

**ASE TECHNOLOGY HOLDING CO., LTD.**  
**Corporation Anti-Discrimination and Anti-Harassment Policy**

Established on Jul., 2021

ASE Technology Holding Co., Ltd. and its subsidiaries (collectively “ASEH”) are committed to fostering a workplace where every employee feels valued and respected. ASEH believes that its employees are entitled to a work environment of mutual respect, equality, safety and freedom from any form of discrimination or harassment. Henceforth, ASEH has formulated the Anti-Discrimination and Anti-Harassment Policy (hereinafter, “the Policy”) to protect all ASEH employees from workplace discrimination and harassment.

### **1. Principles**

ASEH is committed to implementing the Policy in accordance with the following principles:

All ASEH employees shall be treated in a respectful, fair, reasonable and professional manner at work. ASEH values each employee’s unique talent, background, values and other individual differences.

All ASEH employees shall be free from any form of discrimination or harassment to safeguard their physical and mental health, allowing them to contribute their expertise and realize their full potential without concerns.

In addition to the company-wide promotion of the Policy, ASEH organizes periodic anti-discrimination and anti-harassment workshops to help employees understand the behavioral requirements concerning anti-discrimination and anti-harassment in the workplace and how to protect their personal rights and interests.

To eliminate all forms of workplace discrimination and harassment, ASEH has established an appeal and complaint reporting channel, through which employees can raise issues of workplace discrimination and harassment, and freely express their comments and opinions without fear of retaliation, penalties or other repercussions. ASEH takes a serious stance on all discrimination and harassment complaints and seeks to effectively resolve all discrimination and harassment issues.

### **2. Anti-discrimination**

**ASEH has a zero-tolerance policy for any form of discriminatory behavior.** ASEH values a diverse and inclusive workplace, and pledges equal treatment and equal employment. Employees or prospective employees shall not be subjected to discrimination during employment or the hiring process based on place of birth, ethnicity, color, age, gender, sexual orientation, gender identity and expression, nationality, social status, physical handicap, medical history (such as Acquired Immune Deficiency Syndrome, AIDS), pregnancy, language, ideology, religion, beliefs, political affiliation, cultural background, veteran status, former union membership, protected genetic

information, marriage status, or appearance and facial features, nor shall such factors be used as grounds for determining salary, promotion, reward or training.

### **3. Anti-harassment**

ASEH is committed to providing a work environment free of harassment and has a zero-tolerance policy for any form of harassment behavior in the workplace. As set forth herein, the following forms of harassment are prohibited under this article:

#### **(1) Sexual harassment**

Sexual or gender-motivated behavior imposed on others against their will that fall under at least one of the following conditions:

- A. Submission or rejection of such behavior as a condition for obtaining, losing or derogating the rights and interests related to work, education and training, services, plans and activities.
- B. Display or broadcast of texts, pictures, sounds, images or other media OR discriminatory or insulting speeches or actions OR any other behavior that defames or intimidates, that is hostile or offensive, or that negatively impacts one's work, education and training, services, plans, activities or daily lives.

#### **(2) Non-sexual Harassment**

Physical harassment, violent behavior, psychological harassment, verbal harassment, and molestation; harassment motivated by another person's place of birth, ethnicity, color, age, gender, sexual orientation, gender identity and expression, race, social status, nationality, physical handicap, medical history (such as Acquired Immune Deficiency Syndrome, AIDS), pregnancy, language, ideology, religion, beliefs, political affiliation, cultural background, veteran status, former union membership, protected genetic information, marriage status, or appearance and facial features; or other illegal acts of harassment.

#### **(3) Stalking**

Refers to any of the following forms of sexual or gender-motivated workplace behavior that is continually and repeatedly imposed on a specific person against their will through personal contact and other means including transport vehicles, tools, equipment, telecommunication and the internet, that is sufficient to cause intimidation or affect one's daily or social life:

- A. Monitoring, observing, stalking or tracking a specific person's whereabouts.
- B. Stalking, loitering, following or approaching a specific person at their place of work or other venues frequented by the person.
- C. Speech or action that constitutes warnings, threats, ridicule, insults, discrimination, hostility, disparagement or similar, directed at a specific person in the workplace.

- D. Harassing a specific person in the workplace via telephone, facsimile, telecommunication, internet or other communication methods.
- E. Utilizing work reasons to ask a specific person for a date, or to contact or pursue the person.
- F. Sending, leaving, displaying or broadcasting texts, pictures, sounds, images or other media to a specific person in the workplace.
- G. Disclosing or displaying defamatory messages or objects to a specific person in the workplace.
- H. Abusing the specific personal information obtained at work, or using aforementioned information to purchase products or services without the person's authorization.

#### **4. Communication through Education and Training**

ASEH promotes and communicates the Policy with its employees through various approaches including town hall meetings, broadcast over the public address system, email and internal documents, as well as the organizing of annual anti-discrimination and anti-harassment trainings. ASEH management should maintain full understanding of the Policy and the potential consequences of violations. The management should ensure that their subordinates understand and abide by the Policy and include policy-related training as part-of employees' job training programs. The training courses shall include explanations on the concept of workplace discrimination and harassment as well as corresponding prevention measures including information on the appeal and complaint reporting channels, and the methods adopted by ASEH for processing such reports.

#### **5. Reporting and Complaint Channels**

All ASEH employees must abide by the Policy, and any employee or third party who discovers evidence of violations, or suspected/potential violations may file a report or complaint through any of the following means:

- (1) Employee Appeal Hotline
- (2) Sexual Harassment Prevention Hotline
- (3) General Manager Mailbox
- (4) Human Resource Mailbox
- (5) Code of Conduct Compliance Reporting System

#### **6. Investigations and Corrective Measures**

- (1) All reports and complaints of workplace discrimination, harassment or policy violation shall be subject to an in-depth examination and investigation conducted by ASEH or a third party commissioned by the company, in accordance with relevant procedures.
- (2) If a policy violation is proven through the investigation results, ASEH shall track, review and monitor the case to correct the behavior of the perpetrator and ensure that

relevant punishments or improvement measures are effectively and properly implemented to prevent future occurrence. If necessary, ASEH shall, within the bounds of applicable laws and internal regulations, issue warnings or disciplinary actions to the perpetrator based on the seriousness of the offense. Gross violations may be grounds for dismissal so as to eradicate such discriminatory or harassment behavior from the workplace. ASEH shall provide the appropriate counseling and care for complainants or refer them to a professional counseling or medical institution as necessary.

## **7. Protection of Whistleblowers and Complainants**

Whistleblowers and complainants may report workplace discrimination or harassment anonymously by providing the specific details of the incident and attaching the relevant information and documents. Unless otherwise required by law, ASEH or any third party commissioned by ASEH for investigation purposes shall ensure that the identities of the whistleblower and complainant, and the contents of the reports remain confidential. Maximum efforts shall be made to safeguard the personal information and privacy of whistleblowers and complainants to prevent any retaliation or undesirable repercussions.