

2026 HANA MICRON SUSTAINABILITY REPORT

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About This Report

Report Overview

HANA Micron has published a Sustainability Report every year since 2022, integrating and reporting both non-financial and financial performance related to its sustainability management direction and activities to communicate with stakeholders. The 2026 Sustainability Report faithfully captures the key issues and performance achieved in the environmental, social, and governance areas. Through this annual publication, HANA Micron continues to actively communicate with stakeholders to realize social value.

Reporting Standards

This report follows the GRI (Global Reporting Initiative) Standards 2021, the international reporting guidelines for sustainability management. It also reflects the SASB (Sustainability Accounting Standards Board) standards and the UN SDGs (Sustainable Development Goals). In addition, the financial information included in this report complies with K-IFRS (Korean International Financial Reporting Standards). Where there are changes, they are indicated separately in footnotes.

Reporting Period

This report covers HANA Micron's sustainability management activities and performance from January to December 2025. To enhance comparability, three years of data (2023–2025) are presented for major activities, and select non-financial performance data extend to include the first half of 2026.

Reporting Scope

The scope of this report includes domestic operations (HANA Micron, HANA WLS), Vietnam (HANA Micron Vietnam, HANA Micron Vina), and Brazil (HT Micron, HANA Electronics). Where the reporting scope differs, this is indicated separately as a reference note. Financial performance includes the consolidated financial information of HANA Micron and its affiliates.

Report Assurance

This report has undergone third-party assurance by an independent external institution to ensure the appropriateness of the reporting process and the reliability of the reported content. The detailed assurance statement is included in the Appendix of this report.

Report Inquiries

This report may be viewed or downloaded on the company website. For inquiries or feedback, please contact us using the information below.

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Interactive PDF

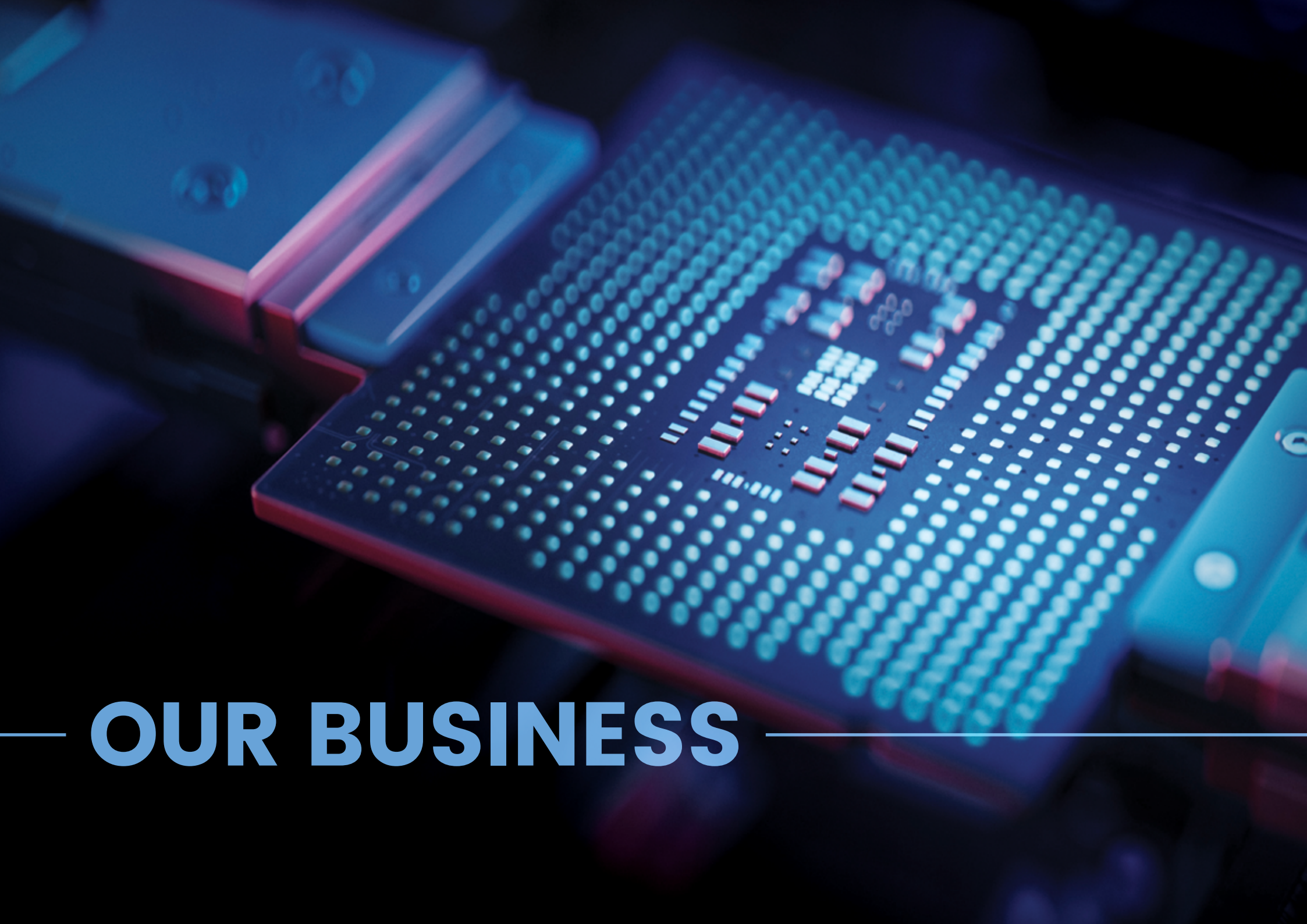
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— **OUR BUSINESS** —

CEO Message

HANA Micron's ESG management, on its path toward becoming a global top-tier OSAT, begins with a sense of responsibility toward sustainable, shared growth with all stakeholders, and we will continue to communicate in trust through sound management across the environment, our workplace, and our overall governance.

Greetings.

To all our stakeholders who value and support HANA Micron, we are pleased to share the path of sustainable growth our Company walked in 2025.

The Year 2025 was a significant turning point when semiconductor packaging technology moved to center stage alongside the great transformation in artificial intelligence (AI) technology. HANA Micron's role as a core back-end (OSAT) partner to global comprehensive semiconductor companies has also become more important than ever. In step with this trend, our Company is advancing toward a clear goal called 'Growth 2026,' through which we are strengthening our global position in system semiconductors and securing competitiveness in next-generation packaging technology.

HANA Micron has steadily practiced site-centered ESG management to become a company that all stakeholders can trust. Through investment in eco-friendly facilities, we raised the waste recycling rate across our processes, and by placing the highest priority on our employees' human rights, we have faithfully completed the 'biennial RBA human rights due diligence' and established a labor environment that meets global standards. In addition, we have further strengthened the safety net at our sites by thoroughly managing safety and health risk factors based on quantitative data.

Furthermore, we are working to build a transparent and sound management system with respect to governance, which forms the foundation of the Company. We practice responsible management based on the independence and expertise of our Board of Directors, and we are deepening trust with the market by protecting shareholder rights, transparent disclosure of information, and compliance management that strictly adheres to laws and ethical standards.

The sustainability management that HANA Micron pursues begins with protecting the values and precious daily lives of everyone connected to us, just as much as it begins with technological innovation. Rather than remaining focused on short-term results, we will work toward eco-friendly processes that take the planet into account, respect our employees and partner companies, and build trust by communicating with our shareholders through transparent governance.

We ask for your warm companionship on the journey ahead. Thank you.



Company Overview

Company Profile

Company Name	HANA Micron Inc.
CEO	Dong-cheol Lee
Date of Establishment	August 23, 2001
Capital	KRW 33.2 billion (as of December 31, 2025)
Revenue	KRW 1,534.4 billion (as of December 31, 2025, based on consolidated financial statements)
Number of Employees	749 (as of December 31, 2025)
Business Area	Semiconductor Packaging and Test
Domestic Location	Head Office (Manufacturing) : 77 Yeonamyulgeum-ro, Eumbong-myeon, Asan-si, Chungnam Pangyo (R&D) : 9F, 35 Pangyo-ro 255beon-gil, Bundang-gu, Seongnam-si, Gyeonggi



Total Assets
(Consolidated) **2,017.8** billion



Total Equity
(Consolidated) **652.7** billion



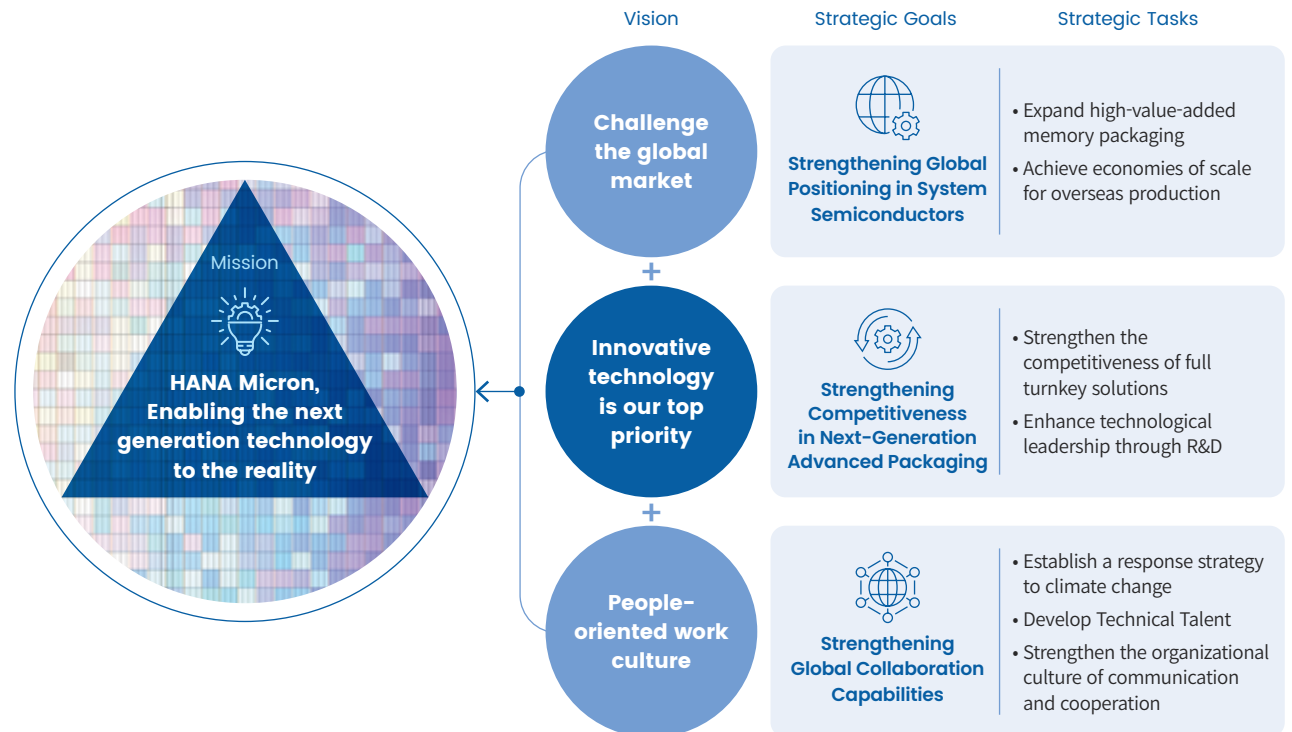
Operating Profit
(Consolidated) **127.7** billion



Credit Rating
(Corporate Bond) **BBB**

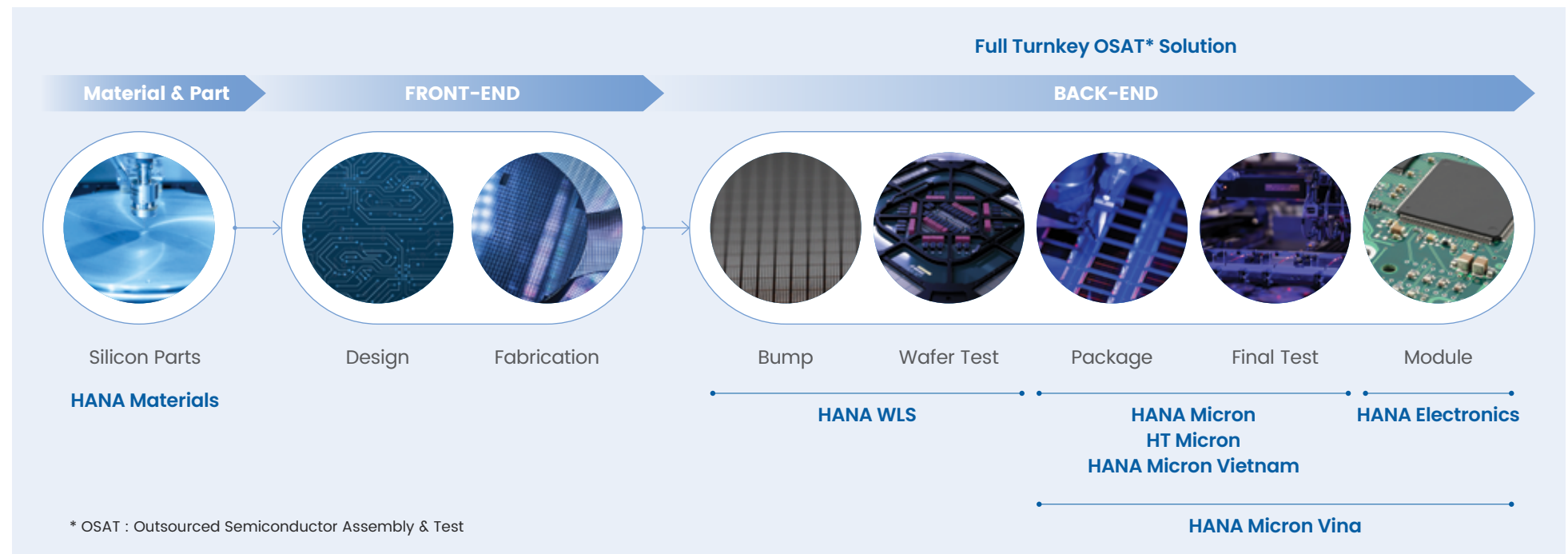
Corporate Vision and Strategy

HANA Micron has established itself as a leading OSAT (Outsourced Semiconductor Assembly and Test) company through bold investment and the development of next-generation technology, even amid a rapidly changing global semiconductor market. In 2026, the Company aims to further advance its manufacturing competitiveness around three core pillars: strengthening system semiconductors, expanding the Flip Chip business, and stabilizing global operations. The domestic head office will focus on developing high-value-added technologies such as Advanced Packaging (Advanced PKG) and large-body Flip Chip, while the Vietnam production base will maximize profitability by expanding high-value-added Full Turnkey operations and increasing system semiconductor volume. Moreover, HANA Micron will strengthen its brand business by leveraging its Brazilian subsidiary's position as the No. 1 player in the mobile MCP (Multi Chip Package) market, thereby pursuing stable growth in its global operations.



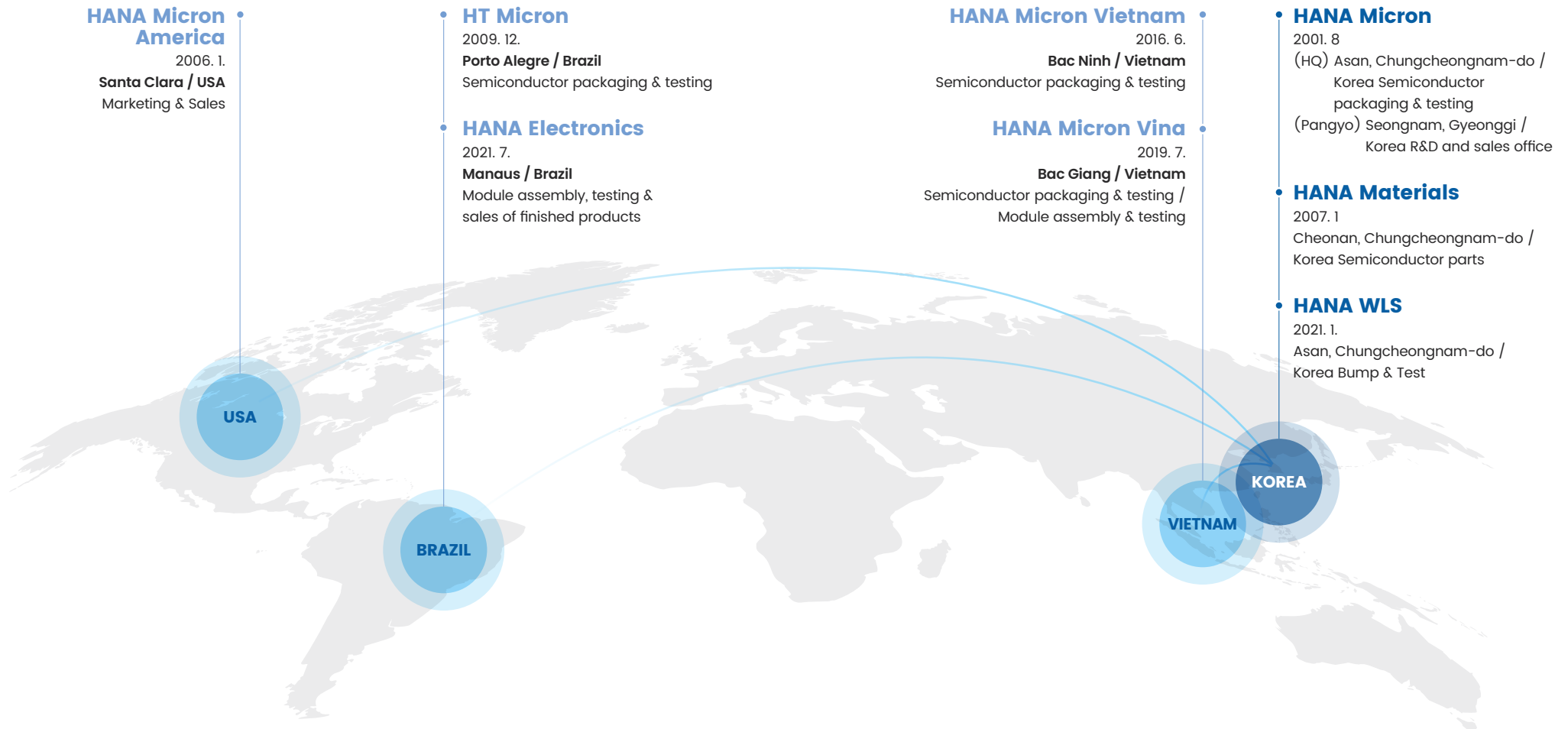
Business Overview

HANA Micron's core business is semiconductor packaging and testing, the back-end segment of the semiconductor industry. Built on superior technological capabilities and talent, the Company continues to pursue ongoing change and innovation. By expanding its production bases in Vietnam and Brazil, it has secured a global foothold and continues to achieve rapid growth through strategic partnerships with leading semiconductor companies at home and abroad. Building on Full Turnkey (integrated, one-stop) technological capabilities spanning memory semiconductor packaging and testing and module assembly, HANA Micron is expanding its system semiconductor business. By dedicating itself to developing advanced packaging technology that integrates High Bandwidth Memory (HBM) and artificial intelligence (AI) semiconductors, the Company will grow into a total back-end solutions company that meets the diverse needs of customers worldwide.



Global Network

Since its early days, HANA Micron has continually explored overseas markets to expand its semiconductor business internationally. The Company has enhanced its manufacturing competitiveness by expanding its Asian production base centered on Vietnam. It has achieved a foothold in the Latin American market centered on Brazil, a country with immense growth potential among emerging economic powers. Building on its accumulated business experience and overseas footholds, HANA Micron will continue to strive to provide the best solutions tailored to the diverse needs of customers worldwide.





APPROACH TO SUSTAINABILITY

ESG Management Strategy

ESG Vision

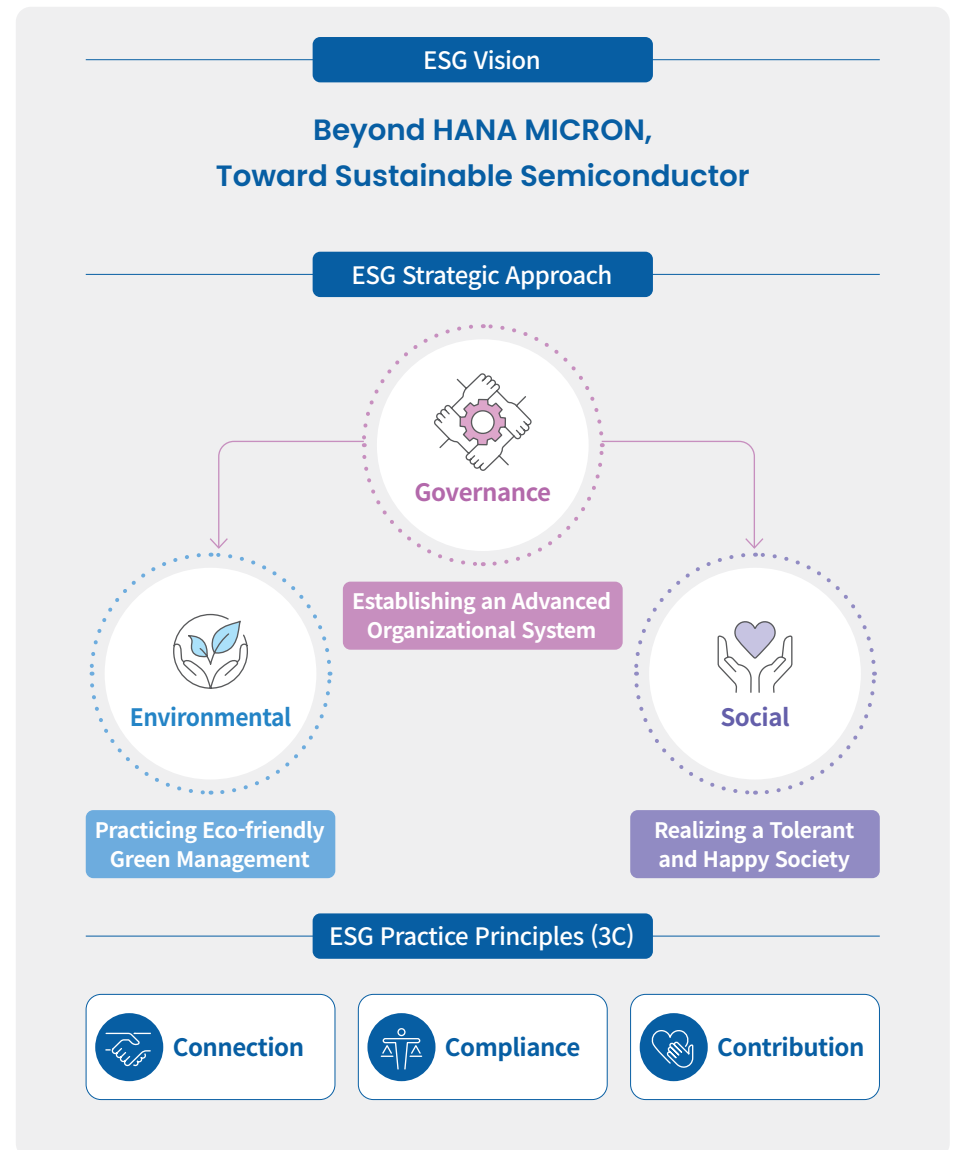
HANA Micron's ESG vision is 'Beyond HANA MICRON, Toward Sustainable Semiconductors, which embodies both 'semiconductor,' our identity, and 'sustainability,' our direction. The phrase 'Beyond HANA MICRON' carries the meaning of advancing beyond our own Company toward the nation and the world, as well as the meaning of continuously developing beyond the limits that the semiconductor industry faces in this era.

ESG Strategic Direction

HANA Micron is a company that provides high-value-added solutions in semiconductor packaging and testing and continues to make bold investments and pursue innovation to drive business expansion and future growth. The Company has established three strategic directions for ESG management: practicing eco-friendly green management, realizing an inclusive and happy society, and establishing an advanced organizational structure. Through these, HANA Micron aims to build a sustainable growth engine and express the Company's management philosophy and will.

ESG Practice Principles

HANA Micron adheres to three principles of practice (3C): 'Connection,' 'Compliance,' and 'Contribution,' to translate its established strategic direction into tangible results. Through this approach, the Company plans to accelerate the achievement of its vision by 'connecting' ESG execution capability through cross-departmental collaboration (the ESG Council), strictly 'complying' with global regulations and customer requirements, and 'contributing' to the sustainable development of the semiconductor ecosystem.



ESG Management Strategy

ESG Execution Strategy

ESG Strategic Approach



Practicing Eco-friendly Green Management

HANA Micron recognizes global environmental issues and endeavors to create a sustainable environment for future generations. We aim to practice eco-friendly green management by minimizing the environmental impact of our business activities and actively taking the lead in environmental improvement.



Building an Inclusive and Prosperous Society

HANA Micron's commitment goes beyond economic value. We are dedicated to contributing to the happiness of humanity by pursuing social value. We actively work to minimize risks that could negatively impact the social community and the environment, playing a crucial role in creating an inclusive and happy society.



Establishing an Advanced Governance System

HANA Micron seeks to establish an advanced organizational system based on efficiency and innovation without being bound by the past. We will strengthen compliance and ethical management, strengthen the Board of Directors' responsibility, and pursue communication with all stakeholders, including members, as our top priority, believing that communication with stakeholders ensures sustainable growth.

ESG Execution Strategy



Advancement of environmental management



Establishment of response strategy to climate change



Safe and happy workplaces



Management of supply chain sustainability



Strengthening Board accountability



Strengthening internal controls

Key Activities

- Expand company-wide environmental management
- Continuously identify and pursue carbon reduction activities
- Establish and advance mid- to long-term GHG reduction targets
- Expand the introduction of new and renewable energy

- Strengthen safety and health and serious accident prevention activities
- Create an organizational culture of communication and cooperation
- Advance quality management
- Establish a supply chain management policy and manage partner's risk

- Establish Official Committees within the Board of Directors
- Review expanding Board diversity and expertise
- Conduct ethics and anti-corruption training, strengthen transparent management
- Strengthen information security risk management

ESG Management Strategy

ESG Management Implementation System

ESG Committee*

To drive sustainable growth, HANA Micron established the 'ESG Committee,' an official decision-making body under the Board of Directors, in May 2026. The Committee is composed of three members: the CEO, who serves as chair; one internal director; and one outside director (independent director) whose independence and objectivity are ensured. It convenes regularly twice a year (once per half-year). The Committee plans not only to deliberate and resolve matters such as establishing an ESG management strategy and mid- to long-term plans and advancing environmental investment and social contribution initiatives, but also to monitor company-wide ESG risks and related performance to enhance governance transparency.

* Scheduled to commence operation on July 1, 2026

ESG Council

HANA Micron has continuously strengthened its ESG execution capability through the 'ESG Council,' a company-wide working-level implementation body launched in 2023. Led by the ESG Group, this council brings together department heads and working-level experts from HR, Finance, QRA, Facilities, Purchasing, Manufacturing/Technology, and other departments. It takes the lead in implementing tasks across the full range of ESG areas, including climate change response, hazardous substance management, talent development, supply chain management, safety and health, and ethical management. It has now grown into a working-level body for company-wide integrated ESG response that also encompasses governance issues. The Council flexibly conducts regular and ad hoc meetings tailored to key issues, such as global ESG assessment responses and RBA certification, and organically shares performance data across departments. From now on, the ESG Council is expected to serve as a core governance driver, supporting the Board's expert decision-making at the working level through close communication with the newly established 'ESG Committee' under the Board.

Key ESG Council Agenda Items (2025-2026)

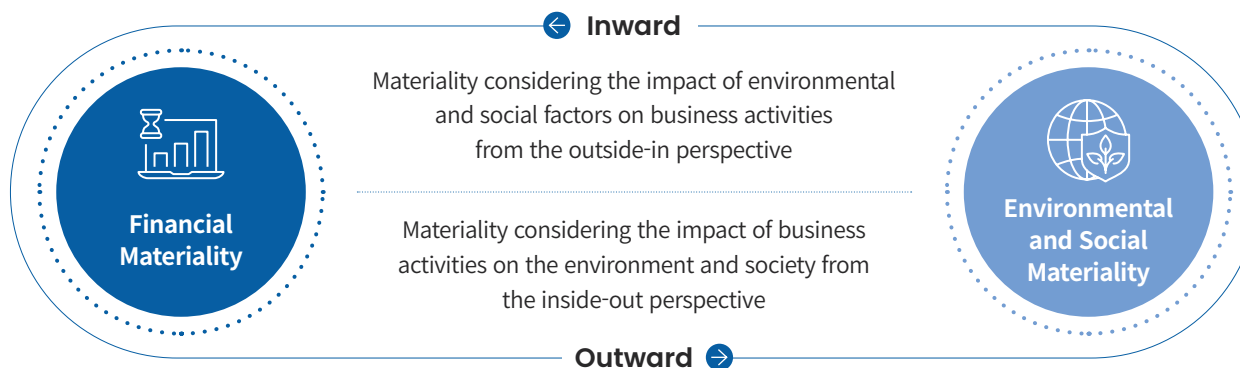
Area	Agenda Item	Meeting Timing	Progress Status	Linked Decision-Making Body
E	Installation of One Ultra-Low NOx Boiler	'26.02.	In Progress	ESG Committee
E	Participation in an Energy Management System Infrastructure Support Project	'26.04.	In Progress	ESG Committee
S	Company-wide Safety and Health Activity Status	'25.12.	Completed	Safety and Health Committee
S	Report on Results of Comprehensive Partner Company Inspections	'25.12.	Completed	-
G	Establishment of Committees under the Board of Directors	'26.05.	Completed	Board of Directors
G	Dissemination of Security Enhancement Policy and Violation Cases	'26.01.	Completed	-



Double Materiality Assessment

Double Materiality Assessment

Materiality assessment is widely used to determine the economic value of a company affected by ESG. Double materiality means considering both the impact of the Company's management activities on the external environment and society, and the impact of external environmental and social factors on the Company's financial position, encompassing both an inside-out and an outside-in perspective. To select its material issues for sustainability, HANA Micron introduced and applied a double materiality assessment that considers both environmental and social impact and financial materiality.



STEP 1 | ESG Topic Selection →

- ① Identification of topic pool (Long-List)**
 - Grouping similar topics among detailed topics presented by ESRS and enterprise-specific Topics
- ② Derivation of priority topic (Short-List)**
 - Reflection of industry-specific initiatives considering the value chain GRI, KCGS, CDP, RBA, and peer industry issues
 - Consideration of internal agenda
 - Media article analysis

Long-List : 18 items / Short-List : 12 items

STEP 2 | Identification of Impact, Risk and Opportunity →

- ① Verification of impact**
 - Identification of related activities and impact, risk, and opportunity factors for each topic
- ② Identification of impact**
 - Environmental/Social impact: Categorization into positive/negative and actual/potential impact
 - Financial impact: Categorization into risk/opportunity

Identification of impacts, risks, and opportunities for the 12 Short-List topics

STEP 3 | Assessment of Impact, Risk and Opportunity →

- ① Design of evaluation items and criteria according to ESRS**
 - Environmental/Social impact assessment scale: severity of impact (Scale, scope, and irreversibility), likelihood
 - Financial risk/opportunity assessment scale: scale, likelihood
- ② Assessment of impact, risk, and opportunity through surveys**
 - Collection of opinions via internal and external stakeholder surveys (2026. 04. 30 - 2026. 05. 08)

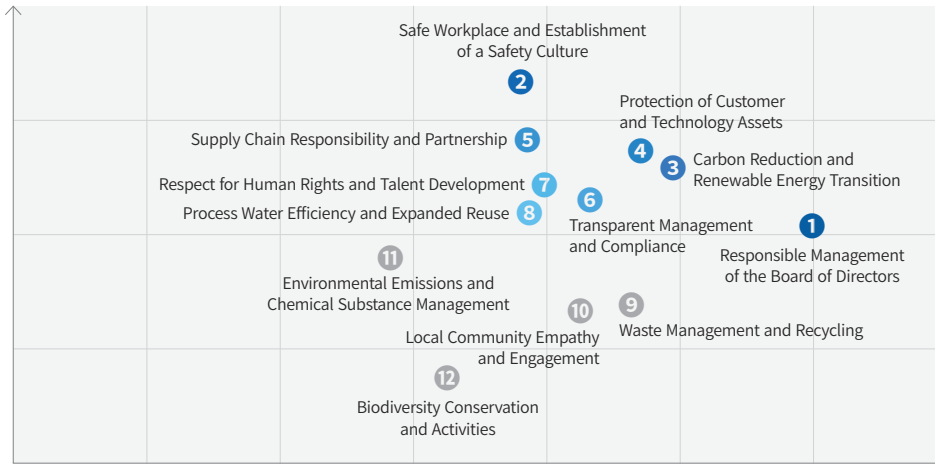
Final Selection of Material Issues : 8 items

STEP 4 | Selection of Material Issue →

- ① Selection of Material Topics**
 - Selection of issues exceeding the reporting threshold as material topics by analyzing environmental/social impact and financial impact for each topic
- ② Approval by highest decision-making body**
 - Approval of the Board of Directors for the Double Materiality Assessment process and results

Double Materiality Assessment

Results of Materiality Assessment



We analyzed the impact of financial and socioenvironmental materiality of material issues and included the main activities and achievements performed by HANA Micron in the body of this report to respond effectively to opportunity and risk factors.

Impact of Material Issues

●○○ Low ●●○ Medium ●●● High

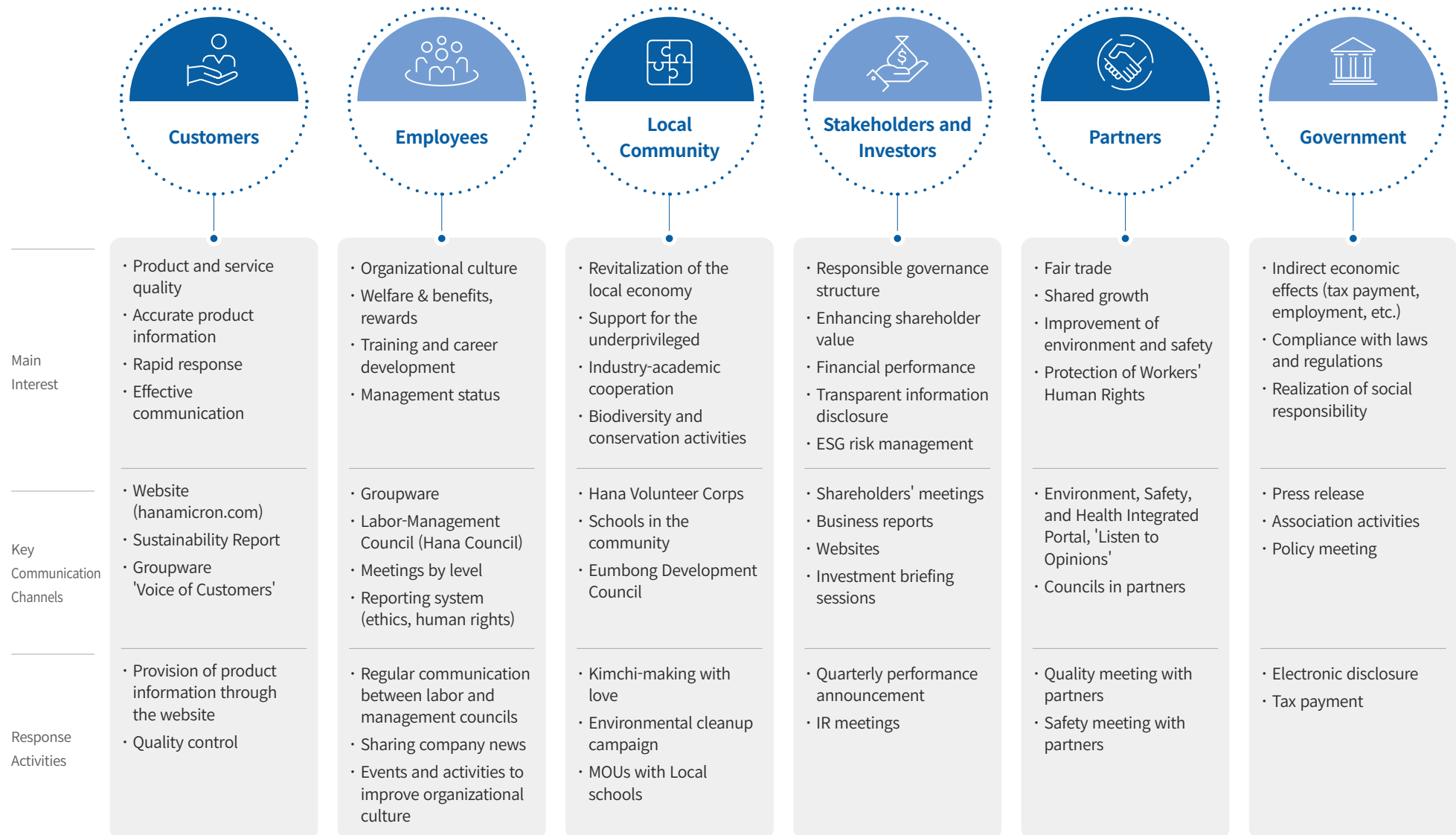
Priority	Area	Material Issues	Financial Materiality	Social/environmental Materiality	Page	UN SDGs
1	G	Responsible Management of the Board of Directors	●●●	●●○	46-49	SDGs 17
2	S	Safe Workplace and Establishment of a Safety Culture	●●○	●●●	37-39	SDGs 3
3	E	Carbon Reduction and Renewable Energy Transition	●●○	●●●	21-24	SDGs 7, 13
4	G	Protection of Customer and Technology Assets	●●○	●●○	53-24	SDGs 9
5	S	Supply Chain Responsibility and Partnership	●○○	●●●	40-42	SDGs 8
6	G	Transparent Management and Compliance	●●○	●●○	50-51	SDGs 16
7	S	Respect for Human Rights and Talent Development	●●○	●●○	32-36	SDGs 3
8	E	Process Water Efficiency and Expanded Reuse	●●○	●●○	25	SDGs 6
9	E	Waste Management and Recycling	●●○	●○○	26	SDGs 12
10	S	Local Community Empathy and Engagement	●●○	●○○	43-44	SDGs 1
11	E	Environmental Emissions and Chemical Substance Management	●○○	●○○	27	SDGs 12, 14
12	E	Biodiversity Conservation and Activities	●○○	●○○	30	SDGs 14, 15

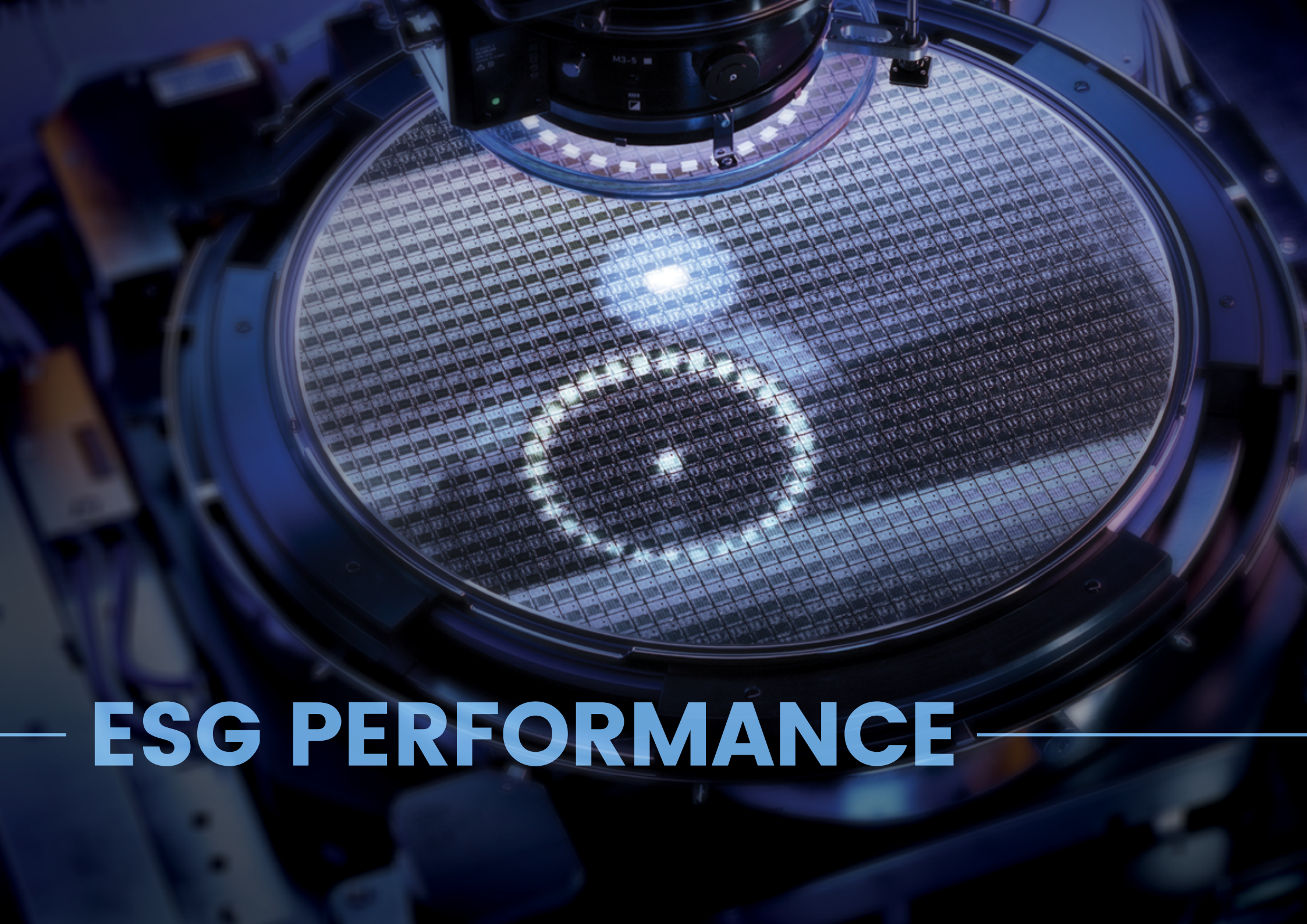
Impact Analysis of Material Issues

Material Issue	Financial Impact	Risk/Opportunity	Social and Environmental Impact	Positive/Negative
Responsible Management of the Board of Directors	Arbitrary decision-making by management and an inability to control unlawful conduct may lead to reputational decline, regulatory violations, and impairment of shareholder value	Risk	There is potential for environmental pollution in local communities, negligence in safety management, and human rights violations, among other risks	Negative
Safe Workplace and Establishment of a Safety Culture	In the event of a safety incident or serious accident, fines, administrative penalties, and compensation costs may arise from legal violations, and expenditures for safety and health activities as well as trust-recovery costs, may also be incurred	Risk	Safety incidents may result in injury, illness, or death among employees across the supply chain, deteriorating supply chain stability, threatening the health of employees within the supply chain, and reducing the quality of life of employees' families	Negative
Carbon Reduction and Renewable Energy Transition	Stricter greenhouse gas emissions regulations may increase the cost of purchasing emissions allowances, ESG information disclosure costs may rise in response to stakeholder demands, and higher energy prices may increase transportation and manufacturing costs	Risk	The use of energy sources such as diesel, gasoline, electricity, and city gas in the course of business operations, and the resulting greenhouse gas emissions, contribute to climate change, including extreme weather events, natural disasters, changes in precipitation, sea-level rise, and water scarcity	Negative
Protection of Customer and Technology Assets	Leaks of personal information or technical information belonging to customers and employees may result in fines and administrative penalties under relevant laws, and the leakage of core technology may weaken the Company's competitiveness and reduce revenue	Risk	A personal information leak may infringe on the human rights and privacy of stakeholders such as customers and employees, and unauthorized leakage of information assets held by the Company during the handling of technical information may infringe on shareholder rights	Negative
Supply Chain Responsibility and Partnership	Increased competitiveness within the global supply chain can drive new revenue growth, and stable procurement of raw materials can reduce cost expenses	Opportunity	Contributes to greenhouse gas reduction across the value chain and strengthens expertise throughout the supply chain by building the capabilities of small and medium-sized partner companies	Positive
Transparent Management and Compliance	Preventing legal risk can avert losses such as fines and litigation costs, and can help prevent damage to the Company's reputation arising from unethical conduct	Opportunity	Contributes to building a healthy market ecosystem through fair competition, and can strengthen trust by disclosing information transparently to stakeholders	Positive
Respect for Human Rights and Talent Development	Enhancing employee capabilities leads to improved product and service quality, contributing to improved revenue growth, and can reduce the cost of recruiting new talent	Opportunity	Creates a work environment that respects the human rights of workers and contributes to improving employees' quality of life by providing lifelong learning opportunities	Positive
Process Water Efficiency and Expanded Reuse	If water scarcity intensifies, investment costs for water recycling facilities may increase, and quality issues may arise	Risk	The introduction of water recycling facilities manages and reduces water intake, easing water stress on local communities	Opportunity

Stakeholder Engagement

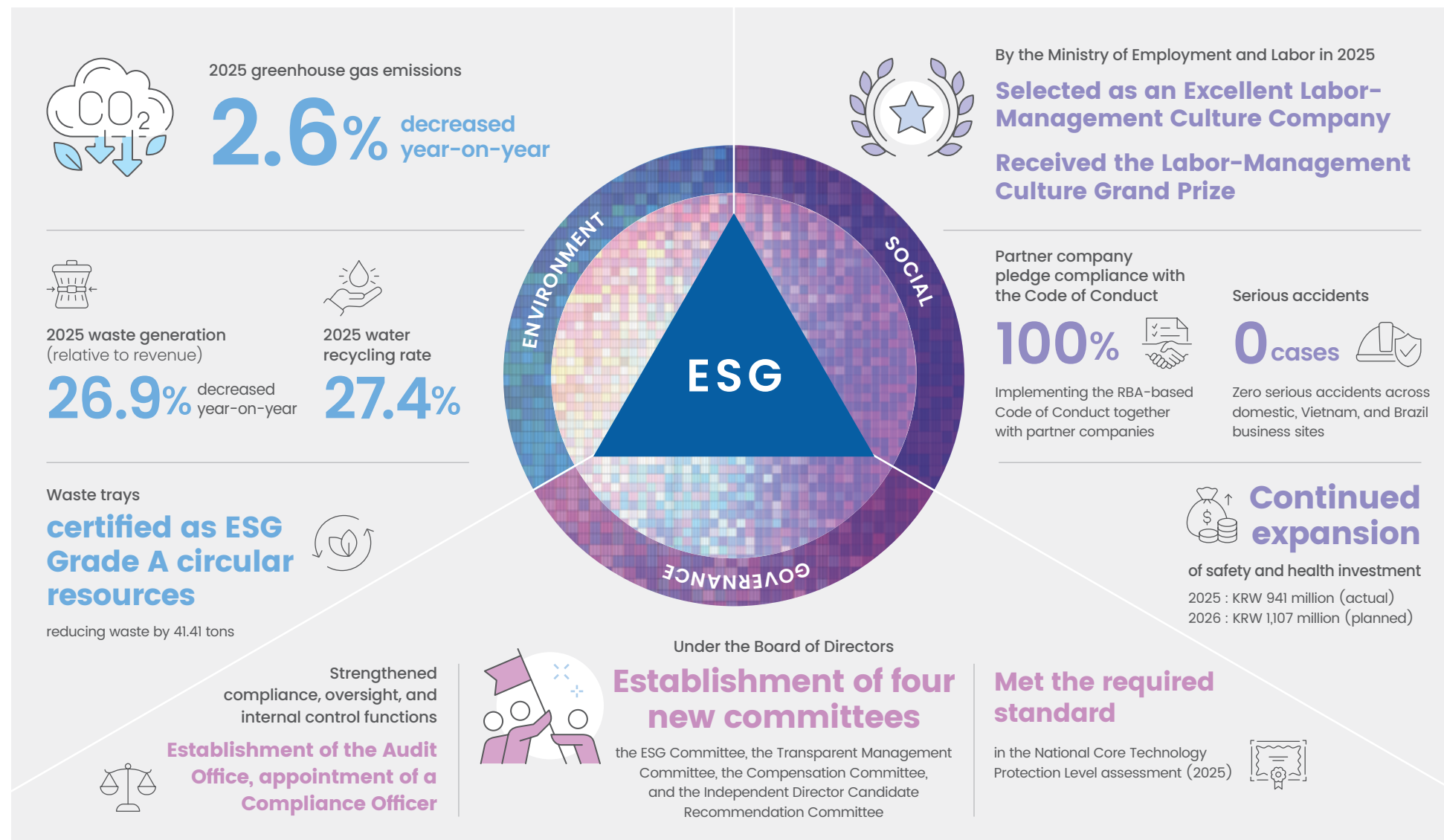
HANA Micron divides its major stakeholders into customers, employees, local communities, shareholders and investors, partners, and the government, and collects and reflects their opinions through various channels.





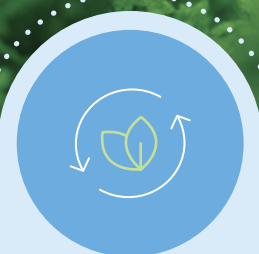
— **ESG PERFORMANCE** —

2025-2026 ESG Highlights



Environmental

- 18 Environmental Management
- 21 Carbon Reduction and Renewable Energy Transition
- 25 Process Water Efficiency and Expanded Reuse
- 26 Waste Management and Recycling
- 27 Environmental Emissions and Chemical Substance Management
- 28 Environmental Engagement
- 30 Biodiversity Conservation and Activities



Waste trays

**certified as ESG Grade
A circular resources**

reducing waste by 41.41 tons



2025 greenhouse gas
emissions

2.6%

decreased year-on-year



2025 waste generation
(relative to revenue)

26.9%

decreased year-on-year



2025 water
recycling rate

27.4%

Environmental Management

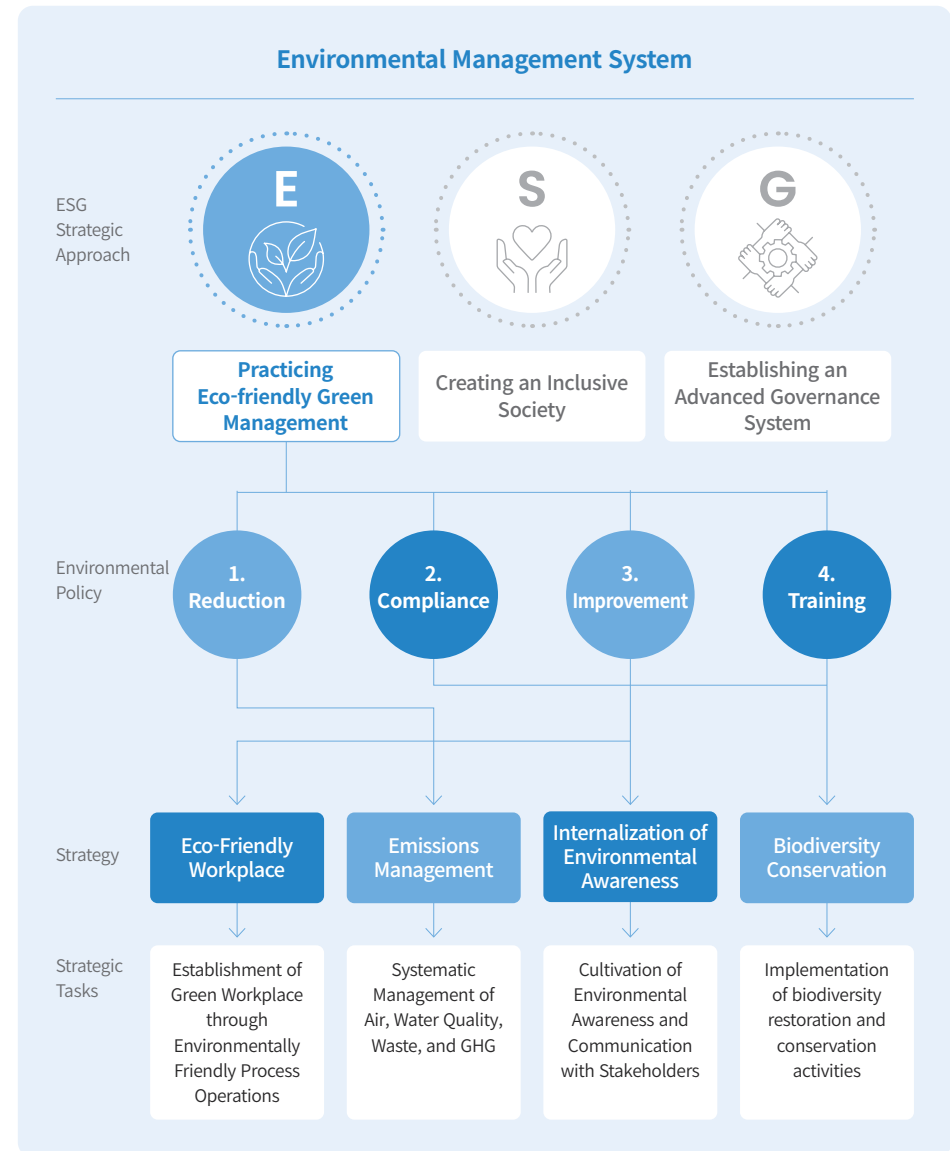
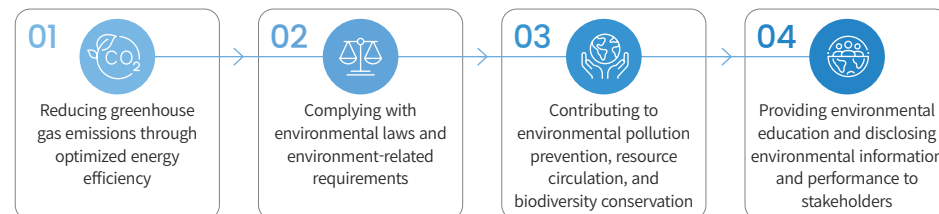
Environmental Management Governance

HANA Micron has established a top-level decision-making structure for environmental management centered on the ESG Committee under the Board of Directors. The ESG Committee convenes at least twice a year to deliberate on and resolve key governance agenda items, such as environmental strategy, mid- to long-term plans, environmental investment, and risk. Based on the strategic direction determined by the Committee, the ESG Council executes the full range of working-level processes, including establishing mid- to long-term environmental plans, greenhouse gas reduction activities, and pollutant emission control, and systematically manages performance.

Environmental Management Strategy

Under the strategic direction of 'practicing eco-friendly green management,' HANA Micron is actively developing its company-wide environmental capabilities. To proactively respond to the global climate crisis, the Company is maximizing the efficiency of raw material, water, and energy use and pursuing innovative initiatives to reduce greenhouse gas emissions. At the same time, HANA Micron is making every effort to build an eco-friendly manufacturing environment by minimizing air and water pollutant emissions and waste. In particular, the Company has upgraded its environmental management system (ISO 14001), a global standard, establishing its environmental policy and implementation framework, through which it proactively identifies and manages potential environmental risks. HANA Micron's environmental management strategy is built on an organic framework linking [Environmental Policy - Implementation Strategy - Strategic Tasks - Action Tasks], through which the organization systematically monitors its environmental performance and achieves continuous improvement.

Environmental Policy



Environmental Management

Four Environmental Goals¹⁾

HANA Micron has established four environmental goals reflecting the results of the Double Materiality Assessment, based on the 'Environmental Policy (reduction)' and 'Implementation Strategy (emission substance management),' the core pillars of its environmental management strategy. These goals reflect HANA Micron's strong commitment to addressing the climate crisis, and the Company is concentrating its company-wide capabilities in order of urgency and importance: greenhouse gases, energy, water, and waste.

For each area, GHG targets have been detailed into phased mid- to long-term reduction targets for 2030, 2040, and 2050 in connection with the '2050 GHG Reduction Roadmap,' while for Energy, the KPI is expanding the renewable energy transition rate, and for Water, the KPI is maximizing the recycling rate. In addition, for Waste, the ultimate goal is Zero Waste to Landfill. This goal system initially applies to the Head Office and Pangyo business sites, and its scope will be sequentially expanded to all overseas subsidiaries. Centered on the ESG Committee under the Board of Directors and a dedicated organization, HANA Micron will establish detailed action plans to achieve these goals and actively contribute to overcoming the climate crisis by transparently disclosing its progress.

1) Subject to future change depending on the level of goal achievement by period and changes in the internal and external management environment

Environmental Investment

When reviewing new investments, HANA Micron takes an integrated approach to risk and opportunity factors to proactively mitigate the financial impact of environmental risks and convert them into new business opportunities. In particular, before the investment decision stage, the Company reviews a range of environmental impact assessment items, including energy-efficiency and hazardous-substance information. Through this process, HANA Micron proactively mitigates potential negative environmental impacts while maximizing the positive synergies of adopting eco-friendly technologies, thereby solidifying a strategic investment framework for sustainable growth.

HANA Micron has established an eco-friendly investment plan totaling KRW 615 million for 2026 to actively help overcome the climate crisis. The major investment items are the expansion of solar power generation facilities to ensure a renewable energy supply, the replacement of ultra-low NOx boilers to minimize air pollutant emissions, and the establishment of a power monitoring system to maximize resource efficiency. The Company will continue to systematically achieve its greenhouse gas and pollutant reduction goals through timely environmental investments.

Four Environmental Goals

Greenhouse Gas



30%
75%

Reduce greenhouse gases by 2030 compared to 2023 (Scope 1 & 2)

Reduce greenhouse gases by 2050 compared to 2023 (Scope 1 & 2)

Energy



75%
Transition

Transition rate to renewable energy by 2050 (Head office and Pangyo)

Expand the transition to renewable energy at overseas subsidiaries in Vietnam and Brazil

Waste



0%
50%

Incineration and landfill rate of waste generated by 2030

Reduce waste generation by 2030 compared to 2023

Water



50%

Water recycling rate by 2030

Environmental Management

Green Purchasing

HANA Micron has established and implemented the 'Green Product Purchasing Regulations' to achieve its environmental management goals and fulfill its environmental responsibility within the supply chain. Under these regulations, the Head Office and all business sites are required to prioritize green products when purchasing raw materials, sub-materials, and consumables. However, in special cases where eco-friendly product substitution is not possible due to industry-specific constraints, such as customer-specified specifications, these are managed as exceptions to maintain flexibility. As an initial step in introducing green purchasing, the Company has focused on office consumables and, since 2025, has been purchasing eco-label-certified, eco-friendly tissue and office paper (A4, A3). As a result, the Company recorded total green product purchases of KRW 21 million from 2025 through May 2026.

Environmental Regulatory Compliance

In all of its business activities, HANA Micron thoroughly complies with domestic and international environmental laws and regulations, including the Act on the Integrated Management of Environmental Pollution Facilities, as well as stakeholder requirements. The Company practices management for environmental protection and sustainable development by monitoring changes in relevant laws and regulations and responding promptly. There were no cases of environmental regulatory violations, administrative penalties, or fines during the reporting period.



Green Purchasing

Green Purchasing Amount

21 Million KRW

Purchase of eco-friendly paper and tissue



Environmental Regulatory Compliance

Environmental Regulatory Violations (Head Office)

0 cases



Carbon Reduction and Renewable Energy Transition

2050 GHG Reduction Plan

HANA Micron has established a 2050 GHG Reduction Plan to respond more proactively, recognizing that carbon neutrality is both a shared global challenge and a core element of corporate sustainability. The Company has upgraded its greenhouse gas inventory, which forms the foundation of company-wide carbon emissions management, cataloged detailed utility equipment to identify emission-influencing factors, and analyzed the age and operating rate of each piece of equipment.

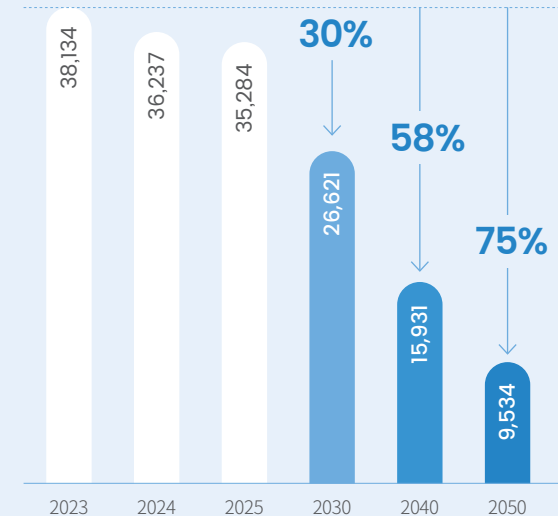
Furthermore, the Company screened advanced reduction technologies and global benchmarking cases in the semiconductor industry to identify a pool of potential reduction task candidates and finalized priorities based on economic feasibility analysis (ROI) to allocate limited resources efficiently. Based on this, the final mid- to long-term roadmap comprises approximately 40 reduction items in total, including around 10 in renewable energy and around 30 in energy efficiency. These span a diverse portfolio, ranging from direct equity investments in power generation facilities to REC (Renewable Energy Certificate) purchases, PPAs (Power Purchase Agreements), improvements to equipment operating conditions, and the introduction of high-efficiency equipment. HANA Micron plans to reduce its total GHG emissions by 75% by 2050 compared to 2023 (an average of approximately 5% per year) and will review the 2050 Reduction Plan through the ESG Committee established this year, continuing to update this roadmap through regular monitoring.

GHG Risk Management

HANA Micron has participated in Korea's emissions trading scheme since 2015, the scheme's first year of implementation, taking a leading role in supporting the nation's carbon-neutrality policy. Moreover, the Company participates in the Carbon Disclosure Project (CDP), the most authoritative climate change disclosure platform in the global capital markets, transparently disclosing its greenhouse gas emissions, climate risk management, and decision-making structure. HANA Micron systematically verifies its greenhouse gas emissions statement each year and is implementing effective reduction targets and action plans. In particular, to achieve the '2050 GHG Reduction Plan' on schedule, the Company is upgrading its internal management system and continuously identifying reduction tasks. As part of this effort, HANA Micron has established guidelines for the strategic shutdown of production equipment and pursued energy efficiency through process optimization and improved operating conditions, achieving tangible results, including a reduction in 2025 GHG emissions of approximately 7.5% compared to 2023. In addition, to strengthen disclosure from a global supply chain perspective, the Company has disclosed the GHG emissions of its major overseas subsidiaries since 2023 and plans to extend its eco-friendly management system to all overseas sites in the future, completing a company-wide global climate change response system.

2050 GHG Reduction Targets

GHG Emissions (tCO₂-eq)



Reduction Rate

Average annual reduction rate

5.0%

76% via renewable energy by 2050,
24% reduction via energy efficiency
improvements, Average annual
reduction of 5.0% by 2050



Carbon Reduction and Renewable Energy Transition

GHG Emission Activities

HANA Micron's GHG emissions are divided into direct and indirect emissions. Direct emissions include stationary combustion (gaseous fuel combustion), mobile combustion (passenger vehicles, freight vehicles), and process emissions (electronics industry - semiconductors). In contrast, indirect emissions include the use of external electricity and external heat. In 2025, GHG emissions totaled 35,284 tCO₂-eq, a decrease of approximately 2.6% from the previous year, and GHG emissions per revenue were 3.34 tCO₂-eq per KRW 100 million, a decrease of approximately 26.3% from the previous year. Indirect emissions account for the largest share of total emissions, comprising approximately 96.5% (33,700 tCO₂-eq), followed by stationary combustion, mobile combustion, and process emissions. Process emissions arise from the use of sulfur hexafluoride (SF₆) gas in the semiconductor analysis lab, but account for a negligible share of total emissions, at less than 0.01%.

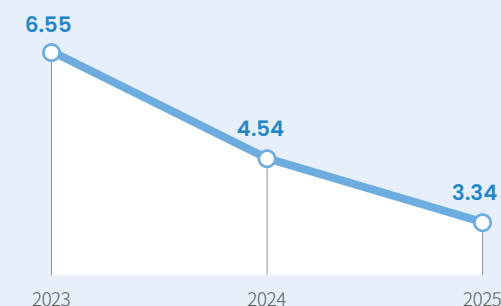
Category	Unit	2023	2024	2025
Scope 1	tCO ₂ -eq	1,668	1,306	1,419
Scope 2	tCO ₂ -eq	36,465	34,931	33,865
Total	tCO ₂ -eq	38,134	36,237	35,284

Overseas Subsidiaries' GHG

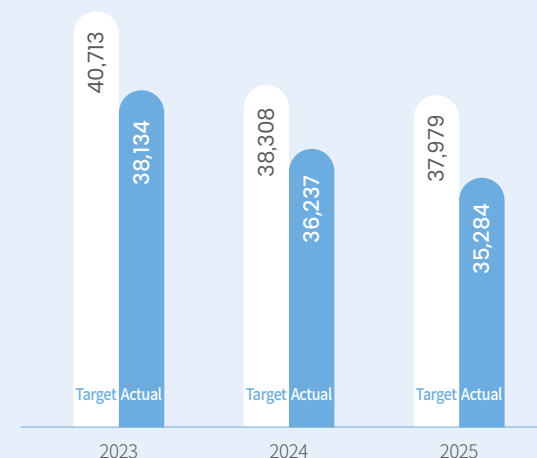
Among HANA Micron's consolidated subsidiaries, the overseas subsidiaries considered major production bases are located in Vietnam and Brazil. In Vietnam, these are HANA Micron Vietnam Co., Ltd. and HANA Micron Vina Co., Ltd., and in Brazil, these are HT Micron Semicondutores S.A. and HANA Electronics Industria E Comercio Ltda. Their emission activities are similar to those of the Head Office. For GHG emissions and energy usage information, please refer to the environmental performance section of the ESG Data Book in the Appendix.

Emissions

GHG Emissions Intensity (tCO₂-eq/KRW 100 million)



GHG Emissions (tCO₂-eq)



Carbon Reduction and Renewable Energy Transition

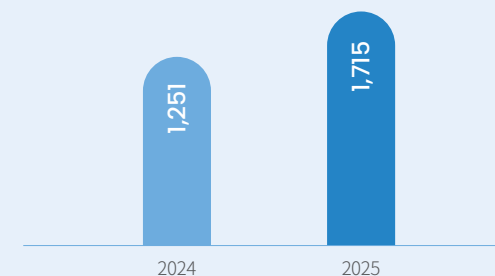
GHG Reduction Activities

HANA Micron continuously establishes and manages a greenhouse gas emissions-reduction strategy across its entire business at the company-wide level to respond to climate change. Under the Company's self-established 2050 GHG Reduction Plan, reduction activities are broadly divided into renewable energy and energy efficiency areas. Because the installation of renewable energy facilities at business sites is limited, the renewable energy area will focus mainly on investment-driven activities that actively leverage government programs. The energy efficiency area, on the other hand, accounts for the largest share of indirect emissions from external electricity use. The Company is focusing above all on optimizing and monitoring its utilities because the process requires continuous 24-hour operation. As a result of daily monitoring of utility resource usage and trends, HANA Micron has been able to reduce energy usage through measures such as planned shutdowns of production equipment, improved operating efficiency of air compressors and cooling water supply systems, and the operation of rooftop solar power facilities, and is preparing to implement various reduction items, including replacing once-through boilers, establishing a power monitoring system, and expanding solar power facilities. HANA Micron's major GHG reductions by process in 2025 are as follows.

Area	Emissions	Emission Source	Process	Reduction Method	Reduction Items	Annual Reduction (tCO ₂ -eq)
Energy efficiency	Indirect	Electricity	D/P	Planned production equipment downtime	Production equipment always powered off	91.34
	Indirect	Electricity	D/A	Planned production equipment downtime	Production equipment always powered off	190.35
	Indirect	Electricity	W/B	Planned production equipment downtime	Production equipment always powered off	663.80
	Indirect	Electricity	W/B	Planned production equipment downtime	Equipment heater and tower lamp off	32.66
	Indirect	Electricity	F/N	Planned production equipment downtime	Production equipment always powered off	231.58
	Indirect	Electricity	TEST	Planned production equipment downtime	Adjustment of standby time reduction through Power Saving Mode	180.76
	Indirect	Electricity	FACILITY	Improve processes and operating conditions	Integrated operation of air compressors Rationalization of the cooling water supply system	206.19
	Indirect	Electricity	FACILITY	Improve processes and operating conditions	Non-use of water supply pump	3.05
Renewable energy	Indirect	Electricity	FACILITY	Solar power	Operation of solar power generation facilities	115.18
Total						1,714.91

Key Reduction Activities

Annual Reduction Performance (tCO₂-eq)



Main reduction methods : planned shutdowns, operational efficiency improvements

Renewable Energy

115.18 tCO₂-eq

The solar power generation facility has been in operation since 2023

Expected to continue reducing approximately 100 tCO₂-eq annually going forward

Eco-Friendly Vehicle Holdings

Eco-friendly vehicle ownership ratio (Head Office)

18%



Carbon Reduction and Renewable Energy Transition

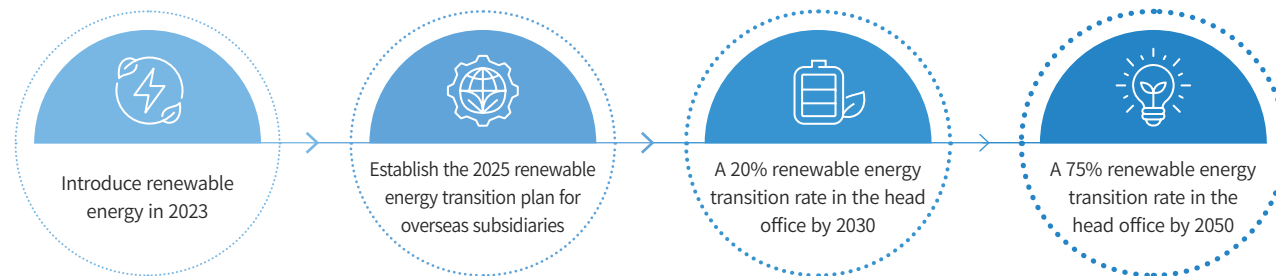
Energy Management

Due to the nature of its processes, HANA Micron operates in the highly power-intensive semiconductor industry, and approximately 96% of its total GHG emissions are indirect (Scope 2) emissions from electricity use and similar sources. Energy usage in 2025 was 734 TJ, a decrease of 2.8% compared to the previous year. Continued growth in electricity demand is expected going forward as production scale expands. HANA Micron has established a challenging renewable energy transition target in its '2050 GHG Reduction Plan' to manage the resulting risk of increased GHG emissions.

As of 2025, the renewable energy transition rate stands at only 0.34%, but HANA Micron plans to expand it to approximately 20% by 2030, 50% by 2040, and 75% by 2050. Notably, the Company is developing plans and reviewing investments to secure a stable renewable energy supply chain, including the construction of additional solar power generation facilities at the warehouse building and the industrial water building. HANA Micron is also considering joining the K-RE100 Council, established to support Korean companies in implementing global RE100 commitments, and after doing so, plans to actively consider the key implementation methods proposed by K-RE100, including expanding self-generation, pursuing power purchase agreements (PPAs), purchasing renewable energy certificates (RECs), and equity investment. From now on, HANA Micron will continue to meet global climate crisis response requirements and will actively participate in RE100 alongside its customers.

Among its overseas subsidiaries, HT Micron in Brazil has transitioned to 98% renewable energy (hydropower), and the Company's other overseas subsidiaries in Vietnam and Brazil also plan to establish and actively pursue renewable energy transition plans.

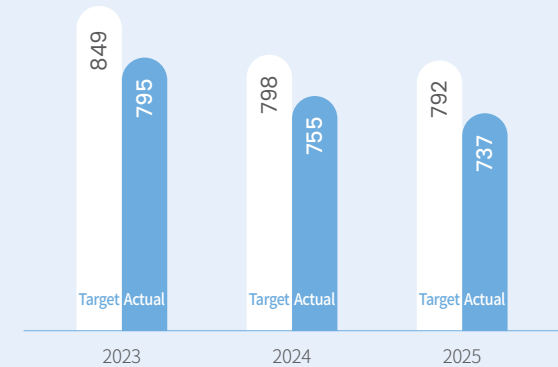
Transition Plan to Renewable Energy



1) RE100 (Renewable Electricity 100%) : A global initiative to replace electrical energy with 100% renewable energy

Energy Usage

(Unit : TJ)

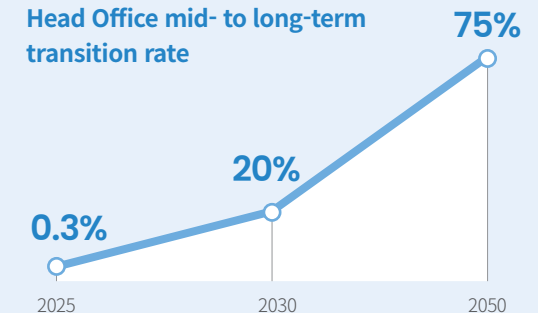


Renewable Energy Transition

HT Micron renewable energy transition

98%

Head Office mid- to long-term transition rate



Process Water Efficiency and Expanded Reuse

Water Management

HANA Micron uses both industrial water and domestic water. Due to the nature of semiconductor processes, water consumption is high, and industrial water accounts for approximately 95% of total water intake. Industrial water is monitored monthly by process, and domestic water by building, using flow meters. Total water intake relative to revenue has declined, with 90.0 m³ per KRW 100 million in 2023, 60.3 m³ per KRW 100 million in 2024, and 43.7 m³ per KRW 100 million in 2025, a reduction of 4.7% from 2024. In addition, HANA Micron operates its own water recycling facilities to reduce the water volume consumed in its processes and increase the recycling rate.

Water recycling volume (recycling rate) was 206,019 m³ (28%) in 2023, 165,185 m³ (26%) in 2024, and 174,135 m³ (28%) in 2025, an increase compared to the previous year.

Water Reduction Plan

HANA Micron is building a facility to reuse approximately 700-800 m³/day of water in its ultra-pure water process. The recycling facility currently operates at 70-80% utilization, and the Company plans to operate it at its maximum utilization rate in the future, which is expected to significantly reduce water usage. HANA Micron's goal is to achieve a water recycling rate of 50% or higher by 2030 through the phased, ongoing expansion of water recycling facilities across its processes. Through 2026, the Company will maintain its current recycling rate while ensuring operational stability. It plans to increase the water recycling rate every year starting in 2027 by

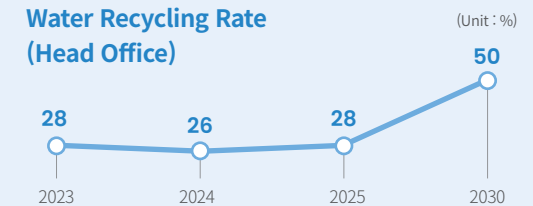
continuously analyzing and reviewing applicable processes, utilization rates, and expected water savings. In addition, the Head Office plans to reduce water intake by further increasing the separation of wastewater generated in the SAW process and the volume of UF-recycled water treated. At the Vietnam site, water intake decreased in 2025 following the completion of a water recycling facility in July 2024, and the Company plans to continue pursuing reduction efforts, targeting a 50% recycling rate by 2030.

Water Stress Areas

HANA Micron used the Aqueduct Water Risk Atlas from the World Resources Institute (WRI) to assess water stress levels in the regions where its production sites are located. The results indicated that the water stress index for the Vietnam region was very high, while other regions fell within a low range. HANA Micron monitors and responds to indicators of water usage, drought, and flooding to prepare for water resource risks in each region. The Company will strive to minimize water resource risk by building water recycling facilities at sites with high water intake and establishing systems to prepare for drought and flooding.

Business Sites	Water Stress Level
Korea (Asan)	Low-Medium
Vietnam (Bac Ninh, Bac Giang)	Extremely-High
Brazil (São Leopoldo)	Low-Medium
Brazil (Manaus)	Low

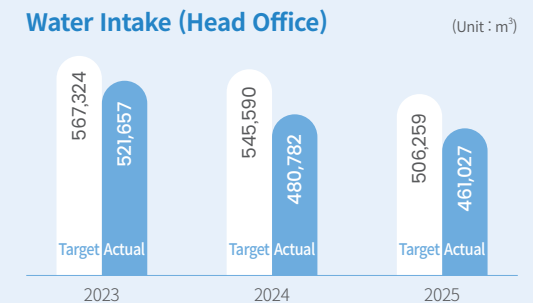
Emissions



Water recycling rate of 50% or higher by 2030



Water intake relative to revenue decreased compared to the previous year



Water intake decreased compared to the target

Waste Management and Recycling

Waste Management

HANA Micron monitors the entire waste management process, from generation through transport to treatment, using an environmentally compliant treatment system. Under the direction of the ESG Group, the Company continues to comply with the lawful treatment of all types of waste, observing storage-day limits according to waste type and characteristics, and periodically verifying compliance by preparing inspection logs. The waste generated by HANA Micron consists mainly of synthetic resins (general waste) and organic solvents (designated waste). Because it is difficult for the Company to directly recycle this waste given the nature of its business, all waste generated at its business sites is entrusted to external processors. To increase the recycling rate of waste discharged for outsourced treatment, the Company monitors whether its contracted processors are actually recycling the waste. In 2025, the proportion of waste recycled was 99.6%, an increase of 1.8 percentage points from the previous year. General waste was 100% recycled in its entirety, while a portion of designated waste was incinerated. To minimize waste generation, HANA Micron has established a target for waste generation in tons, aiming for a 50% reduction by 2030 using 2023 as the base year over the mid- to long term. In 2025, waste generation totaled 255 tons, a 5.9% reduction from the target, and the Company will continue its efforts to reduce waste.

In addition, HANA Micron's overseas subsidiaries will classify waste by detailed type and identify contracted processors capable of recycling to improve the recycling rate.

Circular Resource Certification

The Circular Resource Certification system recognizes materials among waste that can be reused or recycled as circular resources, thereby designating them as resources rather than waste. In 2025, HANA Micron received circular resource certification for waste trays generated in its processes, in accordance with Article 21 of the Act on Promotion of Transition to Circular Economy and Society. As a result, 41.41 tons of waste were recognized as resources in 2025.

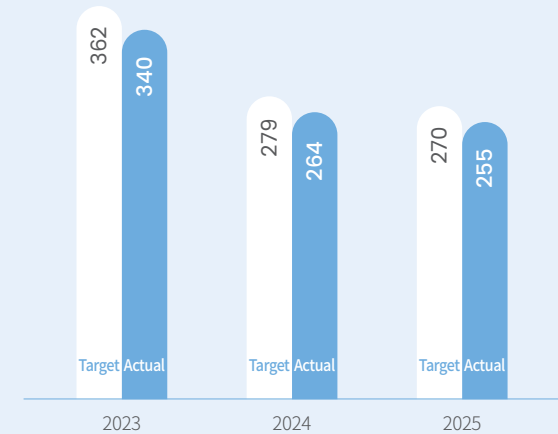


Waste Trays

Waste

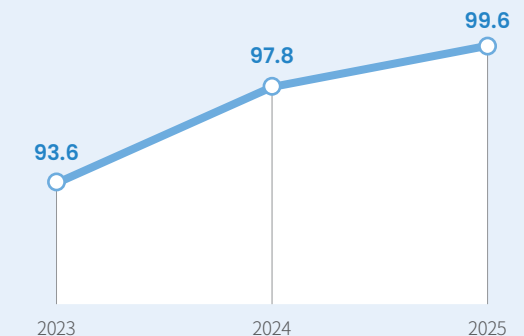
Generation Volume (Head Office)

(Unit : ton)



Waste Recycling Rate (Head Office)

(Unit : %)



Environmental Emissions and Chemical Substance Management

Pollutant Management

HANA Micron conducts self-measurement once a year for air pollutants, including dust, sulfur oxides (SOx), and nitrogen oxides (NOx), and monitors the results. For wastewater, the Company conducts periodic monitoring four times a year (quarterly) for approximately 20 water pollutants, including biochemical oxygen demand (BOD), suspended solids (SS), total phosphorus (T-P), and total nitrogen (T-N), and all wastewater is discharged into a wastewater treatment facility for treatment. HANA Micron has established a wastewater treatment process based on the PDCA Cycle of its environmental management system, prepares daily inspection logs, and strives to prevent air and water pollution and to ensure stable treatment. In 2025, air pollutant emissions were 1.72 tons, and water pollutant emissions were 12.25 tons. Due to a change in the Integrated Environmental Permit, the number of air pollutant measurement outlets increased starting in 2025, and as the pollutant amounts measured at the new outlets were added to the total, SOx, NOx, and dust emissions increased compared to the previous year. Among water pollutants, SS (suspended solids) and TOC (total organic carbon) decreased compared to the previous year, while BOD (biochemical oxygen demand) increased. For overseas business sites, HANA Micron complies with the air and water pollution laws and regulations of each country and plans to compile and disclose emissions for each pollutant at a later date.

Chemical Substance Management

More specialized chemical substance management is required, as chemical substance regulations are strengthened worldwide and the substances and standards regulated vary by country. HANA Micron periodically updates the chemical substance regulations applicable to the Head Office and its manufacturing sites in Vietnam and Brazil, and manages regulated substances in compliance with legal requirements to minimize associated risks. In addition, to minimize damage in the event of a chemical-related incident, the Company periodically conducts emergency response training, carries out environmental impact assessments (Head Office) at set intervals, monitors compliance with environmental regulations, and fulfills its obligations. In particular, the levels of hazardous substances contained in wafers, the primary raw material HANA Micron handles, as well as in PCB¹⁾, EMC²⁾, packaging materials, and other materials used in the packaging process, are strictly controlled according to customer standards, with products meeting requirements verified through customers' rigorous inspections.

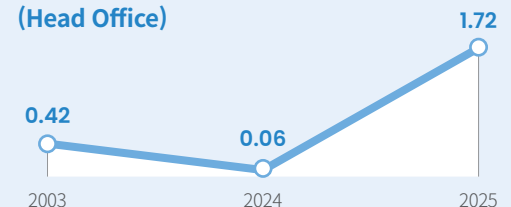
1) PCB (Printed Circuit Board) : printed circuit board

2) EMC (Epoxy Molding Compound) : a circuit protection material that effectively protects semiconductor circuits from a variety of external environmental factors, including moisture, heat, impact, and electrical charge

Pollutants

Air Pollutant Emissions (Head Office)

(Unit : ton)

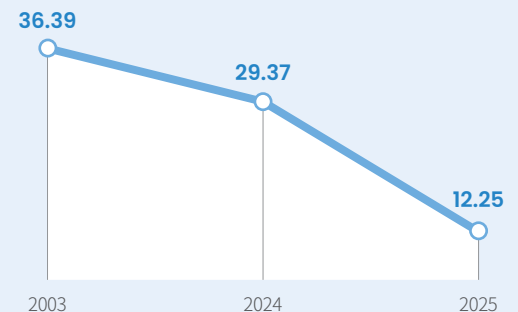


Air pollutant emissions increased compared to the previous year

Due to an increase in the number of measurement outlets resulting from a change in the Integrated Environmental Permit

Water Pollutant Emissions (Head Office)

(Unit : ton)



Water pollutant emissions decreased compared to the previous year

As a facility under the Integrated Environmental Permit, COD measurement is excluded, resulting in a large decrease

Environmental Engagement

Efforts to Improve Environmental Awareness

HANA Micron improves environmental awareness among its members through environmental education and minimizes the environmental impact of its management activities and products. The Company establishes an annual environmental education plan, including statutory training, and when developing the plan, classifies training by type, such as onboarding training, job training, special training, and regular training. It conducts a variety of training sessions on environmental topics, including fine dust, environmental safety, hazardous substances, and greenhouse gases, to raise awareness of environmental responsibility. Under its environmental management system, the Company steadily carries out the establishment of environmental policy and implementation plans, execution and corrective action, and management review and improvement activities. HANA Micron plans to further expand environmental education to achieve its goal of 'zero environmental regulatory violations.' The Company will establish an annual environmental education implementation plan and gradually expand the associated budget. Employees who complete statutory training are asked to cascade it internally, and, where necessary, the Company holds training programs on specific environmental issues, run by external specialized institutions. Notably, HANA Micron provides and encourages ongoing opportunities for employees to participate in training on greenhouse gases, resource circulation, and water, which are emerging as core issues in the environmental field, including ESG.

Environmental Education

HANA Micron provides periodic environmental training at least once a year to environmental personnel, employees handling hazardous chemical substances, and other relevant staff. The Company has conducted ISO 14001 internal auditor training, chemical substance training, environmental regulation training, and carbon leadership workshops. Since 2024, environmental education has been made mandatory once a year for all employees.

Environmental Education Details

Education	Understanding of ESG and practice	ISO 14001 internal auditor training	Chemical substance training	Environmental education (ESG education / required)	ESG implementation strategy training	ESG implementation strategy training	Carbon Leadership Workshop
Subject	All relevant departments	Applicable persons	Handlers, related workers	All employees	All employees	All employees	ESG Council
Training Date	Sep. 2023	Mar. 2023	Frequent	Jun. 2024	Apr. 2024	Apr. 2025	Feb. 2026
No. of Participants	6	38	28	820	818	818	27

Environmental Engagement

Number of Environmental Education Participants (Cumulative Since 2023)

2,555



Environmental Engagement

Carbon Neutrality Campaign

HANA Micron launched the 'Employee Voluntary Carbon Neutrality Campaign' to raise employees' awareness of carbon neutrality and establish a culture of eco-friendly practices in daily life. The campaign combined certification of everyday ESG activities with a 'Carbon Neutrality Walking Challenge' and introduced a reward program (a prize drawing) for employees who achieved their goals to maximize motivation to participate. A total of 97 employees actively participated in this campaign, and by converting participants' total step counts to distance traveled and comparing that distance against the emissions of internal combustion engine vehicles, the campaign achieved a greenhouse gas reduction of approximately 2.36 tCO₂-eq. HANA Micron plans to continue strengthening its internal ESG culture by expanding employee-led environmental management in daily operations.

일상 속 ESG 탄소중립 캠페인

HANA Green Life

캠페인 기간
12. 01(월) ~ 12.22(월)

참여인 활동

활동 1 : 탄소중립 걷기 챌린지
- 누적 걸음수 150,000보 달성

활동 2 : 일상 속 ESG 활동 업로드
- 일상 속 ESG 활동 1회 이상 업로드

참여방법

1) 워크온 어플 다운 후 회원가입
2) QR코드 스캔하여 챌린지&커뮤니티 가입

커뮤니티 가입 QR
(가입코드: HANA25)
 챌린지 예약 QR

경품안내

캠페인 활동을 모두 완료한
임직원들 대상으로 경품추첨

인원	경품
3명	복지몰 포인트 10만원
5명	스탠리 텀블러
7명	장우산(리사이클링 제품)
30명	할랄하우스 쿠폰 5천원

참여자 전원 에코백 증정

문의사항
ESG그룹 041-423-7085

Environmental Engagement

Carbon Neutrality Campaign Participants

97



GHG Reduction Effect

2.36 tCO₂-eq



Biodiversity Conservation and Activities

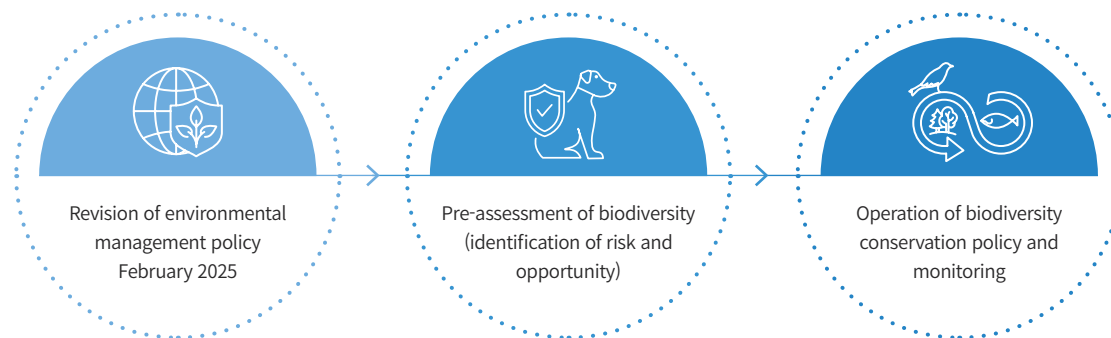
Biodiversity Conservation

Awareness of the impact of biodiversity loss on humanity and business activities has recently been rising worldwide, and international regulations and investor demands are also intensifying. As a result, biodiversity conservation is emerging as a core issue for corporate sustainable growth.

HANA Micron's core business is based on precision manufacturing processes and advanced infrastructure and may have direct or indirect impacts on ecosystems through large-scale water use, handling of chemical substances, and factory site development, among other activities. This means that, to pursue sustainable growth, the Company must establish a resource management strategy that accounts for biodiversity conservation and ecosystem protection.

Accordingly, in February 2025, HANA Micron revised its environmental management policy to account for biodiversity conservation and ecosystem protection and is working to understand and mitigate its overall impact on ecosystems. The Company plans to conduct a preliminary assessment by 2025 to identify biodiversity-related risks and opportunities, evaluate the impact of its business activities on biodiversity, and identify priority areas and issues. Following this, HANA Micron will establish biodiversity conservation policies, implement a monitoring system, and strive to expand various environmental protection activities within local communities to minimize its impact on ecosystems.

Biodiversity Conservation Plan



SOCIAL

- 32 Respect for Human Rights and Talent Development
- 37 Safe Workplace and Establishment of a Safety Culture
- 40 Supply Chain Responsibility and Partnership
- 43 Local Community Empathy and Engagement



By the Ministry of Employment and Labor in 2025

Selected as an Excellent Labor-Management Culture Company
Received the Labor-Management Culture Grand Prize



Partner company pledge compliance with the Code of Conduct

100%

Implementing the RBA-based Code of Conduct together with partner companies



Serious accidents

0 cases

Zero serious accidents across domestic, Vietnam, and Brazil business sites



Continued expansion

of safety and health investment
 2025 : KRW 941 million (actual)
 2026 : KRW 1,107 million (planned)

Respect for Human Rights and Talent Development

Talent Development

Personnel Principles

Grounded on the belief that 'people' are the Company's most valuable asset, HANA Micron respects its employees' human rights and is building a mutually beneficial organizational culture in which everyone can work with dignity. In terms of talent development, under the principle that the growth of its members is the growth of the Company, HANA Micron systematically provides training to strengthen job-specific competencies and has established and operates a development infrastructure, including an in-house university, an online campus, and support for improving foreign language ability, through which ambitious talent can grow into top experts. Moreover, the Company has established a personnel management system that fairly compensates performance and competency through a fair and transparent evaluation system designed to reflect the characteristics of each job category, thereby fostering a workplace of mutual trust.

Leadership Training and Job Competency

HANA Micron recognizes talent as a core asset of its corporate competitiveness and has established and operates a systematic, competency-centered talent development strategy. Accordingly, the Company designs its training programs around three key directions: 'developing self-directed leaders,' 'cultivating field-oriented job experts,' and 'developing talent with location-specific competencies.' In particular, alongside training for employees promoted to each job level, the Company has built a dedicated training site within its groupware to guarantee ongoing learning opportunities for employees, unifying the process of checking, registering for, and taking courses, thereby increasing access to training and establishing a culture of proactive self-development.

Performance Evaluation and Compensation

HANA Micron has established a fair compensation system based on job role and years of service, and pays an equal base salary regardless of gender. To ensure objectivity in evaluation, the Company operates evaluation systems differentiated by job category, including Management by Objectives (MBO), Key Performance Indicators (KPI), and technical-level assessments to quantify performance, and provides reasonable, differentiated compensation linked to results. In addition, the Company operates a fair promotion system linked to performance evaluation, based on a position structure progressing from staff to senior staff, associate manager, and principal. To ensure a stable post-retirement life for its employees, HANA Micron operates a defined benefit (DB) retirement pension plan, and the retirement benefit obligation as of the end of 2025 (on a separate basis) was KRW 34,983,691 thousand.

Talent Training System



Ideal Talent in HANA Micron



Those who dream big, are not afraid of failure, and take on challenges



Those who want to learn and study thoroughly and become the best experts



Those who revitalize the organization by creating new values and ideas



Those who have a deep understanding of the global business environment and the ability to pioneer



Those who value harmony with colleagues, seniors and juniors, and actively lead by example

Respect for Human Rights and Talent Development

Talent Development

Technical Talent Development

HANA Micron is focused on developing technical talent through an in-house technical training roadmap to secure unrivaled technological capability in semiconductor packaging. Building on the foundational infrastructure established previously, the Company began full operation of in-depth, process-specific training courses in 2025, led by in-house specialist instructors to maximize practical on-site competency. Specifically, to enhance equipment competitiveness, a core element of infrastructure operation, the Company also conducted an in-depth 'Eight Equipment Systems Expert Development Course' in partnership with the specialized training labs of Tech University of Korea and by inviting outside expert instructors. As employees raise their competency levels in line with this systematic roadmap, this site-tailored knowledge transfer system serves as a core foundation for developing the next generation of technical leaders and for sustainable growth.

New Employee Training

HANA Micron operates a customized training program for new employees so that newly joined talent can fully demonstrate their capabilities. New employees adapt more effectively to the organization and increase their job satisfaction through this program, which aims to foster a sense of belonging and establish a healthy labor-management perspective. Through this training, which is based on a talent management philosophy of mutual growth and harmony, 79 new employees completed the program in 2025, laying the foundation for them to grow into elite professional talent.

In-House University Program

HANA Micron established and has been operating South Korea's first in-house university (an entrusted program with Baekseok Culture University) since 2024, allowing employees to earn a degree while working. The Company has built a proactive growth environment by providing in-house educational infrastructure and fully covering tuition costs, enabling employees to systematically continue their self-development. This long-running commitment to talent management continues to bear fruit: the 9th cohort of employees recently graduated with an associate degree, and the 10th cohort has enrolled and is continuing their studies. HANA Micron plans to continue expanding learning opportunities in the workplace and to develop talent based on mutual growth.



In-House University Program



In-House Technical Training Program

Roadmap for In-house Technical Training Courses

Phase 1 (2023)

- ▶ Selection of experts on key topics : Experts with experience and knowledge in each manufacturing process
- ▶ Preparation of job descriptions : knowledge, capabilities, training goals, training content, etc. for each process

Phase 2 (2024)

- ▶ Development of lecture material : Teaching materials by process and job group
- ▶ Appointment of in-house instructors : A pool of instructors for each process

Phase 3 (2025)

- ▶ Operating technical training courses
- ▶ Developing advanced technical courses

Phase 4 (2026~)

- ▶ Institutionalizing mandatory internal training courses
- ▶ Expansion to overseas subsidiaries

Respect for Human Rights and Talent Development

Organizational Culture

In a free atmosphere that respects diversity, HANA Micron is building a mutually beneficial, harmonious organizational culture in which all employees move in the same direction through open communication.

FUN FUN HANA Micron

HANA Micron continues to expand opportunities for employee communication to foster a lively and flexible organizational culture. Making use of lunch hours, the Company held simple games such as PK (penalty kick shooting games), BB gun shooting, tuho (traditional arrow-pitching), and grip-strength measurement, as well as Pepero Day events, holding a total of six such events in 2025 for employees to laugh and enjoy time with their department members.

Spreading a Culture of Open Communication

HANA Micron fosters a communication-centered organizational culture by listening to employee opinions through town hall meetings held for various employee groups and by sharing its business direction and key issues. The Company regularly holds town hall meetings for outstanding employees, long-tenured employees, and Deaf employees, listening directly to on-site difficulties and answering employee questions, thereby fostering trust-based communication grounded in practical resolution. HOF Day, an in-house communication program for all shift workers that ran for approximately four months, brought together employees from shift-based departments (manufacturing, facilities, quality) along with related departments such as the Technology Group and Global Operations Group, becoming a time to share work-related difficulties and improvement ideas and to increase mutual respect and understanding.

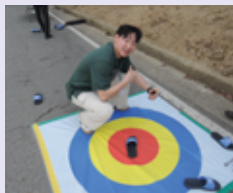
Open Communication and Trust-Based Labor-Management Partnership

Mutually Beneficial Labor-Management Partnership : The 'Hana Council'

HANA Micron is building a happy workplace for all its members through face-to-face communication between labor and management. The 'Hana Council,' the central pillar of labor-management cooperation, is composed of six representatives each from labor and management and continues candid dialogue through monthly small-group meetings and quarterly regular councils. The Council addresses a wide range of agenda items in depth, from sharing management performance to improving the working environment and developing welfare programs for work-life balance. Its agreed-upon outcomes bring about positive changes in the daily lives of all employees. In 2025, the Council brought about effective welfare improvements, including an increase in childbirth congratulatory payments and the addition of new recipients for medical expense support, an expansion of parking facilities, and an increase in holiday welfare points, demonstrating that different voices coming together can create a beautiful harmony of shared happiness.

2025 Recipient of the 'Excellent Labor-Management Culture Company' and 'Labor-Management Culture Grand Prize'

HANA Micron was selected as a '2025 Excellent Labor-Management Culture Company' and received the '2025 Labor-Management Culture Grand Prize,' both hosted by the Ministry of Employment and Labor, earning external recognition for establishing an advanced labor-management culture of cooperation and mutual growth. This achievement, made possible by the dedicated communication among employees and labor-management council members, demonstrates the excellence of HANA Micron's organizational culture.



FUN FUN HANA Micron



Hana Council Activities



Departmental Communication Activities



Labor-Management Culture Grand Prize Award

Respect for Human Rights and Talent Development

Human Rights Management

Human Rights Management Policy

HANA Micron
Code of Conduct

HANA Micron complies with the RBA (Responsible Business Alliance) Code of Conduct and strives to respect the human rights of all employees and to create a workplace free of discrimination. To this end, the Company has established and implemented specific codes of conduct for key human rights issues, including the prohibition of forced labor and child labor and the protection of labor rights. In addition, HANA Micron operates a responsible management system based on a code of conduct covering five areas: labor, safety and health, environment, ethics, and management systems. The Company has established internal human rights and labor risk assessment regulations since 2024 and conducts self-assessments to verify the actual level of implementation of the code of conduct. Furthermore, to promote mutual growth with partner companies, HANA Micron encourages compliance with the code of conduct across its supply chain and continues to advance responsible supply chain management.

Human Rights Education

HANA Micron provides human rights education to all employees to prevent human rights risks and internalize respect for human rights. The Company thoroughly complies with mandatory statutory training requirements, including workplace sexual harassment/bullying prevention and disability awareness training, while also conducting annual training to share HANA Micron's code of conduct and ethical management values. These multifaceted training programs serve as an essential institutional foundation for raising employees' awareness of human rights and preventing potential conflicts.

RBA Third-Party Assessment

HANA Micron regularly undergoes an assessment of its implementation of the RBA Code of Conduct by a specialized external institution. This third-party assessment thoroughly evaluates the compliance levels of business sites across five areas, based on the RBA Code of Conduct and local laws and regulations, and implements corrective actions for any identified non-compliance. As a result of this continuous management, in 2024, HANA Micron's domestic business site achieved a SILVER rating, and HANA Micron Vina (Vietnam) achieved the highest PLATINUM rating. In the future, the Company plans to gradually expand the scope of assessment to its other overseas business sites to strengthen its globally integrated operating system, while also applying RBA standards to the selection and evaluation of partner companies to drive sustainability management across its supply chain.

Grievance Handling System

HANA Micron has established and operates a unified response system covering everything from the receipt of grievances to the resulting action, rigorously responding to all forms of human rights violations in the workplace, including discrimination, bullying, and sexual harassment. Both internal employees and external stakeholders can report ethics violations, including human rights violations, through multiple channels, including a dedicated reporting channel on the official website, as well as by phone and email. The content of reports and the identities of reporters are kept strictly confidential under thorough security measures. From 2021 to the present, the number of grievances and human rights reports received and the resulting number of legal violations have been zero.

RBA Compliance Declaration

As a global leading semiconductor Packaging & Test company, HANA Micron commits to complying with the key contents of the RBA (Responsible Business Alliance, formerly Electronic Industry Citizenship Coalition) Code of Conduct. We pledge to comply with all laws related to our business, meet customer requirements and other obligations, and achieve continuous improvement through monitoring and audits. To accomplish this, we have incorporated these principles into our company's labor, environment, health and safety policies, and code of ethics. These policies explicitly state our corporate social responsibility in labor, wages, health and safety, environment, and ethics. We also conduct self-assessments to ensure faithful implementation of our policies and procedures. Furthermore, HANA Micron communicates with our partners to share our social responsibility commitments and requires them to comply with key standards. Thank you.

CEO, HANA Micron

Lee Dong Cheol

RBA Compliance Declaration



RBA Third-party Verification Certificates

Area	Key RBA Code of Conduct
Labor	Prohibition of forced labor, working hours, wages and benefits, non-discrimination, freedom of association, and collective bargaining
Safety and Health	Industrial safety, emergency response, industrial hygiene, and worker health
Ethics	Business integrity, protection of intellectual property, fair competition, and protection of personal information
Environment	Environmental permits and reporting, pollution prevention, resource conservation, and hazardous substances
Management Systems	Company commitment and accountability, legal compliance, risk assessment and management, and worker training

Respect for Human Rights and Talent Development

Employee Diversity and Inclusion

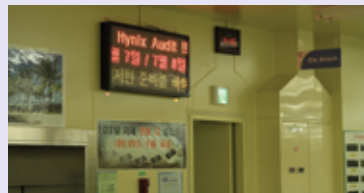
In accordance with the RBA Code of Conduct, HANA Micron provides fair opportunities free of discrimination and continues to foster a workplace environment that embraces socially vulnerable groups. The Company operates dedicated rest spaces and actively supports customized family-friendly programs that help stabilize employment across life stages, fostering a culture that supports women in the workforce. In addition, HANA Micron is building a foundation for mutual growth and cooperation so that employees with disabilities can advance together as full members of our society. In partnership with the Cheonan-Asan Customized Training Center of the Korea Employment Agency for Persons with Disabilities (KEAD), the Company runs customized job training and semiconductor sign language education programs for hearing-impaired employees. In particular, to break down on-site barriers, HANA Micron has published its own semiconductor sign language guide and introduced visual communication infrastructure centered on LED display boards, leading the way in improving the environment for greater job engagement.

Flexible Work System

HANA Micron operates family-friendly programs from multiple angles to support employees' work-life balance. The Company promotes flexible and reduced-hour work arrangements for employees who are pregnant or raising young children, and has designated every Thursday as 'Family Day' to actively encourage on-time departure from work. Notably, the flextime system, introduced to increase work flexibility following a favorable employee response, was piloted at the Pangyo business site in 2024 and expanded to the Head Office in 2025. Since the system's introduction, a cumulative total of 203 employees (23 at Pangyo and 180 at the Head Office) have used flextime, meaningfully improving their work-life balance.



Semiconductor Sign Language Guide



Communication Using LED Display Boards

Work-Life Balance

HANA Micron helps employees achieve a happy balance between their daily lives and their work and fosters an optimal environment in which all employees can fully engage in their work. The Company supports this through a variety of benefit programs spanning flexible work, childcare, leisure, and health support.

Childcare Support System

HANA Micron operates support programs tailored to each stage of a child's life, sharing the responsibility for child-rearing and education with its employees. The Company provides daycare subsidies for employees with infants and toddlers, and operates a scholarship program that subsidizes admission congratulatory payments or actual tuition costs for children from elementary school through university.

Health Support System

HANA Micron operates various health support programs to manage its employees' health. In addition to regular health checkups for all employees, the Company supports the cost of comprehensive medical examinations for employees aged 35 and older and their spouses. The Company also operates an in-house health management office staffed by a nurse, providing everyday health consultations and emergency response infrastructure, and supports medical expenses arising from illness or accidents involving employees and their spouses.

Leisure Life Support System

HANA Micron operates programs to support a variety of leisure activities and hobbies to increase employees' everyday satisfaction. The Company supports the use of condominiums and resorts nationwide to promote rest and psychological stability. It eases the cost burden through partnerships with discount merchants closely related to daily life, including leisure, culture, medical care, and vehicle maintenance.

Furthermore, the Company supports the use of sports facilities for fitness management and actively encourages voluntary in-house club activities, supporting camaraderie and bonding among employees.

Safe Workplace and Establishment of a Safety Culture

Strengthening Safety and Health Leadership

Safety and Health Management Policy

HANA Micron has established clear safety and health principles and standards and is pursuing a mid- to long-term roadmap to implement them, creating an environment in which employees can work with peace of mind. Through regular goal-setting and continuous improvement activities, the Company concentrates its company-wide capabilities on preventing safety incidents and actively invests human and material resources to ensure effective implementation.

HANA Micron treats safety and health as the highest priority in its management and has established and declared a safety and health management policy to create a happy and safe workplace for all its members.

- 01 We fulfill our social responsibilities by strictly complying with safety and health laws and related regulations.
- 02 We create a safe working environment by continuously discovering and improving harmful risk factors.
- 03 We continue conducting safety education and promotional activities to raise awareness and spread safety culture.
- 04 We prevent accidents by establishing a voluntary safety and health management system in which all employees participate.
- 05 We regularly evaluate and improve our safety and health management system to ensure efficient implementation.

Establishing Mid- to Long-Term Safety and Health Goals

HANA Micron has developed a mid- to long-term roadmap to establish an autonomous safety and health management system and is carrying out company-wide prevention activities. Notably, in 2025, the Company fully introduced a 'Safety Mentoring Program' to strengthen autonomous safety at the site level and further refined its line-level EHS (Environment, Health, and Safety) system by deploying dedicated safety management personnel. Employees are improving their capabilities to a level of personal, developmental management in which they themselves identify and improve site-level shortcomings, and by 2030, HANA Micron aims to establish a mature, voluntary safety culture built on close collaboration among colleagues and departments.

Strengthening the Safety and Health Organization

To ensure the effective operation of its safety and health system, HANA Micron thoroughly reviews and oversees its major performance and implementation status once a year. Safety and health managers and dedicated personnel under the Chief Safety and Health Officer establish site-specific goals and action plans and hold regular monthly meetings to discuss key on-site safety and health issues and potential risks in depth. The Company periodically conducts both process-specific safety and health operational-level assessments and customized training to enhance the practical competency of supervisors. HANA Micron strongly promotes company-wide safety improvement activities and responsible management, with senior management leading by example, in particular by clearly establishing safety and health KPIs (Key Performance Indicators) and linking results to executive evaluations.

Mid- to Long-Term Safety and Health Goals

Mid- to Long-Term Goals

Establish an autonomous safety and health management system

Execution Strategy and Plan

2030

Mutually Cooperative

Create a voluntary safety culture through collaboration between colleagues and departments

- Identify and improve workers' risky behavior through work method analysis
- Safety and health campaigns for each department
- Operate a smart safety management control room
- Upgrade the industrial safety and health management system

2026
~
2025

Personal Development

Self-improve on-site shortcomings and comply with safety standards

2026

- Reestablishing the safety and health KPI system
- Developing customized safety and health management techniques
- Improving safety and health awareness
- Improving EHS operations at overseas subsidiaries

2025

- Introducing a system for systematic management
- Improving safety and health awareness
- Conducting a prior safety review when introducing new equipment
- Streamlining the EHS system
- Spreading a site-centered autonomous safety culture

2024

Dependent On Others

Comply with safety according to presented standards

Safe Workplace and Establishment of a Safety Culture

Pursuing Safety and Health Activities

Safety and Health Management Activities

HANA Micron conducts monthly site inspections led by the CEO to practice site-centered safety management. The Company has also established an ongoing inspection system comprising regular and ad hoc inspections, as well as departmental self-inspections, to proactively eliminate regulatory violations and hazardous working conditions. Furthermore, to prevent occupational diseases and protect employee health, the Company periodically conducts work environment measurements and noise measurements for hazardous factors and provides a customized health checkup program. For employees identified as having health concerns based on checkup results, the Company continuously provides one-on-one, customized health consultations and follow-up management, thereby maintaining a healthy workplace where employees can work with peace of mind.

Safety and Health Education and Training

HANA Micron operates customized training to maximize the effectiveness of its safety and health education. Courses are subdivided by job characteristics and position for new employees, workers in special hazardous tasks, and supervisors, and are delivered on a regular quarterly schedule. In 2026, the Company is also planning customized training for hearing-impaired employees. HANA Micron conducts a range of disaster simulation drills, including fire evacuation, environmental pollution, and serious industrial accidents, to minimize damage in the event of a crisis. Notably, the Company refines realistic accident scenarios and applies them to on-site training. HANA Micron actively supports joint serious-accident training with its partner companies to strengthen supply chain safety.

Expanding Safety and Health Investment

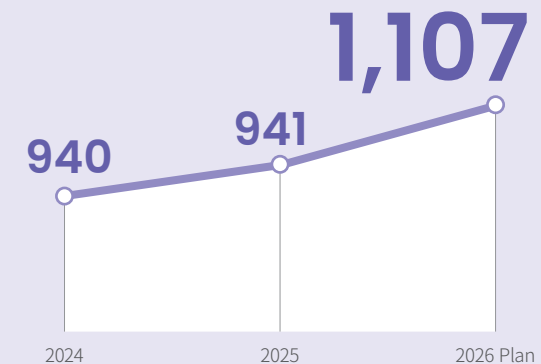
HANA Micron continues to increase related investments to upgrade its safety and health management system. The Company allocates funding to safety diagnostics and timely repair and maintenance of on-site facilities, the introduction of safety devices and related systems, the development of safety and health personnel, the provision of site-customized protective equipment, and health checkup support and campaigns for employee healthcare. Furthermore, the Company plans to increase its budget to strengthen partner companies' autonomous safety management capabilities in order to address safety and health risks across the supply chain.

Partner Company Safety Management

To drive safety and health standards across the supply chain, HANA Micron holds a regular monthly council meeting to share on-site safety and health issues in detail, verify preventive and corrective actions, provide customized training support, and gather suggestions. In particular, the Company has substantially expanded the scope of its safety and health qualification assessments to cover not only general contractors but also construction companies, companies that visit the site more than 60 days a year, companies that handle or supply hazardous materials, and companies that perform hazardous work. In addition, the Company has established internal evaluation regulations to objectively verify safety and health management capabilities when selecting contractors and to build a regular monitoring system. Through this, HANA Micron closely evaluates each company's implementation capability and rigorously reviews its qualifications, thereby ensuring full compliance with relevant legal requirements while jointly achieving a safe working environment.

Safety and Health Investment Performance and Plan

(Unit : KRW million)



Total Hours in Safety and Health Training

Domestic Business Sites (2025)

23,147 hours



Overseas Business Sites(2025)

42,712 hours



Safe Workplace and Establishment of a Safety Culture

Pursuing Safety and Health Activities

Serious Accident Prevention

HANA Micron assesses its compliance with laws and regulations, including the Serious Accidents Punishment Act, twice a year. Since 2024, the Company has conducted an assessment by an external specialized institution in the first half of the year and a self-assessment in the second half, with results reported to management. To address any deficiencies identified, the Company implements improvements to work regulations, introduces new systems, and allocates additional budget, striving to create a safe workplace.

Spreading a Safety and Health Culture

HANA Micron conducts a variety of participatory campaigns and advanced prevention activities to inspire employees' voluntary safety awareness and establish a safety culture. The Company held a 'Find the Hazard Quiz Event,' in which actual hazards were staged within processes for employees to discover on their own, as well as a 'Safety and Health Photo Exhibition.' It encouraged everyday safety and health practices through 'Departmental Autonomous Safety and Health Operation Activities' led by each department and the 'HaNa Fit Health Challenge,' an in-house health campaign to promote employees' genuine health improvement. The Company also gathered input from on-the-ground safety and health workers to eliminate potential hazards and prevent accidents, and awarded year-end awards to employees who submitted outstanding suggestions.

Safety and Health Management System (ISO 45001) Certification

To establish safety and health governance aligned with global standards, HANA Micron has obtained certification to the international standard for Occupational Health and Safety Management Systems (ISO 45001). It has built and operates a standardized safety and health management system on this basis. Currently, the domestic Asan Head Office and Pangyo office, as well as all manufacturing sites in Vietnam (2 sites) and Brazil (2 sites), have obtained this certification and are managed on a stable basis.

Safety and Health Regulatory Compliance

HANA Micron continuously carries out safety and health regulatory compliance activities across all processes and business sites and conducts a compliance assessment twice a year. In parallel, the Company conducts close, site-level safety inspections to proactively identify and eliminate potential regulatory violations, thereby practicing a policy of zero serious accidents. Over the past three years, there have been no serious industrial accidents or safety and health regulatory violations at the domestic Head Office and Pangyo office, or at any of HANA Micron's manufacturing subsidiaries worldwide, including in Vietnam and Brazil.



Health Promotion Programs



Safety and Health Culture Events



Safety and Health Training

Supply Chain Responsibility and Partnership

Supply Chain Management Policy

HANA Micron has established supply chain policy management standards and procedures to check compliance with laws related to partner companies' social responsibility, as well as compliance with the HANA Micron Partner Company Code of Conduct and the RBA Code of Conduct. The Company aims to review and continuously improve its supply chain to ensure partner companies operate in accordance with the HANA Micron Partner Company Code of Conduct.

Compliance with Partner Company Code of Conduct

HANA Micron distributes the HANA Micron Partner Company Code of Conduct to its partner companies and requires them to understand and practice compliance with the RBA Code of Conduct. Partner companies must complete and submit a pledge of compliance with the HANA Micron Supply Chain Code of Conduct. The HANA Micron Partner Company Code of Conduct is based on the RBA Code of Conduct and covers all organizations that design, sell, manufacture, or provide the parts and services used to produce HANA Micron's products. The Partner Company Code of Conduct consists of 35 items across five areas: labor, safety and health, environmental protection, ethical management, and management systems.

Partner Company Assessment

Supply chain assessments are conducted once a year for in-house partner companies and Tier 1 suppliers of raw materials and equipment with a high purchasing share, covering legal compliance, partner company social responsibility, and the implementation of the HANA Micron Partner Company Code of Conduct and the RBA Code. Based on the level of non-conformity identified in the assessment, corrective action plans are established and required to be implemented within a set deadline. The contract may be terminated if corrective action is not taken within the deadline. Partner companies are required to cooperate when HANA Micron conducts due diligence or requests data to assess compliance with the code of conduct. Partner company assessments are also conducted when selecting new suppliers, and no new suppliers were subject to environmental standard assessment in 2025.

Partner Company Grievance Handling System

HANA Micron has established and continues to operate a reporting channel on its website to eradicate unfair demands and unethical practices and build a transparent supply chain. Partner companies are free to submit grievances and difficulties through this channel, and all content received is thoroughly protected under a whistleblower protection program.

Reviews of Partner Companies' Supply Chains

01

Labor and Human Rights

7 items including voluntary work, youth work, working hours, etc.



02

Safety and Health

7 items including industrial safety, emergency response, industrial accidents, etc.



03

Environment

8 items including environmental permits and reporting, pollution prevention/resource reduction, etc.



04

Ethics

8 items including anti-corruption/business integrity, prohibition of unfair profits, etc.



05

Management System

12 items including management engagement, management duties/responsibilities, legal and customer requirements, etc.



Supply Chain Responsibility and Partnership

Partner Company Regular Comprehensive Assessment

To encourage the strengthening of partner companies' capabilities and reflect this in partner companies' operating strategy, HANA Micron conducts an assessment, in accordance with its Partner Company R&R Assessment Regulations, of partner companies accounting for 10% or more of the volume of major raw materials, along with any other companies as needed. The assessment items include quality, purchasing, and technology-related items that reflect customer requirements and the mandatory requirements of IATF 16949 and VDA 6.3. The final result is calculated by aggregating group-level assessments based on assessment data submitted by partner companies. Based on the results of the comprehensive assessment, partner companies that receive an excellent rating are given incentives such as priority allocation of new product volume and bonus points on their next assessment. In contrast, partner companies that receive an insufficient rating are given penalties such as a warning letter, a comprehensive site improvement inspection, and restricted participation in new product development.

2025 Partner Company Comprehensive Assessment Results

(Unit : companies)

		H2 2024	H1 2025	H2 2025
Number of Partner Companies Assessed		11	13	14
Assessment Results	Good + Excellent	8	12	14
	Insufficient	3	1	0

Partner Company Risk Management

Partner Company Environmental and Safety Risk Management

HANA Micron has formed a partner company council and holds regular monthly meetings on environmental and safety status and issues to build a safe workplace together with its in-house partner companies. Through this council, the Company conducts training on the Occupational Safety and Health Act and joint safety inspections. It closely discusses the establishment of safety and health management plans, risk assessments, and improvements to emergency response systems, actively supporting items that require follow-up. In addition, the Company encourages partner companies to participate in system emergency response drills and provides necessary protective safety equipment, continuing a range of activities to help partner companies establish safety and health management systems and strengthen their safety management capabilities.

Partner Company Quality Risk Management

For mutual growth with its partner companies, HANA Micron holds quarterly quality meetings and maintains an ongoing cooperation system that covers technology and overall quality. Based on its mid- to long-term technology roadmap, the Company shares the status of new technology development and proactively reviews potential quality issues, discussing specific countermeasures. Moreover, the Company jointly reviews the status of quality KPI achievement and provides multifaceted support to resolve on-site issues, ultimately achieving lower product defect rates and improved manufacturing productivity.



Joint Partner Company Safety Inspection Activities

Supply Chain Responsibility and Partnership

Responsible Minerals

HANA Micron takes seriously the human rights violations and environmental destruction caused by mineral extraction in conflict-affected and high-risk areas and strives to protect worker health, human rights, and the environment. To implement a responsible minerals procurement policy, HANA Micron has established conflict minerals management standard regulations and complies with and implements this policy.

Responsible Minerals Management Process

HANA Micron's Quality Department establishes response strategies by analyzing domestic and international conflict minerals trends and oversees and manages the conflict minerals management system. The Company receives BOMs from the Technology Group and Sales Group, prepares conflict minerals reports, and continuously reviews related risks. Through the CMRT (Conflict Minerals Reporting Template) and EMRT (Extended Minerals Reporting Template), supplier information-collection tools provided by the Responsible Minerals Initiative (RMI), HANA Micron tracks information on the countries of origin, smelters, and refiners for tin, tantalum, tungsten, gold, and cobalt. Where the use of tantalum, gold, tin, or tungsten sourced from smelters in the Democratic Republic of the Congo or an adjoining country (the Democratic Republic of the Congo, the Republic of the Congo, Sudan, Rwanda, Uganda, Zambia, Angola, Tanzania, the Central African Republic, and Burundi) is confirmed in supplied parts, or where the origin is unclear, partner companies are required to submit a phase-out plan for the substance in question.

A conflict minerals usage survey is conducted regularly once a year, and a responsible minerals activity report is prepared and submitted internally. In addition, this is conducted on an ongoing basis whenever there is a customer request or when new products are developed. Based on the conflict minerals reports (CMRT, EMRT) submitted by partner companies, once the use of a smelter subject to conflict minerals restrictions is confirmed, the Company either prohibits the incoming shipment of the material in question and requires a phase-out plan, or substitutes it with material from another company. HANA Micron listens to partner companies' difficulties and explains the conflict minerals management process to help all partner companies effectively manage conflict minerals and mitigate related risks. As of 2025, HANA Micron confirmed that all partner companies source conflict minerals from smelters participating in RMAP. For suppliers falling short of certification (one for tin, two for gold, and one for cobalt), the Company required submission of an RMAP achievement plan by July 30, 2026.

Responsible Minerals Smelter Status (as of 2025)

(Unit : companies)

	Total	Tantalum	Tin	Gold	Tungsten	Cobalt
Smelters Used	141	18	37	45	17	24
RMAP-Conformant Smelters	137	18	36	45	15	23
RMAP Certification Rate	97.2%	100%	97.3%	100%	88.2%	95.8%



Local Community Empathy and Engagement

Social Contribution Vision and Implementation Strategy

HANA Micron implements a variety of social contribution policies aimed at mutual growth with the local communities where its domestic and overseas sites are located. To build an inclusive and happy society together with local communities, the Company concentrates its capabilities on three key implementation strategies under the core values of 'Sharing,' 'Development,' and 'Responsibility': 'developing local talent,' 'employee-participation contribution,' and 'locally customized sharing.'

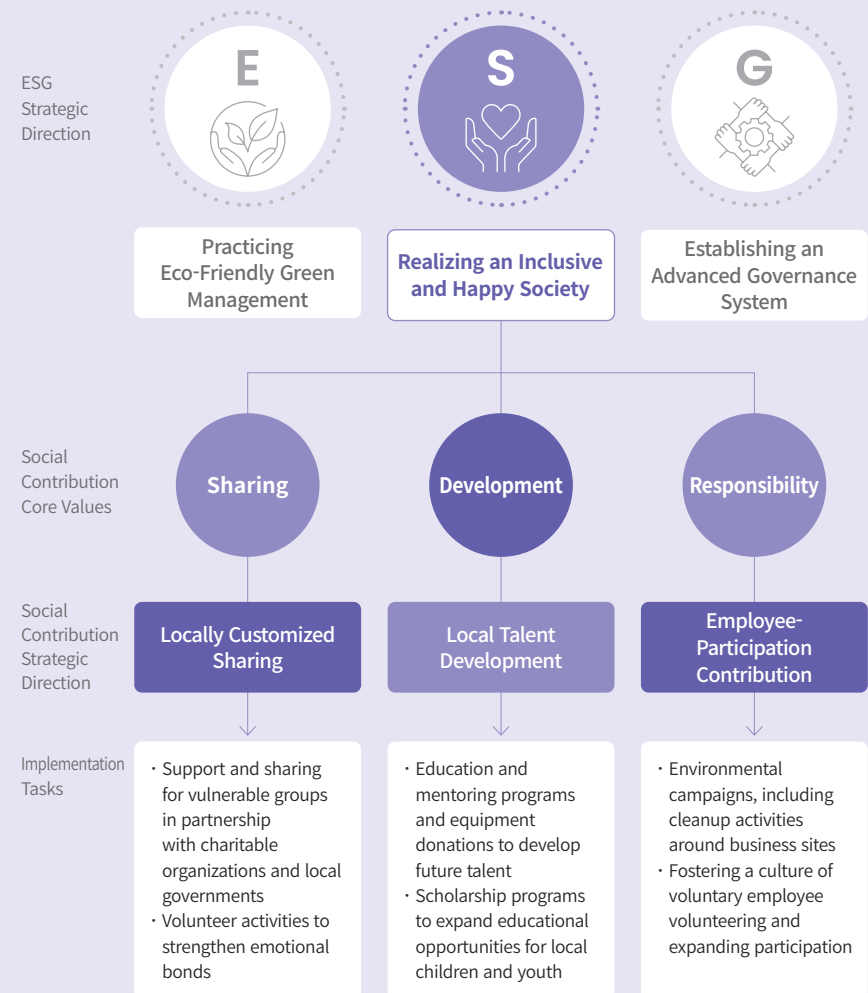
Local Talent Development

HANA Micron strives to develop practical talent to lead the semiconductor industry of the future. The Company has signed cooperation agreements with major domestic universities and educational institutions to operate semiconductor equipment donation programs, corporate tour programs, and training. In 2025, HANA Micron carried out semiconductor equipment donations, tour programs, special lectures, and workshops at institutions including Kongju National University, Myongji University, Pyeongtaek University, Sungkyunkwan University, and Seoul Semiconductor High School. In total, the Company recorded 323 person-visits and conducted 12 tours, donations, and training sessions, contributing to the building of a stable foundation for talent development.



Local Talent Development

Social Contribution Implementation Strategy



Local Community Empathy and Engagement

Employee-Participation Contribution Activities

Hana Volunteer Corps Activities

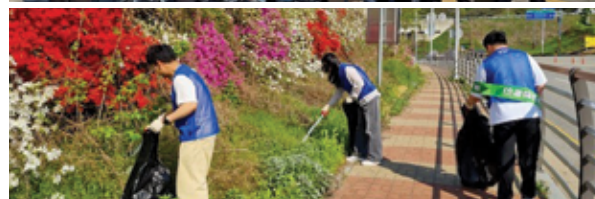
Through the regular volunteer activities of the 'Hana Volunteer Corps,' its employee volunteer group, HANA Micron consistently engages in sharing activities with its local neighbors. The Company conveys warmth, comfort, and an emotional connection through lunchbox deliveries, outing support for local senior citizens, and Parents' Day gift deliveries. In addition, during the Chuseok holiday, the Company shares warm affection by making songpyeon (traditional rice cakes) together with children, and continues its annual winter 'Kimchi Sharing with Love' event.



Hana Volunteer Corps Activities

Environmental Protection Activities

HANA Micron strives to minimize its impact on the environment surrounding its business sites, protect the ecosystem, and create a pleasant environment. Led by the Hana Volunteer Corps, the Company cleans up streams near its business sites and around Mt. Yeonam, conducts environmental campaigns to protect the environment, and pursues activities to improve nearby water quality and conserve biodiversity.



Environmental Cleanup Campaign



Local Community Empathy and Engagement

Global Social Contribution

HANA Micron actively fulfills its corporate social responsibility through customized social contribution activities that reflect the characteristics and needs of the local communities where its global production subsidiaries are located.

HANA Micron Vina

HANA Micron Vina attends the graduation ceremonies of Tang Tien Elementary and Secondary School in Viet Yen district, Bac Giang province, every year to present scholarships. The Company also partnered with the Bac Ninh Red Cross to hold an in-house blood donation drive, collecting 180 units of blood and contributing to local medical care. In addition, when Typhoon No. 11 'Matmo' caused severe flooding in Bac Ninh, employees personally visited the affected area to carry out relief efforts. To help affected residents recover quickly, the subsidiary procured and delivered emergency relief supplies, including daily necessities, food ingredients, and life jackets.

HANA Micron Vietnam

HANA Micron Vietnam, in a joint volunteer activity with local companies, visited local elementary and secondary schools to deliver food and school supplies and provide scholarships. On the 80th anniversary of Vietnam's Independence Day, Vietnamese team leaders held a memorial ceremony honoring fallen patriots in Yen Trung district, where the subsidiary is located. Afterward, they conducted an environmental cleanup around the memorial. In addition, office staff led an environmental cleanup to create a pleasant environment in the area surrounding the company.

HT Micron

To support vulnerable groups, HT Micron conducted a 'Milk Donation Campaign,' donating 1,520 liters of milk to local relief organizations and 225 kg of feed for stray animals. The Company also conducted a 'Winter Clothing Donation Campaign,' collecting a total of 206 kg of clothing, exceeding its target of 150 kg, and delivering it to two local social contribution organizations. The donated items were used to help cover the cost of winter clothing and after-school activities for children from vulnerable groups. At Christmas, the Company carried out practical sharing activities for the local community, including delivering gifts and snacks to 23 young people with developmental disabilities.

HANA Electronics

In celebration of 'Women's Day,' HANA Electronics held an event and donated 36 hygiene kits to a local hospital. The Company then carried out a 'Milk Collection Campaign' as part of a nutritional support activity to help vulnerable families in the local area, and at Christmas, to support underserved neighbors in the community, visited the FAIC nursing home and directly delivered Christmas gifts and personal hygiene products to 21 elderly residents, carrying out practical sharing activities for the local community.



HANA Micron Vina



HANA Micron Vietnam



HT Micron



HANA Electronics

GOVERNANCE

- 47** Responsible Management of the Board of Directors
- 51** Transparent Management and Compliance
- 53** Protection of Customer and Technology Assets
- 56** Enterprise Risk Management



Under the Board of Directors

Establishment of four new committees

the ESG Committee, the Transparent Management Committee, the Compensation Committee, and the Independent Director Candidate Recommendation Committee



Strengthened compliance, oversight, and internal control functions

Establishment of the Audit Office, appointment of a Compliance Officer



Met the required standard

in the National Core Technology Protection Level assessment (2025)

Responsible Management of the Board of Directors

HANA Micron is establishing transparent governance to create sustainable corporate value and stakeholder trust. The Board of Directors, the Company's highest decision-making body, leads sustainability management through its expertise and rational decision-making, and in particular has substantially strengthened the independence and expertise of its governance compared to the previous year. The Company appointed one additional independent director (March 2026) and established four official committees under the Board (ESG, Compensation, Independent Director Candidate Recommendation, and Transparent Management) (May 2026), building an ongoing system of specialized deliberation. In addition, HANA Micron has taken the lead in protecting the rights and interests of all stakeholders and enhancing corporate value, including by newly establishing a dedicated audit support organization (the Audit Office) to substantively assist the Board's oversight function.

Board Composition

HANA Micron's Board of Directors comprises three internal directors and two independent directors. To strengthen the independence of its governance, the Company appointed one additional independent director in March of this year. To achieve balanced capability, the Board currently comprises three semiconductor experts (two internal, one independent) and two finance/governance experts (one internal, one independent), building a decision-making structure that can respond quickly and expertly to a rapidly changing market environment. Independent directors are appointed transparently, based on the Board's recommendation, from among candidates who meet the legal qualification requirements. To ensure diversity on the Board, no discrimination or restriction is applied based on age, gender, education, nationality, or similar factors in their appointment or evaluation.

Type	Name	Gender	Position	Major Career and Positions	Area of Expertise	Transactions with Company
Internal Director	Dong-cheul Lee	Male	CEO, Chairman of the Board	Head of Business Division at Samsung Semiconductor in Japan (Executive Director) Current) CEO and President of Hana Micron	General operations (technology, management)	None
	Dong-hyun Kim	Male	COO	Ph.D. in Electrical Engineering, Stanford University Current) Vice President of Hana Micron	Technology	None
	Sang-muk Park	Male	Business Management	Current) Executive Director, Business Management Team Leader, Hana Micron	Finance	None
Independent Director	Seung-bu Jeong	Male	Independent Director	President, Korea Microelectronics and Packaging Society Current) Professor, Department of Materials Science and Engineering, Sungkyunkwan University	Technology (semiconductor)	None
	Seung-han Yoon	Male	Independent Director	Director General, Financial Supervisory Service; Standing Vice Chairman, Korean Institute of Certified Public Accountants / Currently Chairman, Deliberation Committee, Saesidae Accounting Corporation	Finance/Governance	None

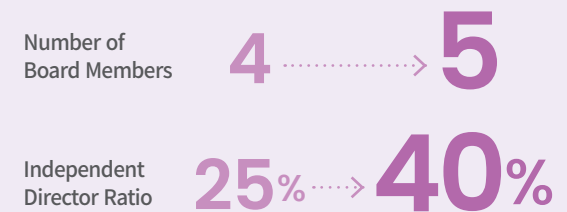
(As of March 31, 2026)

Board Independence and Expertise

Pursuant to its Articles of Incorporation, HANA Micron strictly restricts the voting rights of directors who have a special interest in a particular agenda item, thereby ensuring the independent judgment and objectivity of the Board of Directors. Independent directors are appointed as independent experts (from academia and industry) who have no special relationship with the largest shareholder, management, or affiliated companies, and all directors thoroughly comply with the Commercial Act and the Monopoly Regulation and Fair Trade Act, among other laws, to proactively prevent conflicts of interest with the Company. To enhance the expertise and efficiency of independent directors in performing their duties, the Company also actively supports their faithful performance by providing sufficient materials in advance of Board meetings, sharing information on key issues on an ongoing basis, and holding separate briefing sessions when necessary.

Board Improvement Highlights

Expanded Size and Independence



Establishment of the Audit Office

Audit Office established to support internal accounting management and audit functions

Management Support Team (4 members)



Audit Office (1 member)

Management Support Team (4 members)

Board Skills Matrix (BSM)

Name	Type	Management Strategy	Finance and Accounting	Industry Expertise	Global Capability	Investment /M&A
Dong-cheul Lee	Internal	●		●	●	●
Dong-hyun Kim	Internal	●		●	●	
Sang-muk Park	Internal		●			●
Seung-bu Jeong	Independent			●		
Seung-han Yoon	Independent		●		●	

Responsible Management of the Board of Directors

Official Launch of Four Committees under the Board

HANA Micron established four committees under the Board of Directors, its highest decision-making body, to enhance the Board's expertise and ensure objectivity and transparency in its preliminary decision-making processes. This deliberation system establishes transparent checks on the largest shareholder and management and structures a non-financial risk management framework covering ESG response and the control of conflicts of interest, serving as a core foundation of governance innovation that ultimately protects the value of all shareholders and stakeholders.



ESG Committee

Comprehensive management of environmental and social impact and driving mid- to long-term ESG growth

Sustainability

Key Roles

- Establishing mid- to long-term ESG strategy
- Matters related to environmental investment
- Managing climate change risk
- Approving the Sustainability Report
- Establishing and revising key ESG policies

Committee Composition
1 independent + 2 internal

Chair
Internal Director
Dong-cheol Lee

Maximizing ESG execution capability



Compensation Committee

Securing objective and rational design standards for executive compensation policy

Objectivity/
Fairness

Key Roles

- Deliberating on the compensation limit for registered executives
- Verifying the adequacy of the performance compensation system
- Ensuring transparency in executive compensation

Committee Composition
2 independent + 1 internal

Chair
Independent Director
Seung-bu Jeong

Preventing conflicts of interest in advance



Independent Director Candidate Recommendation Committee

Identifying independent director candidates with verified qualifications and independence, and recommending them to the General Meeting of Shareholders

Guaranteeing
Independence

Key Roles

- Preliminary review of legal qualification requirements
- Reviewing and coordinating Board diversity
- Exercising the right to recommend the most qualified candidate

Committee Composition
1 independent + 2 internal

Chair
Independent Director
Seung-hwan Yoon

Implementing transparent candidate verification



Transparent Management Committee

Controlling risks of unfair transactions and conflicts of interest and enhancing market trust

Strengthening
Internal Controls

Key Roles

- Deliberating on large-scale internal transactions
- Monitoring fair trade compliance
- Proactively preventing conflict-of-interest risk

Committee Composition
1 independent + 2 internal

Chair
Independent Director
Seung-hwan Yoon

Preventing conflicts of interest in advance

Board Governance Flow Chart

The four specialized committees under the Board are expected to conduct advance deliberation on each agenda item and ongoing monitoring

Board Independence

40%

(2 of 5 members)

Independent director ratio meets personnel requirements

Independent Director Chair

75%

(3 of 4 committees)

Independent-director-centered checks and oversight

Highest Decision-Making Body Board of Directors (BOD)

3 internal | 2 independent

Scheduled to commence
operation from July 2026



Responsible Management of the Board of Directors

Board Evaluation and Compensation

Internal directors undergo regular internal evaluation, while independent directors, as industry experts, are subject to a comprehensive internal evaluation of whether they provide appropriate advice on major management decisions and their level of engagement. The evaluation results are comprehensively reflected in the decision on reappointment after the three-year term expires. Compensation for registered directors is determined based on an executive compensation table, taking into account position, delegated duties, and years of service, comprehensively, and is paid as base salary under the delegation agreement, holiday bonuses, and performance-based incentives, depending on whether the Company's management performance targets are achieved. The compensation payment limit is determined by approval at the General Meeting of Shareholders to strengthen compensation transparency and meet legitimacy requirements. Retirement benefits are paid in accordance with the executive retirement benefit payment regulations approved by the General Meeting of Shareholders. The approved compensation limit and actual payment status are transparently disclosed in the Company's business report. At the 2025 General Meeting of Shareholders, an annual director compensation limit of KRW 4.5 billion (including the auditor) was approved. For independent directors, compensation is paid within the director compensation limit approved at the General Meeting of Shareholders, with transparency and fairness in mind.

(Unit : Million KRW)

Type	Total Remuneration	Average Remuneration per Person	No. of People
Registered Directors	3,565	1,188	3
Independent Directors	30	30	1
Auditors	120	120	1

* As of 2025

* The number of persons and total compensation amount include the total number of persons and combined amounts for registered directors, independent directors, and the auditor who served or retired during the current period

Board Operations

HANA Micron's Board of Directors shares agenda items for regular and special Board meetings in advance to ensure rational, prompt decisions can be made. In addition, the four committees under the Board, whose establishment was completed this year, will formally begin operating from July and plan to actively review and deliberate on ESG-related management issues. Going forward, the Company plans to enhance its approval process for major agenda items through the committees' specialized deliberation and to solidify a long-term responsible management system.

Events	Unit	2023	2024	2025	2026*
Meetings Held	Times	35	25	36	12
Agenda Reporting	Cases	5	6	5	2
Decisions	Cases	40	31	41	10
Vote in Favor	%	100	100	100	100
Vote Against	%	0	0	0	0
Attendance Rate	%	100	99	100	100

* 2026 figures are as of Q1

Board Education

HANA Micron provides training on key capital market issues, including ESG management, cases of disclosure violations by listed companies, matters requiring caution regarding unfair trading, and the liability of listed company directors, to support the Board's expertise and capabilities. Going forward, the Company plans to expand its training program, which has been centered on outside directors, to the entire Board and to further diversify it to strengthen company-wide responsible management.

2025 Board Operations

Number of Board Meetings Held

41 times



Resolved Agenda Items

36



Reported Agenda Items

5



Agenda Approval Rate

100%



Directors' Attendance Rate

100%



Responsible Management of the Board of Directors

Audit

As its total assets are below KRW 2 trillion, HANA Micron operates a standing auditor system, with one standing auditor appointed pursuant to the Articles of Incorporation by resolution of the General Meeting of Shareholders to perform audit duties. To support internal accounting management and audit functions, the Company has established the Audit Office, a dedicated organization for audit support, and has also assigned the Management Support Team to assist the auditor in performing duties. The Articles of Incorporation grant authority to access management information necessary for audit duties. In June 2025, the Company provided training on key capital market issues, including case law on the liability of directors of listed companies and matters requiring caution regarding unfair trading under the Capital Markets Act.

Audit Support Organization Status

Department Name	Number of Staff	Position (Years of Service)	Key Activities
Audit Office	1	Principal (4 years, 8 months)	Support for internal accounting management and audit functions overall
Management Support Team	4	Executive Director and others (11 years, 9 months)	Support for quarterly, half-year, and year-end closing audits Support for audit functions related to the General Meeting of Shareholders, the Board of Directors, and overall management

Key Activities of the Standing Auditor (2025)

Meeting Date	Key Agenda Item	Approval Status	Auditor Attendance
February 21, 2025	Matter concerning the issuance of export growth fund loans	Approved	Attended
March 11, 2025	Matter concerning completion of the 24th fiscal year's separate and consolidated financial statements	Approved	Attended
March 26, 2025	Matter concerning the provision of a guarantee for the Brazilian subsidiary (HT Micron)	Approved	Attended
March 27, 2025	Matter concerning debt-to-equity conversion for HANA Micron Vietnam	Approved	Attended
May 13, 2025	Matter concerning the report on the 2025 ESG status and materiality assessment results	Approved	Attended
August 12, 2025	Matter concerning the revision of internal accounting control regulations and operating guidelines	Approved	Attended
October 17, 2025	Matter concerning a fund loan to HANA Micron Vietnam	Approved	Attended
December 5, 2025	Matter concerning the provision of a new payment guarantee for HANA Micron Vietnam	Approved	Attended

2025 Key Audit Activities

Audit support staff

5



Audit agenda items

41



Board attendance rate

100%



Transparent Management and Compliance

Spreading Ethical Management

Ethical Management Declaration

HANA Micron has established an Ethical Management Declaration and conducts its business based on a spirit of ethics and compliance.

HANA Micron performs its duties in compliance with applicable laws and ethical standards, establishes a fair trading order, and strives to fulfill its corporate roles and responsibilities, thereby pursuing a transparent and clean corporate culture.

01

We comply with the laws and customs of the local, national, and international communities based on ethical values in all business activities.

02

We eradicate corruption by establishing a transparent and fair trading order.

03

We strive to make ethical management part of our organizational culture and spread it to our partner companies.

04

We have a dedicated organization for ethical management to establish an implementation system and continuously improve it.

05

We thoroughly protect reporters and encourage anyone to report unethical behaviors.

Unethical Conduct Reporting System

To effectively practice ethical management, HANA Micron operates communication channels through which employees and stakeholders can report unethical conduct occurring inside or outside the Company. The Company operates a variety of reporting channels, including email and phone, and all content received through these channels is thoroughly protected under a whistleblower protection program.

Code of Ethics and Code of Ethics Practice Guidelines

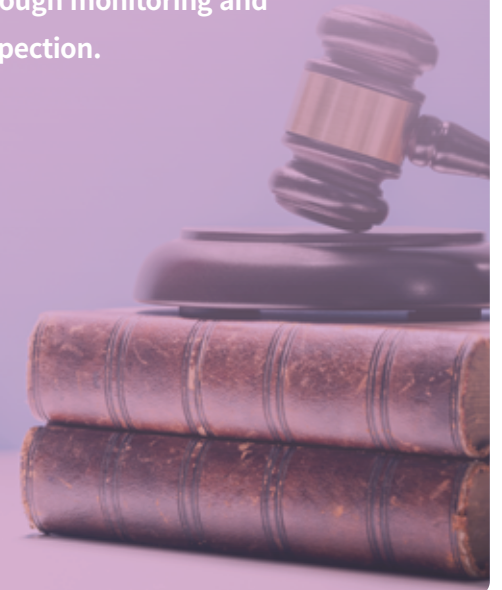
HANA Micron has declared its commitment to ethical management and established a Code of Ethics, which all members use as the standard for decision-making and conduct in business activities. To implement ethical management, the Company has separately prepared Code of Ethics Practice Guidelines that establish standards of judgment for ethical conflicts that may arise in the course of performing one's duties, so that members can correctly understand and practice the Code of Ethics.

Unethical Conduct Prevention System

HANA Micron conducts ethics training at least once a year to raise ethical awareness among all employees and enable them to practice ethical management voluntarily and enthusiastically. The Company also supports the internalization of the Code of Ethics through compliance with the Code and an accompanying practice pledge. Employees may consult the department responsible for ethical management with any questions related to the Code of Ethics and its practice guidelines to support the practice of ethical management. There were no ethics-related reports or code of conduct violations during the reporting period.

HANA Micron pledges to comply with the key content of the RBA (Responsible Business Alliance) Code of Conduct.

The Company pledges to comply with all laws and regulations related to its business and to achieve continuous improvement through monitoring and inspection.



Transparent Management and Compliance

Fair Trade Self-Compliance

Fair Trade Self-Compliance Declaration

To pursue fair and transparent management, HANA Micron has declared its self-compliance with fair trade principles and posted the declaration on its website to disseminate it to all employees and disclose it to external stakeholders.

To establish a fair trade order in the semiconductor industry, HANA Micron declares that, in addition to its efforts to practice fair and free competition, it will voluntarily comply with all fair trade laws and regulations, both domestic and international.

- 01 The company recognizes that the voluntary practice of fair trade is its true competitiveness and considers this the highest value of corporate management.
- 02 The company does not engage in unfair practices to establish a fair trade order in all fields and regions and consults with its partners from a partnership perspective.
- 03 The company continuously trains all employees to comply with fair trade laws.
- 04 The company operates a self-compliance system, strives to prevent violations, detects violations, and imposes sanctions on itself.

Partner Company Fair Trade and Anti-Corruption Compliance

HANA Micron's Code of Ethics and Code of Ethics Practice Guidelines include provisions on fair competition and transactions, the prohibition of improper solicitations and the acceptance of money or valuables, and the Company strives to enable employees and partner companies to maintain transparent and fair transactions. The Company collects a code of conduct compliance pledge from partner companies and assesses anti-corruption risk by evaluating them.

Compliance Support Organization

HANA Micron appointed a Compliance Officer through a Board of Directors meeting held on May 14, 2026. As of this time, there is no activity history, but the Compliance Officer will review integrated legal risk management, compliance, and ethical management activities going forward. In addition, the Strategic Planning Team, together with the Compliance Officer, plans to establish compliance control regulations and policies, including standards and procedures for compliance control that employees must follow in the course of performing their duties, to ensure that the Company complies with laws and regulations and manages its business appropriately. There were no legal violations during the reporting period.

Compliance Officer	Term	Type	Qualifications and Career
Jun-sik Kim	3 years	Full-time (standing)	- Attorney, State of New York, USA (1997) - New York Law School (J.D.) - Former Senior Attorney, Legal Team, Samsung Electronics - Former Partner Attorney, HMP Law - Former Instructor, Judicial Research and Training Institute (International Contract Law) - Current Executive Vice President, HANA Micron / Head of Strategic Planning Team

Fair Trade Education

HANA Micron operates a systematic training program to prevent illegal and unfair conduct that employees may encounter in the course of their work and to minimize related risk. In 2025, the Company conducted fair trade training for 78 employees in the Sales, Purchasing, and Finance Groups who work directly with customers, covering fair trade and fair competition, and continuously raising employees' awareness of compliance and ethics. Through this, the Company supports employees in making decisions in line with ethical standards and helps establish a fair and transparent corporate culture.

Ethics and Anti-Corruption Training and Legal Violation Status

Completion Rate of Ethics Education

100%



Number of People who Completed Fair Trade and Anti-corruption Training

78



Violations of the Code of Ethics and Laws

0 cases



(Based on Domestic Business Sites, 2025)

Protection of Customer and Technology Assets

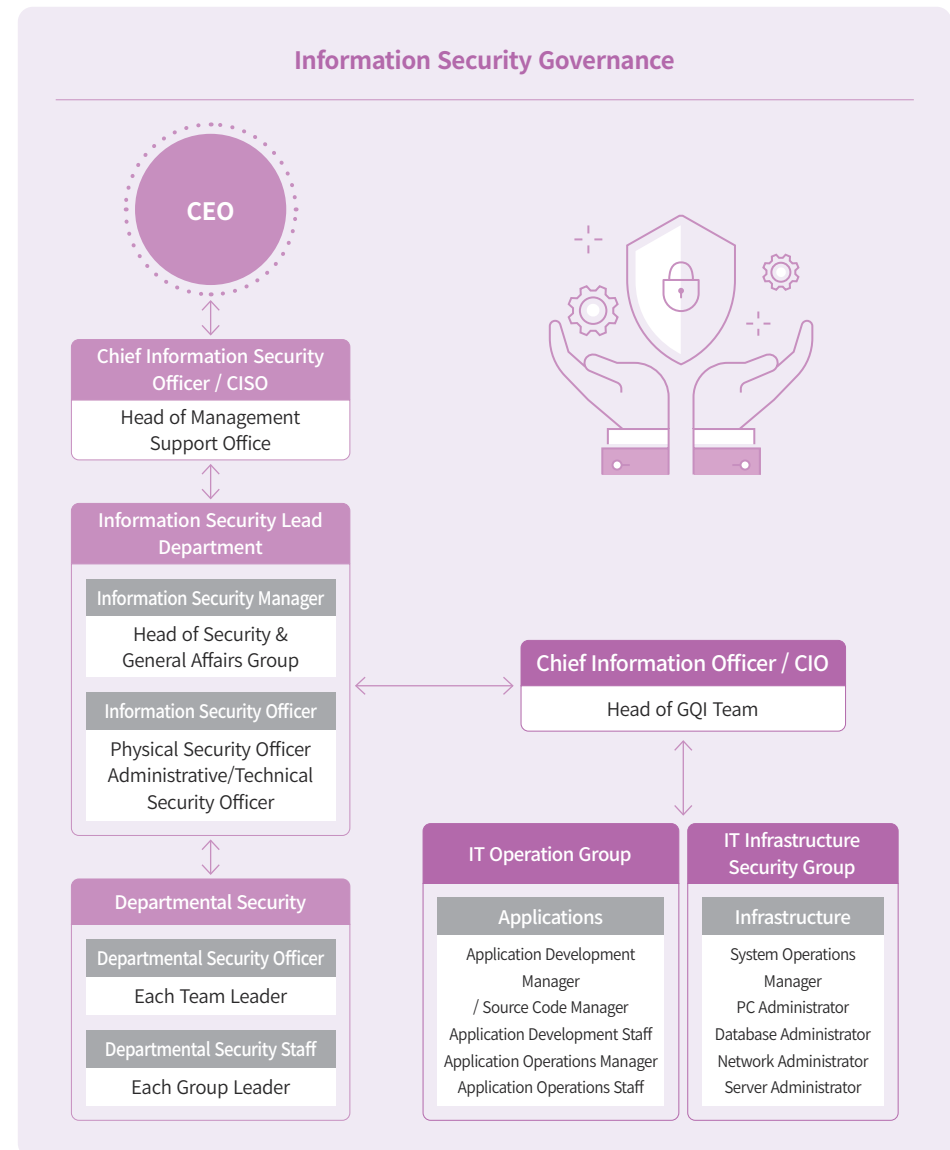
Information Security Policy and Infrastructure

Information Security Policy

HANA Micron has established regulations for the protection of management and technical information and, based on these, has developed and implemented detailed guidelines, including physical security guidelines, information systems operation guidelines, and user management guidelines. Through these measures, the Company strives to improve its information security and minimize security incidents. HANA Micron clarifies the managerial and technical measures to protect the personal information of customers and employees through its personal information protection management regulations. It requires employees and staff of partner companies to submit an information security pledge. This helps prevent unauthorized disclosure of information and raises employees' security awareness. As a result of this thorough security management system and preventive activities, the Company has maintained zero confirmed complaints of personal information protection violations, loss, or leakage of customer information.

Information Security Governance

The Company's information security governance structure is organized as an interconnected framework that links a vertical chain of command centered on the Chief Information Security Officer (CISO) to the IT specialist groups under the Chief Information Officer (CIO). The Company proactively controls company-wide security risk and maximizes its response capability through this organic cooperation and complementarity.



Protection of Customer and Technology Assets

Information Security Policy and Infrastructure

Basic Security Practices

HANA Micron has established the ten most basic and essential items that employees must observe for information security as the '10 Basic Security Practices,' and posts them at its business sites. The Company encourages all employees to recognize themselves as key actors in information security and to put these practices into action.

Quarterly Security Inspections and Training

HANA Micron conducts quarterly security inspections to assess its security level, identify problems, and raise security awareness. Inspection targets include document storage areas, PC power status, and unattended documents. The results are shared company-wide, with related departments receiving warnings and training as needed. The Company also conducts quarterly training covering security announcements, security incident cases, and security inspection results, thereby strengthening employees' security awareness.

Common Criteria (CC) Certification

HANA Micron has obtained Common Criteria (CC) certification for its semiconductor packaging and test business. CC certification verifies that a product meets all security requirements for products supplied to national and public institutions and was produced in a secure development environment and process.

Information Security Pledge

HANA Micron requires employees and partner company staff to submit a 'Trade Secret and Other Protection Pledge' and a 'Personal Information Protection Pledge' once a year. This is implemented so that all employees and partner company staff understand the information security requirements they must comply with to prevent information leakage incidents involving information assets.

10 Basic Security Practices

The ten most basic and essential items required for the Company's information security are called the '10 Basic Security Practices,' and represent fundamental principles that all employees must observe with respect to security.

- 1 Always wear your employee ID card within the workplace and do not lend or transfer it.
- 2 When creating documents, classify and mark the security level.
- 3 Do not leave important documents unattended in the office during non-working hours.
- 4 When disposing of confidential documents, shred or dispose of them separately from regular tissues.
- 5 Lock the storage boxes of important documents and important information assets.
- 6 Install three PC passwords (booting, screen saver, and shared files).
- 7 Install a computer antivirus and update to the latest version.
- 8 Observe cyber etiquette.
- 9 Change and manage your password periodically every quarter.
- 10 Turn off the power when the PC is not in use.

Protection of Customer and Technology Assets

Company-Wide Security Risk Control Activities

National Core Technology Protection Level

HANA Micron is a company subject to the obligation to protect national core technology. Pursuant to the Act on Prevention of Divulgence and Protection of Industrial Technology, the Company's domestic business site underwent a status assessment as a holder of national core technology by the Ministry of Trade, Industry and Energy in October 2025, and the overseas business site (HANA Micron Vina) underwent a status assessment of national core technology in the semiconductor field by a joint government inspection team in December 2025. As a result of the status assessment, which covered seven categories (security management systems, asset classification and control, personnel management, protected area management, systems management, security incident response, and security awareness enhancement), the Company was found to meet the government's required standards.

No.	Evaluation Items	Evaluation Content
1	Security Management System	Appropriateness of internal security regulations for technology protection
2	Asset Classification and Control	Whether management of and access to national core technology are controlled
3	Personnel Management	Whether security procedures related to personnel hiring and departure are complied with
4	Protected Area Management	Appropriateness of security at locations where technical data is stored
5	Systems Management	IT infrastructure for preventing internal data leakage and hacking
6	Security Incident Response	The security department's technology protection duties and response capability
7	Security Awareness Enhancement	Level of employee awareness regarding technology protection

Filming Control Solution (MDL)

In accordance with its information security policy and physical security regulations, HANA Micron controls personal photography and filming by employees and visitors through its Filming Control Solution

(MDL; Mobile Device Lock), thereby preventing potential security risks. In addition, the Company issues corporate-use smartphones instead of dedicated digital cameras for use on the line, thereby preventing security incidents such as the loss or theft of digital camera SD cards.

Preliminary Security Review

HANA Micron conducts a preliminary security review of its own systems (such as the Environmental Safety Portal) and any solutions scheduled for introduction, identifying risks and eliminating security vulnerabilities before final deployment and application. The preliminary security review is based on the 'Detailed Guide for Technical Vulnerability Analysis and Assessment of Major Information and Communications Infrastructure' (including penetration testing, in particular for web services) published by the Korea Internet & Security Agency (KISA). A report is prepared and submitted on the results of the penetration testing implementation review.

External Outbound Email Inspection

Since July 2025, HANA Micron has conducted a monthly retrospective review of the appropriateness of outbound emails containing sensitive information, such as trade secrets, confidential information, and technical materials, thereby reducing the risk of internal data leakage. The Company checks a total of seven items: whether confidential/restricted markings are present, the appropriateness of recipients, exposure of authentication information, inclusion of personal information, disguised attachments, circumvention of transmission methods, and unusual transmission times or anomalies. According to the most recent review, conducted in April 2026, most items met the required standard, indicating a low likelihood of information leakage or security threats.

Key Activities for the Protection of Customer and Technology Assets

National Core Technology Protection Level Assessment Result



Met the required standard

Filming Control Solution



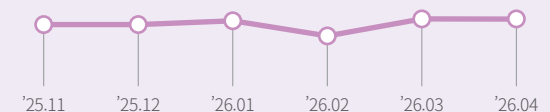
Applies to all persons entering the facility

External Outbound Email Inspection Result



Based on the most recent 6 months

Average score 97



Enterprise Risk Management

Risk Management Framework

Risk Management Strategy

HANA Micron operates a company-wide risk management system that identifies risks, analyzes their impact, and establishes response measures to effectively address changes in the internal and external business environment. Risk management areas are divided into finance, human resources/environment, quality/customer response, manufacturing, technology/intellectual assets, and IT systems, and are reviewed according to risk-level criteria that reflect each area's characteristics. In particular, major issues such as human rights, the environment, and safety are reported to the Board of Directors, and the Company operates a specialized risk management process by drawing on external advisory input from independent directors, certified labor attorneys, lawyers, and safety associations.

Risk Management Response System

HANA Micron designates the CEO as the overall crisis management officer and the Finance Team as the department responsible for crisis management, and establishes a crisis response deliberation committee when a crisis occurs. The deliberation committee reviews the crisis and determines the response direction for each affected area, and the relevant implementing departments then establish their own department-specific response measures. To enable prompt decision-making by management, the Company pursues rapid and transparent disclosure of information and prepares emergency plans and response measures to proactively identify and eliminate risk factors arising across its business.

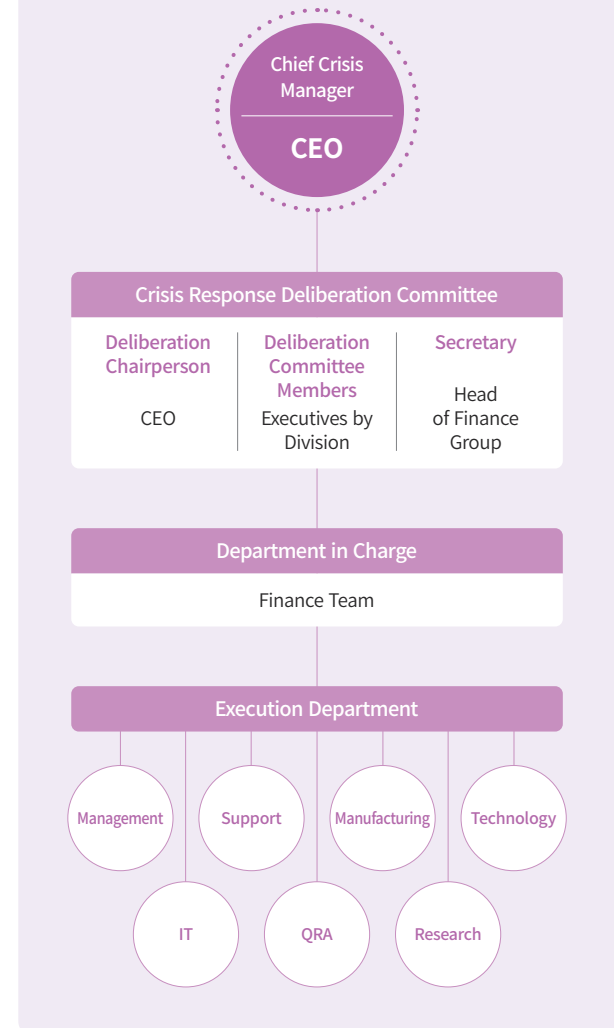
Risk Management Process

HANA Micron manages risk through the stages of risk definition, risk assessment, risk response and action, and risk monitoring.



Risk assessment quantifies a risk index based on the impact of the risk in each area and the difficulty of addressing it, determining a risk rating across four levels (attention, caution, alert, severe). The Company establishes and follows response guidelines for each rating level.

Risk Management Governance



Enterprise Risk Management

Management of Major Non-financial and Financial Risks

Non-financial Risks

Management of Safety and Health Risks

HANA Micron establishes and actively implements measures to prevent serious accidents while operating an occupational safety and health committee and a dedicated safety and health organization. In addition, the Company strengthens the autonomous safety and health system by supporting the improvement of supervisors' capabilities and suppliers' safety and health management levels.

Management of Quality Risks

HANA Micron strengthens quality control based on ISO 9001 (quality management system), IATF 16949 (automotive quality management system), and ANSI/ESD S20.2 (antistatic) systems, and operates a quality control professional organizational system. HANA Micron also regularly holds quality reporting meetings and manages quality risks by strengthening quality capabilities such as ESD (electrostatic prevention) and product quality training.

Management of Human Rights Risks

HANA Micron internalizes compliance with its own code of ethics and code of conduct, improves employees' human rights awareness by conducting human rights training, and checks human rights risks through RBA third-party verification. In addition, the Company has a human rights violation relief system in place through a grievance reporting system.

Financial Risks

Management of Internal Accounting Risks

HANA Micron secures the reliability of financial information by operating an internal accounting management system and managing risks that may arise during accounting reporting. The audit evaluates the design and operation status by the best internal accounting management system standards, reports the results to the board of directors and the general shareholders' meeting, and discloses them in the business report to stakeholders.

Management of Tax Risks

HANA Micron manages domestic and international tax risks by identifying differences in tax laws and tax enactment intentions by country and analyzing potential disputes. HANA Micron strives to comply with domestic and international tax regulations and principles and faithfully fulfill its tax obligations as a taxpayer.

Management of Financial Risks

HANA Micron responds to financial risks by dividing them into foreign exchange, credit, and liquidity risks. Risks due to exchange rate fluctuations are managed within the limits set by the approved policy, and credit risks are identified and managed by each customer's credit rating. Liquidity risk monitors reserves, borrowing limits, and cash flows, and establishes a fund management plan by matching the maturity structure of financial assets and financial liabilities.

Rapid internal and external changes in the semiconductor industry's policies, regulations, and economy bring both opportunities and risks to HANA Micron.

We will manage economic, social, and environmental risks that may affect the company in an integrated manner and respond preemptively to ensure stable management activities.

The background of the page is a high-angle, close-up photograph of a large array of solar panels. The panels are arranged in a grid pattern, with rows and columns of rectangular cells. The lighting is bright, creating a strong reflection on the surface of the panels, which gives the image a blue-tinted, futuristic appearance. The perspective is looking down at the panels, which recede into the distance.

59	ESG Data Book
76	GRI Index
80	SASB (Sustainability Accounting Standards Board)
81	Verification Opinion Statement
83	Greenhouse Gas Emissions Verification Statement
85	Membership Organizations

APPENDIX

ESG Data Book : Economic Performance

Key Financial Performance

(Unit : KRW million)

Financial data		2023	2024	2025
Statement of financial position (consolidated)	Total assets	1,725,090	1,944,649	2,017,839
	Total liabilities	1,180,703	1,338,820	1,365,163
	Total capital	544,387	605,829	652,676
Statement of financial position (separate)	Total assets	983,201	1,025,466	1,138,888
	Total liabilities	610,131	594,629	673,985
	Total capital	373,070	430,837	464,903
Income statement (consolidated)	Sales	967,971	1,250,693	1,534,419
	Operating profit	57,905	106,793	127,689
	Net profit (loss)	963	(11,157)	65,579
Income statement (separate)	Sales	581,861	797,620	1,054,998
	Operating profit	16,673	23,184	43,447
	Net profit (loss)	(42,987)	(20,663)	40,148

Distribution of Economic Value (Consolidated)

(Unit : KRW million)

Financial data		2023	2024	2025
Total dividends (shareholders and investors)		2,399	4,639	4,646
Salaries (employees)		134,659	145,652	160,637
Corporate tax (government)		13,016	9,117	14,441
Donations* (community)		10	21	29

*Separate (non-consolidated) basis

Investment in Research and Development (Consolidated)

(Unit : KRW million)

Financial data		2023	2024	2025
Total R&D cost		30,099	39,689	48,915
R&D cost/sales ratio		3.11%	3.17%	3.19%
Number of IP rights held, including patents		170	173	122

Sales of Major Overseas Subsidiaries

(Unit : KRW million)

Subsidiaries	Location	2023	2024	2025
HANA Micron Vietnam Co., Ltd.	Vietnam	27,765	19,743	14,543
HANA Micron Vina Co., Ltd.	Vietnam	337,470	512,912	793,261
HT Micron Semicondutores S.A.	Brazil	97,858	240,301	218,272
HANA Electronics Industria E Comercio Ltda.	Brazil	69,658	109,461	103,265

Sales by Region

(Unit : KRW million)

Region	2023	2024	2025
Korea	772,979	931,182	1,264,147
Brazil	124,921	263,037	222,919
Vietnam	12,340	11,244	8,936
USA	9,396	4,811	6,885
Others	48,336	40,419	31,532
Total	967,971	1,250,693	1,534,419

Ownership

(As of the end of 2025)

Shareholders		Number of shares owned	Stake
Major shareholders and related entities	Chang-ho Choi and 15 others	10,977,619	16.59%
	Hana Materials Co., Ltd.	6,482,350	9.77%
	Subtotal	17,459,969	26.30%

ESG Data Book : Environmental Performance

Energy Consumption

HANA Micron	Unit	2023	2024	2025
Total energy consumption ¹⁻²⁾	TJ	795	755	734
Intensity	TJ/KRW 100 million	0.137	0.095	0.070
Direct energy consumption	TJ	31.4	24.3	26.4
City gas (LNG)	TJ	27.5	20.3	22.2
Gasoline	TJ	1.2	1.2	1.3
Diesel	TJ	2.8	2.8	2.9
Indirect energy consumption	TJ	763	730	708
Power	TJ	760	727	703
	MWh	79,119	75,755	73,356
Steam	TJ	3.3	3.6	4.7
Renewable energy consumption ³⁾	TJ	2.1	2.5	2.4

1) Total energy usage : sum of Head Office and Pangyo business site (calculation basis and scope : the "Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme")

2) Based on the greenhouse gas emissions statement

3) Renewable energy usage for 2023–2025 revised due to a change in the calculation standard

HANA Micron Vietnam	Unit	2023	2024	2025
Total energy consumption ¹⁾	TJ	37.0	39.7	37.5
Intensity	TJ/KRW 100 million	0.133	0.201	0.258
Direct energy consumption	TJ	0.638	0.687	0.655
LPG ²⁾	TJ	-	0.228	0.346
Gasoline	TJ	0.001	0.001	0.001
Diesel	TJ	0.637	0.458	0.308
Indirect energy consumption	TJ	36.5	39.0	36.9
Power	TJ	36.5	39.0	36.9
	MWh	10,138	10,834	10,237

1) Total energy usage : domestic calorific value standards applied by fuel type; 3.6 MJ/kWh applied for electricity

2) Blank cells for 2023 indicate not reported (data collection not possible)

HANA WLS	Unit	2023	2024	2025
Total energy consumption ¹⁻²⁾	TJ	15.2	6.2	16.0
Intensity	TJ/KRW 100 million	0.391	0.096	0.256
Direct energy consumption	TJ	0.20	0.31	0.20
Gasoline	TJ	0.20	0.31	0.20
Indirect energy consumption	TJ	15.0	15.7 ³⁾	15.8
Power	TJ	15.0	15.7	15.8
	MWh	1,565	1,639	1,649

1) Business site excluded from the scope of energy usage and GHG emissions verification

2) Calculation basis and scope : the "Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme"

3) Revised due to a calculation error

HANA Micron Vina	Unit	2023	2024	2025
Total energy consumption ¹⁾	TJ	380	510	627
Intensity	TJ/KRW 100 million	0.113	0.099	0.079
Direct energy consumption	TJ	5.0	9.1	8.3
LPG	TJ	5.0	9.0	8.3
Gasoline	TJ	0.0011	0.0089	0.0079
Diesel	TJ	0.0181	0.0976	0
Indirect energy consumption	TJ	375	501	619
Power	TJ	375	501	619
	MWh	104,249	139,221	171,852

1) Total energy usage : domestic calorific value standards applied by fuel type; 3.6 MJ/kWh applied for electricity

ESG Data Book : Environmental Performance

Energy Consumption

HT Micron	Unit	2023	2024	2025
Total energy consumption ¹⁾	TJ	69.7	75.7	66.0
Intensity	TJ/KRW 100 million	0.0712	0.0315	0.0302
Direct energy consumption	TJ	22.7	26.6	16.5
Natural gas	TJ	21.6	25.6	15.3
LPG	TJ	0.012	0.007	0.01
Gasoline	TJ	1.06	0.99	1.15
Diesel	TJ	0.018	0.002	0.008
Indirect energy consumption	TJ	47.0	49.1	49.5
Power	TJ	47.0	49.1	49.5
	MWh	13,055	13,636	13,756

1) Total energy usage : domestic calorific value standards applied by fuel type; 3.6 MJ/kWh applied for electricity

HANA Electronics	Unit	2023	2024	2025
Total energy consumption ¹⁾	TJ	5.12	6.12	7.79
Intensity	TJ/KRW 100 million	0.007	1.2	0.008
Direct energy consumption	TJ	0.643	1.480	0.957
LPG	TJ	0.289	0.485	0.300
Gasoline	TJ	0.347	0.700	0.649
Diesel	TJ	0.007	0.015	0.008
Indirect energy consumption	TJ	4.48	4.92	6.83
Power	TJ	4.48	4.92	6.83
	MWh	1,244	1,864	1,898

1) Total energy usage : domestic calorific value standards applied by fuel type; 3.6 MJ/kWh applied for electricity

ESG Data Book : Environmental Performance

Greenhouse Gas Emissions

HANA Micron	Unit	2023	2024	2025
Greenhouse gas emissions ¹⁻²⁾	tCO2-eq	38,134	36,237	35,284
Direct emissions	tCO2-eq	1,668	1,306	1,419
Indirect emissions	tCO2-eq	36,465	34,931	33,865
Intensity	tCO2-eq/ KRW 100 million	6.55	4.54	3.34

1) GHG emissions: sum of Head Office and Pangyo business site

2) Calculation basis and scope: the "Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme"

HANA Micron Vietnam	Unit	2023	2024	2025
Greenhouse gas emissions ¹⁾	tCO2-eq	6,904	7,187	6,790
Direct emissions	tCO2-eq	44.8	45.4	41.7
Indirect emissions	tCO2-eq	6,859	7,141	6,749
Intensity	tCO2-eq/ KRW 100 million	24.9	36.4	46.7

1) Indirect emissions: calculated using the annual electricity emission factor announced by Vietnam's Ministry of Natural Resources and Environment in December 2024

HT Micron	Unit	2023	2024	2025
Greenhouse gas emissions	tCO2-eq	1,670	2,106	864
Direct emissions	tCO2-eq	1,167	1,363	854
Indirect emissions ¹⁾	tCO2-eq	503	743	10
Intensity	tCO2-eq/ KRW 100 million	1.71	0.88	0.40

1) Indirect emissions: calculated using the annual electricity emission factor announced by Brazil's Ministry of Science, Technology and Innovation in 2025

HANA WLS ¹⁾	Unit	2023	2024	2025
Greenhouse gas emissions ²⁾	tCO2-eq	732	774	771
Direct emissions	tCO2-eq	14	21	14
Indirect emissions	tCO2-eq	719	753	758
Intensity	tCO2-eq/ KRW 100 million	18.80	11.96	12.11

1) Business site excluded from the scope of energy usage and GHG emissions verification

2) Calculation basis and scope: the "Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme"

HANA Micron Vina	Unit	2023	2024	2025
Greenhouse gas emissions ¹⁾	tCO2-eq	70,823	92,304	113,767
Direct emissions	tCO2-eq	288	523	482
Indirect emissions	tCO2-eq	70,535	91,775	113,285
Intensity	tCO2-eq/ KRW 100 million	21.0	18.0	14.3

1) Indirect emissions: calculated using the annual electricity emission factor announced by Vietnam's Ministry of Natural Resources and Environment in December 2024

HANA Electronics	Unit	2023	2024	2025
Greenhouse gas emissions	tCO2-eq	88.5	150.7	149.1
Direct emissions	tCO2-eq	40.6	76.2	61.6
Indirect emissions ¹⁾	tCO2-eq	47.9	74.5	87.5
Intensity	tCO2-eq/ KRW 100 million	0.130	0.138	0.144

1) Indirect emissions: calculated using the annual electricity emission factor announced by Brazil's Ministry of Science, Technology and Innovation in 2025

ESG Data Book : Environmental Performance

Water Consumption

HANA Micron		Unit	2023	2024	2025
Head office	Total water intake	m ³	521,657	480,782	461,027
	Household	m ³	22,619	21,673	20,607
	Industrial	m ³	499,038	459,109	440,420
	Intensity (total)	m ³ /KRW 100 million	89.65 ¹⁾	60.28	43.70
	Water consumption ²⁾	m ³	108,696	114,383	117,142
	Amount of wastewater discharged ³⁾	m ³	412,961	366,399	343,885
	Amount of water recycled	m ³	206,019	165,185	174,135
	Water recycling rat	%	28.3	25.6	27.4
Pangyo business site	Amount of water usage	m ³	44,318	39,531	37,935

1) Revised due to a calculation error

2) Water consumption for 2023–2024 revised due to a change in the wastewater discharge volume standard

3) Wastewater discharge volume for 2023–2024 revised due to a change in the wastewater discharge volume standard

HANA Micron Vietnam		Unit	2023	2024	2025
Total water intake		m ³	105,191	74,131	87,768
Intensity		m ³ /KRW 100 million	379	375	603

HT Micron		Unit	2023	2024	2025
Total water intake		m ³	42,273	41,270	38,642
Household		m ³	1,240	1,835	1,460
Industrial		m ³	41,033	39,435	37,182
Intensity		m ³ /KRW 100 million	43	17	18

HANA WLS		Unit	2023	2024	2025
Total water intake		m ³	11,640	13,614	9,175
Household		m ³	1,391	1,698	1,670
Industrial		m ³	10,239	11,916	7,505
Intensity		m ³ /KRW 100 million	299.0	210.4	146.6

HANA Micron Vina		Unit	2023	2024	2025
Total water intake		m ³	609,970	672,910	610,950
Household		m ³	65,700	75,200	54,666
Industrial		m ³	544,270	597,710	556,284
Intensity (total)		m ³ /KRW 100 million	181.0	131.2	77.0

HANA Electronics		Unit	2023	2024	2025
Total water intake		m ³	492,910	2,425	2,642
Intensity		m ³ /KRW 100 million	708	2	2.6

ESG Data Book : Environmental Performance

Waste Generation

HANA Micron	Unit	2023	2024	2025
Amount of waste generated	ton	340	264	255
Intensity	ton/KRW 100 million	0.0580	0.0331	0.0242
General waste	ton	334	258	250
Designated waste	ton	6.62	5.94	4.79
Amount of general waste treated ¹⁾	ton	334	258	250
Recycling	ton	-	256	250
Incineration	ton	-	2	0
Landfill	ton	-	0	0
Others ²⁾	ton	-	0	0
Amount of designated waste treated ¹⁾	ton	6.62	5.94	4.79
Recycling	ton	-	1.95	3.69
Incineration	ton	-	3.99	1.1
Landfill	ton	-	0.00	0
Others ²⁾	ton	-	0.00	0
Total amount of waste recycled after discharge	ton	319	258	254
Percentage of waste recycled after discharge	%	93.6	97.8	99.6

1) The amount of general and hazardous waste treated by method (in tons) is newly disclosed from 2024

2) Neutralization, solidification, etc

HANA WLS	Unit	2023	2024	2025
Amount of waste generated	ton	97	127	98
Intensity	ton/KRW 100 million	2.4900	1.9594	1.5658
General waste	ton	0	0	0
Designated waste	ton	96.80	126.81	97.97
Amount of general waste treated ¹⁾	ton	0	0	0
Recycling	ton	-	0	0
Incineration	ton	-	0	0
Landfill	ton	-	0	0
Others ²⁾	ton	-	0	0
Amount of designated waste treated ¹⁾	ton	96.8	126.81	97.97
Recycling	ton	-	78.24	54.87
Incineration	ton	-	0.00	0
Landfill	ton	-	0.00	0
Others ²⁾	ton	-	48.57	43.10
Total amount of waste recycled after discharge	ton	59	78	55
Percentage of waste recycled after discharge	%	61.3	61.7	56.0

1) The amount of general and hazardous waste treated by method (in tons) is newly disclosed from 2024

2) Neutralization, solidification, etc

ESG Data Book : Environmental Performance

Waste Generation

HANA Micron Vietnam	Unit	2023	2024	2025
Amount of waste generated ¹⁾	ton	93	79	52
Intensity	ton/KRW 100 million	0.3350	0.3998	0.3606
General waste	ton	90	47	27
Designated waste	ton	3.30	32.37	25.20
Amount of general waste treated ²⁾	ton	90	47	27.2
Recycling	ton	-	0	3.9
Incineration	ton	-	47	23.3
Landfill	ton	-	0	0
Others ³⁾	ton	-	0	0
Amount of designated waste treated ²⁾	ton	3.3	32.37	25.2
Recycling	ton	-	0.00	0
Incineration	ton	-	30.47	24.3
Landfill	ton	-	0.00	0
Others ³⁾	ton	-	1.90	0.9
Total amount of waste recycled after discharge	ton	0	0	3.9
Percentage of waste recycled after discharge	%	0.0	0.0	7.5

1) The standards for distinguishing between general and hazardous waste follow Vietnamese laws and regulations

2) The amount of general and hazardous waste treated by method (in tons) is newly disclosed from 2024

3) Neutralization, solidification, etc

HANA Micron Vina	Unit	2023	2024	2025
Amount of waste generated ¹⁾	ton	659.0	1,051.9	1,591
Intensity	ton/KRW 100 million	0.1950	0.2051	0.2006
General waste	ton	652	1,047	1,227
Designated waste	ton	7.10	4.96	364
Amount of general waste treated	ton	652	1,047	1,227
Recycling	ton	-	555	606
Incineration	ton	-	492	621
Landfill	ton	-	0	00
Others ²⁾	ton	-	0	0
Amount of designated waste treated	ton	7.10	4.96	364.05
Recycling	ton	-	1.07	13.04
Incineration	ton	-	3.89	351.01
Landfill	ton	-	0	0
Others ²⁾	ton	-	0	0
Total amount of waste recycled after discharge	ton	270	556	619
Percentage of waste recycled after discharge	%	41.0	52.9	38.9

1) The standards for distinguishing between general and hazardous waste follow Vietnamese laws and regulations

2) Neutralization, solidification, etc

ESG Data Book : Environmental Performance

Waste Generation

HT Micron	Unit	2023	2024	2025
Amount of waste generated ¹⁾	ton	84.5	107.9	144.1
Intensity	ton/KRW 100 million	0.0863	0.0449	0.0660
General waste	ton	76	95	130.9
Designated waste	ton	8.20	12.88	13.3
Amount of general waste treated ²⁾	ton	76	95	130
Recycling	ton	-	16	80
Incineration	ton	-	71	36
Landfill	ton	-	5	00
Others ³⁾	ton	-	2	14
Amount of designated waste treated ²⁾	ton	8.2	12.88	13.27
Recycling	ton	-	4.03	13.02
Incineration	ton	-	8.86	0.24
Landfill	ton	-	0	0
Others ³⁾	ton	-	0	0
Total amount of waste recycled after discharge	ton	12	20	93
Percentage of waste recycled after discharge	%	14.1	0.2	65

1) The standards for distinguishing between general and hazardous waste follow Brazilian laws and regulations

2) The amount of general and hazardous waste treated by method (in tons) is newly disclosed from 2024

3) Neutralization, solidification, etc

HANA Electronics	Unit	2023	2024	2025
Amount of waste generated ¹⁾	ton	30.90	29.4	22.0
Intensity	ton/KRW 100 million	0.0443	0.0268	0.0213
General waste	ton	29	27	22
Designated waste	ton	1.69	2.08	0.05
Amount of general waste treated ²⁾	ton	29	27	22
Recycling	ton	-	14	10
Incineration	ton	-	12	11
Landfill	ton	-	0	00
Others ³⁾	ton	-	1	1
Amount of designated waste treated ²⁾	ton	1.69	2.08	0.05
Recycling	ton	-	1.40	0
Incineration	ton	-	0.68	0.05
Landfill	ton	-	0	0
Others ³⁾	ton	-	0	0
Total amount of waste recycled after discharge	ton	19	14	11
Percentage of waste recycled after discharge	%	60.4	48.8	50.5

1) The standards for distinguishing between general and hazardous waste follow Brazilian laws and regulations

2) The amount of general and hazardous waste treated by method (in tons) is newly disclosed from 2024

3) Neutralization, solidification, etc

ESG Data Book : Environmental Performance

Air Pollutants ¹⁾

HANA Micron	Items	Unit	2023	2024	2025
Air pollutants (Total)	Emissions	ton	0.42	0.06	1.72
	Intensity	ton/KRW 100 million	0.000072	0.000007	0.000163
Nitrogen oxides (NOx)	Emissions	ton	0.40	0.06	1.29
	Intensity	ton/KRW 100 million	0.000068	0.000007	0.000123
Sulfur oxides (SOx)	Emissions	ton	None detected	0.00	0.02
	Intensity	ton/KRW 100 million	None detected	0.000000	0.000002
Dust	Emissions	ton	0.02	0.00	0.41
	Intensity	ton/억 원	0.000003	0.000000	0.000039

1) Revised standard applied starting in 2025 due to designation as an Integrated Environmental Permit business site

2) For overseas business sites, information required to calculate air pollutant emissions is currently incomplete; emissions will be calculated and reported at a later date

HANA WLS	Items	Unit	2023	2024	2025
Air pollutants (Total)	Emissions	ton	0.07	0.00	0.16
	Intensity	ton/KRW 100 million	0.001753	0.000034	0.000015
Nitrogen oxides (NOx)	Emissions	ton	0.04	0.00	0.00
	Intensity	ton/KRW 100 million	0.000913	0.000025	0.00
Sulfur oxides (SOx)	Emissions	ton	0.01	0.00	0.00
	Intensity	ton/KRW 100 million	0.000272	0.000004	0.00
Dust	Emissions	ton	0.02	0.00	0.16
	Intensity	ton/억 원	0.000567	0.000004	0.000015

Water Pollutants ¹⁾

HANA Micron	Items	Unit	2023	2024	2025
Water pollutants (Total)	Emissions	ton	36.39	29.37	12.25
	Intensity	ton/KRW 100 million	0.006255	0.003682	0.001161
Biochemical oxygen demand (BOD)	Emissions	ton	3.40	0.86	0.95
	Intensity	ton/KRW 100 million	0.000584	0.000108	0.000091
Chemical oxygen demand ²⁾ (COD)	Emissions	ton	3.97	4.06	-
	Intensity	ton/KRW 100 million	0.000682	0.000509	-
Suspended solids (SS)	Emissions	ton	28.17	20.29	8.75
	Intensity	ton/KRW 100 million	0.004842	0.002544	0.000829
Total nitrogen (T-N)	Emissions	ton	0.79	1.48	0.74
	Intensity	ton/KRW 100 million	0.000136	0.000186	0.000070
Total phosphate (T-P)	Emissions	ton	0.06	0.08	0.05
	Intensity	ton/KRW 100 million	0.000011	0.000010	0.000004
Total organic carbon (TOC) ³⁾	Emissions	ton	-	2.59	1.76
	Intensity	ton/KRW 100 million	-	0.000325	0.000167

1) For overseas business sites, information required to calculate water pollutant emissions is currently incomplete; emissions will be calculated and reported at a later date

2) Chemical oxygen demand (COD) excluded from measurement due to designation as an Integrated Environmental Permit business site

3) Emissions were calculated excluding certain missing data points for 2023

HANA WLS	Items	Unit	2023	2024	2025
Water pollutants (Total)	Emissions	ton	0.36	0.8	2.77
	Intensity	ton/KRW 100 million	0.009193	0.01	0.044299
Biochemical oxygen demand (BOD)	Emissions	ton	0.05	0.06	0.25
	Intensity	ton/KRW 100 million	0.001329	0.000926	0.003982
Chemical oxygen demand (COD)	Emissions	ton	0.14	0.28	1.17
	Intensity	ton/KRW 100 million	0.003570	0.004281	0.018632
Suspended solids (SS)	Emissions	ton	0.13	0.01	0.01
	Intensity	ton/KRW 100 million	0.003286	0.000168	0.000154
Total nitrogen (T-N)	Emissions	ton	0.04	0.04	0.03
	Intensity	ton/KRW 100 million	0.000986	0.000670	0.000440
Total phosphate (T-P)	Emissions	ton	0.00	0.00	0.00
	Intensity	ton/KRW 100 million	0.000022	0.000008	0.000010
Total organic carbon (TOC) ³⁾	Emissions	ton	-	0.41	1.32
	Intensity	ton/KRW 100 million	-	0.006269	0.021082

ESG Data Book : Social Performance

Employee Status

(Unit : people)

HANA Micron		2023	2024	2025
Total number of employees ¹⁾		820	771	749
Number of executives	Male	17	15	16
	Female	-	-	-
Number of management ²⁾	Male	56	54	49
	Female	15	15	14
Number of employees	Male	377	386	391
	Female	355	301	279
By age	Under 30 years old	362	257	337
	Under 30-50 years old	409	462	374
	Over 50 years old	49	52	38
By type of employment	Indefinite-term workers	820	771	749
	Fixed-term workers	0	0	0

1) Total number of employees: employees at the head office and Pangyo workplace as of the end of the year

2) Number of management positions: including group leaders, part leaders, and foremen

HANA Micron Vietnam		2023	2024	2025
Total number of employees ¹⁾		255	184	177
Number of executives	Male	1	1	1
	Female	0	0	0
Number of management ²⁾	Male	12	11	15
	Female	4	5	6
Number of employees	Male	72	55	66
	Female	166	112	89
By age	Under 30 years old	171	98	86
	Under 30-50 years old	81	83	87
	Over 50 years old	3	3	4
By type of employment ³⁾	Indefinite-term workers	86	77	87
	Fixed-term workers	169	107	90

1) Total number of employees: as of the end of the year

2) Number of management positions: expatriates, Vietnamese employees at manager levels or higher

3) By type of employment: including full-time employees as defined by local labor regulations

(Unit : people)

HANA WLS		2023	2024	2025
Total number of employees ¹⁾		67	70	56
Number of executives	Male	3	3	3
	Female	0	0	0
Number of management ²⁾	Male	3	6	7
	Female	3	2	2
Number of employees	Male	35	33	23
	Female	23	26	21
By age	Under 30 years old	29	23	21
	Under 30-50 years old	33	41	29
	Over 50 years old	5	6	6
By type of employment	Indefinite-term workers	67	70	56
	Fixed-term workers	0	0	0

1) Total number of employees: as of the end of the year

2) Number of management positions: including group leaders, part leaders, and foremen

HANA Micron Vina		2023	2024	2025
Total number of employees ¹⁾		1,844	1,885	2,268
Number of executives	Male	7	6	7
	Female	0	0	0
Number of management ²⁾	Male	146	85	116
	Female	9	10	21
Number of employees	Male	638	586	638
	Female	1,044	1,198	1,486
By age	Under 30 years old	1,389	1,346	1,467
	Under 30-50 years old	430	512	773
	Over 50 years old	25	27	28
By type of employment ³⁾	Indefinite-term workers	99	179	804
	Fixed-term workers	1,745	1,706	1,464

1) Total number of employees: as of the end of the year

2) Number of management positions: including group leaders, part leaders, and foremen

3) By type of employment: including full-time employees as defined by local labor regulations

ESG Data Book : Social Performance

Employee Status

(Unit : people)

HT Micron		2023	2024	2025
Total number of employees ¹⁾		239	255	289
Number of executives	Male	5	5	8
	Female	2	0	0
Number of management ²⁾	Male	21	24	29
	Female	2	3	3
Number of employees	Male	127	124	136
	Female	82	99	113
By age	Under 30 years old	82	102	102
	Under 30-50 years old	142	140	172
	Over 50 years old	15	13	15
By type of employment	Indefinite-term workers	232	247	277
	Fixed-term workers	7	8	12

1) Total number of employees : as of the end of the year

2) Number of management positions : including group leaders, part leaders, and foremen

(Unit : people)

HANA Electronics		2023	2024	2025
Total number of employees ¹⁾		96	104	112
Number of executives	Male	1	1	1
	Female	0	0	0
Number of management ²⁾	Male	0	4	2
	Female	2	1	1
Number of employees	Male	47	53	60
	Female	46	45	48
By age	Under 30 years old	29	40	41
	Under 30-50 years old	58	56	60
	Over 50 years old	9	8	11
By type of employment	Indefinite-term workers	91	100	110
	Fixed-term workers	5	4	2

1) Total number of employees: as of the end of the year

2) Number of management positions: including group leaders, part leaders, and foremen

ESG Data Book : Social Performance

Diversity of Employees

(Unit : people)

HANA Micron		2023	2024	2025
Employees with disabilities	Mandatory employment rate	3.10%	3.10%	3.10%
	Employment rate	4.11%	4.34%	3.39%
Nationality	Korea	820	771	749

HANA Micron Vietnam		2023	2024	2025
Nationality	Korea	6	6	9
	Vietnam	249	178	168

HT Micron		2023	2024	2025
Nationality	Korea	12	9	10
	Brazil	227	246	279

HANA Electronics		2023	2024	2025
Nationality	Korea	0	4	4
	Brazil	96	100	108

(Unit : people)

HANA WLS		2023	2024	2025
Employees with disabilities	Mandatory employment rate	3.1%	3.1%	3.1%
	Employment rate	0%	0%	0%
Nationality	Korea	67	70	56

HANA Micron Vina		2023	2024	2025
Nationality	Korea	105	77	65
	Vietnam	1,739	1,808	2,203

Total			2023	2024	2025
Total number of employees		People	3,321	3,269	3,651
Nationality	Total number of foreign employees	People	2,311	2,332	2,758
	Percentage of foreign employees	%	69.6	71.3	75.5
Region	Number of employees at overseas business sites	People	2,434	2,428	2,846
	Percentage of employees at overseas business sites	%	73.3	74.3	78.0

ESG Data Book : Social Performance

New Employment

(Unit : people)

HANA Micron		2023	2024	2025
Gender	Total	137	156	90
	Male	41(30%)	78(50%)	33(37%)
	Female	96(70%)	78(50%)	57(63%)
By age	Under 30 years old	103	110	79
	Under 30-50 years old	32	41	9
	Over 50 years old	2	5	2

(Unit : people)

HANA WLS		2023	2024	2025
Gender	Total	52	29	8
	Male	27	20	1
	Female	25	9	7
By age	Under 30 years old	38	10	7
	Under 30-50 years old	14	17	0
	Over 50 years old	0	2	1

HANA Micron Vietnam		2023	2024	2025
Gender	Total	139	38	64
	Male	40	13	28
	Female	99	25	36
By age	Under 30 years old	107	32	43
	Under 30-50 years old	30	6	21
	Over 50 years old	2	0	0

HANA Micron Vina		2023	2024	2025
Gender	Total	550	724	1,240
	Male	230	215	287
	Female	320	509	953
By age	Under 30 years old	456	600	834
	Under 30-50 years old	84	120	402
	Over 50 years old	10	4	4

HT Micron		2023	2024	2025
Gender	Total	23	57	66
	Male	14	26	36
	Female	9	31	30
By age	Under 30 years old	14	39	31
	Under 30-50 years old	9	17	33
	Over 50 years old	-	1	2

HANA Electronics		2023	2024	2025
Gender	Total	65	44	32
	Male	35	23	20
	Female	30	21	12
By age	Under 30 years old	23	23	18
	Under 30-50 years old	37	21	10
	Over 50 years old	5	0	4

ESG Data Book : Social Performance

Years of Service and Turnover

(Unit : year)

HANA Micron		2023	2024	2025
Years of service	Average	6	7.1	7.9
	Male	7.5	7.9	8.6
	Female	5.3	6.1	6.9
Voluntary retirement	Turnover rate	1.3%	2.0%	1.5%

HANA Micron Vietnam		2023	2024	2025
Years of service	Average	1.8	3.4	2.8
	Male	1.8	3.3	2.6
	Female	1.9	3.4	3.0
Voluntary retirement	Turnover rate	3.6%	3.9%	3.5%

HT Micron		2023	2024	2025
Years of service	Average	5.0	4.5	4.7
	Male	5.2	4.9	5.2
	Female	4.7	3.8	4.0
Voluntary retirement	Turnover rate	0.3%	1.2%	0.8%

Evaluation and Remuneration

(Unit : people, KRW million)

HANA Micron		2023	2024	2025
Performance evaluation	Total number of employees	820	771	749
	Number of employees subject to evaluation	303	338	351
	Ratio of performance evaluation	37.0%	44.0%	44.0%
Remuneration	Maximum remuneration	393	424	2,732
	Average annual salary per employee	56	63	63
	Ratio of the maximum remuneration to the average	7.0x	6.7x	43.4x

(Unit : year)

HANA WLS		2023	2024	2025
Years of service	Average	1.1	1.7	7.3
	Male	1.2	1.6	7.5
	Female	0.9	1.8	6.9
Voluntary retirement	Turnover rate	5.9%	3.1%	2.7%

HANA Micron Vina		2023	2024	2025
Years of service	Average	1.3	1.4	0.8
	Male	1.5	1.5	1.1
	Female	1.2	1.3	0.7
Voluntary retirement	Turnover rate	1.5%	2.7%	1.5%

HANA Electronics		2023	2024	2025
Years of service	Average	1.1	1.1	1.6
	Male	1.1	1.3	1.6
	Female	1.1	0.9	1.6
Voluntary retirement	Turnover rate	0.2%	1.2%	1.1%

Education

HANA Micron		2023	2024	2025
Training hours per employee	Hours	49	44	40
Training cost per employee	KRW thousand	157	187	185

ESG Data Book : Social Performance

Parental Leave and Short Work Hours during Pregnancy and Childcare (Unit : people)

HANA Micron		2023	2024	2025
Number of employees who used parental leave	Male	3	5	2
	Female	16	18	20
Number of employees returning after parental leave	Male	2	2	3
	Female	4	5	13
Number of employees who have been employed for more than 12 months after returning from parental leave ¹⁾	Male	1	2	3
	Female	5	9	9
Number of employees who used short work hours during pregnancy and childcare	Pregnancy	10	13	11
	Childcare	3	0	0

1) Revision of calculation standards in 2024

HANA Micron Vietnam		2023	2024	2025
Number of employees who used parental leave	Male	0	0	0
	Female	0	0	0
Number of employees who used short work hours during pregnancy and childcare	Pregnancy	18	22	14
	Childcare	13	14	8

HT Micron		2023	2024	2025
Number of employees who used parental leave	Male	8	7	5
	Female	7	2	6
Number of employees returning after parental leave	Male	8	7	5
	Female	7	2	6

(Unit : people)

HANA Micron Vina		2023	2024	2025
Number of employees who used parental leave	Male	0	51	0
	Female	101	83	132
Number of employees returning after parental leave	Male	0	0	0
	Female	32	42	89
Number of employees who used short work hours during pregnancy and childcare	Pregnancy	122	93	153
	Childcare	32	44	100

HANA Electronics		2023	2024	2025
Number of employees who used parental leave	Male	2	2	1
	Female	0	1	2
Number of employees returning after parental leave	Male	2	0	1
	Female	0	1	2

Human Rights Education

HANA Micron			2023	2024	2025
Prevention of sexual Harassment and bullying	Hours of training per person	Hours	2	1	1
	Percentage of employees participating in education	%	100	100	100
Improvement of awareness of the disabled	Hours of training per person	Hours	2	1	1
	Percentage of employees participating in education	%	100	100	100
HANA Micron's code of conduct	Hours of training per person	Hours	1	1	1
	Percentage of employees participating in education	%	100	100	100

ESG Data Book : Social Performance

Safety and Health Training

HANA Micron		2023	2024	2025
Number of people subject to training	People	747	731	734
Total hours of training	Hours	20,018	21,448	21,089
Completion rate	%	100	100	100

HANA Micron Vietnam		2023	2024	2025
Number of people subject to training	People	236	226	178
Total hours of training	Hours	944	904	712
Completion rate	%	100	100	100

HT Micron		2023	2024	2025
Number of people subject to training	People	34	74	61
Total hours of training	Hours	816	1,184	2,074
Completion rate	%	100	100	100

Industrial Accidents

(Unit : people)

HANA Micron		2023	2024	2025
Number of deaths	Employees	0	0	0
	Partners	0	0	0
	Subtotal	0	0	0
Accident rate		0.21%	0.20%	0%
Disease rate		0%	0%	0%

Safety and Health Certification (ISO 45001)

Subsidiaries	2023	2024	2025
HANA Micron	Acquired	Acquired	Acquired
HANA Micron Vietnam	Acquired	Acquired	Acquired
HANA Micron Vina	Acquired	Acquired	Acquired
HT Micron	-	Acquired	Acquired
HANA Electronics	-	Acquired	Acquired

HANA WLS		2023	2024	2025
Number of people subject to training	People	54	61	61
Total hours of training	Hours	10,776	11,392	2,058
Completion rate	%	100	100	100

HANA Micron Vina		2023	2024	2025
Number of people subject to training	People	1,844	1,905	2,107
Total hours of training	Hours	34,319.5	35,454.8	38,435
Completion rate	%	100	100	100

HANA Electronics		2023	2024	2025
Number of people subject to training	People	68	41	65
Total hours of training	Hours	2,040	1,196.8	1,491
Completion rate	%	100	100	100

Quality Certification

Subsidiaries	Certification	2023	2024	2025
HANA Micron	IATF 16949	Acquired	Acquired	Acquired
	ISO 9001	Acquired	Acquired	Acquired
	ANSI/ESD S20.20	Acquired	Acquired	Acquired
HANA WLS	ISO 9001	Acquired	Acquired	Acquired
HANA Micron Vietnam	ISO 9001	Acquired	Acquired	Acquired
HANA Micron Vina	ISO 9001	Acquired	Acquired	Acquired
HT Micron	ISO 9001	Acquired	Acquired	Acquired
HANA Electronics	ISO 9001	Acquired	Acquired	Acquired

ESG Data Book : Governance Performance

Ethical Management Education

HANA Micron		2023	2024	2025
Number of training sessions	Sessions	1	1	1
Hours of training per person	Hours	4.5	2.0	2.4
Percentage of employees who participated in training	%	100	100	100

Information Protection Education

HANA Micron		2023	2024	2025
Number of training sessions	Sessions	4	4	4
Hours of training per person	Hours	4	4	4
Percentage of employees who participated in training	%	100	99	100

Fair Trade/Anti-Corruption Education

HANA Micron		2023	2024	2025
Hours of training per person	Hours	3	2.5	2.5
Number of training participants	People	57	65	78
Completion rate	%	100	100	100

Violations of Code of Ethics and Laws

HANA Micron		2023	2024	2025
Violation of code of ethics	Cases	0	0	0
Legal actions	Cases	0	0	0

GRI Index

GRI 1 : Foundation 2021

Statement of Use	HANA Micron has reported in accordance with the GRI Standards for the Period 2025. 1. 1. ~ 2025. 12. 31.
GRI 1 used	GRI 1 : Foundation 2021
Applicable GRI Sector Standard(s)	N/A

GRI 2 : General Disclosure 2021

Category	Index No.	Indicators	Reporting Location	Remark
The organization and its reporting practices	2-1	Organizational details	5-7	
	2-2	Entities included in the organization's sustainability reporting	1	
	2-3	Reporting period, frequency and contact point	1	
	2-4	Effects of any restatements of information given in previous reports, and the reasons for such restatements	1	
	2-5	External assurance	81-84	
Activities and workers	2-6	Activities, value chain and other business relationships	6	
	2-7	Employees	68-72	
	2-8	Non-regular employees	68-69	
Governance	2-9	Governance structure and composition	47	
	2-10	Nomination and selection of the highest governance body	47	
	2-11	Chair of the highest governance body	47	
	2-12	Role of the highest governance body in overseeing the management of impacts	48	
	2-13	Delegation of responsibility for managing impacts	47-48, 50, 56	
	2-14	Role of the highest governance body in sustainability reporting	48	
	2-15	Conflicts of interest	47	
	2-16	Communication of critical concerns	48-49	
	2-17	Collective knowledge of the highest governance body	47-49	
	2-18	Evaluation of the performance of the highest governance body	49	
	2-19	Remuneration policies	49	
	2-20	Process to determine remuneration	49	
	2-21	Annual total compensation ratio	72	

GRI Index

GRI 2 : General Disclosure 2021

Category	Index No.	Indicators	Reporting Location	Remark
Strategy, policies and practices	2-22	Statement on sustainable development	4	
	2-23	Policy commitments	9	
	2-24	Embedding policy commitments for responsible business conduct	10	
	2-25	Processes to remediate negative impacts	51-52, 56-57	
	2-26	Mechanisms for seeking advice on responsible business conduct	35, 56	
	2-27	Compliance with laws and regulations	28, 38, 51-52	
	2-28	Membership associations	85	
Stakeholder engagement	2-29	Stakeholder engagement and communication	14	
	2-30	Collective bargaining agreements	34	

GRI 2 : General Disclosure 2021

Category	Index No.	Indicators	Reporting Location	Remark
Disclosures on material topics	3-1	Process for conducting a materiality assessment	12	
	3-2	List of material topics	13	
	3-3	Management of material topics	13	

GRI Index

Topic Standards

Category	Index No.	Indicators	Reporting Location	Remark
GRI 201 : Economic performance	201-1	Direct economic value generated and distributed	59	
	201-3	Defined benefit plan obligations and other retirement plans	32	
GRI 202 : Market presence	202-2	Proportion of senior management hired from the local community	68-70	
GRI 203 : Indirect economic impacts	203-1	Infrastructure investments and services supported	43-45	
	203-2	Significant indirect economic effects and impacts	43-45	
GRI 205 : Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	49	
GRI 206 : Anti-competitive behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	49	
GRI 207 : Tax	207-1	Approach to tax	51	
GRI 302 : Energy	302-1	Energy consumption within the organization	60-61	
	302-3	Energy intensity	60-61	
	302-4	Reduction of energy consumption	25	
GRI 303 : Water and waste water	303-2	Management of water discharge related impacts	27, 67	
	303-5	Water consumption	25, 63	
GRI 305 : Emissions	305-1	Direct (Scope 1) GHG emissions	22, 62	
	305-2	Indirect (Scope 2) GHG emissions	22, 62	
	305-3	Other indirect (Scope 3) GHG emissions	-	Scheduled to be posted on the website
	305-4	GHG emissions intensity	22, 62	
	305-5	Reduction of GHG emissions	23	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	27, 67	
	305-8	Other significant air emissions	27, 67	
GRI 306 : Waste	306-1	Waste generation and significant waste-related impacts	26, 64-66	
	306-3	Waste generated	26, 64-66	
	306-4	Waste diverted from disposal	26, 64-66	
	306-5	Waste directed to disposal	26, 64-66	
GRI 308 : Supplier environmental assessment	308-1	Percentage of new suppliers that were screened using environmental criteria	40-41	

GRI Index

Topic Standards

Category	Index No.	Indicators	Reporting Location	Remark
GRI 401 : Employment	401-1	New employee hires and employee turnover	71-72	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	36	
	401-3	Parental leave	73	
GRI 403 : Occupational health and safety	403-1	Occupational health and safety management system	37, 74	
	403-2	Hazard identification, risk assessment, and incident investigation	38-39	
	403-3	Occupational health services	37-38	
	403-4	Worker participation, consultation, and communication on occupational health and safety	38-39	
	403-5	Worker training on occupational health and safety	38, 74	
	403-6	Promotion of worker health	36	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37-39	
	403-8	Workers covered by an occupational health and safety management system	37, 39, 74	
	403-9	Work-related injuries	74	
	403-10	Work-related ill health	74	
GRI 404 : Taining and education	404-1	Average hours of training per year per employee	72	
	404-2	Programs for upgrading employee skills and transition assistance programs	32-33	
	404-3	Percentage of employees receiving regular performance and career development reviews	72	
GRI 405 : Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	47, 68, 70	
GRI 406 : Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	35	
GRI 408 : Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	-	Not applicable
GRI 409 : Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Not applicable
GRI 411 : Rights of indigenous people	411-1	Incidents of violations involving rights of indigenous peoples	-	Not applicable
GRI 413 : Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	43-45	
GRI 416 : Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	41	
GRI 418 : Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	53	

SASB (Sustainability Accounting Standards Board)

Industry Category: Semiconductor

Topics	Metric	Code	Response Activities and Related Pages
Greenhouse gas emissions	(1) Scope 1 gross emissions	TC-SC-110a.1	P62
	Short- and long-term strategy to manage Scope 1 emissions, emissions reduction target, and performance against this target	TC-SC-110a.2	P21-23
Energy management	(1) Total energy consumed (2) Percentage of grid electricity (3) Percentage of renewable energy	TC-SC-130a.1	(1) P60-61 (2) P60-61 (3) P24
Water resource management	(1) Total water withdrawn (2) Total water consumed; percentage of each in regions with high or extremely high baseline water stress	TC-SC-140a.1	(1) P63 (2) P25
Waste management	(1) Amount of hazardous waste from manufacturing, and percentage recycled	TS-SC-150a.1	P64-66
Workforce health and safety	Employee health and safety assessment and monitoring, and activities to reduce employee exposure to hazards	TS-SC-320a.1	ESG Performance > Social > Health and Safety (p. 37-39)
	Fines and settlements related to violations of employee health and safety laws and regulations	TS-SC-320a.2	Not applicable (see the 2025 Business Report, Section XI, "Other Matters Necessary for Investor Protection," Item 3, "Matters Related to Sanctions, etc." (p. 353))
Recruiting and managing a global and skilled workforce	(1) Percentage of employees who are foreign nationals (2) Percentage of employees at overseas business sites	TS-SC-330a.1	Appendix > ESG Data Book > Social Performance > Employee Diversity (p. 70)
Product lifecycle management	Percentage of revenue from products containing IEC 62474 declarable substances	TS-SC-410a.1	HANA Micron does not use IEC 62474 declarable substances, and all components and raw materials used in its products comply with international standards and requirements.
	Energy efficiency of (1) server, (2) desktop, and (3) laptop processors	TS-SC-410a.2	Not applicable
Materials sourcing	Management of risks associated with the use of critical materials	TS-SC-440a.1	ESG Performance > Social > Sustainable Supply Chain Management > Responsible Minerals (p. 42)
Intellectual property protection and competitive behavior	Total monetary losses as a result of legal proceedings associated with anti-competitive behavior	TS-SC-520a.1	Not applicable (see the 2025 Business Report, Section XI, "Other Matters Necessary for Investor Protection," Item 3, "Matters Related to Sanctions, etc." (p. 353))

Verification Opinion Statement

Dear Stakeholders

Korean Foundation for Quality (hereinafter “KFQ”) was engaged to independently verify the 2026 HANA MICRON SUSTAINABILITY REPORT (hereinafter the “Report”)¹ of HANA MICRON.² (hereinafter the “Company”). KFQ is responsible for providing an independent third-party verification opinion on the Report based on the verification criteria and scope specified below. The preparation of the Report is the responsibility of the Company’s management.

1) Data Collection Period : January 1, 2025 to December 31, 2025, and includes some non-financial performance data for the first half of 2026

2) Organization Address (based on headquarters) : 77, Yeonamyulgeum-ro, Eumbong-myeon, Asan, Chungcheongnam-do

Verification Purpose

The purpose of this verification is to ensure the reliability of the data and information stated in the Company's report.

Verification Scope

1. Verification Boundary : Domestic operations(HANA Micron, HANA WLS), Vietnam(HANA Micron Vietnam, HANA Micron Vina), and Brazil(HT Micron, HANA Electronics)

2. Verification Items (Based on the GRI Standards 2021)

Category	GRI Standards	
Universal Standards	· 2-1 to 2-5 (The organization and its reporting practices)	· 2-22 to 2-28 (Strategy, policies, and practices)
	· 2-6 to 2-8 (Activities and workers)	· 2-29 to 2-30 (Stakeholder engagement)
	· 2-9 to 2-21 (Governance)	· 3-1 to 3-3 (Material Topics Disclosures)
Topic Standards	· GRI 201 (Economic Performance)	· GRI 401 (Employment)
	· GRI 202 (Market Presence)	· GRI 403 (Occupational Health and Safety)
	· GRI 203 (Indirect Economic Impacts)	· GRI 404 (Training and Education)
	· GRI 205 (Anti-corruption)	· GRI 405 (Diversity and Equal Opportunity)
	· GRI 207 (Tax)	· GRI 406 (Non-discrimination)
	· GRI 302 (Energy)	· GRI 408 (Child Labor)
	· GRI 303 (Water and Effluents)	· GRI 409 (Forced or Compulsory Labor)
	· GRI 305 (Emissions)	· GRI 411 (Rights of Indigenous Peoples)
	· GRI 306 (Waste)	· GRI 413 (Local Communities)
	· GRI 308 (Supplier Environmental Assessment)	· GRI 416 (Customer Health and Safety)
		· GRI 418 (Customer Privacy)

3. Excluded Items from Verification : The following items are not included within the scope of verification

- 1) Performance and Reporting Practices of Suppliers and Third Parties
- 2) Items related to other sustainability initiatives not based on the GRI Standards 2021 presented in the report
- 3) Other related information such as periodic disclosure reports and financial statements

Verification Criteria

This verification was conducted in accordance with the AA1000 Assurance Standard (AA1000AS v3), the AA1000 AccountAbility Principles (AA1000AP, 2018), and Type 1 Moderate Assurance.

Verification Method

The audit team reviewed relevant procedures, systems, and control mechanisms, along with available performance data to assess the reliability of the information disclosed in the Report based on the aforementioned criteria. The documents reviewed during the verification process are as follows :

- **Non-financial Information** : Data provided by the company, disclosed Business Reports, and information obtained from media and/or the internet.
- **Financial Information** : Data disclosed in the electronic disclosure system (dart.fss.or.kr) of the Financial Supervisory Service and data posted on the homepage.

※ However, the contents of the above data are not included in the verification scope.

The verification was conducted through document reviews, on-site visits, and interviews with responsible personnel. The validity of the materiality assessment process described in the Report, the selection of material issues considering stakeholders, the data collection, management, and report preparation processes, as well as the appropriateness of narrative disclosures, were evaluated through interviews with responsible personnel. However, interviews with external stakeholders were not conducted. It was subsequently confirmed that any errors, inappropriate information, or unclear expressions identified during the above procedures had been appropriately corrected prior to the publication of the Report.

Verification Opinion Statement

Verification Limitations

This verification inherently contains limitations that may arise in the process of applying the criteria and methodology.

Competency and Independence

The audit team for this verification was duly composed in accordance with KFQ's internal regulations. KFQ has no conflicts of interest that could compromise the independence and impartiality of the verification, apart from providing third-party verification services.

Verification Opinion

As a result of the verification, it is the opinion of KFQ that :

1) It was confirmed that the Report was prepared in accordance with the four principles of AA1000AP (2018) :

• Inclusivity

The company has appropriately defined stakeholder groups and communicates with them through tailored communication channels that consider the characteristics of each group. The audit team did not identify any missing key stakeholders in this process and confirmed that the company is making efforts to incorporate stakeholder feedback into its management strategy.

• Materiality

The company has identified material issues through an appropriate process and has thoroughly reviewed the relevant impacts to enhance the validity of its materiality assessment. The audit team confirmed that the identified material issues were given due emphasis in this report and that all material issues recognized during the materiality assessment process were reported without omission.

• Responsiveness

The company strives to respond promptly to stakeholders' requirements and key concerns. The audit team did not find any evidence indicating that the organization's response activities and performance regarding material issues were inappropriately reported.

• Impact

The company identifies and monitors the impact of stakeholder-related material issues across its business activities and reports the findings to the extent possible. The audit team did not find any evidence indicating that the impact of material issues was inappropriately measured or reported.

2) The report has been appropriately prepared in accordance with the GRI Standards (2021).

3) The data and information used for verification were limited to the materials provided and were found to be appropriate, with no material errors or omissions identified that could affect the verification opinion.

2026-06-29

Seoul, Korea

Ji Young Song, CEO

Korean Foundation for Quality (KFQ)



Ji Young Song

Greenhouse Gas Emissions Verification Statement

HANA Micron Co., Ltd.

Korea Management Registrar, Inc. (hereinafter "KMR") has verified the 2025 greenhouse gas emissions (Scopes 1 and 2) of HANA Micron Co., Ltd. (hereinafter the "Verified Company").

Purpose and Scope of Verification

The purpose of this verification is to independently review the following matters based on objective evidence.

- Whether the requirements are consistent with the verification criteria
- The accuracy of the greenhouse gas emissions and removals reported by the Verified Company

The scope of verification covered the greenhouse gas emissions report provided by the Verified Company, as well as all business sites and emission facilities under the Verified Company's operational control.

Verification Criteria

- Guidelines on Reporting and Certification of Emissions under the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notification No. 2025-64)
- Verification Guidelines for the Operation of the Greenhouse Gas Emissions Trading Scheme (Ministry of Environment Notification No. 2025-165)
- Guidelines on the Operation of Greenhouse Gas Target Management, etc. (Ministry of Environment Notification No. 2025-165)
- IPCC Guidelines for National Greenhouse Gas Inventories (2006)

Verification Procedure

KMR conducted on-site verification using a risk analysis approach and data assessment and determined the appropriateness of the data and factors used to calculate greenhouse gas emissions based on objective evidence. KMR verified the greenhouse gas emissions for the reporting period using a reasonable method, in accordance with the verification guidelines.

Independence of Verification

KMR has no relationship of interest with the Verified Company and does not conduct verification with biased opinions or perspectives. KMR reached an independent and objective verification conclusion based on the verification criteria and conducted an independent review of the entire verification process.

Limitations of Verification

KMR verified the relevant reports, information, and data presented by the Verified Company using sampling or full inspection methods; however, many inherent limitations exist, and differences of interpretation regarding conformity may arise. While KMR endeavored to conduct a faithful verification consistent with the verification criteria, it notes as a limitation of this verification that undetected errors, omissions, or misstatements may nonetheless exist.

Greenhouse Gas Emissions and Energy Usage

Unit : Greenhouse gases (ton CO₂-eq) / Energy (TJ)

Emissions	Scope 1	Scope 2	Total	
2025	1,419.107	33,865.915	35,284	
Energy Usage	Fuel	Electricity	Steam	Total
2025	26.444	704.099	4.73	734

※ The total emissions figure may differ by ±1ton CO₂-eq due to rounding differences in the aggregation process.

Verification Conclusion

KMR prepared the greenhouse gas report in accordance with the agreed verification criteria.

- The verification of greenhouse gas emissions was conducted to satisfy a reasonable level of assurance in accordance with the verification criteria.
- It was confirmed through the verification that the data were appropriately collected, prepared, and reported in accordance with the verification criteria, and that emissions from the major emission facilities (facilities accounting for 95% of total greenhouse gas emissions) were calculated and reported without omission.
- Materiality : Meets the threshold of less than 5%

It was confirmed through verification that emissions from major emission facilities were calculated and reported without omission. It was confirmed that the verification purpose, scope, and criteria were satisfied, and KMR presents an opinion of "Fairly Stated."

※ The Verified Company is responsible for preparing the verification materials in accordance with the relevant laws and standards, and KMR's responsibility, in accordance with the agreed contractual terms, is limited to the Verified Company; KMR assumes no responsibility for other decisions, such as investment decisions, made based on this verification opinion statement.

※ The Verified Company must comply with the use of the accreditation mark and logo in accordance with the agreed contract with KMR.

Greenhouse Gas Emissions Verification Statement

GI-26-V065-01-00

Verification Opinion Statement

GHG Emissions Verification

Overseas subsidiaries of
HANA Micron Inc.

Verification Target

Korean Foundation for Quality (hereinafter 'KFQ') has conducted an independent verification of Scope 1, 2 Greenhouse Gas Emissions (hereinafter 'GHG emissions') for the overseas subsidiaries of HANA Micron Inc.¹⁾ (hereinafter 'Company') for 2025. KFQ is responsible for providing an assurance statement on the GHG emissions based on the verification scope and criteria described below, while the responsibility for the claims made regarding the GHG emissions rests with the company.

1) Address (based on headquarters) : 77, Yeonamyulgeum-ro, Eumbong-myeon, Asan-si, Chungcheongnam-do

Verification Purpose

The purpose is to provide an independent verification opinion on the company's voluntary GHG emissions inventories.

Verification Scope

KFQ's verification scope covered facilities and emission sources at four overseas subsidiaries under the operational control and organizational boundary of the company during 2025.

Verification Criteria

The verification was carried out at the request of the company using:

- ISO 14064-1:2018, ISO14064-3:2019
- 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- Rule for emission reporting and certification of greenhouse gas emission trading Scheme (Notification No. 2025-64 of Ministry of Environment)

Verification Approach

The verification has been conducted in accordance with the verification principles and standards of the 'ISO14064-3:2019' under the limited verification level. The verification shall contain the potential inherent limitation in the process of application of the verification criteria and methodology.

Conclusion

Based on the criteria and guidelines stated above, KFQ's verification opinion is as follows.

- 1) GHG emissions Company were properly calculated according to the verification standards.
- 2) The data and information used in calculating the GHG emissions were appropriate, reasonable, and no significant errors or omissions could affect verification statement were not found. The materiality assessment result of GHG emissions has met the agreed-upon criterion of less than 5%.
- 3) Accordingly, KFQ provides a verification opinion that is "Unmodified".

June 24th, 2026

Appendix. 2025 Emissions Calculation Results



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Appendix. 2025 Emissions Calculation Results

Organization

Hana Micron VINA Co., Ltd., (Vietnam)
Hana Micron Vietnam Co., Ltd., (Vietnam)
HT Micron Semicondutores S.A., (Brazil)
Hana Electronics Industria E Comercio Ltda. (Brazil)

Emission calculation period

The emission calculation period is from January 1st to December 31st, 2025.

GHG Emissions

Unit : tCO₂eq

Division	Scope 1	Scope 2	Total
Hana Micron VINA	482.088	113,285.007	113,767
Hana Micron Vietnam	41.783	6,748.503	6,790
HT Micron	854.394	9.843	864
Hana Electronics	61.609	87.486	149
Total	1,439.874	120,130.839	121,571

* Because total emissions from each site are rounded, the company's total emissions may differ from the actual values by ±1 tCO₂eq.

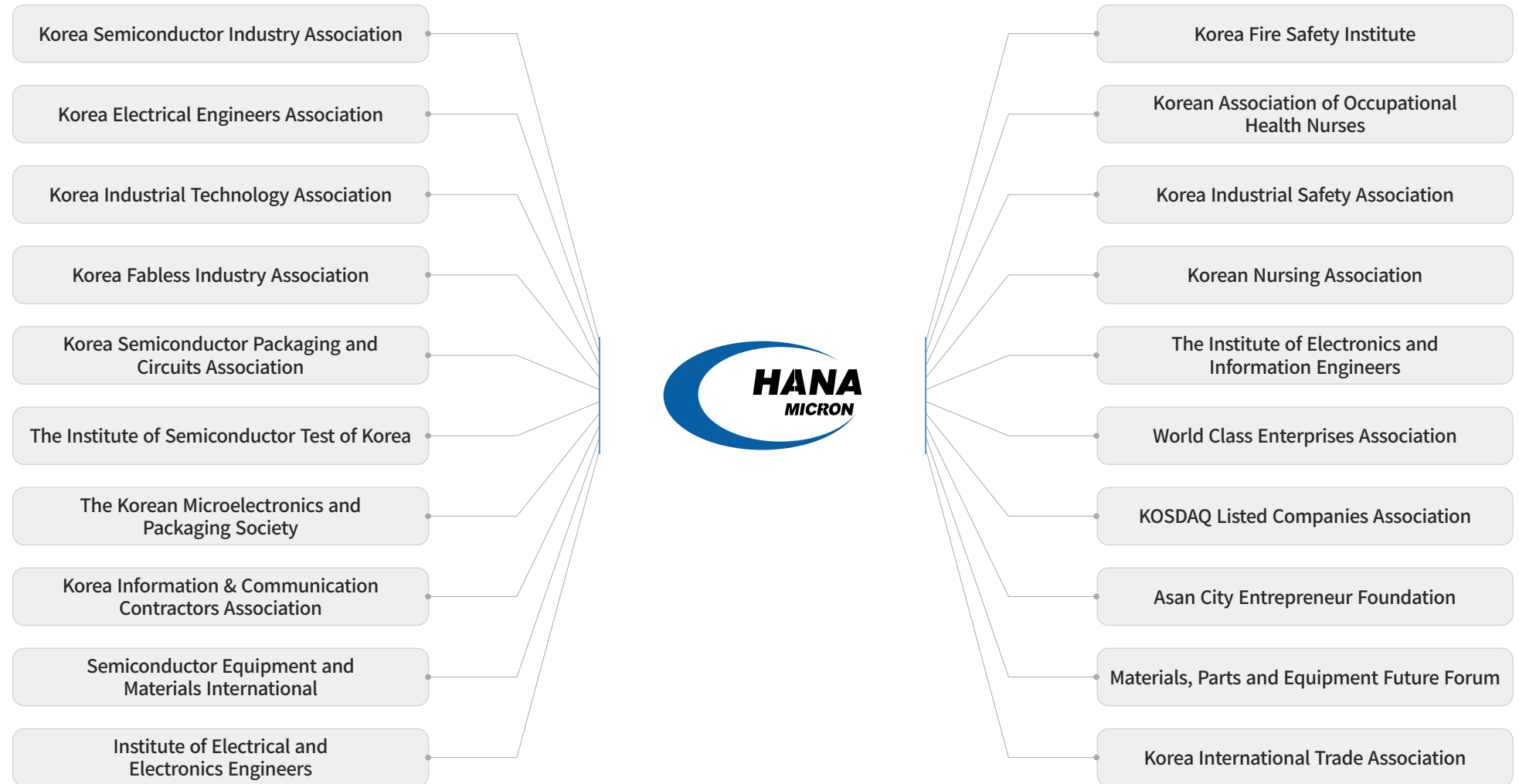


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QA1500-05-GI(3)

Membership Organizations





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