

HANA SEMICONDUCTOR (AYUTTHAYA) CO., LTD.

ESG SELF - ASSESSMENT

Item	Category	Metric	Criteria	2021	2020	2019
E1	Environmental	GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1 (if applicable) Kg CO2e	3,139,000	1,275,000	N/A
			E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) Kg CO2e	40,644,000	37,399,000	63,457,041
			E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable) Kg CO2e	11,536,000	10,616,000	N/A
E2	Environmental	Emissions Intensity	E2.1) Total GHG emissions per output scaling factor (Kg Co2e/Output KU)	8.3	8.4	13.5
			E2.2) Total non-GHG emissions per output scaling factor	N/A	N/A	N/A
			E2.3) Total GHG emissions per Revenue (Kg CO2e/MB)	4,954.07	5,678.14	9,465.40
E3	Environmental	Energy Usage	E3.1) Total amount of energy <i>directly</i> consumed (kWh)	99,439,979	91,603,212	91,528,979
			E3.2) Total amount of energy indirectly consumed	Solar Rooftop = 1,394,989 kWh	Solar Rooftop = 921,988.18 kWh	N/A
E4	Environmental	Energy Intensity	E4.1) Total direct energy usage per output scaling factor (kWh/Output KU)	18.66	20.64880741	19.5
			E4.2) Total Energy per Revenue (kWh/MB)	12,120.67	13,907.75	13,652.67
E5	Environmental	Energy Mix	Percentage: Energy usage by generation type	99% electrical energy source 1% Solar Rooftop consumption	99% electrical energy source 1% Solar Rooftop consumption	100% electrical energy source
E6	Environmental	Water Usage	E6.1) Total amount of water consumed (cu m)	1,013,612	854,647	971,629
			E6.2) Total amount of water reclaimed (cu m)	246,117	256,630	135,910
E7	Environmental	Environmental Operations	E7.1) Does the company follow a formal Environmental Policy? Yes, No	Yes	Yes	Yes

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			E7.2) Does the company follow specific waste, water, energy, and/or recycling polices? Yes/No	Yes	Yes	Yes
			E7.3) Does the company use a recognized energy management system? Yes/No	Yes	Yes	Yes
E8	Environmental	Environmental Oversight	Does the Board/Management Team oversee and/or manage climate-related risks? Yes/No	Yes	Yes	Yes
E9	Environmental	Environmental Oversight	Does the Board/Management Team oversee and/or manage other sustainability issues? Yes/No	Yes	Yes	Yes
E10	Environmental	Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development? (USD)	456,000	510,000	635,700
S1	Social	Gender Pay Ratio	Ratio: Median male compensation to median female compensation	1.61	1.68	1.72
S2	Social	Employee change	Percentage: Year-over-year change for full-time employees	4%	-3%	-5%
S3	Social	Gender Diversity	S3.1) Percentage: Total enterprise headcount held by men and women	34% Men : 66% Women	33% Men : 67% Women	32% Men : 68% Women
			S3.2) Percentage: Entry- and mid-level positions held by men and women	46% Men : 54% Women	48% Men : 52% Women	48% Men : 52% Women
			S3.3) Percentage: Senior- and executive-level positions held by men and women	68% Men : 32% Women	69% Men : 31% Women	68% Men : 32% Women
S4	Social	Non-Discrimination	Does your company follow a sexual harassment and/or non-discrimination policy? Yes/No	Yes	Yes	Yes
S5	Social	Injury Rate	Percentage: Frequency of injury events relative to total workforce time	Injury Frequency Rate (I.F.R) = 0.51 case per 1 million man hours worked	Injury Frequency Rate (I.F.R) = 0.14 case per 1 million man hours worked	Injury Frequency Rate (I.F.R) = 0.34 case per 1 million man hours worked

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S6	Social	Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	Yes	Yes	Yes
S7	Social	Child & Forced Labor	S7.1) Does your company follow a child and/or forced labor policy? Yes/No	Yes	Yes	Yes
			S7.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	Yes	Yes	Yes
S8	Social	Human Rights	S8.1) Does your company follow a human rights policy? Yes/No	Yes	Yes	Yes
			S8.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	Yes	Yes	Yes
G1	Governance	Board Diversity	G1.1) Percentage: Total board seats occupied by men and women	Women held 27% of the board seats	Women held 27% of the board seats	Women held 27% of the board seats
			G1.2) Percentage: Committee chairs occupied by men and women	Men held 100% of committee chairs	Men held 100% of committee chairs	Men held 100% of committee chairs
G2	Governance	Board Independence	G2.1) Does the company prohibit CEO from serving as board chair? Yes/No	Yes	Yes	Yes
			G2.2) Percentage: Total board seats occupied by independents	50%	50%	50%
G3	Governance	Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	No	No	No
G4	Governance	Collective Bargaining	Percentage: Total enterprise headcount covered by collective bargaining agreement(s)	N/A	N/A	N/A
G5	Governance	Supplier Code of Conduct	G5.1) Are the company's vendors or suppliers required to follow a Code of Conduct? Yes/ No	Yes	Yes	Yes
			G5.2) If yes, what percentage of the company's suppliers have formally certified their compliance with the code?	100%	100%	100%

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G6	Governance	Ethics & Anti-Corruption	G6.1) Does the company follow an Ethics and/or Anti-Corruption policy? Yes/No	Yes	Yes	Yes
			G6.2) If yes, what percentage of the company's workforce has formally certified its compliance with the policy?	100%	100%	100%
G7	Governance	Data Privacy	G7.1) Does the company follow a Data Privacy policy? Yes/No	Yes	Yes	Yes
			G7.2) Has the company taken steps to comply with GDPR rules? Yes/No	Yes	Yes	Yes
G8	Governance	Sustainability Reporting	G8.1) Does your company publish a sustainability report? Yes/No	No	No	No
			G8.2) Is sustainability data included in the regulatory filings? Yes/No	No	No	No
G9	Governance	Disclosure Practices	G9.1) Does the company provide sustainability data to sustainability reporting frameworks? Yes/No	No	No	No
			G9.2) Does the company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	Yes	Yes	Yes
			G9.3) Does the company set targets and report progress on the UN SDGs? Yes/No	No	No	No
G10	Governance	External Assurance	Are the sustainability disclosures assured or validated by a third party? Yes/No	No	No	No