

ASE Technology Holding Corporation Human Rights Management Framework

■ Human Rights Policy Statement

ASEH’s approach is designed in support of the United Nations Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. ASEH is also committed to upholding local laws and regulations in the countries where ASEH operates, and reviewing the implementation of its human rights policies on a regular basis through membership on the Responsible Business Alliance.

Policy	Target	Content
Human Rights Policy Statement	Employees and value chain partners	<p>ASEH has formulated the following principles to manage human rights across our business:</p> <ul style="list-style-type: none"> (1) Prohibition of human trafficking, forced labor and child labor; protection of freedom of association/collective bargaining; (2) Respect diversity and prohibition of discrimination; prohibition of harassment; (3) Protection of working hours and minimum wages standards; providing workplace safety and health; (4) Fulfillment of responsible procurement and establishment of sustainable supply chain; implementation of environmental protection in the place of operation; (5) Complying with the anti-corruption laws and regulations of the region where ASEH operates and avoidance of conflicts of interest; (6) Protection of Personal Data and Cybersecurity; (7) Establishment of human rights complaint channels and remedy measures and implementation of management. <p>https://www.aseglobal.com/en/pdf/human-rights-policy-en.pdf</p>

Policy	Target	Content
Anti-Harassment Policy	Employees	<p>All ASEH employees shall be treated in a respectful, fair, reasonable and professional manner at work and be kept away from any form of discrimination or harassment to safeguard their physical and mental health. 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. Besides, 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 which 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.</p> <p>https://www.aseglobal.com/en/pdf/anti-discrimination-and-anti-harassment-policy-en.pdf</p>
Sustainable Development Best Practice Principles	Value chain partners	<p>ASEH has formulated the Sustainable Development Best Practice Principles in order to fulfill corporate social responsibility initiatives and to promote economic, environmental, and social advancement, to comply with the International Bill of Human Rights, to contribute to the economic development of the country, and to improve the quality of life of employees, the community and society.</p> <p>https://media-aseholdco.todayir.com/20220324171126159296091_en.pdf</p>
Code of Business Conduct and Ethics	Employees	<p>The purpose of this Code is to help ASEH practice good corporate citizenship and social responsibility and comply with the local laws wherever ASEH operates and does business and standards set forth in the RBA Code of Conduct: Respect Human Rights, Uphold Diversity and Equal Opportunity, Freely Chosen Employment, Wages and Benefits, Not to Hire Child Labor, Career</p>

Policy	Target	Content
		Development and Training, Freedom of Association and Other Measures to Protect Human Rights. https://media-aseholdco.todayir.com/20180622151727139618980_tc.pdf
Supplier Code of Conduct	Suppliers/contractors	ASEH requests ASEH suppliers to collectively achieve the goal of sustainability and to comply with this Code with respect to labor, health and safety, environmental, business ethics and the management system. https://www.aseglobal.com/en/pdf/aseh-supplier-coc-en.pdf
Purchasing and Supply Chain Development Policy	Suppliers/contractors	ASEH takes proactive measures to implement green procurement to ensure the purchasing practices are in compliance with the laws and regulations where we operate; besides, ASEH requires suppliers to abide by all applicable laws and regulations, adhere to high standards of business ethics, safeguard human rights, attach great importance to physical safety and mental health of employees, protect the environment and use their best efforts to fulfill corporate social responsibility. https://www.aseglobal.com/ch/pdf/2019_aseth_purchasingandsupplychaindevelopmentpolicy.pdf
Environmental Responsibility Policy	Value chain partners	ASEH conducts business activities with the concept of eco-efficiency to continuously improve energy efficiency, build a green environment and value chain and reduce the impact of its operations on the environment and humans. https://www.aseglobal.com/en/pdf/environmental-responsibility-policy-en.pdf

Policy	Target	Content
Policy on the Protection of Privacy and Personal Data	Employees and value chain partners	ASEH collects, processes and uses personal data in strict accordance with the Policy and requests ASEH’s suppliers, vendors, contractors and external consultants to respectively comply with the Policy and cooperate with ASEH to protect the privacy and personal data, securing the rights and interests of data subject. https://www.aseglobal.com/en/pdf/privacy-policy-en-2022.pdf

1. Scope

ASEH Corporation Human Rights Policy Statement is applied to safeguard the human rights of employees and value chain partners (including customers, suppliers/contractors, agents, joint ventures and local communities) of ASEH and its subsidiaries in order to promote the sustainable development of the environment, society and economy.

2. Human Rights Commitment

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

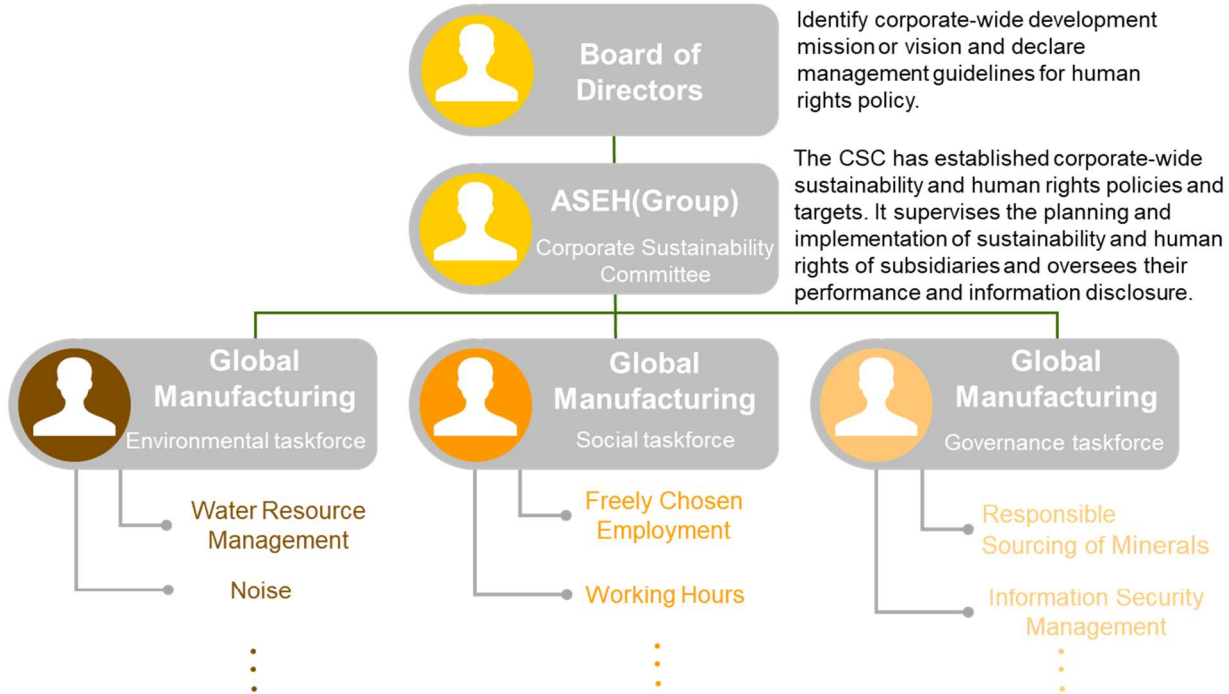
3. Guidelines of Management

ASEH uses the RBA Self-Assessment Questionnaire (SAQ) and Validated Audit Process (VAP) to perform risk management at our facilities worldwide to identify the human rights risks of our manufacturing and business activities

Target	Responsible	Management Mechanism
Employee and Operation	Subsidiaries' "Employee Care and Development Taskforce"	RBA management
Supplier	Subsidiaries' "Supply Chain Management Taskforce"	Supplier sustainability assessments survey and audits annually
Community and Environment	Each facility	Environmental monitoring and survey community feedback locally
Customer	Each facility	RBA management

■ Human Rights Management Organization

Human Rights Management

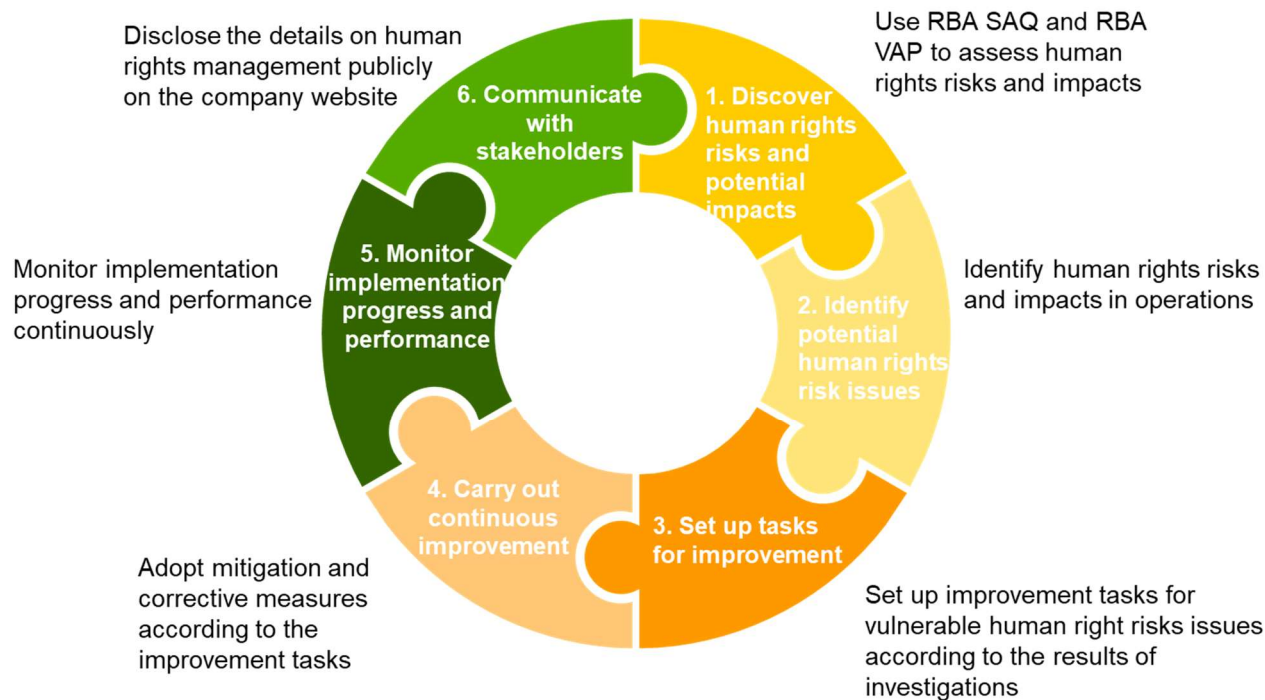


The global manufacturing taskforces manage human rights issues that arise from operating a global business, ASEH implements risk management at all facilities, collates and reports the information to the ASEH CSC and top management at regular meetings.

■ Due Diligence Procedure

ASEH has adopted human rights management practices that follow PDCA procedures to conduct regular human rights due diligence to assess and identify human rights risks and potential impacts. If risks, potential impacts, or violations are discovered during the human rights due diligence, ASEH shall take immediate actions to mitigate or remediate. Risks, potential impacts or violations assessed and identified through human rights due diligence process and their status will be reviewed and be the basis for adjusting ASEH human rights policy and human rights management regulations and management procedures to strengthen ASEH's human rights protection.







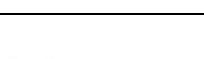

Due Diligence Procedure












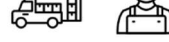










■ Mitigation and Remedies of Human Rights Risks



In a reflection of the different roles played by ASEH in operations, ASEH focuses the human rights management efforts on all employees, suppliers, and local communities, performing due diligence with each group and providing whistle-blowing channels to prevent any human rights violations.

1. Human Rights Risks of ASEH Employees and Value Chain Partners

ASEH as a/an	Policy	Human Rights Issues	Target	Due Diligence	Complaint Mechanism
Employer Partners	ASEH Human Rights Policy Statement	Freely Chosen Employment		<ul style="list-style-type: none"> - RBA SAQ and VAP - Internal audits 	<ol style="list-style-type: none"> Internal whistle-blowing channels: the internal whistle-blowing channels of subsidiary companies External reporting channel: Code of Conduct Compliance Reporting System https://www.aseglobal.com/anti-fraud/en.asp
		Working Hours			
		Wages and Benefits			
		Non-Discrimination			
		Sexual Harassment			
		Occupational Safety			
		Emergency Preparedness			
		Young Workers			

ASEH as a/an	Policy	Human Rights Issues	Target	Due Diligence	Complaint Mechanism
Value chain partners (Joint Venture, Mergers)		Freely Chosen Employment		<ul style="list-style-type: none"> - RBA SAQ and VAP - Internal audits 	<p>1. Internal whistle-blowing channels: the internal whistle-blowing channels of value chain partners</p> <p>2. External reporting channel: Code of Conduct Compliance Reporting System</p> <p>https://www.aseglobal.com/anti-fraud/en.asp</p>
		Working Hours			
		Wages and Benefits			
		Non-Discrimination			
		Sexual Harassment			
		Occupational Safety			
		Emergency Preparedness			
		Young Workers			
Purchaser	ASEH Supplier Code of Conduct	Freely Chosen Employment		<ul style="list-style-type: none"> - Supplier sustainability questionnaire - RBA SAQ - On-site audits and RBA VAP 	<p>1. Internal whistle-blowing channels: the internal whistle-blowing channels of subsidiary companies</p> <p>2. External reporting channel: Code of Conduct</p>
		Young Workers			
		Working Hours			
		Wages and Benefits			

ASEH as a/an	Policy	Human Rights Issues	Target	Due Diligence	Complaint Mechanism
		Occupational Safety			Compliance Reporting System https://www.aseglobal.com/anti-fraud/en.asp
		Emergency Preparedness			
		Responsible Sourcing of Minerals			
Contributor to Community Development	Sustainable Development Best Practice Principles	Water Management		<ul style="list-style-type: none"> - Monitoring of noise, effluent, and emissions sources at ASEH facilities 	
		Noise			
		Air Pollution			
Service Provider	Policy on the Protection of Privacy and Personal Data	Data Privacy and Security		<ul style="list-style-type: none"> - Annual risk assessments - Qualified internal audit - Independent third parties 	
Employer				<ul style="list-style-type: none"> - Qualified internal audit 	

Target : Employees 
Suppliers 

Foreign Employees 
Contractors 

Female Employees 
Local Communities 

Young Workers 
Customers 

2. ASEH Human Rights Risk Matrix

Frequency

High	<ul style="list-style-type: none"> • Freely Chosen Employment 	<ul style="list-style-type: none"> • Sexual Harassment 	<ul style="list-style-type: none"> • Working Hours
Medium	<ul style="list-style-type: none"> • Wages and Benefits 	<ul style="list-style-type: none"> • Emergency Preparedness • Occupational Safety 	
Low	<ul style="list-style-type: none"> • Freedom of Association • Non-Discrimination • Sanitation, Food, and Housing • Young Workers 	<ul style="list-style-type: none"> • Data Privacy and Security • Water Management • Air Pollution 	<ul style="list-style-type: none"> • Responsible Sourcing of Minerals
	Low	Medium	High
			Impact

3. ASEH Human Rights Mitigation and Remediation Measures

Target	Risk Issues		Mitigation Measures	Remediation Measures
Employees	Labor	<ul style="list-style-type: none"> • Freely Chosen Employment • Working Hours • Wages and Benefits • Sexual Harassment 	<p>【Systems】</p> <ul style="list-style-type: none"> - ASEH’s approach is designed in support of the United Nations Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. ASEH is also committed to upholding local laws and regulations in the countries where ASEH operates, and reviewing the implementation of its human rights policies on a regular basis through membership on the Responsible Business Alliance. - Wages and Benefits: Periodically adjust salary and benefit packages based on industry standards. - Sexual Harassment: ASEH has formulated the Anti-Discrimination and Anti-Harassment Policy to protect all ASEH employees from workplace discrimination and 	<p>【Practices】</p> <p>ASEH has established the human rights policy to ensure all work should be voluntary and employees have the freedom to resign or terminate the employment relationship.</p> <ul style="list-style-type: none"> - Working Hours: <ul style="list-style-type: none"> (a) Employment of sufficient manpower to meet manufacturing capacity and prevent manpower shortages and overtime. (b) Establishment of overtime management and tracking mechanism to prevent employees from working for seven or more consecutive days. (c) Develop an in-house working hours management and control system to help supervisors manage their subordinates’ working hours, send SMS or email alerts to employees working longer hours. - Wages and Benefits: <ul style="list-style-type: none"> (a) ASEH has established the Human Rights Policy Statement to ensure that ASEH employee

Target	Risk Issues		Mitigation Measures	Remediation Measures
			<p>harassment.</p> <p>【Education and Training】</p> <ul style="list-style-type: none"> - ASEH continuously conducts human rights education and training to strengthen the internal awareness of human rights and implement the human rights protection activities wholeheartedly. - Sexual Harassment: ASEH periodically conducts human rights and Anti-Discrimination and Anti-Harassment education and training. 	<p>compensation shall comply with the relevant local laws on wages including minimum wage requirements, overtime hours and legally mandated benefits.</p> <ul style="list-style-type: none"> (b) Compliance with local laws and regulations; regular review and revision of employee handbooks and regulations. (c) Establishment of monthly cash incentive bonuses and annual profit-sharing bonuses. In addition, employees with outstanding performance are awarded company stock options. <p>- Sexual Harassment: Each case shall be reviewed to determine its cause, and offenders shall be tracked, reviewed and monitored to ensure the effectiveness of the disciplinary or counseling measures, and to prevent similar incidents or retaliation from occurring. The results of such processes will then be used as a reference for making adjustments to workplace environment and regulations.</p> <p>【Remediation】</p>

Target	Risk Issues		Mitigation Measures	Remediation Measures
				<ul style="list-style-type: none"> - Wages and Benefits: Disbursement of unpaid wages to terminated employees set forth in local laws and regulations. - Sexual Harassment: Each case shall be reviewed to determine its cause, and offenders shall be tracked, reviewed and monitored to ensure the effectiveness of the disciplinary or counseling measures. The results of such processes will then be used as a reference for making adjustments to workplace environment and regulations. - When ASEH confronts other human rights issues, ASEH will negotiate and adopt measures based on internal procedures. <p>【Punishment】</p> <ul style="list-style-type: none"> - Sexual Harassment: For cases that constitute sexual harassment, the internal sexual harassment complaint processing committee shall issue a warning, disciplinary order, or another form of punishment to the offenders and require that

Target	Risk Issues		Mitigation Measures	Remediation Measures
				<p>they make an apology to the victims. Serious offenses may be grounds for dismissal.</p> <ul style="list-style-type: none"> - When ASEH confronts other human rights issues, ASEH will negotiate and adopt measures based on internal procedures.
	<p>Health and Safety</p>	<ul style="list-style-type: none"> • Occupational Safety • Emergency Preparedness 	<p>【Systems】</p> <ul style="list-style-type: none"> - All ASEH facilities worldwide have established OHS management organizations, and formulated methods and procedures that follow ISO 45001/OHSAS 18001 standards, the RBA Code of Conduct and local regulations. In addition to setting up a system for regular reviews, the OHS management system contributes effectively to preventing accidents. - Emergency Preparedness: ASEH public fire safety measures in accordance with the recommendations of the National Fire Protection Association (NFPA) and ISO 45001/OHSAS 18001 standards. <p>【Education and Training】</p> <ul style="list-style-type: none"> - Occupational Safety and 	<p>【Practices】</p> <ul style="list-style-type: none"> - Occupational Safety: ASEH facilities have established occupational accident and incident reporting and investigation procedures and management procedures. When an occupational injury incident occurs, the standard handling procedure is carried out and the incident is reported to the competent local authority according to management regulations and local laws and regulations. The injury incidents and improvement of preventive measures are reviewed simultaneously. <p>ASEH facilities have established occupational accident and incident reporting and investigation procedures and management procedures. When an occupational injury</p>

Target	Risk Issues		Mitigation Measures	Remediation Measures
			<p>Emergency Preparedness:</p> <p>(a) Public fire safety measures in accordance with the recommendations of the National Fire Protection Association; enhanced training in disaster preparedness and safety education.</p> <p>(b) Regular emergency evacuation drills for fire, earthquake, and composite disasters; review and improvement of warning and prevention measures.</p> <p>(c) In addition to the regular education and training, Injury incidents and improvement of preventive measures are reviewed by ASEH each quarter.</p>	<p>incident occurs, the standard handling procedure is carried out and the incident is reported to the competent local authority according to management regulations and local laws and regulations.</p> <p>- Emergency Preparedness: All of our manufacturing facilities develop disaster response and recovery plan and conduct full-scale emergency drills annually in cooperation with the local authorities. Various scenarios are simulated at these drills 100 to improve our disaster response plans.</p> <p>【Remediation】</p> <p>- Occupational Safety:</p> <p>(a) ASEH identifies higher-risk operating environments within ASEH facilities such as locations that could expose employees to ionizing radiation, noise, dangerous chemicals and dust, and provide such employees with high quality protective equipment.</p> <p>(b) Health assessments performed by</p>

Target	Risk Issues		Mitigation Measures	Remediation Measures
				<p>professional physicians in medical consultation to help employees with self-health management.</p> <ul style="list-style-type: none"> - Assistance with medical insurance claims. - When ASEH confronts other human rights issues, ASEH will negotiate and adopt measures based on internal procedures. <p>【Punishment】</p> <ul style="list-style-type: none"> - ASEH will negotiate and adopt measures based on internal procedures.
Value chain partners (Joint Venture, Mergers)	Labor	<ul style="list-style-type: none"> • Freely Chosen Employment • Working Hours • Wages and Benefits 	<p>【Systems】</p> <ul style="list-style-type: none"> - ASEH requests value chain partners to conduct annual audits or RBA VAP in order to mitigate risks. 	<p>【Practices】</p> <ul style="list-style-type: none"> - ASEH requests value chain partners to establish an internal sustainability audit system to carry out routine and ad hoc audits in order to continuously raise their sustainability.
	Health and Safety	<ul style="list-style-type: none"> • Occupational Safety • Emergency Preparedness 	<p>【Education and Training】</p> <ul style="list-style-type: none"> - ASEH requests value chain partners to internally and externally promote the importance and implementation measures of human rights through regular education and training for reducing the human rights risks in advance. 	<p>【Remediation】</p> <ul style="list-style-type: none"> - ASEH requests value chain partners to adopt corrective measures for human rights risks and conduct follow-up on implementation.

Target	Risk Issues		Mitigation Measures	Remediation Measures
				<ul style="list-style-type: none"> - ASEH requests value chain partners to provide guidance or financial compensation, or to implement policy changes or other compensatory measures for employees whose human rights have been violated. <p>【Punishment】</p> <ul style="list-style-type: none"> - ASEH requests value chain partners to terminate the relationship with their suppliers and request punitive liquidated damages when they are involved in serious human rights violation.
Suppliers/ Contractors	Labor	<ul style="list-style-type: none"> • Freely Chosen Employment • Working Hours • Wages and Benefits 	<p>【Systems】</p> <ul style="list-style-type: none"> - Annual audits or RBA VAP to assess suppliers' human rights risks through company subsidiaries in order to mitigate risks. <p>【Education and Training】</p> <ul style="list-style-type: none"> - Through regular education and training, ASEH promotes the importance and implementation measures of human rights 	<p>【Practices】</p> <ul style="list-style-type: none"> - ASEH has established a supplier sustainability audit system to carry out routine and ad hoc audits in order to continuously raise supplier chain's sustainability. <p>【Remediation】</p> <ul style="list-style-type: none"> - ASEH requests suppliers to adopt corrective measures for human rights risks and
	Health and Safety	<ul style="list-style-type: none"> • Occupational Safety • Emergency Preparedness 		

Target	Risk Issues		Mitigation Measures	Remediation Measures
	Ethics	<ul style="list-style-type: none"> • Responsible Sourcing of Minerals 	<p>to suppliers for reducing the human rights risks in advance.</p>	<p>conduct follow-up on implementation.</p> <ul style="list-style-type: none"> - ASEH requests suppliers to provide guidance or financial compensation, or to implement policy changes or other compensatory measures for employees whose human rights have been violated. <p>【Punishment】</p> <ul style="list-style-type: none"> - ASEH shall terminate the relationship with suppliers and request punitive liquidated damages when suppliers are involved in serious human rights violation.
Local Communities	Environment	<ul style="list-style-type: none"> • Water Management • Noise • Air Pollution 	<p>【Systems】</p> <ul style="list-style-type: none"> - Water Management: ASEH has implemented the Aqueduct risk assessment tool developed by the World Resource Institute (WRI) to evaluate the baseline water stress level and control the water management of each facility. - Noise: ASEH monitors the noise for the perimeter of the plant in accordance with local regulations. - Air Pollution: 	<p>【Practices】</p> <ul style="list-style-type: none"> - Water Management: ASEH develops and implements holistic water strategies in diverse water resources, water management and recycling and processing wastewater within the scope of our business that are socially equitable, environmentally sustainable and economically beneficial - Noise: ASEH noise management has applied the

Target	Risk Issues		Mitigation Measures	Remediation Measures
			<p>ASE adopts the use of wet scrubbers, activated carbon adsorption equipment, condensation equipment, chemical scrubbing, biological scrubbing, UV photolysis, zeolite concentration rotor incineration systems, and other preventive equipment to manage process gases and control the concentration of air pollutant emissions.</p> <p>【Education and Training】</p> <ul style="list-style-type: none"> - Water Management: ASEH improves water despatch support and water resource efficiency through education. 	<p>industry-university cooperation technology to analyze and distinguish the sources of noise generation, and to directly improve specific sources where will be installed soundproofing equipment, reduce noise by reducing (decreasing) noise or limiting noise.</p> <ul style="list-style-type: none"> - Air Pollution: ASEH conducts measures of source management and high-efficiency treatment equipment and emission monitoring for operational manufacturing, preventive equipment, and emissions monitoring. <p>【Remediation】</p> <ul style="list-style-type: none"> - Water Management: ASEH has established water recycling facilities at ASE Kaohsiung and Chungli to process wastewater that meets local regulatory effluent standards. - Noise: ASEH ceaselessly monitors the noise for the perimeter of the plant for reducing the noise impact on local communities.

Target	Risk Issues		Mitigation Measures	Remediation Measures
				<p>【Punishment】 ASEH will negotiate and adopt measures based on internal procedures.</p>
Customers	Ethics	<ul style="list-style-type: none"> • Data Privacy and Security 	<p>【Systems】</p> <ul style="list-style-type: none"> - ASEH abides by the Personal Data Protection Act of Taiwan, EU General Data Protection Regulation and applicable laws and regulations on the protection of privacy and personal data in other countries or areas where ASEH and its subsidiaries operate to ensure ASEH members and suppliers protect the privacy and personal data with ASEH, securing the rights and interests of data subject. - ASEH’s Cybersecurity Policy has been designed to safeguard the confidentiality of information assets obtained from data subject or operation. <p>【Education and Training】 To strengthen the legal awareness of ASEH members and suppliers/contractors, ASEH conducts privacy, personal data protection and</p>	<p>【Practices】 ASEH commissions a third-party auditor to conduct annual audits and reviews of our information security performance. The audits help to ensure that the company’s information systems and network environment are compliant with the information security management standards. The strict enforcement of information security and privacy policies provide an effective layer of security to safeguard trade secrets and protect customer data.</p> <p>【Remediation】 Should a violation be identified after thorough investigations, ASEH shall immediately review and improve management measures; meanwhile, ASEH explains the situation to customers and considers compensatory measures on a case-by-case basis.</p>

Target	Risk Issues		Mitigation Measures	Remediation Measures
			information security compliance guidance and education.	<p>【Punishment】 ASEH takes disciplinary actions against errant personnel and where necessary, seeks indemnity or prosecution in accordance with applicable laws and regulations.</p>

■ Implementation and Outcome

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

1. Internal Implementation and Outcome

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

2. External Implementation and Outcome

ASEH assessed human rights risks associated with the company's suppliers using supplier sustainability risk assessment questionnaires and the RBA SAQ. ASEH performed sustainability risk assessments on all tier-1 suppliers and conducted risk identification through the RBA VAP, which includes an audit of human rights issues. Based on the assessment results, ASEH identified working hours, compensation and benefits, occupational safety, emergency preparedness, and responsible mineral sourcing as major human rights risks. ASEH then identified potential high-risk suppliers and adopted measures to verify and lower any risks.

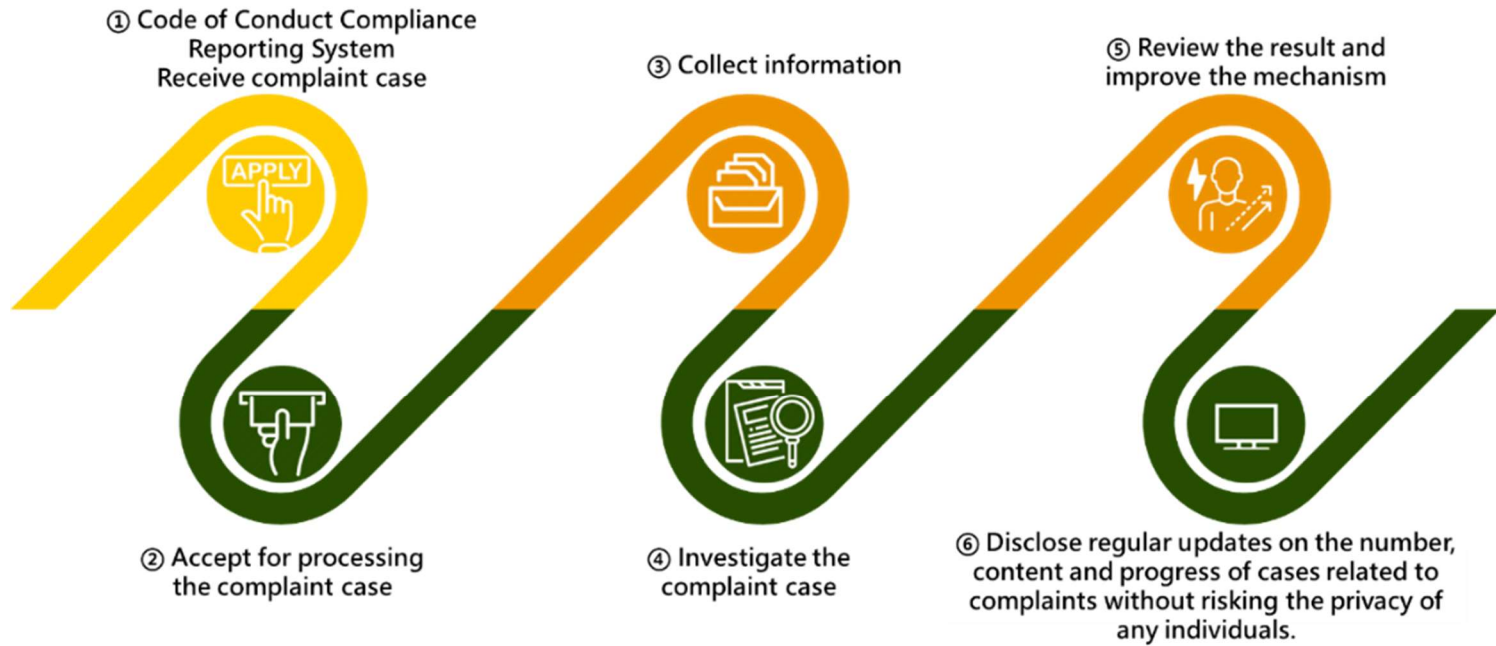
3. Public Disclosure

ASEH engages with our stakeholders through a variety of means, such as customer audits, customer service platform, employee engagement survey, complaint hotline, supplier questionnaire survey, supplier on-site audits, community perception surveys and needs assessments, depending on the nature of the relationship. The methods of engagement will vary depending on the stakeholders, the issues of concern and the purpose of engagement. Simultaneously, ASEH human rights policy statement, due diligence procedure, improvement and implementation results will be disclosed publicly on the company website that 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. ASEH is committed to applying the human rights policy across all ASEH commercial, non-commercial activities and

external partnerships.

■ Complaint Mechanism and Procedure

Complaint Mechanism and Procedure



- Employee Appeal Hotline
- Sexual Harassment Prevention Hotline



- General Manager Mailbox
- Human Resource Mailbox
- Code of Conduct Compliance Reporting System
codecompliance@aseglobal.com