



## ASE Technology Holding Co., Ltd.

### ASE Technology Holding Co., Ltd. Corporate Sustainability and Citizenship Policy

As the leading provider of semiconductor assembly and test services and a major consolidator of systems and converging technologies, ASE Technology Holding Co., Ltd. and its subsidiaries (collectively "ASE Technology Holding") plays a vital role in transforming our society into a green and low carbon economy. We regard sustainability and corporate citizenship as the growth opportunity and commit to providing eco-efficient and responsible service to our customers to achieve satisfactory performance in environmental, social and governance (ESG).

ASE Technology Holding shall lead and create practices in innovation and sustainability to make a positive impact on our sector, business, stakeholders and society at large.

ASE Technology Holding aims to pursue a sustainable growth over time by a strategic approach which is based on not only the perspectives of cost control, integrated risk management, and advanced technology, but responsible use of natural, social and human capitals, assimilating our enterprise into the landscape from which we draw so much, and rely upon.

ASE Technology Holding is committed to the following:

1. Maintaining sound corporate governance, and continuously practicing ethics in all areas of our business, and complying with all laws and applicable regulations where we operate.
2. Improving our eco-efficiency and protecting the environment by continuously enhancing resources recycling; reducing greenhouse gas emissions, waste generation, wastewater effluent, and chemical usage.
3. Providing employees with a safe, healthy, and stimulating work environment. Ensuring diversity in our workforce and protecting the human rights.
4. Partnering with our suppliers to ensure that working conditions in ASE Technology Holding's supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.
5. Devoting ourselves to the community through charitable activities, educational programs and social work which optimize resource allocation and maximize positive social impacts.
6. Conducting effective and strategic stakeholder engagement and communication while emphasizing on transparent and balanced information disclosure.

Tien Wu

CSC Chairman & Chief Operating Officer, ASE Technology Holding Co., Ltd.

### 日月光投資控股股份有限公司 企業永續發展與企業公民政策

日月光投資控股股份有限公司及其子公司(以下合稱"日月光投控")為全球半導體封裝測試服務領導者及主要的系統與核心技術整合者,在社會轉型至綠色及低碳經濟的過程中,扮演重要的角色。我們視永續發展與企業公民為公司成長的機會,承諾提供具生態效益及負責任的服務給我們的客戶,俾以在環境、社會及公司治理三方面有優異的績效表現。

日月光投控將引領創新及永續的企業責任實踐,為產業界、企業界、利害關係人和全體社會帶來正面的影響力。

日月光投控致力於以策略性做法追求企業的永續成長,不僅會持續進行成本控管、整合性風險管理以及先進技術開發,更會以負責任的態度運用自然、社會與人力資本,與我們所仰賴並汲取資源的土地共存共榮。

日月光投控承諾:

1. 維持健全的公司治理制度,於企業內持續實踐商業道德規範,並恪遵所有營運所在地的法律規定。
2. 持續增加資源再利用及減少溫室氣體與廢水排放、廢棄物產生及化學品使用,以改善我們的生態效益並保護環境。
3. 提供員工安全、健康及優質的工作環境,確保勞動力多元化及保障人權。
4. 建立供應商夥伴關係,確保供應鏈具備安全的工作環境,其員工受到尊重並享有尊嚴,且其營運對環境負責並符合商業道德。
5. 透過積極參與慈善活動、教育計畫和社會工作回饋社區,將資源做最完善的分配,並發揮最大的社會影響力。
6. 進行有效且具策略性的利害關係人溝通與議合,並強化資訊的公開透明與平衡揭露。

吳田玉

日月光投資控股股份有限公司永續發展委員會主席暨營運長