

# CODE OF BUSINESS CONDUCT

Guidelines for Continued Success

신의 신의 Fiabilité et confiance 信賴與信任 Maaasahan at Mapapagkatiwalaan 信義 Zuverlässigkeit und Vertrauen Reliability and Trust 可靠可信

Kepercayaan dan Keyakinan Fiabilidade e Confiança Niêm tin và dô tin cậy



# TABLE OF CONTENTS

Message from the Executive Chairman and President & Chief Executive Officer	1	Competitive Information	10
Our Mission	2	Antitrust Laws	10
Reliability and Trust	2	Product Quality	11
Our Values	3	Confidential Information of Customers, Suppliers and Others	11
Integrity	3	Doing Business In Our Communities	12
Diligence and Perseverance	3	Corporate Social Responsibility	12
Teamwork and Harmony	3	Anti-corruption Laws	12
Creativity and Continuous Improvement	3	Anti-money Laundering	13
The Code Applies To Everything We Do	4	Trade Controls	13
Doing Business with Each Other	4	Anti-boycott Laws	14
Doing Business with Our Customers, Business Partners and Suppliers	4	Concern for the Environment	14
Doing Business in Our Communities	4	Corporate Political Contributions	14
Doing Business with Our Shareholders in Mind	4	Doing Business with Our Shareholders in Mind	15
Frequently Asked Questions	5	Maintaining Accurate Records	15
Why Do We Have a Code of Business Conduct?	5	Records Retention	15
Who Is Covered by the Code?	5	Internal and Governmental Investigations	16
What Are Our Responsibilities?	5	Physical Assets	16
Do Managers Have Additional Responsibilities?	5	Amkor Confidential or Proprietary Information	16
Does the Code Explain All the Standards I Need to Know?	6	Proper Use of Amkor Electronic Resources	17
Where Do I Go for Advice or to Report a Suspected Violation?	6	Public Communication	17
Are Waivers of the Code Permitted?	7	Social Media	17
Doing Business with Each Other	8	Avoiding Conflicts of Interest	18
Non-Discrimination	8	Gifts and Entertainment	18
Harassment	8	Financial Interest and Investments	18
Privacy	9	Doing Business With Family and Friends	19
Labor Practices and Wages	9	Conducting Outside Business	19
Safety and Health	9	Insider Trading	19
Violence in the Workplace	9	Prohibited Transactions in Amkor Securities	20
Alcohol and Drug Abuse	9	Amendment	20
Doing Business with Our Customers, Business Partners and Suppliers	10	Certification Form	21
Fair Dealing	10	Appendix A – Contacting the Business Integrity Line	23
		Appendix B – Contacting Human Resources, Internal Audit or the Legal Department	24

# MESSAGE FROM THE EXECUTIVE CHAIRMAN AND PRESIDENT & CHIEF EXECUTIVE OFFICER

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Dear Amkor Employees:

Amkor is a special company with a reputation for reliability, trust, honesty and ethical business behavior. Throughout the years, we have built strong and lasting relationships with our customers by earning their trust, providing outstanding service and acting with integrity in all that we do. Preserving our ethical workplace is critical to our long-term success as a company.

You are faced every day with a number of decisions and it is your personal responsibility to uphold our high standards of business ethics in every one of these situations. The Code of Business Conduct (Code) serves as our guide on how we should conduct ourselves while working at Amkor. It is designed to help us to (1) know and follow the laws and regulations that apply to us, (2) apply our values to business actions and decisions and (3) provide information on how to raise concerns and seek additional guidance.

You are required to review and make sure you understand the Code. When faced with a question or concern about ethics or business practices, use good judgment and turn to this Code to guide you in your decision-making. If you still have a question or concern about what is proper conduct for you or anyone else, contact your Manager, Human Resources, Internal Audit, Legal Department or the Business Integrity Line.

Amkor's long-standing reputation for honest and fair business dealings continues today through your dedicated efforts. Please join us in renewing our commitment to protecting and strengthening our most important attribute – our reputation for reliability and trust. We are counting on each of you to do your part.

Sincerely,



James J. Kim  
Executive Chairman  
Amkor Technology, Inc.



Giel Rutten  
President & Chief Executive Officer  
Amkor Technology, Inc.

## OUR MISSION

# Reliability and Trust

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

The mission of Amkor Technology is to deliver agile and dependable manufacturing and supply chain solutions developed in close collaboration with our customers.





# OUR VALUES

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## Integrity

We are dedicated to the highest standards of integrity, respect and fair dealing. We live by the highest principles of business ethics and good conduct in all of our actions, including compliance with the requirements of all applicable laws.

## Diligence and Perseverance

We set and achieve goals through a strong work ethic and belief that we can overcome all obstacles. We are disciplined and have the positive attitude and drive to get things done correctly and efficiently.

## Teamwork and Harmony

We work together, within and across borders, to meet the needs of our customers and to help Amkor achieve success. We value our fellow employees, encourage their development, and express gratitude for their performance. We respect each other by demonstrating courtesy and humility and support one another through open communication.

## Creativity and Continuous Improvement

We believe creative ideas can overcome any challenges. We strive to anticipate and respond to changing customer and employee needs through constant innovation and evolution.

# THE CODE APPLIES TO EVERYTHING WE DO

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## Doing Business with Each Other

- ▶ We treat each other with fairness, honesty, trust and respect.
- ▶ We value the individual strengths we each bring to the table.
- ▶ We work to create a safe and productive work environment.
- ▶ We conduct our business in an environmentally responsible manner.

## Doing Business with Our Customers, Business Partners and Suppliers

- ▶ We provide innovative solutions to meet our customers' challenges.
- ▶ We provide products of high quality and value.
- ▶ We follow ethical and lawful business practices at all times.
- ▶ We safeguard third-party information entrusted to us.

## Doing Business in Our Communities

- ▶ We follow global laws in conducting international business.
- ▶ We abide by the local laws in the communities where we work.
- ▶ We work to have a positive impact on our communities.

## Doing Business with Our Shareholders in Mind

- ▶ We keep full, accurate and honest records.
- ▶ We protect our assets and use them appropriately.
- ▶ We avoid conflicts of interest and insider trading.
- ▶ We communicate in an honest and open manner.



Amkor believes our success depends on our ability to do the right thing for our customers, suppliers, employees and the world.

# FREQUENTLY ASKED QUESTIONS

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## Why Do We Have a Code of Business Conduct?

The Code of Business Conduct (Code) serves as our guide on how we should conduct ourselves while working at Amkor. It is designed to help us: (1) know and follow the laws and regulations that apply to us, (2) apply our values to business actions and decisions and (3) provide information on how to raise concerns and seek additional guidance.

## Who Is Covered by the Code?

All Amkor employees must comply with the guidelines set forth in this Code whenever doing business on Amkor's behalf. The Code applies to all subsidiaries and affiliates in which Amkor directly or indirectly owns more than 50 percent of the voting rights and does not change the terms and conditions of your employment or create contractual rights.

Employees who engage consultants or work with vendors must exercise due care to monitor their work so that the consultant or vendor acts in a matter consistent with the principles of the Code.

## What Are Our Responsibilities?

By working for Amkor, we have made a commitment to uphold Amkor's values. To do so, we each have the responsibility to:

- ▶ Know and follow both the letter and the spirit of the laws, policies and guidelines that apply to our job, regardless of where we conduct business,

- ▶ Work together to ensure we are producing our best work,
- ▶ Strive for improved performance, promote teamwork, and support others as they attempt to grow and improve,
- ▶ Communicate any actual or suspected misconduct to our supervisors or, as appropriate, to Human Resources, Internal Audit, the Legal Department, or the Business Integrity Line, and
- ▶ Acknowledge receipt of the Code and agree to comply with the guidelines it sets forth.

## Do Managers Have Additional Responsibilities?

Managers at Amkor have additional responsibilities under the Code. If you are a Manager, you are expected to:

- ▶ Encourage a culture of compliance with the Code and encourage those who report to you to voice any work-related questions or concerns, and provide assistance when such questions or concerns are raised,
- ▶ Monitor adherence to this Code,
- ▶ Address, as appropriate, any actual or suspected misconduct observed by or reported to you, and immediately communicate such allegations to the Legal Department, and
- ▶ Prohibit retaliation against an employee for raising questions or concerns in good faith.

## Does the Code Explain All the Standards I Need to Know?

You may encounter situations that are not covered by the Code. If you face a situation where the ethical choice is unclear, use good judgment and ask yourself these guiding questions before acting: (1) Is it legal? (2) Does it follow the spirit of our Code and other policies? (3) Would I be acting in Amkor's best interests? (4) Would I be comfortable if my conduct was reported in the newspaper or to my family and friends? If the answer to ANY of these questions is "no," do not engage in the conduct. If you need assistance in answering these questions, seek guidance from your Manager, Human Resources, the Legal Department or the Business Integrity Line before taking any other action.

Employees who perform or arrange for services on behalf of Amkor may be subject to the laws of different countries, or, depending on the circumstances, may continue to be subject to U.S. law. Each of us has a responsibility to know and follow the laws that apply wherever we work for Amkor. Make sure you know the laws that apply to you.

The current version of the Code can be found on Amkor's Internet and Intranet sites and reflects general principles to help guide employees in making ethical decisions. It is not intended to address every specific situation. As such, nothing in this Code prohibits or restricts Amkor from taking any disciplinary action on any matters pertaining to employee conduct, whether or not they are expressly discussed in this Code.

## Where Do I Go for Advice or to Report a Suspected Violation?

If you have a question or wish to make a report on a violation of a policy, inaccurate business records, or any other ethical or legal issue you may encounter at work, you are encouraged to speak with your Manager first. Often, your Manager will be the best person to consult, since he or she will likely have the most knowledge about the situation you are facing. If you feel uncomfortable speaking to your Manager, are unable to do so, or are not satisfied with the response you receive, you may contact any of the following:

- ▶ The Business Integrity Line at 877-22-AMKOR or 877-222-6567 (Appendix A),
- ▶ Human Resources within your Amkor location (Appendix B),
- ▶ The Internal Audit Department at 480-786-7844, or
- ▶ The Legal Department: Mark Rogers, 480-786-7601; or Richard Karam, 480-786-7735; or HyeJu Lee, 949-724-9362.

The Business Integrity Line is operated by an independent third party and is available 24 hours a day, 7 days a week, from any location in the world. Nearly all languages are supported by this service, including English, Korean, Tagalog, Japanese, Malay, Portuguese and Mandarin. When calling the Business Integrity Line, you may submit your name or make an anonymous report. Once a report is made, you will receive instructions on how to follow-up on your report.

Reports of violations will be investigated under the supervision of the Legal Department or the Audit Committee as appropriate. All of us must cooperate in the investigation of suspected violations.

At Amkor, we will not retaliate against anyone for reporting in good faith an actual or suspected violation of our Code. If you believe you have experienced retaliation for reporting possible or actual violations, contact the Legal Department or the Business Integrity Line.

## Are Waivers of the Code Permitted?

Waivers of any provision of the Code are generally not permitted and, in any event, may be granted only by the Board of Directors in writing and must be disclosed in accordance with applicable law. Amendments to this Code may only be made by the Board of Directors in writing and must be disclosed in accordance with applicable law.

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Amkor is committed to a comprehensive corporate social responsibility program that aligns with our core values and contributes to our success as a responsible corporate citizen.

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# DOING BUSINESS WITH EACH OTHER

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## Non-Discrimination

To promote a positive work environment, we must work together to prevent acts of discrimination in our workplace. In general, discrimination takes place when a person or group is the target of prejudicial treatment based on certain characteristics, such as race, color, religion, gender or gender identity, sexual orientation, age, national origin, ancestry, ethnicity, veteran status, pregnancy, genetic information and disability. We do not make any employment-related decisions based on these or any other characteristics protected by law.

## Harassment

As part of our efforts to promote a positive work environment, Amkor prohibits unlawful harassment in the workplace. Harassment is any form of unwanted conduct toward another person that creates, or intends to create, an intimidating, hostile or offensive work environment for that person. Harassment based on race, color, religion, gender or gender identity, sexual orientation, age, national origin, ancestry, ethnicity, veteran status, pregnancy, genetic information, disability or as otherwise prohibited under applicable law, will not be tolerated and is strictly prohibited. Harassment includes verbal harassment (derogatory statements, slurs, epithets), physical harassment (assault, physical interference), visual harassment (cartoons, drawings, postings, email) and innuendo.

Sexual harassment is a form of harassment that includes unwelcome sexual advances, requests for sexual favors or other visual, verbal, or physical conduct of a sexual nature that:

- ▶ Is made a term or condition of employment,
- ▶ Is used as the basis of employment or advancement decisions, or
- ▶ Has the purpose or effect of unreasonably interfering with work or creating an intimidating, hostile or offensive work environment.

## Privacy

Our relationships with our fellow employees are built on mutual trust and respect. To maintain these relationships, we must do our part to keep confidential employee personal information from being inappropriately disclosed. This information can include items such as (1) personnel records, (2) medical records, (3) bank account information, (4) government-issued identification numbers, (5) residential addresses and (6) telephone numbers. We should access personal information only when authorized to do so as part of our job responsibilities and share it only with those who have a legitimate business need to know such information and within the applicable law.

## Labor Practices and Wages

Amkor does not use or condone the use of slave labor, human trafficking, exploitative treatment of workers or unsafe working conditions. Amkor complies with applicable labor laws, including wage and hour laws, and supports business partners who do the same.

Amkor follows the RBA Code of Conduct on labor practices and wages, which can be accessed at <https://www.responsiblebusiness.org/code-of-conduct/>.

## Safety and Health

At Amkor, workplace health and safety are very important. By maintaining a safe and healthy work environment, we can deliver on our promises to each other, our customers, our shareholders and the public.

Therefore, you must: (1) follow safety-related laws, regulations, and Amkor safety policies and guidelines in place at our facilities, and (2) promptly report to your Manager any occurrences that could threaten workplace safety.

## Violence in the Workplace

As part of our efforts to promote a safe and secure workplace, we must work together to maintain a violence-free work environment. Amkor prohibits any act or threat of workplace violence. Report any incidents of actual or threatened violence to your Manager immediately. If you believe someone is in danger, call 911 (in the United States) or the local authorities (outside the United States) immediately.

## Alcohol and Drug Abuse

Our commitment to Amkor requires clear thinking and the ability to react quickly – the safety of fellow employees and the communities we work in depend on it. Abusing alcohol or drugs or improperly using medication diminishes an employee's ability to perform at his or her best. The illegal use, sale, purchase, distribution, possession or presence in one's system of controlled substances or unauthorized or illegal drugs while on Amkor premises or Amkor business or during work hours is strictly prohibited. Similarly, the abuse or misuse of legal drugs or alcohol while on Amkor premises or Amkor business, or during work hours, is strictly prohibited.

# DOING BUSINESS WITH OUR CUSTOMERS, BUSINESS PARTNERS AND SUPPLIERS

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## Fair Dealing

We compete based on the quality of our products and services, and not through unfair or misleading practices. We operate in full compliance with the law and treat our customers, business partners and suppliers with integrity and respect. We ethically negotiate and bid for contracts and do not take shortcuts or use unlawful or deceitful methods. When engaging in marketing, advertising and promotional activities we do not: (1) misrepresent our products or services, (2) make unfair comparisons between our products or services and those of our competitors or (3) disparage our competitors' products or services.

## Competitive Information

We gather information about our competitors in a legal and ethical manner. In part, this means that you may not ask a coworker or other outside party to reveal information about a former employer, customer or business partner if so doing would cause them to violate the law or a legal agreement. Conversely, if you come across confidential information about a competitor that may have been disclosed accidentally to you or someone else at Amkor, do not disclose it to others and seek advice from the Legal Department.

## Antitrust Laws

Laws have been enacted in many countries to encourage competition and free enterprise. These laws, known as antitrust laws, are designed to prevent activities that restrain trade and to promote free-market principles that sustain our global marketplace. All Amkor employees, and particularly those whose work involves marketing, sales, purchasing or contracts, should be familiar with the antitrust laws and regulations that apply to their job duties.

We are committed to competing vigorously but fairly for suppliers and customers. In general, we must never make formal or informal agreements with competitors, suppliers, distributors or contractors that restrict trade or competition. For example, we must not do any of the following with any competitor: (1) discuss or communicate information relating to price or any term that affects pricing or production levels, (2) restrain or fix prices, (3) boycott other customers or suppliers, (4) allocate or divide products, territories, markets or customers or (5) limit or reduce production.

Violations of the antitrust laws can result in criminal charges against both corporations and individuals, and it is imperative that you consult with the Legal Department if you are involved in or observe any activity that could raise an antitrust issue.



## Product Quality

We build our reputation through quality products, people and services. Therefore, it is critical that every product we manufacture and every service we provide meets or exceeds our quality control standards. This requires that we: (1) manufacture our products in compliance with applicable laws and regulations, and (2) work to fulfill quality standards whenever developing, manufacturing, delivering and supporting our products. Inform your Manager: (1) of any situation in which you know or suspect that quality control standards are not being met, or (2) if you have an idea to improve the quality or efficiency of any of our products or processes.



Successful design,  
development and  
qualification



Deliver zero-defect  
products and services  
to our customers



Flawless execution  
across the entire  
organization and job  
functions

## Confidential Information of Customers, Suppliers and Others

As part of fulfilling our job responsibilities, many of us will acquire confidential information about our customers, business partners, suppliers and other parties. We have a duty to protect this confidential information and to follow applicable laws and regulations. We must also abide by the terms of any contractual obligations imposed by our relationships with these individuals or groups, including any non-disclosure agreements we have signed and any confidentiality clauses in Amkor's contracts. To ensure that we manage third-party confidential information properly, we must be careful to never:

- ▶ Share confidential information from a customer, supplier or other business partner, with any third party or with any other Amkor employee who does not have a business reason to know such information,
- ▶ Share confidential information of your prior employer with anyone at Amkor or outside of Amkor,
- ▶ Use third-party confidential information that is inadvertently revealed to us,
- ▶ Use third-party confidential information for personal use or personal gain, including for the benefit of friends or family or for any purpose other than a valid business purpose, or
- ▶ Download unlicensed software onto an Amkor computer, or use or copy documents or materials that are protected by copyright without specific permission from the copyright owner.

# DOING BUSINESS IN OUR COMMUNITIES

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## Corporate Social Responsibility

At Amkor, we take seriously the responsibilities and obligations that come with being a global corporation. We are committed to meeting those responsibilities and obligations in the communities where we live and do business and we strive to make a positive impact on society through our activities with customers, business partners, suppliers and shareholders.

To that end, Amkor is a member of the Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), which was established to improve social, economic and environmental conditions in the global electronic supply chain through use of a standardized code of conduct. The RBA code provides guidelines for performance and compliance with critical corporate social responsibility policies in the areas of labor, health and safety, environment, management systems, and ethics, and can be accessed at <http://www.responsiblebusiness.org/>.

## Anti-corruption Laws

We are subject to various anti-corruption laws regardless of where we are doing business. These laws are designed to prevent bribery and to ensure that governments choose partners based on the quality of their products and services and not because of any improper influence. For example, we must know and comply with the Foreign Corrupt Practices Act (FCPA), a U.S. anti-corruption law, which prohibits us from offering, authorizing, giving or promising anything of value to a “foreign official” for the purpose of obtaining or retaining business or to secure an improper advantage.

These prohibitions under U.S. law are broad and may include benefits like gifts, meals, travel expenses, entertainment, and monetary contributions. “Foreign officials” for these purposes include any official or employee of a foreign government or public international organization, or any foreign political candidate, political party or party official. Note that such payments are prohibited whether they are made to a foreign official directly or through an intermediary, such as a consultant, or whether it is received by the official or the official’s friends or family members.

Amkor’s position on bribery goes beyond the FCPA focus on government officials; we cannot offer or accept any bribes or kickbacks from anyone while conducting business on Amkor’s behalf, regardless of what local customs dictate. A “bribe” is a payment of anything of value such as money, gifts, services, vacations or lavish entertainment made for the purpose of obtaining or retaining business. A “kickback” is the return of a sum already paid or due to be paid as part of a legal contract, as a reward for making or fostering business arrangements.

You are not permitted to make a “facilitating payment” to expedite or ensure the performance of a routine government action, such as clerical processing of papers or issuing permits. These facilitating payments are prohibited by law in many jurisdictions. In the rare instance where a jurisdiction does permit such a payment, it may only be done if you obtain approval in advance from the Legal Department.

## Anti-money Laundering

Anti-money laundering refers to the laws, regulations, and procedures intended to prevent criminals from concealing the origin of funds obtained from illicit activity by converting it into a legitimate source. Amkor forbids knowingly engaging in transactions that support or facilitate money laundering or the funding of terrorists or other criminal activities. We mitigate risks in this area by screening to ensure we are not transacting business with individuals or entities that are on U.S. and international sanctions lists. Those of us who deal with transactions involving payments made to or from Amkor must obtain adequate information on the business activity and corresponding transaction. It is the responsibility of every Amkor employee, wherever located, to be vigilant and timely report suspicions related to money laundering.

## Trade Controls

Amkor is fully committed to compliance with import and export laws and regulations of all countries in which we do business. This includes the U.S. Department of Commerce Export Administration Regulations, the U.S. Department of the Treasury Office of Foreign Assets Control (OFAC) and the U.S. Department of State International Traffic in Arms Regulations. Every employee of Amkor, wherever located, shall adhere to this commitment and take appropriate action to ensure Amkor does not violate any global trade law or regulation. Those of us who deal with exports, imports and customs on a regular basis must know and diligently follow trade controls that regulate international trade transactions including trade and economic sanctions administered by OFAC.

It is important to note that trade controls do not apply solely to physical goods. They also apply to the transfer of technology and technical data, software, information, research and other intellectual property that we exchange with our customers and suppliers. Such transfers and exchanges may happen in a variety of ways, including email, telephone, fax, face-to-face discussion, electronic transfer or access to Amkor's facilities or computer systems.

## Anti-boycott Laws

Amkor is required to report to the United States government any request concerning "unsanctioned" foreign boycotts or related restrictive trade practices. "Unsanctioned" means that if the country where we are conducting business recognizes a boycott that is not authorized by the United States, we cannot participate in, or cooperate with, that boycott. Employees may not take any action, furnish any information, or make any declaration that could be viewed as participation in an illegal foreign boycott. If you receive boycott-related requests for information, whether oral or written, contact the Legal Department immediately.

## Concern for the Environment

While performing our business activities, we strive to minimize the risk of any adverse effects on the environment. We are respectful and responsible environmental stewards and therefore we must: (1) comply with relevant environmental laws and regulations, (2) work to minimize environmental hazards through the proper storage, transportation and disposal

of hazardous waste materials, (3) obtain and maintain all environmental permits and approvals required for the conduct of our operations and the proper handling, storage and disposal of regulated materials, including hazardous waste and (4) the timely and accurate submission of required reports concerning environmental monitoring or possible violations to proper governmental agencies.

## Corporate Political Contributions

Corporations are subject to strict laws regarding political activities under U.S. federal, state and city laws and the laws of other countries. Only employees of Amkor who are specifically authorized to do so and if permitted by local law may make political contributions (whether in cash or in kind) on Amkor's behalf, and then only with the approval of the Legal Department. We make no contributions with the expectation of influencing governmental duties. You are free to exercise the right to make personal political contributions within legal limits, but reimbursement of your personal political contributions is prohibited.

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Amkor recognizes the critical importance of a healthy environment to our global society, our economy, our business and our employees.

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# DOING BUSINESS WITH OUR SHAREHOLDERS IN MIND

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## Maintaining Accurate Records

Amkor's credibility, and compliance with laws requiring full, fair, accurate and timely disclosures in reports and documents, depends on the integrity of the records that convey company related information. The records we create and submit as part of our daily job duties – including production records, contracts, purchase orders, invoices, time records and expense reports – may have an impact on the financial information Amkor discloses to the public. We owe it to our shareholders and customers to ensure that our information is accurate, timely, complete, fair and auditable. This ensures that we communicate an accurate depiction of Amkor's financial condition and the results of our operations. We do not support or condone preparing false records under any circumstances.

As part of our commitment to conduct business with integrity, we must do our part to ensure Amkor's financial books and records are properly maintained in accordance with all laws, external accounting requirements, Amkor policies, and internal control procedures. For example:

- ▶ Depending on your position, you may be called upon to provide information to assure that Amkor's financial reports are accurate and meet legal, regulatory and accounting requirements.
- ▶ All employees with supervisory duties should establish and implement appropriate internal accounting controls over all areas of their responsibility to safeguard Amkor's assets and the accuracy of its financial records and reports.

- ▶ All employees are expected to adhere to Amkor's procedures and practices for maintaining controls over financial matters in accordance with internal needs and the requirements of applicable laws and regulations and to provide prompt and accurate information related to disclosure requirements.

We employ auditors to ensure that the way we conduct business and keep records is consistent with relevant laws and accounting standards. We must cooperate with auditors and ensure that anyone acting under our direction also cooperates with auditors. No one at Amkor shall take any action, directly or indirectly, to fraudulently influence, coerce, manipulate or mislead Amkor's external or internal auditors. Violation of these provisions may subject the violator to substantial civil and criminal penalties in addition to termination of employment.

## Records Retention

The retention of records is an important part of our commitment to our shareholders. We need to retain appropriate evidence of Amkor's business transactions in order to comply with laws and regulations and to meet our business and operational requirements. We are required to: (1) comply with any legal hold instructions communicated by the Legal Department, and (2) be mindful that it is unlawful to intentionally destroy records that pertain to anticipated or commenced investigations, audits or litigation.

## Internal and Governmental Investigations

From time to time, Amkor conducts internal investigations of ethics and compliance issues. We are required to cooperate and provide complete and accurate information in connection with an investigation. In addition, we are expected to cooperate fully with any government investigation. If you learn about a possible government subpoena, investigation, or inquiry, inform the Legal Department immediately. Until you have conferred with the Legal Department, do not discuss the matter with anyone else inside or outside Amkor. Note that in some cases, the government may view such disclosures as impeding its investigation. Submit any subpoenas or written requests for information to the Legal Department before taking or promising any action.

## Physical Assets

By working for Amkor, you have made a commitment to properly handle and maintain physical assets, including equipment, materials and facilities. To meet this commitment you need to exercise good judgment so that Amkor's assets are not misused or wasted. Careless, inefficient or illegal use of Amkor property hurts all of us.

## Amkor Confidential or Proprietary Information

Many of us have access to Amkor's confidential or proprietary information. In general, confidential and proprietary information describes information that is nonpublic and would harm Amkor's competitive advantage if it were disclosed to our competitors or the public. The following are some examples of confidential or proprietary information:

- ▶ Unpublished financial data, including sales and profit figures,
- ▶ Product pricing,
- ▶ Intellectual property, such as inventions, copyrights, product designs and patents, and
- ▶ Research and product development plans.

We must never share any form of confidential or proprietary information with anyone who does not have a business reason to know such information, whether inside or outside Amkor. We need to take care when discussing sensitive information in public places and follow all security measures and internal control procedures for the use and storage of Amkor information. However, nothing in this provision or Code regarding confidentiality matters shall prevent you or any Amkor employee from reporting violations to governmental authorities, or making other disclosures, that are protected under the whistle-blower provisions of applicable law.

Amkor will retain ownership of any confidential or proprietary information that you may have acquired, developed or conceived as a result of work done on Amkor's behalf. Your obligation to protect this information continues after you no longer work for Amkor.

## Proper Use of Amkor Electronic Resources

Many of us use Amkor electronic resources – such as hardware, software, computers, telephones, mobile devices and information systems – for our daily work. You must use the electronic resources Amkor provides you in a respectful and ethical manner. Therefore, you must:

- ▶ Use Amkor computers responsibly and for Amkor business purposes, ensuring that any personal use is reasonable and minimal,
- ▶ Protect the security of identification badges, access cards, passwords, cell phones, personal computers and information technology systems, and
- ▶ Use the utmost care when drafting electronic messages.

Subject to local law, Amkor may monitor the use of your electronic resources to ensure that they are being used properly. You should not expect privacy in any electronic message drafted or transmitted through Amkor's electronic systems. In addition, Amkor reserves the right to block access to offensive, illegal and non-business-related sites and to intercept any messages or files transmitted by or stored in its systems that it deems inappropriate, where local law permits.

## Public Communication

Amkor's reputation is a valuable asset and we are all responsible for protecting it. To maintain this reputation, we must ensure our public communications are accurate and consistent. This means that: (1) only designated spokespeople may speak on Amkor's behalf, (2) you should not respond to any requests from the media, investors, analysts, or other external parties and (3) you should not post information about, or referring to, Amkor in any public forum, including the Internet.

If you receive an inquiry or request for information from the media, an investor or another external party, you should refer the inquiry or request to Corporate Communications, (480-786-7594).

## Social Media

In social media, the lines between public and private, and personal and professional are blurred. Just by identifying yourself as an Amkor employee, you are creating perceptions about your professionalism and about Amkor with shareholders, customers, and the general public that can impact Amkor's reputation and business interests. Take extra precautions when drafting online communications and consider how they reflect on Amkor.



## Avoiding Conflicts of Interest

At Amkor, we work as a team to achieve our collective goals. Therefore, our business decisions must be made in Amkor's best interests and not based on our personal or outside interests. To ensure we are acting in Amkor's best interests and to retain our credibility in the eyes of our customers and shareholders, we must avoid conflicts of interest. A "conflict of interest" occurs when our personal interests or those of a family member or close friend does, or appears to, interfere with, or adversely impact, the interests of Amkor. Such conflicts may prevent us from making sound, objective and loyal business decisions on Amkor's behalf.

While it would be impractical to list every situation in which a conflict of interest might arise, our Code sets forth guidelines for common challenges and requires that we disclose all actual or potential conflicts of interest to our Manager and Human Resources.

## Gifts and Entertainment

Amkor's policy and practice encourages the use of good judgment, discretion and moderation when giving or accepting gifts or entertainment in business settings. We are expected to make business decisions for business reasons and not because we have somehow received a personal benefit. We should not accept any gifts, personal services or favors from any person or business doing business with Amkor if our acceptance could create the appearance of impropriety. Accepting any gift of more than nominal value or entertainment unconnected with a business purpose or having excessive value can appear to be an attempt to influence the recipient into

improperly favoring a particular person, entity or business relationship and therefore should be avoided. Gift-giving and entertainment practices may vary in different cultures; however, any gifts and entertainment given or received must comply with the law, and must not violate Amkor's policies. We do not solicit gifts, entertainment or favors of any value from persons or firms with which Amkor actually or potentially does business. Nor do we act in a manner that would place any vendor or customer in a position where he/she may feel obligated to make a gift, provide entertainment or provide personal favors in order to do business or continue to do business with Amkor.

These rules apply not only to the activities of employees of Amkor, but also to their families and friends. For example, a gift received by a spouse, significant other or other family member, from a supplier or customer can create the same conflict of interest as if the employee personally received the gift.

## Financial Interest and Investments

Having a financial interest or investment in one of Amkor's competitors or an actual or potential customer, reseller or supplier (either directly or through the holdings of an immediate family member or close friend) presents a situation in which a conflict of interest might arise. Therefore, you may not have a direct or indirect financial interest, of sufficient importance as to influence an outcome, in a competitor, customer, reseller or supplier, if you or your subordinates deal directly or indirectly with that competitor, customer, reseller or supplier in the course of your job. Prohibited financial interests may include receiving loans or guarantees of other obligations, other than third party, arm's



length transactions in the ordinary course of business, from a competitor, customer, reseller or supplier.

In addition, engaging directly or indirectly in a transaction, including derivative transactions, whereby you may benefit from a decline in Amkor's stock price may also present a conflict of interest. Accordingly, you cannot engage in any such transaction, including short sales, swaps, spread bets or put options.

### Doing Business With Family and Friends

At times, our immediate family members and close friends may have a personal stake in one of Amkor's competitors, or an actual or potential customer, reseller or supplier. This is generally acceptable; however, we do need to be cautious to avoid any conflicts of interest or even the appearance of a conflict of interest that may result from these situations. We may never exert influence, or even appear to exert influence, in our business relationships as a result of our personal relationships. In part, this means we must not attempt to influence the bidding or negotiation process in any way. In addition, if we are involved in the supplier selection process or any negotiations with a customer and our friend or family member has a personal stake in the potential supplier or customer, we must disclose the situation promptly to our Manager.

### Conducting Outside Business

We must not take outside employment that interferes with our ability to do our job or prevents us from performing our job duties objectively, competes with Amkor's activities, implies sponsorship or support by Amkor of the outside

employment or organization or otherwise adversely affects Amkor. This includes serving as a contractor, consultant or supplier. Report any outside employment opportunities to the appropriate Manager and to Human Resources for a determination regarding potential conflicts of interest before accepting the position.

We must exercise good judgment when asked to serve on a board of directors, advisory board, committee or officer of another organization, which may raise an actual or apparent conflict of interest. Before accepting a position with an organization (including non-profit organizations) that may in any way be related to our business, you must obtain prior approval from your supervisor and the Legal Department.

### Insider Trading

Through our work with Amkor, we may come across inside information that is material, nonpublic information that we have acquired about Amkor or another company. The use of such nonpublic or "inside" information about Amkor, or another company, for your financial or other benefit is not only unethical but is also illegal and, indeed, may be criminal. United States law and the laws of other countries prohibit any person who has material, nonpublic information about a company from trading the stock or other securities of that company or disclosing such information or giving advice based upon such information to others who may trade (sometimes called "tipping"). Therefore, while in possession of material, nonpublic information about Amkor or another company, you may not buy or sell securities of Amkor or that company. You are also prohibited from sharing such information with family members, friends or fellow employees.

Information is “material” if an investor might consider it important in deciding whether to buy, sell or hold securities. Information is “nonpublic” if it has not yet been disclosed to or absorbed by the public. Some examples include: (1) plans to acquire or divest another company, (2) planned key product announcements, (3) undisclosed financial performance, projections and plans, including dividend and security repurchase plans, (4) plans to make an investment in another company, (5) customer wins and (6) plans to award business to a supplier.

Amkor will not tolerate insider trading, which may include acting through someone else or giving insider information to others for their use even if you will not financially benefit from it. If you have any doubt about what you can or cannot do in this area, you should consult with the Legal Department.

### Prohibited Transactions in Amkor Securities

Employees, and their family members, may not engage in speculative or hedging, monetization or other derivative transactions in Amkor’s securities. Examples of these transactions include selling Amkor securities you do not own or short sales, failing to deliver Amkor securities you have sold, put or call options, swaps, spread bets, collars, forward sale contracts, holding Amkor securities in a margin account or pledging Amkor securities as collateral

for a loan. Such transactions may reduce your incentive to improve Amkor’s performance, focus your attention on short-term performance at the expense of Amkor’s long-term objectives, limit your exposure to the full risks and rewards of ownership of Amkor securities or create the appearance that you are trading based on inside information or have an expectation that Amkor’s securities will decline in value.

Amkor’s insider trading policy does not prohibit the exercise of options to purchase Amkor securities granted under Amkor incentive plans in accordance with their terms. Any person in possession of material nonpublic information when his or her service as an employee, officer or director terminates, may not trade in Amkor securities until that information has become public or is no longer material.

### Amendment

This Code of Business Conduct may be amended from time to time at Amkor’s discretion. The current version of the Amkor Technology Code of Business Conduct will be posted and maintained on Amkor’s website at <http://www.amkor.com/>.

## CERTIFICATION FORM

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I acknowledge that I have received Amkor's Code of Business Conduct (Code) and will comply with the guidelines it sets forth. I also understand that I have the responsibility to review and comply with Amkor's policies and procedures that apply to my job responsibilities. I understand that a violation of the policies and ethical standards outlined in this Code may subject me to disciplinary action, up to and including termination, as well as civil and criminal penalties. Signing this Certification Form does not, nor is it intended to, confer any rights or benefits of employment, or constitute an assurance of continued employment or employment other than at-will.

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SIGNATURE

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DATE

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PRINTED NAME



Enabling  
the  
Future



# APPENDIX A – CONTACTING THE BUSINESS INTEGRITY LINE

## By Web

File a report through the digital platform by visiting <http://amkor.ethicspoint.com> or scan the QR code for mobile access.



## By Phone at 1-877-22-AMKOR (1-877-222-6567)

The Business Integrity Line is operated by an independent third party and is available 24 hours a day, 7 days a week, from any location in the world. Nearly all languages are supported by this service, including English, Korean, Tagalog, Japanese, Malay, Portuguese and Mandarin. If you call the Business Integrity Line, you will receive instructions on how to follow up on your report.

When calling the Business Integrity Line, you have the option to submit your name or make an anonymous report. If you wish to use an alternative to the Business Integrity Line, you may choose to call the Legal Department directly at (480) 821-5000.

At Amkor, we will not retaliate against anyone for reporting in good faith an actual or suspected violation of our Code. If you believe you have experienced retaliation for reporting possible or actual violations, contact the Legal Department or the Business Integrity Line.

## Instructions for Callers Outside the United States Who Wish to Avoid International Toll Charges

- ▶ **Step one:** Make sure you have an outside line. If using a public phone, make sure it can be used to make international calls.
- ▶ **Step two:** Enter the AT&T direct access number for the country you are calling from. (See table below for some common country access numbers.)
- ▶ **Step three:** When you hear the voice prompt or series of tone prompts, dial 877-222-6567.
- ▶ **Step four:** You will be connected to the Business Integrity Line. If you do not speak English, an interpreter will join your conversation to assist you in completing the call.

Country Access Numbers

France	0-800-99-0011, 0805-701-288
Japan	00-663-5111
Korea	00-729-11, 00-309-11, 00-369-11
Singapore	800-011-1111, 800-001-0001
People's Republic of China	10-811
Philippines	105-11, 1010-5511-00
Republic of China (Taiwan)	00-801-102-880
Malaysia	1-800-80-0011
Portugal	800-800-128
Germany	0-800-225-5288
Vietnam	1-201-0288 (VNPT), 1-228-0288 (Viettel)

## APPENDIX B – CONTACTING HUMAN RESOURCES, INTERNAL AUDIT OR THE LEGAL DEPARTMENT

If you have a question or wish to report a violation of a policy, inaccurate business records or any other ethical or legal issue you may encounter at work, you are encouraged to speak with your Manager first. Oftentimes, your Manager will be the best person to consult, since he or she will likely have the most knowledge about the situation you are facing. If you feel uncomfortable speaking to your Manager, are unable to do so, or are not satisfied with the response you receive, you may contact any of the following:

Department	Location	Name	Phone Number/ Email Address
Human Resources	France/Germany	Sharon Gruber	+49-89-1241-49843 Sharon.Gruber@amkor.com
	Japan	Hidetaka Oda	03-5425-2830 Hidetaka.Oda@amkor.com
	Korea	MinJong Kim	032-728-4152 MinJong.Kim@amkor.co.kr
	Singapore	Joanna Tan	6211-3391 Joanna.Tan@amkor.com
	Vietnam	Anh Tran Thi	0979-665-712 Anh.TranThi@amkor.com
	People's Republic of China	Chancy Chen	021-5064-4590 x8196 Chancy.Chen@amkor.com
	Philippines	Willy Garcia	02-8850-7000 x5318 Willy.Garcia@amkor.com
	Republic of China (Taiwan)	Joanne Huang	03-411-6000 x11210 Joanne.Huang@amkor.com
	United States of America	Brenda Perry	480-786-7536 Brenda.Perry@amkor.com
	Malaysia	Azrul Azhan	03-3122-6001 x505 Azrulazhan.Razali@amkor.com
	Portugal	Fernando Alves	252-246-257 Fernando.Alves@amkor.com
Internal Audit	United States of America	Mike Roy	480-786-7577 Mike.Roy@amkor.com
Legal	United States of America	Richard Karam	480-786-7735 Richard.Karam@amkor.com
		Mark Rogers	480-786-7601 Mark.Rogers@amkor.com
		HyeJu Lee	949-724-9362 HyeJu.Lee@amkor.com

# AMKOR TECHNOLOGY BY THE NUMBERS



FOUNDED IN  
**1968**



**30,000+**  
EMPLOYEES



**12,000,000**  
SQUARE FEET OF  
MANUFACTURING SPACE



**\$6.5B**  
NET SALES\*



FOOTPRINT IN **12** COUNTRIES

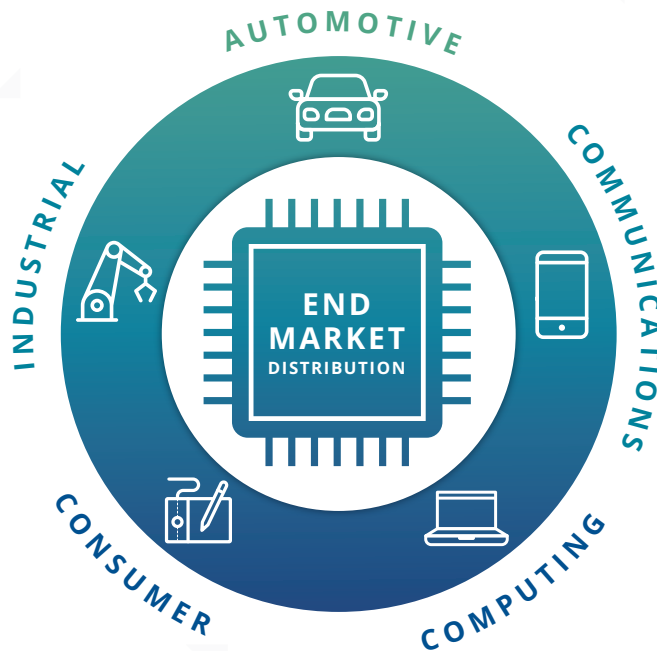


SALES & CUSTOMER  
SUPPORT CENTERS



ASSEMBLY &  
TEST FACILITIES

\*2023 RESULTS



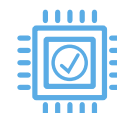
**3** TOP TURNKEY  
SERVICES



DESIGN



PACKAGING



TEST



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BR207Q-EN Rev. Date: 05/24

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