



HANA Microelectronics Public Co., Ltd.

CHARTER OF CORPORATE GOVERNANCE AND SUSTAINABILITY COMMITTEE

The board of directors has approved the Charter of Corporate Governance and Sustainability Committee in order to ensure the Committee performing duties and responsibilities with a clear scope in overseeing, advising and setting the guidance in compliance with the best practice of corporate governance and sustainability development properly.

Composition and Qualifications of CG and Sustainability Committee

- 1) The CG and Sustainability Committee shall compose of at least three (3) directors and the majority is the independent directors.
- 2) The director serves a term of three (3) years. The director completing a term may be reappointed by the board of directors.
- 3) The chairman of the committee shall not be the chairman of the board of directors.

Duties and Responsibilities

The CG and Sustainability Committee is assigned following scope of authorities:

Corporate Governance oversight:

- 1) To consider, review and revise the corporate governance policy continually at least once (1) a year to keep the company's corporate governance policy update and in line with the international standards, laws, criteria, rules and regulations
- 2) To monitor and evaluate at the end of each year, the performance of the directors and executives in compliance with best practices as specified in the corporate governance policy
- 3) To prepare the annual report on corporate governance including any necessary opinion and suggestion and propose to the board
- 4) To perform any other duties assigned by the board

Sustainability oversight:

- 1) To set the Company's sustainability policy framework, goals, strategy, and plan for implementation covering ESG dimensions
- 2) To approve the budget plan related to sustainability development and propose to the board for approval

- 3) To appoint the working team to assist the Committee as well as appoint the consultant/expert in performing their duties
- 4) To monitor the performance of the sustainability strategy to be in line with the policy framework and specified goals
- 5) To regularly report performance progress to the board for acknowledgement

Meeting

The Committee shall meet at least two times each year and at such other times as it deems necessary to fulfill its responsibilities.

Charter Review

The CG and Sustainability Committee will review the Charter annually and suggest revising as appropriate.

Reviewed by: CG and Sustainability Committee

Approved by: Board of Directors

30 November 2021