



HANA Microelectronics Public Co., Ltd.

Anti-Corruption Measures

To prevent potential corruption risks to the Company, all directors, management, employees of the Company, subsidiaries, associated company, business partners, and suppliers of the Company must comply with the Company's policies related to anti-corruption. Giving and receiving any benefits from the Company's stakeholders, following principles must be in compliance.

- Giving and receiving must be for appropriate purposes and in accordance with ethical standards.
- Giving and receiving must not be intended to seek personal benefits or influence business decisions.
- Giving and receiving must not be illegal.
- Giving and receiving must not violate the company's policies and regulations.
- Giving and receiving must not violate the policies of business partners, government entities, or other stakeholders.

The Measures

- The Company has defined the anti-corruption policy and anti-corruption measures as an integral part of its business operations. The Board of Directors, management, all employees, as well as business partners and suppliers, must ensure that anti-corruption practices are appropriately implemented in accordance with related policies and regularly reviewed to stay consistent with changes in business operations, regulations, and laws. Directors, management, employees, and business partners must not be involved in corruption, either directly or indirectly.
- The Company is committed to fostering a culture in which corruption is unacceptable, whether in transactions with the public/government or private sectors.
- Directors, management, and employees must not ignore or overlook any actions related to corruption within the Company. They are required to report any such actions to their supervisor or the responsible person and cooperate in the investigation process as outlined in the Whistleblower Policy or other related Company regulations. The Company also provides channels for receiving complaints from external parties.
- The Company will treat and protect employees fairly who refuse to participate in corruption or report it. Employees will not face demotion, penalties, or any negative consequences for rejecting corruption, even if it results in the loss of business opportunities. The Company will also communicate this stance to all employees.
- Directors and management must serve as role models for the Anti-Corruption Policy. Training is provided to the Board of Directors, management, and all employees to ensure proper understanding of anti-corruption measures, the expectations, and the penalties for failure to comply with the measures.

- The Anti-Corruption Policy is integrated into the Company's human resource management processes, including recruitment, promotion, training, and performance evaluation. Supervisors at every level must ensure that employees understand and apply the policy while overseeing its implementation.
- All procedures under the Anti-Corruption Policy must align with the Company's Corporate Governance Policy, the Corporate Code of Conduct, the Board of Directors' Business Code of Conduct, the Supplier Code of Conduct, and other relevant operating regulations.
- The Company conducts regular corruption risk assessments to identify vulnerabilities and implement appropriate measures. The risk assessment process is prioritized, with monitoring of implemented measures to ensure their effectiveness.
- The Company communicates the Anti-Corruption Policy, including channels for whistleblowing, complaints, and suggestions, through various channels such as employee orientations, the Company's intranet, newsletters, etc., ensuring that all employees, business partners, and suppliers understand and adhere to the policy.
- The Company's human resource management processes reflect its commitment to the Anti-Corruption Policy, including recruitment, training, performance evaluation, compensation, and promotion. Proper division of duties within the organizational structure helps create checks and balances, ensuring adequate resources and personnel are available to implement the policy effectively.
- The procedure for approving business transactions is clear, concise, efficient, transparent, and verifiable.
- The Company has established an internal control system covering finance, accounting, data recording, and other processes related to anti-corruption measures, with results communicated to responsible employees.
- The Company ensures the safekeeping of documents, evidence, and records in a manner that is organized, accurate, and ready for inspection.
- Internal audits are conducted regularly in key activities such as sales, marketing, procurement, etc., to assess the effectiveness of the internal control system, ensuring compliance with procedures, regulations, and rules. The audits also provide recommendations for improving efficiency.
- The Company has no policy of hiring current or former government officials/officers who might create a conflict of interest, particularly with employees who may have connections with the government.
- This Anti-Corruption Measures also covers to the Company's subsidiaries, associated company, and our business partners, suppliers and business agents.

Penalties

The Company is committed to promoting transparency, honesty, and integrity, and opposing all forms of corruption, both direct and indirect. The Company communicates the Anti-Corruption Policy and measures to all directors, management, employees from the Company itself, subsidiaries, associate company, business partners, suppliers and business agents, promoting awareness and understanding for serious practice. Failure to comply with these measures is considered a disciplinary offense under the Company's regulations and will result in appropriate penalties. Claiming ignorance of the Anti-Corruption Policy and measures will not be accepted as

an excuse for non-compliance. In cases where corruption leads to legal violations, the Company will pursue legal action against the offender.

- The Company will take disciplinary action against directors, management, and employees who violate the policy, including direct supervisors who ignore violations or are aware of violations but fail to take appropriate action. Such violations will be subject to penalties, including dismissal or termination, in accordance with relevant laws and Company regulations. Claiming ignorance of the policy and/or relevant laws will not be accepted as an excuse for non-compliance.
- Any business partners or suppliers who violate this Policy, or who are aware of violations but fail to report them to the Company's management or provide inaccurate information during investigations, will face termination of their business contracts with the Company.