Basic Policy on the RBA Code of Conduct

Responsible Business Conduct Policy

1. Purpose

United Semiconductor Japan Co., Ltd. ("USJC" or the "Company") believes that respecting the human rights and safety of all people involved in its business activities, protecting the environment, and conducting business ethically are essential to earning the trust of society and achieving sustainable growth.

This Policy establishes the fundamental principles and commitments that USJC follows in accordance with the Responsible Business Alliance (RBA) Code of Conduct.

2. Basic Principles

USJC respects international standards, including the RBA Code of Conduct adopted by the UMC Group, and conducts its business activities in accordance with these standards.

Compliance with the laws and regulations of the countries and regions in which we operate is considered the minimum requirement. Where local laws and the RBA Code of Conduct differ, USJC will adhere to the more stringent standard

3. Scope

This Policy applies to all directors, officers, and employees of USJC, including permanent employees, fixed-term employees, dispatched workers, contractor employees, and foreign workers.

USJC also encourages its suppliers and business partners to understand and implement the principles set forth in this Policy.

4. Commitments

4.1 Labor and Human Rights

- USJC respects the human rights of all workers and provides a fair and humane working environment
- **Prohibition of Forced Labor :** USJC prohibits all forms of forced labor, bonded labor, and human trafficking. We do not retain employees' identity documents or passports, nor do we require workers to pay recruitment-related fees.。
- **Protection of Young Workers :** USJC does not employ child labor. Employees under the age of 18 are prohibited from engaging in hazardous work or night work. Age verification is conducted during the hiring process.
- **Working Hours :** Working hours are managed in compliance with applicable legal requirements, and total working hours, including overtime, shall not exceed 60 hours per week. Overtime work must be voluntary, and employees shall be provided with at least one day off every seven days.
- **Wages and Benefits :** USJC complies with all applicable wage laws, including minimum wage requirements, and pays legally mandated overtime premiums. Wage deductions for disciplinary purposes shall not exceed limits permitted by law, and wage details shall be clearly communicated to employees.
- **Non-Discrimination and Anti-Harassment :** USJC prohibits discrimination based on race, nationality, gender, age, religion, disability, sexual orientation, gender identity, pregnancy, marital status, or any other protected characteristic. Harassment, abuse, and inhumane treatment are not tolerated
- **Freedom of Association and Collective Bargaining :** USJC respects employees' rights to freedom of association and collective bargaining and maintains an

environment where employees can communicate with management without fear of retaliation.

4.2 Health and Safety

- USJC prioritizes employee health and safety and strives to prevent occupational injuries, illnesses, and accidents.
- **Occupational Safety** : Identify, evaluate, and control workplace hazards using elimination, substitution, engineering controls, administrative controls, and personal protective equipment.
- **Emergency Preparedness :** Maintain emergency preparedness plans, evacuation routes, and conduct evacuation drills at least annually.
- **Occupational Injury and Illness :** Establish systems for reporting, recording, investigating, and preventing recurrence of occupational injuries and illnesses.
- **Industrial Hygiene :** Manage exposure to chemical, biological, and physical hazards and provide required protective equipment at no cost.
- **Physically Demanding Work · Machine Safeguarding :** Assess and manage ergonomic risks and ensure machinery is equipped with appropriate safety devices.
- **Sanitation, Food, and Housing :** Provide clean restrooms, safe drinking water, and sanitary dining facilities. Employee dormitories, where provided, shall be maintained in a safe and sanitary condition.
- **Health and Safety Communication :** Provide health and safety training in languages understood by employees before work begins and on a regular basis thereafter.

4.3 Environment

- USJC recognizes the environmental impact of its operations and continuously works to reduce that impact.

- **Environmental Permits and Reporting :** Obtain and maintain required environmental permits and fulfill reporting obligations.
- **Pollution Prevention and Resource Reduction :** Reduce emissions and waste at the source and improve resource and energy efficiency.
- **Hazardous Substances :** Properly identify, store, manage, reuse, recycle, and dispose of hazardous substances and waste.
- **Air Emissions :** Monitor and control air emissions and water usage while promoting conservation and proper wastewater treatment.
- **Materials Restrictions :** Manage restricted substances in products and manufacturing processes in accordance with legal and customer requirements.
- **Energy Consumption and Greenhouse Gas Emissions :** Monitor energy consumption and greenhouse gas emissions, establish reduction targets, and pursue continuous improvement
- 4.4 **Ethics**

USJC conducts business with integrity and high ethical standards.

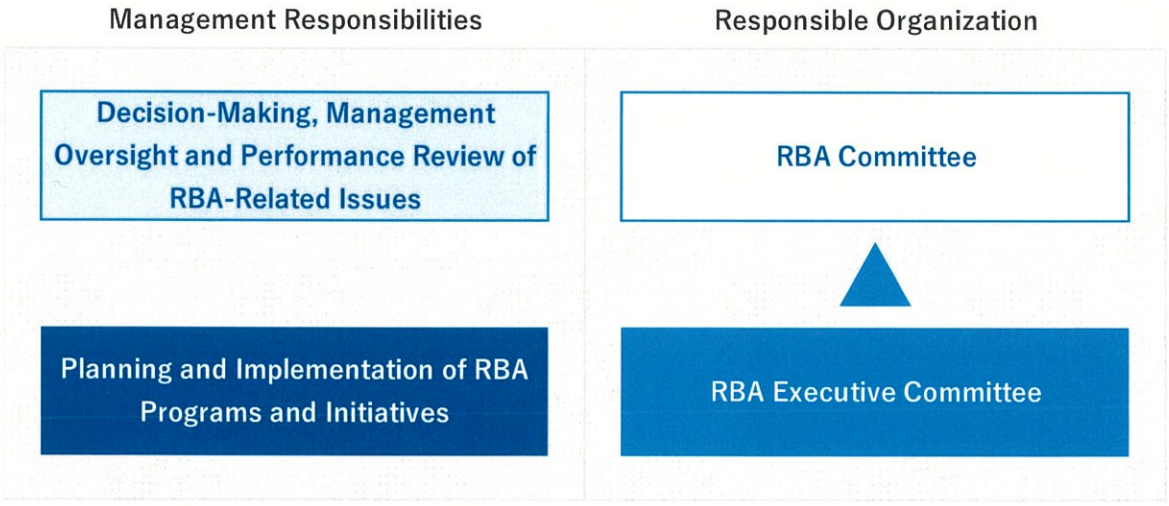
- **Anti-Corruption :** USJC prohibits bribery, corruption, extortion, and embezzlement in any form.
- **Disclosure of Information :** USJC accurately records and appropriately discloses information related to labor, health and safety, environmental performance, and business operations. Falsification of records and false reporting are strictly prohibited.
- **Intellectual Property and Fair Business Practices :** USJC respects intellectual property rights and engages in fair business, advertising, and competition practices.

- **Protection of Whistleblowers :** USJC protects the confidentiality and anonymity of whistleblowers and prohibits retaliation against individuals who report concerns or cooperate with investigations.
- **Responsible Mineral Sourcing :** USJC exercises due diligence in accordance with OECD Guidance regarding tin, tantalum, tungsten, gold, cobalt, and other applicable minerals.
- **Privacy Protection :** USJC protects the personal information of employees, business partners, and customers and complies with applicable privacy laws and regulations.。

5. Governance

The President and CEO of USJC serves as the highest authority responsible for this Policy and the RBA Committee, which is chaired by the President.

The RBA Executive Committee is responsible for planning and implementing initiatives, while the RBA Committee evaluates and oversees their effectivenes



RBA Committee
Responsible for governance, oversight, performance review, and decision-making

RBA Executive Committee
Responsible for planning, implementation, monitoring, and execution of RBA programs

6. Risk Assessment and Continuous Improvement

USJC regularly assesses risks related to labor and human rights, health and safety, environmental management, and ethics, prioritizing actions based on the significance of identified risks.

Improvement objectives are established and monitored, and corrective actions are promptly implemented based on the results of internal and external audits to prevent recurrence.

7. Grievance Mechanisms and Remedy

USJC provides grievance and reporting channels through which employees, suppliers, and other stakeholders can raise concerns anonymously and without fear of retaliation.

All reports are investigated fairly and confidentially. When violations are confirmed, appropriate corrective actions and remedies will be provided.

8. Education and Communication

USJC communicates this Policy in languages understood by employees and provides training at the time of hire and on a regular basis thereafter.

This Policy is posted internally and made publicly available through the Company's website and other appropriate channels.

9. Expectations for Business Partners

USJC requests its suppliers and business partners to understand and comply with the RBA Code of Conduct and this Policy.

Where appropriate, USJC may support supplier self-assessments, audits, and improvement activities to promote responsible business conduct throughout the supply chain.

Effective Date: November 1, 2026

United Semiconductor Japan Co., Ltd.

Nobuhiro Misawa

President & CEO

