

## **Supplier Code of Conduct**

The purpose of the Supplier Code of Conduct (referred to as the “Code”) is to specify the expectations of ASMedia Technology Inc. (referred to as “the Company”) on all suppliers and the subcontractors, distributors and other business partners (collectively referred to as the “suppliers”), in order to ensure that their operating activities comply with the highest standard of the RBA (Responsible Business Alliance) Code of Conduct. The objective of this Code is to promote the integrity, human rights, environmental sustainable development and business implementation of health and safety, and to also ensure the transparency and traceability of the supply chain.

This Code is applicable to all suppliers having business dealings with the Company, regardless of the locations of the suppliers. Suppliers shall be responsible for ensuring that their employees, distributors, subcontractors and relevant business partners understand and comply with the requirements of this Code.

The Company requires all suppliers to commit and comply with the five main aspects of the RBA Code of Conduct: Labor, Health and Safety, Environment, Ethics and Management System.

### **A. Labor**

Suppliers shall be committed to protect the human rights of employees, and provide a safe and healthy working environment.

- 1). At-will employment: Prohibit any form of forced labor, human trafficking, contract binding or involuntary labor. Employees shall have the right to resign freely.
- 2). Youth labor: Comply with all laws and regulations related to child labor. RBA defines that child labor refers to any employee under the age of 15 years old, or the age for completing the compulsory education of that country, or under the minimum employment age, whichever is higher shall prevail. Encourage the implementation of legitimate apprenticeship program.
- 3). Working hours: It is necessary to comply with the regulations related to

working hours specified in the local laws. RBA recommends that the working hours per week shall not exceed 60 hours (including overtime), and at least one rest day every seven working days shall be provided.

- 4). Wages and benefits: The wage paid to employees shall comply with the or superior than the statutory minimum wage, and all statutory benefits shall be provided. Salary calculation shall be clear and transparent.
- 5). Humane treatment: Any form of harassment, abuse (including physical, verbal, sexual or psychological harassment), physical punishment or inhumane treatment shall be prohibited.
- 6). Non-discrimination: Any discrimination due to race, skin color, age, gender, sexual orientation, gender identity and expression, race or ethnicity, disability, pregnancy, belief, political party, club member or marital status, etc. shall be prohibited.
- 7). Freedom of association: Respect all employees' right to freedom of association and collective bargaining , and respect local relevant laws.

## **B. Health and Safety**

Suppliers shall provide a safe and healthy working environment to employees, in order to reduce work-related injuries and diseases as much as possible.

- 1). Occupational safety: Identify, assess and control potential occupational hazards, provide personal protective equipment, and implement sufficient trainings for employees.
- 2). Emergency preparation: Establish emergency response plan, including emergency evacuation procedure, first aid facilities and emergency contact method.
- 3). Occupational injuries and diseases: Establish procedures to prevent, manage, track and report occupational injuries and diseases.
- 4). Industrial hygiene: Identify, assess and control chemical, biological and physical hazards.
- 5). Physical labor: identify, assess and control hazards related to heavy object transportation, repetitive actions and other physical labor.
- 6). Machine safety protection: Provide machine safety protective devices, in order to prevent employees from contacting hazardous parts.
- 7). Public health, food and accommodation: Provide clean toilet facilities,

drinking water and hygienic food storage and preparation area for employees. If employee dormitory is provided, the safety and hygiene of the dormitory shall be ensured.

## **C. Environment**

Suppliers shall perform operations in a responsible manner to the environment, and shall be committed to the reduction of negative impacts to the environment.

- 1). Environmental permits and reports: Obtain and maintain all necessary environmental permits, approvals and registration, and comply with the correspondingly operational requirements properly.
- 2). Pollution prevention and resource reduction: Reduce generation of wastes with best effort, increase resource utilization efficiency, and prevent emission/discharge of pollutants.
- 3). Hazardous substances: Identify and control the emissions/discharge and storage of hazardous substances, including chemicals and hazardous wastes.
- 4). Solid wastes: Establish systems to identify, manage, reduce and disposal solid wastes responsibly.
- 5). Exhaust emissions: Identify, monitor, control and handle emissions of pollutants in the air.
- 6). Water resource management: Establish systems to monitor, control and handle water discharge, and protect water resource.
- 7). Energy consumption and GHG emissions: Track and reduce energy consumption and GHG emissions with best effort.

## **D. Ethics**

Suppliers shall adopt the highest ethics standard to ensure the integrity and transparency of their business activities.

- 1). Business ethics: Any form of corruption, extortion, graft or bribery is prohibited. All business transactions shall be open and transparent.
- 2). No improper advantages: Any actions of providing or receiving gifts, hospitality or any form of bribery for the purpose of obtaining improper advantages are prohibited.
- 3). Information disclosure: Information related to business, labor, health and

safety, environmental practice and financial status shall be recorded and disclosed properly.

- 4). Intellectual property rights: Respect intellectual property rights, and protect confidential information of customers and suppliers.
- 5). Fair business, advertisement and competition: Comply with all applicable fair business, advertisement and antitrust laws and regulations.
- 6). Identity protection and prohibition of retaliation: Establish confidential complaint filing mechanism, protect employees disclosing violations, and prohibit any form of retaliation.
- 7). Responsible mineral procurement: Conduct due diligence to ensure that the minerals of tin, tantalum, tungsten and gold (3TG) and cobalt do not involve in any conflict or infringement of human rights.
- 8). Privacy: Protect personal information of employees, customers and suppliers, and comply with all applicable privacy laws and regulations.

## **E. Management Systems**

Suppliers shall establish and maintain effective management systems, in order to ensure compliance with this Code and to implement continuous improvement.

- 1). Company commitment: Establish and announce the Company's policy statements on social and environmental responsibilities to employees and supply chain.
- 2). Management responsibility and authority: Designate representatives to be responsible for the implementation and review of this Code.
- 3). Laws and customer requirements: Establish procedures to identify, monitor and comply with applicable laws, regulations and customer requirements.
- 4). Risk assessment and management: Identify risks related to labor, health and safety, environment and ethics, and establish corresponding control measures.
- 5). Improvement goal: Establish and implement improvement goals and plans, in order to resolve risks and to promote continuous improvement.
- 6). Training: Provide sufficient trainings for the management and employees, in order to ensure that they understand and comply with this Code.
- 7). Communication: Establish effective internal and external communication channels, in order to convey information related to this Code.
- 8). Employee feedback and complaint filing mechanism: Establish mechanism to allow employees to submit anonymous recommendations or complaints, and

protect them from any retaliation.

- 9). Review and evaluation: Perform internal review periodically, and cooperate ASMedia Technology Inc. to perform external review, in order to evaluate the compliance status.
- 10). Corrective measures and processes: Establish procedures to correct review results or violations timely.
- 11). Documents and records: Properly preserve documents and records related to this Code.