



CORPORATE CITIZENSHIP

The community has played an important role supporting ASEH's growth. We therefore, have a responsibility to provide support and give back to the community in locations where we operate. An active participant in charitable activities, education programs and social work, ASEH's optimal allocation of resources deliver positive impacts that allow both ASEH and the community to prosper and grow.

As a leading enterprise in the global semiconductor industry, ASEH is fulfilling corporate citizenship by engaging with local communities, environmental NGOs, and stakeholders in the industry, government and academic sectors. The company seeks to establish mutually trusting long-term partnerships and invest in resources to promote overall social development and higher value creation. Externally, we are initiating sustainable development in core business areas to strengthen the value of our sustainable innovations that will result in employee cohesiveness, and higher stakeholder confidence.



2025 Key Performance



US\$ **15.19** million
Total Investment in Social
Engagement Programs



6,850,877
Total Beneficiaries of Social
Engagement Programs



29,172
Number of Trees Planted



53
Non-profit Organizations
Partnered



660
Interns



12,328
Volunteer Service Hours

SDGs	Business Actions	2025 Material Aspects	KPI	2025 Target	Status	2025 Performance	2026 Target	2035 Target
	Promote climate conscious behavior and build capacity for climate action	Social Involvement	Number of industry-academia collaboration projects on environmental technology	10	Not Achieved	8	10	Cumulative total exceeding 220 projects
			Number of schools with energy-saving LED light tubes installed	10	Achieved	22	10	Cumulative total exceeding 280 schools
			Number of trees planted ¹	25,000	Achieved	29,172	25,000	Cumulative total exceeding 616,000 trees
 	Implement programmes to support higher education and access to free, equitable, and inclusive primary and secondary education		Number of students attending semiconductor course	100	Achieved	432	100	Cumulative total exceeding 4,300 persons
			Number of disadvantaged students in the community attending after school program	100	Achieved	266	100	Cumulative total exceeding 3,400 persons
 	Building a conducive environment for sustainable development and economic growth through investments in R&D for technological advancements, and fostering cross-sector collaboration		Number of innovative industry-academia collaboration projects	30	Achieved	45	30	Cumulative total exceeding 820 projects
			Number of legislative initiatives for issues related to the semiconductor industry and sustainability	2	Achieved	4	2	Cumulative total exceeding 60 initiatives

¹ As our tree-planting projects encompass diverse sites with multifaceted land characteristics, we have adjusted our tree-planting target from "number of hectares" to "number of trees planted" starting this year so as to evaluate substantial outcomes more precisely. This adjustment also allows us to tailor our plans according to local conditions, enhancing long-term ecological restoration benefits

Corporate Social Involvement Focus, Benefits, and KPIs

Focus	SDGs Alignment	Business Drivers	Business Benefits & KPIs	Social/Environmental Benefits & KPIs	Impacts
Environmental Conservation		ASE is raising awareness in climate change mitigation and adaptation, impact reduction and early warnings through education, and intensifying R&D in environmental technologies and improvements in production efficiency to reduce environmental impacts. The primary factors driving the company's core operations are: - Increasing production efficiency; changing volatile organic compound treatment methods; reducing treatment costs; ensuring competitive pricing - Promotion of green products and services and implementation of community environmental education programs to encourage green consumer behavior and improve climate literacy	Improvements to environmental technology R&D and production efficiency in 2025: 8 research projects on environmental technology in collaboration with academic, research institutes and suppliers - Our research on technologies to treat low-copper sludge helps enable a copper ion recovery efficiency of up to over 40%, reducing our waste treatment costs and promoting waste resource utilization and a circular economy - Our environmental impact assessment on the incineration of plastic-derived SRF (Solid Recovered Fuel) has helped to reduce waste disposal volume and partially substitute fossil fuels, enhancing corporate carbon reduction and energy efficiency - Through our research, hydrogen generated from silicon sludge after purification has resulted in a significant increase of hydrogen concentration from the original 9.8% to 22.6%, promoting waste reduction and green energy creation 2015-2025 120 research projects on environmental technology in collaboration with academic, research institutes and suppliers	Reducing environmental impact, improving quality of life, and raising environmental awareness in 2025: 11,271 LED light tubes installed at 22 schools reduced energy use by approximately 243,454 kWh and carbon emissions by approximately 115 tCO₂e 29,172 new trees were planted, resulting in the sequestration of 41.32 tCO₂e - Organized 35 coastal and beach cleaning events with a total of 2,763 participants, resulting in the removal of 6 tons of garbage 4 ECOCO Recycling Ark stations were set up at Carrefour stores in communities neighboring our Kaohsiung and Taoyuan facilities, recovering a total of 34.5 metric tons of bottles and cans, and reducing carbon emissions by approximately 107.5 tCO₂e - Implemented 165 environmental education courses; 6,045 students participated; 7 promotional videos and training materials on environmental education were produced 2013-2025 - From 2014 to 2025, replacing and installing 185,310 energy-saving LED tube lights in 191 schools, saving approximately 24,285,827 kWh in electricity and reducing about 12,141 tCO₂e - From 2013 to 2025, a total of 361,868 new trees were planted, resulting in the sequestration of 4,564.91 tCO₂e in 2025, for a cumulative total carbon sequestration amount of 17,542.48 tCO₂e¹	Raising Environmental Awareness: Strengthening environmental awareness among employees, supply chain partners, and the broader public Adopting green production processes: Using recyclable materials and green production processes in the development of new products, and improving waste disposal methods to minimize impacts on the environment

¹ ASEH follows the 2006 IPCC Guidelines for National Greenhouse Gas Inventories to determine the carbon sequestration from afforestation

Focus	SDGs Alignment	Business Drivers	Business Benefits & KPIs	Social/Environmental Benefits & KPIs	Impacts
Industry-Academia Collaboration	 	The semiconductor industry is a high-tech industry that requires a large pool of talent in technological research and interdisciplinary R&D. We should leverage on the multiple professional and recruitment opportunities to attract talent and increase youth employability, by nurturing and equipping future employees with the relevant knowledge and professional skills to enhance the value of our human capital. The primary factors driving the company's core operations are: • Training potential talent (employees) for the future so as to enhance the value of the company's human capital • Developing next-generation semiconductor technologies and materials	Fostering semiconductor talents to promote technological innovation and development in the semiconductor industry in 2025: • 45 innovative industry-academia collaboration projects were conducted, covering research topics such as advanced packaging technologies, manufacturing process optimization, smart technologies, and information security • 432 students participated in the semiconductor courses 2015-2025 • Participated in 526 innovative industry-academia collaboration projects involving semiconductor assembly, advanced materials, manufacturing automation technologies, etc. • 3,585 students participated in the semiconductor courses	Talent development via cooperative education, internship, and technological collaborations in 2025: • Recruited 660 interns • 186 students participated in innovative industry-academia collaboration projects • Awarded scholarships to 269 students • Collaborated with over 105 schools 2015-2025 • Recruited 6,652 interns	• Promoting innovative semiconductor technology research and development: We continue to work with top universities to establish semiconductor-related curriculum and research centers, and promote collaborative projects on innovative technologies that will advance the semiconductor industry • Improving the employability of young persons: Enhancing the employability and competitiveness of young persons, cultivating relevant talent and strengthening the semiconductor industry talent pool
Community Engagement	 	ASEH is committed to bridge the economic, social and environmental development gaps between urban and rural areas in the communities where we operate. We are fostering stronger community bonds at each location through high levels of engagement in community development and caring for the disadvantaged. The primary factors driving the company's core operations are: • Ability to operate in a stable social environment • Enhanced corporate image and employee engagement	Improving the centripetal force to the company through employees' participation in public welfare activities in 2025: • 12,328 volunteer service hours • 4,182 volunteers 2015-2025 • 108,574 volunteer service hours • 32,899 volunteers	Corporate citizenship programs to improve mutual development with the local community in 2025: • Participated in afterschool program for 266 students from disadvantaged households • Collaborated with 53 charities • Provided financial aid for 13,070 students from disadvantaged households 2015-2025 • Participated in afterschool program for 2,482 students from disadvantaged households • Provided financial aid for 97,777 students from disadvantaged households	• Long-term care for the elderly: We have introduced an innovative concept of "Corporate Long-Term Care," establishing 4 elderly day care centers located near our Chungli, Taichung, Changhua, and Kaohsiung facilities, to better support the eldercare needs of our employees and the local communities • Improved learning and living environments for disadvantaged children: We are a long-term supporter of after-school care programs for disadvantaged students in remote areas. We continue to provide financial support and take active steps to improve their learning and living conditions, ensuring that they grow up happy and healthy



Focus	SDGs Alignment	Business Drivers	Business Benefits & KPIs	Social/Environmental Benefits & KPIs	Impacts
Public Advocacy	17 PARTNERSHIPS FOR THE GOALS 	Sustainable development goals are achieved through the sharing of knowledge, expertise, technologies and financial resources. To that end, ASEH is promoting global partnerships in sustainable development, exchanging knowledge, expertise and technology knowhow with stakeholders, and expanding its sphere of influence through active involvement in industry organizations. The primary factors driving the company's core operations are: • Developing and formulating the next generation semiconductor technology blueprint and standards with the industry supply chain • Co-developing policy white papers with industry associations to serve as references for the establishment of policies and regulatory standards	Driving innovation and development in semiconductor and electronic technologies and improving ASEH's leadership status in sustainable development 2025 • Collaborated with 47 external organizations in areas related to core business • Active member of SEMI, the leading global industry association representing the electronics and design supply chain - Chairmanship of the SEMI Board of Directors - Driving technology and industry through representation at key SEMI committees; Assembly and Testing, Flextech, Smart Manufacturing, MEMS and Sensors, Materials, Testing, Cybersecurity, Sustainable Manufacturing and Power & Compound Semiconductor 2015-2025 • Collaborated with 616 external organizations in areas related to core business	Initiating and driving impactful sustainability agendas to advance the semiconductor industry 2025 • Collaborated with 88 external organizations in sustainable development • Supporting 4 key initiatives on semiconductor and sustainability-related topics and regulatory policies: Policy recommendations on Section 232 of the U.S. Trade Expansion Act, policy recommendations on the TSIA Energy White Paper, 3DIC Advanced Packaging and Testing Manufacturing Alliance initiative, High-tech Industry Voluntary Energy-saving and Carbon Reduction initiative 2015-2025 • 42 sustainability and legislative initiatives	• Driving the development of the semiconductor industry: Setting industry standards for advanced packaging and associated technologies. Collaborating across the industry chain to promote the advancement of the industry • Developing a complete and sustainable semiconductor industry ecosystem: Partnering with various relevant organizations to promote initiatives for the sustainable development of the semiconductor industry, influencing government policy-making and corporate operations, and raising public awareness of sustainability issues



8.1 Social Involvement Overview

To achieve the common good for society, ASEH harnesses its power to stimulate positive social change, bringing about an increase in sustainable awareness and positive impacting behavioral change, skills development, and quality of life. Established as ASEH's highest level of organization for social involvement, the Corporate Sustainability and Information Security Committee (CSISC) is responsible for the planning, formulation, and implementation of social involvement policies and regulations, among which the "Public Affairs Engagement Policy"¹ is a set of guiding principles that provides clear direction for all subsidiaries in external public affairs and policy engagement as well as support to organizations with similar ideologies as ASEH. Accordingly, ASEH has also established a supervision mechanism to evaluate the project performance of such foundations and social organizations to ensure that the investment of support and resources results in an actual impact.

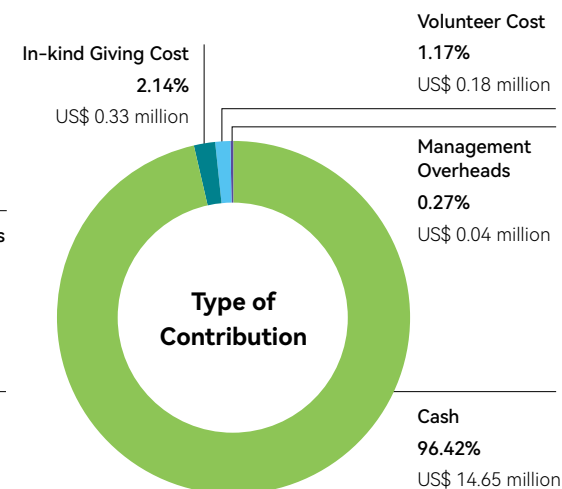
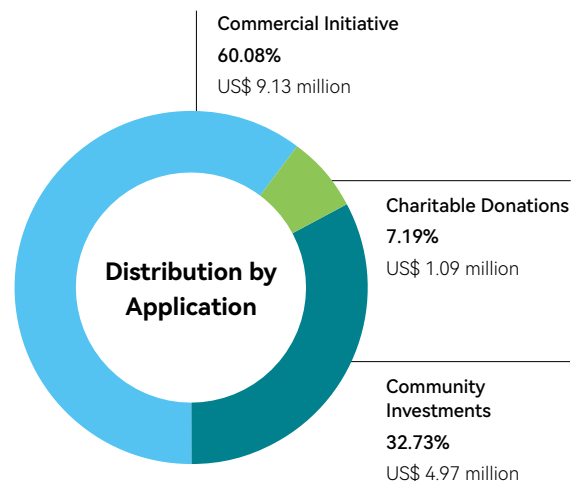
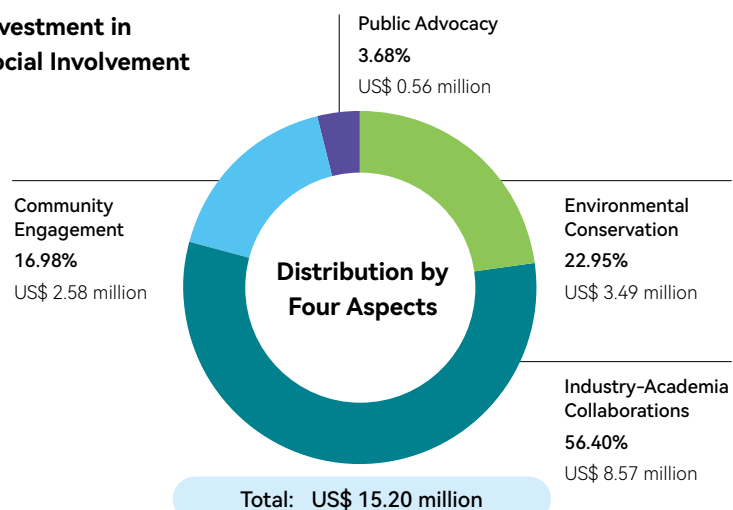
ASEH conducts annual reviews to evaluate its campaigns and performance based on four development strategies—environmental conservation, industry-academia collaboration, community engagement and public advocacy. The CSISC Social Involvement Taskforce is responsible for implementing social involvement policies at company facilities worldwide, evaluating the risks and opportunities, planning and organizing activities in public engagement. Each facility is responsible for the creation of local organization teams to plan and execute the programs in compliance with corporate policies and development goals.

ASEH adopts the LBG (London Benchmarking Group) framework and SROI (Social Return on Investment) model to measure the input, output and impact of social involvement activities, and conducts biannual performance reviews and reporting.

For ASEH's social engagement programs (conducted by the ASE Environmental Protection and Sustainability Foundation), we performed analyses of the social return on investment (SROI) and established a social investment performance evaluation system to optimize the evaluation of our social involvements and more effectively manage social engagement programs.

In 2025, we spent approximately US\$15.2 million on social involvement activities. The distribution ratio is similar to that in 2024. Industry-academia collaboration on education continues to account for the largest portion of our spending as we continue to focus on research and development of innovative technologies. The second largest portion of our investments was allocated to the conservation and protection of the environment. To that end, we recorded more than 12,300 hours of volunteer service performed by over 4,100 volunteers and provided a total of 168 hours of volunteer leave².

Investment in Social Involvement

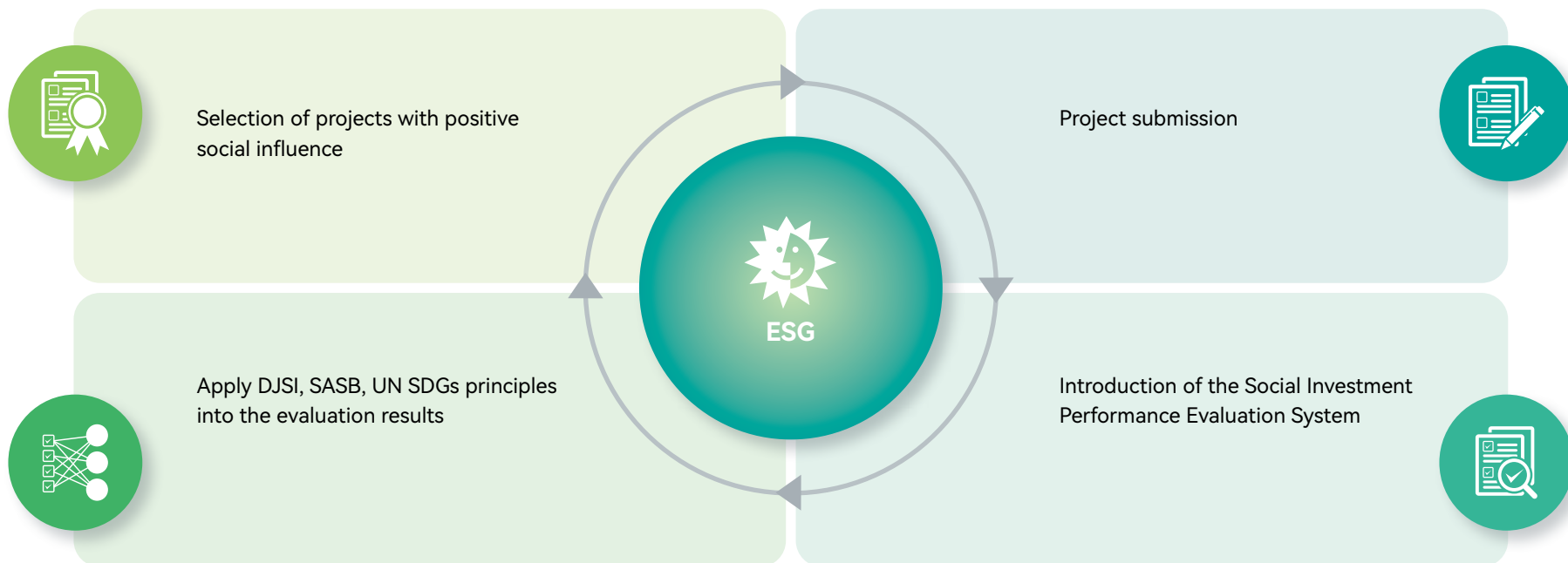


¹ ASEH Public Affairs Engagement Policy (https://www.aseglobal.com/en/pdf/aseh_public_affairs_policy.pdf)

² Our subsidiary, USI, has established the "Volunteer Management Regulations," providing a total of 168 hours of volunteer leave in 2025



The Social Investment Performance Evaluation System



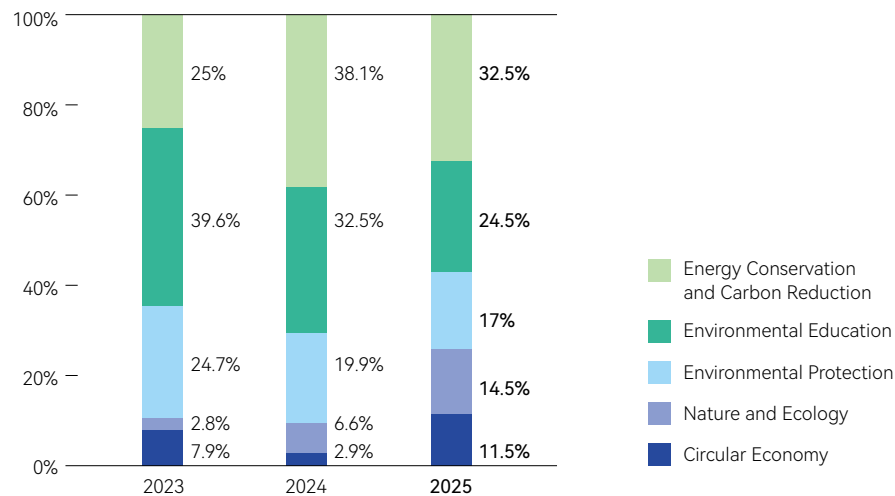
8.2 Environmental Conservation

To address the environmental impact caused by economic development and extreme weather, ASEH has designated the protection of the environment and public welfare as the cornerstones of our community engagement efforts. By bringing together employees, local residents, government agencies, non-profit organizations, suppliers, customers and stakeholders to promote environmental projects, we aim to mitigate negative impacts and bring about positive developments. We remain committed to our 30-year goal (initiated in 2014) of investing a total of NT\$3 billion towards environmental initiatives in Taiwan, whereby we will donate NT\$100 million or more per year.

In 2025, to optimize resource utilization and deepen environmental sustainability efforts, NT\$ 100 million was allocated to the ASE Environmental Protection and Sustainability Foundation (EPSF) for environmental projects focused on 5 key areas; energy conservation and carbon reduction, nature and ecology, environmental education, circular economy, and environmental protection. To date, a total of 43 projects are executed.

For more details on the projects, please visit our official website at: <https://www.aseepsfund.org.tw/>

Use of Funds in Environmental Conservation



2025 Accomplishments of ECF Programs

Programs	Major Projects
Energy Conservation and Carbon Reduction	- Reforestation Project - Campus LED installation projects - Green Supply Chain Guidance Project - Academic research projects on environment-related technologies - Taoyuan City Waste Collection and Transportation Carbon Reduction Project
Environmental Education	- Funding for master's theses and doctoral dissertations on environmental protection issues - Modern Technology Youth Environmental Protection and Sustainability Exploration Program - ASE Net-Zero Green Culture Festival - Dongguang Butterfly Garden Ecological Education Project - Taoyuan City Community and Campus Environmental Education Promotion Program - SPIL Education, Exploring Yunlin Project - Local Culture and Sustainability Walking Tour Project
Environmental Protection	- ASE guardians of the seas - Sustainable River Protection Initiative – Water Quality Purification and Monitoring of Huangqian Creek, Taoyuan City - ASE Environmental Volunteer Team - Taipei Veterans General Hospital Medical Sustainability Development Sponsorship and Cooperation Project - Sponsoring International Environmental Protection Expos: 'Global Corporate Sustainability Forum (GCSF)' and '4th Asia-Pacific Sustainability Expo'
Nature & Ecology	- Population Survey and Conservation Research for Endangered Wildlife Species in Taiwan: Yellow-Margined Box Turtle and Asian Yellow Pond Turtle - ASE Conservation and Restoration Project for Taiwan's Native and Western Honeybee - Huangqian Creek Ecological Diversity Restoration Planning Project - Water Environment Patrol Teams River Basin Adoption and Ecological Restoration Project
Circular Economy	- Supplier Sustainability Award - Automated Smart Recycling Station Project - ASE Teen Sustainable Innovation Competition - Sustainable Kaohsiung: Youth Entrepreneurship Challenge - MediaTek 'GenAI Stars / Digital Social Innovation' Competition – 'ASE Sustainable Inclusion Award' - The 6th KFA Kaohsiung Fashion Awards – ASE 'Sustainable Fashion Award'



Key Highlights - ASE Guardians of the Seas

The “ASE Guardians of the Seas” is a long-term marine conservation project established in 2022 by ASEH and the ASE Environmental Sustainability Foundation to safeguard marine biodiversity. Centered around the theme “Safeguarding Oceans, Sustaining Hope,” the scale of activities for the “ASE Ocean Day” on May 24, 2025 was expanded further and attracted nearly 2,000 participants comprising employees and their families from ASE Kaohsiung, ASE Chungli, SPIL, and USI, as well as 33 supply chain partners and stakeholders. Synchronized beach cleanups, underwater cleanups, and wetland afforestation initiatives were carried out across ten locations from north to south, including Longdong Bay Ocean Park and Tamsui Shalun Beach in New Taipei, Xinwu Driftwood Park in Taoyuan, Da'an Coastal Red Pavilion and Songbo Fishing Port Xishi Sea Dike in Taichung, Qijin Beach and Qieding Wetland in Kaohsiung, Kenting in Pingtung, Green Island, and Aimen Beach in Penghu. At the end of the event, a total of 4.2 metric tons of waste was collected. The event serves to strengthen our stakeholders' environmental sustainability literacy, optimize influence across the value chain, and foster collaborative, mutually beneficial actions for marine protection alongside our suppliers and diverse partners.

In 2025, we partnered with four diving centers – Taiwan Dive, Water Player, Ocean Channel Diving, and hide.n.sea, to conduct monthly beach and underwater cleanups. Over the course of the year, 11 beach cleanups and 22 underwater cleanups were organized, removing approximately 1.7 metric tons of marine debris. Additionally, we trained 30 members for the “ASE Eco-Diving Team,” leveraging systematic, professional certification courses to equip employees and members of the public with safety- and environment-conscious marine cleanup expertise, successfully transforming sustainability enthusiasm into professional marine conservation capabilities.



Group photo of beach cleanups across Taiwan: Top row from left: ASE Kaohsiung, ASE Chungli, SPIL; Middle row from left: USI, ASEH & ASE Environmental Sustainability Foundation, Penghu County Government; Bottom row from left: Bank of Kaohsiung, Kenting Diving Volunteers, Longdong Bay Ocean Park Volunteers, Green Island Diving Volunteers



Key Highlights - Campus LED Installation Projects



Campus LED Installation Projects

The ASE Environmental Protection and Sustainability Foundation continued to promote campus LED light installation projects. By assisting elementary and junior high schools in rural areas and communities surrounding ASE facilities to replace fluorescent tubes and light bulbs with LED lights, the projects help to protect the eyesight of schoolchildren. Since the project was first launched twelve years ago, we have installed 185,310 LED tube lights in 191 schools in the Taoyuan, Taichung, Changhua, Nantou and Kaohsiung areas. Over the years, the LED projects have helped schools to save 24,285,827 kWh of electricity and reduce 12,141 tCO₂e. LED lighting also helps to create a well-lit environment, in turn improving teaching quality and at the same time achieving energy conservation and carbon reduction.



	2022	2023	2024	2025
School	21	26	14	22
LED Lamps	27,360	25,000	12,778	11,271
Electricity saved annually (kWh)	590,976	540,000	276,005	243,454



Key Highlights - Empowering the Youth: Cultivating Sustainable Innovation Talent

ASEH hosted the second annual "ASE Teen Sustainable Innovation Competition" and the third annual sustainability innovation competition "Sustainable Kaohsiung: Youth Entrepreneurship Challenge." The competition provides teenagers and young entrepreneurs with a platform to receive training and develop their potential, empowering them to innovate sustainably and drive positive social impacts.

2025 ASE Teen Sustainable Innovation Competition

Target Audience: Senior High and Vocational High School Students

ASEH and the ASE Environmental Sustainability Foundation partnered with the Department of Education of Taipei City Government and the Affiliated Senior High School of National Taiwan Normal University to host the "2025 ASE Teen Sustainable Innovation Competition". The event attracted 118 students across 29 teams from 12 senior and vocational high schools in Taipei. These students underwent months of training, coaching, and evaluation. We provided a total prize pool of NT\$1 million alongside a one-year "mentorship-based" program to guide and support the winning teams. This included on-site test studies, feasibility assessments, and resource matching, assisting students to gradually implement their creative ideas and transform them into sustainable actions with social impact. The outcome of this year's competition demonstrated the vast potential of the youth generation in sustainable technology and innovative applications, with several teams delivering outstanding performances that earned them exclusive interviews with the Scientific American, a popular science magazine. The competition encourages students to center their proposals on real-world environmental and social issues, combining cross-disciplinary collaboration, research validation, and business model thinking to propose sustainable solutions that possess creativity, feasibility, and practical potential.

Sustainable Kaohsiung: Youth Entrepreneurship Challenge

Target Audience: Youth Startup Teams

We collaborated with the Youth Bureau of Kaohsiung City, the ASE Environmental Sustainability Foundation, and National Sun Yat-sen University to host the "Sustainable Kaohsiung: Youth Entrepreneurship Challenge," providing a total prize pool of more than NT\$2.1 million. The competition centered on themes such as "Net-Zero Carbon Emissions," "Artificial Intelligence (AI)," and "Sustainable Development". The youth entrepreneurship challenge aims to train and equip young talents with both sustainability and market competitiveness concepts through networking, lectures, and professional coaching.

Out of 157 youth startup teams registered to compete, 6 teams were finally selected after thorough reviews and presentation evaluations. 12 entrepreneurial thematic courses and 30 expert consultation sessions were carefully curated with resource support from industry mentors, investors, and the government. A total of 170 attendees attended the program that provided them with knowledge and tools to optimize business



Awards Ceremony and Final Evaluation of the "2025 ASE Teen Sustainable Innovation Competition".



Awards Ceremony and Youth Entrepreneurship Exchange of the "Sustainable Kaohsiung: Youth Entrepreneurship Challenge".

2025 ASE Teen Sustainable Innovation Competition Winner List

Award	Team Name	Project Profile
Champion	Zhongzheng High School "EcoSphereLab"	A smart interactive flooring system that integrates piezoelectric power generation technology, cloud-based ESG dashboards, and interactive brand mechanisms to transform daily walking behavior into quantifiable energy and sustainability data.
Second Place	The Affiliated Senior High School of NTNU "Aerotransit"	Utilizing micro wind turbines to harvest wind energy generated by MRT trains entering stations, achieving clean energy power generation, reducing carbon emissions, and enhancing the energy efficiency of urban transportation infrastructure.
Third Place	The Affiliated Senior High School of NTNU "Micro Transformation"	Combining black soldier fly fermentation technology with orchid cultivation applications to develop a natural botanical insect protection solution that prevents insect pests, reduces fertilizer usage, and extends flowering periods, thereby enhancing orchid growth quality and market value.

models and sustainability strategies, and advance their entrepreneurship journey. Concurrently, a capital-matching session facilitated in-depth discussions between the 6 winning teams and 4 investment institutions, expanding their fundraising and market opportunities. The winning teams were also invited to participate in large-scale exhibitions such as the "2025 Taiwan Smart Agriweek" and "2025 Meet Greater South," connecting them with industry resources and international markets.

We continue to join forces with external partners to broaden the youth sustainability impact. In 2025, we established the "ASE Sustainable Inclusion Award" as well as supported the Blue Sense Lab team in driving marine conservation innovation through AI and AR, both in alignment with MediaTek's 'Genius for Home' digital social innovation effort. We are also a key partner of the "KFA Kaohsiung Fashion Awards," organized by the Youth Bureau of Kaohsiung City. The annual event showcases the use of eco-friendly fabrics and sustainable design concepts from young designers.

8.3 Industry-Academia Collaborations

Continuous advancements in semiconductor technologies and the rapid expansion of AI applications are shaping the development of high tech talent across the semiconductor industry. At ASEH, we have a successful track record of industry-academia collaborations with colleges and universities on talent development including the design of industry-specific courses and academic programs, and internship opportunities. Students are equipped with an early understanding of industry needs and technology development roadmaps, strengthening their capabilities and providing practical experiences. Industry-academia collaborations drive the development of cross-domain hi-tech talents, fuel continuous industry growth and foster a sustainable and mutually prosperous talent ecosystem.

In 2025, we continued our collaborations with more than 100 schools across Taiwan, Mainland China, Singapore, South Korea, and Japan, contributing over US\$8.5 million to industry-academia collaboration. These efforts included 45 innovative industry-academia collaboration projects, internship opportunities for 660 students, scholarships awarded to 269 students, and semiconductor industry-academia courses attended by 432 students.

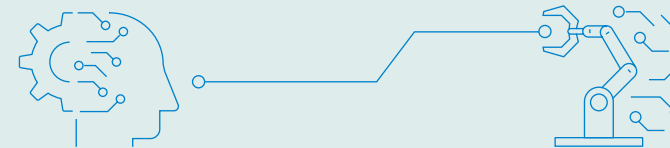
	2022	2023	2024	2025
Number of interns	410	502	686	660
Number of scholarship recipients	134	127	131	269
Number of students participating in the semiconductor courses	209	453	615	432
Number of innovative industry-academia collaboration projects	74	81	65	45
Total invested in industry-academia collaborations	US\$5.1 million	US\$7.5 million	US\$7 million	US\$8.5 million

2025 Accomplishments of Industry-Academia Collaboration Programs

Programs		- Cooperative education and internships - Academic research collaborations - Scholarships
Projects		- ASE Industry-Academia Career Development Project/ Employment Orientation Project - Semiconductor Assembly and Manufacturing Education Program - ASE Internship and Company Visits - Artificial Intelligence Colleges - NSYSU College of Semiconductor and Advanced Technology Research - University Corporate Mentorships - USI University - Semiconductor Assembly Technology Research Projects - Manufacturing Automation Research Projects - Advanced Semiconductor Materials R&D Projects
Stakeholders		- University Students - Academic Institutions and Research Institutes - Semiconductor Industry
Achievements		- Improving Career Prospects and Competitiveness of Students - Improving Academic R&D Capabilities - Cultivating Talented Personnel for the Semiconductor Industry



Key Highlights - Navigating AI Innovation and Local Empowerment: A Blueprint for Semiconductor Automation, Advanced Packaging, and Talent Development



ASE Kaohsiung is actively responding to the evolving needs and future trends of the semiconductor industry with a strong focus on industrial transformation and advanced packaging technologies. Since 2015, the company has embarked on automation research through industry-academia collaborations, with a total of 68 joint projects to date, successfully training and developing over 700 automation engineers and advancing smart manufacturing in the OSAT industry. In parallel, we have worked with universities on packaging technology research and development for 13 consecutive years, completing a total of 188 projects. We are also strategically investing in seed talent through programs such as semiconductor camps for high school students and advancing female talent in semiconductor engineering.

A Decade of Impact: Achievements in Automation Industry-Academia Collaboration

11 projects were initiated in 2025 in collaboration with the National Sun Yat-sen University, National Cheng Kung University, National Tsing Hua University, National Taiwan University of Science and Technology, and National Kaohsiung University of Science and Technology. The collaboration focused on integrating big data and artificial intelligence automation technologies to optimize production efficiency in smart manufacturing, sustainable development and cybersecurity. We are deeply committed to advancing smart factory technologies, and our partnerships with academic institutions will raise the industry standards for developing more hi-tech semiconductor manufacturing talent.



The 10th Annual ASE Automation Industry-Academia Collaboration Achievement Symposium



Summer Semiconductor IC Seminar Co-organized by ASE and Nanzih Senior High School

AI-Driven Manufacturing and Advanced Packaging Innovation: Key Outcomes of Semiconductor Technology Research

In 2025, we hosted the 13th Annual Packaging Technology Symposium in collaboration with the National Cheng Kung University, National Sun Yat-sen University, National Chung Cheng University, and National Kaohsiung University of Science and Technology. A total of 16 industry-academia collaborative research projects centered on the primary theme of "AI Smart Manufacturing and High-Efficiency Packaging Innovation" were presented. Notable outcomes included: Integrating AI simulation techniques with intelligent design. The construction of thermal dissipation models for mobile phone systems. The development of a high-throughput 60GHz AiP (Antenna-in-Package) test solution. Millimeter-wave packaging substrate antennas. Real-time optical measurement systems. The development of an intelligent automatic calibration system. At ASEH, we continue to focus our resources on smart manufacturing and enhancing the global competitiveness of our advanced packaging technologies for a smarter and more sustainable semiconductor future.

Nurturing Future Semiconductor Talent and Empowering the Rise of Women Tech Leaders

We partnered with the Education Bureau of Kaohsiung City and the Chang Yao Hong Ying Charitable Foundation to launch the "High School Faculty Empowerment and Student Development Program" across five schools – Nanzih Senior High School, Sanmin Senior High School, Kaohsiung Girls' Senior High School, Chung-Shan Senior High School, and Tsoying Senior High School. 6 semiconductor industry-related courses and camp activities were organized to introduce 189 students to the semiconductor manufacturing environment and help them explore careers in the industry. The program prioritized students from rural regions, disadvantaged students and specifically, female students. Besides advancing the development of women in tech, we are deeply committed to establishing a solid IC talent base in Southern Taiwan.



Key Highlights - University Corporate Mentorships and Practical Credit Courses

SPIL has been partnering with top universities as part of the company's commitment to sustainable development education. The "University Corporate Mentors" program offers diverse activities for students to gain insights into industry trends, explore career interests, and increase their drive and willingness to learn. For 12 consecutive years, SPIL has co-organized the University Corporate Mentors program with National Chung Hsing University, allowing students to better understand industry dynamics and practices, as well as enabling the company to discover talent potential. In addition, the company sets aside some prize money to encourage student participation and team collaborations. SPIL has pioneered a new career guidance model with the University Corporate Mentors program, an energetic and flexible learning and career guidance platform beyond the classroom, as well as an important channel for early talent recruitment. In 2025, a total of 567 students participated in the University Corporate Mentors program, accumulating 2,349 hours of participation. In addition to providing students with knowledge and opportunities in the OSAT industry, the program serves as a means for the industry to contribute to schools and society. SPIL has also collaborated with the National Chung Hsing University, Feng Chia University, National Chi Nan University, and National Changhua University of Education to offer practical credit courses, sending corporate mentors to schools to share their professional expertise. In 2025, a total of 148 students completed these courses. This mutually beneficial model fosters a positive industry-academia partnership cycle that boosts our market competitiveness as well as nurtures high quality industry talent.



University Corporate Mentorships



Key Highlights - USI Industry-Academia Collaborations and Internships

Employee education, training and transfer of skills rank highly at USI. To that end, the USI University was established in 2006 to provide free courses covering corporate experiences, management knowledge and the latest technology and industry trends. The USI University actively collaborates with industry and public associations, and universities and provides internally trained instructors to design the courses.

The USI University plays a vital role in preparing students for the workforce by offering a wide range of career readiness programs. These include training in comprehensive overviews of the semiconductor industry fundamentals, digital transformation practices in human resources, career planning, and sales negotiation skills. Through these initiatives, students gain valuable exposure to real-world environments and the opportunity to engage directly with industry professionals, strengthening their career development. In 2025, USI University shared a total of 28 courses, with a cumulative duration of 5,185 hours, contributing to the enhancement of youth employability.

USI's facilities worldwide design internship programs based on the specific R&D and manufacturing needs locally. Students are recruited from various universities or technical schools for on-site internships that include one-on-one mentorship and training to enable a smoother transition into the workplace upon graduation. To maximize the positive impact of internships, USI Shanghai has formalized a strategic agreement with the Shanghai University of Engineering Science to donate laboratory equipment and provide practical training for students in its production lines and R&D centers. Thematic lectures will also be organized and taught by the company's technical executives and senior engineers. Over the course of 2025, a total of 129 students participated in on-site internships. In addition to internship opportunities, USI's Taiwan facilities collaborate closely with the National Taiwan University on the development of RF desensitization models for smart handheld systems. In 2025, a total of 3,226 students benefited from the industry-academia internship cooperation, accumulating a total of 76,920 hours of participation.



USI University

8.4 Community Engagement

Fostering a close relationship with people and the community is integral to ASEH's corporate sustainability development. We are highly focused on Community Prosperity, Long-term Care, Child and Youth Protection and Cultural Development¹ to engage with the local communities² where we operate and to promote a more diverse and inclusive society. Over the years, we have continuously invested in community programs that provide long-term care for older adults, support disadvantaged groups, and empower children and youth, creating positive and lasting impacts within our communities. To facilitate our interaction with the community, we have also established a platform that stimulates communication between us, the local community and the general public.

ASEH's community welfare initiatives are executed through the ASE Charity Foundation, the ASE Cultural and Educational Foundation, and the Chang Yao Hong-Ying Social Welfare and Charity Foundation. The impacts of our efforts are further magnified through the addition of partner networks and various resources. In 2025, we contributed over US\$2.5 million for community development and implemented 183 philanthropic projects. We provided afterschool care for 266 students and financial assistance to 13,070 students from disadvantaged families, and collaborated with 53 charities. ASEH strives to construct a conducive learning and living environment for all, expanding our influence on society and creating an environment that thrives on coexistence and integration.

	2022	2023	2024	2025
Community Engagement	US\$2 million	US\$3.1 million	US\$2.1 million	US\$2.5 million
No. of disadvantaged students in the community attending after school program	263	222	485	266
No. of students from disadvantaged households receiving financial aid	9,281	9,393	12,791	13,070
No. of nonprofit organization partners	46	73	57	53

¹ 2025 Taiwan Cultural Development Support Project Summary (<https://www.aseglobal.com/en/pdf/taiwan-cultural-development-support-project-summary-en.pdf>)

² ASEH's facilities in Taiwan (Taipei City, Taoyuan City, Hsinchu County, Taichung City, Changhua County, Nantou County, and Kaohsiung City), U.S.A., China, South Korea, Japan, Malaysia, Singapore, Vietnam, Philippines, and Mexico are all actively involved in various levels of community engagements



Key Highlights - Community Co-prosperity: Elder Care Programs

Good Care Centers

Based on the company's integrated long-term care strategy, we have collaborated closely with the ASE Social Enterprise to design a care support system that aligns closely with employee work schedules and family support requirements. To that end, we have been establishing day care centers and home care services, as well as providing consultation services that cater specifically to the long-term care needs of our employees' family members. As a goodwill gesture, we have also extended our services to surrounding communities in support of the healthcare needs of the elderly. In 2025, 4 "Good Care Centers" were established in proximity to our Chungli, Taichung, Changhua, and Kaohsiung facilities. These centers have provided care services to a cumulative total of 104 seniors. A 5th day care center is expected to begin full operation in 2026. Our comprehensive care network aims to support our employees in balancing work and family responsibilities while also addressing the challenges of an aging society, reducing family care burdens, and building a more caring and resilient age-friendly community.



Good Care Centers



Ji-Xiang Happy Learning

Ji-Xiang Happy Learning

Since 2019, we have been collaborating with the Chang Yao Hong-Ying Social Welfare and Charity Foundation, and USR (university social responsibility) partners - Ming Chuan University and Wenzao Ursuline University of Languages to launch "Ji Xiang Happy Learning", a comprehensive health care curriculum for seniors in communities neighboring the ASE Kaohsiung, ASE Chungli and the USI Nantou facilities. In 2025, 12 courses were organized at each of the two locations, covering diverse themes including language, music, AI applications, health promotion, fraud prevention, podcast appreciation, and practical life skills. 78 seniors participated in these courses across the two locations. To date, we have served a cumulative total of over 450 seniors through these programs. We remain committed to helping the local communities create safe and friendly environments for learning and healthy aging.

Mobile Wellness for Seniors: Supporting Healthy Aging and Active Lifestyles

ASEH, the Chang Yao Hong-Ying Social Welfare and Charity Foundation, the Kaohsiung City Government, and the Kaohsiung YMCA collaborated to launch Taiwan's very first "Mobile Gym Van." Since 2024, the van has traveled extensively across Kaohsiung including remote rural areas accompanied by gym instructors. These instructors guide seniors in the local community site through a course of 10 systematic exercises, allowing seniors to conveniently access gym facilities under professional supervision. In 2025, we traveled to 30 community sites (including community activity centers, day care centers, temples and churches) across 11 administrative districts in Kaohsiung City, launching 300 courses and serving seniors - accumulating a total of 4,451 participant attendances. Our mobile wellness initiative is aimed at extending the convenience of health services to seniors, encouraging an active lifestyle with regular exercising and improving their physical and mental health for healthy aging.



Key Highlights – SPIL Story Castle: Opening New Horizons for Visually Impaired Children Through Audiobooks

Since 2022, the Volunteer Club of SPIL has been supporting the Hui-Ming School for the Blind in building its online library resources through the "SPIL Story Castle", an audiobook project. The project has since won the 2022 National Sustainable Development Award (Education Category). In 2025, a total of 20 audiobooks were produced. Over the past four years, there were more than 700 total volunteer participants, completing nearly 300 audiobooks. SPIL also recorded a cumulative total of 238 participant attendances with volunteer service hours exceeding 2,500 hours in braille book transposition and digitalization work.

The volunteer club also organized various immersive activities like the "Forest Adventure" five-senses experience and the "Extraordinary Professions" career exploration challenges. These interactive experiences assist visually impaired students in deepening their understanding of textual content and real-life scenarios, broadening their learning experiences and perceptual capabilities.

The transcription of text into voice has greatly assisted visually impaired children in enhancing their auditory comprehension and vocabulary learning while promoting the development of concentration and imagination. Along the way, employees' voluntary participation have strengthened empathy, awareness and engagement in public welfare. These efforts have resulted in a tighter connection between corporate entities, employee volunteers and society's beneficiaries, further amplifying the values of educational support and social inclusion.



SPIL Story Castle Volunteer Awards Ceremony



Key Highlights – Rural Outreach: Technology Education Program



Computer Classroom Course

The United Nations has reported that enhancing digital literacy reduces the risk of social marginalization and drives educational equity and social development in the digital age. To addressing the dearth of tech educational resources in remote areas, USI began investing in the establishment of digital learning environments and educational resources through its Rural Outreach: Technology Education Program.

Since 2018, several computer classrooms have been established in rural schools. The USI team have also helped to improve the classroom infrastructure and the digital resources for IT lessons. To date, we have assisted 7 schools – establishing a total of 10 computer classrooms and donating 397 computer equipment. The program also extends support to talent development and the training of teachers in digital technology, developing instructional videos and teaching materials, as well as designing interactive learning activities. Overall, the cumulative number of beneficiaries has reached 4,590 persons, expanding digital learning opportunities and promoting technological literacy development for rural schoolchildren.

8.5 Public Advocacy

Public Advocacy and Management Framework

As a leading global provider of semiconductor assembly and testing services, ASEH strives to be an active participant in both domestic and international non-profit organizations with links to the industry. Our goal is to advance the semiconductor industry through joint efforts with the international community. We are fully committed to promoting initiatives and work relevant to our core business focus and areas of sustainable development (environmental, social, and economic aspects). These include climate change, net zero emissions, corporate sustainability, industrial development, technological innovation, environmental engineering, human rights, and supply chain.

The ASEH Public Affairs Engagement policy acts as a guideline for the company's participation in society and the community. Dtuang Wang, Chief Administration Officer (CAO) of ASEH, leads the Social Involvement Task Force (reporting directly to the CEO), and is responsible for executing the company's public affair strategies and plans. The CAO provides a status report to the Corporate Sustainability and Information Security Committee (CSISC) annually. The CSISC is the highest level of management responsible for the strategy and supervision of the company's sustainability development, and is comprised of board directors and the head of corporate governance. The CSISC oversees the progress and execution of public affair plans, budget, results, ascertains the level of participation in lobbying and public advocacy, and provides regular reports to the board of directors. In 2025, ASEH contributed US\$0.56 million and was active in over 130 external organizations, allowing ASEH to share our value system with industry peers and supply chain partners, and extend a broader social impact.



Participation in Major Trade Associations in 2025

Association	Major Activities	Resources invested (US\$)
Semiconductor Equipment and Materials International (SEMI)	SEMI is a premier global industry association serving the semiconductor and electronics design and manufacturing supply chain. As an active member of SEMI, ASEH leverages our industry leadership to spearhead impactful agendas across key committees. We hold critical leadership roles including Chairman of the International Board of Directors, Chairman of the SEMI Foundation Board of Directors, Chair of the SEMI Taiwan Packaging and Testing Committee, and Honorary Vice Chair of the SEMI Taiwan Smart Manufacturing Committee. We also maintain active committee seats on the MEMS & SENSORS, Semiconductor Materials, Flexible Hybrid Electronics, Test, Semiconductor Cybersecurity, Sustainable Manufacturing, and Power & Compound Semiconductor Committees. Our strategic initiatives and key engagements in 2025 included: Section 232 of the Trade Expansion Act of 1962. In response to the national security investigation into imports of semiconductors and manufacturing equipment initiated by the U.S. Department of Commerce under Section 232 of the Trade Expansion Act of 1962, SEMI formally submitted a position paper on behalf of the global semiconductor industry, advocating for the deepening of like-minded partnerships to fortify global supply chain resilience and structural stability. 3DIC Advanced Manufacturing Alliance (3DICAMA). Co-chaired by TSMC and ASE, the 3DIC Advanced Manufacturing Alliance (3DICAMA) was established alongside 37 leading domestic and international enterprises to collectively drive cross-disciplinary collaboration and standardization, cultivating the world's most comprehensive 3DIC ecosystem. SEMICON Taiwan 2025. The landmark conference and exposition drew a record-breaking presence of approximately 1,200 domestic and international exhibitors across 4,100 booths, attracting over 100,000 industry professionals. ASE was invited to facilitate high-level technological exchanges, sharing cutting-edge insights at the Industry Masters Forum and the Heterogeneous Integration Summit.	129,000

Association	Major Activities	Resources invested (US\$)
Taiwan Semiconductor Industry Association (TSIA)	The TSIA (Taiwan Semiconductor Industry Association) is dedicated to fostering industry-wide consensus, promoting the healthy development of the semiconductor sector, and serving as a crucial bridge between the industry and public authorities. ASEH serves as a member, board director, and Chair of the Packaging and Testing Subcommittee under the Environmental, Safety, and Health (ESH) Committee. Our key advocacies and contributions in 2025 included: Publication of the "2025 TSIA Energy White Paper." To address the industry bottlenecks and systemic challenges emerging from Taiwan's energy transition, TSIA submitted the white paper with strategic policy recommendations to the government, focusing on three core pillars: enhancing power grid stability, strengthening low-carbon energy supply infrastructures, and reviewing regulatory limitations within current renewable energy policies. Declaration of the "2030 High-Tech Industry Voluntary Energy-Saving and Carbon Reduction Initiative." TSIA, in partnership with leading tech giants including TSMC, ASE, MediaTek, and SPIL, announced three key objectives to collectively solidify a roadmap toward concrete climate actions: mitigating Scope 1 process greenhouse gas emissions, comprehensively deploying advanced energy management systems to minimize Scope 2 electricity-related carbon footprints, and engaging value chain suppliers to curtail Scope 3 value chain emissions.	89,000
Responsible Business Alliance (RBA)	The RBA is a global organization for supply chain accountability, dedicated to advancing labor rights, environmental sustainability and ethical business conduct. Through its Code of Conduct, robust VAP audits, and capability-building frameworks, the RBA empowers members and suppliers to optimize their supply chain ESG performance, collaborating with governments, academia, non-profit organizations, and investors to co-create sustainable value. As a committed RBA member, ASEH completes the RBA Self-Assessment Questionnaire (SAQ) annually to rigorously identify and mitigate human rights, environmental, and ethical risks across its operational landscape. In 2025, the RBA introduced its specialized "Chemical Platform," a strategic tool designed to assist corporations in identifying, assessing, and managing chemical risks across globalized supply networks.	53,000
Institute of Electrical and Electronics Engineers (IEEE)	The IEEE stands as the world's largest technical professional organization dedicated to advancing technological innovation and excellence for the benefit of humanity. With a global network of over 530,000 members across 190 countries, its core expertise spans electrical engineering, electronics, and computer science. By publishing premier peer-reviewed journals, hosting international symposia, and drafting global technical standards, IEEE serves as a primary catalyst steering global technological evolution. As an active member of IEEE, we regularly contribute to knowledge sharing and technology exchanges on IEEE platforms. In 2025, IEEE launched its inaugural overseas "MOVE (Mobile Outreach Vehicle)" program in India. Powered by solar generation and cutting-edge telecommunication units, the vehicle provides emergency power and communication relief during natural disasters, while driving STEM education across local communities to nurture youth climate resilience and disaster preparedness.	32,000
WiFi Alliance (WFA)	The Wi-Fi Alliance is the authoritative entity guiding the evolution of global Wi-Fi technologies, tasked with establishing technical and trust standards, and constructing a corporate collaboration platform to eliminate adoption barriers, accelerate technology integration and overcome complex application challenges. As an alliance member, we forge close synergies with global industry peers to stay at the technological forefront in real time. We also contribute to various technical workgroups and practical collaborations to deepen collective industry impacts. In 2025, the alliance debuted the "Wi-Fi for Matter" certification, seamlessly integrating Wi-Fi CERTIFIED 6, WPA3 security protocols, and low-power connectivity architectures to ensure Wi-Fi devices comply with Matter standard requirements. This initiative optimizes the interoperability, reliability, and cybersecurity of smart home and IoT systems, enabling members to accelerate product development and market deployment while propelling the global IoT ecosystem forward.	25,000



Lobbying and Participation in Trade Associations on Climate Alignment

In the face of the challenges posed by climate change, ASEH fully supports the goals of the Paris Agreement and adheres to environmental policies and regulations in the countries where it operates, including Taiwan's *Climate Change Response Act*, the EU's *European Climate Law*, and Mainland China's *Action Plan for Reaching Peak Carbon Emissions by 2030*. These policies and regulations all align with the objectives of the Paris Agreement with Taiwan and the EU's commitment to achieving net-zero emissions by 2050, and Mainland China's aim to reach carbon neutrality by 2060. Each framework incorporates carbon pricing mechanisms, such as Taiwan's carbon fee system and the emissions trading systems (ETS) implemented in the EU and Mainland China. In addition, these policies prioritize the development of renewable energy, improvements in energy efficiency, the promotion of energy conservation and carbon reduction, and the adoption of climate adaptation strategies. In alignment with these frameworks, ASEH has developed a *Climate Change Response Strategy*¹, committing to sustainable manufacturing, enhanced energy efficiency, low-carbon transformation, strengthened climate resilience, and a just transition. This strategy allows us to work closely with our business partners and stakeholders in facilitating a low-carbon transition and fulfilling our collective responsibility to protect the global environment.

Internally, the company has established a robust action plan towards Net Zero which is further augmented by active involvement in external organizations or associations on climate change. We are also heavily involved in public advocacy to help policy makers understand our industry and to make recommendations in support of Taiwan's pathway to Net Zero.

We have established a "Management System for Climate Lobbying Activities and Trade Associations"² that covers the global sites of ASEH and the three major subsidiaries to ensure that our lobbying activities and participation in trade associations comply with our corporate policies on sustainability and climate change, and aligned with the goals of the Paris Agreement. For detailed information and the 2025 assessment results, please refer to our official website.

¹ ASEH Climate Change Response Policy (<https://www.aseglobal.com/en/pdf/climate-change-response-policy-en.pdf>)

² Management System for Climate Lobbying Activities and Trade Associations (<https://www.aseglobal.com/en/pdf/aseh-public-advocacy-en.pdf>)