



Labour&Ethic Policy

Actively promote Cooperate Social Responsibilities, Nanya Technology Corporation commit:

1. Respect labour's rights and work in concert with a common vision, on trustworthy.
2. Establish the Labour & Ethic Management System to make sure that all of our business activities must fully operate under the Labour & Ethic provisions of Responsibility Business Alliance(RBA), the Standards of SA8000, the government laws of labour and business ethic.
3. Implement the Labour & Ethic Policy, regularly review the operation status of the management organization system and continue improving to protect the interests of NTC employee and labours.

A handwritten signature in black ink, appearing to read "Pei-Ing Lee", written over a horizontal line.

Pei-Ing Lee
President
Aug. 2018