidence. In 2025, a total of 20 high-risk suppliers received sustainability audits, achieving 100% coverage of high-risk suppliers. These audits identified 94 non-compliant items. All high-risk non-Tier 1 significant suppliers had no non-compliant items. For deficiencies identified during audits, Nanya Technology guides and assists in their improvement, and all have been successfully corrected.

Sustainability Audit

20	100%	94
high-risk suppliers received sustainability audits	coverage of high-risk suppliers	non-compliant items

Forms of Sustainability Audits

Year	Methods	Target	Number of Targets
Desk Audit	Through Sustainability Risk Assessment Questionnaire and collecting relevant documents	Tier 1 suppliers and significant suppliers (including Tier 1 and non-Tier 1 suppliers)	355
On-site Audit: Second Party Audit	Conducted by Nanya Technology	High-risk suppliers (Tier 1 suppliers and significant suppliers)	16
On-site Audit: Third Party Audit	Conducted by independent third parties	Raw materials suppliers	4
Industry Standards Audit	Based on RBA standard	Tier 1 suppliers and significant suppliers (including Tier 1 and non-Tier 1 suppliers)	33

Sustainability Audit

Year	2025 Goals	2025 Performance
Number of suppliers receiving desk/on-site audits	370	355 (including 161 significant suppliers)
Percentage of audits conducted on significant suppliers (audits conducted for all key suppliers)	100%	100%
Number of High-risk Suppliers	20	20
Deficiencies Improvement Rate	100%	100%
Number of Suppliers Eliminated	0	0

Guidance on Deficiencies Identified during Audits

Year	2025 Goals	2025 Performance
Number of Suppliers Receiving Guidance	20	20
Percentage of significant suppliers Receiving Guidance (%)	100%	100%

Nanya Technology analyzes the results of its Sustainability Risk Assessment Questionnaires to identify high-risk suppliers. Based on supplier characteristics, we provide additional audits and guidance. For deficiencies identified during these audits, we issue the Corrective Action Request (CAR) that require suppliers to submit improvement plans. Recognizing that improving material deficiencies can sometimes be constrained by upstream industries, resource availability, and project timelines, we have aligned the improvement schedule for all suppliers. During annual audits, we review deficiencies found in the previous year and require suppliers to implement corrective measures within two years. If a supplier fails to meet this deadline, the issue is reviewed by the Material Review Board (MRB) of the Supplier Review Committee. For serious cases, we may take actions such as continued communication, order reduction, order reassignment, or termination of cooperation to effectively control and mitigate relevant risks. No supplier was eliminated in 2025.

High-Risk Supplier Sustainability Audit Statistics

		2022	2023	2024	2025
Number of Suppliers Au-dited		20	18	20	20
Average Audit Score		89.97	90.45	93	85.3
Number of Non-Compliant Items		74	57	61	94
Violation Category and Number of Violations	Labor and Ethics	Work Rules not es-tablished or not approved: 8	Work Rules not es-tablished or not approved: 3	Work Rules not es-tablished or not a-proved: 3	Work Rules not estab-lished or not approved: 7
		Human rights poli-cies not established or violations: 15	Human rights poli-cies not established or violations: 10	Human rights poli-cies not established or violations: 13	Human rights policies not established or violations: 22
		Work hours/wages rules not established or violations: 3	Work hours/wages rules not estab-lished or violations: 3	Work hours/wages rules not established or violations: 2	Work hours/wages rules not established or violations: 5
		Grievance channels not established or violations: 12	Grievance channels not established or violations: 4	Grievance channels not established or violations: 6	Grievance channels not established or violations: 7
		Grievance channels not established or violations: 3	Grievance channels not established or violations: 2	Grievance channels not established or violations: 4	Grievance channels not established or violations: 2
		Ethical rules not es-tablished or viola-tions: 3	Ethical rules not established or vio-lations:7	Ethical rules not es-tablished or violations: 2	Ethical rules not estab-lished or violations: 3
		Supply chain man-agement deficien-cies: 4	Supply chain management defi-ciencies: 7	Insufficient fre-quency of labor and ethics training: 5	Insufficient frequency of labor and ethics training: 2
		Insufficient fre-quency of labor and ethics training: 1	Insufficient fre-quency of labor and ethics training: 5	Insufficient fre-quency of labor and ethics training: 8	
		Insufficient fre-quency of labor and ethics training: 1	Insufficient fre-quency of labor and ethics training: 2		
		50 in total	41 in total	43 in total	48 in total
	Environmental, Safety and Hygiene	Labor safety control deficiencies: 11	Labor safety con-trol deficiencies: 4	Labor safety control deficiencies: 7	Labor safety control de-ficiencies: 22
		Health control defi-ciencies: 7	Health control de-ficiencies: 4	Health control defi-ciencies: 1	Health control deficien-cies: 7
		Fire safety control deficiencies: 1	Fire safety control deficiencies: 4	Fire safety control deficiencies: 9	Fire safety control defi-ciencies: 10
		Environmental pro-tection control defi-ciencies: 5	Environmental protection control deficiencies: 4	Environmental pro-tection control deficiencies: 1	Environmental protec-tion control deficiencies: 7
		24 in total	16 in total	18 in total	46 in total

6.3 / Enhance Supply Chain Sustainability

To address evolving sustainability trends and updates, Nanya Technology enhances suppliers' sustainability as well as their awareness and capacity in sustainable development through seminars and project-based guidance.

Sustainable Supply Chain Seminar

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. Through industry-academic technological collaboration, cross-sector capability sharing, and the implementation of digital tools, we empower our suppliers and jointly strengthen the momentum for low-carbon transformation, hoping to build a resilient, competitive, and sustainable industry chain. Therefore, in 2023, Nanya Technology collaborated with 10 suppliers to join the DRAM Supply Chain Low-Carbon Transformation Program led by the Industrial Development Administration, Ministry of Economic Affairs. This two-year program allowed Nanya Technology to join forces with its supply chain partners as well as the Industrial Technology Research Institute and National Taiwan University of Science and Technology. Completed in December 2025, 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.

On December 30, Nanya Technology hosted the Sustainable Supply Chain Seminar—DRAM Supply Chain Low-Carbon Transformation Program Achievement Presentation. 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.

Initiated in November 2023, this program was conducted in partnership with National Taiwan University of Science and Technology and the Industrial Technology Research Institute. Built on three core pillars—**capacity building, digital tools, and the implementation of low-carbon technologies**—the program supported 10 significant suppliers in comprehensively strengthening their carbon management capabilities. Key achievements include:

Product Carbon Footprint Inventory and Digital Verification	Cloud-Based Carbon Management and Digital Verification Platform	Carbon Emission Hotspot Analysis and Low-Carbon Technology Enhancements
Nanya Technology has assisted suppliers in quantifying the carbon footprints of 15 critical products and implementing standardized verification processes, improving carbon data transparency and effectiveness, while establishing localized carbon emission factor data. This effort was subsequently presented by National Taiwan University of Science and Technology at the Going Green EcoDesign 2025 seminar, featuring Nanya Technology's DRAM supply chain low-carbon transformation as a case study.	Nanya Technology has implemented a cloud-based digital carbon management platform that enables 10 significant suppliers to manage emission sources, monitor carbon reduction performance, minimize manual calculation errors, and reduce verification-related administrative costs more efficiently.	Nanya Technology has leveraged several innovative methodologies, including carbon emission hotspot analysis and emissions forecasting, to continuously strengthen energy efficiency and emission reduction initiatives. Improvements include energy optimization of VOCs treatment equipment through the zeolite rotor, delivering annual natural gas savings of 129,000 m^3 and reducing carbon emissions by approximately 243 metric tons; heat recovery from AC reheat coils, generating annual electricity savings of 675,000 kilowatt-hours and cutting emissions by approximately 333.4 metric tons; and the deployment of variable-frequency drives for MAU01a air handling units, reducing electricity consumption for clean room automatic static pressure control by 85%. Further measures enhanced the energy efficiency of air compressors, lowering electricity consumption in regenerated wafer processes by 37%, while waste heat recovery and compression with moisture removal enabled reuse in production equipment, achieving a 75% reduction in electricity consumption.

Group photo of teams that participated in the 2023–2025 DRAM Supply Chain Low-Carbon Transformation Program

Group photo of participants at the 2025 Sustainable Supply Chain Seminar

Every year, we evaluate raw materials, components, and equipment suppliers across six dimensions: quality, technology, delivery, service, cost, and sustainability (which includes aspects such as energy management, energy saving and carbon reduction, and human rights ethics). Excellent suppliers receive occasional awards as recognition. Their annual evaluation results are also considered for future supplier selection, and are crucial for increasing their partnership opportunities, such as supplying additional items.

Supply Chain Sustainability Projects

By focusing on labor rights and employment equity, we strengthen human rights protections for all workers within our organization and across our supply chain. Through a comprehensive approach, we help suppliers build their own human rights protection mechanisms, which then gradually extend throughout the entire supply chain.

Three Zeros Human Rights Initiative Advancement Project	**Capacity Building Goals** We promote the "Three Zeros Human Rights Initiative" among our significant suppliers, aiming for zero violations in terms of humane treatment, forced labor, and discrimination.	**Number of Suppliers** • 2022: 15 • 2023: 8 • 2024: 8 • 2025: 4 **Project Period** 2022-2030	**Estimated Benefit** We strive to strengthen human rights protection, mitigate human exploitation, establish a supportive workplace environment, and eliminate sweatshops	**Quantitative Evaluation of Benefit** 1. 2022-2023 Initiatives and Advancement (1) For suppliers joining our "Three Zeros Human Rights Initiative," we will continue to communicate and provide guidance in alignment with audit schedules. We will also investigate their current internal systems to determine if they will be included as key suppliers. (2) For suppliers not yet joining our "Three Zeros Human Rights Initiative," we will continue to promote the initiative and communicate with them monthly. 2. 2024-2025 Mitigation and Remedial Measures (1) For suppliers joining our "Three Zeros Human Rights Initiative," we will continue to communicate, guide, and track their progress in alignment with audit schedules. (2) We will track the establishment of human rights systems for audited suppliers (approximately three suppliers) and guide them in drafting their human rights code of conduct every month. (3) We will continue to encourage other suppliers to join our "Three Zeros Human Rights Initiative." 3. 2026-2028 Termination and Prevention: Track the status of suppliers' human rights system establishment, and guide them in drafting human rights risk assessment standards and promoting risk identification and compensation measures. 4. 2029-2030 Tracking and Disclosure: Compile human rights due diligence report and disclose it regularly.
Product Carbon Footprint Inventory	**Capacity Building Goals** Promoting carbon footprint inventory among raw material suppliers and packaging/testing contractors	**Number of Suppliers** • A total of 10 from 2023 to 2025 **Project Period** • Conducted baseline establishment from 2023 to 2024 • From 2024 to 2025, a total of 15 product carbon footprint inventories and ISO 14067 verification were completed across 10 supply chain partners.	**Estimated Benefit** 1. Aligning with global climate change initiatives 2. Reducing the Company's product carbon footprint 3. Achieving SBT certification and reaching targets by 2030	**Quantitative Evaluation of Benefit** 1. Inventory: Since 2017, Nanya Technology has annually conducted product environmental footprint assessments to identify suppliers contributing to the increase of our product carbon footprint, including prominent companies supplying wafers, packaging and testing, and key suppliers of chemicals and specialty gases. 2. Goal Setting: We prioritize our top 30 raw material suppliers and contractors by carbon emissions to promote our "Carbon Reduction Plan and Long-Term Net Zero Emissions Target" 3. Communication: We engage in promotion and communication with our top 30 carbon-emitting raw materials suppliers and packaging and testing contractors. We encourage their participation in the low-carbon and carbon footprint inventory and reduction projects of the Ministry of Economic Affairs' Industrial Development Administration, which are guided by the Industrial Technology Research Institute. Nanya Technology and 10 supply chain partners aim to jointly achieve a 6,300 metric ton reduction in carbon emissions over two years (November 2023 to October 2025). 4. Progress Tracking/Feedback: (1) Over a two-year cycle, the Industrial Technology Research Institute and National Taiwan University of Science and Technology guide suppliers in product carbon footprint inventory and low-carbonization energy-saving projects. (2) In 2023, we first conducted a supply chain baseline survey and then commissioned the Industrial Technology Research Institute and National Taiwan University of Science and Technology to host workshops on greenhouse gas and carbon footprint inventory, which enhanced our knowledge in carbon footprint management and data verification. (3) In 2024, Nanya Technology conducted carbon inventory for six supply chain products, and installed the Industrial Technology Research Institute's smart electricity meters to identify high-power consumption hotspots in factories. We are also advancing carbon reduction projects with supply chain partners. (4) In 2025, the Company completed the third session (6 hours, 36 participants) of carbon management framework development and training, carbon inventory for four supply chain products, guided 10 supply chain products to obtain the ISO 14067 Product Carbon Footprint Verification Certificate, and showcased the results of carbon reduction projects.

Supplier Capacity Building	2025 Goals	Numbers of Suppliers Participating in Capacity Building is 37	2025 Performance	The number of capacity building companies is 40 (including 31 suppliers of significant)
	2025 Goals	Percentage of significant suppliers 100%	2025 Performance	Percentage of significant suppliers 100%

6.4 / Responsible Mineral Sourcing Management

Nanya Technology is committed to conflict-free mineral management and responsible mineral sourcing strategies, and carries out responsible mineral sourcing management for tantalum, gold, tin, tungsten, and cobalt to meet current and future market, legal and regulatory expectations, and have established a Responsible Minerals Sourcing Policy. Subcontractors and raw materials suppliers whose products use or contain gold, tantalum, tin, tungsten (3TG), cobalt, or mica must comply with the Nanya Technology's Responsible Mineral Sourcing Policy and cooperate with periodic supply chain investigations.

Nanya Technology conducts supply chain investigations on responsible mineral sourcing at least once annually. The Conflict Minerals Reporting Template (CMRT) is used as an investigation tool for smelters or suppliers of gold, tantalum, tin, and tungsten (3TG), while the Extended Minerals Reporting Template (EMRT) is used for smelters or suppliers of cobalt and mica. These tools help collect information on smelters and mineral sources for tantalum, gold, tin, tungsten (3TG), cobalt, and mica to help ensure that the supply chain is not involved in the illegal funding of warlords or armed groups or in activities that violate fundamental human rights. All relevant suppliers are required to sign a Dutiful Mining Policy and Conflict-Free Minerals Commitment, establish responsible mineral sourcing management goals and policies, and formulate risk management indicators in compliance with OECD due diligence requirements. This ensures that all smelters reported by the supply chain conform to the Responsible Business Alliance Code of Conduct's and Responsible Minerals Initiative requirements for responsible minerals sourcing.

Since 2022, Nanya Technology has added the statement "Comply with RMI Policy and Conflict Mineral-Free" to its product labels, declaring that the company's products meet the mandate of the Responsible Minerals Initiative (RMI) and are free from conflict minerals, we are keep tracking the smelters and its minerals sourcing and disclosure the relevant of the minerals, mines, smelters to stakeholders.

To address potential risk exposures that may arise from future supplier changes or unforeseen events, the Company has put in place the following alternative and contingency measures:

Material Substitution Strategy	For critical metals, the Company continues to develop and validate environmentally friendly alloys, recycled metals, or other non-3TG alternative materials that ensure product performance and meet customer requirements.
High-Risk Supplier Replacement Mechanism	If a supplier is found to be involved in conflict minerals, the Company will immediately initiate the alternative supplier evaluation process.
Supplier Education and Collaboration Enhancement	Regular training sessions are conducted on Responsible Mineral Sourcing Management to strengthen supplier awareness and improve their risk management capabilities.
Disclosure and Communication Mechanism	Should a risk event occur, the Company will disclose the resolution in our Sustainability Report, based on the facts, to ensure transparency.

Comply RMI Policy and Conflict Mineral-Free

We will continue to strengthen our responsible mineral sourcing management as an integral part of our sustainable supply chain, and uphold the highest standards of corporate responsibility.

If any stakeholder, such roles as suppliers, customers, or the general public, has any concerns about responsible mining and needs to report any known violations, they can report via the dedicated email address: audit@ntc.com.tw

Preparing for Investigation

Nanya Technology's supply chain has a multi-tiered relationship with raw mineral sources. Therefore, before conducting investigations, we first examine the raw materials in our supply chain to identify the applicable categories of gold, tantalum, tin, tungsten, cobalt, and mica in our products. This allows us to screen for suppliers that require conflict mineral investigations. We conduct interconnected investigations across supplier tiers using and cross-referencing the standard investigation tools defined by the Responsible Minerals Initiative (RMI) to obtain the most up-to-date list.

The gold, tantalum, tin, tungsten, cobalt, and mica metal minerals currently applied in our product supply chain are as follows:

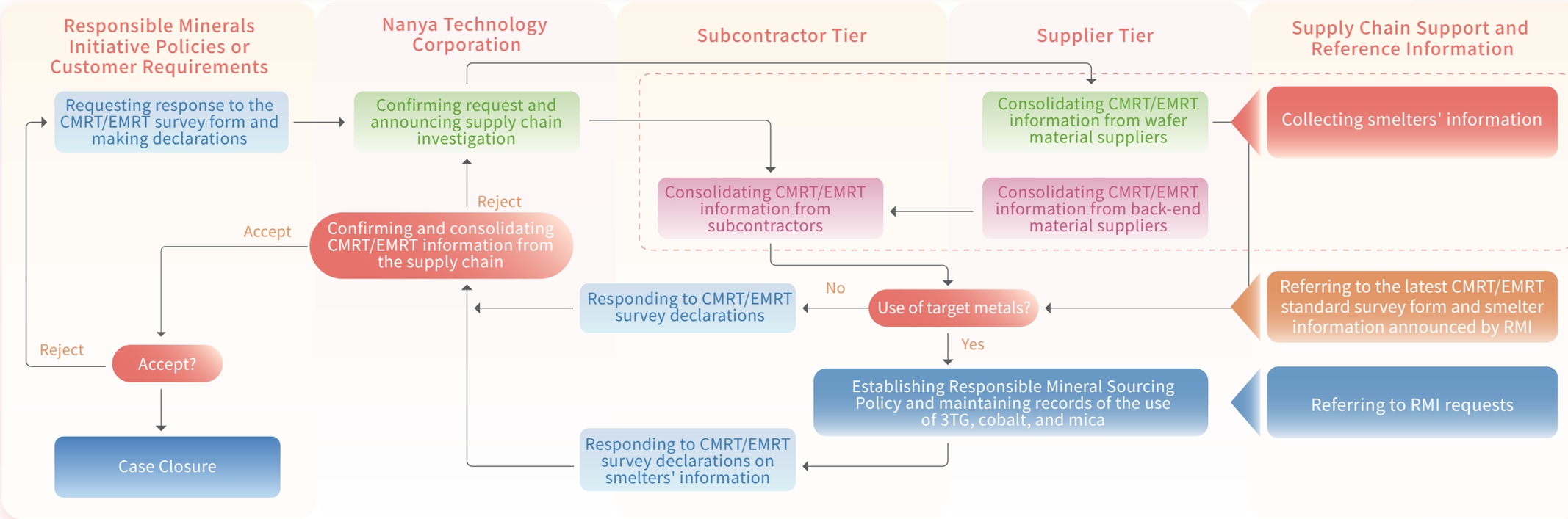
Metal Name	Applicable Products	Applicable Categories
Gold	RDL, IC, DIMM	Gold plating, gold wire
Tantalum	Wafer, DIMM	Wafer processing target, passive compo-nent alloy material
Tin	IC, DIMM	solder paste, solder ball, solder wire
Tungsten	Wafer, DIMM	Wafer processing target, passive compo-nent alloy material
Cobalt	Wafer, DIMM	Wafer processing target, passive compo-nent alloy material
Mica	IC Packing	Tray Hardener Additive

In addition, in response to the impact of international supply and demand strategies and customers' requests for responsible mineral sourcing traceability investigations covering other metals of concern, probes into copper, nickel, natural graphite, and lithium were conducted in 2025.

The current applications of copper, nickel, natural graphite, and lithium within the Company's product supply chain are as follows:

Mineral Name	Applicable Products	Applicable Categories
Copper	Wafer, IC, DIMM	Wafer Target, Copper Foil, Copper Plating, Copper Wire
Nickel	RDL, IC, DIMM	Nickel plating
Natural Graphite	Not in use	Not applicable
Lithium	Not in use	Not applicable

Responsible Mining Investigation Procedure



Aggregated Survey Data for Targeted Metals

As a DRAM supplier, Nanya Technology conducted due diligence on its supply chain. After comparing its findings with the Responsible Minerals Initiative (RMI) qualified smelter list, 250 smelters or suppliers were identified in the 2025 supply chain investigation.

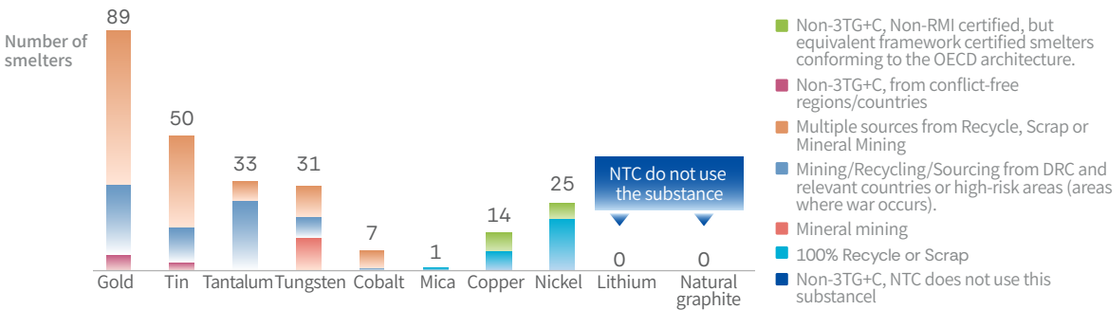
Among them, 211 smelters or suppliers reported information concerning the gold, tantalum, tin, tungsten, cobalt, and mica currently used in our company's product supply chain.

Additionally, for metals like copper and nickel used in our products, 39 smelters or suppliers have also reported information.

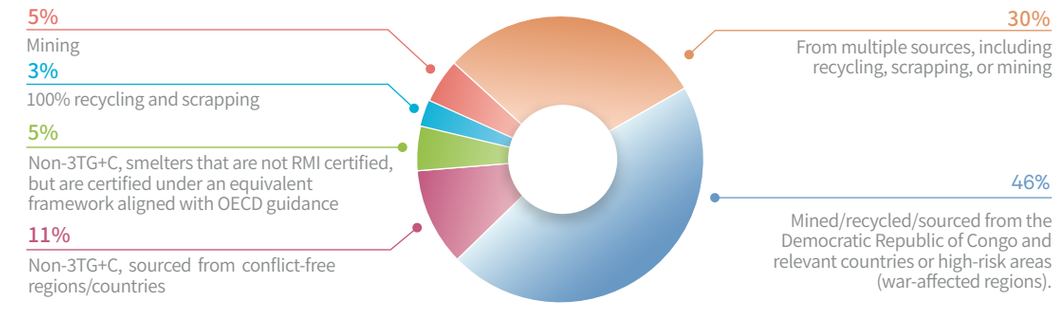
Currently, all 211 3TG+C-related smelters are recognized by the Responsible Minerals Initiative (RMI). Furthermore, these 211 smelters are 100% compliant with conflict-free metals and Responsible Minerals Assurance Process (RMAP) requirements, or possess RMI Responsible Minerals certification or equivalent OECD framework certification, making a substantial contribution to the environment and the industry supply chain.

Approximately 46% (115) of these smelters reported that their mineral sources might originate from the Democratic Republic of Congo or adjoining countries, or from recycled/scrap metals. According to supply chain reports, these 115 smelters have all confirmed that their mineral sources comply with the Responsible Minerals Assurance Process (RMAP) policy requirements and have been approved as legitimate smelters by the Responsible Minerals Initiative (RMI).

Responsible Mineral and Metal Mining



Responsible Mineral and Metal Mining Proportion

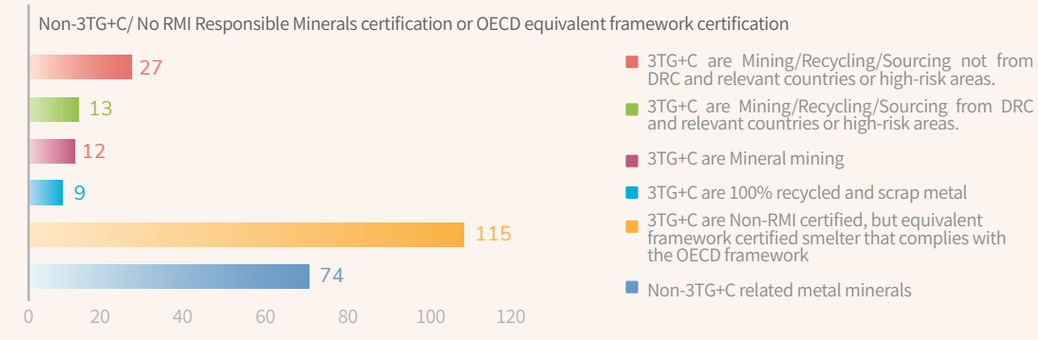


Disclosure and Certification Status of Responsible Metal Sourcing of Smelters

Nanya Technology will continue to conduct due diligence based on the Responsible Minerals Assurance Process (RMAP) policy to lower risks across our supply chain.

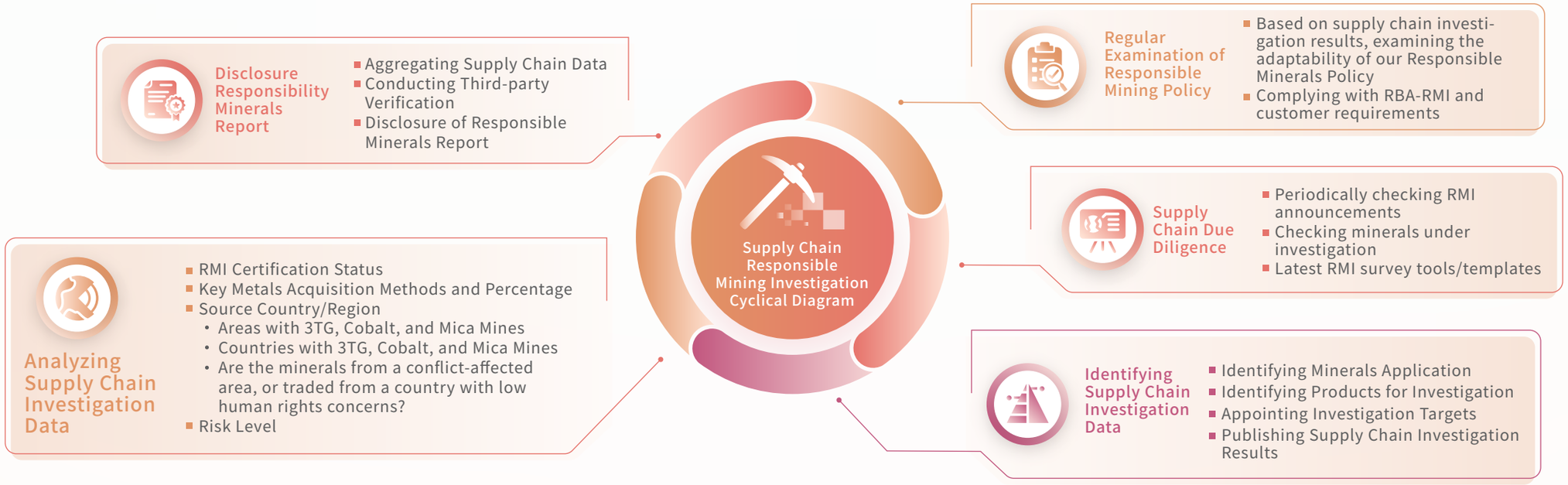
- Nanya Technology aims to meet the following standards through our responsible mineral guarantee investigation process:

1. Identifying which products and materials that make up the products contain 3TG+C
2. Collecting information using the standard survey tool provided by the Responsible Minerals Initiative
3. Supply chain data collection and traceability to encourage the supply chain to use qualified smelters that meet RMAP requirements
4. Responsible mineral sourcing process management with risk classification and risk mitigation measures
5. Communicating management policies to upstream and downstream stakeholders and disclosing them publicly



Supply Chain Responsible Mining Investigation Cyclical Diagram

Nanya Technology has upheld the spirit of continuous improvement based on results of its supply chain investigations, RBA-RMI management guidelines, and the latest customer requirements. The Company continues to communicate with partners across the supply chain, identifies supply chain investigation criteria, analyzes findings, and adjusts its conflict-free mineral management indicators and Responsible Mining Policy as needed, demonstrating the outcomes of its virtuous-cycle management approach.



Prospects

As smelter data collection in response to the Responsible Minerals Initiative (RMI) becomes a norm, various natural resources are gradually depleting, many of which are under the management and control of a few countries or governments due to geographic factors. The extraction of these resources often entails significant energy consumption, water pollution, land degradation, and even human rights violations. Therefore, companies should fulfill their social responsibilities by focusing on environmental protection, labor rights, and fundamental human rights. They should uphold the principles of lawful procurement and extend these management indicators to their suppliers.

Nanya Technology has addressed customer and societal demands by conducting surveys on materials such as rare-earth elements, semi-metals, and volatile organic compounds. Nanya Technology actively incorporates alternative vendors into its qualified supply chain, ensuring that all suppliers actively participate in surveys and progressively align with corporate indicators. This approach not only meets legal requirements but also fulfills customer expectations and supports sustainability.

7 Common Good

An Active Contributor to Society

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7-2 Social Engagement 163
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Dedicated to social engagement, Nanya Technology has become an active contributor to society by engaging in public affairs and local care initiatives. We leverage our social influence to promote community development and advance toward a sustainable and prosperous future.

3,987.5 person-hours
Nanya Technology's social engagement hours increased by 11.6% compared to the previous year.

2,208 participants
Number of participants for local arts and cultural promotion activities this year.

593.7 kg
Total weight of alien species removed (since 2020).

Strategy and Performance of Material Topics

◆ Exceeded goals ◆ Achieved ◆ Not achie ved

Material Topics and Strategy	2025 Goals	2025 Performance	2026 Goals
Social Engagement • Talent Cultivation: Collaborating with schools to instill sustainability concepts in young students, and developing a diverse new generation of professional talent • Environmental Conservation: Connecting different types of non-profit organizations to promote environmental concepts, maintaining ecological diversity and moving toward a low-carbon society • Community Harmony: Engaging in neighborhood (nearby community) public affairs to create a harmonious and mutually beneficial living environment • Humanistic Care: Integrating Local Resources to Characterize Regional Humanistic Landscape	Annual growth of social engagement hours reaches 10% or greater	◆ Total social engagement reached 3,987.5 person-hours, an 11.6% increase from 2024 (3,571.5 person-hours).	≥ 10% annual growth in total social engagement hours
	≧ 150 volunteers	◆ In 2025, the volunteer team consisted of 240 members, accounting for 6.1% of total employees (3,902).	Volunteers account for ≥ 5% of total employees
	≧ 1,100 semiconductor talent cultivated in total (Since 2021)	◆ 1,387 semiconductor talent cultivated in total	≧ 1,500 semiconductor talent cultivated in total (Since 2021)

7.1 / Social Influence

Aiming to be the best DRAM partner for the smart world, Nanya Technology strives to drive revenue and return profits to its shareholders. At the same time, Nanya Technology actively engages in public welfare activities, creates positive impact, and moves toward mutual prosperity with its stakeholders. The Company aligns its core value with the United Nations Sustainable Development Goals (SDGs), and has developed four social engagement pillars unique to Nanya Technology, including Talent Cultivation, Environmental Conservation, Humanistic Care, and Community Harmony. Based on these four pillars, we design a range of action plans with short, medium, and long-term goals. By integrating Nanya Technology's internal and external resources, we collaborate with stakeholders such as customers, suppliers, government agencies, schools, and NGOs to create greater impact through social engagement actions.

SDGs

×

Social Engagement Pillars

×

Stakeholders

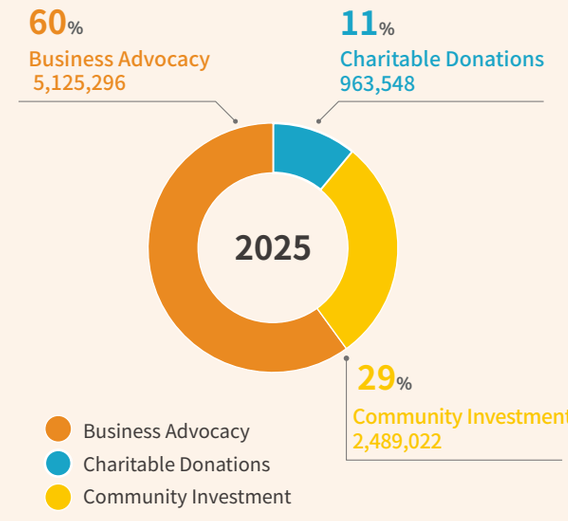
- University Social Responsibility
- Community
- Customer Supplier
- Government
- Association
- Employee
- Non-Profit Organization

Measuring the Benefits and Impact of Social Good

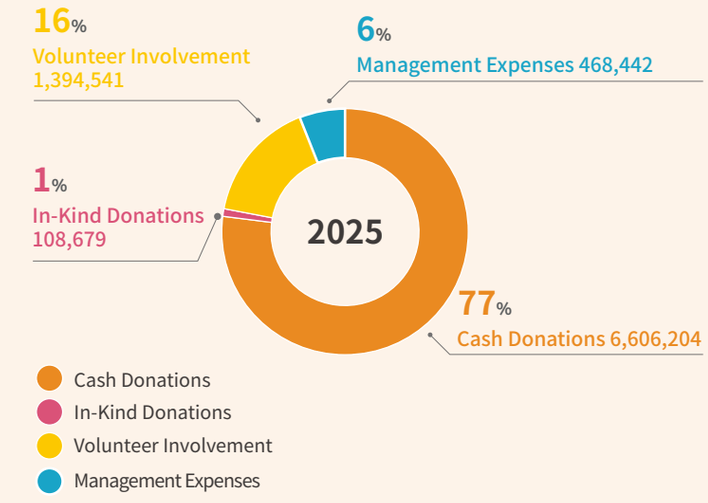
Believing that change begins with action, Nanya Technology fully understands the importance of making an impact. Therefore, we adopt the London Benchmarking Model (LBG) to measure the benefits and impacts of public welfare activities. This allows us to allocate resources more reasonably and adjust our charity programs to better align our core operations with social needs. We are confident that our innovation capabilities empower us to develop solutions that address social issues. Shared value is the core principle driving Nanya Technology's involvement in social good. In the short term, we aim to maximize the benefits of our invested resources, while in the long term, we anticipate that our involvement will positively influence the behavior, awareness, and well-being of those we help.

In 2025, Nanya Technology invested a total of NT$8,577,866 in social engagement, which includes industry-government-academic research collaboration projects, charitable activities, sponsorships and donations, as well as employee-initiated Love Connection activities. We will continue to use the LBG model to assess the effectiveness of public welfare activities, ensuring effective use of resources. This approach will deepen and expand Nanya Technology's long-term impact on society, ultimately realizing the vision of establishing a beautiful home built on mutual benefits.

Types of Social Engagement



Resources Invested in Social Good



Resources Invested in Social Good Over the Past Four Years

	Cash Donations		In-Kind Donations		Volunteer Involvement		Management Expenses	
	Budget (in NT$)	Percentage (%)	Budget (in NT$)	Percentage (%)	Budget (in NT$)	Percentage (%)	Budget (in NT$)	Percentage (%)
2022	39,828,214	83.59%	3,666,283	7.69%	238,276	0.50%	3,912,243	8.21%
2023	8,860,491	68.02%	1,625,873	12.48%	1,645,470	12.63%	894,825	6.87%
2024	17,932,073	87.28%	301,882	1.47%	1,813,409	8.83%	498,369	2.43%
2025	6,606,204	77.01%	108,679	1.27%	1,394,541	16.26%	468,442	5.46%

Business and Social Benefits Driven by the Four Key Pillars of Social Engagement

Pillars of Social Engagement	Social Problems Addressed	Business Benefits	Social Benefits	Corresponding SDGs
Talent Cultivation	• Educating global citizens about sustainability concepts • Cultivating design thinking in youth for effective problem-solving • Supporting technical talent to ensure stable supply of semiconductor professionals • Cultivating specialized talent	• Managers serving as mentors (4 managers engaged) • Online reach (1 Facebook platform) • Supported student athletes with professional expertise (7 people)	• Promoted sustainability education to 1,387 students • NT$174,000 spent on athlete sponsorship	4 Quality Education 10 Reduced Inequalities
Environmental Conservation	• Improving public environmental knowledge and literacy, establishing concepts of environmental protection and sustainability awareness • Organizing cleanups to restore a clean public environment • Protecting biodiversity by preventing habitat degradation and the spread of invasive species, which contribute to biodiversity loss	• Employee cohesion (598 employees participated) • Online exposure (2,946 social media interactions) • Environmental advocacy (2 environmental advocacy activities engaged)	• Environmental biodiversity (155.4 kg of mikania vine removed) • Ocean-friendly activities (76.3 kg of coastal waste removed)	13 Climate Action 15 Life on Land 17 Partnerships for the Goals
Humanistic Care	• People-oriented approach to improve public humanistic literacy and broaden their perspectives • Supporting local cultural and artistic development • Helping local cultural and historical groups dedicated to their hometowns • Providing care and platforms for disadvantaged groups to promote their ideas • Promoting responsible consumption concepts and developing mutually beneficial lifestyle	• Employee cohesion (454 employees participated) • Charity (3 certificates of appreciation awarded) • Supporting local farmers (8 farms supported)	• Responsible consumption: A total of NT$312,924 spent through charity sales and farmers' markets • Creating inclusive employment and sales opportunities: 16 organizations • Boosting community economy: Procured 228 kg of fair-trade coffee; total project rental expenditure: NT$297,360 • Promoting responsible consumption: Implemented across 5 schools	9 Industry, Innovation and Infrastructure 11 Sustainable Cities and Communities 12 Responsible Consumption and Production 17 Partnerships for the Goals
Community Harmony	• Focusing on local welfare, aligning neighborhood services, promoting neighborhood well-being, and implementing social welfare efforts • Aligning social resources to promote local sustainable operations	• Strengthening neighborhood relationships (1 certificate of appreciation awarded)	• Deepening community communication (helped improve road facilities, benefiting 16,433 people in surrounding neighborhoods)	11 Sustainable Cities and Communities

7.2 / Social Engagement

Nanya Technology's investment in social engagement is more than one-way public welfare activities or donations. We aim to address current social and environmental issues. Therefore, as we shape our four key pillars of social engagement, we continue to link resources from industry, government, academia, and research to create positive impact. We take the initiative in promoting Talent Cultivation, Environmental Conservation, Humanistic Care, and Community Harmony. Through presenting our outcomes, Nanya Technology aims to communicate our commitments toward *Interaction*, *Mutual Benefits*, *Locality*, and *Connection* with the public.

To encourage employees to engage in social good, Nanya Technology has established a volunteer team since 2021, inviting employees to join and participate in company-organized charitable actions or organize charity activities independently. Receiving positive support from colleagues, we hope to bring help and care to society in need through this approach. In 2025, the total hours of social engagement reached 3,987.5 person-hours.

Social Engagement Pillars	Key Actions	Employee Roles	Actual Practices
Talent Cultivation	• Sustainable education blueprint	• Instructor • Event planner	• Teaching and sharing related knowledge and practical experience • Contacting schools to plan and assist with project implementation
Environmental Conservation	• Biodiversity • Earth Hour 60 Earth Day 365	• Promotion • Long-term support • Event volunteer	• Actively promoting initiatives and providing resources to organize environmental conservation activities • Volunteering their own spare time to participate in local ecological conservation actions • Colleagues bringing family members to participate in environmental education activities
Humanistic Care	• Enhancing cultural industries • Responsible consumption	• Event planner • Resource collection • Venue setup • Event volunteer	• Planning activities with arts groups, charity organizations, small farmers, etc. • Integrating various resources to organize industry-government-academic project activities • Assisting with event setup and welcoming guests • Supporting local small farmers and charity organizations, while raising awareness about local culture
Community Harmony	• Partnering with neighborhoods	• Resource collection • Logistical support	• Assisting in the collection and distribution from various resources, and inviting relevant organizations or individuals to participate in activities • Participating in charitable work, providing supplies, and supporting activities

Supporting SDGs

4 Quality Education
9 Industry, Innovation and Infrastructure
10 Reduced Inequalities
11 Sustainable Cities and Communities
12 Responsible Consumption and Production
13 Climate Action
15 Life on Land
17 Partnerships for the Goals

Love Connection × Nanya Technology Volunteer Team

One may go fast, but a group may go even farther

Partner: Ming Chi University of Technology

Sustainable Education Blueprint – Implementing ESG Sustainability Concepts in Youth

Nanya Technology is committed to tackling various sustainability issues and actively promotes awareness and understanding of Environment, Social, Governance (ESG), Corporate Social Responsibility (CSR), the United Nations Sustainable Development Goals (SDGs), climate change, and more. We combined our resources with school to provide in-depth ESG training to each student, and enable sustainability concepts to flourish on campus. The sustainability education blueprint aims to foster connections across industry, government, academia, and research. Beyond cultivating technological talents, we further support the development of diverse skill sets and promote interdisciplinary excellence among students to achieve quality education.

Number of participants educated: **1,387**

Total education hours: **108** hours

Sponsored **2** national athletes and **5** sports talents

Sports: Table tennis, Taekwondo, artistic gymnastics, basketball

Design Thinking · Creative Integration

For three consecutive years, Nanya Technology has collaborated with Ming Chi University of Technology, integrating the school's University Social Responsibility (USR) initiatives with design thinking courses to instill a deep understanding of sustainability in students' hearts, allowing these concepts to take root and grow on campus. Through people-oriented design concepts, students are guided to identify problems and opportunities from user needs, and enhance their cross-disciplinary design capabilities. Students will also interact with peers from different departments in class, brainstorming creativity through design thinking methodology, and exploring solutions to cultural and social issues from a sustainability perspective.

SDGs Sustainability Concepts

Nanya Technology participation

Shared key trends in sustainable development, along with frameworks and case studies on implementing corporate sustainability, helping students understand the United Nations SDGs.

Description: First-year students from different departments were grouped into interdisciplinary teams to explore global sustainability topics, including the SDGs and climate change. The program emphasized people-oriented values, environmental sustainability, the circular economy, and ecological health, guiding students to apply design thinking and develop innovative solutions.

Managers from Nanya Technology shared a lecture on SDGs with over 900 first-year students at Ming Chi University of Technology

Green Sustainability x Product Design

Nanya Technology participation

Through competitions, students were encouraged to engage more deeply with course content, apply creative thinking, and transform ideas into actionable solutions.

Description: Sophomore students from different departments are grouped together to propose innovative products and reflect on environmentally friendly production, manufacturing, and processes during product design, while implementing design thinking tool. They are asked to participate in competitions and encouraged to transform sustainability concepts into practical products and solutions.

Managers from Nanya Technology provided business-oriented feedback and presented awards during the ESG design competition finals

Business Ethics

Nanya Technology participation

From a corporate perspective, the Company illustrated how businesses can leverage their expertise and social influence to address challenges and implement sustainable practices.

Description: Students explored ethical issues that companies may encounter in society. Through group discussions, they shared perspectives and engaged in self-reflection. They then produced multimedia projects on business ethics to demonstrate their learning results.

Managers from Nanya Technology shared business-oriented insights on workplace ethics, talent cultivation and sustainable impact with junior students

Student-Athlete Scholarship

Nanya Technology's education blueprint extends beyond graduate schools, colleges, and high schools in the DRAM industry. Recognizing that some students excel beyond their academic studies and possess other talents, we are committed to helping them fulfill their dreams. As a result, Nanya Technology serves as a resource provider, offering student athletes with stable financial support during their training. Starting in 2022, Nanya Technology began providing the Student-Athlete Scholarship to colleagues' children. All athletes under 24 who meet national team qualifications or have demonstrated outstanding performance in the National Games, National Middle School Athletic Games, and games recognized by the Ministry of Education are eligible to apply. In 2025, a total of 7 outstanding athletes received the Student-Athlete Scholarship, including national-level table tennis and artistic gymnastics athletes (2 individuals), as well as 5 high-performing athletes in Taekwondo, artistic gymnastics and basketball. Cumulative sponsorship has reached NT$650,000 as of 2025.

Applicant Requirements

- Nanya Technology employees' children
- Athletes aged 24 or younger
- Applicants must meet one of the following qualifications in the current or previous year

Qualifications

- Qualified as a national team member under the Regulations for the Selection, Training, and Participation of National Team Coaches and Athletes
- Participated in national competitions: Ranked top three in the National Games, National Intercollegiate Athletic Games, National High School Games, or other comprehensive sports competitions recognized by the Ministry of Education

Corresponding Pillars

The design thinking courses explore how to adopt design thinking methodology to tackle environmental issues, such as water resources and the circular economy. Students are required to develop a process or product in their final report for evaluation.

The courses guide students to integrate design thinking and cultural creativity when they design a comprehensive service workflow and supporting products.

Partners Guishan District Office, Taoyuan City; Earth Hour; The Society of Wilderness; SEMI (Semiconductor Equipment and Materials International); supplier partners

Earth Hour 60 Earth Day 365: Responding to International Environmental Conservation Actions to Broaden Our Impact

Nanya Technology organizes a series of Earth Hour 60 Earth Day 365 events to raise awareness about environmental conservation through hands-on experiences. Externally, Nanya Technology works with various partners to support world environmental conservation days; internally, we raise environmental awareness each year with a different theme, thereby increasing everyone's understanding about topics ranging from ecology, natural habitats, to climate change. Through company-organized hands-on activities, Nanya Technology fosters a sense of mission among colleagues to protect the Earth.

Network Influence **2,946** Interactions

Arbor Day

In response to Arbor Day and to promote ESG principles, Nanya Technology collaborated with the Guishan District Office, corporate groups, and local citizens to plant native Taoyuan tree species, the Chinese Fringetree, symbolizing green sustainability. This event announces to publish the Tree Planting and Maintenance Guidelines, which is the first guidelines in Taiwan setting a new benchmark for sustainable urban development.

Nanya Technology Tree-Planting Initiative

Earth Hour

Nanya Technology supported the global Earth Hour lights-off event on March 22. According to 2025 statistics from Taipower Company, Taiwan saved 298,000 kW that day, reducing carbon dioxide emissions by approximately 147,510 kg. Colleagues were invited to share on Facebook ways to protect the environment that go beyond simply turning off lights, encouraging them to integrate environmental concepts into their daily routines.

Campaign Poster

Toy Recycling Initiative

Nanya Technology actively promotes circular resource education. On April 12, we hosted a heartwarming Toy Recycling Family Day. Through hands-on recycling and reuse practices, employees and their children learned how to reduce waste by refurbishing old toys and giving them new value. The event not only strengthened family bonds but also planted the seeds of sustainability in the next generation.

Toy Recycling Initiative Group Photo

Earth Day

On April 22 (Earth Day), Nanya Technology, in collaboration with Semiconductor Equipment and Materials International (SEMI), joined forces with members of the Semiconductor Climate Consortium (SCC) and the SEMI Sustainable Manufacturing Committee. We encourage employees and supplier partners to promote Earth Day advocacy through Facebook posts, raising public awareness and attention about sustainability issues!

Nanya Technology jointly champions Earth Day

Eco-Quiz

To improve internal understanding of Taiwan's current waste situation, we educated employees on recycling and waste reduction. The initiative covered topics such as Taiwan's waste output, how to calculate the value of recycling, and the operation of resource recycling. We offered an online quiz and encouraged employee participation. 160 employees achieved perfect scores. The goal of this Quiz is to raise awareness about resource consumption and encourage reflection on how individuals can reduce waste and make a positive impact on the planet.

Colleagues learned from the Quiz and shared feedback

Partners: The Society of Wilderness, New Taipei City Volunteer Service Center, and Ming Chi University of Technology

Biodiversity-Clean Rivers Lead to Blue Seas

Nanya Technology takes a watershed-based approach to environmental management, connecting mountains, forests, rivers, wetlands, and coastal areas. We consistently organize environmental conservation activities and encourage employees and their families to get involved. By engaging directly with natural environments, collecting waste and documenting and analyzing sources of river pollution, we aim to reduce ecological burdens while deepening volunteers' understanding of environmental issues and their sense of responsibility. These efforts go beyond one-time cleanups; they represent the accumulation of long-term environmental education and civic engagement. Through collective small actions, we strive to protect clean rivers and lay a solid foundation for environmental sustainability.

155.4 kg of mikania vine removed

76.3 kg of coastal waste removed

Mountain Cleanup - Intercepting Waste at the Source

Forests are the source of our rivers and critical guardians of biodiversity. To reduce waste at its source, Nanya Technology mobilizes employees to dive into forest areas and remove non-natural waste as they leave. Volunteers and their families manually collect litter, reducing its impact on soil, water sources, and wildlife, while also lowering the risk of waste being washed into rivers by rainfall. Mountain cleanup is not just about removing waste. It is a form of civic participation that fosters environmental awareness and encourages family engagement.

Volunteers and their families remove waste and clear leaves from drainage channels to protect forest ecosystems.

Mountain cleanup activities are held annually to raise awareness of the surrounding environment

Wugu Wetland Restoration - Protecting Nature's Filtration System

Nanya Technology continues to focus on watershed ecology and biodiversity conservation. Since 2020, we have partnered with The Society of Wilderness to mobilize volunteers and their families to remove the invasive species, mikania vine. This fast-growing vine can quickly overtake native vegetation, posing a serious threat to wetlands. It must be removed manually, plant by plant. A total of 155.4 kg has been removed. Volunteers also participated in clearing reeds, reducing competition for habitat and allowing native plants to thrive. This year, a new initiative was introduced to restore leather fern, a species which serves as a critical ecological indicator. The combination of adding restoration efforts (leather fern) and reducing invasive species (mikania vine) reflects a commitment to ecological resilience. Through sustained volunteer engagement, these actions contribute to the long-term health and biodiversity of the Wugu Wetland.

Each year, volunteers remove mikania vines and clear wetland reeds; this year, restoration work for leather fern was added to further support biodiversity.

Since 2020, a total of 155.4 kg of mikania vine has been removed in collaboration with The Society of Wilderness.

River Waste Survey - Scientific Tracking and Management

Nanya Technology has long prioritized water resource issues, actively supporting water conservation efforts through green production practices. This year marks the second year of encouraging volunteers to participate in the River Waste Survey Training Program, jointly organized with Ming Chi University of Technology and The Society of Wilderness. Seven volunteers completed 130 hours of training and fieldwork. Building on last year's baseline data, this year's survey provides valuable comparative insights. Using rapid screening methods and systematic data recording, volunteers tracked the types and quantities of waste in the Dakou Creek. The findings were shared with the Environmental Protection Bureau to support scientific dredging and governance, demonstrating effective public-private collaboration. Through concrete actions, Nanya Technology collects local environmental data, fosters positive interactions between society and nature, and advances its vision of sustainable coexistence.

Volunteers and their families participated in the training program.

Field investigations along the Dakou Creek show the role of citizen scientists.

Beach Cleanup - Protecting the Shoreline

To safeguard the broader ecosystem, Nanya Technology focuses not only on upstream water sources but also on environmental education and reducing single-use products. We continue to organize low-carbon, low-plastic coastal cleanup activities. In 2025, 70 employees and their families participated. They brought their own water bottles, and the lunch provided on that day also featured rice dumplings in plastic-free packaging, setting an example to minimize additional waste. Through this public welfare activity, we cleaned up a total of 76.3 kg of garbage.

Group photo of all employees and their families, showcasing the results of the beach cleanup

Participants collected litter along the coastline.

Corresponding Pillars

Starting with the area around Nanya Technology facilities and the Tamsui River basin, we not only clean the environment but also give volunteers an opportunity to explore and connect with the surroundings, thereby strengthening their bond with the community.

Partners: Ministry of Culture's Taiwan Creative Content Agency, Taishan District Office, Ming Chi University of Technology, Upper Taishan Temple, Mingzhi Academy, EZ Show Drum Studio, Tien Circus Theatre, Corny Chicken Theatre, Professor Jean May Tsiang Culture and Education Foundation.

Humanistic Care: Promoting Cultural Industries – Salvaging Local Crafts and Creating New Memories

Enhancing domestic cultural industries with annual funding of **NT$3** million

Supporting Domestic Cultural Industry Development

To support the growth of Taiwan's cultural industries, the key to their development lies in the collaboration between businesses, government agencies, and cultural organizations. In response, Nanya Technology actively contributes resources to domestic film and arts groups. Through family days, movie screenings, and parent-child activities, we invite arts groups to perform, not only driving diverse cultural and artistic development but also encouraging employees to engage with cultural activities and cultivate an appreciation for the arts. By sponsoring arts and cultural events, Nanya Technology builds partnerships that create win-win situations for both the economy and culture, contributing to a more diverse and vibrant cultural landscape in Taiwan.

1 Supporting domestic films:

Private screenings of the Taiwanese film *A Chip Odyssey* for employees and families

2 Supporting performing arts:

Inviting the Tien Circus Theatre to perform at Family Day

3 Supporting theater performance

Private showings of the Corny Chicken Theatre's performance *Knock! Knock! Who's there?*

Community Building Program: Integrating Local Resources to Characterize Regional Humanistic Landscape

Located in Taishan District, Nanya Technology integrates resources from government, industry, and civil organizations to promote local cultural preservation and development. We sponsored the Taishan District Office in organizing the Taishan Lion Dance Cultural Festival events. In partnership with Ming Chi University of Technology and the Ministry of Education's USR initiative, specifically the Sprout Project of Northern Taiwan First Academy Cultural Corridor Development Program, we jointly promote the Taishan Renaissance activities. Through collaboration with local arts and cultural groups, we promote cultural education through guided tours and a variety of hands-on activities. These efforts support community development, helping the public understand local temple traditions and unique cultural characteristics, while creating new experiences from traditional craftsmanship.

Blending of Heritage and Modern Culture

Goals

- Strengthening of Community Identity
- Heightened Awareness of Sustainability

1 *Taishan Renaissance* Series Activities

While continuing to grow our core business, Nanya Technology actively supports local revitalization through concrete actions, strengthening local cultural soft power and shaping the cultural development of the Taishan community. We worked with Ming Chi University of Technology to organize the Taishan Renaissance initiative. In partnership with local temples, cultural and historical organizations, and arts groups, we hosted guided tours, traditional craft workshops, and drum performances. The project features guided tours, traditional craft workshops, and other activities, fostering a deeper public understanding and respect of local history while encouraging more people to care about and participate in local culture.

This project focuses mainly on temples, drum arts, and bamboo weaving in Taishan District:

Temples

Activities centered around Upper Taishan Temple, including *Taishan sketching* and *Taishan calligraphy competitions*. Through open competitions, we promote traditional culture by encouraging participants to depict the temple, showcasing the beauty of this local center of religious faith to the wider public.

Bamboo Weaving Workshop – Bamboo pieces combined with floral arrangements

Charity Bamboo Weaving Workshop – Finished pieces are sold at the Taishan Prayer Drums Celebration, with proceeds donated to local nonprofit organizations

Drum Art

Taishan District is well known for its drum-making craftsmanship among local temples. To preserve and showcase this tradition, we have organized the *Taishan Drum Arts Competition* for four consecutive years and hosted the Taishan Prayer Drums Celebration at the plaza of Upper Taishan Temple. Local drum groups delivered innovative performances using traditional instruments, blending *Song, Dance, and Music* to cultivate local interest, create new connections across generations, and give traditional culture a new expression.

Taishan Prayer Drums Celebration

Taishan Drum Arts Competition

Bamboo Weaving

Dake Village in Taishan District was once known as the "Bamboo Village", but due to industrial development, bamboo weaving was gradually replaced by plastic products. To preserve and revive traditional bamboo weaving craftsmanship, we hold annual hands-on bamboo weaving workshops for both Nanya Technology employees and the public. Through these activities, we encourage broader participation and raise public awareness and interest in bamboo weaving as an art form.

Taishan Sketching Competition

2 Taishan Lion Dance Cultural Festival

The *New Taipei City Taishan Lion Dance Cultural Festival*, an important cultural event in the Taishan area, is hosted annually by the Taishan District Office with Nanya Technology serving as a co-organizer. This event began as a celebration of the birthday of "Master Xianying," the main deity of both Upper Taishan Temple and Lower Taishan Temple (celebrated annually on September 18 in the lunar calendar). Due to the frequent inclusion of lion dance performances in temple celebrations, the Taishan Lion Dance Championship was created to showcase this cultural tradition. As the ceremonial activities grew larger, what started as a local cultural event has since 2006 evolved into Taiwan's landmark lion dance competition, the Taishan Lion King Championship, which has been held for 19 consecutive years. Nanya Technology has sponsored this traditional local event for 7 consecutive years.

Taishan Lion Dance Cultural Festival

Corresponding Pillars

Located in Taishan, New Taipei City, Nanya Technology joins forces with local Ming Chi University of Technology to organize various traditional events, starting locally to help promote valuable local traditional culture.

Partners: Taichung Branch, Agency of Rural Development and Soil and Water Conservation; Fairtrade Taiwan, nonprofit organizations, and local smallholders

Responsible Consumption: Every Purchase is a Vote for the Future You Want

As a leading semiconductor company, Nanya Technology recognizes responsible consumption as key to reducing environmental impact. We are committed not only to reducing resource use in our manufacturing processes, but also to extending this principle into our corporate culture and employees' daily lives. By extending our efforts from *green manufacturing* in production to *responsible resource use* in consumption, we encourage transformation across the value chain and society, preserving more of the planet's natural resources.

Employees purchased
approximately NT$312,924
worth of products.

Practicing Responsible Consumption

On May 15, Nanya Technology held an internal seminar on responsible consumption, inviting Hong-Hsuan Lee, founder of Enjoy Sweet Farm and a young professional farmer, as the guest speaker to bring practical experience in organic agriculture into corporate education. Through the introduction of the "Agri-Collaboration Workshop," Hong-Hsuan Lee shared how to work with local farmers and pass on cultivation knowledge, showcasing a sustainable community model built on mutual support among smallholders, while deepening employees' understanding of the local agricultural ecosystem.

World Fair-Trade Day

Soochow University

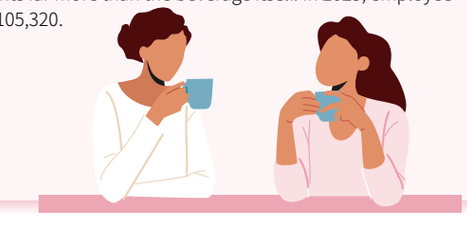
Nanya Technology supports the Fair Trade Campus Relay Program of Fairtrade Taiwan, aiming to embed the values of sustainable consumption and ethical trade within higher education and expand their influence among younger generations.
Cross-campus engagement: Starting in late April, six leading universities, including National Taiwan Normal University, Tunghai University, Yuan Ze University, Taipei Medical University, Soochow University, and National Taipei University of Business, participated through on-campus talks by association representatives and corporate visits, guiding students to gain practical insights into fair trade supply chains.
Creative sustainability engagement: Universities across Taiwan participated by applying for the Fair Trade SDGs Label, engaging in creative photography and social media sharing. Through digital connectivity, these efforts form a nationwide relay of sustainability initiatives, providing younger generations with a platform to put sustainable development goals into practice.

Responsible Consumption Market

Nanya Technology is committed to translating sustainability principles into tangible actions. By supporting local smallholders, reducing carbon footprints, partnering with nonprofit organizations, and fostering social goodwill, we promote responsible consumption through regularly holding Responsible Consumption Markets, encouraging positive social impact.
Annual sales reached NT$312,924 in products
Partner Charity organizations: Down Syndrome Foundation R.O.C. (Abrazo Sheltered Workshop), Shan Love Social Welfare Association (Seedling Workshop), TriBake Social Enterprise (TriBake Roomy Sheltered Workshop), Genesis Social Welfare Foundation, Eden Social Welfare Foundation (Eden Bakery Café), Victory Social Welfare Foundation (Victory Kitchen), and Just Love Public Welfare Association (Lu Lu Heya Sheltered Workshop)

Fair-Trade Coffee

Since 2018, Nanya Technology has introduced fair-trade coffee in the company pantries. For just NT$10, employees can enjoy a cup of fair-trade coffee, making it easy for colleagues to support sustainability. The company has also established a fair trade demonstration pantry to promote awareness of the connection between fair trade and the SDGs. This helps employees recognize that the cup of coffee they enjoy each day represents far more than the beverage itself. In 2025, employee spending on fair trade coffee totaled NT$105,320.



Partnering with Neighborhoods: Engaging in Neighborhood Public Affairs to Create a Harmonious and Mutually Beneficial Living Environment

Partner: Taishan District Office

Total sponsorship for neighborhood public affairs promotion amounted to approximately **NT$1.3 million**

Year-End Dining Gathering

Understanding the needs of local disadvantaged groups, Nanya Technology has been regularly collaborating with Nan Ya Plastics Corporation and the Taishan District Office since 2020 to organize year-end dining gatherings. These events aim to address local needs and provide care for disadvantaged residents in the community

Zhongyuan Pudu (Ghost Festival Offering)

Zhongyuan Pudu (ghost festival offering) is a significant folk religious ceremony. To foster community harmony and respond to local needs, Nanya Technology has long supported Taishan District Office in organizing Zhongyuan Pudu ceremonies, aiming to promote traditional culture.

Protecting Road Users' Safety

Located in the Nanlin Science Park in Taishan District, Nanya Technology is connected by an access road that serves as a key route for both residents and employees. The road is narrow and poses higher traffic risks during peak hours, further compounded by ongoing plant expansion. To enhance road safety, we supported the Taishan District Office through a phased road-improvement program launched in 2022. Completed in 2025, the road upgrades included drainage coverage, channel desilting and widening of selected road segments.

Promotion of Local Arts

Nanya Technology supports arts and cultural promotion and deeply values local communities. In collaboration with Ming Chi University of Technology, we promote local cultural and artistic activities in Taishan, enriching residents' and children's artistic exposure and fostering community engagement.

7.3 / Love Connection x Nanya Technology Volunteer Team : One May Go Fast, But a Group May Go Even Farther

Love Connection

To expand our impact and bring various charitable causes to light, Nanya Technology has started Love Connection in 2021. This program encourages employees to propose initiatives based on social issues they care about. Nanya Technology provides funding to support employees and turn these meaningful ideas into real actions, spreading kindness throughout the Company and fostering a positive cycle. In 2025, a total of seven initiatives concluded successfully. These programs not only advanced the original goals of social engagement but also provided a platform for employees to participate, exchange insights, and work together toward building a better society. We will continue to advance this program, bringing together more people and resources to create a greater positive impact on society.

7 Projects Completed

A Total of **169** People Involved

Implementation Measures for Love Connection:

- Only 3 people needed for joint proposals
- Maximum subsidy amount of NT$50,000
- For making positive impacts

Love Connection Cases:

After-School Tutoring for Children

Applying and implementing entity: Product Testing Service Division

Project overview: Motivated employees came together in collaboration with the Yingtao Prospect Association to support children from disadvantaged/working-class families in the Yingge area of New Taipei City. The initiative included after-school tutoring classes, science camps, and morning English reading courses. These tutoring programs were conducted in the computer classrooms of Zhonghu Elementary School and the student classrooms of Yongji Elementary School in Yingge District.

Provision of Supplies to Organizations Serving Underprivileged Children and Youth

Applying and implementing entity: Manufacturing Support Section

Project overview: Employees voluntarily purchased school supplies and daily necessities and delivered them to the Taichung Assistance and Care Association (aka Hydrovege).

Sponsorship of Science Educational Materials for Rural Areas

Applying and implementing entity: Training Development Department

Project overview: Five Nanya Technology volunteers were invited to assemble teaching kits with the Association of Taiwan Online Education Development Association (LIS) and to sponsor 250 sets of science materials for rural schools, specifically DIY headphone kits. These materials will be used in eight teacher training workshops planned for 2025, enabling participating teachers to take them back to their schools as instructional tools.

Charity Spin Class

Applying and implementing entity: Quality Control Department

Project overview: Centered on companionship and respite, the program offers four free spin classes, providing single-parent families, economically disadvantaged youth, and female caregivers offering long-term care for their family members with an opportunity to relax, release stress, and regain a sense of wellbeing.

Father's Day Charity Run

Applying and implementing entities: Employee Relation Department of Human Resources Division and Running Club

Project overview: Employees were encouraged to participate in the Father's Day charity run co-organized by the Love Runners Association and Ming Chi University of Technology. For each employee who completed the race, we donated NT$888 to the Taiwan Visually Impaired Road Running Association to support its guide runner program, promoting a culture of fitness while supporting the visually impaired.

Bike Club Sending Love to Hualien and Taitung

Applying and implementing entity: Bike Club

Project overview: Each year, the Bike Club donates the surplus funds from its activities to St. Mary's Hospital Taitung . The year 2025 marks the company's 30th anniversary. Nanya Technology has upheld its commitment to caring for both community and society by taking concrete action to support vulnerable groups. Additional internal fundraising was organized, including the sale of Bike Club commemorative mugs and postcard sets, to further increase donations.

Sustaining Love for Stray Animals

Applying and implementing entity: Manufacturing Support Section

Project overview: Initiated by a group of employees who care deeply about animals, this project provided pet food and essential supplies to support Hsu's Animal Protection Association, Tainan City, which was affected by Typhoon Danas. The initiative contributed to post-disaster recovery efforts by donating food and materials, ensuring a safe and comfortable living environment for the animals.

Nanya Technology Volunteer Team

To enhance Nanya Technology's commitment to social engagement, the Nanya Technology Volunteer Team was established in 2021. The President serves as the Convener, the Executive Vice President as Deputy Convener, and the Vice President as Team Leader to strengthen volunteer recruitment efforts. Employee volunteers are the driving force behind the company's commitment to social responsibility. Although participation was limited at the team's establishment in 2021 due to the pandemic, numbers grew after restrictions lifted in 2022. By 2025, a total of 240 dedicated employees had joined the volunteer team, steadily strengthening its impact. Over the past year, employee volunteers participated in 16 physical social engagement activities and were actively involved in a wide range of initiatives, including holiday charity bazaars, Arbor Day events, charity runs, local arts and cultural programs, and environmental conservation activities. We encourage and appreciate our employee volunteers for their commitment to social engagement and their willingness to give back to society in diverse ways despite their busy work schedules. Through structured coordination and clear task delegation, volunteers not only serve as a strong force in advancing social and sustainability initiatives, but also deepen their understanding of social engagement issues through hands-on participation. Looking ahead, we will continue to encourage more employees to join the volunteer team, harness collective strength, expand positive social impact, and advance our goal of shared value for both the company and society.

Co-hosted **16** physical social engagement events

351 participations

Nanya Technology Volunteer Team

Activity Support

Nanya Technology volunteers actively support a wide range of social engagement initiatives. These include internal holiday charity bazaars, fundraising campaigns launched through the "Love Connection" program, and external charitable and environmental conservation activities. Volunteers and their families are consistently involved, and their participation helps make each activity more meaningful and successfully carried out.

Internal Event Support

Application and fundraising under the Love Connection

Charity sale event support

External Event Support

Guishan Arbor Day – All Sectors Planting Together, Growing for The Future

Employees participated in river waste training and surveying.

Volunteer support for local arts and cultural competitions

Employees supported the aid station at the Father's Day Charity Run

Volunteer Talks

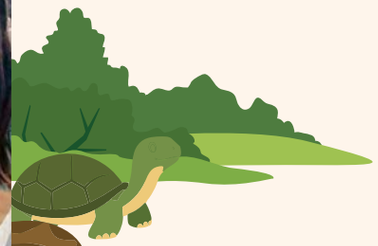
Two volunteer talks were held this year, covering both local cultural heritage and environmental conservation. One session focused on local bamboo weaving in Taishan, introducing its historical development and cultural significance. A hands-on workshop was also arranged, allowing employees to experience the beauty of this traditional craft and the spirit of craftsmanship. The other session—The Beauty and Challenges of Wild Birds—focused on environmental conservation. Through engaging sharing, volunteers were introduced to common wild bird species, their ecological behaviors, and the challenges they face in survival. Through a diverse range of lecture topics, the program enhances volunteers' understanding of local culture and ecological conservation, translating this awareness into a deeper, intrinsic motivation to care for and protect the environment.

Local arts and culture lecture:
Learning about bamboo weaving and creating your own piece

Environmental lecture:
The Beauty and Challenges of Wild Birds

Volunteer Environmental Ecology Day

Organized in partnership with the Butterfly Conservation Society of Taiwan, this eco-camp promotes awareness of ecological conservation through family-friendly activities, fostering greater understanding of biodiversity. During the activity, a professional instructor introduced the role of snakes and turtles as indicator species within ecosystems, explaining how they reflect environmental health and dispelling common misconceptions about wildlife. After the lecture, participants took part in a hands-on activity creating handkerchiefs using fern hammer-dyeing which combines natural materials with crafting allowing them to experience the beauty of the ecosystem.



Understanding the ecological importance of snakes and turtles

Volunteer Ecology Day encourages employees and their family members to participate together, fostering environmental awareness and strengthening family bonds.

8 Integrity and Transparency

A Company That Honors Its Commitments

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8-4 Ethical Management 198
8-5 Quality Management 202
8-6 Customer Relationship Management 208

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

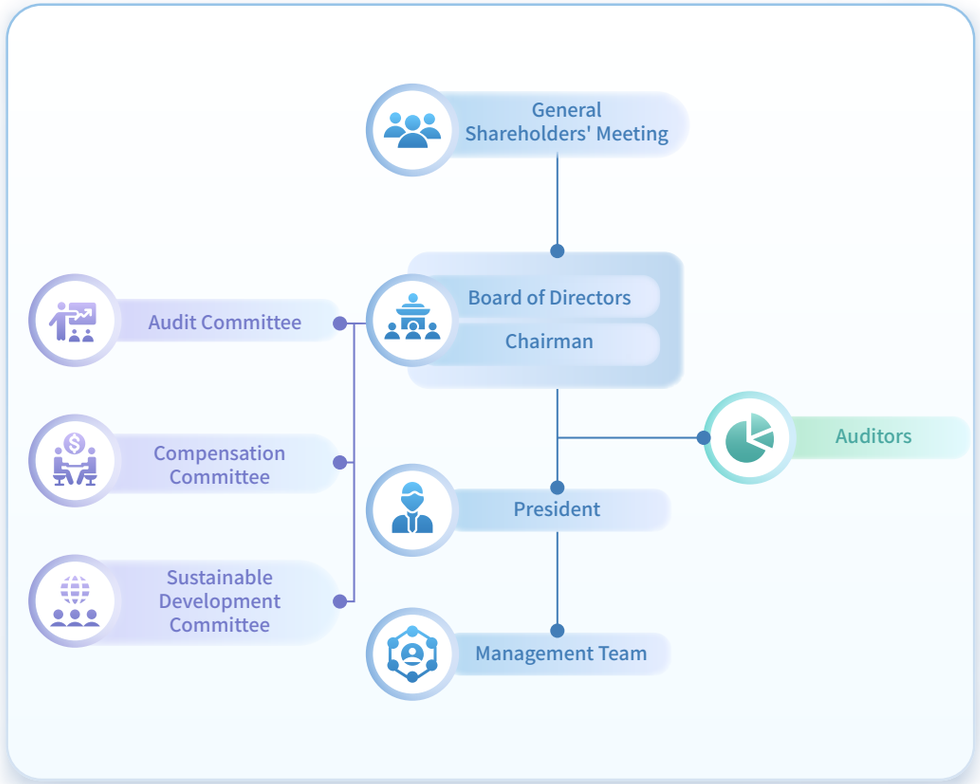
◆ Exceeded goals ◆ Achieved ◆ Not achieved

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	Material violations of regulations: 0 cases	◆ 0 cases	Material violations of regulations: 0 cases
• 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.	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	Customer satisfaction score: 91 points or above	◆ 95.7 points	Customer satisfaction score: 91 points or above
• 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 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 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, 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

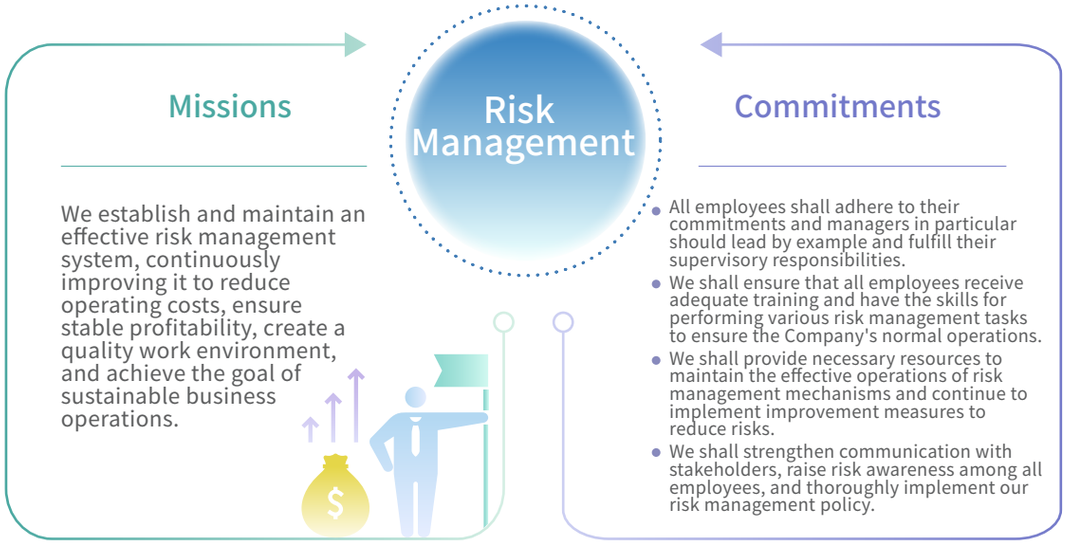
Title	Name	Shares
President	Pei-Ing Lee	1,265,098
Executive Vice President	Lin-Chin Su	480,601
Vice President	Joseph Wu	250,000
Vice President	Rex Chuang	425,000
Vice President	Yau-Ming Chen	0
Acting Vice President	Jeff Lin	185,027
Acting Vice President	Chuan-Jen Chang	163,048
Assistant Vice President	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.

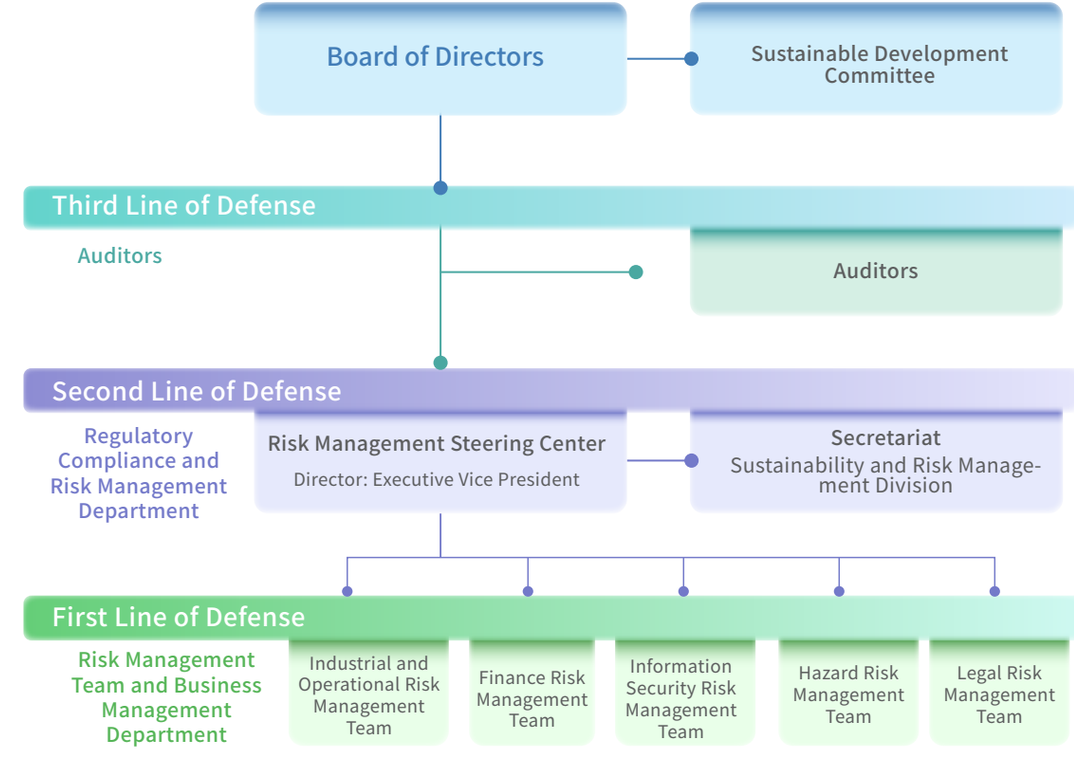
Missions and Commitments



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.

Determine Risk Appetite

- **Risk Management Steering Center**: Determine company-level risk appetite and tolerance
- **Various Business Management Departments**: Determine risk appetite and tolerance

Risk Control and Management

- **Risk Management Steering Center**: Supervise risk management activities to ensure compliance with risk appetite
- **Various Business Management Departments**: Manage and respond to risks based on risk appetite

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

Risk appetite and corresponding management principles:

- *Low* Risk Appetite: Risks that require active avoidance or related actions to minimize or eliminate the likelihood of occurrence.
- *Medium* Risk Appetite: The balance between positive benefits and negative costs requires constant evaluation during the decision-making process.
- *High* Risk Appetite: A disciplined risk-taking approach is preferred to maximize potential benefits.

Risk appetites for 20 major risk categories:

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

Low Risk Appetite
Medium Risk Appetite
High Risk Appetite

Relevance of Risk Factors

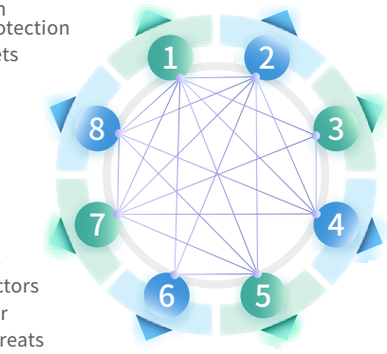
In accordance with Nanya Technology's risk management system, we identify potential risks, threats, and operational impact factors from both internal and external environments across areas such as company operations, technology, customers, finance, reputation, environmental, safety and hygiene, legal 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.

Operations
- Interruption of public facilities
- Natural disasters caused by climate change
- Interruption of the supply chain
- Major industrial accident
- Shortage of material equipment and

Technology
- R&D prowess
- Key technologies
- Patents
- Loss of talent

Information Security
- Information security protection
- Trade secrets

Customers
- Loss of inventory
- Product safety
- Changes in the business environment
- Customer shutdown or order cancellation



Legal
- Laws and regulations
- Political factors
- Social order
- Terrorist threats

Finance
- Capital shortage
- Cash flow and turnover
- Investment loss
- Changes in exchange rate and interest rate

Environmental, Safety and Hygiene
- Diseases and infectious diseases
- Employee health and safety
- Customer or public health
- Major transportation accidents

Reputational risks
- Sabotage/strikes
- Collusion and embezzlement
- Corporate image/negative news
- Loss of reputation/brand value

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.

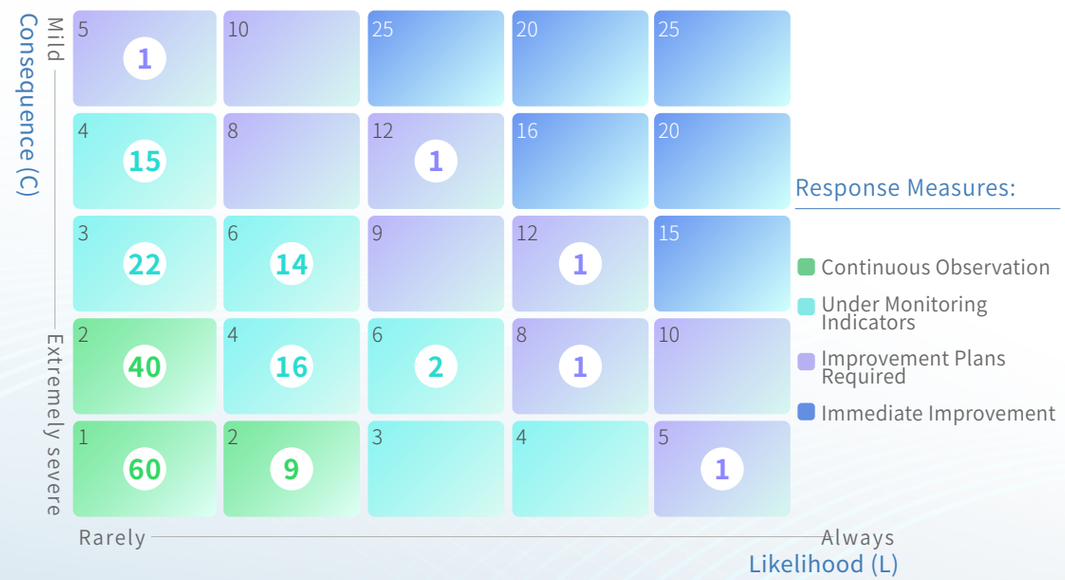
Additionally, for emergency responses to personnel safety incidents—such as fires, gas leaks, liquid spills, unusual odors, earthquakes, and radiation leaks—all response measures, reporting procedures, command systems, and handling processes comply with relevant environmental, safety and hygiene, and 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 ≤ 14ppm and acidic pollutants ≤ 0.5ppm 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.
Non-Financial Risks	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.
	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: (1) Prices are expected to increase by 78% compared to 2025, with EPS variations projected to range from +66%~+90% on an annual basis (2) Sales volume is expected to increase by 16% compared to 2025, with EPS variations projected to range from +12%~+20% on an annual basis

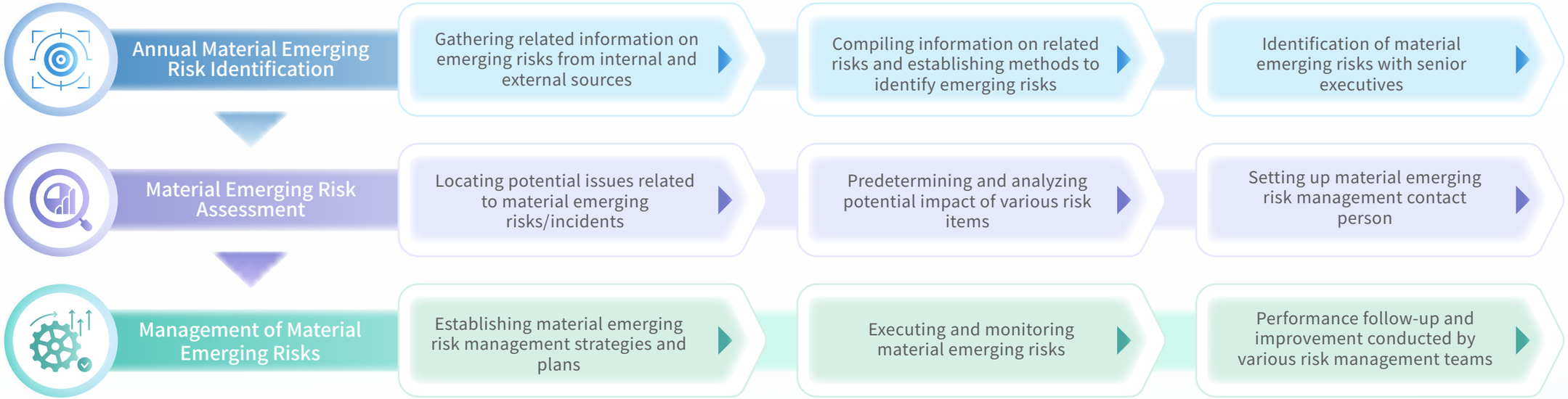
Category	Item	Sensitivity Analysis or Stress Testing
Non-Financial Risks	4. Operational Strategy - Profit and Loss Forecast Sensitivity	We conduct profit and loss sensitivity analysis when formulating sales and production strategies. This analysis shows the profit and loss impact for each defined sales 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: (1) 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. (2) Other negative impacts on the Company's operations, including potential harm to the corporate image, may arise. • Risk Control Approaches: (1) 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. (2) 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. (3) 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: (1) 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. (2) The general carbon fee rate starts at NT$300 per tCO_2e and is subject to phased upward adjustments. It is estimated that the general rate will increase to NT$1,200–1,800 per tCO_2e after 2030. (3) 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 CO_2e, the payment is estimated at NT$132 million, accounting for 0.002% of 2025 operating revenue. (4) 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: (1) 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 tCO_2e. As a result, carbon fee payments are estimated to be reduced by approximately NT$85 million. (2) 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. (3) 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: (1) 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. (2) 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. (3) Other negative impacts with varying degrees of severity, including potential harm to corporate image and stock price, may arise. • Risk Control Approaches: (1) 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. (2) 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: (1) 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. (2) 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. (3) 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: (1) 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. (1) 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.

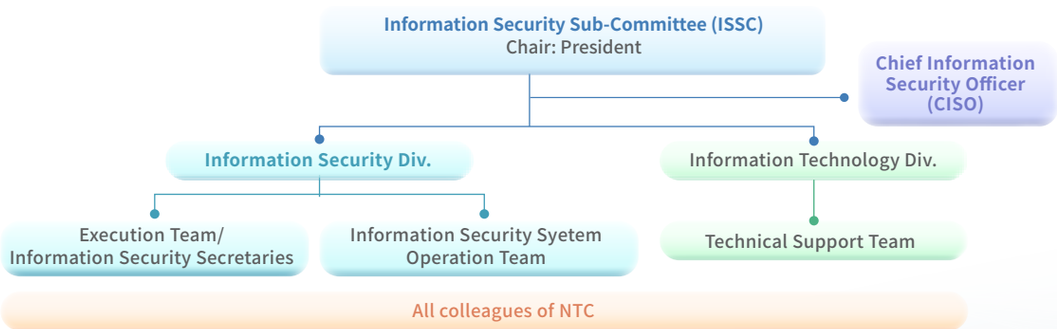
8.3 / Information Security

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 CNDCI-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 Certificated 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

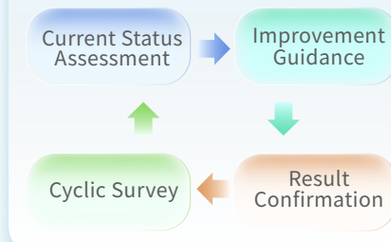
To promote supply chain information security, Nanya Technology evaluates significant Tier 1 suppliers, equipment vendors, subcontractors, and system integrators (150 companies in 2025) based on factors such as *significance, risk level, annual procurement value,* and *sustainable development*. The Company 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

Supply Chain Information Security Assessment Process



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

85 points

Risk level is assessed based on SAQ results, information security certificates, and past major incidents (85 points and above)

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 人 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

- Information Security (Personal Data) Secretaries
- Department Heads and Administrative Contacts
- All Employees

Responsibilities of the Personal Data Management Committee

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

01 New Technology Development

- Project management
- Item review
- Phase review
- Quality confirmation
- PFMEA
- Control plan
- SPC/Cpk
- MSA
- Reliability verification
- Mass production review
- HSF confirmation

02 New Product Development

- Project management
- Item review
- Phase review
- Design review
- Design verification
- Quality confirmation
- DFMEA
- Reliability verification
- Sample verification for customer approval
- Mass production review
- HSF confirmation

03 Supplier Management

- Supplier assessment
- Supplier audit
- IQC
- e-COA/SPC
- Non-conforming handling
- Change control
- Regular meetings
- Audit guidance
- HSF control
- Supplier assessment

04 Process Control

- IPQC
- SPC/Cpk
- FMEA
- Control plan
- APC/R2R
- FDC
- RMS
- PMS
- Calibration/MSA
- Reliability verification
- Change management
- Non-conforming handling
- Shipping quality control

05 Subcontractor Management

- Subcontractor evaluation
- Subcontractor audit
- Non-conforming handling
- Change control
- Regular meetings
- Audit guidance
- HSF control
- Subcontractor assessment
- Raw material control
- Test program control

06 Customer Service

- Customer requirements
- Complaints and returns
- Delivery control
- Technical service
- Customer satisfaction
- Customer change notification

QC 7 tools | Problem analysis and solving | 8D | Design of Experiments | Statistical testing
FMEA | SPC/Cpk | Fool-proof design | AI | Internal audits | Continuous improvement

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.

Quality Reliability Assurance Division

The highest decision-making authority for quality complaints, responsible for final determination and decision-making.

Quality Assurance Department

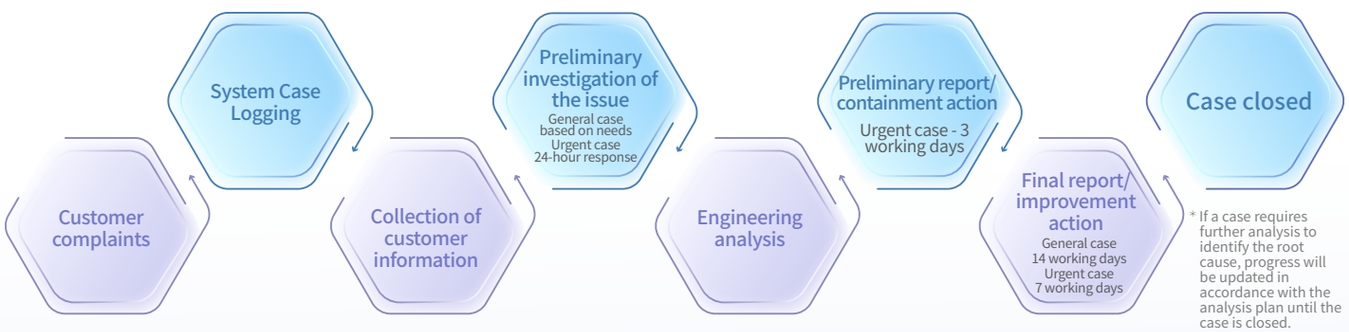
1. Confirming the cause of customer complaints
2. Determining the attribution of responsibility
3. Monitoring the closure timeliness achievement rate of customer complaints
4. Reviewing and promoting preventive and corrective measures
5. Summary analysis reports

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

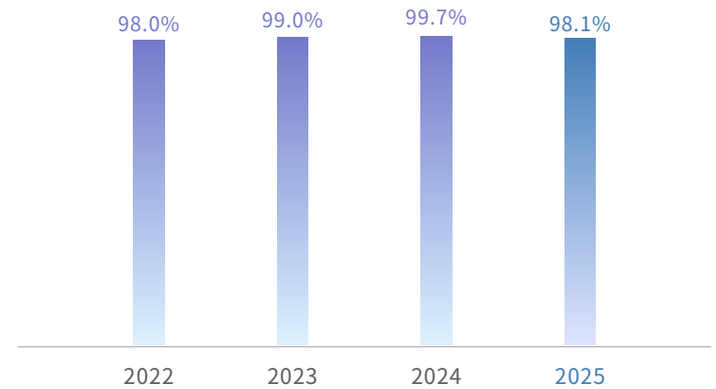
- Testing and Design Issues: Incorporating issues into Design Failure Mode and Effects Analysis (DFMEA) to enable the early identification and mitigation of potential risks during the design phase.
- Wafer Process Defects: Incorporating defects into Process Failure Mode and Effects Analysis (PFMEA) for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

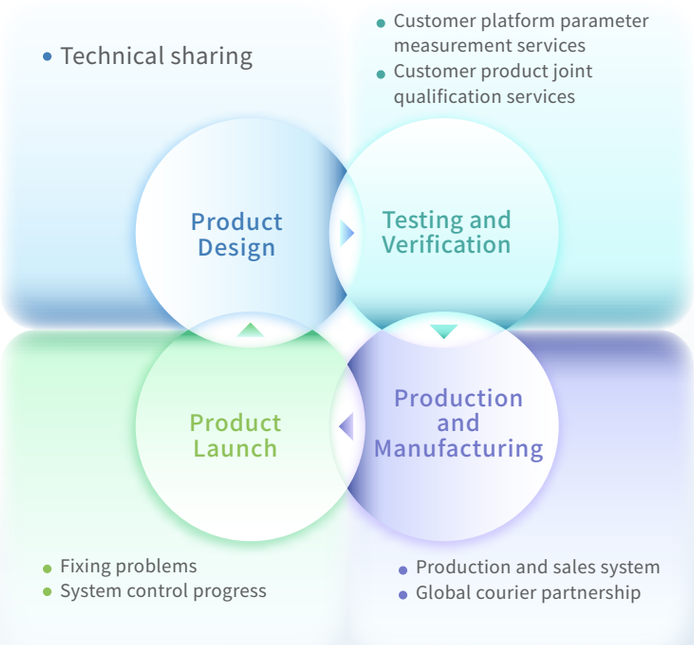
Quality Management System Training

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.

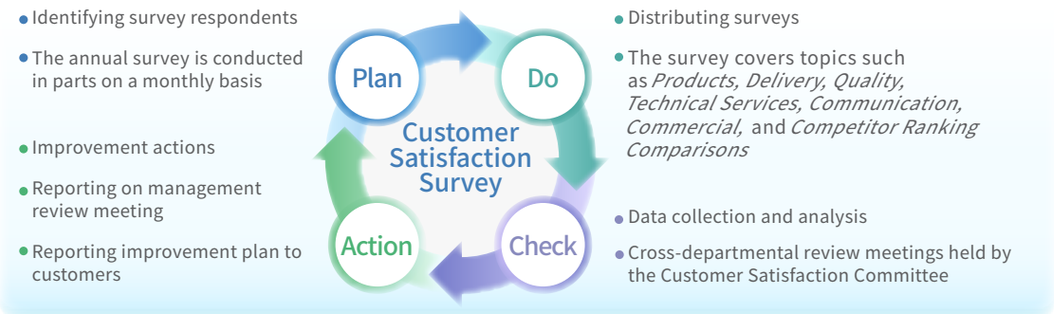
In terms of customer satisfaction, Nanya Technology conducts annual surveys of both direct trading customers and end customers through neutral third-party investigation companies and internal methods. These surveys, which utilize online platforms or interviews, aim to gather a fair and objective understanding 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.

Contact Us (nanya.com) Contact Us (nanya.com)

Customer Satisfaction Survey Process

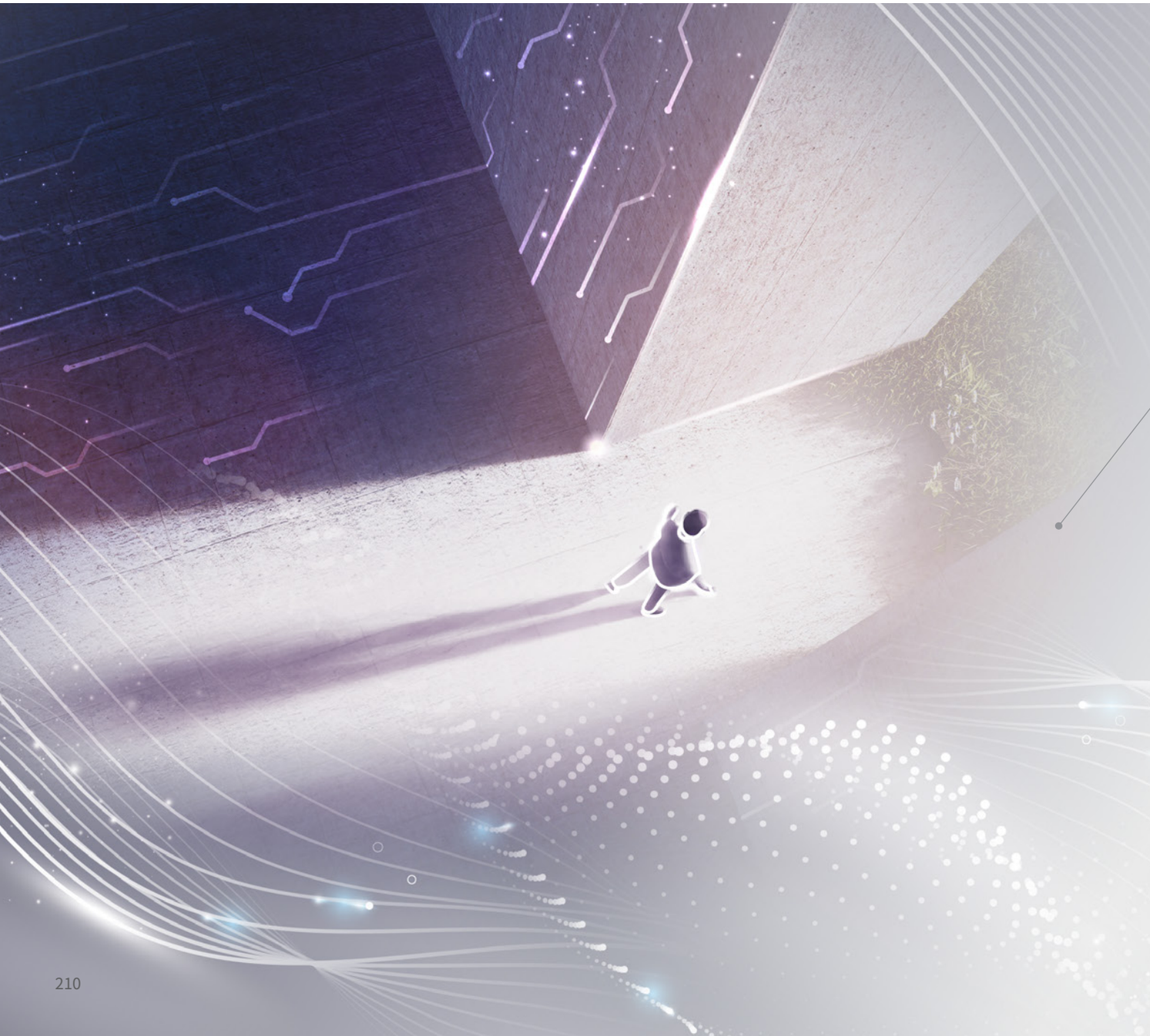


The overall average customer satisfaction score for 2025 was 95.7 points, which exceeded the goal of 91 points. Each year, Nanya Technology reviews customer satisfaction survey results and conducts benchmark learning to establish reasonable targets. The proposed goal is submitted by the Quality Reliability 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



9 Appendix

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9.1 / About this Report

Report Overview

This is the 16th *Sustainability Report* published by Nanya Technology, covering the period from January 1, 2025, to December 31, 2025. This report provides information on corporate governance, environmentally sustainable development, employee care, and social good. The financial information disclosed in this report has been compiled based on the consolidated financial statements of Nanya Technology. The scope of non-financial information disclosure is 100% aligned with the Company's consolidated revenue scope and covers the principal operating activities of Nanya Technology and its consolidated subsidiaries.

All data on sustainability performance indicators are collected and compiled by the relevant responsible units in accordance with the Company's sustainability management system, and cover the operating sites included in the consolidated financial statements (as shown in the table below).

The sustainability performance indicators disclosed in this report cover the major operating sites of Nanya Technology in Taiwan and the operating activities of relevant subsidiaries. If the disclosure scope of any specific indicator differs from the reporting boundary, such differences are noted alongside the respective indicator.

Relationship	Company Name	Main Business or Production Activities
Parent Company	Nanya Technology Corporation (NTC)	Development, design, manufacturing, and sales of semiconductor products
Subsidiary	NTC-USA	Sales of semiconductor products
Subsidiary	NTC-Delaware	Design of semiconductor products
Subsidiary	NTC-Hong Kong	Sales of semiconductor products
Subsidiary	NTC-Japan	Sales of semiconductor products
Subsidiary	Nanya Technology International, Ltd.	General investment business
Subsidiary	MemoLead Technology Corporation	Design of semiconductor products
Second-Tier Subsidiary	NTC-Shenzhen	Sales of semiconductor products
Second-Tier Subsidiary	NTC-Europe	Sales of semiconductor products

Publication Date

Nanya Technology publishes *Sustainability Report* annually

- Current Edition: August 2026
- Previous Edition: June 2025
- Next Edition: August 2027

Data Disclosure Timeframe

From January 1, 2025, to December 31, 2025 (same as the financial reporting timeframe)

Data Quality Management

- Financial data: KPMG
- Organizational greenhouse gas (GHG) inventory ISAE 3410 Limited Assurance Engagement: EY
- *Sustainability Report* AA1000 AS V3 Type II High Assurance Level: BSI

Sustainability Report Assurance

The external assurance provider for this report was approved by senior management of each company within the Group, with the verification conducted by BSI. Assurance level: AA1000 AS V3 Type II High Assurance, SASB Standards Moderate-Level of Assurance

Management System Verification

- Quality Management ISO 9001, IATF 16949: LRQA
- Environmental Management ISO 14001: LRQA
- Information Security Management ISO 27001: SGS
- Energy Management ISO 50001: LRQA
- Occupational Health and Safety (ISO 45001/ TOSHMS): LRQA
- Responsible Business Alliance RBA VAP: SGS

Guidelines and Standards Referenced

GRI Standards 2021

Data Scope

Including Nanya Technology Corporation and its subsidiaries

Report Management Process

1. Review annual results
2. Confirm writing direction
3. Collect data
4. Organize and create report
5. Attest through third-party
6. Confirm with the Sustainable Development Committee
7. Submit for approval by the Board of Directors
8. Publish report in the Corporate Sustainability ESG section of the company's website

Contact Information

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- Tel: +886-2-2904-5858 ext. 1158
- Email: NTCESG@ntc.com.tw

9.2 / Nanya Technology's Sustainability Performance

A Company That Honors Its Commitments

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Operating Revenue (in NT$100 million)	Business Strategy and Performance	201-1	569.5	298.9	341.3	665.9
Net Income (Loss) for the Current Period (in NT$100 million)	Business Strategy and Performance	201-1	146.2	(74.4)	(50.8)	66.1
Income Tax Expense (Benefit) (in NT$100 million)	Business Strategy and Performance	201-1	22.6	(32.7)	(14.7)	12.7
Cash Dividends (in NT$100 million)	Business Strategy and Performance	201-1	66.0	-	-	46.5
Research and Development Expense (in NT$100 million)	Innovation	201-1	78.4	75.8	76.9	70.4
Capital Expenditure (in NT$100 million)	Business Strategy and Performance	201-1	207.1	132.4	161.4	134.5
Earnings (Loss) Per Share (in NT$)	Business Strategy and Performance	201-1	4.72	(2.40)	(1.64)	2.13
Independent Director Ratio (%)	Integrity and Transparency	2-9	33%	33%	33%	33%
Board Meeting Attendance Rate (%)	Integrity and Transparency	2-9	95.8%	98.3%	100%	100%
"RBA Labor and Ethics Code Training" Completion Rate (%)	Integrity and Transparency	205-2	100%	100%	100%	100%
"Code of Business and Ethical Conduct Training" Completion Rate (%)	Integrity and Transparency	205-2	100%	100%	100%	100%
"Anti-Corruption Training" Completion Rate (%)	Integrity and Transparency	205-2	100%	100%	100%	100%
Internal Audit Anomaly Improvement Rate (%)	Integrity and Transparency	205-2	100%	33%	100%	100%
Number of Complaints and Reports	Talent	205-3	5	3	7	7

Your Best Memory Partner for Professional Innovation

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Annual R&D expenditure as a percentage of revenue (%)	Innovation	*	13.8%	25.3%	22.5%	10.6%
R&D staff as a percentage of employees (%)	Innovation	*	27.1%	28.9%	29.7%	31.0%
Total number of patents approved worldwide	Innovation	*	5,913	6,866	7,784	8,600
Value of improvement proposals (in NT$100 million)	Innovation	*	7.57	7.56	3.66	5.63
Customer complaint handling efficiency rate (%)	Integrity and Transparency	*	98%	99%	99.7%	98.1%
Customer satisfaction (score)	Integrity and Transparency	*	94.7	94.5	95.7	95.7
Customer satisfaction survey coverage rate (%)	Integrity and Transparency	*	100%	100%	100%	100%

A Promoter of Shared Values

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Completion rate of Sustainable Management Self-Evaluation Questionnaire by Tier 1 suppliers for risk self-assessment annually (%)	Responsible Procurement	308-1	100%	100%	100%	100%
Percentage of key suppliers' code of conduct audited by a third party certified by the Responsible Business Alliance every three years (%)	Responsible Procurement	308-1	100%	100%	100%	100%
Total number of high-risk significant suppliers audited under the Supplier Health Examination and Improvement Project annually	Responsible Procurement	308-1	100%	100%	100%	100%
Percentage of suppliers using compliant minerals based on required due diligence for conflict-free metals and responsible minerals (%)	Responsible Procurement	308-1	100%	100%	100%	100%

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Completion rate of safety and health guidance by high-risk significant suppliers (%)	Responsible Procurement	308-1	100%	100%	100%	100%
Percentage increase in local raw material procurement (%)	Responsible Procurement	204-1	30%	31%	31%	31%
Percentage of key suppliers (including significant suppliers) signing the supplier (contractor) code of conduct (%)	Responsible Procurement	414-1	100%	100%	100%	100%
Signing rate for new suppliers (%)	Responsible Procurement	414-1	100%	100%	100%	100%
Signing rate for significant suppliers (%)	Responsible Procurement	414-1	100%	100%	100%	100%
Number of key suppliers (Tier 1)	Responsible Procurement	2-6	282	273	295	285
Number of Tier 1 raw material suppliers	Responsible Procurement	2-6	80	79	85	80
Percentage of Tier 1 significant suppliers of raw material (%)	Responsible Procurement	2-6	100%	100%	100%	100%
Percentage of procurement amount from Tier 1 significant suppliers of raw material (%)	Responsible Procurement	2-6	100%	100%	100%	100%
Percentage of Tier 1 significant suppliers assessed with high sustainability risk (%)	Responsible Procurement	308-2	5%	5%	5%	5%
Percentage of Tier 2 significant suppliers assessed with high sustainability risk (%)	Responsible Procurement	308-2	5%	5%	5%	5%
Number of suppliers identified as high risk by sustainability audits	Responsible Procurement	308-1	20	18	20	20
Average score of high-risk sustainability audits	Responsible Procurement	308-1	90	90	93	85
Number of non-conformity items in high-risk sustainability audits	Responsible Procurement	308-1	74	57	61	94
Completion rate for high-risk sustainability audit improvements (%)	Responsible Procurement	308-1	100%	100%	100%	100%

A Producer via Green Technology

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Raw material improvement: Extend usage cycle (items)	Green	302-5	3	2	0	0
Raw material improvement: New process formula development (items)	Green	302-5	10	18	11	9
Raw material improvement: Process usage reduction (items)	Green	302-5	11	15	9	23
Greenhouse gas (GHG) emissions (tCO_2e, metric ton of CO_2 equivalent) (including Scope 1 and Scope 2 under market-based method)	Green	305-1、305-2	440,954	430,324	409,138	417,308
• Scope 1 (tCO_2e)	Green	305-1	59,788	56,654	39,063	51,088
• Scope 2 (tCO_2e) (market-based method)	Green	305-2	381,166	373,670	370,075	366,220
• Scope 2 (tCO_2e) (location-based method)	Green	305-2	385,177	385,700	386,774	403,575
• Scope 3 (tCO_2e)	Green	305-3	940,525	816,878	817,588	1,290,121
Fluorinated GHG emissions (tCO_2e)	Green	305-1	45,248	36,967	20,779	23,579
GHG emissions per unit product area (Scope 1+2) ($kgCO_2e$/wafer area (cm^2))	Green	305-1	0.75	0.90	0.88	0.89
GHG emissions per unit production (Scope 1+2) ($kgCO_2e$/kpcs)	Green	305-1	405	430	416	381
GHG emissions per unit revenue (Scope 1+2) ($kgCO_2e$/NT$ million)	Green	305-1	7,743	14,396	11,988	6,267
PFC reduction performance (tCO_2e)	Green	305-1	631,790	519,478	537,572	537,572
PFC emissions per unit wafer production (kg/t)	Green	305-1	447	453	261	293

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
PFC emissions per unit revenue (kgCO_2e/NT$ million)	Green	305-1	794	1,237	609	354
Energy use (MWH) (including electricity, natural gas and steam)	Green	302-1	831,862	857,068	895,301	948,165
• Energy use (MWh) (non-renewable energy)	Green	302-1	823,982	832,578	860,071	868,005
• Energy use (MWh) (renewable energy)	Green	302-1	7,880	24,490	35,230	80,160
Energy cost (NT$10 thousand)	Green	302-1	193,587	240,424	297,180	367,696
Energy cost per unit production (NT$10 thousand/kpcs)	Green	302-1	0.178	0.24	0.302	0.336
Energy cost per unit revenue (NT$10 thousand/NT$ million)	Green	302-1	3.4	8.0	8.7	5.6
Non-renewable electricity usage (MWh)	Green	302-1	736,419	741,952	860,071	770,206
Renewable energy electricity consumption (MWh)	Green	302-1	7,880	24,490	35,230	80,160
Electricity usage per unit revenue (MWh/NT$ million)	Green	302-1	13.1	28.7	26.2	12.8
Electricity usage per unit production (MWh/kpcs)	Green	302-1	0.68	0.77	0.81	0.78
Natural gas usage (m^3)	Green	302-1	4,780,740	5,228,039	5,630,508	5,794,914
Natural gas usage per unit production (m^3/kpcs)	Green	302-1	4.4	5.2	5.7	5.3
Natural gas usage per unit revenue (m^3/NT$ million)	Green	302-1	83.9	174.9	165.0	87.0
Total electricity savings from energy conservation measures since 2017 (MWh/year)	Green	302-4	63,228	68,565	74,078	78,773
Number of production interruption days due to climate disasters	Green	201-2	0	0	0	0

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Nitrogen oxide emissions (t)	Green	305-7	10.50	11.21	11.21	13.07
Sulfur oxide emissions (t)	Green	305-7	1.66	1.66	1.66	2.21
Volatile organic compound emissions (t)	Green	305-7	17.31	14.24	12.72	14.65
Reduction in air pollutant emissions per unit product (%) (based on 2017)	Green	305-5	-38.8%	-45.3%	-50.3%	-48.5%
Volatile organic compounds (VOCs) emission reduction rate (%)	Green	305-5	-	-	＞96.4%	＞95.4%
Number of air pollution prevention and control equipment anomalies	Green	*	0	0	0	0
Number of facilities certified with ISO 14001		403-1	1	1	1	1
Percentage of facilities certified with ISO 14001 (%)		403-1	100%	100%	100%	100%
Water usage (kt)	Green	303-5	3,388	3,385	3,955	4,063
Water usage per unit production (t/kpcs)	Green	303-5	3.11	3.38	4.02	3.71
Water usage per unit revenue (t/NT$ million)	Green	303-5	59.5	113.2	115.9	61.0
Volume of recycled water (kt)	Green	303-5	5,700	5,832	5,590	5,530
Ultra-pure water usage (kt)	Green	303-5	3,578	3,398	3,484	3,619
Ultra-pure water usage per unit production (t/kpcs)	Green	303-5	3.29	3.40	3.54	3.31
Ultra-pure water usage per unit revenue (t/NT$ million)	Green	303-5	62.8	113.7	102.1	54.4
Diesel usage (L)	Green	302-1	30,500	20,000	20,000	20,000

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
VOCs emissions per unit wafer area (kg/m^2)	Green	302-1	0.29	0.30	0.27	0.31
VOCs emissions per unit production (g/kpcs)	Green	302-1	15.9	14.2	12.9	13.4
VOCs emissions per unit revenue (g/NT$ million)	Green	302-1	304	476	373	220
Wastewater discharge (kt)	Green	303-4	2,695	2,446	2,864	3,017
Wastewater discharge per unit production (t/kpcs)	Green	303-4	2.48	2.44	2.91	2.76
Wastewater discharge per unit revenue (t/NT$ million)	Green	303-4	47.3	81.8	83.9	45.3
Environmental accounting expenditure (NT$ thousand)	Green	*	1,221,153	865,674	1,147,943	1,392,763
Total waste (t)	Green	306-3	23,981	22,403	22,732	25,652
General waste (t)	Green	306-3	6,383	5,881	6,060	7,580
• Hazardous waste (t)	Green	306-3	17,598	16,522	16,671	18,072
• Waste recycling rate (%)	Green	306-4	92.1%	98.8%	98.6%	97.2%
Waste output per unit production (kg/kpcs)	Green	306-3	22.0	22.4	23.1	23.4
Waste output per unit revenue (kg/NT$ million)	Green	306-3	431.7	749.5	666.0	385.2

Employer Who Values Professional Talent

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Number of employees	Talent	2-7	3,685	3,647	3,693	3,835
Number of male employees	Talent	2-7	2,670	2,634	2,671	2,786
Number of female employees	Talent	2-7	1,015	1,013	1,022	1,049
Number of employee nationalities	Talent	2-7	16	16	14	17
Number of employees hired with disabilities	Talent	406-1	36	40	42	37
Percentage of employees hired with disabilities (%)	Talent	406-1	1.01%	1.13%	1.17%	1.00%
Total number of employees attending trainings	Talent	404-1	163,746	177,731	203,451	220,000
Total number of employee training sessions	Talent	404-1	3,091	3,089	3,476	4,003
Total employee training person-hours	Talent	404-1	157,720	134,279	160,886	227,588
Average training hours per employee	Talent	404-1	42.8	36.8	43.6	65.1
Total cost of employee training (NT$)	Talent	404-1	9,604,391	21,616,083	26,824,445	20,310,095
Average training cost per employee (NT$)	Talent	404-1	2,606	5,927	7,264	5,303
Return on human capital (%)	Talent	*	10.1%	4.8%	5.5%	11.6%
Return on investment for personnel training (%)	Talent	404-1	796%	209%	217%	218%
Percentage of female employees (%)	Talent	2-7	27.54%	27.78%	27.67%	27.35%
Percentage of female employees in entry-level management (%)	Talent	405-1	93.14%	93.14%	93.07%	93.07%

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Percentage of female employees in senior and mid-level management (%)	Talent	405-1	11.49%	12.02%	12.55%	12.55%
Percentage of female managers in production and revenue-related departments (%)	Talent	405-1	32.04%	38.49%	38.19%	38.31%
Percentage of female employees in STEM-related positions (%)	Talent	405-1	16.34%	16.43%	16.44%	16.51%
Absence rate	Talent	405-1	0.16%	0.27%	0.34%	0.05%
Turnover rate (%)	Talent	401-1	9.05%	4.81%	6.35%	11.03%
Turnover rate for new employees within 1 year (%)	Talent	401-1	14.99%	7.77%	11.16%	13.7%
Voluntary turnover rate (%)	Talent	401-1	8.80%	4.58%	6.21%	10.73%
Number of employees with labor union membership	Talent	407-1	86 人	88 人	88 人	108 人
Percentage of employees with labor union membership (%)	Talent	407-1	2.40%	2.49%	2.45%	2.91%
Female/male average total salary ratio for management level (%)	Talent	405-2	95.68%	95.02%	94.58%	93.35%
Female/male average compensation ratio for management level (%)	Talent	405-2	95.28%	95.30%	94.57%	93.46%
Female/male average total salary ratio for non-management level (%)	Talent	405-2	108.42%	106.99%	105.84%	105.84%
Female/male average compensation ratio for non-management level (%)	Talent	405-2	111.43%	109.28%	108.91%	109.01%
Percentage of job vacancies filled by employee internal transfers (%)	Talent	*	85.90%	65.80%	61.41%	77.2%
Return-to-work rate after parental leave (%)	Talent	401-3	82.35%	71.43%	81.48	86.36%
Retention rate after parental leave (%)	Talent	401-3	80.00%	100.00%	90.00%	78.26%
Percentage of employees with average recognition score above 7 (10-point scale)	Talent	401-3	76.2%	75.3%	73.0%	77%

Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Safety - Disabling injury frequency rate	Talent	403-9	0	0.41	0.41	0.41
Safety - Disabling injury severity rate	Talent	403-9	0	18	6.2	3
Frequency-severity indicator	Talent	403-9	0	0.09	-	0.04
Number of work injuries/deaths - number of employees	Talent	403-9	0	3	3	3
Number of work injuries/deaths - number of contractors	Talent	403-9	0	1	1	0
RBA VAP score	Talent	205-2	193.6 (2020)	200.0 (2022)	193.8 (2024)	193.8 (2024)
Number of occupational disease cases caused by chemical exposure	Talent	403-10	0	0	0	0

Note: The employee headcount statistics for 2023 and 2024 cover only sites in Taiwan.

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Key Indicators	Indicators Corresponding to the Chapters in the *Sustainability Report*	GRI Standard No.	2022	2023	2024	2025
Percentage of investments in public welfare by type: Charity and public good (%)	Common Good	*	5.44%	7.46%	6%	11%
Percentage of investments in public welfare by type: Community investment (%)	Common Good	*	9.97%	30.20%	40%	29%
Percentage of investments in public welfare by type: Commercial advocacies (%)	Common Good	*	84.59%	62.33%	54%	60%
Percentage of resources invested in public welfare: Cash donations (%)	Common Good	*	83.54%	68.02%	87.28%	77.01%
Percentage of resources invested in public welfare: In-kind donations (%)	Common Good	*	7.72%	12.48%	1.47%	1.27%
Percentage of resources invested in public welfare: Volunteer engagement (%)	Common Good	*	0.50%	12.63%	8.83%	16.26%
Percentage of resources invested in public welfare: Management expenses (%)	Common Good	*	8.24%	6.87%	2.43%	5.46%

*Note: No corresponding GRI standards, as these are custom-defined material topics and voluntary disclosure items

9.3 / GRI Standards Content Index

Usage Statement	Nanya Technology Corporation has followed GRI Standards 2021 to report content covering the period from January 1, 2025, to December 31, 2025.
GRI 1 Version	GRI 1: Foundation 2021
Applicable GRI Sector Standards	N/A

Information Disclosed		Corresponding Chapter	Page	Note
General Disclosures				
GRI 2: General Disclosures 2021				
2-1	Organization details	About Nanya Technology	10	
2-2	Entities included in the *Sustainability Report*	About This Report	211	
2-3	Reporting period, frequency and contact person	About This Report	211	
2-4	Information restatement	About This Report	211	No information restatement
2-5	External assurance/verification	Appendix-Assurance Statement	240	
2-6	Organization activities, value chain and other business relationships	About Nanya Technology Sustainable Supply Chain Management • Nanya Technology's supply chain is divided into Production Materials and Non-Production Materials, with the former being the primary supply chain. In 2025, there were 400 Tier 1 Suppliers, mainly located in Asia (70.75%), the Americas (20.25%), Europe (6.25%), and Oceania (2.7%). Compared to 2024, the number of Tier 1 Suppliers 减少 41, while the regional distribution percentages remained largely unchanged.	10 144	
2-7	Employee information	Talent Development • Employee diversity: In 2025, Nanya Technology and its overseas subsidiaries had 3,835 formal employees, including 87 interns. 3,718 employees were based in Taiwan, representing 96.95% of the total workforce, while 117 employees were located at overseas subsidiaries, accounting for 3.05%.	80	
2-8	Other worker information	Talent Development	80	

Information Disclosed		Corresponding Chapter	Page	Note
General Disclosures				
GRI 2: General Disclosures 2021				
2-9	Governance structure and composition	Corporate Governance	179	
2-10	Nomination and selection of highest governance body	Corporate Governance	180	
2-11	Chair of the highest governance body	Corporate Governance	180	
2-12	Role of the highest governance body in overseeing impact management	Sustainable Governance and Organization Corporate Governance Responsible Procurement	17 ; 179	
2-13	Person responsible for impact management	Sustainable Governance and Organization Corporate Governance	17 ; 179	
2-14	Role of the highest governance body in sustainability reporting	Sustainable Governance and Organization	17	
2-15	Conflicts of interest	Corporate Governance	180	
2-16	Communication of key material events	Sustainable Governance and Organization Corporate Governance	17 ; 179	
2-17	Collective knowledge of the highest governance body	Corporate Governance	180	
2-18	Performance assessment of the highest governance body	Corporate Governance	180	
2-19	Remuneration policy	Corporate Governance	181	
2-20	Process for determining remuneration	Corporate Governance	181	
2-21	Annual total remuneration ratio	Senior executive remuneration	181	
2-22	Statement on sustainable development strategies	A Message from the President	4 ; 5	
2-23	Policy commitments	Ethical Management Responsible Procurement	198 ; 142	
2-24	Incorporation into policy commitments	Ethical Management Responsible Procuremen	198 ; 142	

Information Disclosed		Corresponding Chapter	Page	Note
General Disclosures				
GRI 2: General Disclosures 2021				
2-25	Procedures for remediation of negative impacts	• Innovation—3-1 R&D and Innovation • Talent—4-1 Human Rights • Integrity and Transparency—8-4 Ethical Management	48 ; 65 ; 99	
2-26	Mechanisms for seeking advice and raising concerns	Ethical Management	73 ; 198	
2-27	Compliance with laws and regulations	No major regulatory violations (fines exceeding US$10,000) occurred in 2025. Audit scope: Headquarters 2024: Total number of cases 0; Total fines (in NT$) 0 2025: Total number of cases 0; Total fines (in NT$) 0		
2-28	Association memberships	About Nanya Technology	10	
2-29	Stakeholder communication approach	Materiality Analysis	34	
2-30	Collective bargaining agreements	Safe Workplace • Nanya Technology does not have collective bargaining agreements to disclose.		N/A

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topics				
GRI 3: Material Topics in 2021				
3-1	Procedures for deciding on material topics	Materiality Analysis	19	
3-2	List of material topics	Materiality Analysis	23	
3-3	Management of material topics	Materiality Analysis	29	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topic: Ethical Management				
GRI 205 Anti-Corruption				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	26；29；178	
205-1	Operating locations assessed for corruption risk	Each year, Nanya Technology conducts assessments on all of its operating locations through internal ethical management regulations and audit mechanisms. No material corruption risks were identified in 2025.	200	
205-2	Communication and training on anti-corruption policies and procedures	Ethical Management • Regular internal education, training and promotion, along with sufficient reporting channels and protective measures, foster a culture of workplace ethics and legal compliance. • Ethics education training and antitrust education training, both achieving a 100% completion rate.	199	
205-3	Confirmed corruption incidents and actions taken	Ethical Management, Human Rights No related incidents occurred in 2025	73；199	
GRI 206 Anti-Competitive Practices				
206-1	Legal actions for anti-competitive practices	No related incidents occurred in 2025	199	
Material Topic: R&D and Innovation				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	26；29；47	
Specific Topics				
-*	*Note: No corresponding GRI standards, as these are custom-defined material topics and voluntary disclosure items	R&D and Innovation • R&D expenses represented 10.6% of revenue, with R&D staff accounting for 31.0% of employees, an increase of 1.3% compared to 2024. • By 2025, Nanya Technology developed 152 AI applications with annual benefits reaching NT$420 million.	48；51	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topic: Customer Service				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	19-29	
GRI 418 Customer Privacy				
418-1	Verified complaints regarding customer	Customer service, ethical management • Nanya Technology established the Confidential Information Management Procedure, with related documents authorized and distributed by the Document Control Center. No customer privacy violations occurred in 2025.	74	
Material Topic: Supply Chain Sustainable Management				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	26；30；143	
GRI 204 Procurement Practices				
204-1	Proportion of procurement expenditure from local supply chains	Sustainable Supply Chain Management • Local raw materials accounted for 10.6% of the procurement amount in 2025.	145	
GRI 308 Supply Chain Environmental Assessment				
308-1	Screening new supply chains against environmental criteria	Sustainable Supply Chain Management • 100% of new suppliers signed the Supplier Code of Conduct (including business ethics, human rights, environment, safety and health) and underwent risk assessments.	149	
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management • Suppliers are required to comply with environmental standards outlined in the Supplier Code of Conduct, with 100% auditing and improvement requirements for high-risk suppliers.	151	
GRI 414 Supply Chain Social Assessment				
414-1	Screening new supply chains against social criteria	Sustainable Supply Chain Management • 100% of new suppliers signed the Supplier Code of Conduct (including business ethics, human rights, environment, safety and health) and underwent risk assessments.	149	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topic: Risk Management				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis	26；31；178	
Specific Topics				
-	-	Risk Management • 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. Per the Sustainable Development Committee Charter, the committee requires at least 3 members, with more than half being independent directors. Currently, the committee consists of 4 independent directors and 3 executive directors, all 7 possessing expertise in crisis handling and risk management across various areas.	182	
Material Topic: Climate Change				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	27；31；110	
GRI 305 Emissions				
305-1	Direct (Scope 1) GHG emissions	GHG Inventory • Scope 1 emissions were 51,088 tCO_2e in 2025.	115	
305-2	Energy indirect (Scope 2) GHG emissions	GHG Inventory • Scope 2 emissions (market-based) were 366,220 tCO_2e in 2025.	115	
305-3	Other indirect (Scope 3) GHG emissions	GHG Inventory • Scope 3 emissions in 2025 amounted to 1,290,121 tCO_2e	115；116	
305-4	GHG emissions intensity	Greenhouse gas inventory • 381 $kgCO_2e$/ kpcs • 6,267 $kgCO_2e$/NT$ million in revenue	116	
305-5	Reduction in GHG emissions	Reduction in GHG • To reduce PFCs emissions, Nanya Technology established Local Scrubber acceptance criteria for PFC reduction rates: CF_4 gas treatment efficiency must exceed 90%, reduction rates of C3F8, C_4F_6, C_4F_8, CHF_3, CH_2F_2 and SF_6 must exceed 95%, and NF_3 reduction must exceed 99%.	117	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topic: Climate Change				
GRI 305 Emissions				
305-6	Emissions of ozone-depleting substance	Nanya Technology does not use ozone-depleting substances		
305-7	Nitrogen oxides, sulfur oxides, and other material gas emissions	Air Pollution Prevention and Control • Major air pollutants include acid, alkaline, and organic waste gases. Acid and alkaline waste gases are treated in acid/alkaline scrubbing towers; organic waste gas combustion achieves a 99% treatment efficiency; reduction rate of volatile organic gas emissions remains above 90%. • In 2025, Nanya Technology reported Ox emissions of 13.07 metric tons and SOx emissions of 2.21 metric tons.	133	
Material Topic: Green Products				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	27；31；110	
GRI 302 Energy				
302-1	Energy consumption within the organization	Energy Management • The company's primary energy sources are purchased electricity (89.7% of total energy use), natural gas (6.4%) and steam (3.9%). • In 2025, purchased renewable energy (electricity) accounted for 8.45% of Nanya Technology's total electricity consumption.	118	
302-2	Energy consumption outside the organization			Information not available
302-3	Energy intensity	Energy Management • In 2025, electricity consumption per unit of production was 0.78 MWh/ Kpcs. Natural gas consumption per unit of production was 5.3 m^3/ Kpcs.	118	
302-4	Reduction in energy consumption	Energy Management • In 2025, 30 energy conservation management projects were completed, with total energy conservation benefits reaching 4,695 MWh.	120	
302-5	Reduction in energy requirements of products and services	Innovation-Green Products • Nanya Technology actively develops energy-efficient products to help customers lower energy requirements when using electronic products, thereby reducing GHG emissions. In 2025, all mainstream process products sold saved over 1.20485 billion kWh compared to previous-generation products, equivalent to approximately 4,337 trillion joules and a reduction of 562,667 tCO_2e GHG emissions.	56-60	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topic: Water Management				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	27；31；110	
GRI 303 Water (2018)				
303-1	Interactions and impacts associated with shared water resources	Water Resource Management • Nanya Technology mainly sources its water from Shimen Reservoir, drawing it through the Taoyuan Canal for production use following treatment. The water is drawn independently using a gravity-fed system, which operates by gravity flow, ensuring no impact on the water resource ecology or other usage.	123	
303-2	Management of impacts associated with water discharge	Water Pollution Prevention and Management • All wastewater at Nanya Technology is categorized and discharged to appropriate sewage facilities for treatment. To ensure discharge water quality meets certain standards, Nanya Technology has conducted real-time online monitoring of effluent quality in collaboration with the Environmental Protection Department. Additionally, regular quarterly outsourced offline sampling and analysis testing are commissioned to further strengthen wastewater quality control.	125	
303-3	Water withdrawal	Water Resource Management • In 2025, total water withdrawal was 4,063 million liters, primarily sourced from Taoyuan Canal (approximately 97.7%, or 3,971 million liters), followed by well water (approximately 1.7%, or 69 million liters), and tap water (approximately 0.6%, or 23 million liters). Rainwater has been recycled and reused over the years, but it was temporarily suspended in 2025 due to equipment changes for the expansion of new facilities.	123	
303-4	Water discharge	Water Resource Management • Total water discharge in 2025 was 3,017 million liters, representing a 5.3% increase compared to 2024.	123	
303-5	Water consumption	Water Resource Management • Total water consumption in 2025 was 1,046 million liters	124	
Material Topic: Waste Management				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	27；31；110	
GRI 306 Waste (2020)				
306-1	Waste generation and associated material impacts	Waste Management • Including raw materials and related materials which contain hazardous substances, the use of large amounts of acid and alkaline chemicals, and extensive use of production monitor wafers.	113	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topic: Waste Management				
GRI 306 Waste (2020)				
306-2	Management of material impacts associated with waste	Recycling • Establishment of a hazardous substance free management system to ensure that wafers, IC packaging, and DIMM module products comply with international regulations and customer-specific requirements for hazardous substance management. • In-plant chemical recycling, such as converting copper sulfate waste liquid directly into copper cakes. • Outsourced recycling and regeneration of waste acid solutions, such as sulfuric and phosphoric acids. • Recycling and reusing production monitor wafers 8-11 times.	132	
306-3	Waste generation	Waste Management • Total waste in 2025 was 25,652 metric tons, including 7,580 tons of general waste and 18,072 metric tons of hazardous waste.	137	
306-4	Waste disposal and transfer	Waste Management • Of the 25,652 metric tons of total waste generated in 2025, 24,931 metric tons were recovered (recovery rate: 97.2%).	136；137	
306-5	Direct disposal of waste	Waste Management • In 2025, the total direct disposal of waste amounted to 6,097 metric tons, of which 5,376 metric tons were recycled after treatment (accounting for 20.96% of total waste), 709 metric tons were incinerated (accounting for 2.76% of total waste), 8 metric tons were either landfilled after solidification or directly landfilled (accounting for 0.03% of total waste), and 4 metric tons (accounting for 0.02% of total waste) were disposed of through other methods, including physical treatment for recycling, purification for reuse, etc.)	136	
Material Topic: Employee Development				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	28；32；33；160	
GRI 404 Training and Education				
404-1	Average annual training hours per employee	Talent Empowerment • In 2025, Nanya Technology conducted over 22.75 hours of training and learning development activities, averaging 65.1 hours of training per employee.	94	
404-2	Programs for enhancing employee skills and providing transition assistance	Talent Empowerment • Although Nanya Technology does not provide assistance programs for *employees ending their careers due to retirement or employment termination*, the Company adheres to its people-oriented approach and has established a robust training development system to continuously enhance employee skills and competitiveness. Nanya Technology encourages employees to pursue further education and has a total of 748 employees enrolled in on-the-job degrees.	91	
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Empowerment • In 2025, 100% of employees received multi-dimensional performance appraisals (180-degree appraisal and 360-degree appraisal).	98	

Information Disclosed		Corresponding Chapter		Page	Reason for Omission
Material Topic: Occupational Health and Safety					
GRI 3: Material Topics in 2021					
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance		28；32；66	
GRI 403 Occupational Safety and Health (2018)					
403-1	Occupational safety and health management system	Occupational Health and Safety	• Nanya Technology has obtained ISO 45001 management system certification and established an *ESH Management Manual* to protect all workers, including both employees and non-employees. The Company conducts monthly occupational safety and health committee meetings—exceeding regulatory frequency requirements—with 41.3% of committee members representing labors. These members jointly review various safety and health initiatives and the implementation performance of related projects.	105	
403-2	Hazard identification, risk assessment, and incident investigation		• Established *Incident Investigation Procedures Manual* that mandates Root Cause Analysis for occupational accidents, near misses, and incidents affecting physical and mental health. These procedures include identification of direct, indirect, and underlying causes, along with the proposition of corrective and preventive measures prior to case closure. • In 2025, no major or severe occupational accidents occurred among employees, but 3 accidents resulted in employee disability. Accident investigations and analyses were conducted, along with 21 near misses requiring further analysis.	107；69	
403-3	Occupational health services		• Nanya Technology conducts regular annual workplace environment monitoring, implements a chemical classification management system and exposure assessments, carries out general and special health hazard checkups, develops health management plans, and provides on-site services for ergonomic prevention, maternal health protection, support for excessive work burdens, and related needs.	106	
403-4	Worker participation, consultation, and communication on occupational safety and health		• Collecting worker proposals or suggestions through opinion boxes, department meeting feedback, safety walking and talking (SWAT) sessions, and Safety & Environment Event Tracking System (SETS) to create an atmosphere of full participation.	107	
403-5	Worker training on occupational safety and health		• Nanya Technology protects workers' health and safety by controlling the pathways through which hazards may spread and workers' exposure to those risks. As a result, various safe work procedures were developed, and safety and health training was provided. In 2025, a total of 54,058 training hours were completed by 3,372 participants, including 21,825 hours for 726 employees requiring licenses or special hazardous operation supervision as mandated by law. Additionally, to enhance hands-on training and emergency response, 58 emergency drills were conducted.	105	
403-6	Employee Health Promotion		• Nanya Technology provides physician consultations or guidance, and organizes lectures on dietary health education as well as health promotion activities, including smoking cessation and weight loss programs.	69	
403-7	Prevention and mitigation of occupational safety and health impacts directly associated with business relationships		• Nanya Technology continuously develops management plans for clean room working environments and medium-high risks, dividing them into explanations and improvement plans of general working environment risks and clean room related risks.	108	
403-8	Workers covered by an occupational safety and health management system		• Nanya Technology is committed to providing employees with a safe, healthy, and high-quality workplace while also maintaining the safety of contractors. The Company has established an *ESH Management Manual* to prevent occupational hazards and ensure a safe, healthy, and high-quality work environment for all workers. This manual empowers Nanya Technology's workforce with hazard prediction capabilities during business activities to prevent occupational accidents and achieve zero injuries and zero occupational diseases.Nanya Technology' s third fab holds ISO 45001 Occupational Health and Safety Management System certification. A total of 4,203 personnel (3,835 employees and 368 non-employees), representing 97.29% of all personnel, were certified under the management system and audited by both internal and external organizations. (The remaining personnel not included are all from overseas offices; formal employees of overseas subsidiaries numbered 117, accounting for 3.05%.)	105	
403-9	Occupational Injury		• In 2025, 3 occupational accident cases occurred among employees, all involving physical injuries (falls, pinch injuries).	107	
403-10	Occupational diseases		• No reported cases of occupational disease in 2025.	107	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
Material Topic: Talent Retention and Employee Care				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	28；33；65	
GRI 202 Market Presence (Material Topic)				
202-1	Ratio of entry-level wages by gender relative to the local minimum wage	Talent Retention • In 2025, the average salary of Nanya Technology's full-time, non-managerial employees was NT$1,614 thousand, representing a 17% increase compared to 2024. The median salary of full-time, non-managerial employees was NT$1,356 thousand.	86	
GRI 401 Employment				
401-1	New hires and employee turnover	Employee Diversity • There were 475 new hires in 2025, resulting in a new employee rate of approximately 12.3%. • The total turnover rate in 2025 was 11.03%, with voluntary turnover accounting for 10.73%.	82	
401-2	Benefits provided to full-time employees that are not applicable to temporary or part-time employees	Talent Retention • Starting from July 2023, Nanya Technology made adjustments to the entry-level salary for new employees without experience, along with routine annual salary adjustments for all managerial officers and employees. There were also structural salary adjustments made for special departments and professional personnel, allowing employees to work in a happy and safe environment. • Nanya Technology provides employee health checkups more frequently than what is legally required.	85	
401-3	Parental leave	Employee care • In 2025, a total of 320 employees were eligible for parental leave, with 41 employees actually applying. The return-to-work rate was 86.36%, and the retention rate was 78.26%.	104	
Material Topic: Social Engagement				
GRI 3: Material Topics in 2021				
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance	28；33；160	
GRI 413 Local Communities (Material Topic)				
413-1	Operational activities with local community engagement, impact assessments, and development programs	Social Engagemen • Engaging in nearby community public affairs and environmental conservation activities, as well as collaborating with arts and charitable organizations to create a harmonious and mutually beneficial living environment. Examples include responding to environmental cleaning activities in the facilities (hilly region), donating to 8 social welfare foundations, and enhancing community communication, such as helping to improve road facilities, which benefits 16,433 people in surrounding neighborhoods.	162	

Information Disclosed		Corresponding Chapter		Page	Reason for Omission
Material Topic: Human Rights					
GRI 3: Material Topics in 2021					
3-3	Management of material topics	Materiality Analysis, Material Topic Strategy and Performance		28 ; 33 ; 66	
GRI 406 Non-Discrimination (Material Topic)					
406-1	Discrimination incidents and improvement actions taken	Employee Human Rights Protection	• All employees signed Labor and Ethic Policy and completed mandatory training courses including "2025 Policy and Code of Conduct Training," "2025 Unsafe Workplace Behavior and Prevention Training," and "2025 Personal Data Protection Training." These training courses had a 100% completion rate, with a total of 15,071 training hours provided. • Establishment of long-term human rights goals for 2030. • No discrimination incidents occurred in 2025.	67	
GRI 409 Forced or Compulsory Labor (Material Topic)					
409-1	Operational locations and supply chains with material risks of forced or compulsory labor	Employee Human Rights Protection	• Ensuring the absence of forced labor through RBA internal audits. Sustainable Supply Chain Management • Requiring suppliers to comply with RBA through the Supplier Code of Conduct, issuing SAQs to investigate supplier human rights risks, and conducting audits and mandating improvements for high-risk suppliers.	67	
GRI 200: Economic Series					
GRI 201 Economic Indicator					
201-1	Direct economic value generated and distributed	Products and Operating Performance Talent Attraction and Retention Appendix—Nanya Technology's CSR Performance		12 ; 83 ; 212	
201-3	Define benefit plan obligations and other retirement plans	Talent Retention Remuneration for Directors and Senior Executives		83 ; 181	
GRI 203 Indirect Economic Impacts					
203-1	Development and impact of infrastructure investments and support services	Social Impact		160	
203-2	Material indirect economic impacts	Social Engagement • Design Thinking ・ A total of 1,229 people participated in the Creative Integrated Education program. • Donated $1,000,000 worth of equipment for remote learning in rural elementary schools. • Donated 320 DDR4 32GB memory modules to Institute of Pioneer Semiconductor Innovation, NYCU.	• Student-Athlete Scholarship sponsored 2 national athletes and 5 sports talents. • Donations to 8 social welfare foundations.	165	

Information Disclosed		Corresponding Chapter	Page	Reason for Omission
GRI 300: Environmental Series				
GRI 301 Materials				
301-3	Recycle products and packaging materials	Green Product Development	56	
GRI 400: Social Series				
GRI 402 Labor/Management Relations				
402-1	Minimum notice periods for operational changes	Employee Diversity • Under the Formosa Plastics Group's human resources integration mechanism, job transfers are prioritized over layoffs. Job reassignments and layoffs are all conducted according to the Labor Standards Act and relevant regulations, with proper advance notice or notification provided. Managers will also ensure thorough communication with the affected individuals.	77	
GRI 405 Employee Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Corporate Governance • The Board of Directors consists of 12 members with diverse professional backgrounds, including 4 independent directors and 1 female director. Board members possess diverse backgrounds, including professional experience from various industries. Employee Diversity • In 2025, Nanya Technology and its overseas subsidiaries had 3,835 formal employees, including 87 interns. There were 17 different nationalities represented, along with employees with disabilities, fully demonstrating workplace diversity.	180；80；219	
405-2	Ratio of women's basic salary and remuneration to men's	Talent Retention • The female-to-male total salary and remuneration ratio for managerial roles is 93.35%, while for non-managerial roles, it is 105.84%.	86	
GRI 415 Public Policy				
415-1	Political donations	Ethical Management • 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.	198	
GRI 417 Marketing and Labeling				
417-2	Incidents of non-compliance related to product and service information and labeling	No related incidents occurred in 2025		
417-3	Incidents of non-compliance related to marketing promotions	No related incidents occurred in 2025		

Note: Except for GRI 303 and 403, which follow the 2018 version, and GRI 306, which follows the 2020 version, all other standards are based on the 2016 version.

9.4 / Sustainability Accounting Standards Board (SASB) Standards Reference Table

Technology & Communications Sector—Semiconductors ver. 2023-12

Disclosure Topic/Code	Disclosure Indicator	Properties	Content or Description	Reference Sections
GHG Emissions TC-SC-110a.1	1. Total global Scope 1 emissions 2. Total perfluorinated compound (PFC) emissions	Quantitative	1. Total global Scope 1 emissions: 51,088 CO_2e 2. Total perfluorinated compound (PFC) emissions: 15,009 CO_2e	5.1 Nature and Climate Management
GHG Emissions TC-SC-110a.2	Discussion of long-term and short-term strategies or plans to manage Scope 1 emissions, emissions reduction targets, and performance analysis on those targets	Discussion and analysis	The Company actively promotes voluntary emission reductions and participates in the annual voluntary GHG reduction program launched by the Industrial Development Administration, Ministry of Economic Affairs. Given the high global warming potential (GWP) of perfluorocarbons (PFCs), we have implemented phased GHG reduction plans since 2006. During facility planning, we procured high-efficiency local scrubbers. Currently, the thin-film and etching areas use burn-type PFC local scrubbers, which use high temperatures from combustion to destroy PFCs. To reduce fugitive PFC emissions, Nanya Technology established local scrubber acceptance criteria for PFC reduction rates: CF_4 gas treatment efficiency must exceed 90%, reduction rates of C_3F_8, C_4F_6, C_4F_8, CHF_3, CH_2F_2, and SF_6 must exceed 95%, and NF_3 reduction must exceed 99%. After installation, all local scrubbers undergo PFC abatement verification using FTIR to align with future reduction trends.	5.1 Nature and Climate Management
Energy Management in Manufacturing TC-SC-130a.1	1. Total energy consumed 2. Percentage of total energy consumption derived from grid electricity 3. Percentage of total energy consumption derived from renewable energy	Quantitative	1. Total energy consumed: 3.413×10^6 gigajoules (GJ) 2. Percentage of total energy consumption derived from grid electricity: 89.7% 3. Percentage of total energy consumption derived from renewable energy: 8.45%	5.2 Energy Resource Management
Water Management TC-SC-140a.1	1. Total water withdrawn and percentage in regions with high or extremely high baseline water stres 2. Total water consumed and percentage in regions with high or extremely high baseline water stress [Note]	Quantitative	1. Total water withdrawn in high baseline water stress regions: 4,063 thousand cubic meters (m^3) 2. Percentage of extremely high water stress regions: 0% 3. Total water consumed in high baseline water stress regions: 1,046 thousand cubic meters (m^3) 4. Percentage of extremely high water stress regions: 0%	5.2 Energy Resource Management
Waste Management TC-SC-150a.1	1. Weight of hazardous waste generated from manufacturing processes 2. Percentage recycled	Quantitative	1. Weight of hazardous waste generated from manufacturing processes: 18,072 metric tons 2. Percentage recycled: 99.9%	5.3 Environmental Pollution Prevention
Employee Health and Safety TC-SC-320a.1	Description of efforts to assess, monitor, and reduce workers' exposure to human health hazards	Discussion and analysis	ISO 45001-trained personnel across all departments conduct regular and ad-hoc reviews of workplace hazard identification and risk assessments through a three-step process: recognition, assessment, and control. This involves identifying physical, chemical, ergonomic, biological, and psychological hazards with the potential to cause occupational accidents and diseases. Risk levels are then determined based on consequence, frequency, and likelihood. Hazard categories include high-risk operations such as fire and electric shock. In 2025, a risk reduction program for high-risk operations was implemented, increasing and strengthening 17% of risk items. High-risk units then proactively proposed occupational safety and health improvement action plans to mitigate risks. In the same year, a total of 22 management initiatives were proposed in 2025 to reduce medium- and high-level risks and to expand opportunities for system improvements.	4.4 Safe Workplace
Employee Health and Safety TC-SC-320a.2	Total monetary losses resulting from legal proceedings associated with employee health and safety violations	Quantitative	NT$0. The Company incurred no fines in 2025 resulting from legal proceedings associated with occupational injuries.	4.4 Safe Workplace

Note: Since only Plant 3A of Nanya Technology is a production site, only Plant 3A was assessed for extremely high water stress regions.

Disclosure Topic/Code	Disclosure Indicator	Properties	Content or Description	Reference Sections
Recruiting and Managing Global and Technical Labor TC-SC-330a.1	Percentage of employees requiring employment visas	Quantitative	0.1%	
Product Lifecycle Management TC-SC-410a.1	Percentage of revenue from products containing IEC 62474 declarable substances	Quantitative	Material selection and restrictions are managed in accordance with the IEC 62474 database, with inventory verification conducted for components and packaging materials. By complying with IEC 62474, the Company is able to effectively control environmental risks throughout all stages of its products, ensure products are free of prohibited substances, and ensure product designs comply with international environmental regulations such as RoHS and REACH. This ensures that products do not contain hazardous substances exceeding declaration thresholds, and the percentage of IEC 62474 declarable substances is 0%.	
Product Lifecycle Management TC-SC-410a.2	Energy efficiency of processors at the system level for 1. Servers 2. Desktop computers 3. Laptops	Quantitative	Not applicable. Nanya Technology products are not final goods.	
Materials Sourcing TC-SC-440a.1	Description of risk management practices related to the use of key materials	Discussion and analysis	Nanya Technology conducts ESG risk assessments for new suppliers covering areas such as labor and human rights, responsible minerals, and environmental sustainability. ESG risk assessments are also continuously conducted annually for existing suppliers, along with related audits. Please refer to.	6.2 Sustainable Supply Chain Management
Intellectual Property Protection and Competitive Practices TC-SC-520a.1	Total monetary losses resulting from legal proceedings associated with anti-competitive practice regulations	Quantitative	No related violations occurred in 2025, and the total amount of financial losses was NT$0. There is one unresolved historical case.	8.4 Ethical Management

Disclosure Topic/Code	Disclosure Indicator	Properties	Content or Description	Reference Sections
Activity Indicator	Total production amount TC-SC-000.A	Quantitative	702,159 kpcs	1.2 Products and Operating Performance
	Percentage of production amount from facilities owned by the Company TC-SC-000.B	Quantitative	100%	1.2 Products and Operating Performance

9.5 / UN Global Compact Content Index

Category	Principle	Report Content or Description	Page
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	Nanya Technology supports and respects internationally proclaimed human rights, follows global human rights standards, and has established dedicated human rights policies. For more details, please refer to the section "Talent: Human Rights - Employee Human Rights Protection" in this report.	P67
	Businesses should make sure that they are not complicit in human rights abuses	Nanya Technology has established the Supplier Code of Conduct which includes guidelines for suppliers/contractors, aligns with the Responsible Business Alliance (RBA) Code of Conduct, and encompasses regulations and requirements related to conflict-free minerals. Nanya Technology also provides comprehensive training to suppliers. For more details, please refer to the sections "Responsible Procurement: Sustainable Supply Chain Management Process and Responsible Mineral Sourcing Management" in this report.	P148 P155
Labor Standards	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Nanya Technology supports the freedom of association and effectively recognizes the right to collective bargaining. This practice is explicitly outlined in its Human Rights Policy and Code of Business and Ethical Conduct. For more details, please refer to the section "Talent: Employee Human Rights Protection" in this report.	P67
	Businesses should eliminate all forms of forced and compulsory labor	Nanya Technology prohibits all forms of forced and compulsory labor. This practice is explicitly outlined in its Human Rights Policy, Code of Business and Ethical Conduct, and Labor and Ethics Policy. For more details, please refer to the section "Talent: Human Rights - Employee Human Rights Protection" in this report.	P67
	Businesses should abolish child labor effectively	Nanya Technology strictly prohibits child labor. This practice is explicitly outlined in its Human Rights Policy, Code of Business and Ethical Conduct, and Labor and Ethics Policy. For more details, please refer to the section "Talent: Human Rights - Employee Human Rights Protection" in this report.	P67
	Businesses should eliminate discrimination in respect of employment and occupation	Nanya Technology eliminates discrimination in employment and occupation. This practice is explicitly outlined in its Human Rights Policy, Code of Business and Ethical Conduct, Labor and Ethics Policy, and Prohibiting Workplace Violation Statement. Nanya Technology has also established various complaint and reporting channels. For more details, please refer to the sections "Talent: Human Rights - Employee Human Rights Protection and Employee Protection and Communication" in this report.	P67 P72
Environment	Businesses should support a precautionary approach to environmental challenges	Nanya Technology introduced TCFD in 2018, publicly signed TCFD in 2021, and has published TCFD reports following the Climate Change-Related Financial Disclosure Framework for 2 consecutive years since 2022. In recognition of the dependencies and risk impacts on nature environments throughout the value chain, Nanya Technology became a TNFD Early Adopter in 2023. The Company has actively established a comprehensive LEAP operation mechanism to assess natural and climate-related dependencies and risks across its operations, upstream supply chains, and downstream customers, while developing strategies and actions to reduce risk impacts. For more details, please refer to the section "Green: Nature and Climate Management" in this report.	P111
	Businesses should undertake initiatives to promote greater environmental responsibility	Adopting an approach for Life Cycle Thinking and Design for Environment, Nanya Technology reflects on environmental impacts at all stages starting from new product development, including procurement, manufacturing, transportation, product use, and disposal/recycling. The company continues to help customers develop products with low energy consumption design. For more details, please refer to the section "Innovation: Green Product Development" in this report.	P56
	Businesses should encourage the development and diffusion of environmentally friendly technologies	Nanya Technology actively manages all environmental impacts from its operations by applying standards that exceed regulatory requirements in areas such as energy, resources, emissions, and waste to avoid or reduce impact risks. Nanya Technology also sets targets to review sustainability performance results and collaborates with suppliers on energy conservation and carbon reduction projects to reduce negative environmental impacts across the value chain. For more details, please refer to the sections "Green" and "Responsible Procurement: Enhancing Supply Chain Sustainability" in this report.	P116 P153
Anti-Corruption	Businesses should work against corruption in all forms, including extortion and bribery	All Nanya Technology employees must comply with its Code of Business and Ethical Conduct and complete the "Anti-Corruption Training." For more details, please refer to the section "Integrity and Transparency: Anti-Corruption" in this report.	P199

9.6 / ISSB Standards Content Index

No.	Indicator	Type of Indicator	Unit	Performance	Corresponding Chapter
I	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Gigajoules (GJ), percentage (%)	1. Total energy consumption: $3.413*10^6$ GJ 2. Purchased electricity percentage: 89.7% 3. Renewable energy usage rate[Note]: 8.45%	Green/Energy Resource Management/ Energy Management
II	Total water withdrawal and consumption	Quantitative	Thousand cubic meters (km^3)	1. Total water withdrawal: 4,063 m^3 2. Total water consumption: 1,046 m^3	Green/Energy Resource Management/ Water Management
III	Weight of hazardous waste generated and percentage recycled	Quantitative	Metric Ton (t), Percentage (%)	1. Weight of hazardous waste: 18,072 t 2. Percentage of hazardous waste recycled: 99.9%	Green/Environmental Pollution Prevention/Waste Management
IV	Description of occupational accident types, number, and percentage	Quantitative	Percentage (%), quantity	1. Occupational accidents: 3 cases, all involving physical injuries (falls, pinch injuries). 2. Employee disabling injury frequency (number of disabling injuries/ million work hours): 0.41 3. Disabling injury severity rate (lost workdays/million work hours): 3	Talent/Happy and Safe Workplace/ Occupational Health and Safety
V	Product lifecycle management disclosure, including the weight and recycling percentage of discarded products and electronic waste	Quantitative	Metric Ton (t), Percentage (%)	Products and services are focused on wafer manufacturing, not end products, so no relevant content applies	N/A
VI	Description of risk management practices related to the use of critical materials	Qualitative	-	Nanya Technology has established comprehensive risk management measures for critical materials, which is outlined in this report	Responsible Procurement/Sustainable Supply Chain Management/Sustainable Supply Chain Risk Management Process
VII	Total financial losses resulting from legal proceedings associated with anti-competitive practices	Quantitative	Reporting currency	0	Integrity and Transparency/Ethical Management/Antitrust
VIII	Quantity of Main Products by Category	Quantitative	Varies by product type	• Standard products: 567,168 kpcs • Low-power products: 134,991 kpcs	Business Strategy and Performance/ Company Annual Production and Sales Market

Note: Renewable energy usage rate = the ratio of renewable energy/total energy

9.7 / Climate-Related Information for Listed Companies

Risks and opportunities arising from climate change and the Company's response measures

Item	Corresponding Chapter
1. Description of the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	• Chapter 5 Green—Nature and Climate Management • Chapter 8 Integrity and Transparency • TNFD and TCFD Reports
2. Description of how identified climate risks and opportunities impact business, strategy and finance over the short, medium, and long term.	• Chapter 5 Green—Nature and Climate Management • TNFD and TCFD Reports
3. Description of financial impacts of extreme climate events and transition actions.	• Chapter 5 Green—Nature and Climate Management • TNFD and TCFD Reports
4. Description of how climate risk identification, assessment and management processes are integrated into the overall risk management system.	• Chapter 5 Green—Nature and Climate Management • Chapter 8 Integrity and Transparency - Risk Management
5. If scenario analysis is used to assess resilience against climate change risks, an explanation of the scenarios, parameters, assumptions, analytical factors and major financial impacts should be provided.	• Chapter 5 Green—Nature and Climate Management
6. If there is a transition plan to manage climate-related risks, an explanation of the plan's content, along with the indicators and targets used to identify and manage both physical and transition risks should be provided.	• Chapter 5 Green—Nature and Climate Management
7. If internal carbon pricing is used as a planning tool, an explanation of the pricing basis should be provided.	• TNFD and TCFD Reports
8. If climate-related targets are set, an explanation of the activities covered, GHG emission scopes, planning timeline, and annual progress, etc. should be provided. Additionally, if carbon offsets or T-RECs are used to achieve these targets, an explanation of the source and quantity of offset carbon reduction credits or quantity of T-RECs should be provided.	• Chapter 5 Green —Energy Resource Management
9. GHG inventory and assurance status, reduction goals, strategies and specific action plans	• Please refer to the following table

GHG Inventory and Assurance Status

Data Coverage	Assurance Scope	2025	2024
Nanya Technology Corporation Fab 3	Direct GHG Emissions (Scope 1)	51,088 tCO_2e	37,973 tCO_2e
	Energy Indirect GHG Emissions (Scope 2)	366,220 tCO_2e	370,075 tCO_2e
	Direct and Energy Indirect GHG Emissions (Scope 1+2)	417,308 tCO_2e	408,048 tCO_2e
	GHG Emissions Intensity	6.27 tCO_2e/NT$ million	11.95 tCO_2e/NT$ million
Subsidiaries of consolidated financial statements	Direct GHG Emissions (Scope 1)	3.78 metric tons CO_2e	3.34 metric tons CO_2e
	Energy Indirect GHG Emissions (Scope 2)	572.32 metric tons CO_2e	551.92 metric tons CO_2e
	Direct and Energy Indirect GHG Emissions (Scope 1+2)	576.10 metric tons CO_2e	555.26 metric tons CO_2e
Assurance Institution		Ernst & Young	SGS Taiwan Limited
Assurance Standards		Limited Assurance Engagement on ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements"	Ministry of Environment's Greenhouse Gas Emissions Inventory Guidelines (2024 Edition); Ministry of Environment's Regulations on Greenhouse Gas Emissions Inventory Registration and Verification Management (September 14, 2023); Ministry of Environment's Greenhouse Gas Inspection Guidelines (June 2024)
Assurance Opinions		Ministry of Environment's Greenhouse Gas Emissions Inventory Guidelines (2024 Edition); Ministry of Environment's Regulations on Greenhouse Gas Emissions Inventory Registration and Verification Management (September 14, 2023); Ministry of Environment's Greenhouse Gas Inspection Guidelines (June 2024)	The verification of Nanya Technology's Fab 3 was conducted by SGS in accordance with its verification criteria. The results concluded that the GHG claims made by Fab 3 comply with current regulations set by component authority, do not exceed the materiality threshold, and meet the reasonable level of assurance required by the authority.

9.8 / Assurance Statement

INDEPENDENT ASSURANCE OPINION STATEMENT

Nanya Technology 2025 Sustainability Report

The British Standards Institution is independent to Nanya Technology Corporation (hereafter referred to as Nanya Technology in this statement) and has no financial interest in the operation of Nanya Technology other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of Nanya Technology only for the purposes of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by Nanya Technology. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Nanya Technology only.

Scope

The scope of engagement agreed upon with Nanya Technology includes the followings:

1. The assurance scope is consistent with the description of Nanya Technology 2025 Sustainability Report.
2. The evaluation of the nature and extent of the Nanya Technology's adherence to AA1000 AccountAbility Principles (2018) and the reliability of specified sustainability performance information in this report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement.
3. The assessment of disclosure to be in conformance with the applicable SASB industry standard(s) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the Nanya Technology 2025 Sustainability Report provides a fair view of the Nanya Technology sustainability programmes and performances during 2025. The sustainability report subject to assurance is materially correct without voluntary omissions based upon testing within the limitations of the scope of the assurance, the information and data provided by the Nanya Technology and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are correctly represented. The sustainability performance information disclosed in the report demonstrate Nanya Technology's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that Nanya Technology's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards and SASB Standard(s) were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to Nanya Technology's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on Nanya Technology's approach to stakeholder engagement. Moreover, we had sampled 2 external stakeholders to conduct interview.
- interview with 50 staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of materiality assessment process.
- review of key organizational developments.
- review of the extent and maturity of the relevant accounting systems for financial and non-financial reports.
- review of the findings of internal audits.
- the verification of performance data and claims made in the report through meeting with managers responsible for gathering data.
- review of the processes for gathering and ensuring the accuracy of data, followed data trails to initial aggregated source and checked sample data to greater depth during site visits.
- the consolidated financial data are based on audited financial data, we checked that this data was consistently reproduced.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).
- an assessment of the organization's use of metrics or targets of SASB Standard to assess and manage topic-related risks and opportunities.

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and sustainability performance information as well as GRI Standards and SASB Standard(s) is set out below:

Inclusivity

In this report, it reflects that Nanya Technology has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the Nanya Technology's inclusivity issues and has demonstrated sustainable conduct supported by top management and implemented in all levels among organization.

Materiality

The Nanya Technology publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of Nanya Technology and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the Nanya Technology's management and performance. In our professional opinion the report covers the Nanya Technology's materiality assessment process and material issues.

Responsiveness

Nanya Technology has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for the Nanya Technology is developed and continually provides the opportunity to further enhance Nanya Technology's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the Nanya Technology's responsiveness issues.

Impact

Nanya Technology has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. Nanya Technology has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within an organization. In our professional opinion the report covers the Nanya Technology's impact issues.

Performance information

Based on our work described in this statement and with no conflict of interest with the Nanya Technology in relation to providing the assurance of ESG performance information, which has been assured, specified sustainability performance information such as GRI Standards disclosures disclosed in this report, Nanya Technology and BSI have agreed upon to include in the scope. In our view, the data and information contained within Nanya Technology 2025 Sustainability Report are reliable.

GRI Sustainability Reporting Standards (GRI Standards)

Nanya Technology provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, including the disclosures of applicable economic, environmental, and social information, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the Nanya Technology's sustainability topics.

SASB Standards

Nanya Technology provided us with their self-declaration of in accordance with SASB Standard(s) (SEMICONDUCTORS Sustainability Accounting Standard, version 2023-12). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s) are reported, partially reported, or omitted. In our professional opinion, the self-declaration covers disclosure topics, associated accounting metrics and activity metrics for applicable SASB industry standard(s).

Assurance level

The high level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

The moderate level assurance provided is in accordance with AA1000AS v3 in our review of SASB Standard(s).

Responsibility

This sustainability report is the responsibility of the Nanya Technology's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance

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Statement No: SRA-TW-803152

2026-05-25

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