

ASE TECHNOLOGY HOLDING CO., LTD.
Corporation Human Rights Policy Statement

Established on Jul., 2021

ASE Technology Holding Co., Ltd. and its subsidiaries (collectively "ASEH") are committed to safeguarding the human rights of employees and value chain partners (including customers, suppliers/distributors, agents, joint ventures and consortia partners and local communities) and promoting the sustainable development of the environment, society and economy. ASEH's approach is designed in support of the United Nations Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. ASEH is also committed to upholding local laws and regulations in the countries where ASEH operates, and reviewing the implementation of its human rights policies on a regular basis through membership on the Responsible Business Alliance.

ASEH has formulated the following principles to manage human rights across our business. These principles are further supported by ASEH's Corporate Social Responsibility Best Practice Principles and Code of Business Conduct and Ethics.

■ **Protect and Respect:**

ASEH is committed to creating an environment conducive to human rights protection and avoid any actions that may infringe or have a negative impact on human rights.

1. Prohibition of Human Trafficking, Forced Labor and Child Labor

ASEH will not use nor tolerate the use of any forced or bonded labor, involuntary or prison labor, slavery or human trafficking.

- (1) ASEH forbids the use of forced, guaranteed (including debt repayment) or bonded labor, involuntary or exploitative prison labor, enslaved or trafficked persons.
- (2) All work should be voluntary and employees have the freedom to resign or terminate the employment relationship.
- (3) Unless otherwise permitted by law, suppliers and employment agents shall not retain, destroy or confiscate any employee's identity cards, passports or work permits.
- (4) ASEH will not employ persons below the age of 16 years, or who have not reached the age of statutory required education, or below the legal age of employment in the region/country. This, however, does not apply to internships that meet legal requirements. Employees under the age of 18

shall not be assigned hazardous work, overtime work and night shifts.

2. Freedom of Association/Collective Bargaining

ASEH recognizes employees' freedom of associations in accordance with the local laws and regulations of the region where ASEH operates. Employees have the right to engage in collective bargaining and negotiate freely with employers or their superiors without fear of retaliation, threat or harassment.

3. Diversity and Discrimination

ASEH values diversity and treats its employees with utmost respect. ASEH adopts a zero tolerance approach against any form of discrimination. ASEH prohibits discrimination in the recruitment, employment, wage, benefit, bonus, promotion, training and tenure on the basis of place of birth, race, color, age, gender, sexual orientation, gender identity and expression, nationality, social status, physical handicap, medical history (such as Acquired Immune Deficiency Syndrome, AIDS), pregnancy, language, ideology, religion, beliefs, political affiliation, cultural background, veteran status, former union membership, protected gene information, marital status, appearance and facial features. ASEH guarantees equal pay for equal work and equal pay for equal value.

4. Harassment Prohibition

ASEH is committed to providing a safe work environment for employees and does not tolerate workplace harassment. Besides the prohibition of sexual harassment, stalking or any illegal harassment behavior, ASEH prohibits workplace harassment on the basis of place of birth, race, color, age, gender, sexual orientation, gender identity and expression, nationality, social status, physical handicap, medical history (such as Acquired Immune Deficiency Syndrome, AIDS), pregnancy, language, ideology, religion, beliefs, political affiliation, cultural background, veteran status, former union membership, protected gene information, marital status, appearance and facial features.

5. Working Hours and Minimum Wage Standards

- (1) Working hours shall not exceed the maximum set by local laws or more than 60 hours per week (including overtime), except for emergencies or particular circumstances. Employees should not work more than 6 days consecutively without taking at least one day off.
- (2) ASEH employee compensation shall comply with the relevant local laws on wages including minimum wage requirements, overtime hours and legally mandated benefits.

6. Workplace Safety and Health

ASEH provides a “risk free” working environment for employees as the ultimate goal of ASEH. ASEH is committed to providing employees with a safe, comfortable and healthy working environment that is in compliance with applicable workplace safety and health laws and regulations, and standards set forth in the RBA Code of Conduct. ASEH shall wholeheartedly establish and constantly maintain a safety and health management system to monitor, implement and continuously improve safety and health policies in order to eliminate the risk factors that could impact workplace safety and reduce the risk of occupational injuries.

7. Protection of Personal Data and Cybersecurity

ASEH is committed to complying with the Personal Data Protection Act, and laws and regulations where ASEH operates to protect the personal information of its employees, customers and suppliers. ASEH adopts a high level of control measures to secure its IT systems, databases, networks, personal computers and data storage media. ASEH manages the use of personal data carefully, and ensures that privacy is maintained in the collection, processing, storage, usage and transmission of personal data.

8. Responsible Procurement

To fulfill responsible procurement and build a sustainable supply chain for further human rights interests, ASEH has formulated the ASEH Supplier Code of Conduct, ASEH Purchasing and Supply Chain Development Policy and ASEH Sourcing Policy for Conflict Minerals. To better manage purchasing activities and the supply chain, ASEH is committed to the following actions.

- (1) Procurement activities should comply with ethical business standards and the local regulations in the region where ASEH operates to ensure fair business transactions between ASEH and suppliers.
- (2) ASEH shall conduct strict reviews of its business activities and supply chain to achieve its goal of responsible mineral sourcing and avoid the use of conflict minerals.
- (3) ASEH shall actively promote green procurement and priorities the purchase of products that are labeled eco-friendly, produced using recycled materials, recyclable, helping to reduce environmental pollution and energy-saving to achieve environmental sustainability.
- (4) ASEH expects our suppliers to provide a safe working environment, treat its employees with respect and dignity, maintain a business operation which is responsible to the environment and practices good business ethics. ASEH shall incorporate the management of human rights issues at its suppliers into its

procurement decisions.

9. Environmental Protection

ASEH strives to reduce the negative impact on the environment through being in compliance with all local regulations and the Responsible Business Alliance Code of Conduct in order to protect the safety and health of the public. ASEH has established robust systems at all its operational sites to manage environmental impacts and applies the latest technologies to control pollution and process waste materials. ASEH is focused on achieving zero waste and zero pollution as a step towards environmental protection.

10. Anti-Corruption and Avoidance of Conflicts of Interest

To avoid potential negative impacts and conflicts of interest arising from human rights activities, ASEH commits to conducting business practices with utmost integrity and impartiality, and complying with relevant anti-corruption laws and regulations of the region where ASEH operates.

- (1) ASEH does not tolerate any form of bribery, corruption, extortion or embezzlement. ASEH employees are not allowed to directly or indirectly offer, promise, give, accept, seek or receive bribes to/from customers, suppliers, public officials, foreign officials or other interested parties. When accepting gifts or entertainment due to duties, general business etiquette and conventions must be observed, and any gift of more than nominal value or any entertainment unconnected with a business purpose or with an excessive value should be avoided.
- (2) ASEH employees shall endeavor to avoid situations that present a potential or actual conflict between personal interest and the interest of ASEH. A conflict of interest might occur when a person's private interest interferes in any way with the interest of ASEH, or when an employee of ASEH (or his or her family members) receives improper personal benefits as a result of his or her position in ASEH. Under such circumstances, the ASEH employee shall recuse himself or herself as soon as he/she is aware of the conflicts of interest, and must fully disclose such conflict of interest to his or her manager prior to engaging in any business or related activity that may lead to the conflict.

■ Appeal and Remedy Process

To prevent infringement of human rights, protect ASEH employees and value chain partners, and mitigate any adverse human rights impacts, ASEH has put in place formal processes for appeal and remedy.

1. File an appeal, whistleblowing report or complaint via channels such as Employee

Appeal Hotline, Sexual Harassment Prevention Hotline, Human Resource Mailbox, General Manager Mailbox and Code of Conduct Compliance Reporting System.

2. ASEH shall involve employees, authorized representatives and trusted third parties to ensure due process is followed and issues are handled fairly and justly. In addition, ASEH shall maintain a smooth and open dialogue with complainants and provide timely updates to ensure an appropriate outcome.
3. ASEH will conduct thorough investigations on allegations of human rights violations in accordance with the procedural regulations. If the allegations are proven, ASEH will ensure that the offender is duly punished, provide counseling to the aggrieved party, strengthen policies and procedures to prevent the recurrence of such cases in the future, and to provide relief or compensation to the aggrieved party.
4. ASEH shall disclose regular updates on the number, content and progress of cases related to appeals, whistleblowing reports or complaints without risking the privacy of any individuals.
5. ASEH shall protect the personal information and privacy of those who had filed an appeal, whistleblowing report or complaint in good faith, to prevent any retaliation or unfair treatment.

■ **Management Principles**

ASEH seeks to continuously improve human rights governance and keep in lockstep with business development trends. In order to yield positive results in the management of human rights, ASEH shall adopt the following principles:

1. Education and Training:

ASEH shall continue to promote ASEH human rights policy both internally and externally, and conduct human rights education and training for internal decision makers, managers, employees and suppliers/contractors.
2. Human Rights Due Diligence and Feedback Mechanism:

ASEH shall conduct regular human rights due diligence to assess and identify human rights risks and potential impacts.

If risks, potential impacts, or violations are discovered during the human rights due diligence, ASEH shall take immediate actions to mitigate or remediate.

Risks, potential impacts or violations assessed and identified through human rights due diligence process and their status shall be regularly reported to the Board of Directors for further review. ASEH’s human rights policy and human rights management regulations and management procedures shall be updated accordingly to strengthen ASEH’s human rights protection.

ASEH is committed to applying the aforementioned human rights policy across all commercial, non-commercial activities and external partnerships so as to protect the human rights of employees and value chain partners (including customers, suppliers/contractors, agents, joint ventures and consortia partners and local communities).