

Amkor Technology, Inc. (“Amkor”), is committed to promote Human Rights in accordance with applicable laws in the countries where we operate. We follow the [Amkor Code of Business Conduct](#) (the "Amkor Code") 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](#) (the “RBA Code”), 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 is provided annually to employees and includes areas related to Human Rights. In 2019, our employees collectively received 817 hours of training on the Amkor 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, a 24-hour toll-free ‘Business Integrity Line’. 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.
- ▶ The RBA Code is based on international norms and principles that we support including: (1) The Guiding Principles on Business and Human Rights and Universal Declaration of Human Rights, from the United Nations, (2) The Code of Practice in Safety and Health and Labor Standards from the International Labor Organization, and (3) The Guidelines for Multinational Enterprises by the Organization for Economic Cooperation and Development.
- ▶ 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 and service agencies including security guard providers of protection at our factories who are contracted under security arrangements.
- ▶ The RBA Code expressly prohibits human trafficking and slavery and provides tools such as the [Supplemental Validated Audit Process \(SVAP\) on Forced Labor](#) to address risks of human trafficking and slavery in our Supply Chain. Since 2018, Amkor has used the SVAP to assess these risks.

- ▶ We believe the right to clean water is a fundamental Human Right and the RBA Code requires a water management program that documents, characterizes, and monitors water sources, use and discharge and seeks opportunities to conserve water.
- ▶ We assess regularly human rights-related risks and potential impacts, review and evaluate our policies and management processes, and involve stakeholders on 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 annually to evaluate compliance with the RBA Code including assessments in the areas of Human Rights, Human Trafficking and Slavery.