

HANA MICROELECTRONICS (JIAXING) CO., LTD.

ESG SELF - ASSESSMENT

Item	Category	Metric	Criteria	2020	2019	2018	2017
E1	Environmental	GHG Emissions	E1.1) Total amount, in CO2 equivalents, for Scope 1 (if applicable) Kg CO2e	1,272,933.0	1,360,418.0	1,414,524.0	N/A
			E1.2) Total amount, in CO2 equivalents, for Scope 2 (if applicable) Kg CO2e	19,431,895.0	20,355,513.0	22,936,347.0	23,421,543
			E1.3) Total amount, in CO2 equivalents, for Scope 3 (if applicable) Kg CO2e	N/A	N/A	N/A	N/A
E2	Environmental	Emissions Intensity	E2.1) Total GHG emissions per output scaling factor (Kg Co2e/Output KU)	16.16	16.9	18.1	12.6
			E2.2) Total non-GHG emissions per output scaling factor	N/A	N/A	N/A	N/A
			E2.3) Total GHG emissions per Revenue (Kg CO2e/MB)	6,304.82	5,014.95	5,305.24	5,715.16
E3	Environmental	Energy Usage	E3.1) Total amount of energy <i>directly</i> consumed (kWh)	23,954,505	25,093,088	28,341,787	28,713,600
			E3.2) Total amount of energy indirectly consumed	N/A	N/A	N/A	N/A
E4	Environmental	Energy Intensity	E4.1) Total direct energy usage per output scaling factor (kWh/Output KU)	18.7	20.9	22.4	15.4
			E4.2) Total Energy per Revenue (kWh/MB)	6,961.50	5,794.85	6,555.54	7,006.49
E5	Environmental	Energy Mix	Percentage: Energy usage by generation type	100% electrical energy source	100% electrical energy source	100% electrical energy source	100% electrical energy source
E6	Environmental	Water Usage	E6.1) Total amount of water consumed	273,509	248,789	239,757	271,271
			E6.2) Total amount of water reclaimed	-	-	-	34,981
E7	Environmental	Environmental Operations	E7.1) Does the company follow a formal Environmental Policy? Yes, No	Yes	Yes	Yes	Yes
			E7.2) Does the company follow specific waste, water, energy, and/or recycling polices? Yes/No	Yes	Yes	Yes	Yes
			E7.3) Does the company use a recognized energy management system? Yes/No	Yes	Yes	Yes	Yes
E8	Environmental	Environmental Oversight	Does the Board/Management Team oversee and/or manage climate-related risks? Yes/No	Yes	Yes	Yes	Yes
E9	Environmental	Environmental Oversight	Does the Board/Management Team oversee and/or manage other sustainability issues? Yes/No	Yes	Yes	Yes	Yes
E10	Environmental	Climate Risk Mitigation	Total amount invested, annually, in climate-related infrastructure, resilience, and product development? (USD)	N/A	N/A	53,961	100,144

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S1	Social	Gender Pay Ratio	Ratio: Median male compensation to median female compensation	1.35	1.25	1.18	1.23
S3	Social	Gender Diversity	S3.1) Percentage: Total enterprise headcount held by men and women	60% Men:40%Women	55% Men:45%Women	56% Men:44%Women	57% Men:43%Women
			S3.2) Percentage: Entry- and mid-level positions held by men and women	58% Men:42%Women	60% Men:40%Women	58% Men:42%Women	62% Men:38%Women
			S3.3) Percentage: Senior- and executive-level positions held by men and women	79% Men:21%Women	77% Men:23%Women	81% Men:19%Women	88% Men:12%Women
S4	Social	Non-Discrimination	Does your company follow a sexual harassment and/or non-discrimination policy? Yes/No	Yes	Yes	Yes	Yes
S5	Social	Injury Rate	Percentage: Frequency of injury events relative to total workforce time	Injury Frequency Rate (I.F.R) = 2.1 case per 1 million man hours worked	Injury Frequency Rate (I.F.R) = 1.63 case per 1 million man hours worked	Injury Frequency Rate (I.F.R) = 2.22 case per 1 million man hours worked	Injury Frequency Rate (I.F.R) = 1.55 case per 1 million man hours worked
S6	Social	Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	Yes	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	Yes
			S7.2) If yes, does your child and/or forced labor policy also cover suppliers and vendors? Yes/No	Yes	Yes	Yes	Yes
S8	Social	Human Rights	S8.1) Does your company follow a human rights policy? Yes/No	Yes	Yes	Yes	Yes
			S8.2) If yes, does your human rights policy also cover suppliers and vendors? Yes/No	Yes	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	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	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	Yes
			G2.2) Percentage: Total board seats occupied by independents	50%	50%	50%	50%
G3	Governance	Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	No	No	No	No
G4	Governance	Collective Bargaining	Percentage: Total enterprise headcount covered by collective bargaining agreement(s)	N/A	N/A	N/A	N/A

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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	Yes
			G5.2) If yes, what percentage of the company's suppliers have formally certified their compliance with the code?	100%	100%	100%	100%
G6	Governance	Ethics & Anti-Corruption	G6.1) Does the company follow an Ethics and/or Anti-Corruption policy? Yes/No	Yes	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%	100%
G7	Governance	Data Privacy	G7.1) Does the company follow a Data Privacy policy? Yes/No	Yes	Yes	Yes	Yes
			G7.2) Has the company taken steps to comply with GDPR rules? Yes/No	Yes	Yes	Yes	Yes
G8	Governance	Sustainability Reporting	G8.1) Does your company publish a sustainability report? Yes/No	No	No	No	No
			G8.2) Is sustainability data included in the regulatory filings? Yes/No	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	No
			G9.2) Does the company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No	Yes	Yes	Yes	Yes
			G9.3) Does the company set targets and report progress on the UN SDGs? Yes/No	No	No	No	No
G10	Governance	External Assurance	Are the sustainability disclosures assured or validated by a third party? Yes/No	No	No	No	No