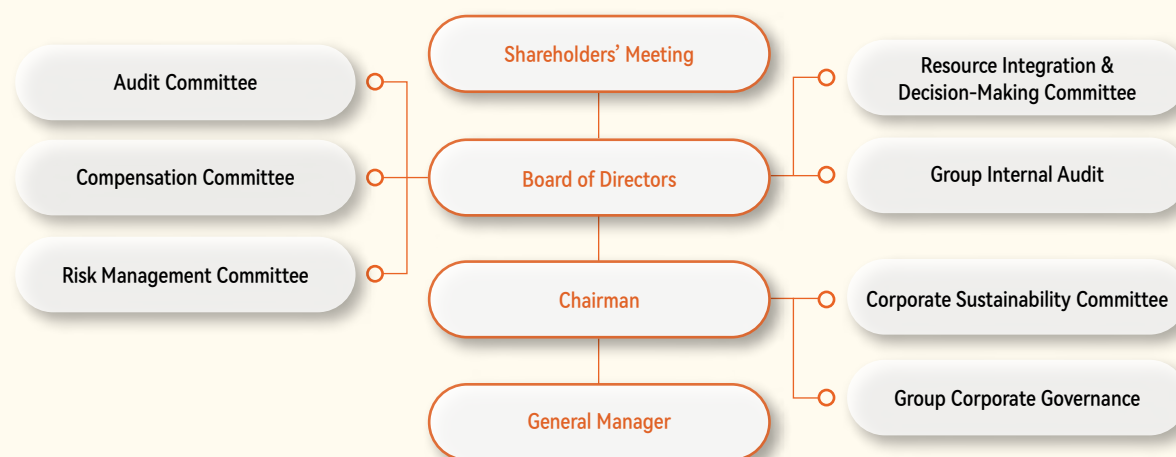


### 3.1 Board of Directors

The ASEH board of directors (the “Board”) established the “Audit Committee”, “Compensation Committee” and “Risk Management Committee”<sup>1</sup>, to convene meetings and perform duties as prescribed in the charters and/or within applicable laws and regulations. The committees also submit proposals for Board resolution, and report the status of matters relating to their respective functions to the Board. In parallel, the Group Internal Audit Department conducts periodical audits and presents audit results to the Audit Committee and the Board. Group Chief Administration Officer (Du-Tsuen Uang) was appointed as the Corporate Governance Officer to facilitate the operation of the Board<sup>2</sup>. In addition, the Resource Integration and Decision-Making Committee was established to strengthen resource integration and decision-making efficiency across all subsidiaries, with the goal of maximizing shareholder and stakeholder value.



<sup>1</sup> For further details on the composition and responsibilities of the Audit Committee, Compensation Committee and Risk Management Committee, please refer to our 2023 Annual Report and Form 20-F “Item 6 Directors, Senior Management and Employees – Directors and Senior Management” at [https://ir.aseglobal.com/html/ir\\_reports.php](https://ir.aseglobal.com/html/ir_reports.php) or ASEH’s company website at [https://ir.aseglobal.com/html/ir\\_committees.php](https://ir.aseglobal.com/html/ir_committees.php)

<sup>2</sup> For more details on the corporate governance affairs and training status of the Corporate Governance Officer, please refer to ASEH’s company website at [https://ir.aseglobal.com/html/ir\\_corpor.php](https://ir.aseglobal.com/html/ir_corpor.php)

<sup>3</sup> For further details on succession planning, please refer to ASEH’s company website at <https://www.aseglobal.com/csr/integrity-and-accountability/succession-planning/>

<sup>4</sup> The board of directors of ASEH has been elected in the shareholder’s meeting in June 2024. The fourth board of directors will consist of nine directors, including three independent directors

<sup>5</sup> Independent directors are as defined in Rule 10A-3 under the U.S.A. Securities Exchange Act of 1934 as well as defined by the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies by Taiwan FSC

<sup>6</sup> For further details on directors’ attendance of meetings and information regarding conflict of interest, please refer to our 2023 Annual Report

### Structure and Responsibilities of the Board of Directors

The Board is the highest governing body of ASEH. Jason Chang is the Chairman of Advanced Semiconductor Engineering Inc. (“ASE”) since ASE’s listing on the Taiwan Stock Exchange in 1989. He is also the Chairman of ASEH since its founding in April 2018 and the Chair of the Resource Integration and Decision-Making Committee since 2021. As a strategic leader, the Chairman has led the company through consolidating core businesses, tackling challenges, and creating new business opportunities, to achieve market leadership in the semiconductor assembly and test industry. ASEH has developed a management succession plan and regularly evaluates the succession planning progress to ensure the company’s sustainability<sup>3</sup>.

The third Board consists of thirteen members, each serving a three-year term<sup>4</sup>. Three of the members are independent directors<sup>5</sup>. In addition to the scope of authorities and duties granted by or in accordance with the Taiwan’s Company Act and ASEH’s Articles of Incorporation on Shareholders Resolutions, the Board is actively engaged in the supervision of the overall operations of the company, business strategy formulation and development, risk identification in operation, finance, taxation, and overseeing, planning and implementation of ASEH’s corporate sustainability.

In 2023, a total of twelve Board meetings were convened and attended by three independent directors in their supervisory capacity. The average Board meeting attendance rate was 94%. To manage and avoid conflicts of interest, directors or the corporates they represent involving conflicts of interest which may jeopardize the interest of the company, are not allowed to participate in the discussions, exercise their votes, nor vote on behalf of other directors<sup>6</sup>.

## Diversity of the Board of Directors

ASEH's Corporate Governance Best Practice Principles lists the guidelines, management objectives and goals for selecting the Board<sup>1</sup> and takes into account diverse and complementary factors such as: gender, age, nationality, culture, professional background and industry experience<sup>2</sup>. Members of the Board come from different professional backgrounds with global market perspectives and possess the abilities to conduct risk oversight.

## Continuous Education for Board Members

To expand the knowledge and competencies of our board members to effectively respond to evolving global and domestic corporate governance and sustainability challenges, a robust board education program was put in place. Based on industry requirements, educational and experience background of board members as well as the results from the performance evaluation of the Board, we facilitate the board members with the course planning and activities. As a result of corporate risk assessments and observations of global trends, a series of executive workshops covering topics such as corporate governance and trend of global semiconductor industry have been organized for board members in 2023. From time to time, board members attend courses organized by external parties according to their needs. For example, in 2023, some directors have additionally taken courses on sustainable trends and laws, intellectual property rights, digital technology and artificial intelligence to fulfill their authority to lead and supervise company strategies. ASEH board members have continued to participate in continuous education on corporate governance and sustainability during their tenure, averaging more than the regulatory requirement of 6 hours per director per year<sup>3</sup>.

## Board Participation in Sustainability Governance

ASEH Board of Directors has direct oversight and management of the company's ESG performance, and the authority to make decisions. In 2023, the Board passed the following resolutions – a) donating NT\$100 million to environmental causes in Taiwan<sup>4</sup>, and b) approved amendments to multiple policy documents pertaining to corporate governance, risk management, biodiversity, health and safety management, and executives compensation. The Corporate Governance Officer is responsible for consolidating and reporting to the Board on company-wide developments covering – GHG inventory, social enterprise, sustainable development, stakeholder engagement, regulatory compliance, ethics, risk management, information security, and intellectual property management. The company's CSC are 100% ASEH Board members (including the Chairman of the Board). The committee presides over annual CSC meetings and oversees the risks and opportunities, development roadmaps, and outcomes of the company's ESG performance.

## Board Performance and Remuneration

We have formulated remuneration policies for our Board member and top management to support strategy of sustainable business. The Compensation Committee evaluate the remuneration of directors and management on a regular basis according to the corporate governance trend report and the overall remuneration market competitiveness report. In addition to individual performance of current year, the remuneration of top management is also determined based on the achievement of the company's financial and relative financial<sup>5</sup> performance targets. ASEH has engaged third-party consultants to provide professional expertise backed by data from global research to help the Compensation Committee formulate and manage the Company's remuneration structure.

In August 2021, the shareholders' meeting resolved to issue restricted stock awards as part of the top management's variable compensation package based on the integration of ESG metrics in greenhouse gas emission and water withdrawal intensity with the company's financial performance (consolidated operating revenue, consolidated gross profit and gross profit margin, consolidated operating profit and operating profit margin). Adopting an incentive plan that links ESG to financial results demonstrates ASEH's commitment to sustainable actions and results, while pursuing strategic business goals. The regular shareholders' meeting has approved the issuance of new restricted stock awards in June 2024.

<sup>1</sup> For further details on the status of directors' diversity and management objectives and goals achieved, please refer to ASEH's company website at [https://cms.ase.todayir.com.tw/html/client\\_tw/ase/attachment/20240723170036268852316\\_en.pdf](https://cms.ase.todayir.com.tw/html/client_tw/ase/attachment/20240723170036268852316_en.pdf)

<sup>2</sup> For further details on the composition of the Board, and professional backgrounds and industry experiences of Board members, please refer to 2023 Annual Report "Ch. 3. Corporate Governance Report" or 2023 Form 20-F "Item 6. Directors Senior Management and Employees — Directors and Senior Management"

<sup>3</sup> For more detail on continuous education for board members, please refer to 2023 Annual Report "Ch. 3.4 Corporate Governance"

<sup>4</sup> Since 2014, ASE has donated NT\$100 million annually and the program continue after the establishment of ASEH

<sup>5</sup> Relative financial performance targets such as revenue growth rate, etc.

To enhance overall efficiency of the Board and to measure the performance of the Board on a yearly basis, individual members, and the functional committees with respect to leading and supervising the company's performance, we established a Board of Directors evaluation system that incorporates non-financial indicators as well as sustainability-related elements. In accordance with the Rules of Performance Evaluation of the Board of Directors, we completed internal performance evaluations for the Board as a whole, and for individual directors and functional committees in 2023. Every three years, we commissioned an external professional independent institution to evaluate the Board as a whole by using questionnaires and on-site interviews, and specific recommendations were provided. Such performance evaluation not only helps to enhance the Board's oversight functions and operational efficiency, but may also serve as a reference for directors' remuneration standards. The evaluation results were publicly disclosed on the company's website<sup>1</sup>.

Remuneration for top management includes cash, stock options and restricted stock awards. The characteristics of the industry and the nature of the company's business are taken into consideration when determining the ratio of bonus payout based on the short-term performance of top management and the time for payment of the variable part of remuneration. Furthermore, we believe that the ownership of company shares by the directors who hold senior management positions help align their interests and actions with the interests of ASEH's shareholders; therefore, we formulated "Stock Ownership Guidelines" and updated minimum value of stock ownership in 2023. To enhance corporate governance and ensure the accountability of financial results, we also updated "Compensation Recoupment Policy" in 2023 by expanding the scope of the policy to reserve the right to cancel and require reimbursement of any variable compensation received by the top management to the extent permitted by applicable laws. These two important documents were publicly disclosed in ASEH website<sup>2</sup>.

## Shareholder Rights and Interests

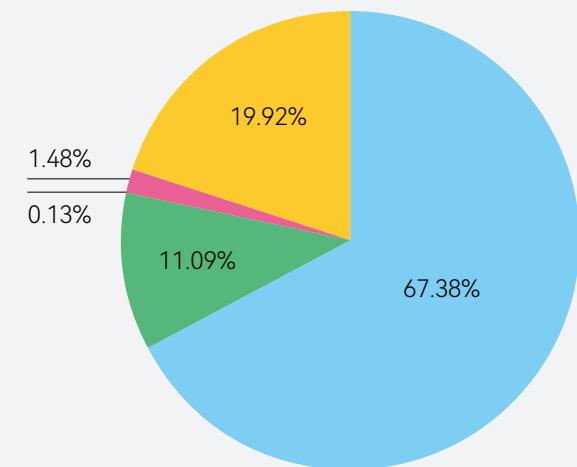
To ensure shareholders' rights of being fully informed of, participating in and making decisions over important matters of the company, we have actively responded to TWSE's promotion of corporate governance related measures. These measures include a candidate nomination system for Board member elections, an electronic voting system, case-by-case voting at shareholder meetings, and the disclosure of voting results on a case-by-case basis. The shareholders' meetings are held in an effective, legal and convenient way for shareholders to exercise their shareholders' rights, encouraging shareholders participation in corporate governance and thereby leading to improved attendance at shareholders' meetings.

## Information Transparency

We place great emphasis on the stakeholders' right to know, and faithfully comply with applicable regulations regarding information disclosure in order to provide them with regular and timely information on company financial conditions and

business operations, major internal documents, and corporate governance status, etc. through diversified channels. These channels include the company website, Market Observation Post System (MOPS), annual report, SEC Filing Form 20-F, Sustainability Report, quarterly earnings release, press conference and annual shareholders' meeting. To treat stakeholders equally, we concurrently disclose the information of the preceding matters in both Chinese and English. This not only establishes a smooth and effective communication channel, but also grasps the pulse of the market, economy, society and environment through feedback from stakeholders.

Structure of Shareholders



- Foreign Institutions and Natural Persons
- Domestic Natural Persons
- Financial Institution
- Government Agencies
- Other Juridical Person

<sup>1</sup> For further details on 2023 Board Performance Evaluation Results, please refer to ASEH's company website at [https://ir.aseglobal.com/html/ir\\_board.php](https://ir.aseglobal.com/html/ir_board.php)

<sup>2</sup> For more important documents related to ASEH, please refer to ASEH's company website at [https://ir.aseglobal.com/html/ir\\_doc.php](https://ir.aseglobal.com/html/ir_doc.php)

## 3.2 Economic Performance and Tax Governance

### ASEH Tax Policy

ASEH believes that being an honest and responsible taxpayer will help foster economic growth, contribute to business sustainability, reinforce our business value and positively affect our business partners.

ASEH is committed to:

1	2	3	4	5	6	7
Complying not only with tax laws and regulations, but also the spirit of the law, including the relevant international standards as well as duly completing accurate tax filings and complying with all tax payments in all the countries in which we operate.	Accounting for short-term and long-term tax influences in business decisions-making process.	Being transparent and disclosing tax information in accordance with applicable regulations and reporting requirements.	Complying with relevant tax payment on all profits earned from business activities conducted in the relevant jurisdictions and ensuring intra-group transactions are conducted at arm's length.	Not relying on tax havens or exploiting tax structures as a method of tax avoidance and aggressive tax planning.	Constructing an appropriate mechanism to assess tax-related risks and potential impacts connected to our global operations and constantly enhancing our tax governance activities.	Developing mutually trustful and respectful relationships with tax authorities and having open and honest channels of communication.

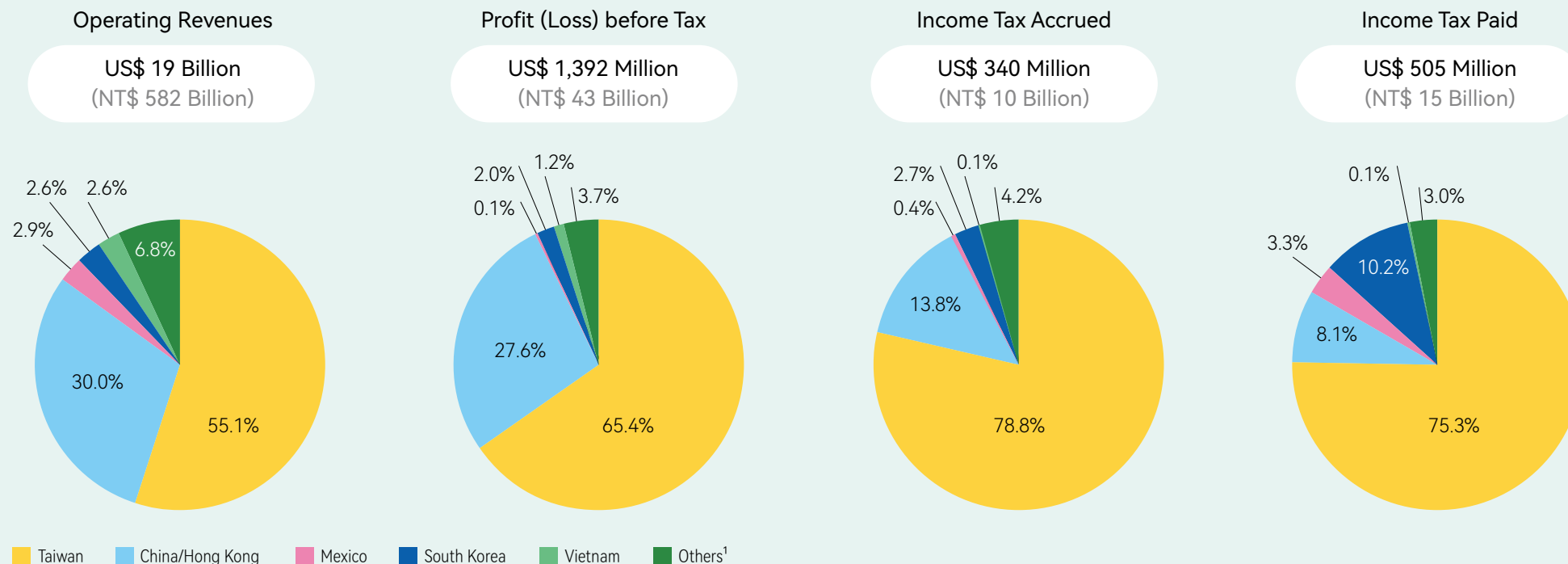
Our tax policy was reviewed and approved by our chief financial officer. The company's accounting department is responsible for income tax filing, and obtains approvals of the appropriate level of authorization before filing.

Consistent with our core values, ASEH is committed to fully meeting tax obligations while also being financially responsible for the potential effects that tax payments might have on our business activities and being supportive of corporate innovation, research and development, reinvestment and sustainable investment initiatives in accordance to government policy. As a multinational corporation, ASEH's tax contribution is international in scope and covers a wide range of public tax systems around the world.

In view of the sophisticated nature of tax matters and the global scale that ASEH operates on, we continuously monitor and assess changes in relevant tax laws and regulations and implement internal training to ensure that employees have the necessary level of skill and awareness for tax issues. In addition to the internal training and guidance, we also have external tax advisors dedicated to advising us on material transactions and providing us with the foresight to mitigate the potential tax-associated risks. In addition to income tax, ASEH also contributes numerous other taxes including property tax, environmental tax and employment tax.

ASEH's global presence has spanned across Asia, Americas, Europe, and Africa and covered more than 20 tax jurisdictions, while ASEH's principal operating activities are conducted in Taiwan and China. In this regard, Taiwan and China contributed most of our operating revenues, profit before tax, income tax accrued for current year, and income tax paid. However, due to the variances in industrial development and tax regulations in Taiwan and China, the proportions of net profit before tax, income tax accrued for current year and income tax paid may not be equivalent to the proportion of revenue. As for other individual countries in which we operate, their proportions of the operating revenues, profit before tax, income tax accrued for current year, and income tax paid are relatively minor.

The pie charts below show the operating revenues, profit before tax, income tax accrued, and income tax paid by country in 2023.



In 2023, our effective tax rate of 12.4% was lower than the industry average tax rate of 13.96% from SAM CSA Companion in “Semiconductors and Semiconductor Equipment” industry group. In Taiwan, the statutory income tax rate is 20.0% and the additional income tax rate on the unappropriated retained earnings (“URE”) is 5.0%. Under IFRS, the URE tax should be recognized when profits earned; then in the following year, the company would do a tax reversal if earnings distributed. The above-mentioned effective tax rate of 12.4% was caused by a tax reversal from the substantial amount of 2022 earnings, which distributed in 2023. However, for the sake of reference, if under Taiwan GAAP, the effective tax rates were 21.2% in 2023, 20.1% in 2022, and 19.7% in 2021. Because under Taiwan GAAP, the company books the URE tax while deciding not to distribute the prior-year earnings, rather than treating the whole earnings as URE and booking the URE tax on the whole earnings and then doing a tax reversal for earning distribution in the following year.

In 2023, the effective cash tax rate of 36.3% was higher than both of the industry average cash tax rate of 13.82% and our effective tax rate of 12.4%. This was mainly because there are record-high profits and corporate income taxes for 2022, but the major part of 2022 taxes actually been paid while filing income tax returns in 2023. Meanwhile, our Korean subsidiary paid the income tax for a gain from the disposal of a China subsidiary. Therefore, our effective cash tax rate of 2023 was relatively higher.

<sup>1</sup> “Others” includes Singapore, Malaysia, Japan, U.S.A, Tunisia and European countries, etc.

### 3.3 Business Ethics

#### Policies and Specifications

The Board has successively approved and published ethical corporate management related regulations which clearly specify the policies and specification, behavior guidelines, operational procedures and grievance systems to prevent unethical behaviors. These policies aim to shape ASEH's culture of honesty and responsibility and to realize its commitment of compliance to the highest ethical standards in ASEH's overall business activities.

#### Organization and Authority

As the highest governance body of ASEH's business conduct and ethics, the CSC coordinates and supervises the establishment and implementation of the ethical corporate management policies and specifications. The CSC periodically reviews the promotion of business conduct and ethics and the compliance of policies and specifications, and reports to the Board on a yearly basis. The Corporate Governance Taskforce under the CSC of the three major subgroups is established to promote ethical policies and specifications to our global manufacturing sites and assists in managing and adopting appropriate policies and specifications to ensure ethical management in compliance with the requirements of local laws and regulations. Global manufacturing sites are responsible for planning the internal organization, structure, and allocation of responsibilities, formulating standard operating procedures and conduct guidelines in accordance with corporate policies and specifications, and promoting awareness and educational activities with respect to ethics policy in internal management and in daily operation. The Group Internal Audit is in charge of supervision to ensure the operating effectiveness of reporting system, and reports to the Audit Committee regularly every year.

<b>Ethical Related Regulations</b> 	<b>Code of Business Conduct and Ethics</b> 	<b>Corporate Governance Best Practice Principles</b> 
<b>Sustainable Development Best Practice Principles</b> 	<b>Ethical Corporate Management Best Practice Principles</b> 	<b>Procedure for Ethical Management and Guidelines for Conduct</b> 
<b>Administrative and Practice Procedures to Prevent Insider Trading</b> 	<b>Policy and Procedures for Complaints and Concerns Regarding Accounting, Internal Accounting Controls or Auditing Matters</b> 	<b>Fair Competition and Antitrust Laws Compliance Policy</b> 
<b>Guidance of Prevention of Corruption</b> 	<b>Procedures for Handling Whistleblowing Cases of Unethical Conduct</b> 	<b>Supplier Code of Conduct</b> 

## Education and Promotion

To guide ASEH Members<sup>1</sup> and the company's stakeholders to better understand ASEH's business ethics standards, we set up "Code of Business Conduct and Ethics" area of the company website and disseminate our ethical related policies, guidelines, practices, and implementation status of the Board and management levels within the company. We also communicate ASEH's concept of business ethics and company's specific practices through education, promotion and online training and various methods. In addition, we retained Ernst & Young, an independent third party accounting firm, to verify our compliance with Code of Business Conduct and Ethics with respects to the matters on policy making, roles and responsibility, remuneration, and disciplinary action, etc. The statement of above engagement provided by Ernst & Young is made available on our company website<sup>2</sup>.

We require all suppliers to abide by the ASEH Code of Business Conduct and Ethics and Supplier Code of Conduct. In addition to the "ASEH Supplier Code of Conduct Commitment Letter" signed by new suppliers, relevant guidelines and regulations are written in our procurement documents and announced on E-Hub, an electronic information exchange platform for suppliers, to ensure that all suppliers acknowledge the policies in all their transactions with ASEH. Over the years, we have organized annual supplier conferences and periodic workshops, forums, training sessions and monthly/quarterly/yearly appraisals to communicate with suppliers on our Supplier Code of Conduct, to ensure proper alignment in values and ethics.

## 2023 Programs and Implementation:

### • Education and training, advocacy and communication:

1. The Administrative and Practice Procedures to Prevent Insider Trading of ASEH stipulate clearly the restrictions with regard to trading of shares by board members. Email reminders on the policy and regulatory compliance were sent out by the corporate governance officer to the board members prior to the blackout period when the Company released its quarterly and annual financial reports in 2023.
2. ASEH Corporate Governance Officer has duly reported to the board on the company's current ethical management and work plans on May 29, 2023.
3. The company has promoted its business code of conduct and ethical compliance reporting mechanism on the Group Audit Management System platform, which is accessible to our global business locations. This is intended to help employees understand when and where they can file a report or complaint. We also conduct in-person and online meetings with management and employees at our global business locations to inform them of the procedures for handling reports of unethical conduct. We optimize the reporting system to enhance the convenience for whistleblowers and encourage employees to proactively report unethical behavior. We are committed to investigating and handling every report in a fair and equitable manner, in accordance with the company's whistleblowing policy.
4. ASEH's business locations around the globe have conducted business practices and ethics related training to all employees through In person, online and e-mail communication, as well as announcement and dynamic advocacy to conduct, with the topics covered including ethical management, anti-corruption, trade secret, avoidance insider trading, information security, privacy, RBA Code of Conduct, and employee code of conduct at all business locations (162,792 participants clocked a total of 78,857 hours on the course). In total, 39,244 employees attended the courses related to the company's Administrative and Practice Procedures to Prevent Insider Trading and on applicable laws and regulations, completing 19,710 hours.

### • Risk assessment:

1. All of our sites around the world have conducted business ethics risk assessment and developed corresponding action plan based on the identified risks. No major risks of violating business ethics have been identified.

<sup>1</sup> "ASEH Members" includes all employees, officers, supervisors and directors of ASEH, its subsidiaries and joint ventures

<sup>2</sup> For more detail, please refer to <https://www.aseglobal.com/en/pdf/coc-agree-upon-procedures-report.pdf>



## Consultation and Report

We have established channel of consultation for ASEH Members and various internal and external reporting channels<sup>1</sup>. ASEH Members or any third party may report to the internal or external channels, either using their own identity or anonymously. Investigation and improvements were made according to related reported issues, emphasizing on the importance of business ethics and integrity by providing educational training (such as e-mail advocacy and online quizzes). We are committed to keeping the whistleblower's identity and reporting contents confidential, and protecting him/ her from any unfair treatment or retaliation as a result of the violation reporting.

ASEH received a total of 54 complaints in 2023, of which 35 lack sufficient information to conduct further investigation or were employee-related complaints that have been forwarded to the HR department to follow up. There were a total of 19 complaints related to unethical business behavior. Of which, 14 cases pertaining to unethical business behavior were substantiated after thorough investigations were conducted, with 1 corruption or bribery case, 1 secret divulgence case, and 12 discrimination or harassment cases. All necessary improvement measures have been taken, including taking disciplinary actions against violating employee, enhancing ASE members' awareness through trainings, conducting post-cases reviews to ensure the improvement measures taken to effectively prevent the recurrence of similar cases<sup>2</sup>.

For the purpose to reinforce the whistle-blowing mechanism, ASEH has appointed an independent third party to assist in handling any reporting regarding insiders' misconducts and provide legal services in the subsequent investigation since 2018.

## Number of code of business conduct and ethics violation reports filed in 2023

Number of cases received					
54					
Not accepted <sup>3</sup>	Not related to ethics matters <sup>4</sup>	Related to ethics matters			
22	13	19	Item	Not Breach	Breach <sup>5</sup>
			Corruption or Bribery	0	1
			Conflict of Interest	5	0
			Insider Trading	0	0
			Money Laundering	0	0
			Fair Competition and Antitrust	0	0
			Secret Divulgence	0	1
			Privacy and Personal Data Protection	0	0
			Discrimination or Harassment	0	12
			Total	5	14

## Processing Procedures for Violation Reporting



<sup>1</sup> For further details on internal and external report channels, please refer to ASEH's website <https://www.aseglobal.com/csr/integrity-and-accountability/business-conduct-ethics/>

<sup>2</sup> For more detail on improvement measures related to harassment and discrimination, please refer to 6.1 Talent Attraction and Retention

<sup>3</sup> Number of cases lack sufficient information to conduct further investigation

<sup>4</sup> Number of cases involved employees' personal complaints and were forwarded to the HR department to handle

<sup>5</sup> Number of breaches confirmed related to ethics matters after investigation



### 3.4 Risk Management

As a global company, managing risk is integral to ensuring business resilience and continuity. At ASEH, we have established a comprehensive risk management architecture in accordance with the Enterprise Risk Management (ERM) approach. In addition, we have incorporated the ISO 31000 Risk Management – Principles and Guidelines to manage risks in the day-to-day operations, together with systematic general risk control measures to form a comprehensive and effective risk management framework that also allows us to explore potential opportunities that may arise.

#### Risk Management Policies

The ASEH's Risk Management Policies and Procedures adopted by the board of directors in 2020, was designated as the highest level of foundation for the company's risk management. It explicitly mandates that risk management must be incorporated into both the company's business strategy and organizational culture, and that it is crucial to establish a comprehensive set of risk management procedures that undergo continuous review to ensure the effective control of risks.



#### Risk Governance Framework

##### The Governance level of Authority in Risk Management and Control – ASEH Board of Directors/ Risk Management Committee

As the highest decision-making authority of risk management and control, the board of directors of ASEH's. The members of the board have an extensive understanding of the industry landscape and experience in risk mitigation, to formulate risk management strategies that take into account both the company's business strategy and the overall environment. The Risk Management Committee, which consists of two independent directors and one committee member, is a functional committee established directly under the board. The committee is responsible for overseeing comprehensive risk management, implementing risk management policies and decisions of the board, coordinating and promoting inter-departmental risk management plans, supervising and managing the company and its subsidiaries' risk management and control mechanisms, and reviewing and compiling risk management reports and submitting them to the board of directors on a regular basis.

##### The Third Line of Defense – Group Internal Audits

The Group Internal Audit (GIA) office was established under the board of directors to preform annual audits (at least once a year) of business operations and management processes related to risk management in order to evaluate the completeness of risk identification, the accuracy of risk assessment, and the implementation status of response measures in all departments. The goal is to ensure that all risks are effectively controlled within acceptable limits. The scope of the audit includes both the company and its subsidiaries, and the audit findings are presented to the board of directors to ensure objective oversight and management of various risks, as well as reasonable belief that the company's goals have been met.

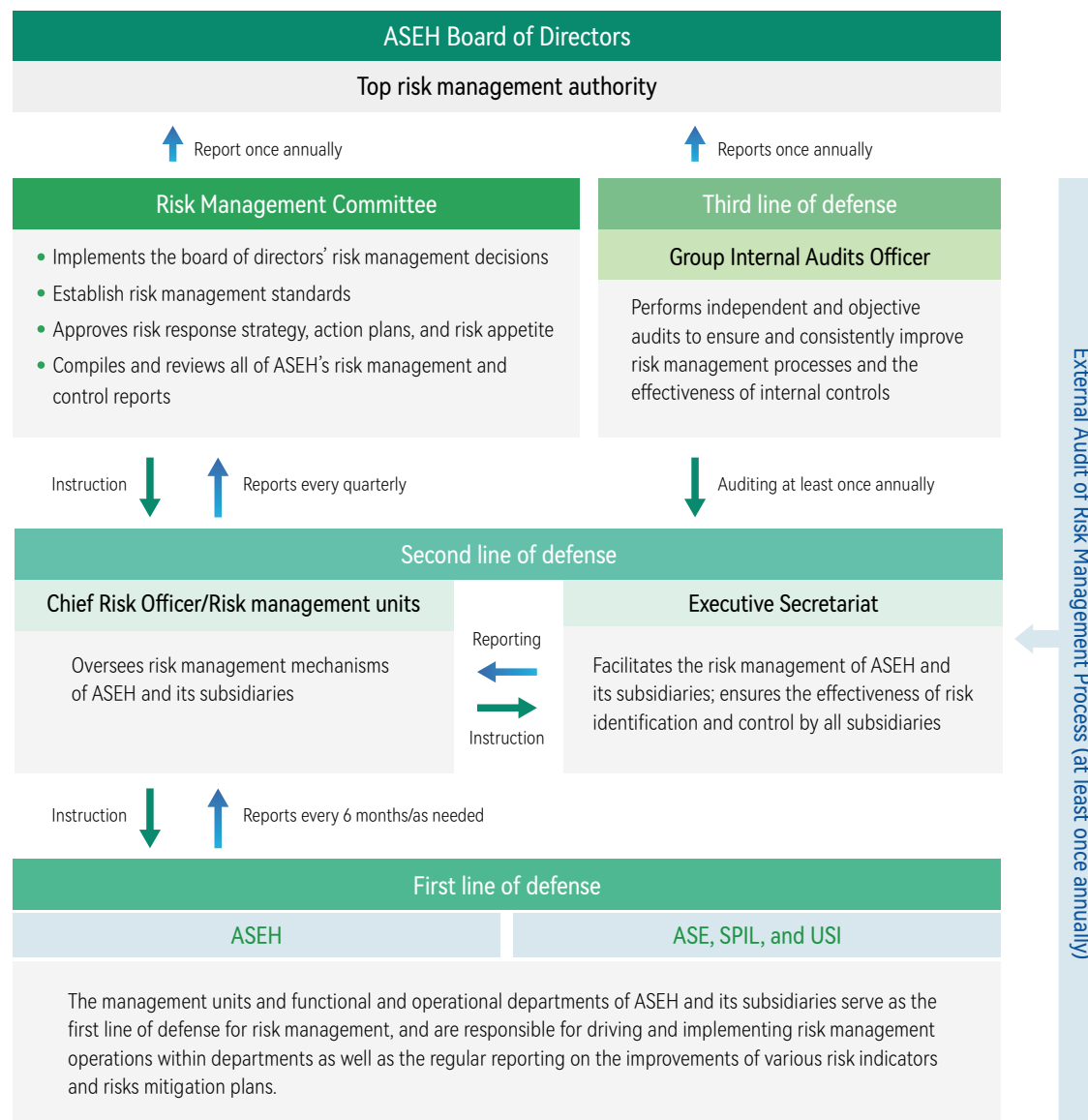
## The Second Line of Defense – Chief Risk Officer

The board of directors has designated Du-Tsuen Uang, a member of the Risk Management Committee, as the Chief Risk Officer. Uang's responsibilities include providing guidance and oversight for the risk management efforts of the company and its subsidiaries, and submitting annual reports to the Risk Management Committee. The Risk Management Executive Secretariat facilitates the implementation of risk management measures, while different functional units and subsidiaries undertake risk management tasks in accordance with their respective business needs and responsibilities.

## The First Line of Defense – Responsibility of all functional units of ASEH and its Subsidiaries

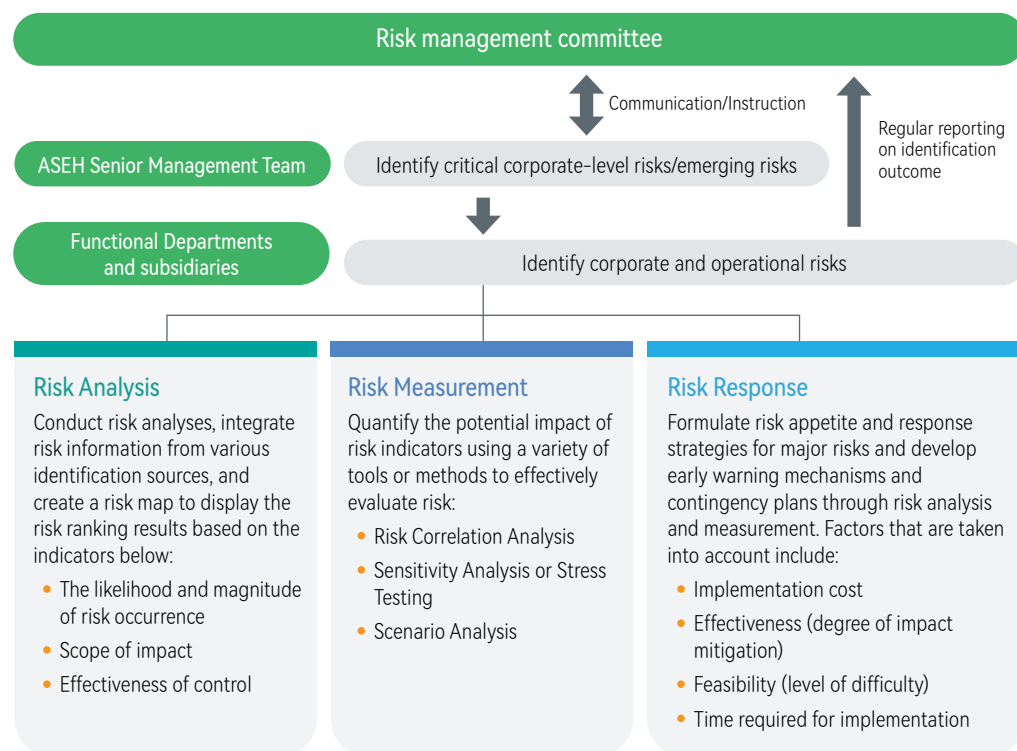
The successful implementation of risk management is contingent upon the integration of risk management principles into the day-to-day activities of all employees across the company. The company outlines the roles and responsibilities of the functional units and each unit is accountable for the risks arising from the day-to-day operations. We will continuously promote a corporate culture of risk awareness across the company to enable our employees to better understand, identify and manage associated risks. Furthermore, in order to effectively manage and control overall company risks, our subsidiaries are required to establish risk management committees that report to the Chief Risk Officer and Risk Management Committee.

## Risk Governance Framework



## Risk Identification Process

ASEH implements a top-down ERM approach to identify effectively critical operational and strategic risks. Each year, the senior management team meets to identify potential risks, while a bottom-up risk inventory mechanism is employed to identify corporate-level and operational-level risks in all subsidiaries. The risks identified by the senior management team and the risk management of each functional unit are integrated to form a comprehensive risk identification process. The identified risks are documented in the Risk Register and subject to evaluation to identify the key risks according to risk level and control effectiveness, and subsequently, to develop a risk response strategy or risk management plan accordingly. To clarify potential correlations between various risk factors, we employ the Correlation Analysis method to analyze them, formulate risk mitigation plans in the event that relevant impacts are found, and regularly monitor the implementation status and effectiveness to reduce the residual risks.



## Risk Analysis

The functional risk management units identify potential risks encountered in their day-to-day operations and rank them using indicators such as the probability of occurrence, level of impacts, and control effectiveness. In 2023, the company identified a total of 197 risks from its annual risk identification and analysis. The distribution of the associated risk levels is indicated as follows:

ASEH Risk Matrix

Risk level	H	1	0	0
	M	50	4	0
	L	97	45	0
		Yes	Partial	No
		Control effectiveness		

## Risk Measurement

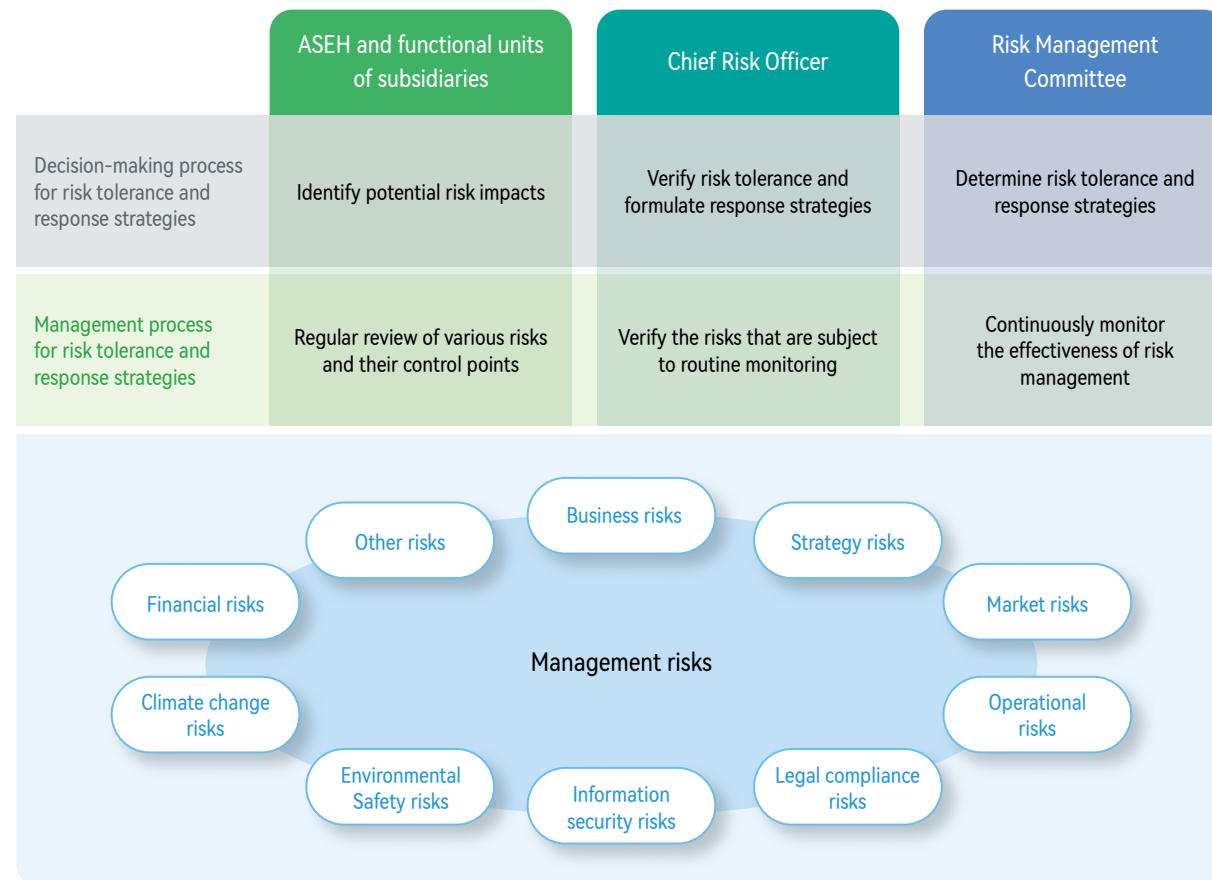
Based on the results of the risk analysis, we perform annual risk measurement on major risk factors. Depending on the attributes of the risk factors, we then employ a variety of methods and tools, including Risk Correlation Analysis, Sensitivity Analysis or Stress Testing, and Scenario Analysis, to assess the impact of risks on the company or correlations between risks. This evaluation also determines whether it is necessary to adjust the level of risk appetite or tolerance.

Risk Category	Measurement Methods/Tools
Risks associated with electric power price hikes by TAIPOWER	Scenario Analysis
Interest rate and exchange rate risks	Sensitivity Analysis
Supply chain risks	Stress Testing

## Decision-making Process for Risk Tolerance and Response Strategies

After the risk factors have been identified and measured, the Chief Risk Officer, who serves as the second line of defense in the organization's risk management, is responsible for collating the proposed risk tolerance and response strategies before reporting the summary to the Risk Management Committee. The Risk Management Committee will then review and decide on the proposed risk tolerance and response strategies, and submit to the board of directors for their reference and subsequent execution. This entire process provides a firm basis for the implementation of risk control and response measures.

## Risk Management Framework



## Risk Response Measures

Energy management and renewable energy risks, as well as key talent risks, are among the primary risks for ASEH in 2023. The company's risk tolerance and mitigation measures were planned in accordance with the findings of the comprehensive risk assessment.

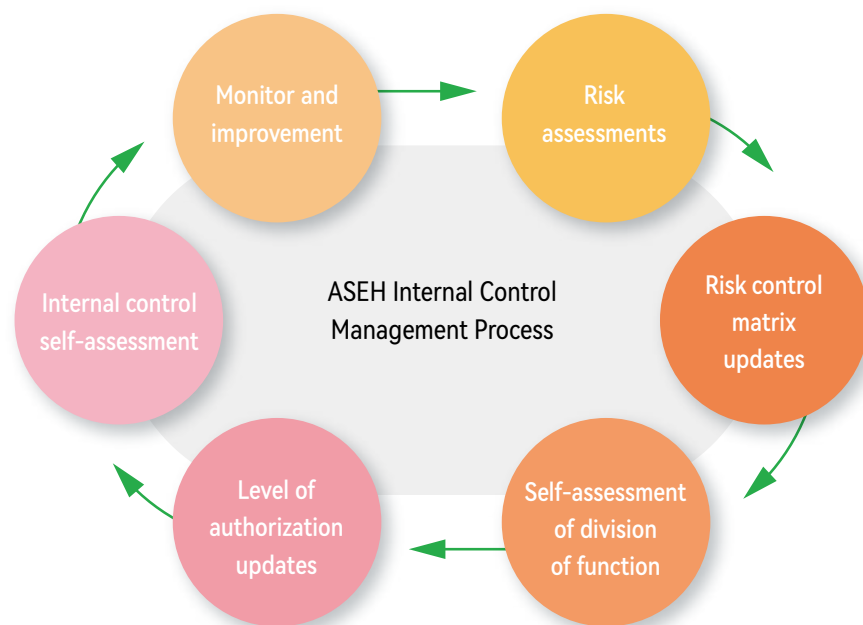
Risk Category	Mitigation Measures
Energy management and renewable energy risks	The company and its subsidiaries have established the Taiwan Renewable Energy Platform, which is currently engaged in the procurement of renewable energy. We are in the process of purchasing onshore (offshore) wind power and solar photovoltaics, as well as negotiating with the government for Round 3-1 and 3-2 offshore wind power. In other efforts to maximize our utilization of renewable energy, our overseas facilities have acquired RECs. Energy-saving and carbon-reduction competitions are also held at ASE Kaohsiung to encourage energy management through financial incentives.
Key talent risks	ASEH has established a talent management platform whereby the human resource teams of each subsidiary gather every 6 months to exchange information and integrate resources on talent recruitment, key talent retention and other human resource topics. We are also collaborating with universities and colleges to establish semiconductor training institutes to foster the development of talent in the semiconductor industry. Students are also encouraged to intern at our company to gain practical experience that will hopefully attract them to join the company after they graduate. ASE Kaohsiung has implemented quarterly financial incentives as a measure to retain key talent.

## Verifying the Effectiveness of Risk Management

### Internal Control

ASEH's Internal Control Policy complies with the *Regulations Governing Establishment of Internal Control Systems by Public Companies* established by Taiwan's Financial Supervisory Commission (FSC) and the pertinent regulations of the U.S. Securities and Exchange Commission. The policy, developed by senior management and approved by the board of directors, encompasses control operations at the corporate and operational levels. The objective is to establish a scope and standards that are applicable to the internal control systems of all of the company's business units and subsidiaries, thereby achieving effective design and implementation of internal controls, promoting the sound operation of the company, and to reasonably ensure accomplishment of the following objectives:

- Operational efficiency and effectiveness
- Transparency, reliability, timeliness, and legal compliance in reporting
- Compliance with the relevant laws and regulations



### Risk-based Internal Audits

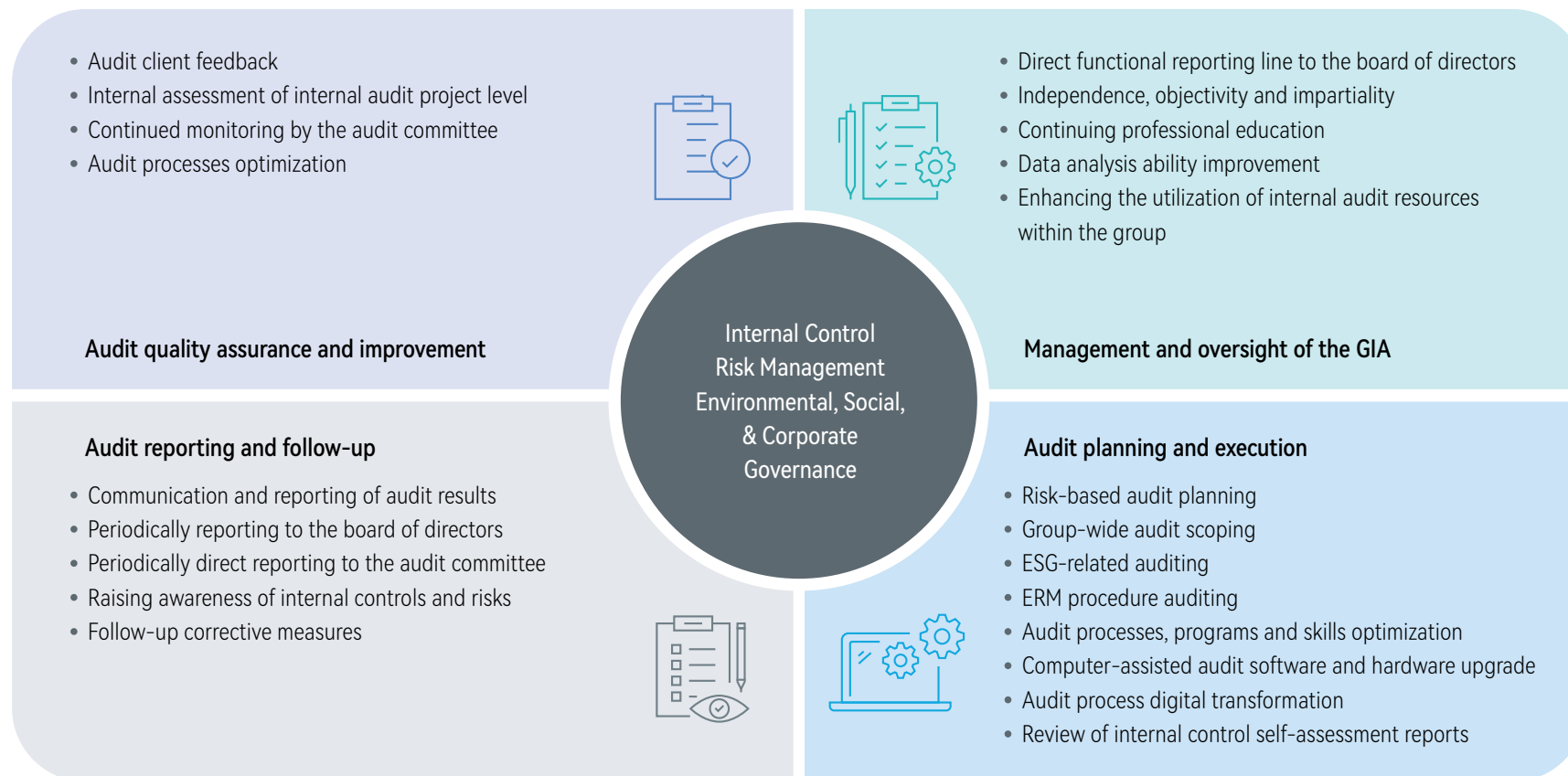
The Group Internal Audit (GIA) office was established under the board of directors to assist the board and management in reviewing and evaluating the effectiveness of the internal control system, measuring the effectiveness and efficiency of the company's operations, and assessing the reliability, timeliness, transparency, and legal compliance of relevant reports. In addition, the GIA office makes timely recommendations for improvements to reasonably ensure the continuous operating effectiveness of the internal control system, and to provide a basis for reviewing and revising the internal control system.

The GIA office comprises an internal audit officer and an appropriate number of qualified, dedicated internal auditors as indicated by business scale, operating conditions, management needs, and the provisions of applicable laws and regulations, to perform independent, objective audits. Besides possessing competent qualifications, internal auditors are required to enhance their audit expertise by undergoing continuous skills training on an annual basis. The GIA team is fully dedicated to enhancing the company's audit programs, procedures, and techniques, and developing audit tools to improve internal audit efficiency and effectiveness.

The GIA office utilizes a risk-based internal audit mechanism and performs internal audit activities in accordance with the annual audit plan approved by the board of directors. The scope of the internal audit includes the internal control systems of the company and its subsidiaries. By integrating audits with our corporate risk management strategies and practices, and conducting audits on risk management related business content and management processes at least once a year, the GIA office seeks to verify whether risk identification is complete, risk evaluations are accurate, and risk responses are implemented thoroughly. This ensures that all risks are contained within acceptable limits and provides reasonable assurance that the company's objectives will be achieved.

The internal control self-assessment reports, prepared by the company and its subsidiaries and reviewed by the GIA office on an annual basis, along with audit reports on findings of internal control system deficiencies and abnormalities identified by the GIA office serve as the primary basis for the board of directors and general manager to assess the overall effectiveness of the internal control system and to produce internal control system statements.

### Internal Audit Management Process

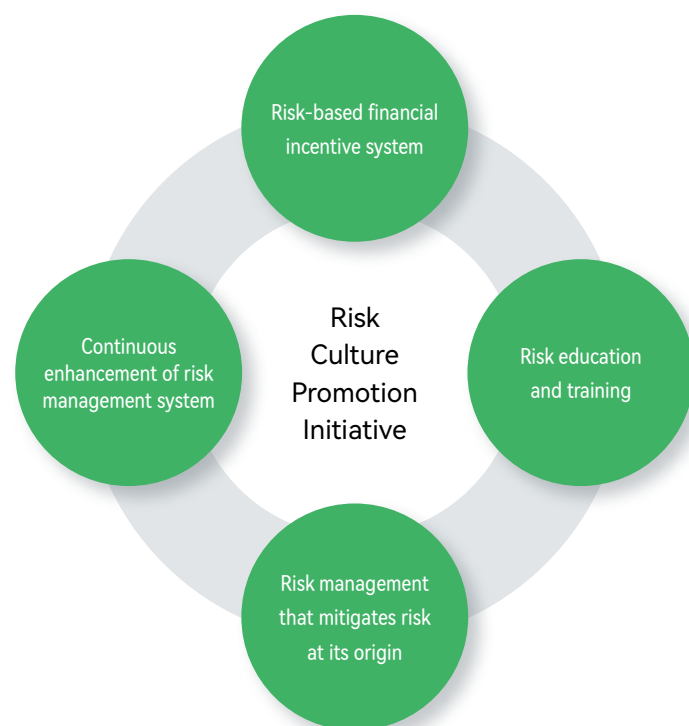


### External Third-party Audit Verification

ASEH maintains major operating bases throughout the globe to ensure that its customers receive the most comprehensive and timely service possible. In light of the evolving business landscape, we have introduced annual external risk management process audits by third-party organizations in addition to establishing rigorous internal audits and internal control systems. In addition to ensuring the effective implementation of the company's risk management processes, we also annually review the operation of relevant systems by referencing feedback from internal and external audit results. This continuous review aims to deepen and enhance the effectiveness of our risk management. In 2023, BSI Taiwan was appointed to verify the ASEH risk management system in accordance with the ISO 31000 Risk Management - Principles and Guidelines, ensuring that the company's risk management is in compliance with international standards, and demonstrating conformity.

## Promoting a Risk Culture

Successful risk management requires a comprehensive and robust risk management structure, and a deep-rooted sense of risk awareness among all employees. To that end, ASEH has formulated a plan to promote corporate risk culture and implement initiatives across all levels of the company. Our objective is to gradually cultivate a shared understanding of risk management with employees, enabling them to identify potential risks and respond effectively to mitigate the company's overall risk.



## Risk-based Financial Incentive System

ASEH believes that risk management requires active involvement from all levels of the company, especially from our employees. The ASEH Corporate Sustainability Committee (CSC) plays an active role in strengthening employee focus on risk management. The CSC is composed of members from the board of directors and the senior management, and is chaired by the Board Chairman. The CSC is responsible for overseeing various projects and reporting their implementation status to the Board, with the goal of balancing business growth with generating positive social and environmental impacts. The CSC presents the Board with a report at least once a year that addresses the following topics: (1) the status of sustainability development; (2) current policies, regulations, and organization; and (3) management policies, objectives, and future plans for material sustainability issues. The Board also supervises the implementation of the policies and evaluates the progress made.

The ASEH Corporate Sustainability Division functions as the executive secretariat of the CSC, assisting in the coordination and consolidation of resources and functional teams from our three main subsidiaries to drive sustainability through a comprehensive and interconnected strategy. At each subsidiary level - ASE, SPIL and USI have formed their respective corporate sustainability committee with multiple task forces. These task forces are led by the senior management team who meet regularly to discuss pertinent issues, highlight annual accomplishments and outcomes, and evaluate the advancement of short, intermediate, and long-term sustainability objectives. We have designed a compensation program (via the allocation of restricted stock options) that links the achievement of specific risk objectives and the Annual Objective Deployment (AOD) to individual performance evaluation. At USI, the management employs the Golden Circle concept whereby risk factors that may have a significant impact on operations and production are analyzed and monitored. The company then rewards business units that have demonstrated effective risk control. On the other hand, ASE Kaohsiung has initiated team competitions centered on the management of risks associated with energy conservation and carbon reduction with financial rewards given to best performing teams.



## Risk Education and Training

ASEH adopts a dual-prong top-down and bottom-up approach to risk management. The company continues to enhance the management's awareness of risk management and places great emphasis on demonstrating exemplary leadership from the corporate governance levels in risk management to drive risk awareness, and inculcate a strong risk culture across all levels in the organization.

### Risk Education and Training for Board Members

On an annual basis, board members undergo a series of industry-curated training programs that are structured according to their academic and professional background. In line with global development trends and ASEH's risk assessments, we invited board members to attend selected courses focused on the topics of 'Semiconductor Industry Trends in the Changing World.', 'Global Trends Analysis – Risks and Opportunities.', 'Intellectual Property Rights Management and Business Risks.' and 'Digital Technology and AI Trends and Risk Management.'. They may also choose to take part in external courses as needed.

### Risk Education and Training for All Employees

We also provide internal training courses that are crucial to risk management. In addition to conducting ERM and BCM work forums to increase the risk awareness of senior managers, we have also organized a variety of courses that have achieved 100% participation rate, for all employees. In 2023, a total of 32 courses were conducted across the entire company, classified into 5 major categories, the courses have attracted 175,358 participants, and all employees have completed relevant risk training.

## Risk Prevention from the Source

As the saying goes 'prevention is better than the cure', we believe that measures and actions taken in advance help eliminate the threat of risks. We have incorporated risk criteria into the initial development stage and throughout the approval processes of our products and services. For instance, we implemented a product quality assurance system that accounts for risks related to the market, intellectual property, finance, technical feasibility, and other factors in the planning phase. In the subsequent manufacturing process, we select lower-risk raw materials, improve quality and reliability, and facilitate the continuous improvement of overall production yield standards through a sound and comprehensive planning system.

### Continuous Improvements of the risk management system

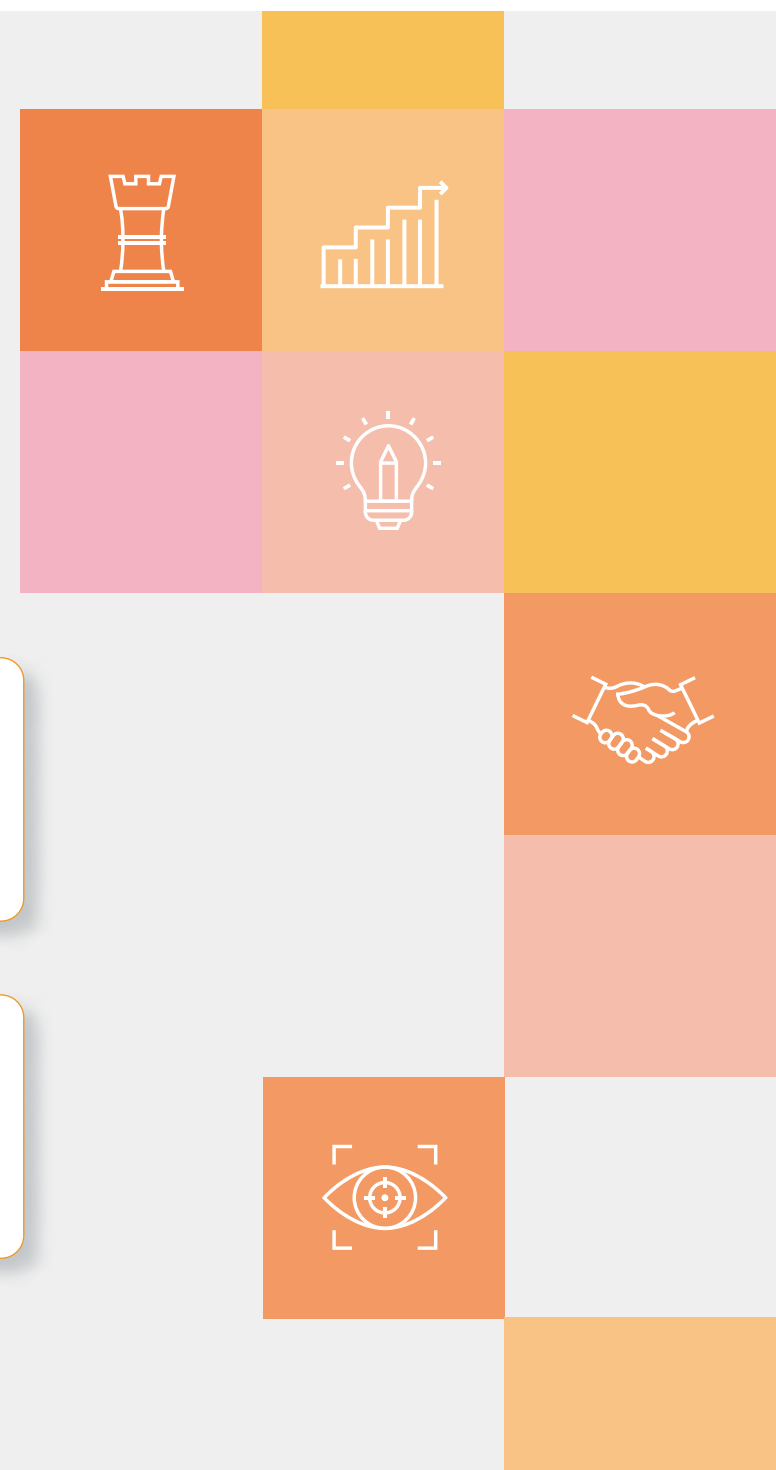
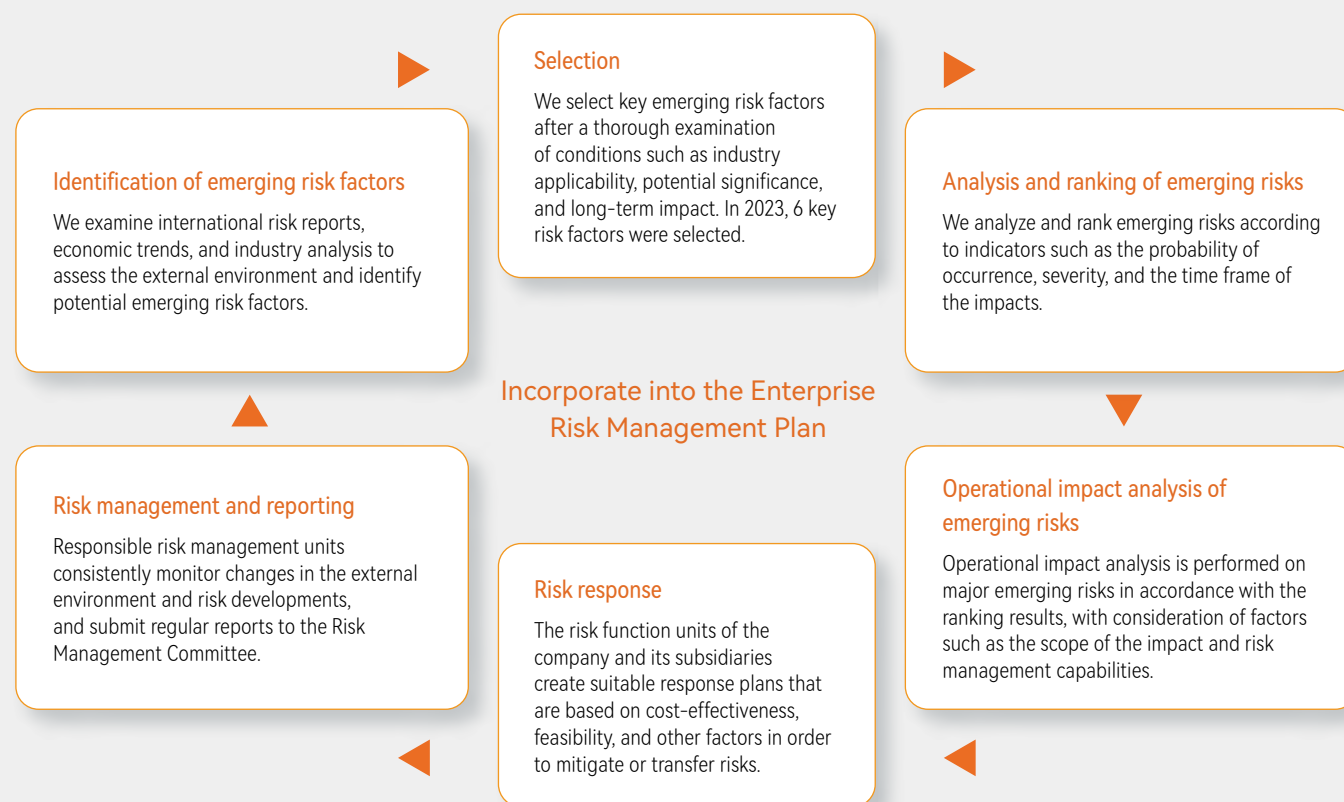
To reinforce our risk management practices, we have adopted measures that enable individual employees to proactively identify and report potential risks, as well as encourage employee participation through a structured feedback process. ASEH's subsidiaries have all successfully completed ISO 9001, ISO 14001, and ISO 45001 and other relevant certifications. Continuous improvements to the risk management process is further enhanced by applying the techniques in the Plan, Do, Check, and Act (PCDA) cycle that effectively triggers a wide range of potential risks for immediate attention. All risks are assessed and managed within the institutionalized settings, while risk responses are incorporated into standard management procedures through the internal management communication system. The company's primary operating bases have all obtained ISO 22301–Business Continuity Management certification.

#### 2023 Risk-related Education and Training

Course Title	Targeted Trainees	Number of Participants	Completion Rate	Training Hours
Product Safety	Technical positions	43,775	100%	2
Legal Compliance	Managerial, technical, and administrative positions	39,500	100%	2.33
Risk Management	Managerial, technical, and administrative positions	39,500	100%	0.5
Information Security Awareness	All employees	83,275	100%	0.35
Environment, Health, and Safety	All employees	83,275	100%	1

## Emerging Risks

From the rapidly evolving business environment, to ongoing technological breakthroughs and escalating deglobalization, a multitude of global developments have elevated uncertainties that directly affect ASEH's operations. It is therefore crucial for the company to fully understand the potential impacts of external emerging risks on ASEH's key businesses. The company identifies key emerging risk topics through a risk identification and analysis framework, and reviews potential risk mitigation and response measures rigorously to strengthen its capacity to adapt to external change. At this point, it is challenging to quantify emerging risks due to their forward-looking nature, and it is probable that they will develop into substantial risks in the future. Therefore, we have established a systematic emerging risk identification and assessment process to prepare for emerging risks in the future, and to assist the board of directors and senior management in making decisions that align with our business strategies and long-term value.



Based on the aforementioned process, ASEH has identified the following key emerging risks and the corresponding monitoring and control mechanisms:

Type of Risk	Description	Potential Impacts	Response Measures
Intellectual property risks	Employees use generative AI to improve work efficiency may lead to potential exposure of confidential information, resulting in the loss of the conditions that could originally be claimed for trade secret protection. Otherwise, laws and regulations related to copyright issues and the use of generative AI have yet to be established.	<ol style="list-style-type: none"> <li>1. The company's competitiveness could be adversely affected by the improper use of generative AI leads to the leakage of business secrets.</li> <li>2. If creations generated using generative AI cannot apply for patents or obtain copyrights, the company's intellectual property management will be seriously affected.</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase employees' understanding, and ensure efficient management of generative AI use and intellectual property rights.</li> <li>2. Strive to obtain TIPS Level A certification, enhance the intellectual property management system and regulations, maintain a commitment to the development of advanced process technology, and actively establish a global patent presence while adopting a dual-track strategy that is centered on both patents and trade secrets to protect intellectual property rights.</li> <li>3. Implement a trade secret management system and provide education and training on the protection of trade secrets.</li> </ol>
Global economic risks	The COVID-19 pandemic and geopolitical fragmentation have caused operating costs to increase, driving up global consumer prices and inflation. Consequently, developed economies run the risk of "stagflation."	<ol style="list-style-type: none"> <li>1. Inflation impedes the growth of corporations, making it challenging for businesses to operate and resulting in a stagnation of growth and the potential for sustained losses.</li> <li>2. Inflation leads to an increase in interest rates, which slows down economic activity and impacts business operations.</li> </ol>	<ol style="list-style-type: none"> <li>1. (Financial Department): Continuously monitor interest and exchange rate trends and manage risks through hedging</li> <li>2. Enforce the timely adjustment of management and control measures based on analysis of long-term trends in customer orders and the overall impact of material price increases on the company's future operations.</li> <li>3. Maintain current and comprehensive records of customer needs or complaints resulting from fluctuations in economic conditions and industry trends, and forward these records to the appropriate units and senior managers to ensure that customer feedback is addressed in the most efficient and timely manner.</li> </ol>
Regulatory compliance risks	Sustainability-related legislation, such as Carbon Border Adjustment Mechanism(CBAM) in the EU and the US Clean Energy for America Act(CCA), is increasingly being adopted by countries worldwide, while Taiwan by EN Climate Change Response Act. is preparing to impose carbon fees on major carbon emitters. Uncertainties surrounding corporate legal compliance have been further exacerbated by these developments. Moreover, regulatory compliance risks have been elevated by the introduction of new and more stringent compliance requirements.	<ol style="list-style-type: none"> <li>1. As countries around the world gradually implement sustainability laws and regulations, the company's operations will be severely impacted if it fails to respond promptly, resulting in a significant increase in costs or the disruption of exports.</li> <li>2. The company's continued operations may be adversely affected by fines and negative impacts on its reputation as a result of any failure on the part of the company to comply with relevant regulations.</li> </ol>	<ol style="list-style-type: none"> <li>1. (Legal Compliance): In response to newly promulgated laws, promptly instruct all subsidiaries and relevant departments to evaluate the company's existing operating procedures and modify them to maintain compliance with the laws and regulations.</li> <li>2. Expand efforts to monitor trends related to international sustainability laws, initiate early preparation, and study response strategies.</li> </ol>

### 3.5 Human Rights Management

#### Human Rights Policy

ASEH and its subsidiaries are committed to safeguarding the human rights of employees and value chain partners (including customers, suppliers/contractors, 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 RBA.

#### Commitment

- **Protection and Respect:** ASEH is committed to protecting and respecting human rights and creating an environment conducive to human rights protection.
- **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.
- **Management and Investigation:** ASEH seeks to continuously improve human rights governance with education and training and human rights due diligence and feedback mechanism and keep in lockstep with business development trends.

#### Management Organization

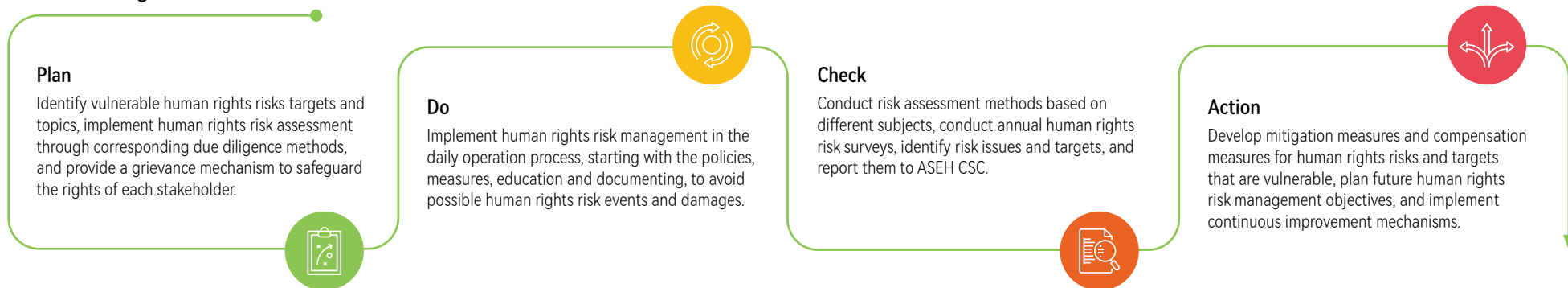
In order to adequately manage human rights issues that arise from operating a global business, ASEH implements risk management at all facilities, collates and reports the information to the ASEH CSC and top management at regular meetings.

#### Guidelines of Management

ASEH has adopted human rights management practices that follow PDCA procedures and include risk identification, assessment, monitoring, control, and disclosure. In a reflection of the different roles played by ASEH, we focused our human rights management efforts on our employees, suppliers, local communities, and customers, performing due diligence with each group and providing whistle-blowing channels to prevent any human rights violations.



## Risk Management Process



ASEH as a/an	Target	Human Rights Issues	Policy	Responsible	Management Mechanism	Complaint Mechanism
<ul style="list-style-type: none"> <li>Employer</li> <li>Value Chain Partners (Joint Venture Mergers)</li> </ul>	<ul style="list-style-type: none"> <li>All Employees</li> <li>Foreign Employees</li> <li>Female Employees</li> <li>Young Workers</li> </ul>	Freely Chosen Employment, Working Hours, Wages and Benefits, Non-Discrimination, Sexual Harassment, Occupational Safety, Emergency Preparedness, Young Workers, Data Privacy and Security	Corporation Human Rights Policy Statement	Subsidiaries' "Employee Care and Development Taskforce"	RBA SAQ, RBA VAP, and qualified internal audit	1. Internal whistle-blowing channels: the internal whistle-blowing channels of subsidiary companies 2. External reporting channel: Code of Conduct Compliance Reporting System <a href="https://www.aseglobal.com/antifraud/en.asp">https://www.aseglobal.com/antifraud/en.asp</a>
Purchaser	<ul style="list-style-type: none"> <li>All Suppliers/ Contractors</li> </ul>	Freely Chosen Employment, Young Workers, Working Hours, Wages and Benefits, Occupational Safety, Emergency Preparedness, Responsible Sourcing of Minerals	Supplier Code of Conduct	Subsidiaries' "Supply Chain Management Taskforce"	Supplier sustainability questionnaires/RBA SAQ, on-site audits, RBA VAP, and qualified internal audit	
Contributor to Community Development	<ul style="list-style-type: none"> <li>Local Communities</li> </ul>	Water Resource, Noise, Air Pollution	Sustainable Development Best Practice Principles	Each facility	Monitoring of noise, effluent, and emissions sources at ASEH facilities	
Service Provider	<ul style="list-style-type: none"> <li>Customers</li> </ul>	Data Privacy and Security	Policy on the Protection of Privacy and Personal Data	Each facility	Annual risk assessments, qualified internal audit, and independent third parties	

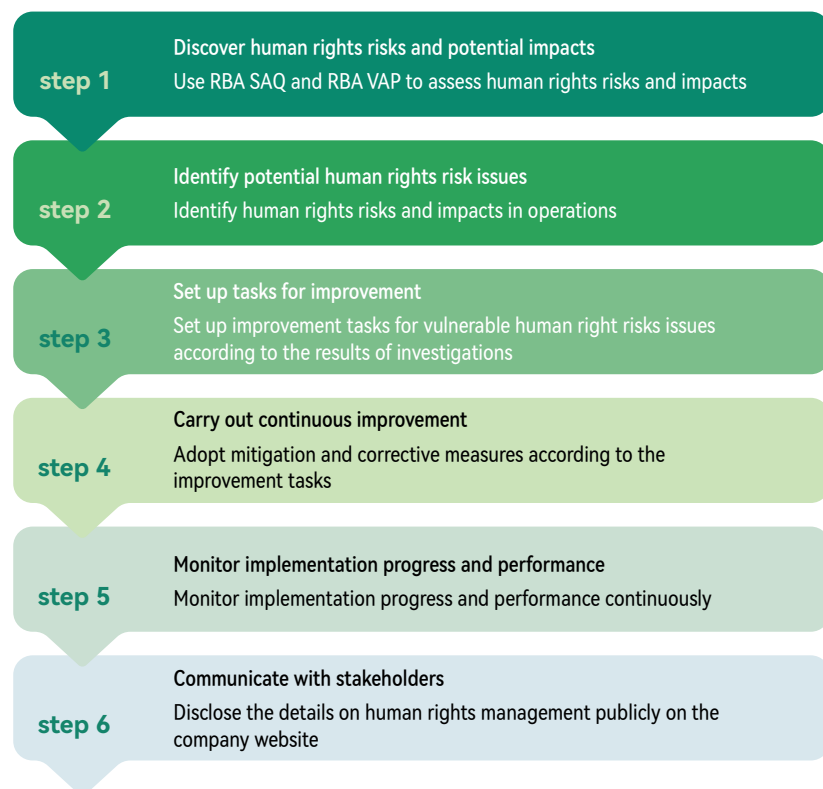
Human rights management standards and regulations:

1. Corporation Human Rights Policy Statement, please refer to <https://www.aseglobal.com/en/pdf/human-rights-policy-en.pdf>
2. Corporation Anti-Discrimination and Anti-Harassment Policy, please refer to <https://www.aseglobal.com/en/pdf/anti-discrimination-and-anti-harassment-policy-en.pdf>
3. Sustainable Development Best Practice Principles, please refer to [https://media-aseholdco.todayir.com/20220324171126159296091\\_en.pdf](https://media-aseholdco.todayir.com/20220324171126159296091_en.pdf)
4. Code of Business Conduct and Ethics, please refer to [https://media-aseholdco.todayir.com/20180622151727139618980\\_en.pdf](https://media-aseholdco.todayir.com/20180622151727139618980_en.pdf)
5. Supplier Code of Conduct, please refer to <https://www.aseglobal.com/en/pdf/aseh-supplier-coc-en.pdf>
6. Purchasing and Supply Chain Development Policy, please refer to [https://www.aseglobal.com/en/pdf/2019\\_aseth\\_purchasingandsupplychaindevelopmentpolicy.pdf](https://www.aseglobal.com/en/pdf/2019_aseth_purchasingandsupplychaindevelopmentpolicy.pdf)
7. Environmental Responsibility Policy, please refer to <https://www.aseglobal.com/en/pdf/environmental-responsibility-policy-en.pdf>
8. Policy on the Protection of Privacy and Personal Data, please refer to <https://www.aseglobal.com/en/pdf/privacy-policy-en-2022.pdf>

## Due Diligence

ASEH has conducted 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 will be reviewed and be the basis for adjusting ASEH human rights policy and human rights management regulations and management procedures to strengthen ASEH's human rights protection.

### Due Diligence Procedure



## Implementation and Outcome

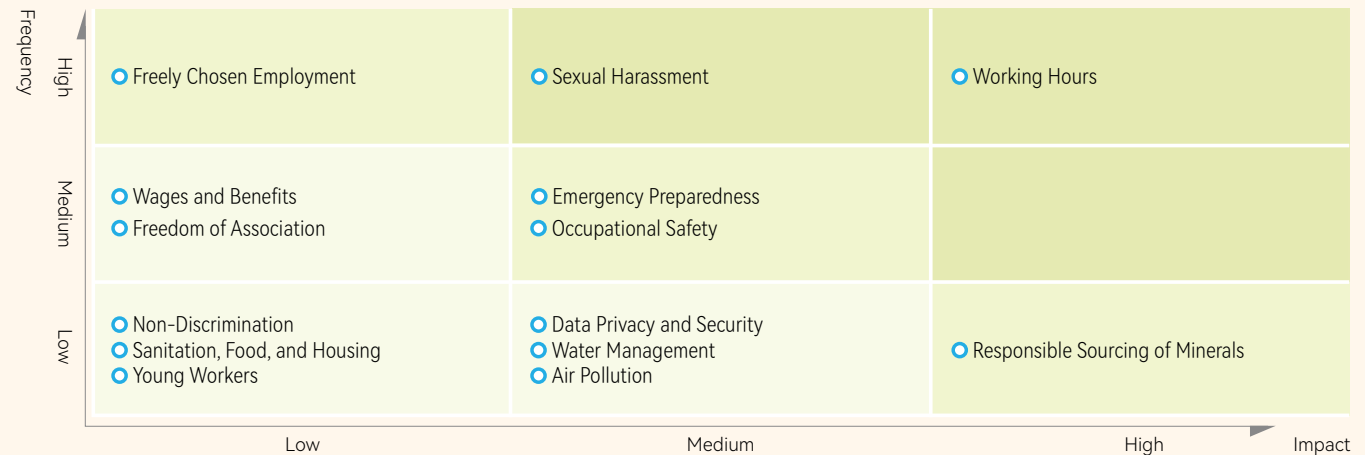
### Internal

The human rights risks of our manufacturing and business activities are mainly related to employee and local community interest groups. ASEH used the RBA Self-Assessment Questionnaire (SAQ) and Validated Audit Process (VAP) to perform risk management at our facilities worldwide. By examining the results of our human rights risk assessments of the past three years, ASEH was able to identify issues and interest groups that were vulnerable to human rights risks and prepare corresponding mitigation and compensation measures. According to the assessment results, potential human rights risk issues include working hours, sexual harassment, freely chosen employment, emergency preparedness, and occupational safety. Each year, ASEH has drawn up mitigation measures, which include raising human rights awareness via human rights training, ensuring sufficient manpower, management of working hours, improving occupational safety, and preventing occupational hazards. For more information, please refer to Chapter 6.1: Talent Attraction and Retention and Chapter 6.3: Occupational Health and Safety of this report.

### External

ASEH assessed human rights risks associated with the company's suppliers using supplier sustainability risk assessment questionnaires and the RBA SAQ. ASEH performed sustainability risk assessments on all Tier-1 suppliers and conducted risk identification through the RBA VAP. Based on the assessment results, ASEH identified working hours, freely chosen employment, responsible mineral sourcing, occupational safety, and emergency preparedness as major human rights risks. ASEH then identified potential high-risk suppliers and adopted measures to verify and lower any risks. For more information, please refer to Chapter 7: Responsible Procurement of this report.

## ASEH Human Rights Risk Matrix



## Mitigation and Remediation Measures

The mitigation and remediation measures for the human rights risks identified with high frequency and high impact on companies in 2023 are as follows<sup>1</sup>:

Target	Risk Issues	Mitigation Measures	Remediation Measures
Employees	<ul style="list-style-type: none"> <li>Freely Chosen Employment</li> <li>Working Hours</li> <li>Sexual Harassment</li> </ul>	<ul style="list-style-type: none"> <li><b>Systems</b> <ul style="list-style-type: none"> <li>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.</li> </ul> </li> <li><b>Sexual Harassment:</b> ASEH has formulated the Anti-Discrimination and Anti-Harassment Policy to protect all ASEH employees from workplace discrimination and harassment.</li> <li><b>Education and Training</b> <ul style="list-style-type: none"> <li>ASEH continuously conducts human rights education and training to strengthen the internal awareness of human rights and implement the human rights protection activities wholeheartedly.</li> </ul> </li> <li><b>Sexual Harassment:</b> ASEH periodically conducts human rights and Anti-Discrimination and Anti-Harassment education and training.</li> </ul>	<ul style="list-style-type: none"> <li><b>Practices</b> <ul style="list-style-type: none"> <li>ASEH has established the human rights policy to ensure all work should be voluntary and employees have the freedom to resign or terminate the employment relationship.</li> </ul> </li> <li><b>Working Hours:</b> <ul style="list-style-type: none"> <li>(a) Employment of sufficient manpower to meet manufacturing capacity and prevent manpower shortages and overtime.</li> <li>(b) Establishment of overtime management and tracking mechanism to prevent employees from working for seven or more consecutive days.</li> <li>(c) Develop an in-house working hours management and control system to help supervisors manage their subordinates' working hours, send SMS or email alerts to employees working longer hours.</li> </ul> </li> <li><b>Sexual Harassment:</b> <ul style="list-style-type: none"> <li>Each case shall be reviewed to determine its cause, and offenders shall be tracked, reviewed and monitored to ensure the effectiveness of the disciplinary or counseling measures, and to prevent similar incidents or retaliation from occurring. The results of such processes will then be used as a reference for making adjustments to workplace environment and regulations.</li> </ul> </li> </ul>
			<ul style="list-style-type: none"> <li><b>Remediation</b> <ul style="list-style-type: none"> <li><b>Sexual Harassment:</b> Each case shall be reviewed to determine its cause, and offenders shall be tracked, reviewed and monitored to ensure the effectiveness of the disciplinary or counseling measures. The results of such processes will then be used as a reference for making adjustments to workplace environment and regulations.</li> <li>When ASEH confronts other human rights issues, ASEH will negotiate and adopt measures based on internal procedures.</li> </ul> </li> <li><b>Punishment</b> <ul style="list-style-type: none"> <li><b>Sexual Harassment:</b> For cases that constitute sexual harassment, the internal sexual harassment complaint processing committee shall issue a warning, disciplinary order, or another form of punishment to the offenders and require that they make an apology to the victims. Serious offenses may be grounds for dismissal.</li> <li>When ASEH confronts other human rights issues, ASEH will negotiate and adopt measures based on internal procedures.</li> </ul> </li> </ul>

<sup>1</sup> The mitigation and remediation measures for other issues, please refer to the ASE Corporation Human Right Management Framework at <https://www.aseglobal.com/en/pdf/human-rights-management-framework-en.pdf>



Target	Risk Issues		Mitigation Measures	Remediation Measures	
	Health and Safety	<ul style="list-style-type: none"><li>Occupational Safety</li><li>Emergency Preparedness</li></ul>	<ul style="list-style-type: none"><li><b>Systems</b><ul style="list-style-type: none"><li>All ASEH facilities worldwide have established OHS management organizations, and formulated methods and procedures that follow ISO 45001/OHSAS 18001 standards, the RBA Code of Conduct and local regulations. In addition to setting up a system for regular reviews, the OHS management system contributes effectively to preventing accidents.</li></ul></li><li><b>Emergency Preparedness:</b> ASEH public fire safety measures in accordance with the recommendations of the National Fire Protection Association (NFPA) and ISO 45001/OHSAS 18001 standards.</li><li><b>Education and Training</b></li><li><b>Occupational Safety and Emergency Preparedness:</b><ul style="list-style-type: none"><li>(a) Public fire safety measures in accordance with the recommendations of the National Fire Protection Association; enhanced training in disaster preparedness and safety education.</li><li>(b) Regular emergency evacuation drills for fire, earthquake, and composite disasters; review and improvement of warning and prevention measures.</li><li>(c) In addition to the regular education and training, Injury incidents and improvement of preventive measures are reviewed by ASEH each quarter.</li></ul></li></ul>	<ul style="list-style-type: none"><li><b>Practices</b><ul style="list-style-type: none"><li><b>Occupational Safety:</b> ASEH facilities have established occupational accident and incident reporting and investigation procedures and management procedures. When an occupational injury incident occurs, the standard handling procedure is carried out and the incident is reported to the competent local authority according to management regulations and local laws and regulations. The injury incidents and improvement of preventive measures are reviewed simultaneously. ASEH facilities have established occupational accident and incident reporting and investigation procedures and management procedures. When an occupational injury incident occurs, the standard handling procedure is carried out and the incident is reported to the competent local authority according to management regulations and local laws and regulations.</li></ul></li><li><b>Emergency Preparedness:</b> All of our manufacturing facilities develop disaster response and recovery plan and conduct full-scale emergency drills annually in cooperation with the local authorities. Various scenarios are simulated at these drills 100 to improve our disaster response plans.</li></ul>	<ul style="list-style-type: none"><li><b>Remediation</b><ul style="list-style-type: none"><li><b>Occupational Safety:</b><ul style="list-style-type: none"><li>(a) ASEH identifies higher-risk operating environments within ASEH facilities such as locations that could expose employees to ionizing radiation, noise, dangerous chemicals and dust, and provide such employees with high quality protective equipment.</li><li>(b) Health assessments performed by professional physicians in medical consultation to help employees with self-health management.<ul style="list-style-type: none"><li>Assistance with medical insurance claims.</li></ul></li><li>When ASEH confronts other human rights issues, ASEH will negotiate and adopt measures based on internal procedures.</li></ul></li></ul></li><li><b>Punishment</b><ul style="list-style-type: none"><li>ASEH will negotiate and adopt measures based on internal procedures.</li></ul></li></ul>
Value chain partners (Joint Venture, Mergers)	Labor	<ul style="list-style-type: none"><li>Freely Chosen Employment</li><li>Working Hours</li></ul>	<ul style="list-style-type: none"><li><b>Systems</b><ul style="list-style-type: none"><li>ASEH requests value chain partners to conduct annual audits or RBA VAP in order to mitigate risks.</li></ul></li><li><b>Education and Training</b><ul style="list-style-type: none"><li>ASEH requests value chain partners to internally and externally promote the importance and implementation measures of human rights through regular education and training for reducing the human rights risks in advance.</li></ul></li></ul>	<ul style="list-style-type: none"><li><b>Practices</b><ul style="list-style-type: none"><li>ASEH requests value chain partners to establish an internal sustainability audit system to carry out routine and ad hoc audits in order to continuously raise their sustainability.</li></ul></li><li><b>Remediation</b><ul style="list-style-type: none"><li>ASEH requests value chain partners to adopt corrective measures for human rights risks and conduct follow-up on implementation.</li></ul></li></ul>	<ul style="list-style-type: none"><li>ASEH requests value chain partners to provide guidance or financial compensation, or to implement policy changes or other compensatory measures for employees whose human rights have been violated.</li><li><b>Punishment</b><ul style="list-style-type: none"><li>ASEH requests value chain partners to terminate the relationship with their suppliers and request punitive liquidated damages when they are involved in serious human rights violation.</li></ul></li></ul>
	Health and Safety	<ul style="list-style-type: none"><li>Occupational Safety</li><li>Emergency Preparedness</li></ul>			
Suppliers/ Contractors	Labor	<ul style="list-style-type: none"><li>Freely Chosen Employment</li><li>Working Hours</li></ul>	<ul style="list-style-type: none"><li><b>Systems</b><ul style="list-style-type: none"><li>Annual audits or RBA VAP to assess suppliers' human rights risks through company subsidiaries in order to mitigate risks.</li></ul></li><li><b>Education and Training</b><ul style="list-style-type: none"><li>Through regular education and training, ASEH promotes the importance and implementation measures of human rights to suppliers for reducing the human rights risks in advance.</li></ul></li></ul>	<ul style="list-style-type: none"><li><b>Practices</b><ul style="list-style-type: none"><li>ASEH has established a supplier sustainability audit system to carry out routine and ad hoc audits in order to continuously raise supplier chain's sustainability.</li></ul></li><li><b>Remediation</b><ul style="list-style-type: none"><li>ASEH requests suppliers to adopt corrective measures for human rights risks and conduct follow-up on implementation.</li><li>ASEH requests suppliers to provide guidance or financial compensation, or to implement policy changes or other compensatory measures for employees whose human rights have been violated.</li></ul></li></ul>	<ul style="list-style-type: none"><li><b>Punishment</b><ul style="list-style-type: none"><li>ASEH shall terminate the relationship with suppliers and request punitive liquidated damages when suppliers are involved in serious human rights violation.</li></ul></li></ul>
	Health and Safety	<ul style="list-style-type: none"><li>Occupational Safety</li><li>Emergency Preparedness</li></ul>			
	Ethics	<ul style="list-style-type: none"><li>Responsible Sourcing of Minerals</li></ul>			

## Protection of Privacy and Personal Data

### Policies and Goals

ASEH values and cares about the importance of privacy and personal data protection. Accordingly, we have adopted a corporate policy on the protection of privacy and personal data and established relevant internal management measures; and requested our subsidiaries and their respective suppliers to collect, process, use, retain and disclose the personal data in compliance with the Personal Data Protection Act of Taiwan, EU General Data Protection Regulation (GDPR) and applicable laws and regulations on the protection of privacy and personal data in other countries or areas where they operate, ensuring the compliant operations and cooperating to protect the privacy and personal data and secure the rights and interests of data subject. Our corporate policy<sup>1</sup> sets forth clear guidelines and compliance requirement on the use and protection of personal data. We, our subsidiaries and their respective suppliers shall commit to collect, process, and use personal data to the extent not exceeding the necessary and minimal scope of specific purposes, and take appropriate and secure protection measures.

### Advocacy and Implementation

To continue to enhance our employees' awareness of personal data protection compliance and ensure the compliance management and implementation, we regularly provide internal training course and important updates on relevant laws and regulations on the protection of personal data and compliance guidance. We also review the status of personal data security, assess any potential non-compliance risk our daily operations may be subject to and establish relevant management plans and measures in accordance with the results of assessment. Also, we complete RBA validated audit on bi-annual basis and the external RBA certified auditors carried out on-site audit of privacy aspects, among other management items, by reviewing

our detailed internal management process related to (i) protect of personal data, (ii) safeguards to prevent unauthorized disclosure of personal data, (iii) monitoring procedures related to the protection of personal data, (iv) documentation and records with appropriate retention on-site/off-site and appropriate levels of access to ensure privacy conforming to regulatory record retention requirements. The latest RBA validated audit findings we receive rate "Conformance" for the foregoing privacy related aspects. In addition, we retained Ernst & Young, an independent third party accounting firm, to verify our compliance with Privacy Policy with respects to the matters on policy making, roles and responsibility, risk management, disciplinary actions, internal audit, public information, etc. The statement of above engagement provided by Ernst & Young is made available on our company website<sup>2</sup>.

### Use of Personal Data and Compliant

We have designated a department responsible for matters on the compliance with privacy and personal data protection and a hotline mechanism is also provided for our employees and external personnel to make inquiry or request about personal data based on his/her legal rights. We continue to monitor our use of personal data and throughout year 2023, we did not use collected personal data for any secondary purposes other than the specific purposes for which the personal data was first collected.

Our employees and external personnel may file complaint or report on the personal data matters via our reporting channels. Throughout year 2023, we did not receive any compliant or penalty related to personal data.

Type \ Source	Government Agency	Individuals or Other Type Parties
Compliant	none	none
Penalty	none	

### Complaint Mechanism and Procedure



<sup>1</sup> Please refer to Policy on the Protection of Privacy and Personal Data at <https://ase.aseglobal.com/privacy-policy>

<sup>2</sup> Please refer to the statement at <https://www.aseglobal.com/en/pdf/coc-agree-upon-procedures-report.pdf>

### 3.6 Regulatory Compliance

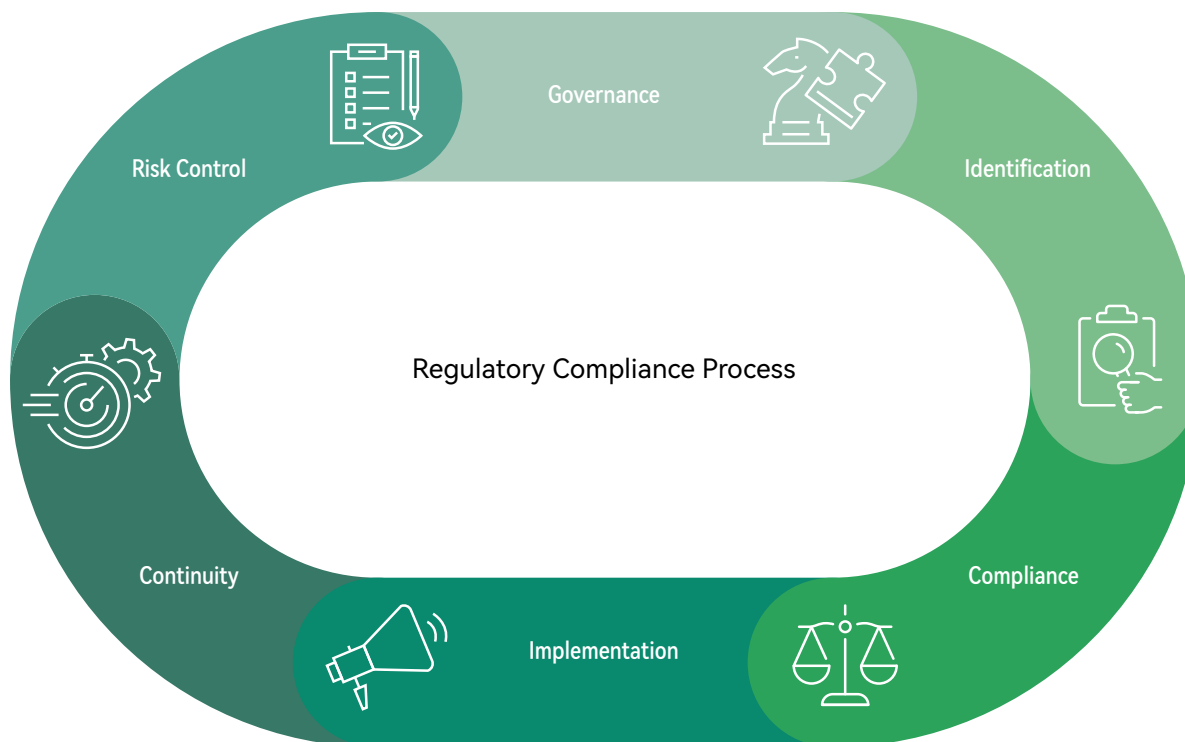
We conduct all our business activities in strict compliance with applicable laws and regulations. To ensure legal compliance, ASEH maintains regular updates on domestic and foreign laws and policies that affect its operations, and prioritizes regulatory compliance at all of its business locations.

The company's Corporate Governance Officer and Regulatory Compliance Department support board directors with overall regulatory compliance and supervise activities at our subsidiaries to ensure compliance with relevant laws and regulations. The steps we take to ensure compliance include managing regulatory inventories, staying updated with current laws and regulations, identifying changes, and reviewing legal compliance on a regular basis. The company also applies risk control mechanisms to assess potential legal risks across all our operations. Our subsidiaries are required to promptly report all incidences of non-compliance that result in penalties. The responsible subsidiary shall conduct a root cause analysis and propose immediate improvement plans. Both the regulatory compliance department and audit department will oversee and ensure the implementation of corrective actions, reporting the status to the board of directors annually.

Throughout 2023, the company conducted regulatory compliance audits across all subsidiaries and strengthened management in the fields of environment, health and safety. The United States' Export Administration Regulations (EAR), Clean Competition Act (CCA) and the European Union's Carbon Border Adjustment Mechanism (CBAM), are of particular significance to the technology sector, and are thus classified as our company's key compliance focus areas. In Taiwan, we focus primarily on the Taiwan Securities and Exchange Act, Labor Standards Act, Occupational Safety and Health Act, Fire Services Act, Climate Change Response Act, Energy

Administration Act, Renewable Energy Development Act, Gender Equity in Employment Act, Sexual Harassment Prevention Act and National Security Act. As part of our regulatory compliance practices, we diligently adapt and modify our internal framework, conduct trainings, and disseminate information to update, educate and communicate with our board of directors, management and all employees.

The company remains in resolute compliance with all major laws and regulations governing public listed companies and corporate governance-related rules in Taiwan, including the Company Act, Fair Trade Act, Securities and Exchange Act, etc. In 2023, ASEH recorded seven cases that incurred financial penalties amounting to approximately US\$20,369 imposed by authorities in the respective regions we operate. However, there were no major cases involving penalties exceeding US\$10,000. In January 2024, we provided the board of directors with a status report for 2023, that included an overview of the corrective actions taken by the subsidiaries involved and an update on their regulatory compliance.

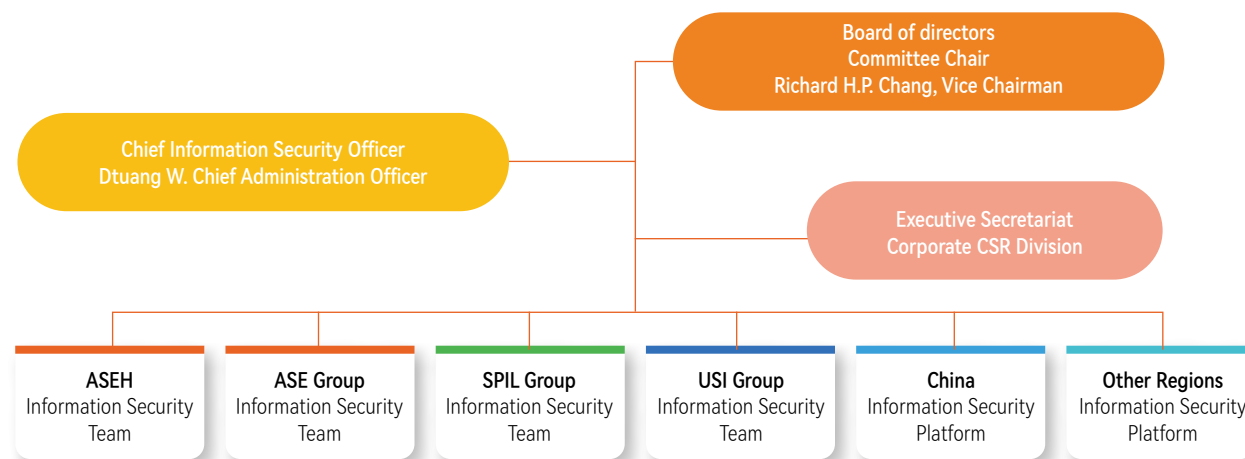


### 3.7 Information Security Management

#### Information Security Policy, Organization and Targets

To strengthen the company's resilience in information security (infosec) and respective management mechanisms, we have integrated an approach from the corporate governance perspective by putting in place a comprehensive set of infosec policy, conducting regular cybersecurity drills, and organizing employee education and training to enhance overall infosec awareness. The ASEH Information Security Policy<sup>1</sup> provides the highest level of management guidance to protect the confidentiality, integrity and availability of critical information assets, and to ensure compliance with relevant laws and regulations. With a robust infosec policy in place, ASEH is well positioned to boost customer trust, strengthen industry competitiveness, and maintain business continuity. We assess information security risks in accordance with regulatory requirements and business goals, and provide a status report to the senior management and the Board. The report offers a succinct overview of the infosec challenges and the current status, and forms the basis for the management and the Board to formulate additional guidelines, strategies and targets.

#### ASEH Information Security Management Committee



The Information Security Management Committee, responsible for overall information security across all subsidiaries, was established by the ASEH Board of CSC to develop strategic plans, establish benchmarks for information security maturity assessments and coordinate all internal and external technical resources and information. Richard H.P. Chang, Vice Chairman of ASEH has been appointed the chair of the committee. The committee's Chief Information Security Officer assumes responsibility for the establishment of the information security management framework that includes regular reviews with all ASEH subsidiaries and implementing incident response plans. The Chief Information Security Officer (CISO) of the Information Security Management Committee, who is also the Chief Administration Officer and Corporate Governance Officer of the Company, assumes responsibility for the establishment of the information security management framework that includes regular reviews with all subsidiaries of ASEH and implementing incident response plans. The committee provides a status report to the Board of Directors in the last quarter of each fiscal year. In addition, the Executive Secretariat of the Company's Corporate CSR Division is responsible for promoting and executing information security-related work, and each subsidiary appoints its information security team as members of the committee to be responsible for implementing information security operations as resolved by the Information Security Management Committee. We regularly hold quarterly meetings of the Information Security Management Committee of ASEH to report and discuss the progress of our information security work, and invite external experts to share information security trends and significant issues.

<sup>1</sup> For more details on ASEH Information Security Policy, please refer to the link below: [https://www.aseglobal.com/en/pdf/2024\\_ASEH\\_ISMP\\_EN.pdf](https://www.aseglobal.com/en/pdf/2024_ASEH_ISMP_EN.pdf)

As our business continues to grow, the amount of information generated have also increased exponentially. Safeguarding the confidentiality, integrity and availability of information forms the cornerstone of ASEH's information security management. Besides identifying internal and external information security risks and formulating countermeasures, we regularly implemented the NIST CSF maturity assessment in all facilities every year. Our cybersecurity policies are formulated to ensure the highest level of network and system protection and mitigation of impacts from any disruption. At the same time, education and training are actively conducted to enhance employee awareness on the importance of information security and prevent major data breaches. Building resilience through a robust information security management system is key to corporate sustainability and will greatly boost stakeholder satisfaction.



### Information Security Management Targets for 2025

Major Information  
Security Incidents

0 cases

NIST CSF Maturity  
Assessment Coverage

100 %

Employee Information  
Security Education  
and Training Coverage

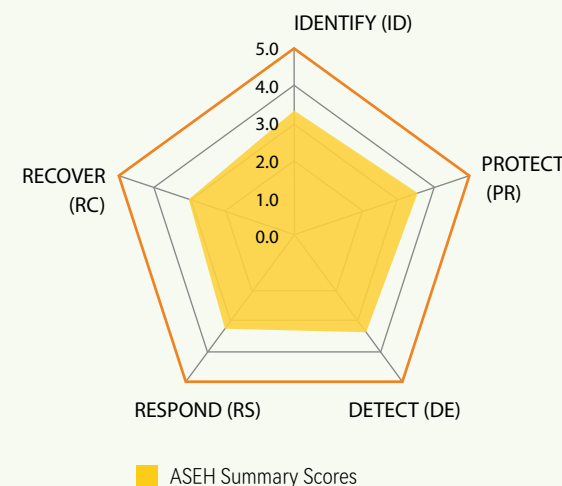
100 %

## Information Security Implementation and Safeguards

### Cybersecurity Maturity

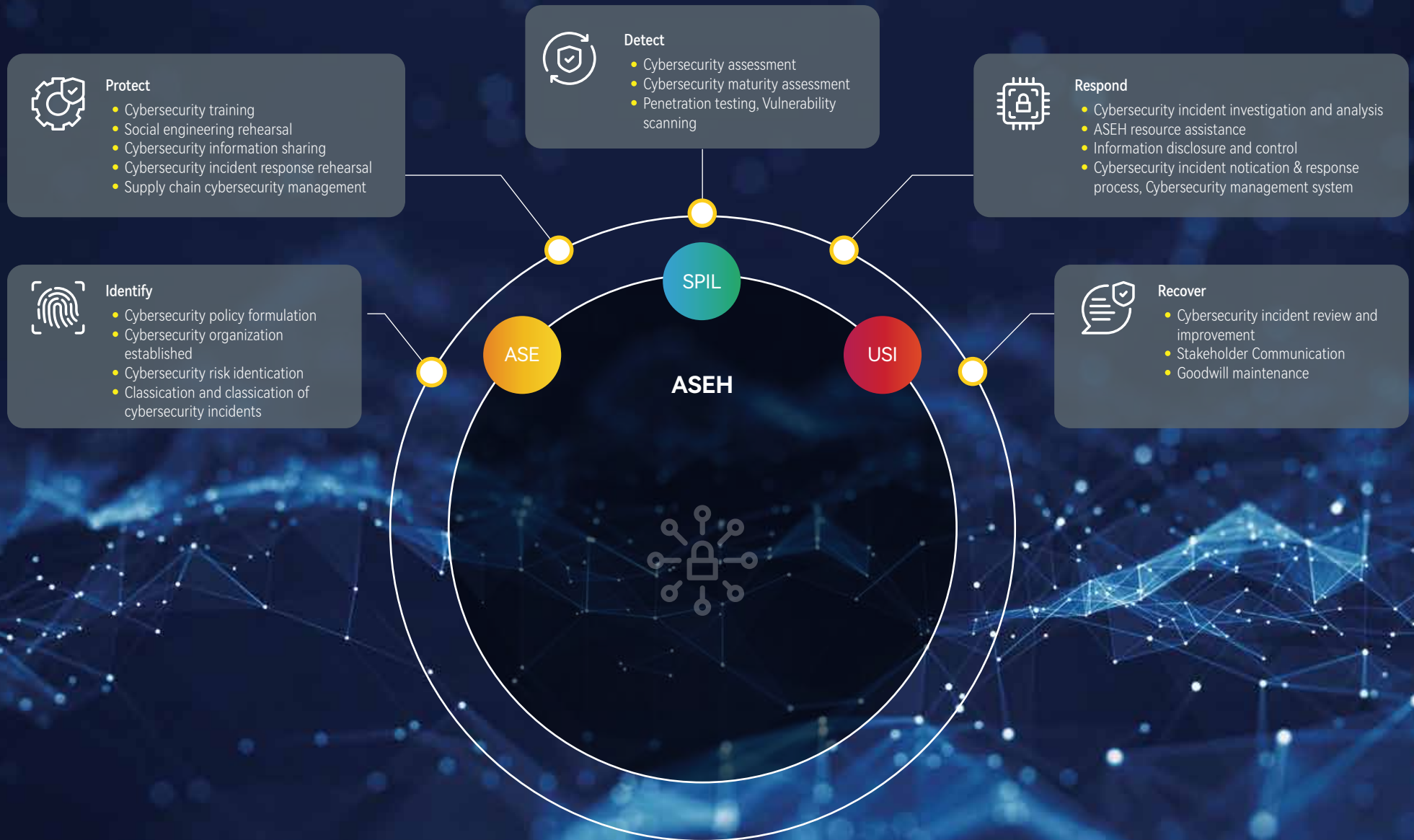
To effectively manage the adjustments and enhancements made to the cybersecurity strategy and cybersecurity defense system of each subsidiary, ASEH began implementing the NIST CSF maturity assessment mechanism in partnership with third-party consultants in 2019. The overall maturity level in cybersecurity was assessed based on five key indicators: Identify, Protect, Detect, Respond, and Recover. We have been gradually shifting our focus to refining and deepening our cybersecurity requirements. Each factory site can undertake individualized cybersecurity enhancements based on their own maturity assessment results and recommendations for improvement. We benchmark ourselves against the semiconductor industry and vow to understand our own cyber environment better. We assess the risks that impact each subsidiary in different cybersecurity areas, countries, or operations and consolidate resources to provide better guidance and support. Our goal is to implement and continuously improve the foundational cybersecurity management across businesses. In 2022, we proceeded with the last year's maturity assessment mechanism and continued to collect data on individual subsidiary's current cybersecurity management and control as well as cybersecurity frameworks and policies regarding NIST CSF's five assessment dimensions. In addition, driven by the digital transformation, the convergence between IT and OT is becoming increasingly close. In particular, the scope of horizontal implementation is extending from IT to OT with the goal of aligning the cybersecurity maturity of OT closer to that of IT. This approach is adopted to gradually enhance the cybersecurity defense capabilities of critical operational systems within the company.

### Cyber Security Resiliency





## Cyber Resilience Collaborating Mechanism



## Cybersecurity risk identification and management

ASEH commissions a professional third-party unit annually to conduct regular cybersecurity audit and assessments such as external audit, vulnerability scanning, and penetration testing to ensure that information system and the internet environment comply with safety standards. We strictly enforce cybersecurity policies and implement client privacy protection measures to avoid the unauthorized disclosure of the company's confidential business information and client data. In the event of unforeseen external cybersecurity attacks, the cybersecurity team will convene immediate platform technical exchanges and response meetings to analyze and review relevant responses and defense measures, constructing a comprehensive defense network capable of information synchronization.

To respond to the emerging trends of digital transformation, in addition to continuously improving information technology (IT), we are also gradually transferring our IT cybersecurity experiences to operational technology and initiating phased planning and implementation of cybersecurity assessments in the OT domain. Through assessments and testing conducted by external experts, potential cybersecurity threats and risks in the OT environment can be reduced. OT cybersecurity assessments were completed at 4 four facility sites in 2023.

In addition to managing operational risks from the perspective of corporate governance, we try to increase employees' cybersecurity awareness and enhance organizational operational capabilities as part of our focuses in cybersecurity management. All employees at ASEH must receive PIP cybersecurity educational training, including cybersecurity policy, cybersecurity management framework, cybersecurity control measures, etc. In 2023, a total of 110,123 individuals completed 53,862 hours of training courses. Additionally, occasional social engineering email drills were conducted to enhance employees' awareness of social engineering attacks through emails. Additionally, we will gradually introduce systematic management mechanisms to incorporate participation in cybersecurity meeting, educational training, incident management, confidential file labeling, antivirus/software security, and other cybersecurity-related projects in a systematic manner. Moreover, KPI monitoring and audits are conducted, extending the scope of management, and reaching every employee and every endpoint device. This will be integrated with employees' performance to reduce penalties and legal liabilities resulted from violations against cybersecurity regulations, as well as the impacts on business operations.

## Increase cyber resilience

There were no serious cybersecurity incidents<sup>1</sup> in ASEH in 2023. In addition to constructing a cybersecurity incident classification system and reporting/response procedures, we also conduct a cybersecurity incident drill annually to ensure fast responses in the event of incidents, reduce risks, and minimize the scope of damage. We also established the ASEH Information Security Management System to incorporate two major functions, cybersecurity information and cybersecurity incident reporting, to facilitate real-time acquisition, dissemination of cybersecurity information, and efficient handling of security incident reporting. Our goal is to gain a comprehensive understanding of the risk landscape, enhance the response and defense capabilities in the event of information security incidents, and establish a cross-functional cybersecurity collaborative defense mechanism. Furthermore, as cybersecurity risks have posed serious challenges to the company, ASEH purchased cybersecurity insurance as a backend defense mechanism. The insurance covers ASEH and its subsidiaries and allows ASEH to take immediate response measures and manage relevant damage when cybersecurity incidents occur. With the insurance coverage, we aim to reduce potential cybersecurity losses for ourselves, clients, and suppliers and facilitate the rapid restoration of normal business operations.

To ensure the sustainable operations of important businesses and prevent interruption of critical information systems as a result of material cybersecurity incidents, we conduct an incident recovery drill every six months which lays out the organizational structure diagram, scope, duration, critical information systems, participating units, participating personnel and their assigned tasks, backup personnel for the drill, implementation steps and processes of the drill, required resources, data recovery from backup, risk management during the drill, post-drill review and improvement processes, among others. The purpose is to ensure the company can leverage disaster response capabilities and disaster recovery mechanisms to quickly restore operations to a normal or acceptable level for the business, achieving the goal of uninterrupted operations of critical information systems. The drill will continue to be implemented to provide maintenance, management, and training to ensure the effectiveness of the backup systems.



<sup>1</sup> We define a major information security incident as any loss exceeding US\$10 million



## Information Security Information Exchange

ASEH works closely with government agencies, local and international information security organizations including FIRST (Forum of Incident Response and Security Teams), Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC), and High-tech Information Security Alliance. As a member of the SEMI Semiconductor Cybersecurity Committee, we are actively driving the industry's adoption of SEMI E187 – Specification for Cybersecurity of Fab Equipment, a Taiwan-initiated security standard. Adopting the relevant infosec regulations, standards and industry intelligence allow us to integrate our internal management systems and expertise, to develop a comprehensive set of capabilities that will further strengthen our resilience.

At the same time, we are committed to meeting the expectations from our upstream and downstream supply chains and stakeholders on matters related to information security. ASEH's strong and robust security defense leads to a tightly-secured smart manufacturing environment and increases the company's competitive advantage as a sustainable enterprise.

ASE Kaohsiung and the Kaohsiung division of the Ministry of Justice Investigation Bureau (MJIB) have signed a memorandum of understanding (MOU) on advancing information security resilience including the focus on trade secret protection and intelligence sharing. The MOU underscores both ASEH and the ministry's ambition to enhance bilateral cooperation and risk assessment through the mutual exchange of infosec expertise as well as to explore the latest cybersecurity technologies and defense strategies together. The MOU also marks an important milestone on the collaboration between businesses and government agencies to strengthen corporate digital resilience, and build prompt and effective responses to cyber threats and attacks. These efforts will help to shape a more secure digital ecosystem at ASEH, and protect our precious corporate assets.

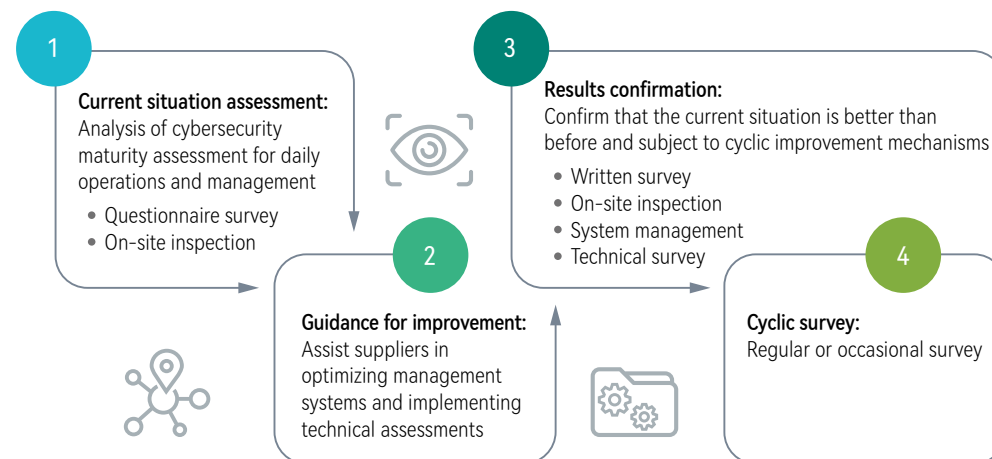


MJIB, ASE Kaohsiung and ASE Kaohsiung division sign MOU on advancing information security resilience including trade secret protection and intelligence exchange

## Supply chain cybersecurity management

As a result of the digitization of the supply chain and the exchange of large volumes of data, the supply chain is faced with unprecedented cybersecurity risks. To effectively improve cybersecurity resilience across the supply chain, starting from 2022, ASEH has established the Supplier Cybersecurity Assessment and Execution System, which primarily focuses on critical suppliers. A total of 76 supplier cybersecurity assessments were conducted in 2023, following a four-step process consisting of current situation assessment, guidance for improvement, results confirmation, and cyclic survey. The scope of assessments will be gradually expanded and a cyclic regular survey conducted every three years to construct a comprehensive cybersecurity management mechanism, ensure stable business operations, increase cybersecurity resilience, and further improve the overall cybersecurity environment and level in the semiconductor industry.

### Procedures for supply chain cybersecurity assessment



## Information Security Certification and Information Security Measures Promote Results

### Information security certification

ASEH prioritizes cybersecurity issues, identifying internal and external risks, and developing and promoting various key response strategies. It has earned recognition with international cybersecurity certifications, including ISO 27001, ISO 22301, ISO 15408, ISO 21434, IEC 62443, GSMA, and others. Through continuous management of corporate operations and adherence to international information security standards, ASEH rigorously reviews and optimizes cybersecurity workflows and management measures, enhancing operational resilience. This comprehensive approach safeguards smart manufacturing security and sustains competitive advantages for the company.

### International information security certification

<b>ISO 27001</b>	To build a stable and robust foundation for the IT environment, ASE Kaohsiung, ASE Chungli, ASE Shanghai (Material), SPIL, and USI continue to improve and implement cybersecurity risk management targeting critical information systems that are essential to the operation of crucial facilities.
<b>ISO 22301</b>	ASE Kaohsiung and SPIL have successively obtained the BCMS (business continuity management system) ISO22301 certification to strengthen crisis management and disaster response.
<b>ISO 15408</b>	ASE Kaohsiung, Chungli and Singapore have been certified to EAL6, the highest level of security certification, creating a manufacturing environment and management system that comply with international standards for safe products and enhancing the safety management mechanisms for product transportation. We provide cybersecurity guarantees for manufacturing processes such as packaging and testing to offer better customer service.
<b>ISO 21434</b>	ASE Kaohsiung is the first semiconductor assembly and testing facility in the world to receive the ISO/SAE 21434 international automotive network security standard certification with 100% compliance by being certified by TUV NORD of Germany.
<b>IEC 62443-2-1</b>	ASE Kaohsiung passed the German TUV NORD's professional evaluation and obtained the IEC 62443-2-1 certification, becoming the very first company to receive the certification in the semiconductor industry in Taiwan.
<b>GSMA</b>	ASE Kaohsiung has passed the mobile communication security certification standard and obtained the GSMA certification. As a manufacturer, it completed a comprehensive audit of the production sites and processes to comply with the UICC production safety standard (GSMA SAS-UP)

## Information Security Measures Promote Results

ASEH approaches internal initiatives from a corporate governance perspective, establishing information security policies, conducting regular cybersecurity drills, providing cybersecurity education and awareness training for employees to enhance overall security awareness. It invites representatives from industry, government, and academia to share international cybersecurity developments regularly, increasing crisis responsiveness. Externally, ASEH actively participates in international cybersecurity organizations such as FIRST, TWCERT/CC Taiwan Cyber Security Alliance, and High-Tech Cyber Security Alliance. Through these communication channels, it shares the latest trends and action plans with industry peers and supply chain partners, elevating cybersecurity protection levels. Simultaneously, by aligning certification efforts with international standards, ASEH strives to mitigate cybersecurity threats, ensuring secure operations and fostering long-term, solid partnerships with customers and supply chain partners to provide more comprehensive and refined services.

### Outcomes of cybersecurity measures in 2023

<b>Cybersecurity policies, organizations, and goals</b>	<ul style="list-style-type: none"> <li>• Zero material cybersecurity incidents</li> <li>• Formulated three cybersecurity goals for 2025</li> <li>• Convened four ASEH cybersecurity team meetings</li> </ul>
<b>Information Security Implementation and Safeguards</b>	<ul style="list-style-type: none"> <li>• Implementation of one ASEH Information Security Management System</li> <li>• NIST CSF maturity assessment for 25 sites</li> <li>• OT cybersecurity assessment at four sites</li> <li>• Two cybersecurity incident drills</li> <li>• Providing cybersecurity educational training to 110,123 individuals</li> <li>• Accumulating 53,862 hours of cybersecurity educational training</li> <li>• Ongoing cybersecurity insurance coverage</li> <li>• Conducting cybersecurity assessments for 76 suppliers</li> </ul>
<b>Cybersecurity certification</b>	<ul style="list-style-type: none"> <li>• 11 sites obtained the ISMS ISO 27001 certification</li> <li>• Three sites obtained the BCMS ISO 22301 certification</li> <li>• One site obtained the IEC 62443-2-1 certification</li> <li>• Three sites obtained the ISO 15408 certification (EAL6 the highest level of security certification)</li> </ul>





## INNOVATION SERVICE

Innovation is the key to sustainable human development. Through innovation, ASEH improves product value, makes human lives easier in a smart era and elevates social well-being. We take into careful consideration regarding Smart Manufacturing - integrating environmental protection and social innovation at a product's design stage. As a result, ASEH has produced more efficient products and helped customers lower their power consumption when using our products, contributing to a reduction in greenhouse gas emissions. The effects of product usage on human health were also considered and efforts have been made to manufacture products with non-hazardous materials, and Improve recyclability, with Enhance product durability.

ASEH is committed to improving and protecting the environment by enhancing raw material usage efficiency, recycling resources, reducing wastewater discharge and greenhouse gas emissions, and reducing waste generation and chemical use. We strive to develop and promote comprehensive, environmentally friendly services and manufacturing processes that consider the environmental impact at various stages of the product lifecycle including raw material procurement, design & development, manufacturing, product use, and product disposal. This has enabled ASEH to provide the most environmentally friendly, green manufacturing services.

