



**Hana Microelectronics Public Co., Ltd.**

## **Hana Sustainability Policy**

### **Our commitment:**

Hana is committed to the sustainable development of its business, taking economic, environmental and social aspects into account. Our commitments focus on creating long-term shared value for the environment and our stakeholders by integrating the United Nations Sustainable Development Goals (SDGs) into the organizational sustainability practices. Our business shall be operated in a way that balances our social, environmental and economic objectives.

### **Our move forward:**

#### **Good Corporate Governance**

Hana shall conduct its business under the principles of corporate governance. Good corporate governance creates transparent rules and controls, provides guidance to leadership, and aligns the interests of shareholders, employees, customers, business partners, community and all other stakeholders.

#### **Responsible Production and Services through Best-in-Class Manufacturing**

As a leading independent Electronics Manufacturing Service (EMS) company in South East Asia, we manufacture the highest quality products and continuously upgrade our capabilities to meet our customers' current and future requirements. We continue our journey towards "zero defect" and an operational excellence as well as continuous improvement. We develop a more comprehensive approach to selection and deployment of more automation, quality improvement, technology and people development enables us to be a world class service provider.

#### **Innovation and Circularity**

Hana places great emphasis on the innovation organization in order to create value to the business, social and environment by creating innovation atmosphere, providing opportunities for everyone in the organization to generate and apply their knowledge, skill, critical thinking or bring in technological know-how contributing to the development and improvement of working processes, equipment or products to foster the vision of innovation culture in the organization towards industrial 4.0.

## **Minimizing Environmental Impacts**

Hana follows through its commitment in compliance with applicable laws and regulations and strive to continuously improve our environmental performance in reducing our consumption of resources and improve efficiency. We continue to seek approaches and methods of reduction of resources, energy, emission, waste and greenhouse gas in order to protect, control and minimize impacts to environment, community and society.

## **Sustainable People Development**

Hana gives priority for employee development and focus on their wellbeing both physical and mental health and treat all employees in a fair and equal manner without discrimination. We are committed to developing environmental and safety, health of employees and those involved, as well as uphold social responsibility and labour, along with operating the business and making continuous improvement.

## **Sustainable Social Development**

We view ourselves as an important part of the communities that live around our operations. Our CSR programs seek to empower, uplift livelihoods and improve their well-being including support gender equality and strengthens social inclusion of persons with disabilities and other disadvantage people.

This policy is effective from 1 December 2022.

Mr. Richard David Han  
President and Chief Executive Officer