



HANA Microelectronics Public Co., Ltd.

HUMAN RIGHTS POLICY

By Board of Directors

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Message from the Board of Directors

HANA aims to conduct business with ethics holding on to responsibility to society and all groups of stakeholders based on the corporate governance principle and the code of conduct. For human rights protection, the Company has complied with laws and international standards especially giving support to and complying with Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: ILO.

To ensure the Company's business is free from human rights violation, the Board of Directors of considers to define the Human Rights Policy and Procedure to prevent violation of human rights in every activity of the Company's business including the Company's business partners. The Board of Directors, executives, management and employees at all level shall be aware of importance of, respect human rights of every aspect of everyone including social and community, laws of each country and treaty each country is committed.



Mr. John Thompson
Chairman of the Board of Directors

1. Scope

This policy applies to the Board of Directors, executives and all levels of employees as well as business partners of the company

2. Human Rights Policy

Procedure

1. Everyone shall pay respect to human rights and treat each other with respect and honor one quality basis without considering differences in physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.
2. Shall be aware when performing duty to prevent any risks in human rights violation in business. Everyone shall monitor and provide any support to protect human rights.
3. Everyone shall support actions to protect human rights.
4. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to any stakeholders or business partner in the business value chain including supplier, contractor and those in the joint venture to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.
5. Everyone shall monitor and provide any support to protect human rights. They shall monitor human rights respect, not ignore or pay attention when finding any action matching human rights violation relating to the Company. Report must be made to supervisor or people of responsibility on this issue. Such person shall give cooperation to any inquiry or investigation of truth. In case of any doubt or question, such person shall consult his supervisor or people of responsibility via the assigned channels.
6. The Company shall fairly treat and protect any whistleblower who reports a violation of the human rights of an individual related to the Company by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in the Company's Whistleblower Policy.
7. The Company shall continuously develop and conduct a Due Diligence Process to identify human rights risks and impacts and potentially affected stakeholders, plan for corrective and preventive actions on addressing, preventing, and managing human rights violations, and to track and monitor the situation. Also, appropriate mitigation plan shall be set for human rights violation case.
8. The Company shall track and monitor the performance on human rights management following tracking and monitoring processes, including a provision of support and

cooperation in the remediation of negative human rights impacts the company has caused or contributed to.

9. The Company is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
10. Any person who violates the human rights which is also acting against the Company's Code of Conduct shall be considered disciplinary penalty as defined by the Company and may be subject to legal punishment if the act is against the law

The Company shall assess its human right risks, as well as develop whistleblowing and complaint channels to gather issues and concerns related to human rights violations. Results gathered from these channels will be used to take corrective actions.