



RESPONSIBLE PROCUREMENT

The supply chain plays a critical role in maintaining and boosting our competitive advantage. We believe in developing mutually beneficial partnerships with our suppliers, and supporting one another to achieve common sustainability goals. Our comprehensive and sustainable supply chain framework ensures an environmentally responsible supply chain that complies fully with business ethics, and supports a safe and healthy working environment by respecting employee and labor rights.

Sustainable development across the supply chain is an important tenet of our corporate strategy, and the company's board of directors has been designated the highest decision-making body for supply chain management. The board regularly reviews sustainability-related practices and performance, formulates strategies, and actively develops supplier capabilities to build a more resilient, diverse and sustainable value chain.



2025 Key Performance



221 Suppliers
Supplier Sustainability
On-site Assessment



Over 630 Suppliers
Non-Tier-1 Suppliers
Management



467 Suppliers
Conflict Minerals
Suppliers' Survey



100%
DRC Conflict-Free Products

SDGs	Business Actions	2025 Material Aspects	KPI	2025 Target	Status	2025 Performance	2026 Target	2035 Target
 	Ensure that all employees across the business and supply chain earn a wage that allows them to support the education of their dependents and ensure that there is zero child labor.	Sustainability Supply Chain	DRC Conflict-Free Product Lines of Packaging and Material Services (%)	100%	Achieved	100%	100%	100%
			DRC Conflict-Free Product Lines of Electronic Manufacturing Services (%)	100%	Achieved	100%	100%	100%
			Number of Tier-1 Suppliers Sustainability On-site Assessment ¹	120	Achieved	221	120	200
	Substantially reduce emissions from our supply chain and our operations, in alignment with climate science.		The percentage of key carbon reduction suppliers ² who have obtained GHG emissions verification (ISO 14064 or equivalent) (%)	50%	Achieved	62%	60%	100%
			The percentage of key carbon reduction suppliers who have obtained product carbon footprint verification (%)	30%	Achieved	33%	55%	100%

¹ Sustainability On-site Assessment includes on-site audit and RBA VAP and independent 3rd-party audit

² Key Carbon Reduction Suppliers: For ATM: (1) Top 10 raw material categories by carbon emissions; (2) Equipment suppliers with high procurement amount; For EMS: (1) Top 5 raw material categories by carbon emissions; (2) Equipment suppliers with high energy consumption. In 2025, a total of 78 key carbon reduction suppliers were identified (51 raw material suppliers and 27 equipment suppliers)



7.1 Supply Chain Sustainability Management

ASEH is committed to become an advocator and an action maker with regard to corporate sustainability issues. Since 2015, ASEH has joined RBA and proactively participated in relevant conferences and training courses. In addition to complying with the RBA Code of Conduct, The ASEH Supplier Code of Conduct and Sustainability Assessment Questionnaire (SAQ) have been formulated based on the standards and guidelines of the RBA, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, UN Universal Declaration of Human Rights, ILO Declaration of Fundamental Principles and Rights at Work, ILO Fundamental Conventions and SA8000 in the management of labor, environment and ethics. ASEH also applies the code to its supply chain management to ensure the provision of a safe work environment, respect for workers, environmental protection, ethical conduct and actively applied to sustainability management in supply chain.

We require all suppliers to comply with the ASEH Supplier Code of Conduct. All new suppliers must sign the Supplier Code of Conduct Commitment Letter. Relevant requirements are published on our supplier e-platform so that suppliers understand and follow these standards in every business interaction with the company. Compliance with the Supplier Code of Conduct is a prerequisite for becoming an ASEH-approved supplier and a key consideration in procurement decisions. To promote a sustainable supply chain, we also expect suppliers to continuously improve their sustainability performance and establish a sound management foundation through international certifications. ASEH-approved suppliers are required to obtain quality, environmental, and occupational health and safety management system certifications such as ISO 9001, IATF 16949, ISO 14001 and ISO 45001. Key suppliers engaged in decarbonization initiatives are further required to adopt carbon management standards such as ISO 14064 or its equivalent, and ISO 14067. These requirements strengthen supply chain competitiveness, improve the transparency of carbon emissions management, and enhance carbon reduction capabilities.

Supplier Code of Conduct

The ASEH Supplier Code of Conduct ensures that suppliers understand and support our sustainability commitments. Suppliers must comply with the code and with all applicable laws and regulations in the locations where they operate. They are also required to communicate these requirements to their next-tier suppliers and monitor compliance. The code also supports a safe working environment, respect and dignity for workers, environmental responsibility, and ethical conduct. Suppliers must meet regulatory standards related to workers' human rights, occupational health and safety, environmental management, and business ethics, and any form of child labor or forced labor is strictly prohibited. If serious violations are identified, corrective actions must be taken in accordance with management procedures, and business relationships may be terminated where appropriate. In 2025, no supplier relationship was terminated due to violations related to child labor or forced labor.

Please visit: <https://www.aseglobal.com/en/pdf/aseh-supplier-coc-en.pdf>

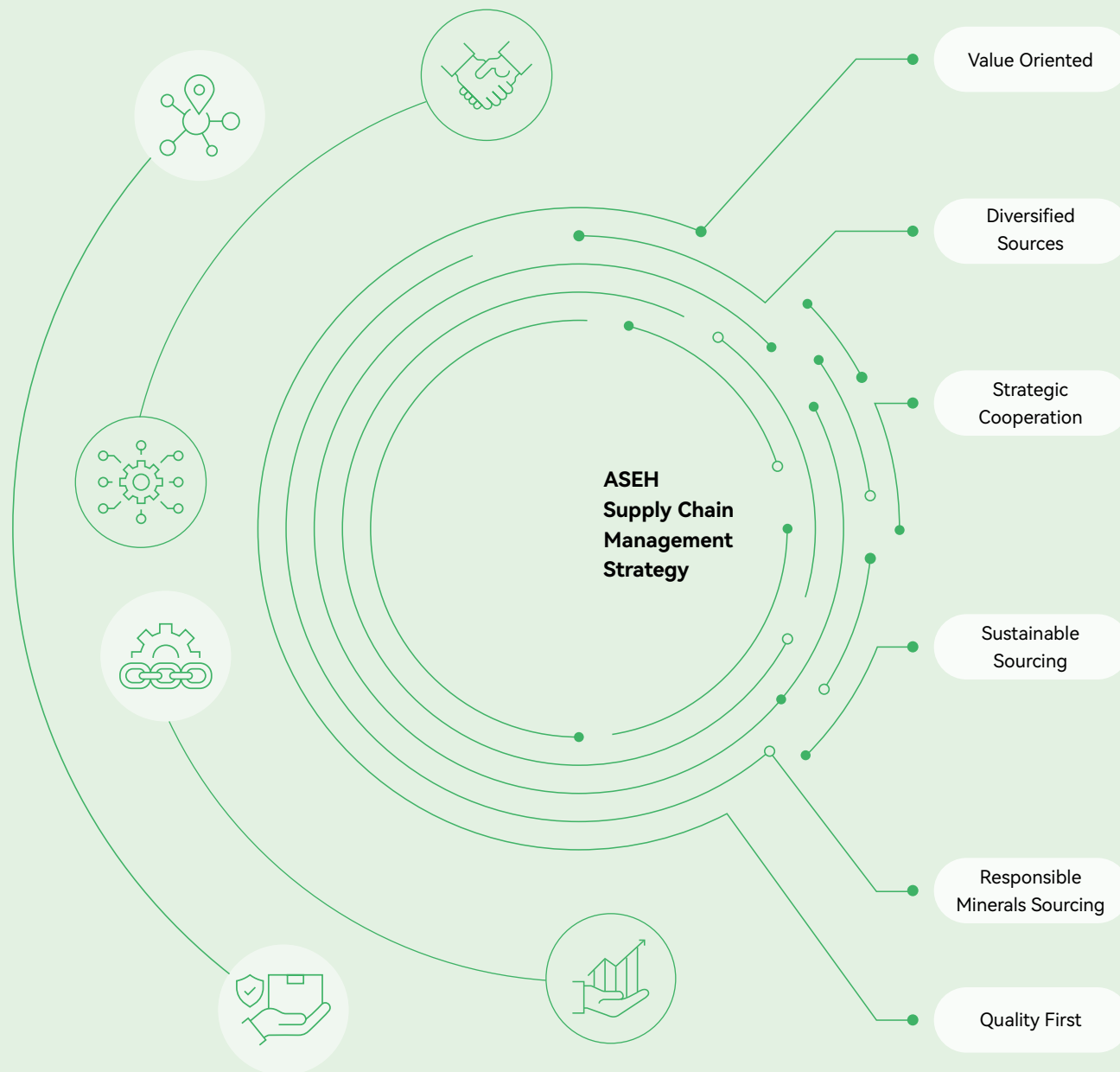
Purchasing and Supply Chain Development Policy

The ASEH corporate Purchasing and Supply Chain Development Policy is published on our official website. We are committed to working closely with our suppliers to innovate and develop sustainable technologies that enable us to offer high-quality products and services to our customers.

Please visit: https://www.aseglobal.com/en/pdf/2019_aseth_purchasingandsupplychaindevelopmentpolicy.pdf

Supply Chain Management Strategy

ASEH is committed to building solid supplier relationships and engaging in responsible procurement practices. While cost and quality are primary factors influencing our procurement decisions, we place an equally high emphasis on the overall sustainable value provided by the supply chain. We actively address emerging sustainability issues and risks in the supply chain, develop detailed management strategies, implement them through realistic action plans, and conduct dynamic and timely risk and opportunity assessments. In recent years, we have designed innovative programs that encourage supplier collaboration on sustainability topics. This further strengthens supplier resilience and collaboration for a win-win ecosystem.



Strategy: To obtain a competitive overall value in the supply chain

Implementation: We integrate group procurement resources and enhance procurement efficiency and supply chain integration through strategic supplier cooperation and joint procurement frameworks. These efforts help build competitive supply chain value and foster long-term, mutually beneficial partnerships

Strategy: To maintain at least two suppliers for the same material to ensure continuous supply

Implementation: We actively support our suppliers to strengthen their quality management and technological innovation capabilities through localization strategies and supply diversification. These efforts allow us to reduce supply chain risks, and enhance our sourcing flexibility and operational resilience

Strategy: To integrate suppliers' resources and capabilities for greater innovation

Implementation: We adopt digital supply chain management systems and build collaborative platforms with suppliers to improve the timeliness, transparency, and integration of supply chain information. This enables smarter supply chain management and strengthens both operational efficiency and agility

Strategy: To raise suppliers' economic, environmental and social performance in sustainability

Implementation:

- (1) We have incorporated an ESG assessment framework into our supplier selection and retention processes to identify high-risk suppliers through risk evaluations and performance management. For suppliers that consistently fail to meet the company's sustainability management requirements or show insufficient improvement, we may reduce our procurement volume with them, or terminate the business relationship
- (2) Key ESG issues are addressed through targeted ESG guidance programs that aim to improve suppliers' sustainability management capabilities and overall supply chain sustainability performance

Strategy: To ensure that suppliers are using only responsibly sourced, conflict-free minerals in their products

Implementation: Suppliers are required to conduct extensive due diligence on critical minerals including origin tracing and mandatory information disclosure to prevent the sourcing of minerals from conflict zones, and to mitigate human rights risks across the supply chain

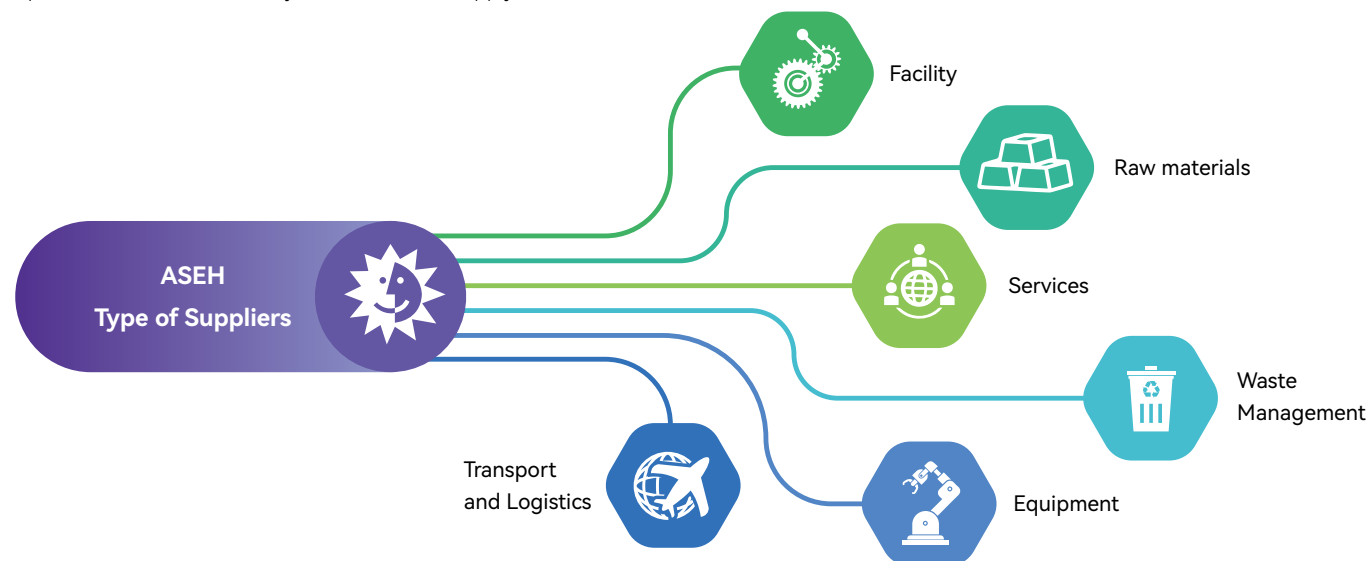
Strategy: To obtain the best quality products and services from suppliers

7.2 Supply Chain Overview

As a global semiconductor industry leader, we provide IC assembly (packaging), assembly, testing and materials (ATM), as well as electronic manufacturing services (EMS) in major locations across Taiwan, China, Japan, South Korea, Malaysia, Singapore, the Philippines, Vietnam, the United States, and Mexico. At ASEH, we are deeply committed to supporting our customers with a highly efficient level of service and world-class manufacturing model.

To help manage our diverse procurement needs, we categorize them into raw materials, equipment, plant engineering, waste disposal, transportation and logistics, and services. To align our supply chain with our sustainability goals, suppliers across all procurement categories must comply with the ASEH Supplier Code of Conduct and follow related risk assessment and management framework.

Among our supply base, suppliers with the most critical impact on daily operations and production activities primarily include raw material suppliers and equipment suppliers. Raw material suppliers are categorized into two main groups based on their attributes: direct material suppliers (suppliers of materials directly related to manufacturing) and indirect/ packaging material suppliers (suppliers of packaging materials or materials indirectly related to manufacturing). Based on their operational criticality, we have established a tiered management framework with corresponding requirements to enhance supply chain stability and resilience. To maximize the efficiency of management resources, we focus on raw material and equipment suppliers with long-term partnerships. Suppliers with annual procurement spend reaching a specified threshold and maintaining continuous transactions are designated as Tier-1 suppliers¹ for in-depth evaluation and management. Furthermore, to mitigate potential supply chain risks, Tier-1 and non-Tier-1 suppliers that experience major incidents/violations, or are assessed to have potential negative ESG impacts, are identified as significant suppliers. Through enhanced coaching, risk tracking, and corrective action management, we systematically reduce operational and sustainability risks across the supply chain.



¹ Definition of a Tier-1 supplier: (1) Raw material supplier: Annual procurement spend of over US\$0.2 million with 2 consecutive years of business with ASEH. (2) Equipment supplier: Among the top 80% of annual procurement amount, and 2 consecutive years of active transactions with the company. In 2025, a total of 963 Tier-1 suppliers were identified



Significant Supplier (Tier-1 and non-Tier-1)¹

Significant Tier-1 Supplier

- (1) Top 85% of raw material and equipment procurement amount with 2 consecutive years of business with ASEH
- (2) Sole-source or irreplaceable
- (3) Records of major incidents or violations
- (4) Potential ESG risks
 - **Environmental:** hazardous substance management
 - **Social:** child labor, forced labor
 - **Governance:** corruption, bribery, supply disruptions

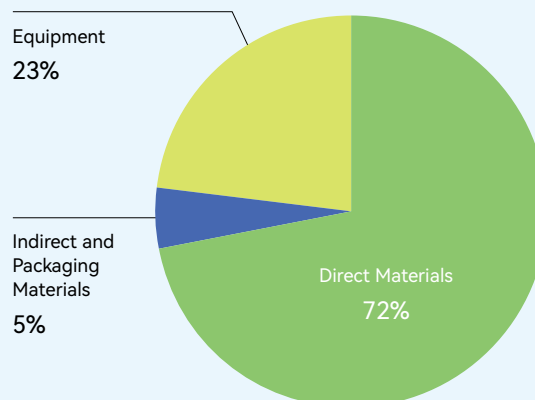


Significant non-Tier-1 Supplier

- (1) ATM: Raw material producers for top 5 suppliers of critical raw materials; EMS: Raw material producers for Tier-1 critical raw material suppliers
- (2) Records of major incidents or violations
- (3) Potential ESG risks
 - **Environmental:** hazardous substance management
 - **Social:** child labor, forced labor
 - **Governance:** corruption, bribery, supply disruptions

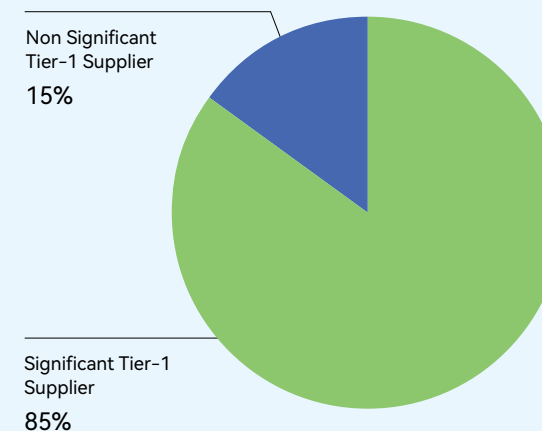
2025 Significant Tier-1 Supplier Category

(by Procurement Amount)



2025 Significant Tier-1 Supplier and Non Significant Tier-1 Supplier Distribution

(by Procurement Amount)



¹ In 2025, a total of 209 significant suppliers (181 significant Tier-1 suppliers and 28 significant non-Tier-1 suppliers)

Non Tier-1 Suppliers¹ Risk Management

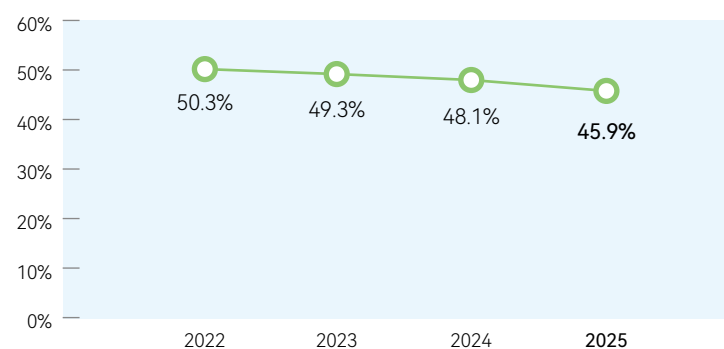
We have also expanded our sustainability risk management to non-Tier-1 suppliers to mitigate overall supply chain risks. In 2025, we collected information on more than 630 non-Tier-1 raw material suppliers (representing 46% of the total Tier 1 procurement value). We conduct preliminary risk assessments based on operating location and material category, as well as analyze their business relationships with Tier-1 suppliers, major incident records, and potential negative ESG impacts, to identify non-Tier-1 suppliers of concern. We will continue monitoring these suppliers and implement more proactive risk management measures where needed.

To further reduce potential supply chain risks, we have implemented sustainability risk management for non-Tier-1 suppliers through modular risk assessment questionnaires and audits.

Supporting Local Suppliers

In 2025, procurement from local suppliers² is accounted for approximately 45.9% of our total procurement amount while local procurement is account for 54% in main operation base, Taiwan. The close collaboration between ASEH and its local suppliers help to boost product quality and technological capabilities. Besides lowering carbon emissions and creating more job opportunities within the domestic market, local procurement also provides cost advantages and a shorter cycle time. Overall, a robust local procurement strategy contributes to the advancement of a highly efficient and competitive semiconductor industry chain.

Local Purchasing Spends (%)



¹ A total of 636 non-Tier-1 suppliers in 2025

² Local procurement refers to the practice of procuring products and/or services from supplier companies who are registered in the same country as that of ASEH's manufacturing sites. For example: a company, with registered offices in Taiwan, supplying products or services to our Taiwan facilities is considered local procurement

7.3 Enhancing Supply Chain Resilience

We believe that proactive support for our supplier ESG capacity building is fundamental to the long-term resilience and sustainability of our supply chain. To this end, we have established a multi-layered supplier development plan that provides our partners with the knowledge, resources and tools they need to progress. Key initiatives include annual sustainability forums, capacity-building projects, thematic ESG workshops and structured training programs.

Promoting a Low-Carbon Supply Chain

Promoting supply chain carbon data transparency and completeness, and implementing carbon reduction actions jointly across our supply chain are key priorities in our journey toward net zero. In support of our decarbonization goals, we are actively working with our supply chain partners to advance a low-carbon supply chain through five key approaches: establishing low-carbon strategies, enhancing carbon information, driving low-carbon supply chain transition, adopting low-carbon transportation solutions, and building a low-carbon supply chain.

Key Approaches to a Low-Carbon Supply Chain

Establishing Low-Carbon Strategies 	Enhancing Carbon Information 	Driving Low-Carbon Supply Chain Transition 	Adopting Low-Carbon Transportation Solutions 	Building a Low-Carbon Supply Chain 
- Establish a low-carbon supplier selection and retention management framework - Analyze carbon emission hotspots in the supply chain and set carbon reduction targets	- Build a supply chain carbon information platform - Improve suppliers' carbon data transparency and encourage third-party certification - Encourage participation in the CDP Supply Chain Program	- Promote the use of low-carbon materials - Adopt low-energy/high-efficiency machines and equipment - Promote renewable energy adoption and joint procurement programs	Encourage the adoption of low-carbon vehicles and fuels	Enhance carbon management awareness and encourage carbon reduction actions among non-Tier-1 suppliers

Establishing Low-Carbon Strategies

Suppliers' carbon emissions performance is incorporated into our supplier evaluation framework, covering both new supplier selection and the continued engagement of current suppliers. Carbon reduction targets are also established to drive continuous improvement among suppliers. We have also developed a tiered-management approach whereby suppliers accounting for a significant share of our procurement spends, as well as those with high carbon emissions, are required to formulate short- and medium-term carbon reduction targets supported by specific action plans.

Enhancing Carbon Information

By analyzing emissions hotspots across our supply chain, we have identified key ATM and EMS suppliers for targeted decarbonization engagement, including suppliers of carbon-intensive raw materials and energy-intensive equipment, and those accounting for significant procurement spend. For these groups, we have set more stringent emissions reduction requirements and management targets.

By 2030, designated suppliers (particularly raw materials and equipment suppliers) are required to obtain third-party verification of their GHG inventories in accordance with the ISO 14064-1 or equivalent verification schemes, and raw material supplier are required to obtain third-party verification of their product carbon footprints in accordance with the ISO 14067 by 2035. These requirements increase the transparency and credibility of carbon data across our supply chain. As of 2025, 48 suppliers had obtained third-party verification of their GHG inventories in accordance with ISO 14064-1 or an equivalent verification scheme, while 17 suppliers had obtained third-party verification of their product carbon footprints in accordance with ISO 14067.

In 2025, we expanded our supplier engagement through the CDP Supply Chain program, inviting 108 raw material and equipment suppliers to participate for the first time. Through the program, we aim to strengthen suppliers' carbon management capabilities, particularly in identifying and managing climate-related risks and opportunities, setting emissions reduction targets and implementing targeted improvement measures. The program achieved an 84% response rate, with 61% of the respondents receiving a CDP rating of B or higher. In addition, questionnaire results revealed that 85% of participants had completed GHG inventories and were undergoing third-party verification, 45% had SBTi-validated targets or planned to set SBTs, and 70% had begun using renewable energy. To further strengthen climate risk management across our supply chain, we have established a CDP-based framework that uses questionnaire analysis, feedback and recommendations to help improve the quality of suppliers' carbon disclosures, strengthen climate governance, and support their alignment with internationally recognized emissions reduction targets. We will continue to collaborate with suppliers to translate these efforts into measurable progress to build a decarbonized supply chain.

Since 2022, we have been providing resources and engaging external consultants to help our suppliers develop GHG and carbon footprint management frameworks that comply with international standards and regulations. We are also helping suppliers implement management procedures aligned with ISO 14064 and ISO 14067 standards, strengthen the collection, management and verification of carbon data, and obtain third-party verification through onsite and online technical assistance. As of 2025, we have assisted 37 raw material and equipment suppliers in obtaining external third-party certification. These initiatives allow us to collaborate with suppliers to identify major carbon emission hotspots in their operational processes and develop emission reduction plans together, deepening supply chain engagement and collectively improving carbon management capabilities. Suppliers who have successfully obtained GHG and product carbon footprint verification are duly recognized at our annual supplier conference. At ASEH, we create meaningful platforms to facilitate experience sharing and peer learning among suppliers, encouraging them to integrate carbon management into their operational strategies and broadening carbon management practices across the industry.



2025 Best Supplier Award Ceremony –Recognizing Suppliers for Achieving Third-Party Carbon Inventory Verification



Driving Low-Carbon Supply Chain Transition

To support our net-zero goals, we are focused on reducing the impact of the supply chain on climate change by prioritizing the reduction of Scope 3 emissions. To that end, we have implementing targeted measures for different types of suppliers. For raw materials, besides improving raw material efficiency, we require suppliers to adopt low-carbon manufacturing processes and low-carbon materials, and increase the use of recycled minerals. In addition, we have set a target for our key raw material suppliers to achieve a 20% reduction in GHG emissions by 2035. We are working closely with raw material and equipment suppliers to support innovation in material development and energy-efficiency in equipment technologies as part of our low-carbon transition strategy.

Raw material supply. In 2025, through our low-carbon project with tray suppliers, we successfully reduced our materials carbon emission factor by 22.2%, equivalent to an estimated reduction of 1,000 tons CO₂e of GHG emissions annually.

Equipment supply. In 2025, we launched an 'Energy-Saving Equipment Design and Development Project' targeting both next-generation and existing equipment types. The project team consists of inter-departmental members – procurement, engineering, sustainability, EHS and others, collaborating with suppliers to develop energy-saving designs and technologies. Altogether, low-energy and high-efficiency designs were developed for 22 assembly and testing equipment models. There were also 81 energy-saving measures adopted – for example, high-efficiency chillers using low GWP (global warming potential) refrigerants and implementing optimized energy-saving software. These are efforts toward achieving our goal of reducing power consumption per unit output by 20% by 2030.



Key Highlights: Low-Carbon Manufacturing and Energy Efficiency Improvements

To address global climate change and accelerate our net-zero goal, we actively collaborate with equipment suppliers to adopt low-carbon technologies and improve energy efficiency. We have successfully reduced energy consumption and GHG emissions through company-wide collaborations, technological innovation and equipment optimization, maximizing overall operational efficiency and our carbon reduction objectives.

Using Low-GWP Refrigerant to Reduce Fugitive Emissions from Manufacturing Processes

We work actively with our equipment suppliers to replace high-GWP refrigerant R23 used in chiller systems with low-GWP refrigerant R469A. This initiative has led to the reduction of the refrigerant's GWP by approximately 90.8%, with the possibility of reducing 3,200 tons CO₂e of annual GHG emissions without compromising cooling performance and process stability. Because this technique requires no significant changes to existing equipment architecture, we intend to gradually apply it to test equipment and other process equipment that utilizes cooling systems.

Optimizing Energy Conservation with Ionizing Bar Gas Supply to Improve Equipment Energy Efficiency

Working with suppliers, we optimized the gas supply control parameters of ionizing bars and introduced a production monitoring status to reduce air compression and equipment energy consumption. This method also minimizes wear and tear on critical components caused by excessive gas supply, extending equipment lifespan. As of 2025, we have saved a cumulative total of approximately 6 million kWh of electricity, reducing our annual GHG emissions by about 2,900 tons CO₂e.

Adopting Low-Carbon Transportation Solutions

Upstream and downstream transportation is a significant contributor to our Scope 3 emissions. We continuously optimize our procurement and logistics strategies through measures such as improving product and equipment delivery scheduling, replacing air freight with sea freight, and promoting local sourcing. In 2025, we launched a system to collect and track real time information on suppliers' low-carbon transportation status, carbon targets and implementation plans, and regularly review their progress and achievements. We have also set a land transportation target for suppliers – by 2030, 50% of the products supplied to ASEH must be transported using low-carbon vehicles or low-carbon fuels.

Sustainable Supply Chain Development Program

We have established a sustainable supply chain development plan that aims to keep suppliers abreast of global sustainability trends and strengthen their ESG management capabilities by integrating sustainability principles into their daily operations and management culture. The plan is carried out through a series of engagement and capacity-building programs that foster stronger supply chain partnerships, and strengthen agility to address environmental and sustainability challenges. Sustainability forums, sustainability education, ESG workshops, and systematic training programs are organized on an annual or regular basis, providing opportunities for suppliers to exchange and share resources, knowledge, and experiences.

Annual Sustainability Forum

In 2025, USI hosted its annual sustainability forum online. Suppliers were invited to join discussions on sustainability topics. Over 380 people participated in the event.

USI

This year, the forum covered topics ranging from sustainability management requirements, green products to responsible supply chains and carbon management. During the forum, suppliers received updates on the company's sustainability management requirements and practices, including green product management, conflict mineral policies and management approaches, and RBA requirements. Other sessions presented included the sharing of ESG practices, experiences and point of views, and a special topic discussion on "Carbon Management and the Path to Net Zero 2.0".

Sustainable Capacity Building Program

Carbon Reduction and Water Conservation

Target:
Raw material supplier



Since 2021, ASE Kaohsiung has been driving a capacity building program with suppliers to drive GHG and water consumption toward a 3% reduction target. In 2025, a total of 32 suppliers participated in the program – setting reduction targets, developing improvement solutions and tracking progress, to improve their performance in environmental management.

In 2025, we recorded a cumulative reduction of 12,875 tons CO₂e or 3.41% in GHG emissions and a total reduction of 28,425 tons or 4.69% in water consumption, both of which exceeded the annual 3% reduction target.

In the same year, we further calibrated resources from experts in equipment, plant operations, energy management, and carbon management to organize online technology exchanges, site visits, training classes and other programs. We aim to continuously help our suppliers to identify carbon emission hotspots, analyze improvement opportunities, and recommend carbon reduction and water conservation measures.

Information Security Assessment and Management

Target:
Raw material and Equipment supplier

Digital transformation across the supply chain is driving a substantial increase in data exchange, while also heightening cybersecurity risks. To address these challenges, we are tightening our supplier information security assessment framework. We manage critical suppliers through the following steps – current status assessment, guidance and improvement, result validation and periodic survey. Questionnaires, written reviews, on-site visits and technical evaluations are used to help suppliers improve the maturity of their information security management. Our goal is to build a comprehensive information security framework that strengthens the ability of suppliers to protect themselves against cybersecurity risks while reducing overall supply chain risks, and increasing supply chain resilience.



ESG Workshops and Training

To promote a sustainable value chain and communicate our expectations on supplier ESG performance, we have established a series of communication and capacity building programs, including workshops and training classes, that are tailored for different types of suppliers according to the nature of their operations. It is also a platform for us to share sustainability knowledge and best practices with our partners and strengthen cooperation on sustainability issues to collectively enhance supply chain resilience, meet regulatory requirements, and address other potential risks.

Supplier ESG Academy	Number of total participants: nearly 3,000		
ASE – Kaohsiung Target: Raw material supplier, Equipment supplier	In 2025, we collaborated with the Kaohsiung City Net Zero Institute to launch a supplier sustainability empowerment program, in alignment with ASE Kaohsiung's 'Supplier ESG Sustainability Academy'. The program helped enable 28 suppliers and 74 green-collar workers to obtain ISO 14064, ISO 14067 and ISO 50001 certifications, improving their professional skills in GHG inventory, product carbon footprint, and energy management. ASE Kaohsiung has also developed an online ESG learning platform that offers different types of multimedia courses for suppliers to attend at their own pace and convenience. Instructors from different fields of studies were invited to co-design a six-session ESG course tailored to suppliers' varying levels of maturity. The course is available at three levels: foundational, intermediate, and advanced, and suppliers are required to complete at least 4 hours of lessons each year. The course outcome is measured through data analysis, and feedback from post-course questionnaires helps identify any additional training needs or gaps for us to calibrate the course content, or further training support for specific suppliers to improve their ESG capacity.		
Energy Conservation and Carbon Reduction Workshops	Number of total participants: 50		
ASE – Kaohsiung Target: Raw material supplier	We curate a series of workshops and forums covering topics on energy-saving technologies, carbon reduction strategies and solutions, case studies and best practices. These programs are aimed at boosting our suppliers' efforts in energy management and low-carbon transition. At these sessions, participants learn from experts and peer experiences. The information on the latest technologies and case studies enable suppliers to keep abreast of current trends in energy management and low-carbon transition.		
Sustainable Supply Chain Technology Exchange Forum	Number of total participants: 150		
ASE – Kaohsiung Target: Raw material supplier, Equipment supplier	The Sustainable Supply Chain Technology Exchange Forum is focused on key issues including energy conservation, energy efficiency and carbon emissions. It is designed as a platform for suppliers to share their experiences and exchange ideas on technologies and innovation in building carbon inventories, energy conservation and carbon reduction. The forum was also an opportunity for us to launch our Equipment Energy Management White Paper. This is a joint initiative to develop next-generation low-energy, and high-efficiency equipment with selected equipment suppliers. At ASEH, we are focused on supporting our suppliers to promote the application of energy-saving, carbon-reducing technologies and practices to accelerate the transition to a low-carbon, sustainable supply chain.		
Sustainability Training	Number of total participants: 10,800		
• ASE – Kaohsiung, Chungli, ASE Shanghai (Material), Wuxi, and Korea (Paju) • SPIL • USI Target: Raw material supplier, Facility, and Waste management supplier, Recruitment agency and Service provider	Governance and Management • Sustainable management • Responsible minerals and conflict minerals management	Environmental Management and Climate Actions • Conducting GHG inventories and building carbon management capabilities • Pollution control management and improvement measures • Waste management and resource recycling	Occupational Safety and Health and Risk Management • Promotional information on health and safety, food safety, and EHS policies • Fire safety management knowledge, fire emergency response, and fire drills • Hazardous chemicals management, site access regulations, and hazard identification

ASEH Supplier Sustainability Awards

The Supplier Sustainability Awards was launched in 2017 to recognize suppliers with outstanding ESG performance and to encourage the continuous strengthening of the supply chain in sustainability. In 2020, we introduced a collaborative angle to our award program that is focused on two categories – low-carbon and circular economy. Suppliers are encouraged to forward practical proposals that are not only innovative, but also offer feasible solutions or improvements to pressing ESG topics related to the above two categories. These proposals include a collaborative element, allowing ASEH to work closely with suppliers to collectively accelerate low-carbon transition and a circular economy, enhancing the overall resilience of the supply chain.

The collaborative cases usually span between one to two years. A panel of judges comprising industry experts, government representatives and academic scholars select exemplary cases that can be adopted on a broader scale. The selection is based on an evaluation of the sustainability impact, level of technological innovation, supply chain impact, and engagement value. Selected cases receive funding support from the ASE Environmental Protection and Sustainability Foundation. Subsidies are further provided upon verification from third-party inspectors on the successful achievement of carbon reduction targets.

Three suppliers were presented the Supplier Sustainability Award in 2025 (the third edition of the award) – two from the Low-Carbon category and one from the Circular Economy category. In the next two years (2026–2027), we will be conducting third-party inspections at the 3 suppliers' facilities to track their progress as part of our continuous efforts in building a sustainable supply chain and close partnerships with our suppliers.



2025 Best Supplier Award Ceremony - Honoring Supplier Sustainability Awards Winners

Implementation Outcomes of The 2nd Supplier Sustainability Awards

ASEH Sustainable Strategies	Selected Suppliers	Collaboration Project	2023 to 2025 Achievements
Low Carbon	Hwa Shu Enterprise Co., Ltd	Adoption of an energy-efficient electric heating system	- Electricity savings: 2,856,248 kWh - Carbon emissions reduction: 1,211 tCO₂e
Circular Economy	Chiu Tze Chemical Co., Ltd.	Waste liquid recycling and reuse	- Waste liquid recycling and reuse: 229.41 tons - Waste liquid recovery and reuse rate: 90% - Reduction in plastic drum usage through circular packaging: 11,471 units

Expected Benefits of The 3rd Supplier Sustainability Award

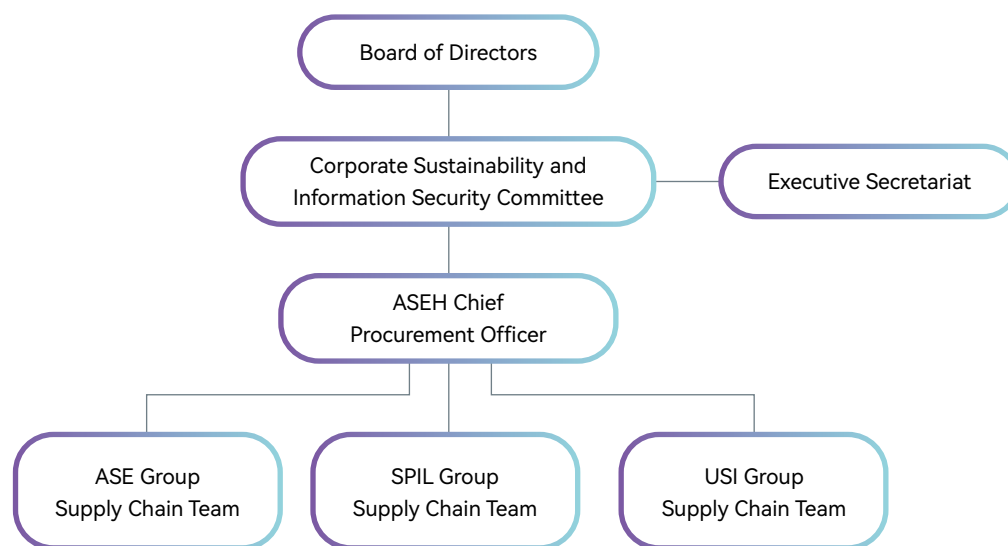
Sustainable Strategies	Selected Suppliers	Collaboration Project	Project Content	Expected Benefits
Low Carbon	Grand Process Technology Corporation	Adoption of a high-efficiency chilled water system	Effective energy conservation and emissions reduction through a systematic analysis of energy consumption hotspots and installation of energy-efficient water chillers	- Electricity savings: 17,520 kWh/year - Carbon emissions reduction: 33 tCO₂e /year
	Indium Corporation	Energy conservation project for cleaning processes	Developing low-temperature cleaning processes to effectively reduce energy consumption while maintaining quality and reliability	- Electricity savings: 157,680 kWh/year - Carbon emissions reduction: 1643.4 tCO₂e /year
Circular Economy	Poseidon Industry Corp., Ltd	Plastic recycling and reuse	Using AI in sorting and chemical recycling technologies to increase the recycling rate of household plastics	- Recycling volume of household plastics: 43.2 tons/year - Carbon emissions reduction: 30 tCO₂e /year



7.4 Supply Chain Management Framework

Supply Chain Management Organization

The supply chain plays an indispensable role in ASEH's corporate sustainability development. The ASEH board of directors is the highest decision making body of our supply chain management, and is responsible for endorsing key strategies and execution plans. To further our sustainability goals, the Corporate Sustainability and Information Security Committee was established to plan and supervise the company's sustainability management, submit progress and status reports to the board of directors, and establish the sustainability management policies and goals of the three subsidiaries. The Board of Directors formally approved the appointment of a Chief Procurement Officer (CPO). Mr. Andrew Tang, a board member, was elected to the post and is responsible for the development of group-wide sustainable supply chain strategies and overseeing the execution and performance of critical initiatives. He will also lead regular reviews of key sustainability targets and the corresponding implementation across the three major subsidiaries. Each subsidiary has its own Supply Chain Management Team tasked with driving action plans related to supply chain sustainability and advancing ASEH's mid- to long-term sustainability goals. The CPO and the subsidiary teams will jointly assess ESG-related supply chain issues and risks, providing necessary support, advocacy, and training to all sites as part of daily internal management.



Enhancing Sustainability in Procurement through Education and Training

To hone the skills of key personnel in managing a sustainable supply chain, we have curated systematic ESG training programs tailored to operational needs. The curriculum focuses on the company's annual supply chain management goals, key initiatives, and management strategies related to ESG. It also helps to reinforce sustainability principles into daily procurement practices and supply chain development initiatives.

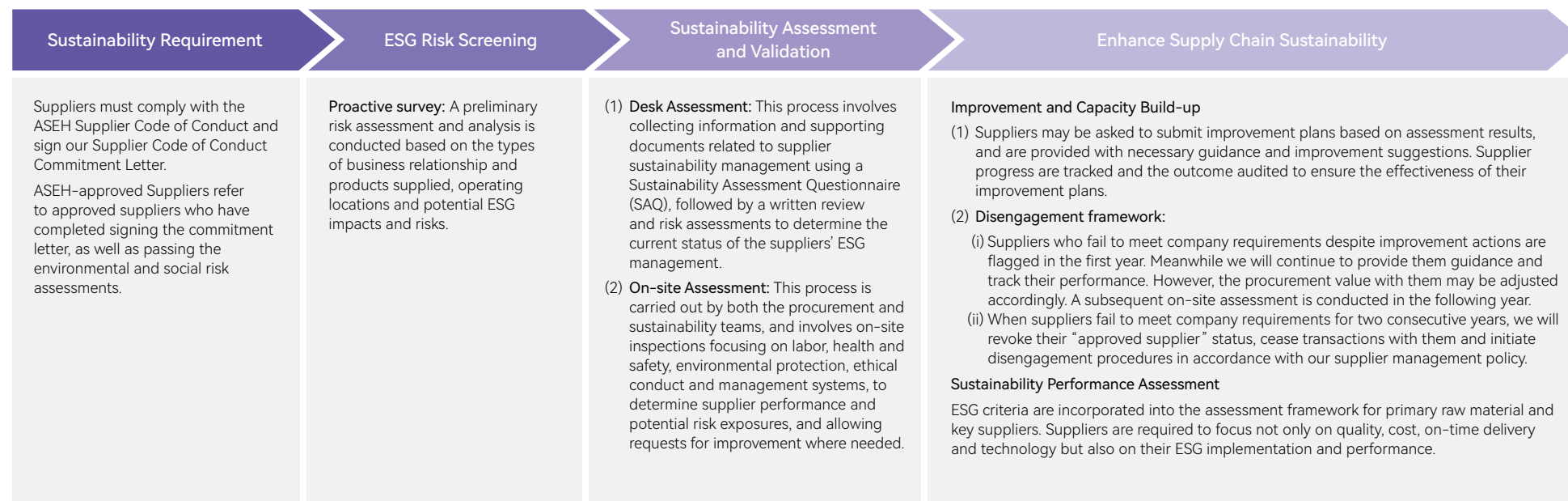
The 2025 curriculum covers key topics, including management strategies for a sustainable supply chain, risk management, net-zero transition and supplier engagement. The training specifics include:

- Managing a Sustainable Supply Chain – Organizational Framework, Roles and Responsibilities
- Managing a Sustainable Supply Chain – Framework, Strategies, and Performance
- ASEH's Net-Zero Transition – Supply Chain Engagement Strategy, and Mid/ Long- term goals
- Managing Supply Chain Information Security – Framework and Requirements
- A Practical Guide to Supplier Engagement and Analysis for CDP Disclosures

Continuous capacity building programs and knowledge exchange empower our procurement personnel to identify supply chain risks, engage more effectively with suppliers and advance sustainability initiatives across the supply chain.

Supply Chain Sustainability Management Process

As part of ASEH's purchasing and supply chain development policy and commitment, we have established a four-stage management process to ensure supplier compliance with the company's standards and requirements, and to continuously improve suppliers' sustainability performance. We have also developed plans for guiding and supporting the capacity building of our suppliers. A framework based on each supplier's sustainability performance was also established to help determine incentives, continued engagement or termination of a supplier relationship. We leverage results from our supplier evaluation where ESG is a major criterion, to guide improvements and corrective actions, deepen collaboration and strengthen supply chain management.



Sustainability Assessment

The ESG criteria account for 10% of the total assessment score of raw material and key suppliers, driving suppliers to strengthen their sustainability practices and ESG performance. Suppliers who deliver outstanding ESG performance are formally recognized at our annual supplier conference, and their work and achievements are highlighted at key events such as the annual sustainability forums to set positive examples and facilitate peer learning. Our procurement decisions are also guided by supplier ESG performance, with procurement volumes and/or opportunities given to leading achievers. Strong supplier performance is a meaningful benchmark to support and reinforce ESG commitment across our supplier base.

ESG Assessment Indicators

- Carbon Management: Greenhouse Gas Emission, Product Carbon Footprints, Carbon Reduction Target, Renewable Energy Target
- Environmental and Occupational Health Safety
- Responsible Minerals Management
- Penalty Record



7.5 Supply Chain Sustainability Management Effectiveness

Supplier ESG Risk Assessment

To identify and manage associated sustainability risks in the supply chain effectively, we have formulated a three-stage risk assessment process to identify suppliers with high ESG risk exposure. Identified suppliers will be audited and provided with appropriate support to control and mitigate risk exposures.

Phase I: Active Risk Assessment – Suppliers trading directly with ASEH	Phase II: Sustainability Assessment – Tier-1 Suppliers & Significant High-Risk Suppliers	Phase III: Supplier Sustainability Performance Improvement – Suppliers with Audit Findings
A preliminary supplier risk assessment is conducted based on ESG factors such as procurement value, type of business relationship, industry classification and risk impacts.	Desk Assessments are conducted for all Tier-1 suppliers based on supplier location, product-specific risks and procurement value. On-site assessments will then be conducted based on the desk assessment results. ● Desk Assessment: This involves issuing SAQs to Tier-1 suppliers and requesting relevant supporting documentation. ● On-site Assessment: This involves analyzing the desk assessment results to identify suppliers with potential risk exposures and close business ties to ASEH. On-site sustainability assessment will then be conducted with guidance support for the supplier to be provided accordingly.	Improvements and guidance: This involves helping suppliers, either on-site or remotely, create improvement plans based on audit findings and implement those plans within a specified period.

Phase I: Active Risk Assessment – Suppliers trading directly with ASEH

We conduct a preliminary assessment of all direct suppliers based on the type of business relationship and their total procurement value. At the same time, we also consider the suppliers' industry category including raw materials, machinery and equipment, facility services and outsourced services, and their potential ESG impact and risk exposure.

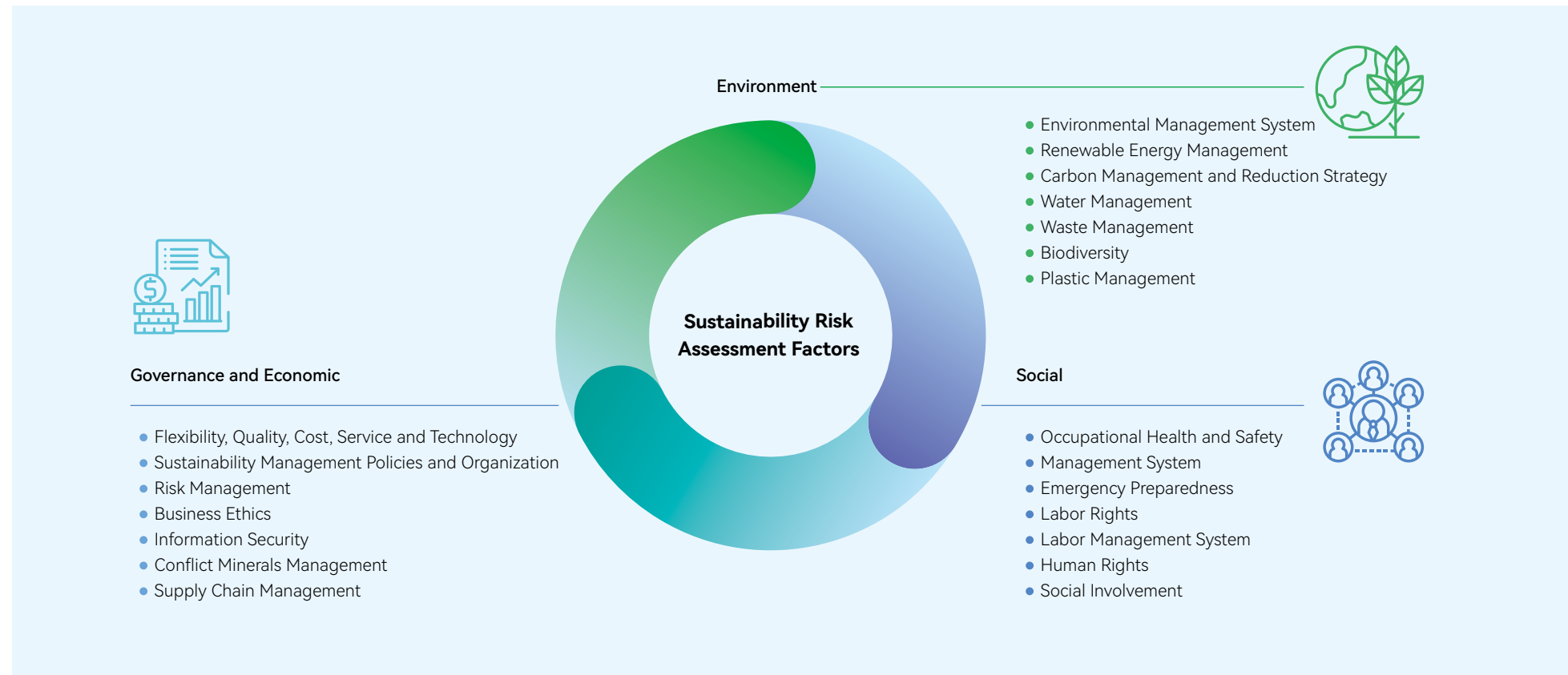
Category	Assessment Methodology
Business Closeness	Conduct preliminary assessment by reviewing purchase amount and category of supplier (including material, facility, equipment supplier and service contractor)
Environment	(1) Major incidents or governmental, environmental, or social violation record
Social	(2) Potential negative impact (Environmental: hazardous substance management; Social: child labor, forced labor; Governance: corruption, bribery or supply disruption risk)
Governance	
Location/Country	Employ localized and high-risk regional controls at the supplier location. Identify risks according to geopolitics, regional conflicts and high-risk country factors
Sector-specific	Identify industry specific risks by designing different types of sustainability assessment questionnaires focusing on specific risk topics
Commodity-specific	Screen key materials containing hazardous substances by material properties

Phase II: Sustainability Assessment - Tier-1 Suppliers & Significant High-Risk Suppliers

To effectively determine supplier sustainability risks across our diverse and complex supplier base, we have tailored our Sustainability Assessment Questionnaires to the specific risks faced by our suppliers in different industry categories. Construction contractors, waste disposal contractors, and service providers are identified as significant contractors and service providers according to the procurement value and type of business relationship, and must complete a sustainability risk assessment annually.

Industry Classification and Risk Assessment Criteria

- **Raw Material and Equipment Suppliers:** Labor, Health and Safety, Environmental Protection, Sustainable Governance and Risk Management, and Supply Chain Management
- **Facility and Waste Management Suppliers:** Labor, Health and Safety, Environmental Protection, Ethics, and Sustainable Management System
- **Service Providers:** Labor, Health and safety, Ethics, and Sustainable Management System



Desk Assessment

Sustainability Assessment Questionnaires are conducted for all of our Tier-1 suppliers¹. Suppliers are required to conduct self-assessments according to the questionnaire and to substantiate the responses with supporting documents. For efficiency and to elicit better quality responses, we have adopted an e-questionnaire platform, and created a database for analyzing and sharing supplier sustainability information among our subsidiaries. The e-platform is also used to manage and track progress on a regular basis. We continuously review and calibrate the questionnaires to ensure that the content is aligned with international sustainability trends and regulatory requirements. In 2025, a total of 820 or 85.2% of Tier-1 suppliers have completed the Sustainability Assessment Questionnaire. Among them, 24 Tier-1 suppliers² with high ESG risk exposures were identified.

2025 Supplier Sustainability Risks

Category	Risk Gap Description	
Governance and Economic	Risk and Business Continuity Management	Procedures to identify operations-related regulatory risks have not been established
	Personal Data and Privacy Management	Procedures to manage and control privacy and data risks have not been established
	Information Security Management	Procedures to manage information security policies and the protection of confidential information have not been established
		Internal/external cybersecurity audits and employee cybersecurity drills have not been conducted
	Supplier Sustainability Management	Supply chain sustainability risk management process has not been established
		Framework for supply chain sustainability audits and corrective action plans have not been established
Environment	Climate Change and Carbon Management	Procedures and measures to assess, mitigate, and adapt to climate change risks have not been established
		GHG inventory framework and GHG reduction targets have not been established
	Waste Management	Waste reduction targets and waste recycling framework have not been established
Social	Occupational Health and Safety	Processes to assess occupational health and safety risks of employees associated with operations have not been established
	Human Rights Management	Formal human rights commitment, or management policies have not been established
	Labor Rights	Procedures to assess labor-related risks and impacts have not been established

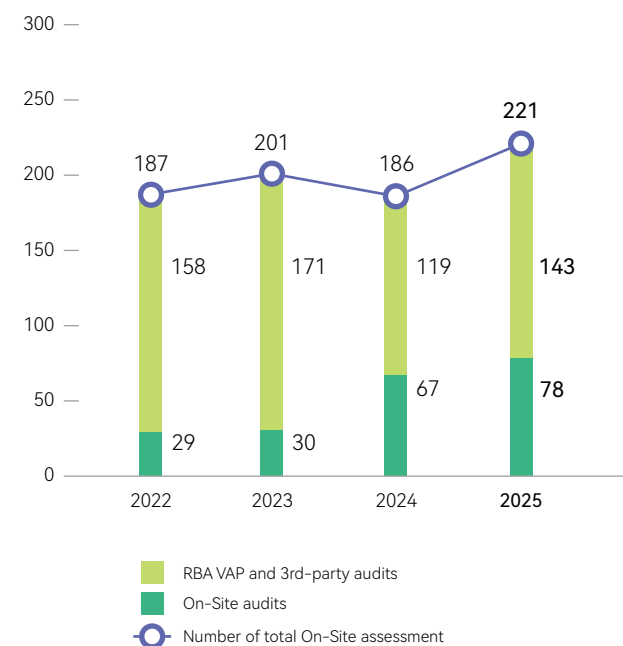
¹ In 2025, among 963 Tier-1 suppliers, 940 had completed desk assessments

² Among Tier-1 suppliers with high ESG risk potential, there are 24 Tier-1 significant high-risk suppliers and 0 non Tier-1 significant high-risk suppliers

On-Site Assessment

Based on the results of our Sustainability Assessment Questionnaires, we identify suppliers with potential ESG risks and close business ties to ASEH. These suppliers are subject to on-site audits and follow-up support to verify their risk exposure and drive continuous risk mitigation. In 2025, we conducted on-site sustainability assessment for a total of 221 Tier-1 suppliers, through second-party on-site audit and RBA VAP (third-party or industry-initiative audits). In addition to on-site assessment, we implemented remote online audits based on supplier business sectors, geographic locations and other risk factors. For suppliers where on-site visits were not feasible, we evaluated and managed sustainability risks through document reviews, management system evaluations and evidence verification. In 2025, a total of 97 remote online audits were completed.

Number of Supplier Sustainability On-Site Assessment

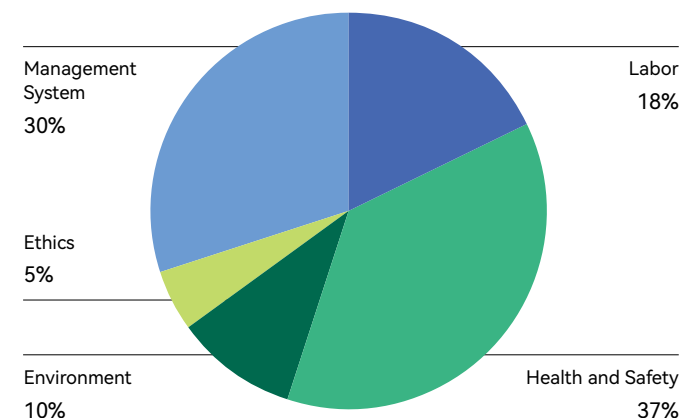


Phase III: Supplier Sustainability Performance Improvement – Suppliers with Audit Findings¹

We explain audit findings in detail to our suppliers, and provide them with industry performance benchmarks on the areas where gaps were identified. Suppliers are required to present improvement plans for those gaps identified, and are provided with resources to support their plans. Improvement plans are agreed upon with suppliers before implementation, and reviewed during the subsequent audit to verify that all identified deficiencies have been addressed. Suppliers who fail to meet requirements despite improvement actions are flagged in the first year. Meanwhile, we will continue to provide them guidance and track their performance. However, the procurement value with them may be adjusted accordingly. A subsequent on-site audit is conducted in the following year. When suppliers fail to meet company requirements for two consecutive years, we will revoke their “approved supplier” status, cease transactions with them and initiate disengagement procedures in accordance with our supplier management policy.

In 2025, all 221 on-site- assessed Tier-1 suppliers 100% implemented and completed improvement actions within the specified period. No supplier contract was terminated because of non-compliance.

Supplier Sustainability Audit Findings by Category in 2025



Tier-1 Raw Material Supplier Audit Results and Corrective Actions in 2025

Category	RBA Code of Conduct	Major Findings	Improvement Actions
Labor	Wages and Benefits	Wages were deducted as a disciplinary measure	Amend employment policies to prohibit wage deductions as a disciplinary measure
	Working Hours	Working hours were in excess of 60 hours per week with employees not receiving one day off every 7 days	Establish an early warning system to regularly monitor employee working hours and prevent excessive overtime
Health and Safety	Occupational Health and Safety	- High-risk areas lack the necessary safety signs and warning notices - Operators working in hazardous areas do not consistently use personal protective equipment (PPE)	- Schedule routine inspections to ensure that compliant safety and warning signage is prominently displayed in high-risk areas - Strengthen PPE training and on-site inspections to ensure compliance with PPE requirements
	Emergency Preparedness	- No routine fire safety equipment inspection process is in place - Emergency exits and access to fire safety equipment were obstructed	Schedule routine inspections to ensure the proper working of fire safety equipment and emergency exits are unobstructed
Environment	Hazardous substances	No comprehensive system in place for tracking and documenting hazardous substances	Establish a comprehensive system to track and document the source, storage, use and disposal of hazardous substances
	Solid Waste	No comprehensive waste management system in place	Establish a comprehensive waste management and regular audit system
Ethics	Privacy	Personal data protection system was not effectively implemented or managed	Establish access controls for personal data, restrict data modification rights, and assign dedicated personnel to oversee data management
Management System	Legal and Customer Requirements	No comprehensive process in place to identify and periodically review applicable legal and regulatory requirements	Establish a process to identify applicable legal and regulatory requirements and designate a responsible function to monitor regulatory developments and verify compliance on an ongoing basis
	Risk Assessment and Risk Management	No comprehensive risk identification process in place	Establish a comprehensive process to identify and manage potential business continuity risks on an ongoing basis

¹ In 2025, our supplier corrective action target covered all 24 audited high-risk suppliers of concern (Tier-1 and non-Tier-1). All identified high-risk suppliers of concern achieved a 100% completion rate in implementing their corrective actions

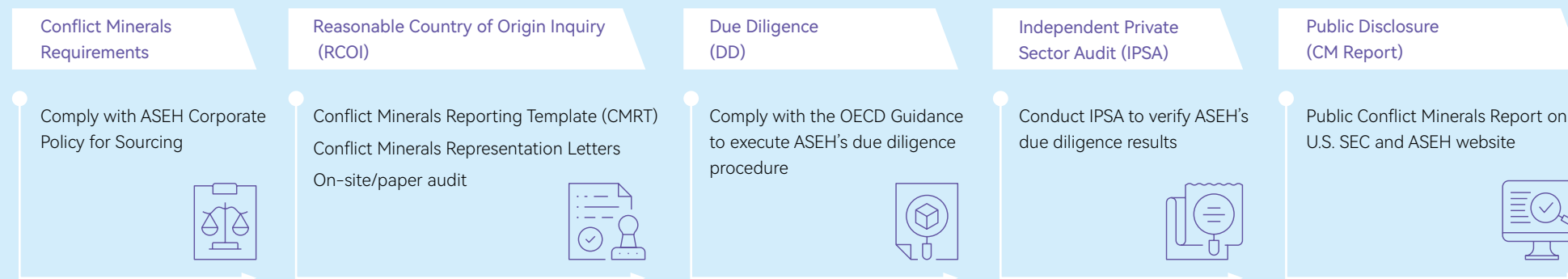
7.6 Responsible Minerals Compliance

To prevent the unintentional use of any conflict mineral such as tantalum, tin, tungsten and gold (3TG) from the Democratic Republic of the Congo and its neighboring countries, we have established the ASEH Corporate Policy for Sourcing Conflict Minerals, joined the Responsible Minerals Initiative (RMI)¹, and participated in the RMI Mineral Reporting Templates (MRT) Teams and Due Diligence (DD) Practices Team to resolve conflict minerals issues in the supply chain and support responsible sourcing. To communicate ASEH's conflict minerals management requirements, the ASEH Corporate Policy for Sourcing Conflict Minerals is posted on our company website, please visit: <https://www.aseglobal.com/ch/csr/responsible-procurement/conflict-minerals-compliance/>

Responsible Minerals Management

ASEH communicates conflict mineral policies to our suppliers through our website. The suppliers are required to comply with ASEH Corporate Policy for Sourcing Conflict Minerals and establish their own conflict minerals policies and to their own suppliers. We also require our suppliers to actively assess and validate their supply chain, and encourage them to source minerals from Smelters or Refiners (SoRs) that have received "conflict-free" designations by the Responsible Minerals Assurance Process (RMAP), or other independent third-party audit program.

Responsible Minerals Management Approach



Each year, we conduct a Reasonable Country of Origin Inquiry (RCOI) to identify and verify the sources of 3TG (tin, tungsten, tantalum and gold) minerals used in our manufacturing processes and products (packaging, material and EMS), and determine whether those minerals are sourced from conflict-affected or high-risk areas. In 2011, we began conducting annual due diligence on Smelters or Refiners (SoRs) that produce the 3TG minerals used in our manufacturing processes (packaging, materials and EMS), or products that are necessary to their functionality. We use the CMRT (conflict mineral reporting template) to identify mineral sources and smelter information across our supply chain.

Our RCOI process involves the following steps:

1. Collect sourcing information from suppliers using the CMRT to identify 3TG mineral countries of origin and relevant SoR information.
2. Request suppliers to sign a letter of commitment to ASEH's Conflict Minerals Policy and attest to the accuracy and integrity of the SoR information provided.

¹ ASE took the initiative to join the RMI in 2015 and has continued its participation as ASEH to this day



2025 Due Diligence Results

ASEH's due diligence framework was established in accordance with the guiding principles of the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("the OECD Due Diligence Guidance"). Our due diligence procedure is designed to identify and assess the risks associated with our suppliers, address and mitigate any identified risks, and evaluate alternatives to minerals sourced from conflict-affected and high-risk areas. We have developed a conflict minerals audit checklist for suppliers in accordance with the OECD Due Diligence Guidance. We also conduct on-site and document-based audits to support suppliers in establishing management practices aligned with the OECD guidance.

In 2025, we completed due diligence on 467 suppliers, identifying 233 SoRs used by these suppliers. We have determined that 100% of our suppliers are compliant with the requirements of ASEH's conflict minerals policy. In 2018, the scope of our due diligence was expanded beyond 3TG minerals to include cobalt and mica. The list was further expanded in 2023 to include copper, iron, nickel, and aluminum. In addition, we disclose relevant SoR information according to customer requirements, ensuring supply chain transparency and enhancing our responsible mineral procurement and due diligence management.

Independent Private Sector Audit (IPSA) and Public Disclosure

We undertake an IPSA on our Conflict Minerals Report and DD procedure to ensure they are in compliance with the requirements set forth by the U.S. Securities and Exchange Commission (SEC). Each year, the Conflict Minerals Report is also disclosed publicly¹. Based on our RCOI analysis and DD measures in 2024, we reasonably believe that the identified SoRs used for all of our packaging and materials services products are DRC Conflict-Free. Given the large number of suppliers for our electronic manufacturing services, we developed a sampling program to select material suppliers for the purpose of identifying SoRs. We believe that our due diligence performed based on the sampling program is sufficient and appropriate to provide a reasonable basis for our determination. Therefore, we reasonably believe that such SoRs used for all of our electronic manufacturing services products are DRC Conflict-Free.

¹ For complete file of ASEH SEC Conflict Minerals Filing, please visit our website at <https://www.aseglobal.com/ch/csr/responsible-procurement/conflict-minerals-compliance/> or SEC's website: https://www.sec.gov/Archives/edgar/data/1122411/000095010326008008/dp246807_ex0101.htm

