ASE TECHNOLOGY HOLDING CO., LTD

Corporation Human Rights Policy Statement

Amended on June, 2026

ASE Technology Holding Co., Ltd. and its subsidiaries (collectively "ASEH") are committed to safeguarding the human rights of employees and value chain partners (including customers, suppliers/distributors, agents, joint ventures and consortia partners and local communities) and promoting the sustainable development of the environment, society and economy. ASEH complies with the legal and regulatory requirements of all operational locations and the approach is designed in support of the United Nations Universal Declaration of Human Rights (“UDHR”), the UN Global Compact (“UNGC”), the UN Guiding Principles on Business and Human Rights(“UNPBHR”), ILO Declaration on Fundamental Principles and Rights at Work(“ILO”), OECD Due Diligence Guidance for Responsible Business Conduct(“RBC”), Responsible Business Alliance Code of Conduct(“RBA”) and Corporate Sustainability Due Diligence Directive (“CSDDD”). ASEH is also committed to upholding local laws and regulations in the countries where ASEH operates, and reviewing the implementation of its human rights policies on a regular basis through membership on the Responsible Business Alliance.

ASEH has formulated the Human Rights Policy Statement (the “Statement”) to manage human rights across our business. At the same time, the following principles are further supported by ASEH’s Sustainable Development Best Practice Principles and Code of Business Conduct and Ethics.

■ **Protect and Respect:**

ASEH is committed to creating an environment conducive to human rights protection and avoid any actions that may infringe or have a negative impact on human rights.

1. **Prohibition of Human Trafficking, Forced Labor and Child Labor**

   ASEH will not use nor tolerate the use of any forced or bonded labor, involuntary or prison labor, slavery or human trafficking.

   (1) ASEH forbids the use of forced, guaranteed (including debt repayment) or bonded labor, involuntary or exploitative prison labor, enslaved or trafficked persons.

   (2) All work should be voluntary and employees have the freedom to resign or terminate the employment relationship.

   (3) Unless otherwise permitted by law, suppliers and employment agents shall not retain, destroy or confiscate any employee’s identity cards, passports or work permits.

   (4) ASEH will not employ persons below the age of 16 years, or who have not reached the age of statutory required education, or below the legal age of employment in the region/country. This, however, does not apply to internships that meet legal

requirements. Employees under the age of 18 shall not be assigned hazardous work, overtime work and night shifts.

2. Freedom of Association/Collective Bargaining

ASEH recognizes employees' freedom of associations in accordance with the local laws and regulations of the region where ASEH operates. Employees have the right to engage in collective bargaining and participate in a peaceful rally; also, they have the right to negotiate freely with employers or their superiors without fear of retaliation, threat or harassment.

3. Diversity and Discrimination

ASEH values diversity and treats its employees with utmost respect. ASEH adopts a zero tolerance approach against any form of discrimination. ASEH prohibits discrimination in the recruitment, employment, wage, benefit, bonus, promotion, training and tenure on the basis of place of birth, race, 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 gene information, marital status, appearance and facial features. Furthermore, employees shall not be required to undergo any discriminatory medical or physical examinations.

4. Prohibition of Harassment and Bullying

ASEH is committed to providing a safe work environment for employees and does not tolerate workplace harassment and violence. Besides the prohibition of sexual harassment and violence, stalking or any illegal harassment behavior, ASEH prohibits workplace harassment on the basis of place of birth, race, 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 gene information, marital status, appearance and facial features. Furthermore, any harsh or inhumane treatment of employees is strictly prohibited, including violence, sexual violence, sexual assault, corporal punishment, psychological or physical coercion, bullying, public humiliation, and threatening intimidation.

5. Safeguarding Labor Rights and Dignity

(1) During the recruitment process, all workers must be provided with a written employment contract in their native language or a language they can understand, specifying the terms and conditions of employment.

(2) ASEH implements robust working-hours management. Employees' working hours shall not exceed the maximum set by local laws or more than 60 hours per week (including overtime), except for emergencies or particular circumstances. Employees should not work more than 6 days consecutively without taking at least one day off.

(3) ASEH employee compensation shall comply with the relevant local laws and adhere to the principles of equal pay for equal work and equal value. Additionally, wages should be set

considering whether they enable employees to maintain a reasonable standard of living (i.e., a living wage). Paid annual leave, at least the statutory minimum wage, overtime premiums, and all other legally mandated benefits shall be provided.

(4) When terminating or dissolving the employment relationship with employees, the process must comply with the relevant laws in the jurisdiction of operation. In cases of large-scale layoffs or dismissals, employees shall be granted advance notice and afforded adequate consultation as mandated by local laws. In the absence of a prescribed notice period under applicable law, notice shall be provided at least 60 days in advance.

(5) Provide maternity protection measures to ensure that female employees receive reasonable support during pregnancy and childcare periods, such as workplace safety and health protection, lactation rooms, and flexible working hours.

6. Workplace Safety, Health and Inclusiveness

ASEH provides a “risk free” working environment for employees as the ultimate goal of ASEH. ASEH is committed to providing employees with a safe, comfortable and healthy working environment that is in compliance with applicable workplace safety and health laws and regulations, and standards set forth in the RBA Code of Conduct. ASEH shall wholeheartedly establish and constantly maintain a safety and health management system to monitor, implement and continuously improve safety and health policies in order to eliminate the risk factors that could impact workplace safety and reduce the risk of occupational injuries. Moreover, ASEH takes the initiative to build a friendly workplace ecosystem, with a steadfast commitment to the following three initiatives:

(1) Workplace Friendliness: Appropriately design job descriptions to promote employees' adaptive development, ensure a reasonable and equitable distribution of workload, and establish a comprehensive incentive mechanism.

(2) Life Friendliness: Strengthen support for employees' family upbringing and caregiving needs, and implement concrete measures to help employees achieve a sustainable balance between work and family responsibilities, such as childcare and long-term care.

(3) Respectful Friendliness: Advocate for communication rooted in goodwill and empathy, and build a corporate culture that embraces differences and respects diverse backgrounds.

7. Protection of Personal Data and Cybersecurity

ASEH is committed to complying with the Personal Data Protection Act, and laws and regulations where ASEH operates to protect the personal information of its employees, customers and suppliers. ASEH adopts a high level of control measures to secure its IT systems, databases, networks, personal computers and data storage media. ASEH manages the use of personal data carefully, and ensures that privacy is maintained in the collection, processing, storage, usage and transmission of personal data.

8. Responsible Procurement

To fulfill responsible procurement and build a sustainable supply chain for further human rights interests, ASEH has formulated the ASEH Supplier Code of Conduct, ASEH Purchasing and Supply Chain Development Policy and ASEH Sourcing Policy for Conflict Minerals. To better manage purchasing activities and the supply chain, ASEH is committed to the following actions.

(1) Procurement activities should comply with ethical business standards and the local regulations in the region where ASEH operates to ensure fair business transactions between ASEH and suppliers.
(2) ASEH shall conduct strict reviews of its business activities and supply chain to achieve its goal of responsible mineral sourcing and avoid the use of conflict minerals.
(3) ASEH shall actively promote green procurement and prioritise the purchase of products that are labeled eco-friendly, produced using recycled materials, recyclable, helping to reduce environmental pollution and energy-saving to achieve environmental sustainability.
(4) ASEH encourages our suppliers to prioritize human rights issues, including providing a free, equal, safe and healthy working environment where employees are treated with respect and dignity. Additionally, maintain a business operation which is responsible to the environment and practices good business ethics. ASEH shall incorporate the management of human rights issues at its suppliers into its procurement decisions.

9. Environmental Protection and Climate Transition

ASEH strives to reduce the negative impact on the environment and aligns its operations with sustainable development principles. ASEH is dedicated to reaching national net-zero carbon emission targets and regulatory requirements while actively implementing climate change mitigation measures. Based on scientific evidence, ASEH sets carbon reduction goals and climate change mitigation plans, supports the use and development of renewable energy, preserves biodiversity, and continuously optimizes water resource management. Through being in compliance with all local regulations and the Responsible Business Alliance Code of Conduct in order to protect the safety and health of the public and environment, ASEH has established robust systems at all its operational sites to manage environmental impacts and applies the optimized technologies to control pollution and process waste materials. ASEH is focused on achieving zero waste and zero pollution as a step towards environmental protection.

10. Anti-Corruption and Avoidance of Conflicts of Interest

To avoid potential negative impacts and conflicts of interest and corruption arising from human rights activities, ASEH commits to conducting business practices with utmost integrity and impartiality, and complying with relevant anti-corruption laws and regulations of the region where ASEH operates.

(1) ASEH does not tolerate any form of bribery, corruption, extortion or embezzlement. ASEH employees are not allowed to directly or indirectly offer, promise, give, accept, enter into a fixed-term contract, seek or receive bribes to/from customers, suppliers, public officials, foreign officials or other interested parties. When accepting gifts or entertainment due to

duties, general business etiquette and conventions must be observed, and any gift of more than nominal value or any entertainment unconnected with a business purpose or with an excessive value should be avoided.

(2) ASEH employees shall endeavor to avoid situations that present a potential or actual conflict between personal interest and the interest of ASEH. A conflict of interest might occur when a person's private interest interferes in any way with the interest of ASEH, or when an employee of ASEH (or his or her family members) receives and offers improper personal benefits as a result of his or her position in ASEH. Under such circumstances, the ASEH employee shall recuse himself or herself as soon as he/she is aware of the conflicts of interest, and must fully disclose such conflict of interest to his or her manager prior to engaging in any business or related activity that may lead to the conflict.

■ Appeal and Remedy Process

To prevent infringement of human rights, protect ASEH employees and value chain partners, and mitigate any adverse human rights impacts, ASEH has put in place formal processes for appeal and remedy.

1. File an appeal, whistleblowing report or complaint via channels such as Employee Appeal Hotline, Sexual Harassment/Bullying Prevention Hotline, Human Resource Mailbox, General Manager Mailbox and Code of Conduct Compliance Reporting System.
2. ASEH shall involve employees, authorized representatives and trusted third parties to ensure due process is followed and issues are handled fairly and justly. In addition, ASEH shall maintain a smooth and open dialogue with complainants and provide timely updates to ensure an appropriate outcome.
3. ASEH will conduct thorough investigations on allegations of human rights violations in accordance with the procedural regulations. If the allegations are proven, ASEH will ensure that the offender is duly punished, provide counseling to the aggrieved party, strengthen policies and procedures to prevent the recurrence of such cases in the future, and to provide relief or compensation to the aggrieved party.
4. ASEH shall disclose regular updates on the number, content and progress of cases related to appeals, whistleblowing reports or complaints without risking the privacy of any individuals.
5. ASEH shall protect the personal information and privacy of those who had filed an appeal, whistleblowing report or complaint in good faith, to prevent any retaliation or unfair treatment.

■ Management Principles

ASEH seeks to continuously improve human rights governance and keep in lockstep with business development trends. In order to yield positive results in the management of human rights, ASEH shall adopt the following principles:

1. Education and Training:

ASEH shall continue to promote ASEH human rights policy both internally and externally, and conduct human rights education and training for internal decision makers, managers, employees and suppliers/contractors.

2. Human Rights Due Diligence and Feedback Mechanism:
   ASEH shall conduct regular human rights due diligence to identify, assess and mitigate human rights risks and potential impacts among ASEH business activities and value chain partnerships. If risks, potential impacts, or violations are discovered during the human rights due diligence, ASEH shall take immediate actions to mitigate or remediate.
   Risks, potential impacts or violations assessed and identified through human rights due diligence process and their status shall be regularly reported to the Board of Directors for further review. ASEH's human rights policy and human rights management regulations and management procedures shall be updated accordingly and disclosed publicly to strengthen ASEH's human rights protection.

   ASEH is committed to applying the aforementioned human rights policy across all business activities and value chain partnerships so as to protect the human rights of employees and value chain partners (including customers, suppliers/contractors, agents, joint ventures and consortia partners and local communities).