



# 2024

## CORPORATE RESPONSIBILITY REPORT



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# MESSAGE FROM OUR CEO



I am pleased to share our 2024 Corporate Responsibility Report, highlighting our sustainability progress and accomplishments in the past year. Our commitment to corporate responsibility is deeply rooted in our company's values and mission, driving us to create a positive change for the environment and our stakeholders. By fostering collaboration with our stakeholders, including customers, investors, employees, suppliers, and business partners, we continue to align our efforts with their priorities and expectations.

Amkor's rich history began in 1968 when our late Honorary Chairman Hyang-Soo Kim founded the company and pioneered the OSAT model. Since then, we have steadfastly pursued our mission to provide advanced packaging and test services while building long-standing partnerships with our customers built on reliability and trust.

Today, Amkor is a strategic manufacturing partner for the world's leading semiconductor companies, with a diverse workforce of over 28,000 employees worldwide. Our strategic strengths include leadership in advanced packaging technology, a geographically diverse manufacturing footprint, and partnerships with industry leaders.

In 2024, we ramped up manufacturing at our new state-of-the-art facility in Vietnam and secured CHIPS funding to support our new advanced packaging and test facility planned in Arizona. We expanded our partnership with TSMC to collaborate and bring advanced packaging and test capabilities to the U.S.

and with Infineon Technologies AG for advanced products in the Automotive & Industrial end markets in Europe. The expanded collaboration with industry leaders underscores our commitment to driving innovation and advancing semiconductor technology while ensuring resilient supply chains.

Last year, we verified our targets to achieve net-zero greenhouse gas emissions by 2050, including near-term targets, with the Science Based Targets initiative (SBTi). This milestone marks a significant step forward in our sustainability journey, demonstrating our dedication to decarbonization, a priority shared by our stakeholders.

To achieve this target, we have developed a strategy to accelerate the procurement of renewable energy at our sites globally, and we are continuing our efforts to implement this initiative. Additionally, to reduce the carbon footprint in our supply chain, we have partnered with Infineon to strengthen engagement with our suppliers. These long-term initiatives are critical to achieving our science-based targets.

Since joining the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI) in 2010, Amkor has embarked on a progressive sustainability journey. From setting initial environmental goals to disclosing climate change and water security data to the Carbon Disclosure Project (CDP), we have continued to make good progress.

Last year, we received various recognitions for our work, including a Platinum level recognition from RBA for our facilities in Portugal and South Korea, maintaining a Prime status from Institutional Shareholder Services (ISS), and an elite upgrade of our RBA membership to the "Full" category. These accolades underscore the progress we are making in our commitment to environmental stewardship and responsible business practices in our operations and the supply chain.

# MESSAGE FROM OUR CEO

I am deeply grateful to our customers, investors, suppliers, and business partners for their invaluable insights and contributions. Their priorities are important to us, and their perspectives inform our strategy and goals to advance our corporate responsibility program. I also want to acknowledge our employees worldwide for their commitment to corporate responsibility. Our progress and accomplishments last year reflect their hard work and dedication.

As I reflect on our sustainability journey in the past year, I am guided by our core values of Reliability and Trust, instilled by the Kim Family, our esteemed founders. We remain steadfast in our commitment to transparent reporting, highlighting our progress and achievements. Through collaborative efforts with our stakeholders and upholding our founding values, I am confident that we will continue to advance our corporate responsibility program and contribute to a sustainable future.

Yours Truly,



**Giel Rutten**

PRESIDENT & CHIEF EXECUTIVE OFFICER

**"Our commitment to corporate responsibility is deeply rooted in our company's values and mission, driving us to create a positive change for the environment and our stakeholders."**



# AMKOR OVERVIEW

Amkor Technology, Inc. is one of the world's leading providers of outsourced assembly and test services. Since its founding in 1968, Amkor has pioneered the outsourcing of IC packaging and test services and is a strategic manufacturing partner for the world's leading semiconductor companies, foundries, and electronics OEMs. Amkor provides turnkey manufacturing services for the communication, computing, automotive and industrial, and consumer markets, including smartphones, data centers, artificial intelligence, electric vehicles, and wearables. Amkor is a key partner to technology companies building end products that are increasingly efficient, safe, and made using renewable materials. Our services support the technological innovations that are driving digital transformation, electrification, and automation globally.

## AMKOR BY THE NUMBERS



Founded in  
**1968**



Footprint in  
**11 COUNTRIES**



**\$6.3B**  
Net Sales\*



**13M SQ. FEET**  
of Manufacturing Space



**\$744M**  
CapEx\*



**~28,000**  
Employees

Amkor's operational base includes production facilities, research and development centers, and sales and support offices located in key electronics manufacturing regions in Asia, Europe, and the United States. For more information, visit [amkor.com](https://www.amkor.com).

## 2024 END MARKETS

### COMMUNICATIONS

Smartphones  
Tablets

**48%**

### COMPUTING

Data Center  
Infrastructure  
PC/Laptop  
Storage

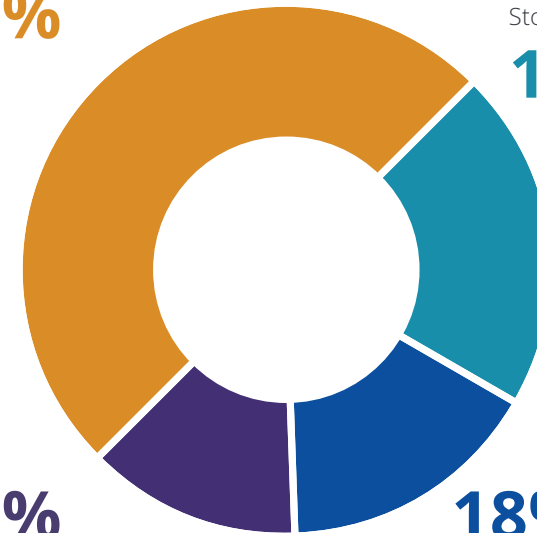
**19%**

### 15% CONSUMER

A/R & Gaming  
Connected Home  
Home Electronics  
Wearables

### 18% AUTOMOTIVE & INDUSTRIAL

ADAS  
Electrification  
Infotainment  
Safety







## MISSION

*Amkor delivers agile and dependable manufacturing and supply chain solutions developed in close collaboration with our customers.*

## VISION

To be the preferred manufacturing services partner, enabling innovative semiconductor packaging.

信義

These Chinese characters symbolize "reliability and trust" - the lifelong values of the late Honorary Chairman, Hyang-Soo Kim, who founded Amkor. They illustrate his strong passion for and dedication to the highest standards of integrity, respect, and fair dealing.

## CORPORATE RESPONSIBILITY GOVERNANCE

The Nominating and Governance Committee of our Board of Directors oversees our corporate responsibility program. Under the oversight of the Nominating and Governance Committee, our Corporate Compliance & Responsibility Committee is responsible for leading the corporate responsibility strategy, initiatives, and plans. The Committee's responsibilities include:

- ▶ Identifying, evaluating, and monitoring corporate responsibility issues that could impact our company's business activities, performance, and reputation.
- ▶ Developing corporate responsibility plans, goals, and strategies to drive sustainable practices.
- ▶ Integrating corporate responsibility initiatives into our business operations and strategy to ensure alignment with our overall objectives.
- ▶ Overseeing greenhouse gas emissions reduction in line with the science-based targets (SBTs) to address a key priority of our stakeholders.
- ▶ Shaping effective communications with employees, investors, and other stakeholders to foster transparency and engagement.
- ▶ Addressing customer and regulatory requirements related to corporate responsibility, ensuring our practices adhere to compliance standards and align with stakeholder expectations.

Through these efforts, the Corporate Compliance & Responsibility Committee plays a crucial role in advancing our corporate responsibility program. The Committee includes the executive leadership team and senior management across several functions, ensuring a comprehensive approach to governance. The Chair of the Committee, our General Counsel, leads the Committee and periodically reports to the Nominating and Governance Committee of our Board of Directors on relevant corporate responsibility matters.

This structure ensures that our corporate responsibility initiatives are aligned with strategic goals and are effectively integrated into our overall business operations. Our governance framework upholds the highest transparency, accountability, and ethical conduct standards by fostering collaboration among departments and ensuring comprehensive oversight.



# AWARDS AND RECOGNITION

## ISS Prime Status

We have maintained a [Prime status](#) from Institutional Shareholder Services (ISS). The Prime status is awarded to companies with sustainability performance above the sector-specific Prime threshold, meaning they fulfill ambitious absolute performance requirements. Prime companies are sustainability leaders in their industry. They are better positioned to cope with material sustainability risks and seize opportunities than their non-Prime peers.



## RBA Full Membership Upgrade

We achieved the "Full" RBA membership status, which is the highest category of RBA membership. This achievement places our company among the elite of RBA members. To qualify, companies must meet stringent requirements, including a senior executive's public commitment to the RBA Code, conducting annual self-assessments and RBA VAP audits, and publishing sustainability data. This elevation underscores our leadership and commitment to responsible business practices, which are highlighted by the publication of the annual Corporate Responsibility report and by enhancing our supply chain-related disclosures.

## RBA VAP Audit Recognition

As an RBA member, we conduct RBA audits at select facilities every two years. These independent audits adhere to the [RBA Validated Assessment Program \(VAP\)](#), which is the industry standard for on-site sustainability compliance verification.



*Our employees from Environment, Health & Safety, HR, Quality Management, and Supplier & Product Quality Engineering teams in Portugal were instrumental in achieving the RBA Platinum VAP audit recognition in June 2024.*

The following facilities received [VAP audit recognitions](#) in 2024:



**Platinum** for a facility (ATEP) in Portugal



**Platinum** for a facility (K4) in South Korea



**Silver** for a facility (J6) in Japan



# AWARDS AND RECOGNITION

## CDP Environmental Management

We received the [Management \(B\) score](#) from the Carbon Disclosure Project (CDP) for the 2024 Climate Change and Water Security reporting. The CDP, a non-profit international organization, uses a comprehensive and widely adopted methodology to independently assess how organizations manage their environmental impacts based on a rating of A to D-. We have publicly reported our climate and water-related data through CDP annually since 2018. Our latest score reflects our continued commitment to managing our environmental impact through sound practices.



## Sustainalytics Risk Management

We received a rating score of 20.8 out of 100, where 0 indicates the lowest risk, and 100 indicates the highest risk. Morningstar Sustainalytics measures a company's exposure to industry-specific material ESG risks and how well these risks are managed. Our low score is a testament to our solid risk management practices and commitment to sustainability.



## SOPH Safety Award

In November 2024, the Safety Organization of the Philippines, Inc. (SOPH) presented an award to Amkor Technology Philippines, recognizing its exemplary safety record. SOPH is a non-profit organization that advocates for employee health and safety. The award highlighted two primary safety achievements:

- ▶ Over 75 million total hours worked without a lost time accident (LTA) from April 2016 to August 2024 at our P1 facility.
- ▶ Nearly 6 million total hours worked without an LTA from January 2024 to September 2024 at our P3/P4 facility.



# ENVIRONMENT, HEALTH & SAFETY

## Greenhouse Gas Emissions Reduction

We recognize that reducing greenhouse gas (GHG) emissions is a top priority for our stakeholders, including customers, investors, and employees. Since setting the initial emissions reduction target in 2013, we have been reducing GHG emissions by implementing initiatives to improve energy efficiency and increase renewable energy usage at our manufacturing facilities. Our [Environmental Policy](#) reinforces our dedication to reducing GHG emissions.

In December 2023, we took a significant stride forward in our decarbonization journey by announcing our commitment to achieving net-zero GHG emissions by 2050. Our net-zero goal aligns with the stringent criteria established by the Science Based Targets initiative (SBTi). The SBTi's mission is to limit global temperature increase to 1.5°C, in harmony with the overarching objectives of the Paris Agreement.



To realize our net-zero vision by 2050, we have set forth the following science-based targets, which [SBTi validated in June 2024](#), and we have begun to make progress toward achieving our targets:

- ▶ **Overall Net-Zero Target:** Amkor commits to reaching net-zero greenhouse gas (GHG) emissions across the value chain by 2050.
- ▶ **Near-Term Targets:**
  1. Amkor commits to reducing absolute Scope 1 and 2 GHG emissions by 55% by 2033 from a 2022 base year.
  2. Amkor also commits that 80% of its suppliers by emissions covering purchased goods and services and capital goods, will have science-based targets by 2028.

### ▶ Long-Term Targets:

1. Amkor commits to reducing absolute Scope 1 and 2 GHG emissions by 90% by 2050 from a 2022 base year.
2. Amkor also commits to reducing Scope 3 GHG emissions by 97% per million USD value added within the same timeframe.

We are continuing to execute on two major strategic initiatives to achieve our targets:

1. Transitioning to Renewable Energy Sources - we understand that shifting to lower-emission energy sources is essential for achieving our net-zero goal and offers an opportunity for our company to contribute to a sustainable future. In 2024, we generated renewable energy using on-site solar photovoltaic power generation systems at our sites worldwide, producing 6,157 MWh in China, 1,322 MWh in Portugal, 1,252 MWh in Taiwan, and 290 MWh in South Korea. We are steadily advancing our solar energy generation efforts, contributing to our net-zero goal and reducing our carbon footprint.

### 2024 On-Site Solar Energy Generation



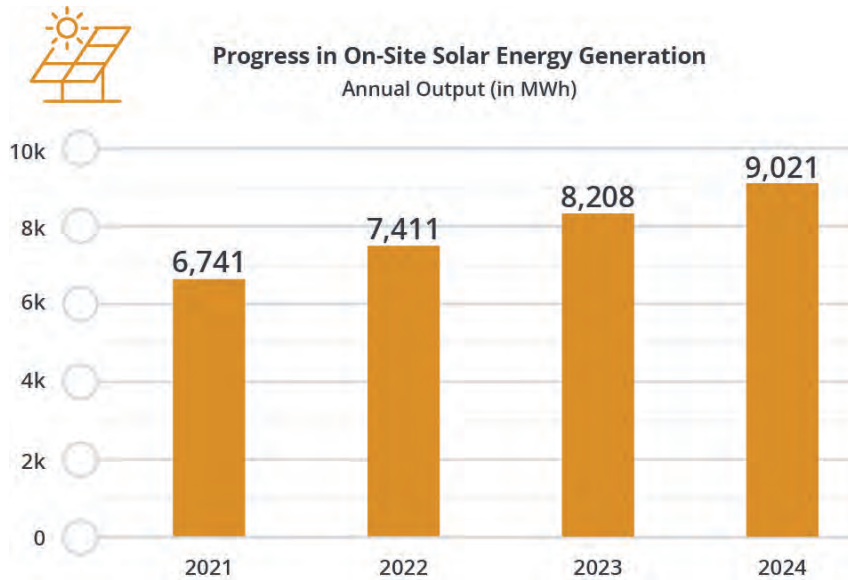
Equivalent to the electricity use of **1,263** homes for one year<sup>1</sup>

We began a project in August 2024 to install another solar photovoltaic system at our Portugal site, which was completed in January 2025 with an estimated 2,900 MWh of renewable energy generated annually. Similarly, we installed a solar photovoltaic system at our site in Fukui, Japan, in January 2025, generating an estimated 2,000 MWh annually. Additionally, in 2024, we purchased Renewable Energy Credits (RECs) amounting to 41,806 MWh of Green Premium certificates for our South Korea site and 16,145 MWh of RECs, known as Green Electricity Certificates (GEC), for our China site.

<sup>1</sup>Equivalences are estimated using the United States Environmental Protection Agency Greenhouse Gas Equivalencies Calculator.



# ENVIRONMENT, HEALTH & SAFETY



We plan to further increase renewable energy procurement in 2025 as part of our efforts to actively implement our renewable energy procurement strategy to achieve our targets, shifting our energy consumption to sustainable and renewable alternatives. To drive this significant initiative, we have established a global task force team dedicated to implementing the renewable energy strategy.

2. Collaborating with Suppliers – recognizing that our Scope 3 emissions constitute a significant portion of our total emissions and are challenging to reduce, we have strengthened our strategy for supply chain decarbonization. In 2024, we signed a [Memorandum of Understanding with Infineon](#), one of our leading customers, marking a joint commitment to stimulate decarbonization and sustainability strategies across the supply chain. This collaboration with Infineon aims to foster innovation and drive the adoption of sustainable practices among our suppliers.

Also in 2024, we collaborated with Infineon to identify common suppliers in our supply chain, align our strategies, and review their climate change



*In July 2024, Farshad Haghighi, Amkor's Chief Sales Officer, and Angelique van der Burg, then Infineon's Chief Procurement Officer, signed a Memorandum of Understanding to collaborate for the supply chain decarbonization initiative.*

management programs to determine their maturity levels. Additionally, we have started developing pilot engagement activities and hosted meetings with priority suppliers to ensure effective collaboration. By working closely with Infineon, we are enhancing our sustainability efforts and encouraging our entire supply chain to decarbonize. This partnership underscores our dedication to creating a more sustainable future and highlights the importance of collective action in achieving our environmental goals.

Our previous target aimed to reduce Scope 1 and Scope 2 GHG emissions by 20% based on intensity, achieving a 19% reduction in 2024. Last year, we transitioned to absolute-based, science-based targets to strengthen our commitment. In 2024, we achieved an absolute reduction of less than 1% of Scope 1 and 2 GHG emissions from the 2022 base year, and 25% of our suppliers by emissions covering purchased goods and services and capital goods have set science-based targets. We are committed to accelerating our efforts and implementing initiatives to meet these targets as we move forward.

# ENVIRONMENT, HEALTH & SAFETY

To identify and prioritize climate-related risks and opportunities and understand their potential impacts on our operations and supply chain, we initiated a Climate Scenario Analysis (CSA) in 2024. Initially, we performed the CSA in line with the Task Force on Climate-Related Financial Disclosures (TCFD) standard. In October 2023, the TCFD standard transitioned to the IFRS S2 Climate-related Disclosure standard, and our CSA is now aligned with this latest standard. The CSA continues to be a vital component of our strategy, and this proactive approach aims to strengthen our resilience to climate risks and meet future regulatory requirements. Our sites worldwide continue their efforts to develop and implement an adaptation strategy to mitigate these risks, adapt to changing environmental conditions, and ensure the sustainability of our operations.

Our commitment extends beyond reducing GHG emissions. We also proactively work to minimize the environmental impact of air emissions, including volatile organic compounds (VOCs) and hazardous air pollutants (HAPs) generated from our manufacturing operations. We utilize various emission control techniques to effectively manage air emissions, including regenerative thermal oxidizers (RTOs), biological scrubbing systems, wet scrubbers, and activated carbon absorption. While air emissions are not deemed material according to our adopted Sustainability Accounting Standards Board (SASB) standard, we monitor and evaluate them in accordance with local laws and regulations.



*Solar panels installed on the rooftop of our Portugal facility in January 2025, demonstrating our commitment to increasing renewable energy usage to achieve our net-zero goal.*



*Solar panels installed in January 2025 at our Fukui site in Japan, harnessing clean energy for a sustainable future.*



# ENVIRONMENT, HEALTH & SAFETY

## Water Conservation

Water is significant to our manufacturing process, and our [Environmental Policy](#) underscores our commitment to conserving this precious resource and emphasizes water use reduction. We acknowledge its essential role and the potential adverse impact our operations can have on this precious resource. Our commitment focuses on water conservation, minimizing hazardous substances in the water discharged from our operations, and safeguarding freshwater ecosystems in our communities.

We are committed to the responsible management of freshwater resources and actively monitor their impact to preserve healthy ecosystems. To conserve freshwater resources, we have implemented a water management program at all our facilities worldwide to reduce water usage and reuse wastewater to the extent possible.

Our water management program includes regular assessments of water usage and quality across our facilities worldwide. We utilize monitoring systems to track water consumption, identify potential areas of improvement, and ensure compliance with local laws and regulations.

We evaluate water risks, including accessibility, availability, and quality, for our facilities globally. Using the World Resources Institute's (WRI) Aqueduct tool, we identified that among all our facilities, only our sites in China and Portugal are in regions classified as high water stress. These sites withdrew a combined 13% of our total water for all facilities. While there has been no impact on production in 2024, there is a potential risk to our operations in the future. To mitigate these risks, we have implemented water recycling systems that reduce water withdrawal and enhance water reuse at both facilities. We treat wastewater generated in semiconductor processes, recover the treated wastewater through separate pipelines, reprocess it in a recycling facility, and then reuse it in our operations. In 2024:

- ▶ Our Portugal site's total water withdrawal was 185,097 m<sup>3</sup>, and 40% was recycled.
- ▶ Our China site's total water withdrawal was 1,873,200 m<sup>3</sup>, and 51% was recycled.

These measures are part of our ongoing commitment to sustainable water management and ensuring the resilience of our operations in water-stressed areas.



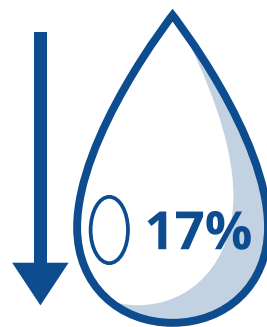
# ENVIRONMENT, HEALTH & SAFETY

We optimize our equipment and processes to enhance freshwater efficiency. For instance, we are reducing water usage to the extent possible by transitioning to a laser saw process from a dicing saw process, which requires ultrapure water. Similarly, in our lead frame plating process, we increase efficiency by maintaining optimal temperatures, using various nozzle designs for water spraying, and employing proximity sensors to control the timing of the water spray. Additionally, by applying an electrodeionization system to our ultrapure water system, we reduce the amount of water used in the regeneration process of the ion exchange resin and minimize the use of chemicals.

At our water recycling facilities, wastewater undergoes primary physical, chemical, and biological treatments, followed by ultrafiltration (UF) and reverse osmosis (RO) processes. These processes are part of our efforts to reduce the environmental impact and preserve a healthy ecosystem. We regularly manage and monitor the water effluent quality. While the water quality parameters, such as temperature, pH, and chemical oxygen demand (COD) are not deemed material based on the SASB standard that we have adopted, we regularly monitor them to meet the quality standards in accordance with the local laws and regulations.

We strive to minimize the impact of our operations on local communities by implementing thoughtful management practices and engaging with them to reduce environmental effects. Our participation in activities such as riverside cleanups helps support local communities and contribute to environmental sustainability.

## Reducing Water Usage



Reduction in Water Withdrawal Intensity  
in 2024 From The Base Period



*To improve environmental sustainability and promote community engagement on World Water Day, our HR, Purchasing, Logistics, Environment, Health & Safety, and Facilities teams at our Philippines site, in collaboration with the nearby community, cleaned its adopted creek in March 2024, collecting twenty-three sacks of waste.*

Our water target is to reduce water usage intensity by 20% by 2030 from the average annual water withdrawn by our facilities worldwide from the base period (average of 2018 to 2020). We have made good progress in reducing water withdrawal intensity for our facilities worldwide. In 2024, our water intensity level decreased by 17% from the base period. Our water recycling efforts continue to be crucial in improving the efficiency of our water usage, and in 2024, our combined recycling rate was 22% across all facilities. We continuously seek new opportunities to conserve water and enhance our water usage efficiency. Our efforts focus on driving sustainable water practices and reducing environmental impact.



# ENVIRONMENT, HEALTH & SAFETY

## Waste Management

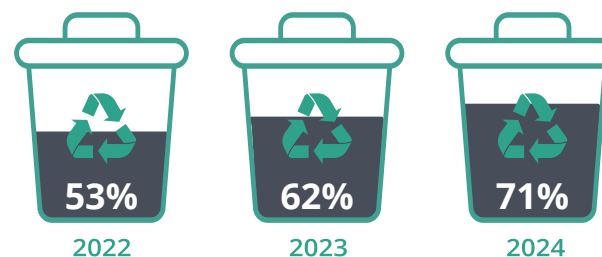
We recognize the importance of reducing waste generated from our operations to minimize environmental impact. Our [Environmental Policy](#) reinforces our commitment to reducing waste generated from our facilities worldwide and promoting sustainable waste management practices. As part of our efforts to reduce the impact of our operations on the environment, we monitor the waste generated in our manufacturing process so we can best implement reduction and recycling strategies.

Waste Management Program:

- ▶ Reduce – we focus on minimizing waste generation through efficient use of raw materials, optimizing processes to reduce waste, and preventing waste at the source as much as possible.
- ▶ Reuse – we explore ways to reuse materials within our processes, reducing the need for new resources.
- ▶ Recycle – we've implemented a comprehensive program emphasizing waste segregation; proper sorting ensures that recyclable materials are diverted from landfills.



### Increasing Hazardous Waste Recycling Rates



Through our continued efforts to manage recycling, we have steadily increased the recycling rate of hazardous waste over the past three years, reflecting our dedication to minimizing harmful impacts on the environment and human health.



# ENVIRONMENT, HEALTH & SAFETY

We have proper waste management programs at our sites worldwide to handle hazardous and non-hazardous waste in an environmentally responsible manner. We follow local regulations for hazardous waste storage, treatment, and disposal, and waste is appropriately categorized and documented. Both hazardous and non-hazardous waste are managed by licensed waste treatment contractors. We perform audits of waste treatment contractors worldwide to confirm they are meeting compliance requirements, handling waste responsibly, and managing disposal to minimize environmental impact. These audits are performed at our sites worldwide periodically or as necessary in accordance with our procedures and local laws and regulations.

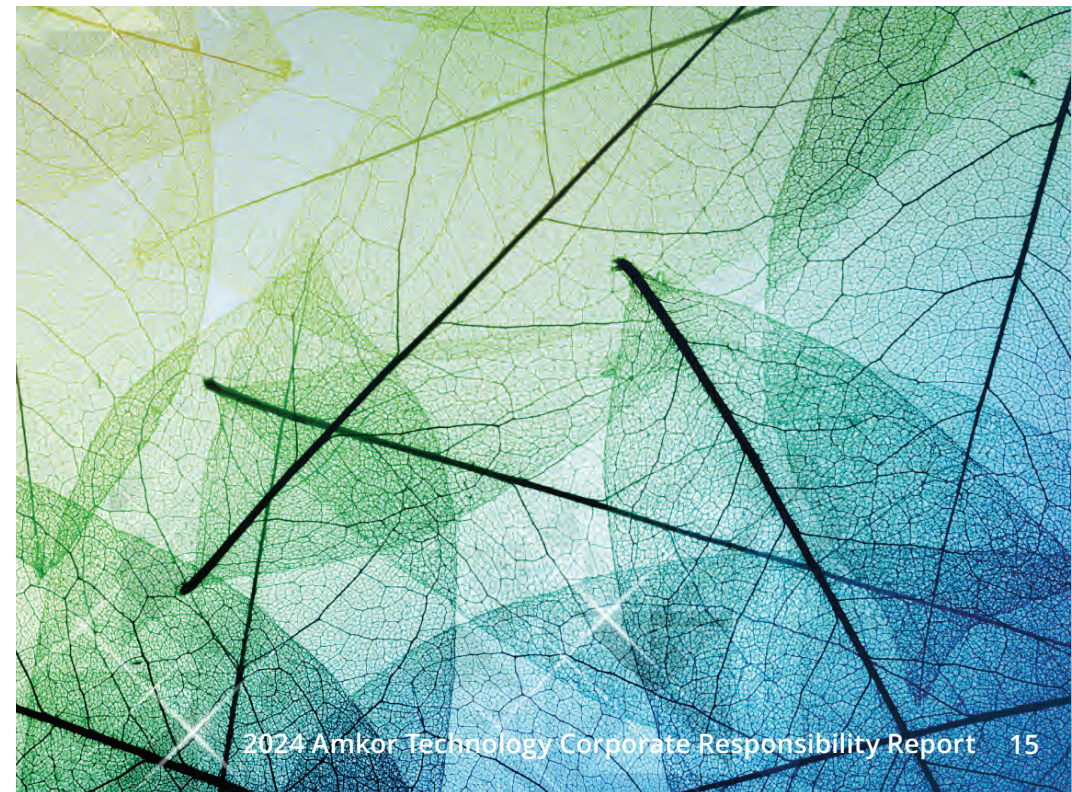
We encourage our employees to reduce and recycle business waste through waste management sessions. These initiatives aim to promote recycling and raise awareness among our employees. We educate employees on sustainable practices and provide bins for recycling various business waste such as batteries, e-waste, plastic, and paper to facilitate proper disposal.



*Our Facility and Environment team conducted a waste management campaign at our Malaysia facility to raise employee awareness about waste recycling in September 2024.*

These efforts foster a culture of environmental responsibility by instilling waste reduction and recycling practices within the organization. Additionally, they empower employees to adopt sustainable practices in their daily lives.

Our target is to reduce waste generation intensity by 20% by 2030 from the average annual waste (hazardous, incinerated, recycled, and landfill) generated by our facilities from the base period (average of 2018 to 2020). Overall, our total waste and hazardous waste intensity levels decreased by 3% for both metrics from the base period. We are committed to improving our progress to achieve our target, and we will continue to seek new opportunities to reduce the impact of waste generated by our operations in the future.







# ENVIRONMENT, HEALTH & SAFETY

## Occupational Health & Safety

We recognize the importance of the health and safety of our employees. As reflected in our [Occupational Health & Safety Policy](#), we are committed to providing a safe and healthy working environment at all our facilities worldwide. Within our facilities, we execute safety management programs to enhance employee well-being, encompassing preventive measures, comprehensive training, and continuous improvement efforts.

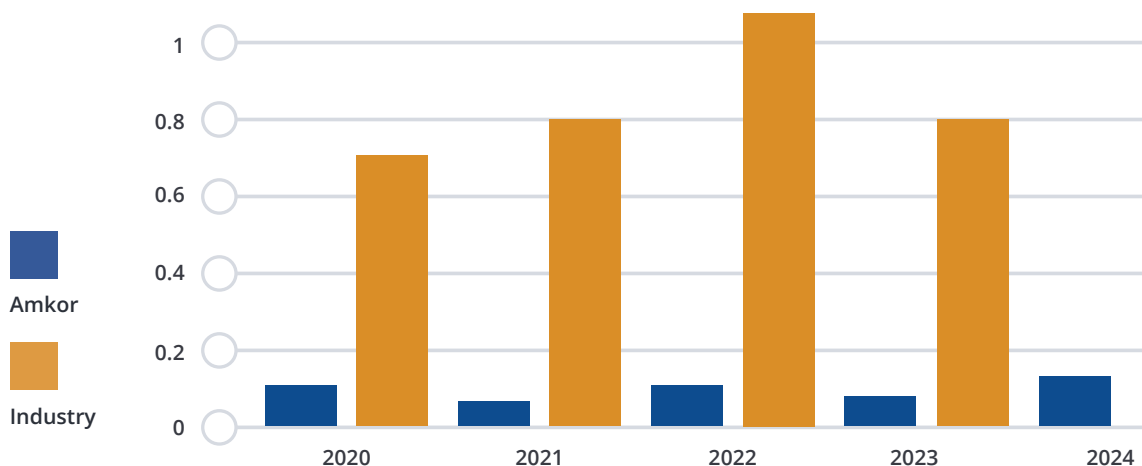
We closely monitor work-related injury data at all our facilities. This practice allows us to assess the impact of our safety programs and identify opportunities for further enhancing safety conditions. To monitor our performance, we benchmark our incident rate against the industry standard from the U.S. Bureau of Labor Statistics. The incident rate represents the number of work-related injuries per 100 workers annually. In 2024, our incident rate of 0.12 is significantly below the latest 2023 industry average of 0.8. This positive result underscores our commitment to employee health and safety. We remain steadfast in fostering a workplace where health and safety are top priorities for our employees.

**~7x Safer**



Our incident rate is about 7 lower than the industry norm (0.12 vs. 0.80) in 2024

### Incident Rate Trend



Note: The 2024 industry incident rate is not yet available

Environmental measurements were conducted at our South Korea facility in September 2024. The goal is to identify potential hazards such as chemicals, noise, and dust to ensure a safe workplace for our employees

# RESPONSIBLE BUSINESS PRACTICES

## Business Ethics

We emphasize ethical conduct and mandate that all employees adhere to our [Code of Conduct](#). The Amkor Code is distributed annually to all employees. It prohibits prejudicial treatment based on specific characteristics, such as race, color, religion, gender or gender identity, sexual orientation, age, national origin, ancestry, ethnicity, veteran status, pregnancy, genetic information, and disability. Our employees are required to follow our [Commitment to Human Rights Statement](#), fostering a workplace where everyone is treated with dignity and respect. Our [Labor and Ethics Policy](#) requires our employees to uphold the highest standards for business integrity. In accordance with our policies and procedures, we strictly prohibit all forms of bribery, corruption, kickbacks, facilitation payments, and other improper influences involving government officials or private individuals.

We have established multiple channels for employees to submit confidential and anonymous reports, including our website, a QR code for mobile access, and a 24-hour toll-free hotline. We prohibit retaliation against anyone for reporting concerns in good faith in accordance with applicable laws and regulations. This confidential tool enables employees to anonymously raise concerns, ask questions, or seek guidance. Alternatively, our employees can report concerns directly to their manager, HR, Internal Audit, or Legal departments.

The Code of Conduct program is overseen by our Board of Directors, which periodically reviews our Code and monitors the program to ensure concerns are appropriately investigated and resolved. We have dedicated and experienced compliance personnel, including at the management level.

### Zero Tolerance



**Towards bribery, corruption, and unethical practices**

### 24/7 Ethics Hotline



**For confidential and anonymous reporting**





# RESPONSIBLE BUSINESS PRACTICES

We emphasize the importance of business ethics and fostering an ethical culture through our mandatory annual Code of Conduct training, which is offered online and in-class, and tailored to local sites. This training covers key topics from our Code, including business ethics, anti-corruption, non-discrimination, avoiding conflicts of interest, and human rights. We have established training programs for all employees, including managers and new hires, to ensure the implementation of our code of conduct. We monitor the progress of our Code of Conduct training annually, and in 2024, 100% of our employees completed this training.

As a member of the Responsible Business Alliance (RBA), we also conduct RBA Validated Assessment Program (VAP) audits at our facilities biennially, covering over 80% of our employees worldwide. These audits include assessing our ethics management systems, policies, and practices concerning bribery and corruption. We implement corrective action plans to address identified issues and prevent reoccurrences. Additionally, our major material suppliers undergo the RBA VAP on-site audits.

These measures ensure that our facilities and suppliers operate with transparency, accountability, and adherence to ethical standards and anti-corruption principles, fostering transparency and integrity throughout our operations and supply chain.

Our commitment to ethical conduct is a cornerstone of our organization, guiding our actions and decisions at all levels.



## Commitment to Ethical Practices

**100% of Employees Trained in  
Our Code of Conduct in 2024**



# RESPONSIBLE BUSINESS PRACTICES

## Responsible Minerals Sourcing

As discussed in our [Responsible Minerals Sourcing Statement](#), we are committed to taking actions to responsibly source conflict minerals (3TG: gold, tantalum, tin, and tungsten) and cobalt used in our operations worldwide. We exercise due diligence within our supply chain based on the internationally recognized Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. As a member of the Responsible Minerals Initiative (RMI) since 2010, we actively participate in the RMI work groups and support the Responsible Minerals Assurance Process (RMAP), a program recognized worldwide that uses an independent third-party assessment of responsible sourcing practices.

We set expectations with our suppliers that the conflict minerals provided to us are sourced responsibly, and we review their responsible minerals sourcing management systems annually. We obtain Smelters or Refiners (SORs) information from our suppliers to trace all relevant source minerals in our supply chain. Our goal is to achieve 100% conformance with the [Responsible Minerals Assurance Process \(RMAP\) assessment](#).

In 2024, we surveyed 382 suppliers, achieved a 100% response rate, and identified 212 SORs for conflict minerals. Of these, 97% conformed to standards. The remaining status is either 'Active' or 'Non-conformant.' The SORs with 'Active' status are in the process of completing the RMAP assessment, and we continue to monitor their progress to ensure compliance with RMAP standards. The SORs with a 'Non-conformant' status are in the process of being removed from our supply chain. We extended the scope of our minerals survey to include cobalt, with 83 suppliers reporting 49 cobalt refiners.

### 2024 Achievements in Conflict Minerals Sourcing



**100% Survey Response Rate**  
**97% RMAP Conformance**





# RESPONSIBLE BUSINESS PRACTICES

## Supply Chain Management

As a member of the Responsible Business Alliance (RBA) since 2010, we are committed to the [RBA Code of Conduct](#) principles. We require that our suppliers adopt the RBA Code of Conduct, which is designated as our supplier sustainability policy. This requirement is also included in our supplier contract terms and conditions. Our approach to supply chain management is integrated with RBA principles, utilizing their tools and resources to guide our suppliers toward industry-standard compliance.

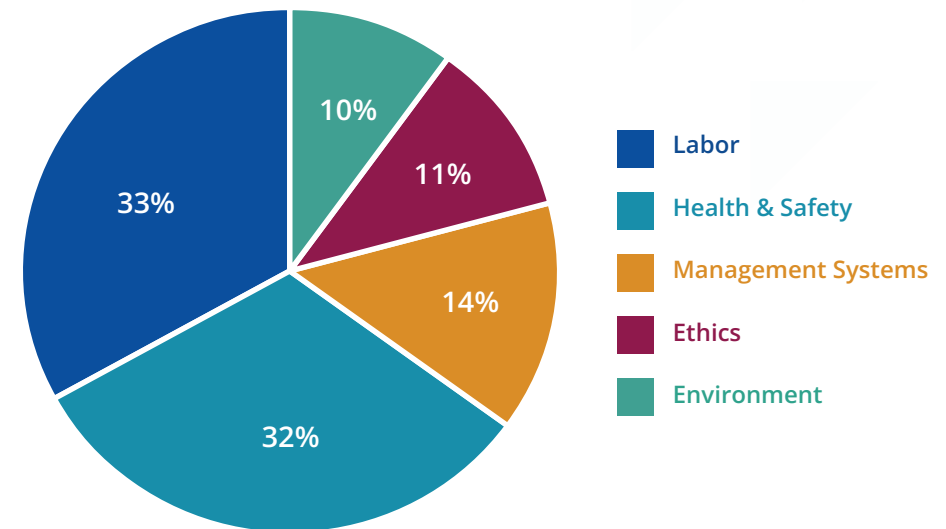
One key component is the RBA Self-Assessment Questionnaire (SAQ), which we mandate our major suppliers to complete annually. The RBA SAQ is a crucial tool for risk assessment, enabling suppliers to evaluate their supply chain against RBA codes and standards, including risks related to the environment, forced labor, occupational health and safety, and business ethics. In 2024, all our major suppliers completed the SAQ.

Our supplier SAQ scope also includes indirect suppliers, such as logistics companies, canteen services, labor agencies, and janitorial businesses. In 2025, we are broadening the scope to include additional indirect suppliers, prioritizing their selection using a risk-based approach to strengthen our risk assessment program.

Additionally, our major suppliers undergo the [RBA Validated Assessment Program \(VAP\)](#) on-site audits. These thorough assessments are conducted by RBA-certified third-party auditors who examine various aspects of our suppliers' operations, including labor practices, health and safety, environmental impact, business ethics, and management systems. The comprehensive audit process includes physical facility inspections, dormitory checks, and private and group interviews with managers and workers. Non-compliance issues identified during the audit are addressed through follow-up audits (RBA Closure audits), ensuring adherence to RBA

codes and standards. We support our suppliers by providing guidance on best practices, offering resources for corrective actions, and facilitating communication with RBA to ensure a smooth and effective audit process. The RBA VAP audit certification is valid for two years, after which a new audit is conducted to renew the certification.

**Supplier VAP Audit Findings by Category**



In the last two years, 50 of our major suppliers' facilities have conducted VAP audits and hold a valid VAP, representing 39% of the total. Among these, 33 facilities received a [VAP audit recognition](#), demonstrating their commitment to RBA codes and standards.

# RESPONSIBLE BUSINESS PRACTICES

The VAP audits enable our suppliers to identify and mitigate significant risks and impacts, focusing on environmental, social, and governance categories, including preventing forced labor, unfair working conditions, and health and safety issues. The VAP audits reaffirm our commitment to ethical and responsible business practices, ensuring our supply chain operates with the highest standards of integrity and sustainability.

## 100% Supplier SAQ Completion



We offer training to our suppliers' employees, including their procurement teams, to ensure adherence to the RBA code. This training is provided through the RBA eLearning Academy online platform. It covers a wide range of topics and risk areas, such as labor issues (including forced labor, child labor, working hours, human trafficking, and slavery), non-discrimination, the right to freedom of association and collective bargaining, health and safety, environmental risks, business ethics, and management systems. Additionally, we provide courses on the Responsible Minerals Initiative (RMI), RBA Corrective Action Plan, RBA VAP, and other relevant subjects.

Our training programs are designed to help suppliers establish programs and initiatives that align with the RBA code and standards and to meet applicable legal and regulatory requirements. During these sessions, suppliers are also informed about our third-party independent Business Integrity Line, which allows for anonymous and confidential reporting of concerns and is available 24/7 in multiple languages. In 2024, over 1,300 suppliers' employees from more than 300 suppliers attended training sessions through the RBA eLearning Academy. We encourage our suppliers to extend these trainings to their suppliers to promote sustainable practices across the supply chain.

We also extend this training to our employees, including those responsible for supply chain management. These employees participate in annual training through the RBA eLearning Academy platform to continue learning and supporting our suppliers in raising awareness of sustainable practices and complying with our sustainability policy.



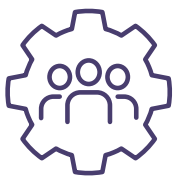
# RESPONSIBLE BUSINESS PRACTICES

All our direct materials suppliers are required to be certified with the ISO 14001 environmental management systems and ISO 45001 occupational health and safety management systems, and we regularly confirm their certification status. In 2024, we confirmed that all these suppliers maintained their ISO 14001 and ISO 45001 certifications.

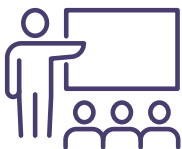
We collaborate with our suppliers to ensure their compliance with environmental laws and adherence to various environmental initiatives. Annually, we survey our major suppliers to gather water use and GHG emissions data, which helps us calculate our Scope 3 GHG emissions and strategize future corporate responsibility initiatives. In 2024, we strengthened our supplier engagement initiative for decarbonization efforts to achieve our science-based targets. More details on this initiative can be found in this report's Greenhouse Gas Emissions Reduction section.

We aim to foster collaboration with our suppliers to ensure environmental responsibility, social well-being, and long-term resilience. By building strong partnerships, we strive to enhance regulatory compliance, workplace safety, human rights risk mitigation, and environmental sustainability. Our efforts are focused on creating a positive impact and fostering a more responsible global supply chain.

## Empowering Suppliers in 2024



**300+ suppliers participated**  
in training sessions



**1,300+ suppliers' employees**  
attended these sessions



# SASB INDEX

## Stakeholder Engagement & Priorities

We prioritize material topics for reporting by considering the diverse perspectives of our stakeholders. Our engagement methods include periodic meetings with key customers, participation in RBA conferences and work groups, and regular CEO Town Halls and executive sessions with live Q&A sessions for employees. We also interact with ESG rating agencies to identify investor priorities and engage with suppliers through various channels.

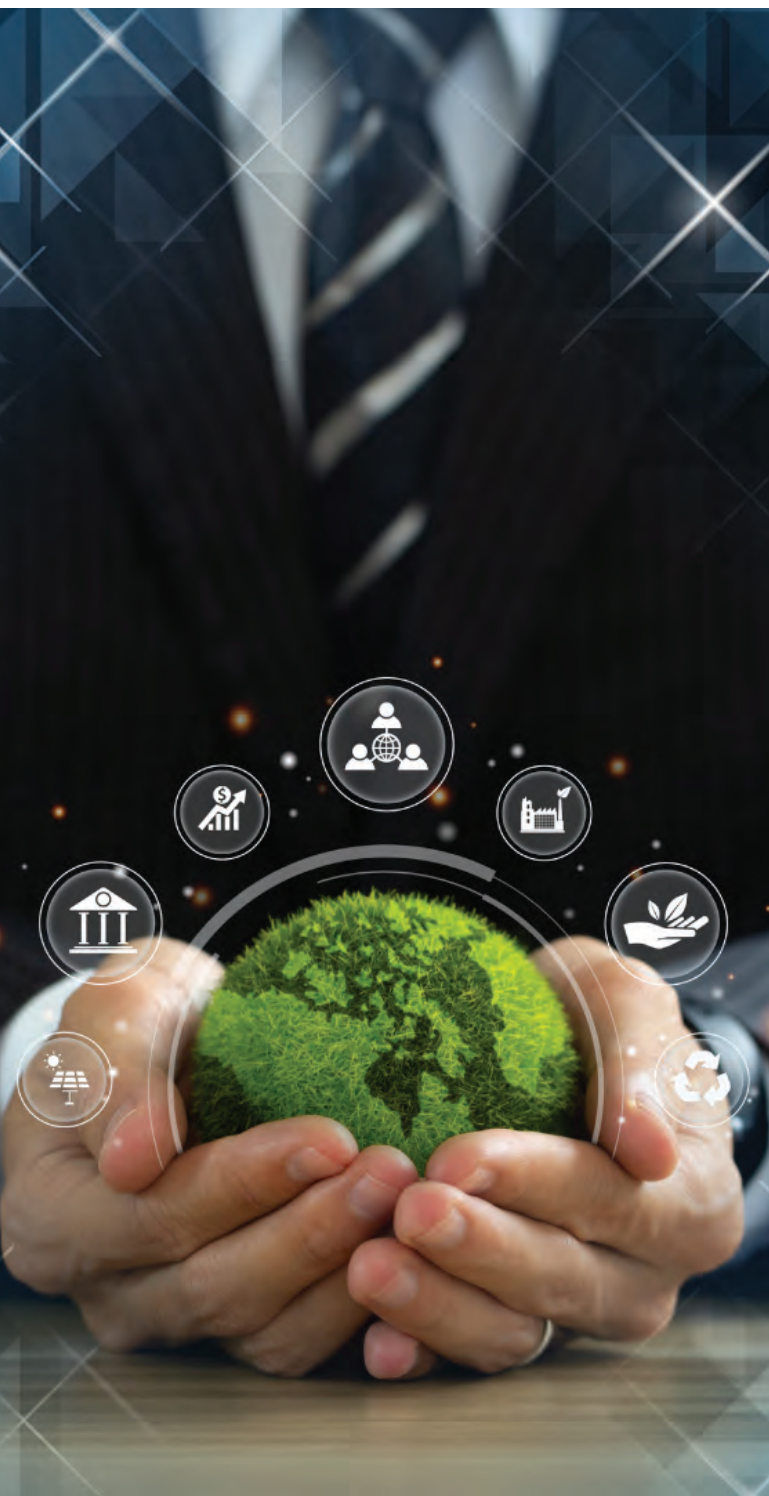
We have adopted the SASB standard, which aligns with the material topics identified by our stakeholders. The SASB Standards highlight the sustainability issues most relevant to financial performance and enterprise value, covering 77 industries.

Based on our stakeholder engagement and the SASB standard, we have identified the following material topics disclosed in this report's SASB index:

- ▶ Greenhouse Gas Emissions
- ▶ Energy Management in Manufacturing
- ▶ Water Management
- ▶ Waste Management
- ▶ Employee Health & Safety
- ▶ Recruiting & Managing a Global & Skilled Workforce
- ▶ Product Lifecycle Management
- ▶ Materials Sourcing
- ▶ Intellectual Property Protection & Competitive Behavior

Beyond the material topics mentioned, we are disclosing additional information to enhance the transparency of our reporting, aiming to meet the diverse needs of our stakeholders.

Our approach ensures that our report reflects the most relevant and impactful topics for our business and stakeholders.





# 2024 SASB INDEX

This is an index to the location of our disclosures that align with the SASB standard.

The report references data from January 1, 2024, to December 31, 2024, unless otherwise stated.

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
Greenhouse Gas Emissions	(1.) Gross global Scope 1 emissions  (2.) Amount of total emissions from perfluorinated compounds	TC-SC-110a.1	For all facilities worldwide:  1. Total gross global Scope 1 emissions are 100,407 metric tons of CO <sub>2</sub> e  2. Total emissions from perfluorinated compounds are 12,305 metric tons of CO <sub>2</sub> e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	TC-SC-110a.2	<p>We are one of the world's leading outsourced semiconductor packaging and test services providers. The electricity consumed to perform these services in our manufacturing facilities is a significant source of our company's GHG emissions. Our Scope 2 GHG emissions, including electricity consumption, are more substantial than our Scope 1 GHG emissions. Accordingly, our GHG reduction goal is to reduce combined emissions from Scope 1 and Scope 2.</p> <p>Amkor's science-based net-zero targets, which have been validated by the Science Based Targets Initiative (SBTi), include:</p> <ul style="list-style-type: none"> <li>▶ Overall Net-Zero Target: Amkor commits to reaching net-zero greenhouse gas (GHG) emissions across the value chain by 2050.</li> <li>▶ Near-Term Targets: Amkor commits to reduce absolute Scope 1 and 2 GHG emissions by 55% by 2033 from a 2022 base year. Amkor also commits that 80% of its suppliers by emissions covering purchased goods and services and capital goods, will have science-based targets by 2028.</li> <li>▶ Long-Term Targets: Amkor commits to reduce absolute Scope 1 and 2 GHG emissions by 90% by 2050 from a 2022 base year. Amkor also commits to reducing Scope 3 GHG emissions by 97% per million USD value added within the same timeframe.</li> <li>▶ Reduction type for Scope 1 and 2: Absolute target (Metric tons (t) CO<sub>2</sub>e)</li> <li>▶ Scope of GHG emissions: Scope 1, 2 (Market-based), and Scope 3</li> <li>▶ Locations: All Amkor sites</li> </ul>

# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<p>(continued)</p> <p><b>Greenhouse Gas Emissions</b></p>			<p>(continued)</p> <p>The following summarizes our plans and efforts to reduce GHG emissions.</p> <ol style="list-style-type: none"> <li>1. Increase renewable energy usage – We have installed solar photovoltaic power generation systems at our facilities in South Korea, China, Portugal, and Taiwan to increase the usage of renewable energy. These systems generated 290 MWh at our South Korea site, 6,157 MWh at our China site, 1,322 MWh at our Portugal site, and 1,252 MWh at our Taiwan site in 2024. Additionally, we have procured 16,145 MWh of Renewable Energy Credits (RECs) in China, known as Green Energy Certificates (GEC), and 41,806 MWh of Green Premium RECs for our South Korea site in the past year. We began a project in August 2024 to install another solar photovoltaic system at our Portugal site, which was completed in January 2025 with an estimated 2,900 MWh of renewable energy generated annually. Similarly, we installed a solar photovoltaic system at our Japan site (Fukui) in January 2025, generating an estimated 2,000 MWh annually.</li> <li>2. Engagement with suppliers – We engage with our suppliers to set decarbonization goals aligned with SBTi to achieve our Scope 3 target. Last year, we began strengthening our program to engage with suppliers. We identified a supplier list for the pilot program, assessed suppliers' climate-related maturity levels, and began hosting online and in-person meetings with priority suppliers.</li> <li>3. Improve energy efficiency – We have implemented energy management systems to increase energy efficiency, reduce carbon emissions, and monitor our energy conservation programs. We continue to make capital investments and perform process optimization to improve the energy efficiency of our facilities, including the following: <ol style="list-style-type: none"> <li>a. Utilize energy-efficient equipment by replacing or enhancing chiller unit systems, using heat recovery and heat exchange systems that capture and reuse waste heat generated during various manufacturing processes, using heating pumps to reduce gas consumption, replacing low-efficiency equipment, and adjusting parameters to optimize performance.</li> </ol> </li> </ol>



# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<p>(continued)</p> <p><b>Greenhouse Gas Emissions</b></p>			<p>(continued)</p> <ul style="list-style-type: none"> <li>b. Install light-emitting diode (LED) lighting to replace traditional lighting systems with energy-efficient LED fixtures.</li> <li>c. Putting in place energy management systems, such as cleanroom control process optimization, electricity peak management, and powering off unused equipment.</li> </ul> <p>We apply ongoing systematic management methods and priorities to manage our GHG emissions and energy usage, including eliminating redundant systems or processes, optimizing fuel economy, and reducing energy consumption. All our facilities worldwide are certified with the ISO 14001 Environmental Management Systems and ISO 14064 Organizational Guidance for Quantification and Reporting of Greenhouse Gas Emissions. Our facilities in Taiwan and China are certified with the ISO 50001 Energy Management System, representing over 20% of our total certified sites.</p> <p>In addition, we are continuing efforts to reduce Scope 1 fluorinated gases (F-gases), which are highly potent GHGs. After surveying the current equipment at our facilities, we plan to gradually replace existing equipment with highly efficient thermal plasma scrubbers. These advanced scrubbers use thermal plasma technology to treat F-gases, helping us to control and reduce our Scope 1 emissions.</p> <p>Our facilities in South Korea are covered by South Korea's Emissions Trading Scheme (K-ETS). Accordingly, there is an obligation to abide by the quota of emissions set by the South Korean government. To appropriately respond to the emission trading system, we use the carry-over and borrowing system appropriately for optimal financial planning to manage costs. We have joined the Korea Emissions Market Association (KEMA) to respond to K-ETS proactively.</p> <p>As a member of KEMA, we communicate closely with the agency regulating K-ETS, keep informed of South Korea's emissions market updates, and benchmark members' good practices for GHG emissions reduction.</p>

# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<p>(continued)</p> <p><b>Greenhouse Gas Emissions</b></p>			<p>(continued)</p> <p>Our China site is regulated by the Shanghai Emissions Trading System (Pilot), our Taiwan site is regulated by the Renewable Energy Development Act, and our Japan site is subject to the Energy Saving Law Amendment regulation.</p> <p>In 2024, we achieved an absolute reduction of less than 1% of Scope 1 and 2 GHG emissions from the 2022 base year, and 25% of our suppliers by emissions covering purchased goods and services and capital goods have set science-based targets. We are committed to accelerating our efforts and implementing initiatives to meet our science-based targets as we move forward.</p>

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<p><b>Energy Management in Manufacturing</b></p>	<p>(1.) Total energy consumed, (2.) percentage grid electricity, (3.) percentage renewable</p>	<p><b>TC-SC-130a.1</b></p>	<p>For all facilities and offices worldwide:</p> <ol style="list-style-type: none"> <li>1. Total energy consumed is 7,290,324 GJ</li> <li>2. 88.9% grid electricity</li> <li>3. 3.3% renewable energy</li> </ol>



# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<b>Water Management</b>	(1.) Total water withdrawn, (2.) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	<b>TC-SC-140a.1</b>	<p>For all facilities worldwide:</p> <ol style="list-style-type: none"> <li>Total water withdrawn is 15,977,116 m<sup>3</sup>, and 13% of water withdrawn is in regions declared as High or Extremely High Baseline Water Stress according to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.</li> <li>Total water consumed is 3,363,458 m<sup>3</sup>, and 17% of water consumed is in regions declared as High or Extremely High Baseline Water Stress Areas according to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.</li> </ol>
<b>Waste Management</b>	Amount of hazardous waste from manufacturing, percentage recycled	<b>TC-SC-150a.1</b>	<p>For all facilities worldwide:</p> <ol style="list-style-type: none"> <li>The total amount of hazardous waste is 10,020 metric tons</li> <li>71% of hazardous waste is recycled</li> </ol> <p>We have defined hazardous waste and recycled hazardous waste in accordance with the applicable laws in each country where our facilities are located.</p>
<b>Employee Health &amp; Safety</b>	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	<b>TC-SC-320a.1</b>	<p>We have controls and procedures in place to assess, monitor, and reduce the exposure of our employees to human health hazards and improve health and safety for all facilities.</p> <ol style="list-style-type: none"> <li>All our facilities are certified with ISO 45001 for occupational health and safety management systems.</li> <li>We have established emergency scenarios for different types of disasters and conduct regular training to prevent accidents and minimize damage in case of accidents.</li> <li>We regularly conduct risk assessments to determine priorities based on the risk impact and likelihood and determine the appropriate course of action using the hierarchy of controls framework: 1) elimination, 2) substitution, 3) engineering controls, 4) administrative controls, and 5) personal protective equipment (PPE).</li> </ol>

# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<p>(continued)</p> <p><b>Employee Health &amp; Safety</b></p>			<p>(continued)</p> <ol style="list-style-type: none"> <li>4. We provide regular training for cleanroom workers. Training includes storage and disposal of hazardous substances, labeling, proper use of PPE and understanding material safety data sheets.</li> <li>5. We perform an annual health examination for cleanroom workers in our manufacturing facilities.</li> <li>6. We have established a chemical management system that includes an inventory of chemicals used in our operations and relevant regulatory information.</li> <li>7. To protect our employees, we strive to use low toxic materials instead of highly toxic materials or replace chemicals with environmentally safe materials, where possible.</li> <li>8. We screen incoming materials and chemicals received from suppliers before mass production of semiconductor manufacturing processes to comply with regulatory and customer requirements. The use of chemicals in compliance with regulations and the disclosure requirements of the chemical substances are also included in our supplier contract terms and conditions.</li> <li>9. We use sufficient ventilation, abatement systems, chemical leak detectors, tracking and disposal systems, and appropriate treatment systems for hazardous chemicals.</li> </ol>
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	<b>TC-SC-320a.2</b>	In 2024, we did not incur monetary losses as a result of legal proceedings associated with employee health and safety violations.



# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that are (1.) foreign nationals and (2.) located offshore	TC-SC-330a.1	<ol style="list-style-type: none"> <li>Percentage of employees that are foreign nationals: 4% of employees globally are foreign nationals</li> <li>Percentage of employees that are located offshore from the entity's country of domicile, by region: <ol style="list-style-type: none"> <li>United States – 1%</li> <li>Asia-Pacific region – 96%</li> <li>Europe – 3%</li> </ol> </li> </ol> <p><u>Foreign Nationals</u></p> <p>Our company employs 4% of employees globally as foreign nationals who require an employment visa in the country where they are employed. Accordingly, we do not consider hiring foreign nationals as a significant risk.</p> <p>We understand that employing foreign nationals comes with risks, such as sudden changes in government policies that can make obtaining visas difficult and potential fines or sanctions for not following immigration regulations. Additionally, local governments may limit the number of employment visas available, and securing long-term employment for foreign nationals in the U.S. can be complex.</p> <p>We have HR teams in each country where we operate to mitigate these risks. They ensure that they are aware of current local regulations and routinely monitor updates related to employment visa-related regulations. In some countries, we may partner with external professional resources to ensure we follow local immigration regulations. As a Responsible Business Alliance (RBA) member, we are committed to following the applicable RBA policies and procedures for hiring foreign nationals.</p> <p>We are a global company with over 28,000 employees and have sites in 11 countries, reflecting diverse cultures, backgrounds, ages, genders, and ethnicities. We employ a substantial number of employees in Asia, which allows us to be more responsive to customer needs and support a flexible supply chain.</p>

# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<p>(continued)</p> <p><b>Recruiting &amp; Managing a Global &amp; Skilled Workforce</b></p>			<p>(continued)</p> <p>We understand that human capital initiatives focused on attracting, retaining, and motivating qualified employees are essential for the future success of our operations. We recruit through various channels, including campus recruitment, employee referrals, executive search firms, recruitment fairs, and online job platforms tailored to the local business environment. We are committed to providing a living wage and competitive benefits to support our employees and their families. Our recruitment policy prohibits discrimination based on legally protected characteristics, including gender, age, race, nationality, disability, and religion.</p> <p>We have implemented various retention programs to incentivize and retain high-performing employees. We regularly evaluate such retention programs and our compensation practices to ensure they remain competitive and align with local market practices. We also look to promote our management-level employees from within our company.</p> <p>We maintain training and development programs for continuous learning and career advancement. Through annual performance appraisals, employees receive valuable feedback that fosters their professional growth. Our senior management shares and implements the best practices across the organization, ensuring a consistent standard and driving continuous improvement. We also provide employees with the opportunity to move between facilities, often in support of new locations or other business needs, thereby broadening their experience and skill sets. Additionally, we collaborate with educational institutions to offer internships and apprenticeships, delivering training programs tailored to local needs. These measures create a pipeline of talent and foster the continuous development and growth of our employees.</p> <p>Employee engagement is essential for creating a positive work environment. We adapt our approach to each site's local context, ensuring employees can engage with our leaders. This includes quarterly CEO Town Halls and periodic executive meetings, with live Q&amp;A sessions.</p>

# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<p>(continued)</p> <p><b>Recruiting &amp; Managing a Global &amp; Skilled Workforce</b></p>			<p>(continued)</p> <p>Additionally, we conduct annual employee satisfaction surveys across various facilities to monitor and enhance employee satisfaction. By adapting our strategies to meet the unique needs of each location, we aim to foster a supportive and engaging workplace for our employees.</p> <p>Our efforts to motivate, retain, and support the growth of employees are reflected in the long average tenure of many of our key employees. We are committed to maintaining positive relations with our workforce and have not experienced a work stoppage in our facilities.</p>



# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-SC-410a.1	<p>We are dedicated to minimizing the use of substances of concern in our operations as part of our commitment to environmental sustainability and regulatory compliance. We have appropriate systems and procedures to control and manage hazardous substances in the raw materials we use in our operations. This includes defining the requirements and mechanisms for our suppliers to disclose the presence and concentration of hazardous substances.</p> <p>Our measures to reduce substances of concern include the material qualification process. Our commitment to safety starts with a review and screening process for materials before they are used at our facilities. New materials from suppliers are screened to ensure they meet Amkor's environmental requirements and regulations. This process prevents banned or restricted chemicals and ensures proper handling, recycling, or disposal.</p> <p>In recent years, per- and polyfluoroalkyl substances (PFAS) have received increasing attention due to their potentially adverse effects on humans and the environment. We have established a PFAS task force team to manage PFAS in our operations.</p> <p>In 2024, we joined the Semiconductor PFAS Consortium. With this membership, we participate in the technical working forum to develop tools that support industry commitments to track and reduce PFAS consumption. This collaboration also enables compliance with developing environmental standards. Our PFAS task force team monitors our program and formulates an approach to adjusting operations in response to evolving PFAS regulations.</p> <p>We monitor emerging or evolving regulations, including limitations on PFAS usage, and proactively address potential risks to human health from our products.</p> <p>We comply with all applicable international environmental regulations, laws, and industrial standards, controlling hazardous substances in the materials we purchase and add to the manufacturing process. We comply with the environmental regulations and industry standards, including EU RoHS 2011/65/EU, EU ELV 2000/53/EC, China RoHS 2, Korea RoHS, Halogen-Free, IEC 62474, and key customer requirements.</p>

# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<b>(continued)</b>  <b>Product Lifecycle Management</b>	Percentage of products by revenue that contain IEC 62474 declarable substances	<b>TC-SC-410a.1</b>	<p>(continued)</p> <p>In 2024, our finished products contained only one IEC 62474 declarable substance, with approximately 1.28% of our total revenues from semiconductor packaging and test services we provide for products containing IEC 62474 declarable substances. This substance is lead, and we used the proper system and procedure to control its usage by following the aforementioned regulations and standards. The lead is being used to fulfill specific customer requirements. We do not voluntarily use raw materials containing lead.</p> <p>By collaborating with our suppliers and continuously monitoring advancements in managing substances of concern, we are committed to replacing hazardous substances with safer alternatives wherever possible.</p>
	Processor energy efficiency at a system-level for: (1.) servers, (2.) desktops, and (3.) laptops	<b>TC-SC-410a.2</b>	<p>This metric is not applicable to Amkor. We are a service provider for semiconductor packaging and test services and do not manufacture processors.</p>

# 2024 SASB INDEX

TOPIC	ACCOUNTING METRIC	CODE	AMKOR DISCLOSURE
<b>Materials Sourcing</b>	Description of the management of risks associated with the use of critical materials.	<b>TC-SC-440a.1</b>	<p>We have identified conflict minerals (gold, tantalum, tin, and tungsten) and cobalt as critical materials, recognizing the risks of the significant adverse impacts that may result from extracting, trading, and exporting conflict minerals from conflict-affected and high-risk areas (CAHRAs).</p> <p>Respecting human rights and not contributing directly to conflict, we are committed to responsibly sourcing conflict minerals used in our operations worldwide.</p> <p>We support the Responsible Minerals Initiative (RMI), an industrywide effort to strengthen responsible sourcing through the supply chain. We undertake due diligence on the source and chain of custody of the conflict minerals used in our operations. Our due diligence is designed to conform to internationally recognized due diligence guidance (Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas).</p>
<b>Intellectual Property Protection &amp; Competitive Behavior</b>	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	<b>TC-SC-520a.1</b>	<p>In 2024, we did not incur monetary losses due to legal proceedings associated with anti-competitive behavior regulations.</p>



# APPENDIX – METRICS

Table 1 – Reporting on Metrics Relevant to Our Stakeholders

TOPICS	METRICS <sup>1</sup>	UNITS	2020	2021	2022	2023	2024
GHG Emissions	Scope 1	mtCO <sub>2</sub> e	38,181	54,381	64,167	67,333	100,407
	Scope 2 <sup>2</sup>	mtCO <sub>2</sub> e	872,731	968,606	1,012,026	976,134	974,033
	Scope 1 & 2	mtCO <sub>2</sub> e	910,911	1,022,987	1,076,193	1,043,467	1,074,441
	Scope 1 & 2 intensity <sup>3</sup>	mtCO <sub>2</sub> e/\$M revenue	184	167	152	160	170
	Scope 3 <sup>4</sup>	mtCO <sub>2</sub> e	NR	NR	2,347,495	2,458,539	2,190,564
Water	Water withdrawal	m <sup>3</sup>	13,990,603	15,528,665	15,857,521	15,432,290	15,977,116
	Groundwater	m <sup>3</sup>	2,112,826	2,003,750	2,172,912	2,176,811	1,683,492
	Surface water <sup>5</sup>	m <sup>3</sup>	0	900	900	800	800
	Third-party water	m <sup>3</sup>	11,877,777	13,524,014	13,683,709	13,254,679	14,292,824
	Water discharge	m <sup>3</sup>	11,614,640	11,755,800	12,047,996	11,649,989	12,613,658
	Surface water	m <sup>3</sup>	1,650,473	1,383,066	1,380,842	1,812,148	1,614,735
	Third-party water	m <sup>3</sup>	9,964,167	10,372,734	10,667,154	9,837,841	10,998,922
	Water consumption	m <sup>3</sup>	2,375,963	3,772,865	3,809,525	3,782,301	3,363,458
	Water withdrawal intensity	m <sup>3</sup> /\$M revenue	2,770	2,530	2,236	2,373	2,529
Waste	Total waste	Metric tons	20,460	25,830	24,283	22,065	25,304

## APPENDIX – METRICS

TOPICS	METRICS <sup>1</sup>	UNITS	2020	2021	2022	2023	2024
Waste (cont.)	Hazardous	Metric tons	8,116	10,879	9,647	8,336	10,020
	Non-Hazardous	Metric tons	12,344	14,952	14,636	13,729	15,284
	Recycled	% of non-hazardous	64%	65%	64%	71%	66%
	Incinerated	% of non-hazardous	11%	12%	12%	7%	15%
	Landfilled	% of non-hazardous	25%	23%	24%	22%	19%
	Total waste intensity	Metric tons/\$M revenue	4.05	4.21	3.42	3.39	4.01
	Hazardous waste intensity	Metric tons/\$M revenue	1.61	1.77	1.36	1.28	1.59
Health & Safety	Work-related injuries – employees	Number of workers	32	22	31	28	34
	Work-related fatalities – employees	Number of workers	0	0	0	0	0
	Total recordable incident rate (TRIR) – employees <sup>6,7</sup>	Per 200,000 hours worked	0.11	0.08	0.11	0.10	0.12
	Lost-time incident rate (LTIR) – employees	Per 200,000 hours worked	0.09	0.06	0.08	0.06	0.10
	Work-related injuries – non-employees <sup>8</sup>	Number of workers	0	3	1	3	2
	Work-related fatalities – non-employees <sup>8</sup>	Number of workers	0	0	0	0	0
	Total recordable incident rate (TRIR) – non-employees <sup>7,8</sup>	Per 200,000 hours worked	0.00	0.10	0.04	0.11	0.08
	Lost-time incident rate (LTIR) – non-employees <sup>8</sup>	Per 200,000 hours worked	0.00	0.10	0.04	0.11	0.08

# APPENDIX – METRICS

TOPICS	METRICS <sup>1</sup>	UNITS	2020	2021	2022	2023	2024
<b>Hazardous Substance</b>	IEC 62474 declarable substance (substances of concern)	% of total revenue	1.62%	1.45%	1.42%	1.29%	1.28%
<b>ISO Certification</b>	ISO 14001 Environmental Management Systems	% of facilities certified	100%	100%	100%	100%	100%
	ISO 45001 Occupational Health & Safety Management Systems	% of facilities certified	100%	100%	100%	100%	100%
	ISO 14064 Quantifying & Reporting Greenhouse Gas Emissions	% of facilities certified	100%	100%	100%	100%	100%

**Table 2 – Water-Related Metrics for High-Stressed Regions by Location in 2024**

TOPIC	METRICS <sup>1</sup>	UNITS	CHINA	PORTUGAL
<b>Water</b>	Water withdrawal	m <sup>3</sup>	1,873,200	185,097
	Groundwater	m <sup>3</sup>	0	178,587
	Third-party water	m <sup>3</sup>	1,873,200	6,510
	Water discharge (third-party)	m <sup>3</sup>	1,403,000	97,227
	Water consumption	m <sup>3</sup>	470,200	87,869
	Water recycling rate	% of water recycled	51%	40%

<sup>1</sup> The sum of the sub-metrics may not equal the total due to rounding.

<sup>2</sup> For 2020 and 2021, we used a location-based approach for this metric. Starting in 2022, we transitioned to a market-based approach to align with the SBTi standard, resulting in an immaterial difference in the reported data.

<sup>3</sup> We used 928,200 mtCO<sub>2</sub>e instead of the third-party verified 910,911 to calculate this metric for 2020 period. This minor adjustment enables better comparison of intensity across periods by capturing process emissions at our Portugal and Taiwan sites.

<sup>4</sup> We have strengthened our process for calculating Scope 3 GHG emissions to align with the SBTi standard starting in 2022. For better comparison across periods, we are reporting our Scope 3 data from 2022 onwards.

<sup>5</sup> This metric refers to rainwater collected at our facilities.

<sup>6</sup> 2020-2023 metrics have been updated from those disclosed in prior years due to improvements in our data collection and reporting process this year.

<sup>7</sup> This metric covers incidents resulting in lost workdays and excludes other incidents for our site in South Korea, per local laws.

<sup>8</sup> Non-employee workers include outsourced contractors, who work in our facilities.





# ABOUT THIS REPORT

## Boundary and Scope

This report covers our 2024 fiscal year: January 1, 2024 – December 31, 2024, unless otherwise noted within the report. The information and data in this report include all our facilities and select data relevant to our offices worldwide.

## Disclosure and Assurance

This report has been prepared in accordance with the SASB Semiconductors standard and informed by other leading standards and methodologies, including the Global Reporting Initiative (GRI) and Carbon Disclosure Project (CDP). Our greenhouse gas emissions data have been externally verified by a third-party assurance provider in accordance with the ISO 14064 framework and Greenhouse Gas Protocol standard. Our independent assurance statement is included in this report.

The data disclosed in this report are subject to measurement uncertainties due to the inherent limitations of the data collection and measurement methods. While we strive to ensure the accuracy and reliability of the data, it is important to interpret it with caution. Our application of materiality in this report is based on the SASB Semiconductor standard we have adopted, which differs from the materiality relevant to other disclosures, including regulatory reporting.

## Forward-Looking Statements

This report contains forward-looking statements. The forward-looking statements involve risk, and actual results may differ materially from any future results expressed or implied herein. Please refer to our most recent periodic reports with the U.S. Securities and Exchange Commission on Form 10-K, Form 10-Q, and subsequent filings before making any investment decisions regarding our securities.

## Feedback

We welcome your feedback regarding this report or our corporate responsibility program. Please send your comments to [CorporateResponsibility@amkor.com](mailto:CorporateResponsibility@amkor.com).

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