



Anti-Discrimination and Anti-Harassment Statement

Nanya clearly declares that it adopts a "**zero tolerance**" towards all kinds of illegal harassment in the workplace, prohibits tangible and intangible discrimination and harassment in the workplace, and expects all subsidiaries, suppliers, and partners to comply.

Zero tolerance for discrimination

Nanya prohibits all workplace discrimination based on race, skin color, nationality, gender, sexual orientation, age, marital status, political stance, religious belief (and any other personal characteristics not related to work performance), including but not limited to verbal discrimination, or using the abovementioned characteristics as criteria for the appointment, evaluation, or promotion of employees.

Prohibition against workplace harassment

Nanya prohibits any intentionally offensive, hostile, or harmful harassment in the workplace, including but not limited to sexual harassment, bullying, threats, intimidation, etc., as described below.

(I) Non-sex- and non-gender-related behaviors

- (1) Physical (physical assault, namely brutality and injuries that include: beating, scratches, punches, and kicks).
- (2) Psychological (mental injuries, namely coercion and insults that include: threats, bullying, and serious abuse).
- (3) Verbal (verbal abuse, namely inappropriate wording and intonation that include: bullying, intimidation, and interference).
- (4) Discrimination (characteristics irrelevant to the execution of specific jobs are used to determine whether someone is hired or not or such conduct results in damage to working conditions).
- (5) Harassment (repeated or persistent interference or disruptive behavior that is disturbing or threatening towards a specific person against his or her will).

(II) Sex- and gender-related behaviors

- (1) Sexual harassment (sexual behaviors towards a person against the person's will, including: inappropriate sexual innuendo remarks and behaviors).
- (2) Gender harassment (use gender discrimination or bias speech to insult, demean, or be hostile towards specific genders).



Anti-Discrimination and Anti-Harassment Statement

Implementation of education and training

Nanya implements anti-discrimination and anti-harassment education and training for all of its employees so as to establish a workplace culture of safety, dignity, zero discrimination, zero harassment, mutual respect, tolerance, and equal opportunity.

Grievance and disciplinary mechanism

Nanya has set up consultation and complaint channels for all types of discrimination, harassment, and other illegal harassment in the workplace:

Complaint hotline: 02-29045858 #1132、#1133

Complaint email: protection@ntc.com.tw

Employees of the Company who witness or hear of the occurrence of illegal harassment in the workplace shall immediately call the employee complaint hotline or use the internal complaint email address to report the event. Reported cases will be investigated confidentially by the Complaint Investigation Group, and resolutions for cases will be made by the Complaint Review Committee. The identities of the complainant, the reporter, and the person who assists in the investigation shall be kept confidential, and any retaliation against such persons is prohibited. Violators shall be punished in accordance with the corporate management regulations. If the reported cases are found to be true after investigation, punishments shall be administered in accordance with the corporate management regulations. Moreover, if such facts involve criminal liability, the Company may simultaneously report the event to judicial institutions for processing.

President