USJC Human Rights Policy Statement

United Semiconductor Japan Co., Ltd. ("USJC") has established this Human Rights Policy based on the spirit of international standards and principles, including the Responsible Business Alliance (RBA) Code of Conduct adopted by the UMC Group, as well as applicable local laws and regulations.

Scope

This Policy applies to USJC and its affiliated companies.
USJC is committed to protecting human rights and ensuring that its daily operations and business activities comply with all applicable legal requirements. USJC also expects its suppliers, business partners, customers, and all other stakeholders involved in its business operations and development to support and adhere to this Policy.

Our Commitment

USJC considers human rights issues in all aspects of its business operations, including its employees, customers, suppliers, business partners, and the communities in which it operates.
USJC continuously provides various communication platforms and channels through which stakeholders can express their opinions freely and safely and ensures that stakeholder concerns and suggestions are addressed appropriately.
To ensure the implementation of this Policy, USJC adheres to the following management principles.

Management Principles

USJC will

1. Comply with applicable local laws and regulations and provide a safe working environment.
2. Prohibit forced labor, child labor, and human trafficking.
3. Provide equal employment opportunities and fair compensation without discrimination based on race, gender, sexual orientation, age, nationality, political beliefs, religion, marital status, disability, or other protected characteristics.
4. Respect employees' rights to freedom of association, peaceful assembly, and collective bargaining.
5. Provide a safe, hygienic, and healthy workplace.
6. Respect privacy and collect and use personal information in accordance with applicable laws and regulations.
7. Oppose all forms of discrimination and harassment.
8. Conduct responsible sourcing and manufacturing practices and work to eliminate conflict minerals from the supply chain.
9. Conduct regular human rights risk assessments to identify potential risks associated with business activities.
10. Establish mitigation and remediation measures to address human rights risks.
11. Provide fair and equitable compensation for work of equal value and comply with the principle of equal pay for equal work, without unreasonable disparities in treatment based on employment status or other unjustifiable factors.

USJC Anti-Discrimination and Anti-Harassment Policy

USJC declares a zero-tolerance policy toward all unlawful conduct in the workplace. Any form of discrimination or harassment, whether visible or invisible, is strictly prohibited. USJC also expects all suppliers and business partners to comply with this Policy.

Zero Tolerance for Discrimination

USJC strictly prohibits discrimination in the workplace based on race, color, nationality, sex, sexual orientation, age, marital status, political affiliation, religious beliefs, or any other personal characteristic unrelated to job performance.

This prohibition includes discriminatory remarks as well as the use of any of the above characteristics in decisions regarding recruitment, evaluation, promotion, or other employment practices.

Prohibition of Harassment

USJC prohibits any form of harassment in the workplace.

Education, Training, and Awareness

USJC provides anti-discrimination and anti-harassment training to all employees and conducts regular compliance awareness programs and assessments each year.

Through these efforts, USJC aims to foster a workplace culture characterized by safety, dignity, zero discrimination, zero harassment, mutual respect, inclusion, and equal opportunity.

Reporting and Investigation Procedures

To address discrimination, harassment, including sexual harassment of job applicants, and other human rights concerns, USJC provides the following reporting channels:

Human Rights Consultation Hotline

Tel: +81-594-48-5680

Human Rights Consultation Email

usjc-jinken-staff@dl.usjpc.com

All employees share responsibility for maintaining a positive work environment.

Employees who experience, witness, or become aware of discrimination, harassment, or other unlawful conduct are encouraged to report such matters promptly to the Human Resources Department or the employee reporting hotline.

USJC will maintain confidentiality, conduct an appropriate investigation, and take disciplinary action against offenders when allegations are substantiated.

Disciplinary Measures

USJC will take corrective and disciplinary action against any individual who engages in discrimination, harassment, or other unlawful conduct, in proportion to the severity of the violation.

Serious violations may result in termination of employment.

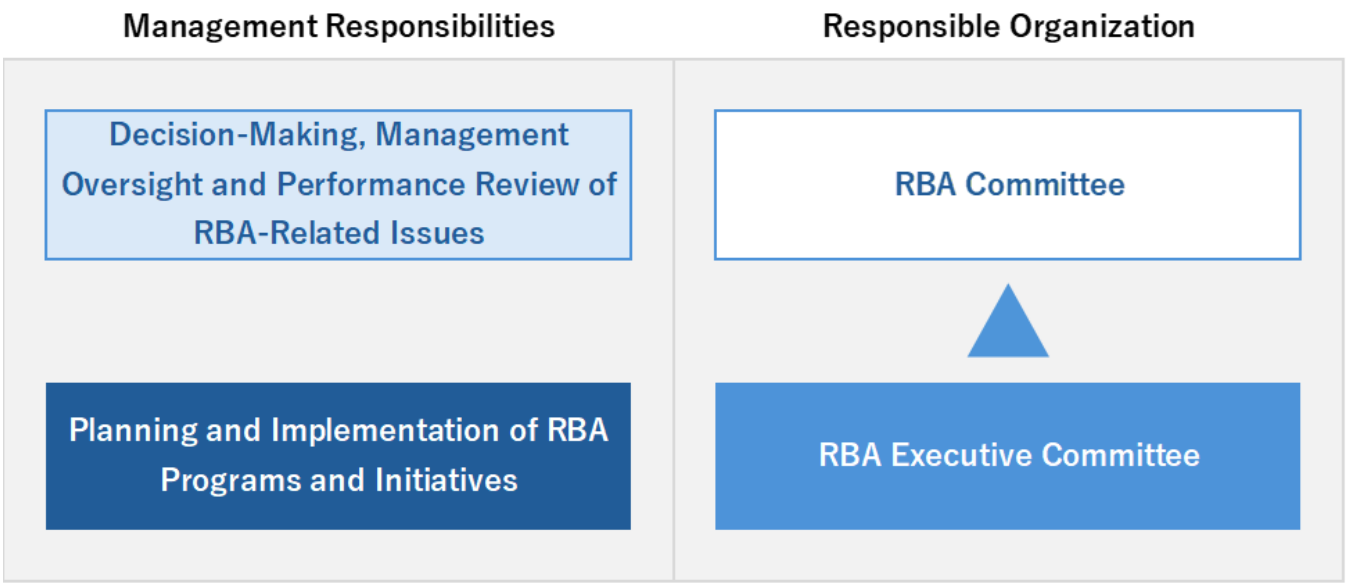
Retaliation against a reporter, complainant, witness, or investigation participant is strictly prohibited and may also result in disciplinary action.

Respect for Workers' Rights

Human Rights Governance and Promotion

The USJC RBA Committee serves as the highest decision-making and oversight body for the management of human rights issues.The RBA Executive Committee is responsible for planning and implementing human rights initiatives.

Human Rights Governance Structure



Fair Policy Implementation and Protection of Human Rights

USJC supports and respects:

- The International Labour Organization (ILO) Tripartite Declaration
- OECD Guidelines for Multinational Enterprises
- The Universal Declaration of Human Rights
- The United Nations Global Compact

USJC also complies with the Responsible Business Alliance (RBA) Code of Conduct and related internationally recognized principles.

In addition, USJC has established labor practices, gender equality provisions, human rights protections, and labor policies across all operational sites.

Key Focus Areas for Fundamental Labor Rights	
Labor	USJC focuses on: • Prohibition of forced labor • Prohibition of child labor • Working hours • Wages and benefits • Protection of human rights • Non-discrimination • Freedom of association

	USJC does not tolerate any practices that could contribute to child labor
Ethics	USJC promotes: Business integrity Prohibition of improper benefits Transparent disclosure of information Protection of intellectual property Fair business, advertising, and competition practices Identity protection Responsible mineral sourcing Privacy protection Non-retaliation practices
Labor Relations	All employees enter into employment contracts directly with USJC upon hiring. In the event of large-scale workforce reductions, USJC will provide advance notice and conduct consultations in accordance with labor laws and regulations. USJC respects employee rights and provides necessary support and assistance.
Forced Labor	Employment contracts clearly state that the employment relationship is established through mutual agreement between the employer and employee. Forced labor, slavery, and human trafficking are strictly prohibited.
Working Hours	USJC's policies require compliance with all applicable labor laws and regulations regarding regular working hours and overtime compensation. Working hours are managed through a time management system. Additionally, labor-management committees review working hours and regularly communicate relevant information to employees.
Fairness and Non-Discrimination	USJC strictly prohibits harassment and discriminatory conduct in the workplace. The Company clearly stipulates that race, color, age, sex, sexual orientation, gender identity or expression, ethnicity, nationality, disability, pregnancy, religion, political beliefs, union membership, marital status, or similar characteristics shall not be used as factors in employment decisions, including recruitment, evaluation, and promotion. This principle also applies to compensation, promotion opportunities, recognition, and training opportunities.

Zero-Tolerance Policy for Workplace Misconduct

USJC clearly demonstrates a zero-tolerance approach toward workplace misconduct and is committed to establishing a safe, dignified, inclusive, discrimination-free, and mutually respectful workplace culture.

Responsible Business Alliance（RBA）

To ensure workplace safety and compliance with labor rights standards within the global electronics supply chain, USJC established the Responsible Business Alliance (RBA) Committee in 2026.
The Committee focuses on five key areas:

Labor

Health and Safety
Environment
Ethics
Management Systems

USJC works collaboratively with customers and suppliers to support sustainable business development, meet customer requirements, promote internationally recognized human rights standards, and ensure compliance with the RBA Code of Conduct.

Communication with Employees

USJC respects employees' rights to collective bargaining, peaceful assembly, and freedom of association. Employees and their representatives may freely communicate with management regarding working conditions and other concerns and may raise opinions or concerns without fear of discrimination, retaliation, intimidation, or harassment.Labor union representatives at USJC are selected through free elections or employee nomination processes.

USJC provides multiple channels through which employees can raise concerns or file complaints:

Channel	Purpose	Contact
1. Public Interest Reporting Hotline	Consultation and reporting regarding actual or suspected violations of laws, regulations, or the Company's Code of Conduct	https://www.usjpc.com/contact/
2. Human Rights Consultation Desk	Consultation regarding harassment, including workplace harassment, recruitment-related sexual harassment, customer harassment, and other human rights concerns	usjc-jinken-staff@dl.usjpc.com