JSR Micro Inc.
Transparency in Supply Chain Act Disclosure

Introduction

During its history, JSR Micro Inc. has always been dedicated to having responsible and ethical operations. It is part of our CSR program to prevent abuses of human rights, in our own facility as well as in our supply chains.

Verification

Firstly, JSR Micro sets clear expectations for suppliers by requiring endorsement of the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. All of our key suppliers have endorsed this code. New suppliers are assessed on how they manage Corporate Social Responsibility (CSR), this includes questions about human rights.

In addition, JSR Micro responds to the EICC's risk assessment survey (RA2) answering to more than 300 questions on a broad range of topics – including labor, ethics and human rights - about how JSR Micro manages its own, and its suppliers' impacts.

Lastly, we ask suppliers to respond to the survey of the Conflict-Free Sourcing Initiative (cfsi), to eliminate the use of Conflict Minerals in our supply chains.

Audit

JSR Micro audits its key suppliers every 1-2 years. The on-site audit is announced to the supplier, and performed by qualified JSR auditors, including a member from the CSR team. During the audit we use an audit template that incorporates all EICC Code of Conduct topics. If any gaps or non-compliances are identified, it is expected that the suppliers will develop a Corrective Action Plan. JSR Micro monitors if the issues are solved in due time.

Certification

JSR Micro requires all suppliers to comply with all applicable rules and regulations as well as with EICC Code of Conduct requirements. Conformance is certified during the New Supplier Assessment, and during on-site audits.

Internal Accountability

The EICC Code of Conduct sets the baseline expectations of ethical and responsible behavior of suppliers. Compliance is monitored through the audit process (see above). Ethical expectations of employees are shared internally in various ways:

- The JSR Group Principles of Corporate Ethics and JSR Micro's CSR Policy was communicated by email, and can be found on the intranet and in the employee handbook.
- Employees can report anonymously to the Ethics Hotline, which is managed by an independent third party.

Training

JSR employees who regularly perform audits followed a training that included identifying forced and bonded labor risks in the supply chain.