

## Commitment to Human Rights

We are committed to promoting Human Rights in accordance with applicable laws in the countries where we operate. We follow the [Amkor Code of Business Conduct](#), which details our organization's values and responsibilities and provides guidance to employees on appropriate behavior while conducting business. We also follow the [Responsible Business Alliance \(RBA\) Code of Conduct](#), a set of social, environmental, and ethical standards for companies that is accepted widely in our industry.

### Key Elements

- ▶ The Amkor Code applies to all employees regardless of location and includes the protection of rights for women and minority groups. It prohibits prejudicial treatment based on race, color, religion, gender or gender identity, sexual orientation, age, national origin, ancestry, ethnicity, veteran status, pregnancy, genetic information, and disability.
- ▶ Training on the requirements of the Amkor Code and the RBA Code is provided annually to employees and includes areas related to Human Rights and Anti-Corruption. In 2022, our employees (management and non-management) collectively received 1,143 hours of training on the Amkor Code and the RBA Code.
- ▶ An actual or suspected violation of the Amkor Code can be reported to a supervisor or, for individuals who wish to raise concerns anonymously, through our 24-hour toll-free 'Business Integrity Line,' a website, or a mobile app. Reports of actual or suspected violations are investigated, and retaliation for reporting a violation is prohibited. Since our company's founding, we have not had a major controversy linked to human rights or corruption.
- ▶ We support the international norms and principles related to human rights, including (1) The Guiding Principles on Business and Human Rights from the United Nations, (2) The Universal Declaration of Human Rights from the United Nations, (3) The Guidelines for Multinational Enterprises by the Organization for Economic Cooperation and Development, and (4) The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. These international norms and principles are embedded into our policies and procedures as appropriate.
- ▶ The RBA Code is regarded as a supply chain initiative, and accordingly, we have designated it as our Vendor Code of Conduct for our suppliers, vendors, partners, and service agencies, including security guard providers of protection at our factories who are contracted under security arrangements.
- ▶ We believe the right to clean water is a fundamental Human Right, and we seek opportunities to conserve water in accordance with the RBA Code. The RBA Code requires a water management program that requires documenting, characterizing, and monitoring water sources, uses, and discharges.
- ▶ We regularly assess human rights-related risks and potential impacts, review and evaluate our policies and management processes, and involve stakeholders in our approach.

- ▶ We offer our Suppliers [resources](#) from the RBA to improve their performance in human rights. They have and will continue to be subject to independent audits conducted to evaluate compliance with our Vendor Code of Conduct (RBA code), including assessments of Human Rights, Human Trafficking, Slavery, and Labor Rights.