

Implementation of the Board Diversity (I)

December 2024

General Information								Non-executive director who conforms with the independence criteria as stated in Note I	Industry Experience		
Title	Name	Gender	Age (years old)	NTC's Employee	Duration as NTC's Independent Director				GICS Level 1 (Note II)	Experience acquired by way of functions in	
					3rd year	9th year	12th year				
Chairman	Chia-Chau Wu	M	> 70						Materials	Management	
Director	Wen-Yuan Wong	M	> 70						Materials	Management	
Director	Susan Wang	F	61~70						Materials	Management	
Director	Pei-Ing Lee	M	> 70	●						Information Technology	Management
Director	Ming-Jen Tzou	M	> 70						●	Materials	Management
Director	Lin-Chin Su	M	61~70	●						Information Technology	Management
Director	Joseph Wu	M	61~70	●						Information Technology	Management
Director	Rex Chuang	M	51~60	●						Information Technology	Management
Independent Director	Ching-Chyi Lai	M	> 70			●		●	Financials	Academia	
Independent Director	Shu-Po Hsu	M	61~70				●	●	Financials	Management	
Independent Director	Tsai-Feng Hou	F	> 70				●	●	Information Technology / Financials	Management	
Independent Director	Tain-Jy Chen	M	> 70		●			●	Financials	Academia	

Note I : 1. A non-executive director is considered to be independent by satisfying at least 4 out of the 9 criteria (among which at least 2 out of the first 3 criteria) listed below.

- (1) The director must not have been employed by the company in an executive capacity within the last year.
- (2) The director must not accept or have a "Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of US\$60,000 during the current fiscal year", other than those permitted by SEC Rule 4200 Definitions.
- (3) The director must not be a "Family Member of an individual who is employed by the company or by any parent or subsidiary of the company as an executive officer."
- (4) The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management.
- (5) The director must not be affiliated with a significant customer or supplier of the company.
- (6) The director must have no personal services contract(s) with the company or a member of the company's senior management.
- (7) The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.
- (8) The director must not have been a partner or employee of the company's outside auditor during the past year.
- (9) The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.

2. Please refer to Nanya Technology's annual report for Taiwan's independence criteria of directors pursuant to "Regulations Governing Information to be Published in Annual Reports of Public Companies" which was prescribed by the Financial Supervisory Commission.

Note II : GICS (Global Industry Classification Standard), Version March 2023.

Implementation of the Board Diversity (II)

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Title	Name	Diverse Capabilities and Expertise of the Board Members
Chairman	Chia-Chau Wu	Mr. Wu possesses capabilities in leadership, decision-making, strategic planning, and crisis and risk management. Additionally, he holds an international perspective and insight, supervising the implementation of enhancements in wafer added value, independent technology development, and ESG businesses for sustainable development.
Director	Wen-Yuan Wong	Mr. Wong possesses capabilities in leadership, decision-making, judgment, and crisis and risk management, as well as an international market perspective. With engineering technology expertise and in-depth understanding of the AI field, he leads the Company in energy conservation and emission reduction, circular economy, AI simulation, and digital transformation.
Director	Susan Wang	Ms. Wang possesses capabilities in leadership, decision-making, strategic planning, and crisis and risk management. With an international perspective and insight, she leads the implementation of KPI management and supervises the Company's active promotion of ESG.
Director	Pei-Ing Lee	Dr. Lee possesses capabilities in operational management, leadership, decision-making, and crisis and risk management. With an international market perspective, he leads the Company's transformation, focusing on niche markets, including consumer, low-power, and server products. Additionally, he reinforces the Company's corporate governance and implements green technology and environmental sustainability.
Director	Ming-Jen Tzou	Mr. Tzou possesses capabilities in operational management, leadership, decision-making, communication, coordination, and crisis and risk management. Additionally, he supervises AI simulation, digital transformation, energy conservation, carbon reduction, labor safety, and environmental protection.
Director	Lin-Chin Su	Dr. Su possesses capabilities in leadership, decision-making, and crisis and risk management. He leads the construction of the Company's 12-inch fab, oversees process conversion, and drives technological advancements. Additionally, he supervises the implementation of green production to enhance the Company's operational resilience under the climate change crisis and introduces AI smart factories.
Director	Joseph Wu	Mr. Wu possesses capabilities in operational management, communication, coordination, and risk management. He supervises the Company's production and sales coordination, investment plan evaluation, personnel management, and maintenance of investor relations. Additionally, he takes the lead in promoting corporate governance and sustainable development and internalizes domestic and foreign institutional evaluations to strengthen the Company's operations.
Director	Rex Chuang	Mr. Chuang possesses capabilities in operational management, communication, coordination, and an international market perspective. He comprehends the DRAM market demand situation and product development trends. Additionally, he leads the implementation of the Company's product promotion plan for marketing and customization, adjusts product positioning, and expands the customer base.
Independent Director	Ching-Chyi Lai	Mr. Lai has expertise in management, accounting, and finance, holding an accountant certificate. He formerly served as the chairman of Chunghwa Post Co., Ltd. Currently, he is a chair professor in the department of finance at Chung Hua University.
Independent Director	Shu-Po Hsu	Mr. Hsu possesses a wealth of knowledge in management, financial, and insurance, as well as leadership experience in diverse industries. He formerly served as the chairman of the Life Insurance Association of the Republic of China and currently holds the chairmanship of the General Chamber of Commerce of the Republic of China.
Independent Director	Tsai-Feng Hou	Ms. Hou has experience in finance, securities, and semiconductor packaging and testing industries. She formerly held the positions as the president of a securities company and as the special assistant to the president of Orient Semiconductor Electronics, Limited. Currently, she serves as the special assistant to the chairman of that company.
Independent Director	Tain-Jy Chen	Dr. Chen has expertise in international trade and economic development. He formerly served as the minister of National Development Council and as the president of Chung-Hua Institution for Economic Research. Currently, he is an emeritus professor at National Taiwan University and a contract professor at National Tsing Hua University.