



HANA Microelectronics Public Co., Ltd.

Subject: Invitation to Join the Anti-Corruption Efforts

Dear Valued Customers, Suppliers, Business Partners, Shareholders, Government Agencies, and the General Public,

Hana Microelectronics Public Co., Ltd. (“the Company”) would like to extend our heartfelt invitation to join us in the campaign against corruption, which is important for the development of a fair and sustainable society. Corruption remains a significant issue affecting the economic development of every nation, and it impacts all sectors of business, both public and private. The forms of corruption are evolving rapidly, becoming more severe and widespread.

The Company is aware of the challenges posed by corruption. As part of our commitment, we have been a member of Thailand’s Private Sector Collective Action Against Corruption (CAC) since 2015. This membership reflects our dedication to the fight against corruption across all levels of business operations. We have also implemented an anti-corruption policy, which is guided by the principle of “Zero Tolerance.” This policy prohibits any director, executive, manager, employee, or business partner from engaging in corruption, bribery, or any related illegal activity, in compliance with the laws of every country where we operate with no exception.

The Company hereby invites all concerns to cooperate in the fight against corruption by reporting any information or whistleblowing related to corruption related to the Company by sending via postal mail to Hana Microelectronics Public Co., Ltd., 65/98 Soi Vibhavadi-Rangsit 64, Junction 2, Kwang Talad Bangkhen, Khet Laksi, Bangkok 10210, Thailand, or via email at the following addresses:

1. Mr. John Thompson, Chairman of the Audit Committee: john@ntasset.com
2. Mr. Richard David Han, CEO: richardh@hanabk.th.com
3. Mrs. Tappawong Na Tarlang, Director of Corporate HR, Business Partners, Training & Administration: tappawong@hanabk.th.com

Further details about our Whistleblowing Policy and anti-corruption policy and measures are available on the Company’s Website.

Sincerely,
Mr. Richard David Han
CEO