

2023 ASMedia ESG Summary

Summary and Topic Boundaries

ASMedia's 2023 Environmental, Social, and Governance (ESG) Summary is one of its concrete actions towards business sustainability. We aligned with the latest Global Reporting Initiative (GRI) 2021 Standards while preparing this summary. The summary is published in June, 2024, and can be downloaded at the Sustainability section of the ASMedia website. With the 2023 ASMedia ESG Summary, we aim to provide stakeholders with information that reflects ASMedia's overall operations, covering calendar year 2023 from January 1 to December.

About ASMedia's 2023 ESG Report

For ASMedia's 2023 ESG Report, we will use not only GRI standards but also other important ESG frameworks and standards including the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and industry specific Sustainability Accounting Standards Board (SASB) standards. Furthermore, we will adopt the SDGs as the framework for our sustainability commitment and promise. Our 2023 ESG Report will be published by Q4 2024. We will continue to disclose ESG information and operational outcomes to the stakeholders.

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Information about ASMedia's Employees and Contractors from 2021 to 2023

2023 ASMedia's Employees and Contractors							
Category	Subcategory	Men		Women		Total	
		Number	%	Number	%	Number	%
Nationality	Taiwan	226	76.9%	68	23.1%	294	100%
	Foreign nationals	0	-	0	-	0	-
Subtotal		226	76.9%	68	23.1%	294	100%
Employee/Contractor	Employee	225	76.8%	68	23.2%	293	100%
	Contractor	1	100%	0	0%	1	100%
Subtotal		226	76.9%	68	23.1%	294	100%
Managerial/ Nonmanagerial	Managerial	65	87.8%	9	12.2%	74	100%
	Nonmanagerial	161	73.2%	59	26.8%	220	100%
Subtotal		226	76.9%	68	23.1%	294	100%
Age	21-30 years	42	65.6%	22	34.4%	64	100%
	31-40 years	78	77.2%	23	22.8%	101	100%
	41-50 years	64	75.3%	21	24.7%	85	100%
	51-60 years	39	97.5%	1	2.5%	40	100%
	61-65 years	3	75%	1	25%	4	100%
Subtotal		226	76.9%	68	23.1%	294	100%
Educational Attainment	Doctoral degree	2	66.7%	1	33.3%	3	100%
	Master's degree	137	85.1%	24	14.9%	161	100%
	Bachelor's degree	87	66.9%	43	33.1%	130	100%
	High school or less	0	-	0	-	0	-
Total		226	76.9%	68	23.1%	294	100%
Note: The data was collected until December 31, 2023.							

2022 ASMedia's Employees and Contractors							
Category	Subcategory	Men		Women		Total	
		Number	%	Number	%	Number	%
Nationality	Taiwan	213	78.6%	58	21.4%	271	100%
	Foreign nationals	0	-	0	-	0	-
Subtotal		213	78.6%	58	21.4%	271	100%
Employee/Contractor	Employee	212	78.5%	58	21.5%	270	100%
	Contractor	1	100%	0	0%	1	100%
Subtotal		213	78.6%	58	21.4%	271	100%
Managerial/Nonmanagerial	Managerial	60	88.2%	8	11.8%	68	100%
	Nonmanagerial	153	75.4%	50	24.6%	203	100%
Subtotal		213	78.6%	58	21.4%	271	100%
Age	21-30 years	35	68.6%	16	31.4%	51	100%
	31-40 years	72	75.8%	23	24.2%	95	100%
	41-50 years	70	80.5%	17	19.5%	87	100%
	51-60 years	33	94.3%	2	5.7%	35	100%
	61-65 years	3	100%	0	0%	3	100%
Subtotal		213	78.6%	58	21.4%	271	100%
Educational Attainment	Doctoral degree	2	66.7%	1	33.3%	3	100%
	Master's degree	127	88.8%	16	11.2%	143	100%
	Bachelor's degree	84	67.2%	41	32.8%	125	100%
	High school or less	0	-	0	-	0	-
Total		213	78.6%	58	21.4%	271	100%
Note: The data was collected until December 31, 2022.							

2021 ASMedia's Employees and Contractors							
Category	Subcategory	Men		Women		Total	
		Number	%	Number	%	Number	%
Nationality	Taiwan	196	79.7%	50	20.3%	246	100%
	Foreign nationals	0	-	0	-	0	-
Subtotal		196	79.7%	50	20.3%	246	100%
Employee/Contractor	Employee	194	79.5%	50	20.5%	244	100%
	Contractor	2	100%	0	0%	2	100%
Subtotal		196	79.7%	50	20.3%	246	100%
Managerial/Nonmanagerial	Managerial	59	90.8%	6	9.2%	65	100%
	Nonmanagerial	137	75.7%	44	24.3%	181	100%
Subtotal		196	79.7%	50	20.3%	246	100%
Age	21-30 years	24	63.2%	14	36.8%	38	100%
	31-40 years	74	78.7%	20	21.3%	94	100%
	41-50 years	67	83.8%	13	16.3%	80	100%
	51-60 years	30	90.9%	3	9.1%	33	100%
	61-65 years	1	100%	0	0%	1	100%
Subtotal		196	79.7%	50	20.3%	246	100%
Educational Attainment	Doctoral degree	2	100%	0	0%	2	100%
	Master's degree	120	90.9%	12	9.1%	132	100%
	Bachelor's degree	74	66.1%	38	33.9%	112	100%
	High school or less	0	-	0	-	0	-
Total		196	79.7%	50	20.3%	246	100%

Note: The data was collected until December 31, 2021.

2023 Corporate Governance Reporting indicators and their coverage (ASMedia's head office)

Material Topics

Pillar	Material Topic	Management Approach	Objectives	Evaluation and Performance
Corporate Governance	Corporate Social Responsibility & Vision	<ul style="list-style-type: none"> The independent directors are able to perform the supervision function. The internal audit supervisor will have private discussion with the independent directors before the official Audit Committee meeting at least once each year. The independent directors exercise the powers according to the law. They proactively monitor operational and risk issues and fulfill their functions to direct and supervise the management team. ASMedia values sustainability management, and actively develops eco-friendly products with an ESG mindset. In addition to seeking help from external professional consultants and promoting relevant affairs, we put together a team dedicated to executing the ESG projects that is led by the President. The team regularly reports the 	<ul style="list-style-type: none"> For occasional material information, we use a variety of communication channels to report to independent and outside directors. 	<ul style="list-style-type: none"> The Corporate Governance 3.0 evaluation results: In 2023, ASMedia was ranked 36-50% among the public companies. For companies in the electronics industry with a market value equal to or over NT\$10 billion, ASMedia ranked 41%-60%. ASMedia has set up a dedicated ESG team in 2022 to advance sustainability management and implement sustainability projects. We have appointed a corporate governance officer by the end of first half of 2023. This officer will assist the board of directors in carrying out their duties, exerting supervisory functions, and serving as a bridge between the board of directors and various business units and regulatory authorities. We have appointed an information security officer and an information security engineer by the end of 2023 to ensure the company's information security, reduce the impact of

		<p>implementation outcomes to the Board, and discloses the results in sustainability reports. All these measures demonstrate our commitment to promoting ESG across the businesses.</p>		<p>information security incidents on the company's operations, and enhance the company's information security protection capabilities.</p>
Corporate Governance	Corporate Governance	<ul style="list-style-type: none"> We strengthen our Board of Directors' functions to enhance the company's reputation, improve risk management, and provide advice about decision-making. We define and allocate the rights and responsibilities of all shareholders, the operations team and stakeholders in a fair manner. 	<ul style="list-style-type: none"> We ensure that we maximize the profits of shareholders and stakeholders. Under the supervision of management team and an internal system of checks and balances, the rights and responsibilities of all shareholders, the operations team, and stakeholders are reasonably defined and allocated. 	<p>Honors of 2023</p> <ul style="list-style-type: none"> Common Wealth Magazine's 2023 "Top 2000 Survey - Most Profitable Manufacturing Companies" Ranked No. 7 CRIF China Credit Information Service, Ltd.'s 2023 "Top 5000 Large Enterprises in Taiwan - Integrated Circuit Design Industry Ranking" Ranked No. 18 Common Wealth Magazine's 2023 "Top 2000 Survey - IC Design Manufacturing Ranking" Ranked No. 24 104 Job Bank's 2023 "Semiconductor Industry - Listed Companies' Employee Average Salary Ranking TOP 5" Ranked No. 4 104 Job Bank's 2023 "Listed Companies' Employee Average Salary Ranking - Top 30 High Salary Listed Companies" Ranked No. 10 "2023 Highest Annual EPS" Ranked No. 16

				<ul style="list-style-type: none"> Awarded the exclusive label of Taiwan Sustainability Index in 2023 (20230619~20231215)
<p>Corporate Governance</p>	<ul style="list-style-type: none"> Innovation and R&D Product Quality Green Product 	<ul style="list-style-type: none"> ASMedia will continue to invest in nurturing R&D talent, increase innovation and make progress in high-speed technology products, and work in close collaboration with major international manufacturers and related supply chains. As a leader in high-speed interfaces, we not only focus on innovative research and development to keep up with the changing specifications of each generation, but also actively expand our market, with an emphasis on customized products that aim to find new markets beyond personal computers. <p>Green product design:</p> <ul style="list-style-type: none"> We develop green products and increase the energy efficiency. 	<ul style="list-style-type: none"> We continue to lead in the USB product line and provide customers with complete solutions from USB 5Gbps, USB 10Gbps, USB 20Gbps and USB 40Gbps. We continue to drive demand for signal boosters and repeaters and provide customers with high speed signal design solutions. 	<ul style="list-style-type: none"> ASMedia's total R&D expenses reached NT\$1,389,021 thousand in 2023, which represented 21.7% of the total revenue, this was a 22% increase compared to 2022. ASM2464PD has received the world's first certification for a USB 40Gbps device controller. <p>Green product design:</p> <ul style="list-style-type: none"> With the feature of energy-saving mode, the energy-efficient products reached 89% of the total sales in 2023, this was a 3% increase compared to 2022. ASMedia's latest product manufacturing process technology (28nm) has upgraded the logic cells, achieving up to 30% power savings depending on the product design. ASMedia's latest USB 40Gbps ASM2464PD device controller highly integrates up to seven components on a Thunderbolt 3 device-side PCB, while the USB 40Gbps host controller product ASM4242 supports Type-C functionality integration applications,

				<p>conserving resources and being environmentally friendly.</p> <ul style="list-style-type: none"> ASMedia's new product line all support standby mode, making it easier for systems to enter power-saving standby state. Compared to traditional models, depending on usage, power saving can reach over 80%.
Social	Customer Service	<ul style="list-style-type: none"> Based on ASMedia's management philosophy, we continually provide high quality products to customers and maintain good customer relationships. 	<p>Goals for customer satisfaction (starting from 2020):</p> <ul style="list-style-type: none"> Short-term goal: Within one year, we hope to reach a satisfaction score of 87 or higher from each customer. Mid-term goal: Within two years, we hope to reach a satisfaction score of 90 or higher from each customer. Long-term goal: Within three years, we hope to reach a satisfaction score of 92-93 or higher from each customer. 	<ul style="list-style-type: none"> We conduct a customer satisfaction survey twice per year to collect and measure customer satisfaction. The average customer satisfaction score for 2023 was 93 (out of 100), which reached our mid-term goal (2023-2025).
Corporate Governance	<ul style="list-style-type: none"> Risk Management Climate Change Strategies 	<ul style="list-style-type: none"> ASMedia operates under conservative and prudent principles and does not engage in any high risk or opportunistic behavior. We Identify common risks and develop risk management strategies to prevent losses. 	<ul style="list-style-type: none"> We consistently identify and promptly report risks to ensure secure transactions and stable operations, aiming to prevent any adverse effects on our future revenue. Based on the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, we analyze climate-related risks (including 	<ul style="list-style-type: none"> We have obtained the ISO 14001:2015 certification for environment management systems. We have obtained the ISO 27001: 2013 certification for information security management systems. We have obtained the ISO 9001: 2015 quality management system certification.

			<p>transition and physical risks), opportunities and financial impacts, and propose specific response strategies.</p>	<ul style="list-style-type: none"> • We anticipate implementing ISO 45001 in 2024 and obtaining external certification by 2025. • We implement a variety of business continuity plans (BCPs) each year, including supply chain BCP, international infectious disease outbreak BCP and information security BCP. • We impose risk management in accordance with the company's internal policies, including the Corporate Governance Best Practice Principles, the Ethical Corporate Management Best Practice Principles and the Employee Code of Conduct.
<p>Corporate Governance</p>	<ul style="list-style-type: none"> • Economic Performance • Procurement • Raw Material Management 	<ul style="list-style-type: none"> • We work in close collaboration with major international manufacturers and related supply chains and bring in outstanding performances in operations, product development as well as applications. • We improve operational performance and pursue the sustainable development goals. 	<ul style="list-style-type: none"> • We set the operating target for the following year based on information about the global economic fluctuations, domestic and international market conditions, and the company's development strategies. • We respect the rights of the local supply chain and support local economic development. We carefully select local suppliers so as to build a precise and effective management of the supply chain. 	<ul style="list-style-type: none"> • In 2023, the inventory issue in the semiconductor industry gradually eased, but the uncertainty of global geopolitics remained one of the challenges for business operations. ASMedia maintained a cautious attitude in its operations, and achieved decent growth in its operational performance in 2023. Our profit after tax was NT\$2.23 billion; net profit margin was 35%; earnings per share after tax was NT\$32.19. • As of 2022, the proportion of local procurement spending in local

				manufacturing was 100% for four consecutive years.
Social	<ul style="list-style-type: none"> Sustainable Supply Chain Environmental Supply Chain Management Social Supply Chain Management 	<ul style="list-style-type: none"> We manage the raw materials and manufacturing processes of suppliers to ensure that they comply with laws and requirements on sustainability and environment. If a breach of the contract or of the environmental regulations is identified, we will demand the supplier(s) to pay the compensation, the amount of which depends on the seriousness of the offense. 	<ul style="list-style-type: none"> We continue to improve the sustainable supply chain management and the sustainability risk assessment. We ensure that all of the raw materials are purchased from smelters that conform to international sustainability initiatives. 	<ul style="list-style-type: none"> We conduct supplier audits and supplier evaluations to ensure our suppliers' product quality, engineering capability, compliance with ESG-related laws and their status of getting ESG certificates. In 2023, all the suppliers were given an A Grade in the supplier audit report. In 2023, all the main suppliers met the mainstream governmental, environmental and social ISO standards. In 2023, we increased the proportion of local procurement to reduce carbon emissions produced by freight movements and the adverse environmental impact. In 2023, all the suppliers followed ASMedia's Conflict Minerals Policy and have completed sustainability questionnaire surveys.
Corporate Governance	<ul style="list-style-type: none"> Ethics and Regulatory Compliance Environmental Compliance 	<ul style="list-style-type: none"> Based on integrity, transparency, and accountability, we formulate the management policy referencing the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, the 	<ul style="list-style-type: none"> There has been no violation of corruption or of integrity laws and regulations. 	<ul style="list-style-type: none"> We have the Ethical Corporate Management Best Practice Principles and the Guidelines for the Adoption of Codes of Ethical Conduct. We have a rigorous assessment mechanism and standard procedures responsible for evaluating a potential

		<p>regulations related to the Taiwan Stock Exchange Corporation (TWSE)/Taipei Exchange (TPEX) listed companies and other business practices. By improving corporate governance and implementing efficient control mechanisms to reduce risk, we aim to achieve our sustainability goals.</p>		<p>business partner before forming a business partnership.</p> <ul style="list-style-type: none"> • The Human Resources Department is responsible for formulating and monitoring the ethics management policy and related prevention plans. • As of 2023, we did not commit any act which violates the corruption or integrity laws and regulations. • As of 2023, ASMedia has not made any political contributions to any person or political group, including those to political campaigns or organizations, lobbyists, and other tax-exempt groups whose role is to influence political campaigns or legislation. • As of 2023, there have been no whistleblower reporting cases. • ASMedia pays the taxes in compliance with the laws. We do not set up any offshore companies that do not engage in business purposes or economic activities, nor do we move to any offshore tax haven for the purpose of tax avoidance or to enjoy relaxed regulations.
Social	Employee Development and Training	<ul style="list-style-type: none"> • ASMedia's employee development and training program includes three areas: 	<ul style="list-style-type: none"> • By upgrading employee skills, we help our employees develop a sense of achievement and satisfaction, and 	<ul style="list-style-type: none"> • In 2022, the total number of training hours for ASMedia's employees

		<p>New Employee Training (NET) This includes courses on corporate culture, basic training and specific professional courses.</p> <p>Management Skills Training (MST) We establish a comprehensive training on management skills. The goal of the MST is to advance the managers' management skills, improve leadership skills, and therefore can guide the teams to reach the operational goals and arrive at effective management solutions.</p> <p>Junior Staff Training (JST) We value skill development of our junior staff. The training is connected with issues pertaining to corporate social responsibility. We provide lectures on the industry trends and offer lectures on mind and spirit to help our employees find a balance between work and life, increase competitiveness in the workplace, strengthen their sense of belonging at work and build an inclusive workplace that increases employee happiness</p> <ul style="list-style-type: none"> • We proactively work with universities and create various 	<p>therefore retain talent and create values with employees.</p> <ul style="list-style-type: none"> • We adopt the industry-academia collaboration model to help students grow, develop, and become top talent equipped with global perspectives. 	<p>increased by 85% compared to 2022 and reached 3966.5.</p> <ul style="list-style-type: none"> • We donated NT\$5 million to support National Tsing Hua University's Study Abroad Expansion Program. In 2023, the number of exchange students in this project reached 17.84%, a 20% increase from 2022. • We sponsored Research Project in Cooperative Education Program at National Taiwan University and National Chung Hsing University. • As of 2023, the total amount of money that ASMedia has invested in the industry-academia collaboration reached NT\$18,210,675.
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		<p>collaboration opportunities. By designing projects, providing research funding and sponsoring overseas competitions to broaden students' horizon, we strive to nurture young talent and diverse recruitment plans to build our sustainable talent pool.</p>		
<p>Environmental</p>	<ul style="list-style-type: none"> • Greenhouse Gas Emissions • Energy Management • Water Management • Waste Management 	<ul style="list-style-type: none"> • Office environmental management: <ol style="list-style-type: none"> 1. The manufacturing plants that we contract with are required to comply with environmental laws and regulations regarding their working environment and manufacturing processes. The production materials need to comply with ASMedia's Product Restricted Substances Control Procedures. 2. We continue to promote the Reducing Carbon Footprint at the Office Project. The concrete measures include waste separation, complete replacement with energy-efficient light bulbs, lights off when not in use, temperature restrictions for usage of ACs, 	<ul style="list-style-type: none"> • The average annual per capita water consumption is to decrease by 0.5%. • We set short-term, mid-term, and long-term goals for energy conservation and carbon footprint reduction. See the Reducing Carbon Footprint at the Office section of ASMedia's 2022 ESG Report. 	<ul style="list-style-type: none"> • Reducing Carbon Footprint at the Office Project Performance: <ol style="list-style-type: none"> 1. In 2023, 93.6% of office lighting was upgraded to energy-efficient alternatives. 2. In 2023, 100% of the laptops are labelled with Energy Star.

		<p>and promotions of paperless practices.</p> <p>3. The President will convene the responsible units to jointly set sustainability goals, ESG development strategies and guidelines, and regularly report the implementation results at the Board meeting.</p>		
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Ethics and Regulatory Compliance

Compliance with the economic laws and regulations	<p>ASMedia obeys the Fair Trade Act and related laws, and does not conduct any anti-competitiveness practices or commit any antitrust violations, and no legal disputes of such kind have arisen.</p> <p>Between 2017 and 2023, we did not receive fines for violations of regulations on the following activities while providing products or services:</p> <ul style="list-style-type: none"> • We did not receive fines or warnings for violations of health and safety regulations on products and services. • We did not receive fines or warnings for violations of information and labeling regulations on products and services. • We did not receive fines or warnings for violations of regulations on marketing communications, including advertising, marketing and sponsorship. • No complaint was filed about invasion of customer privacy or loss of customer data. • There were no incidents of personal data breaches.
Compliance with the environmental laws and regulations	<p>Between 2017 and 2023, we did not receive fines or penalties for violations of environmental laws or regulations. There were no active, pending, or resolved cases against ASMedia that were related to adverse environmental impacts.</p>
Compliance with the social laws and regulations	<p>Between 2017 and 2023, we did not receive fines or penalties for violations of laws and regulations on workplace discrimination or corruption. There were no active, pending, or resolved cases against ASMedia on human rights issues either.</p>

Compliance with information security laws and regulations	Between 2017 and 2023, we did not receive fines or penalties for violations of laws and regulations on information security. There were no active, pending, or resolved cases against ASMedia on information security incidents either.
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Tax Policy

Tax Policy	<p>In line with tax fairness principles, ASMedia backs government efforts to advance tax policies promoting a robust society. We diligently adhere to tax regulations, utilize government incentive programs properly, and actively manage tax risks to pursue sustainable development.</p> <p>ASMedia adheres to and is committed to the following principles:</p> <ol style="list-style-type: none"> 1. All the operations are conducted in accordance with the relevant tax requirements. 2. We take into account the tax risk and impact when making important business decisions. 3. We do not engage in trades that aim to avoid taxes, and we eschew any tax planning that involves a tax haven or a country with low tax rates. 4. We conduct trades with affiliated companies in accordance with the Organization for Economic Cooperation and Development (OECD)'s Transfer Pricing Guidelines and regulations concerning the domestic tax base erosion and profit shifting (BEPS) so that the pricing strategies with our partners meet the normal standards. 5. We ensure tax transparency and follow related rules, standards and frameworks regarding the disclosure of tax information. 6. We maintain good communication channels with the tax agencies, and build a mutually respectful and trustful relationship with them.
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Tax Information (NT\$ thousand)				
Item	Year of 2023	Year of 2022	Year of 2021	Year of 2020
Operating Revenue	6,401,267	5,248,329	6,009,012	6,987,470
Income Tax Expense	340,487	292,647	373,268	417,007

2023 Environmental Reporting indicators and their coverage (ASMedia's head office)

Air pollution and ozone depletion

Emissions of pollutants into the atmospheric air	Total CO2 Emissions	Total HFCs Emissions	Total CH4 Emissions	Total N2O Emissions
Emissions Value	895.6070	2.0304	22.4009	0.0000
Units of Measurement	Metric tons CO2e			
Coverage	100% ASMedia head office			

Climate change

Greenhouse gas emissions	CO2	CH4	HFCs	N2O	PFCs	SF6	NF3
Emissions Value	895.6070	22.40091	2.0304	0.0000	0.0000	0.0000	0.0000
Units of Measurement	Metric tons CO2e						
Coverage	100% ASMedia head office						

Direct Greenhouse Gas Emissions (Scope 1)	Scope 1 Emissions	2023 Target Scope 1 Emissions
Emissions Value	24.4313	27.2294
Units of Measurement	Metric tons CO2e	
Coverage	100% ASMedia head office	

Indirect Greenhouse Gas Emissions (Scope 2)	Scope 2 Emissions (Location-based)	2023 Target Scope 2 Emissions
Emissions Value	579.4698	561.1252
Units of Measurement	Metric tons CO2e	
Coverage	100% ASMedia head office	

Indirect Greenhouse Gas Emissions (Scope 3)	Scope3 Emissions	Capital Goods	Purchased Goods and Services	Waste generated in operations	Business travel	Employee commuting	Fuel-and-energy-related-activities (not included in Scope 1 or 2)
Emissions Value	16546.9386	16230.8014	0.1451	7.9907	87.0009	107.0966	113.9039
Units of Measurement	Metric tons CO2e						
Coverage	ASMedia head office and suppliers	ASMedia's suppliers	100% ASMedia head office				

Emissions Reduction Targets(Intensity targets)	Target Timeframe	Baseline year emissions covered and as a % of total base year emissions		% reduction target from base year	Is this target validated by the Science-based Targets Initiative?
100% ASMedia head office Scope 1+2 combined	Base Year (2017)	Base year emissions (Metric tons CO2e)	14.0410	-32.8%	No
	Target Year (2024)	Percentage of total base year emissions	67.19%		

The greenhouse gas emission intensity		
Scope 1 + Scope 2 (Category 1+2)	9.434	tonCO2e/Annual revenue (NT\$ 100 million)
Scope 3 (Category 3)	3.032	tonCO2e/Annual revenue (NT\$ 100 million)
Scope 3 (Category 4) without emissions from suppliers	1.907	tonCO2e/Annual revenue (NT\$ 100 million)

Water

Total water use	Freshwater	Abstracted Water	Desalinated Water	Reused water	Water Loss	Total	2023 Target
Water Value	0.002671	0	0	0	0	0.002671	0.002676
Units of Measurement	Million cubic meters						
Coverage	100% ASMedia head office						

The main water source of ASMedia's head office comes from tap water. Water Use Intensity	41.725	Water Use Intensity = All water sources (m3)/Annual revenue (NT\$ 100 million)
The main water source of ASMedia's head office comes from tap water. Indoor Water Use Intensity	13.210	Indoor WUI (Water Use Intensity) = Total water use per year (gal) / Total office area (sq.ft.)
Coverage	100% ASMedia head office	

Household water use per capita	Total	Per Capita
Water Value	2670.8	9.4375
Units of Measurement	cubic meters	cubic meters /per person
Coverage	100% ASMedia head office	

Reuse and recycling of freshwater	% water reused
Water Value	0%
Units of Measurement	Million cubic meters
Coverage	100% ASMedia head office

Energy

Final energy consumption	Purchased Energy	Diesel for Generator	2023 Target
Activity Value	1170.6464	0.0000	1133.5862
Units of Measurement	MWh		
Total Consumption	0.1007	0.0000	
Units of Measurement	Thousand tons of oil equivalent (ktoe)		
Percentage for the shares of particular consumers in final consumption	100%	0%	
Coverage	100% ASMedia head office		

Energy intensity	Purchased Energy	Diesel for Generator
Total primary energy supply (GJ)	4214.3270	0.000
The main type of energy used in ASMedia's head office is electricity.	65.839	Energy intensity = Annual electricity consumption (GJ)/Annual revenue (NT\$ 100 million)
Energy Intensity		
Coverage	100% ASMedia head office	

Transport

Passenger transport demand	CO2 Commuting emissions-Car (Category 3)	CO2 Business travel emissions-Car (Category 3)	CO2 Commuting emissions- Motorcycle (Category 3)	CO2 Commuting emissions-THSR (Category 3)	CO2 Business travel emissions- THSR (Category 3)	CO2 Commuting emissions-MRT (Category 3)	CO2 Business travel emissions-MRT (Category 3)	CO2 Commuting emissions-Bus (Category 3)	CO2 Business travel emissions- Flight (Category 3)
The share of each mode in total transport demand (%)	36%	17%		1%		7%		7%	32%
Coverage	100% ASMedia head office								

Waste

Total Waste intensity per 100m2	0.4467
Total Waste intensity per capita	0.0783
Coverage	100% ASMedia head office

Management of hazardous waste	Household - Waste-battery	Other economic activities excluding ISIC 38 - PCB test boards	Other economic activities excluding ISIC 38 - Chips	Household - Computer Peripherals	Household - Others	Total Hazardous Waste	2023 Target Total Hazardous Waste
Units of Measurement	Metric tons						
The amount of waste generated	0.016	0.000	0.000	0.000	0.000	0.016	0.650
Coverage	100% ASMedia head office						

Waste reuse and recycling	Household - Confidential documents	Household - Recycled Paper (Category4)	Household - Plastics (Category4)	Other economic activities excluding ISIC 38 - PCB test boards	Other economic activities excluding ISIC 38 - Chips	Household - Computer Peripherals	Household - Waste-battery	Household - Others
Units of Measurement	Metric tons							
Waste reuse and recycling percentage	8.3%	14.9%	1.9%	0.0%	0.0%	0.0%	0.1%	0.0%
Total waste reuse and recycling percentage	25.2%							
Coverage	100% ASMedia head office							

Final waste disposal	Incineration (without energy recovery or use as a fuel)	landfilling on a controlled or non-controlled site	Composting	Reuse or recycling	Other disposal	Total Waste	2023 Target Total Waste
The amount of waste generated	15.480	0.000	1.102	5.585	0.000	22.167	23.957
Units of Measurement	Metric tons						

Total waste disposal percentage	69.8%	0.0%	5.0%	25.2%	0.0%	
Coverage	100% ASMedia head office					

Low-Carbon Products

Low-Carbon Products	2021	2022	2023
the energy-saving mode shipment percentage of the total sales	87%	86%	89%
Coverage	100% ASMedia head office		

Sustainability Accounting Standards Board (SASB) Standards Index (Version: 2023 December)

Topic	Accounting metric	Category	Unit of Measure	Code	ASMedia Response and/or Disclosure Location
Greenhouse Gas Emissions	1. Gross global Scope 1 emissions and	Quantitative	Metric tons (t) CO2e	TC-SC-110a.1	1. Scope 1 emissions: 24.4313 metric tons of CO2 equivalents
	2. amount of total emissions from perfluorinated compounds				2. Perfluorinated compound emissions: 2.0304 metric tons of CO2 equivalents
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those target	Discussion and Analysis	-	TC-SC-110a.2	To address Scope 1 emissions, ASMedia's primary focus is on preventing refrigerant leaks through proper maintenance and minimizing human errors. To ensure effective monitoring of the AC installation contractors, we require them to follow our maintenance procedure and also make a final check of the entire process. Records of any serious mistakes will be used to screen and evaluate the contractors. However, as the company is still growing, we expect the carbon emissions from the sewage disposal system to grow steadily in a reasonable way.
Energy Management in Manufacturing	1. Total energy consumed	Quantitative	Gigajoules (GJ) Percentage (%)	TC-SC-130a.1	1. Total energy consumed: 57868.7822 GJ
	2. percentage grid electricity				2. Percentage grid electricity: 100%
	3. percentage renewable				3. Percentage renewable: 0%

Water Management	1. Total water withdrawn	Quantitative	Thousand cubic meters (m ³) Percentage (%)	TC-SC-140a.1	1. Total water withdrawn: 2.671 thousand cubic meters. Percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress: 0%.
	2. total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress				2. Total water consumed: 2.671 thousand cubic meters. Percentage of total water consumed in regions with High or Extremely High Baseline Water Stress: 0%.
Waste Management	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TC-SC-150a.1	Hazardous waste from IC manufacturing: 240.714 metric tons; percentage recycled: 99.40%. Hazardous waste from packaging process: 12.128 metric tons; percentage recycled: 71.56%
Workforce Health & Safety	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	-	TC-SC-320a.1	Our employees are our best assets and we endeavor to create a friendly working environment. To meet our employees' needs more closely, we establish several programs and measures based on two areas: the "Promotion of Employee Health" and the "Occupational Health and Safety." The "Promotion of Employee Health" includes the health checkup program which offers better packages than required by law, onsite doctor/nurse consultation service, Employee Assistance Program, flu vaccinations, and massage service that helps relieve stress and various kinds of health promotion activities and events. All these are aimed at protection of employee health. As for the "Occupational Health and Safety," we have obtained the Badge of Accredited Healthy Workplace, and with occupational health and safety management, we regularly perform workplace safety drills and promote workplace health and safety. These help reduce work-related injuries and work-related ill health rate. We

					<p>provide a workplace that keeps our employees healthy both physically and mentally, so that they can devote their time to work, achieve work efficiency, boost creativity, hence reaching a win-win solution for both employers and employees.</p> <p>For more details, see the “Promotion of Employee Health” and the “Occupational Health and Safety” sections in this report.</p>
	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Reporting currency	TC-SC-320a.2	There are no legal proceedings associated with employee health and safety violations.
Recruiting & Managing a Global & Skilled Workforce	Percentage of employees that require a work visa	Quantitative	Percentage (%)	TC-SC-330a.1	Percentage of employees requiring a work visa: 0%
Product Lifecycle Management	Percentage of products by revenue that contain IEC 62474 declarable substance	Quantitative	Percentage (%)	TC-SC-410a.1	100% of our products by revenue contain (IEC) 62474 declarable substances, mainly containing lead and nickel, and comply with the environmental regulations.
	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Various, by product category	TC-SC-410a.2	<p>Not applicable.</p> <p>ASMedia is a fabless IC design company. It has not designed any product related to processors since it was established. For the impact on processor energy efficiency at a customer’s system level, as ASMedia’s products involve the numerous components in customers’ systems and a variety of their software and firmware energy efficiency technologies, we do not track the information on processor energy efficiency at a system level.</p>

Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	-	TC-SC-440a.1	Protecting human rights and the environment is one of ASMedia's core values as our commitment to corporate social responsibility. ASMedia abides by policies on responsible mineral procurement, and provides products that comply with EU's RoHS and REACH.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	TC-SC-520a.1	In 2023, we did not receive any significant monetary or nonmonetary punishments relating to economic, environmental and social problems.
Activity Metric	Category	Unit of Measure	Code	ASMedia Response and/or Disclosure Location	
Total production (The entity shall disclose total production from its own manufacturing facilities and those with which it contracts for manufacturing services)	Quantitative	Per unit	TC-SC-000.A	Not applicable. ASMedia is a fabless IC design company.	
Percentage of production from owned facilities	Quantitative	Percentage (%)	TC-SC-000.B	Not applicable. ASMedia is a fabless IC design company.	

Task Force on Climate-Related Financial Disclosures (TCFD)

Core Elements Description	Description	ASMedia's Response
Governance	Disclose the organization's governance around climate related risks and opportunities.	<p>The Board oversees environmental, social, and governance issues. We have established a dedicated team, led by the President, to implement ESG projects. The team regularly reports the implementation outcomes to the Board. For more details, see Corporate Governance/Board Oversight of ESG Issues of ASMedia's 2023 ESG report and Board Performance Evaluation Results website.</p> <p>Each department should collect and compile data about climate risks and report to the President. In 2022, we established the ESG team. The ESG team compiles all sustainability resources, tracks both domestic and international response measures regarding climate change, and implements the sustainability strategies and climate change response measures to each department. The company has already appointed a corporate governance officer by the end of first half of 2023 to achieve a more effective corporate governance. For more details, see Corporate Governance/Board Oversight of ESG Issues of ASMedia's 2023 ESG report and Board Performance Evaluation Results website.</p>
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	<p>The detailed information about climate-related risks and opportunities on the company's businesses, strategy and financial planning is described in the following tables: Climate-related Risks and Financial Impacts (Transition Risks), Climate-related Risks and Financial Impacts (Physical Risks) and Climate-related Opportunities and Financial Impact.</p> <p>Because ASMedia is an IC design company without any foundries, the main operations are directed in the commercial building in Xindian District, New Taipei City. Therefore, exposure to climate-related risks is very limited.</p>
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	In accordance with ASMedia's risk management procedures, each responsible unit reviews the process and performs data analysis every year to determine the order of risks and proposes management plans. The company also develops business continuity plans to protect operations from damaged by disasters or accidents. For details about the risk assessment in 2023, see Corporate Governance/Risk Management of ASMedia's 2023 ESG report and p.29-31 of ASMedia's 2023 Annual Report.
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>The metrics that are most related to climate risks and opportunities are Greenhouse Gas Emissions, Energy Management, Water Management and Waste Management.</p> <p>For Scope 1, 2 and 3 emissions, see Sustainable Environment/Greenhouse Gas Management of 2023 ASMedia's ESG report.</p>

		<p>To minimize the impacts and risks of climate change, we use indicators to manage climate-related risks and opportunities.</p> <ul style="list-style-type: none">• Greenhouse Gas (GHG) Management:<ul style="list-style-type: none">a. 2023 estimated Scope 1 emissions were 24.4313 metric tons of CO2 equivalent; estimated Scope 2 emissions were 579.4698 metric tons of CO2 equivalent.b. Goal: We compiled ASMedia's GHG inventory first time in 2022, and by 2024, we aim to obtain the ISO 14064-1 certification.• Energy Management:<ul style="list-style-type: none">a. We adopt Office Saving Energy Measures, which involve two categories: lights and air conditioners. We use products labeled with energy efficiency and environmental protection. The traditional light bulbs have been replaced with energy-efficient light bulbs; split air conditioners have been gradually replaced with frequency conversion air conditioners in the offices. We turn off the air conditioners and lights when the offices, meeting rooms and public areas are not in use; we instruct employees not to set air conditioning too low.b. Goal: In 2024, we set goal to reduce carbon footprint of lighting by 1.9519 metric tons of CO2 equivalent, and to reduce carbon footprint of air conditioning by 0.1632 metric tons of CO2 equivalent.• Water Management:<ul style="list-style-type: none">a. We promote water conservation activities by installing water flow restrictors in the bathrooms and pantry rooms, and use faucets and toilets labeled with "Water Saving" when replacing old ones with new ones. We also regularly inspect the pumping motors, water towers, faucets, piping and plumbing fittings, as well as walls and underground pipes to detect water leaks.b. Goal: The goal is to save 0.5% of water per capita compared to 2023.• Waste Management:<ul style="list-style-type: none">a. We contract out hazardous waste management services to qualified firms, and promote waste reduction policies.b. Goal: In 2024, our goal is to reduce carbon footprint of waste by 0.1062 metric tons of CO2 equivalent..
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TCFD Climate-related Risks and Financial Impacts (Transition Risks)

Category	Subcategory	Financial Impacts	ASMedia's Response
Transition Risks		Policy and Legal	
	<ol style="list-style-type: none"> <li data-bbox="273 288 810 647">1. In response to climate change, the Ministry of Environment has formulated the Climate Change Response Act to manage greenhouse gas emissions. It's anticipated that carbon fees will be gradually imposed in stages starting in 2025, with the aim of achieving net-zero greenhouse gas emissions by 2050. <li data-bbox="273 647 810 1110">2. The Financial Supervisory Commission has launched the Sustainable Development Roadmap for Listed and OTC Companies. This initiative aims to align with government policies and achieve the 2050 net-zero emission target. Starting from 2023, companies will be required to disclose information about their greenhouse gas inventory, obtain verification, and complete tasks of each phase within a specified time limit. <li data-bbox="273 1110 810 1347">3. The Ministry of Economic Affairs has proposed the Water Consumption Fee Collection Measures to promote water conservation, and the government has started to levy a water consumption fee on major water 	<p>Operating costs may increase due to the adaptation to climate change in national policies.</p>	<ul style="list-style-type: none"> <li data-bbox="1397 288 2141 472">• In response to domestic and foreign ESG-related policies and laws, including climate change-related regulations, our management team constantly reviews compliance to comply with regulations. <li data-bbox="1397 472 2141 903">• The Ministry of Environment is expected to impose a carbon fee in 2025 on companies that directly and indirectly emit greenhouse gases from electricity use with an annual emission of 25,000 metric tons of CO₂e. ASMedia's direct and indirect carbon emissions in 2023 were 603.9011 metric tons CO₂e, so we are not expected to be charged with the carbon fee in the short to medium term. We will continue to implement energy-saving and carbon-reducing measures, and actively comply with the government's policies to achieve the 2050 net-zero emission target. <li data-bbox="1397 903 2141 1174">• The Financial Supervisory Commission requires all public listed companies to complete compilation of greenhouse gas inventory and assurance by 2027 and 2029, respectively. ASMedia completed the compilation of greenhouse gas inventory the first time in 2022 and is expected to obtain ISO 14064 greenhouse gas verification in 2024. <li data-bbox="1397 1174 2141 1254">• Encourage employees to adopt the green lifestyles, such as turning off lights when no one is in the office. <li data-bbox="1397 1254 2141 1347">• Continue to practice green procurement. In 2023, all notebooks have Energy Star label.

	<p>users during drought periods since February 2023.</p> <p>4. The Ministry of Economic Affairs has set a target of promoting renewable energy with a total capacity of more than 27,000MW. In 2021, the government established the Regulations for the Management of Setting up Renewable Energy Power Generation Equipment of Power Users above a Certain Contract Capacity, prioritizing users with a contract capacity of 5000kW.</p>		<ul style="list-style-type: none"> Starting from 2023, the Ministry of Economic Affairs will begin charging water consumption fees to large water users whose monthly water consumption exceeds 9,000 m³ during the dry season, charging NT\$3 per degree. ASMedia's total annual water consumption in the past five years has not exceeded 3,000 m³, and therefore we do not expect to be charged with the water consumption fee in the short to medium term. From 2021 onwards, the Ministry of Economic Affairs has been focusing on regulating users with a contracted electricity capacity of more than 5000 kW. As of now, ASMedia has not been listed in the Taiwan Power Company's energy users with a power contract exceeding 800kW. As a result, we anticipate that we will not be categorized as a significant electricity consumer in the near to medium future. We strictly select suppliers that have passed various international environmental certifications or standards to form a sustainable supply chain and reduce the negative impact on environmental pollution caused by climate change.
Technology			
	<ol style="list-style-type: none"> Develop new and alternative technologies to reduce carbon emissions and may replace existing products or services. When developing new low-carbon and alternative technologies, the actual operation risks are higher than those of existing mature products. 	<ol style="list-style-type: none"> Develop low-carbon technology products to reduce carbon emissions, resulting in increased R&D costs. The research and development of new and alternative technologies may lead to a decrease in demand for existing products and services and a sharp decline in revenue. 	<p>ASMedia has high-speed physical layer R&D capabilities and continues to develop products that combine low power consumption and high energy efficiency. In the future, more resources will be invested in developing products with advanced manufacturing processes and low-power consumption designs to effectively address climate risk challenges. It is estimated that R&D expenses will be NT\$ 1,100,000 in 2024.</p>

Market		
<p>With the rise of sustainability awareness due to climate change, energy-efficient products with less pollution are on the rise in the market.</p>	<ol style="list-style-type: none"> 1. As sustainability awareness increases, customers will likely purchase lower-carbon goods or services on the market, which will affect revenue. 2. The design of low power consumption and high performance is more complex than existing mature products, which may lead to an increase in technology costs, and the environmentally friendly waste disposal method will also increase costs. 	<ul style="list-style-type: none"> • We introduce green design into products, focusing on improving energy efficiency and reducing harmful substances to enhance market competitiveness. • We obtained the ISO 14001 certification in 2023 to enhance environmental management in our company's operating areas, including resource efficiency and waste management, with the aim of reducing our negative impact on the environment.
Reputation		
<ol style="list-style-type: none"> 1. Due to climate change and rising environmental awareness, market preferences have changed. 2. As stakeholders pay more attention to corporate environmental protection concepts and sustainable management policies, negative feedback to the company may increase. 	<ol style="list-style-type: none"> 1. Collaborating with suppliers with high carbon emissions may affect customers' trust in the company, resulting in decline in orders. 2. Low climate resilience may affect investors and shareholders' trust in the company, resulting in reduced investment. 	<ul style="list-style-type: none"> • Maintain long-term cooperative relationships with suppliers that have passed environmental management systems to ensure that the overall supply chain complies with international market trends in carbon management. • Strengthen climate risk assessment and develop response strategies.

TCFD Climate-related Risks and Financial Impacts (Physical Risks)

Category	Subcategory	Financial Impacts	ASMedia's Response
Physical Risks	Acute risks (e.g. rainstorms, typhoons, hurricanes, floods)	<ol style="list-style-type: none"> 1. Climate factors may cause supply chain disruptions, resulting in reduced production and profits. 2. Climate-related disasters inflict damage to plant equipment at operating sites, resulting in increased maintenance costs. 3. Employees are unable to work on-site, or their productivity is affected, thus reducing the revenue. 4. Extreme weather events lead to increased rainfall, which can lead to flooding and associated damage to assets. 	<ul style="list-style-type: none"> • We have created the Business Continuity Plan for Supply Chain Disruptions, International Infectious Disease Incident and information Security, and regularly conduct drills in order to respond to natural disasters or accidents and mitigate negative impacts. • We regularly inspect the equipment for possible damages, and repair and fix them and impose protection measures of the devices, equipment and other assets in the operation areas before any natural disaster strikes so as to reduce risks of damage. • We use the rooftop water tower (holding approximately 29 metric tons of water) and the basement water storage tank (holding approximately 15 metric tons of water) to provide storage of water for use in times of water restrictions for approximately 5 working days (one week). • To prevent flooding in the office building, we have installed the waterproof gates at the basement driveway entry/exit where flooding is most likely to occur, and also installed the pumping machines which can be used to remove water from flooded areas. • We check the announcement by the Directorate-General of Personnel Administration, Executive Yuan, to reduce/suspend work or switch to work-from-home if the scale of the natural disaster will endanger the lives of employees.
	Chronic risks	<ol style="list-style-type: none"> 1. As the average temperature rises, this leads to the growing use of air conditioners at operating 	<ul style="list-style-type: none"> • We strictly monitor the use of air conditioners at a specific temperature for a particular period of time in

	(e.g., extreme weather, rising average temperature, rising sea level)	<p>sites, resulting in an increase in electricity costs year after year.</p> <p>2. The increase in annual average temperature will lead to an increase in electricity consumption in Taiwan. Hence, the government may impose electricity restrictions or zoning of electricity supply, which will lead to higher costs.</p>	<p>the office and conference rooms, and turn them off when not in use.</p> <ul style="list-style-type: none"> To mitigate losses associated with sudden power outages, we already install the uninterruptible power supply (UPS) in the server room which can provide backup power for up to 30 minutes. In 2022, we also set up a generator that can run up to 10 hours during emergency situations. Moreover, at least 50% of our employees have switched to use laptops for work.
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TCFD Climate-related Opportunities and Financial Impacts

Category	Opportunities	Potential Financial Impacts	ASMedia's Response
Resource Efficiency	<ol style="list-style-type: none"> Local manufacturing shortens the supply chain and reduces carbon emissions from product transportation. Improve office resource usage efficiency: <ol style="list-style-type: none"> Recycling and reuse of paper and waste. Switch to more efficient electrical equipment. Reduce water consumption. 	<ol style="list-style-type: none"> Local manufacturing shortens the supply chain, improves supply flexibility, and reduces new product development costs. This will improve the efficiency of office resource use such as water, electricity and waste disposal, and can reduce operating costs, including energy and water savings, and waste disposal costs. 	<ul style="list-style-type: none"> As of 2023, 100% of ASMedia's products have been manufactured locally. Improve office resource usage efficiency: <ol style="list-style-type: none"> Establish the EIP and promote a paperless office to improve working efficiency. Continue to promote various energy management solutions, including the following measures: <ol style="list-style-type: none"> As of 2023, 93.6% of the main office lighting are energy-efficient, saving a total of 1.6125 metric tons of carbon emissions. As of 2023, 30.6% of air conditioners replaced are energy-efficient. A total of 1.7331 metric tons of carbon emissions were saved in 2023. As of 2023, the proportion of notebooks labelled with the Energy Star have reached 100%.

			3. Continue to promote water conservation.
Energy Source	We adopt energy-efficient solutions.	This helps reduce operation costs.	<ul style="list-style-type: none"> • Implement various energy saving plans and measures for lighting and air conditioning equipment to create a low carbon life. • We encourage all employees to develop good habits of energy conservation, and actively participate in the company's sustainability education program, to fulfill our commitment to environmental responsibility.
Products and Services	We develop new and alternative technologies.	<ol style="list-style-type: none"> 1. Increase product competitiveness through designing low carbon products and providing customized energy-saving services. 2. Meet customers' needs for climate change adaptation through new solutions and attract investors' attention. 3. New product technologies can help promote industrial or cross-industry cooperation. 	<ul style="list-style-type: none"> • ASMedia's latest product manufacturing process technology (28nm) has upgraded the logic cells, achieving up to 30% power savings depending on the product design. • ASMedia's latest USB 40Gbps ASM2464PD device controller highly integrates up to seven components on a Thunderbolt 3 device-side PCB, while the USB 40Gbps host controller product ASM4242 supports Type-C functionality integration applications, conserving resources and being environmentally friendly. • ASMedia's new product line all support standby mode, making it easier for systems to enter power-saving standby state. Compared to traditional models, depending on usage, power saving can reach over 80%.sage, power saving can reach over 80%.
Markets	We launch energy-efficient products and extend to low carbon market.	Following the latest trends helps improve the company's image and sales profits.	<ul style="list-style-type: none"> • We are steadfast in our commitment to green design, continuously introducing energy-efficient products. In 2023, our energy-saving shipped products reached 89%.

Resilience	We collect and devise the handling procedures regarding climate-related risks to enhance the company's climate resilience.	We strengthen corporate resilience and reduce losses caused by climate change while also reducing losses in the supply chain.	<ul style="list-style-type: none"> To strengthen risk assessment and management, and prevent and reduce the negative impacts caused by greenhouse gas emissions and environmental pollution, we have obtained the ISO 14001 certification in 2023 and plan to obtain the ISO 14064 certification in 2024. We optimize supply chain management and establish long-term and stable relationships with partners to jointly improve the agility, efficiency and resilience of the supply chain.
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Return on Environmental Investments

ASMedia's Electricity Saving Action Plan and Performance							
Year	Action Plan	Reduced Electricity Use (kWh)	Reduced Energy Use (GJ)	Reduced Carbon Emissions (Mt CO ₂ e)	Return on Environmental Investments (NT\$)	Goal for Reduced Electricity Use (Mt CO ₂ e)	Reached the goal?/ Improvement plan
2020	Replacement with energy-efficient lights	5050	18.18	2.5351	28987	-	-
2021	Replacement with energy-efficient lights	5518	19.86	2.8087	21217	-	-
	Replacement with energy-efficient ACs	787	2.83	0.4006	4517	-	-
2022	Replacement with energy-efficient lights	375	1.35	0.1909	1534	0.0006	Reached
	Replacement with energy-efficient ACs	3420	12.31	1.7408	19359	1.0560	Reached
2023	Replacement with energy-efficient lights	3168	11.40	1.6125	18376	1.6125	Reached
	Replacement with energy-efficient ACs	3405	12.26	1.7331	19472	1.6835	Reached
2024	Replacement with energy-efficient lights					1.9519	
	Replacement with energy-efficient ACs					0.1632	
ASMedia's Water Saving Action Plan and Performance							
Year	Action Plan	Reduced Water Use (m ³)	Reduced Water	Reduced Carbon Emissions (Mt CO ₂ e)	Reduced Water	Goal for Reduced Water Consumption	Reached the goal?/

			Consumption (Megaton)		Consumption (Megaton)		Improvement plan
2021	Install flow restrictors in faucets	33	0.00003	0.0018	165	-	-
	Install dual flush toilets	184	0.00018	0.0102	920	-	-
2022	Install flow restrictors in faucets	157	0.00016	0.0087	785	Save up to 1% of water per capita on average	Reached the goal -6.8%
	Install dual flush toilets	136	0.00014	0.0075	680	-	-
2023	Install flow restrictors in faucets	160	0.00016	0.0089	800	Save up to 0.5% of water per capita on average	Reached the goal -6.6%
	Install dual flush toilets	197	0.00020	0.0109	985	-	-
2024	Install flow restrictors in faucets					Save up to 0.5% of water per capita on average	
	Install dual flush toilets					-	

Notes:

1. The Energy Administration, Ministry of Economic Affairs announced 2021 and 2022 power emission factors as 0.509 and 0.495 kg CO₂e/degree, respectively. 2023 data uses the 2022 factor. Electricity fees are based on Taiwan Power Company's average floating price.
2. The CO₂ emission factor for water use is 0.0554 Kg CO₂/m³ for 2021 and 2022 according to Energy Administration, Ministry of Economic Affairs. 2023 data uses the 2022 factor. The price for 1 m³ of water is approximately NT\$5.
3. The scope covered in this table is ASMedia's head office.

ASMedia's Waste Reduction and Environmental Protection Plan				
Year	Action Plan	Reduced Carbon Emissions (Mt CO ₂ e)	Goal for Waste Management	Reached the goal?/Improvement plan
2021	Waste Reduction: Eco-friendly Napkins	-	Fully adopted eco-friendly napkins in 2021	Met the target
	Green Procurement for Office Equipment and Supplies	-	Complete 89% before 2021	Met the target
2022	Waste Reduction: Flush Dissolving Toilet Paper Down the Toilet	0.0351	0.1700	Not meet the target Need to improve execution, will boost staff awareness
	Green Procurement for Office Equipment and Supplies	-	Complete 90% before 2024	2022 59% finished
2023	Waste Reduction: Flush Dissolving Toilet Paper Down the Toilet	0.0933	0.0781	Met the target
	Green Procurement for Office Equipment and Supplies	-	Complete 90% before 2024	2023 92% finished

Energy Management Plan in ASMedia's Office			
Item	Short-term goals (2021)	Mid-term goals (2022-2026)	Long-term goals (After 2026)
Green MIS Project	Full replacement in 2021		
Green AC Project	10% replaced Reached the goal	40% replaced (by 2025) 30.6% replaced in 2023	70% replaced (by 2028) 100% replaced (by 2032)
Green Lighting Project (Proportion)	90% Reached the goal	100% (by 2026) 93.6% replaced in 2023	-
Total Budget	-	NTD 1,595,300	NTD 2,240,000

Asmedia Waste Management Data

Category	Waste Management Method	Subcategory	Waste Management Company	Year of 2021	Proportion of Type of Waste Produced	Year of 2022	Proportion of Type of Waste Produced	Year of 2023	Proportion of Type of Waste Produced
Hazardous waste (Metric ton)	Recycling	Battery	Professionally certified companies	-	9.4%	1.018	15.4%	0.016	0.1%
		Chip		0.800		-		-	
		Test Board		0.084		-		-	
		Peripheral Device		0.195		0.333		-	
		Others		0.087		1.610		-	
		Plastic	Private companies	-		0.093		-	
Non-hazardous waste (Metric ton)	Recycling	Plastic	Private companies	-	1.9%	-	7.2%	0.431	30.1%
		Confidential Document	Professionally certified companies	0.240		-		1.838	
		Paper	Private companies	-		1.005		3.300	
		Kitchen Waste	Xindian's cleaning team	-		0.431		1.102	
	Incineration	Office Waste	Xindian's cleaning team	11.043	88.7%	15.381	77.4%	15.480	69.8%
Total amount of waste				12.449	100%	19.871	100%	22.167	100%

Note: The Environmental Protection Administration announced that the manufacture, import, and sale of PVC food packaging will be prohibited from July 1, 2023. Since the plastic waste in the ASMedia head office is mostly food packaging, the item "plastic" has been changed from "hazardous waste" to "general waste".

2023 Social Reporting indicators and their coverage (ASMedia's head office)

Occupational health and safety

Promotion of employee health			
Employee health classification management	2021	2022	2023
Rate of employees getting health checkups	95.3%	94.9%	94.6%
Rate of employees with level-3 health condition	11.3%	17.0%	9.8%
Rate of employees with level-4 health condition	2.9%	1.8%	1.6%
Notes:			
<ol style="list-style-type: none"> 1. Employees with level-3 health condition: The specific or follow-up health check-up shows signs of health issues in some or all of the employee's examined body parts, and these issues are considered abnormal by doctors. The health problems cannot be confirmed to be related to the employee's work. 2. Employees with level-4 health condition: The specific or follow-up health check-up shows signs of health issues in some or all of the employee's examined body parts, and these issues are considered abnormal by doctors. The health problems are confirmed to be related to the employee's work. 3. Regulations on health check-ups at work: Article 20 of the Occupational Safety and Health Act and the Worker Health Protection Rules. 4. ASMedia provides a better health checkup package for the employees than those required by law, and conducts the health checkup once a year. ASMedia works with hospitals which have obtained the Health Promoting Hospitals certification to provide health checkups. 5. The health consultation service by nurses is provided three times a month, two hours at a time in accordance with the law. ASMedia is classified as Category 3 of the Frequency Classification for Onsite Health Care Service. 6. The health consultation service by doctors is provided more frequently than required by law. The service is provided once every quarter, two hours at a time. ASMedia is classified as Category 3 of the Frequency Classification for Onsite Health Care Service. 7. All the employees who have passed a probation period of three months, including contract workers, are eligible to receive ASMedia's health checkup package. 8. All the employees' personal information is managed in accordance with ASMedia's Personal Data Protection Policy. 			

Employee Assistance Program (EAP)	As of 2023
Average EAP utilization rate	11.4%

- Notes:
- ASMedia started to implement the EAP since 2021. The EAP provides counseling services for employees in five areas: law, finance, mental issues, healthcare and management. The EAP provider for the period of 2021-2022 was Teacher Chang Foundation, and Shiu-Li Foundation for 2023.
 - All of ASMedia's employees, including contract workers, are eligible to use the EAP.
 - All the employees' personal information is managed in accordance with ASMedia's Personal Data Protection Policy.

Employee flu vaccination	As of 2023
Average vaccination rate	51.0%

- Notes:
- ASMedia started to offer free flu shots to the employees since 2020. The place where employees get the vaccination is ASMedia's head office.
 - We contract with doctors and nurses who are licensed in the Republic of China (Taiwan) to give the vaccination.
 - All of ASMedia's employees, including contract workers, are eligible to get the vaccination.

Massage service by therapists with vision impairment	As of 2023
Total number of service visits per year	2935

- Notes:
- All of ASMedia's employees, including contract workers, are eligible to use the service.
 - We contract with professional massage therapists certified by the Chinese Promote Massage of Build Association.

Health promotion activities	As of 2023
Number of health promotion activities	110

Note:
The health-related information was disseminated to all of ASMedia's employees, including contract workers.

Other activities	2023 participation rate	As of 2023, the allowance for these activities is
Corporate tours	60.2%	Covering 83.6% of the entire tours
Club activities	61.9%	\$2,749,169
Notes:		
<ol style="list-style-type: none"> All of ASMedia's employees, including contract workers, are eligible to participate in these activities. The HR department works with the government-accredited travel agencies to organize the corporate tours. 		

Occupational health and safety	
Occupational health and safety management team	Notes
Nonexistent	According to Article 6 of Chapter 2 of the Occupational Health and Safety Management Regulations, ASMedia belongs to Category 3 (Low Risk Industry) and the number of employees does not exceed 3,000, so we are not required to set up the occupational health and safety management team. The Occupational Health and Safety (OHS) policies are currently formulated and supervised by the Human Resources and Administration Departments.
Labor-management meeting	ASMedia does not have an occupational safety and health committee, but will communicate with the employees to discuss issues on employment relationship in accordance with Article 83 of the Labor Standards Act.

External OHS certifications	Badge of Accredited Healthy Workplace	Badge of Accredited Healthy Workplace	Badge of Smoke-Free Prevention	ISO 45001
Number of certifications	HPAA1110171	HPAA1080115	-	We plan to implement ISO 45001 by 2025.
Expiration date	2023/1/1-2025/12/31	2020/1/1-2022/12/31	2012/1/1-2015/12/31	

Notes:				
<ol style="list-style-type: none"> Issuing organization of the Badge of Accredited Healthy Workplace: Health Promotion Administration of the Ministry of Health and Welfare: https://health.hpa.gov.tw/hpa/info/select.aspx Spirit of the Badge of Accredited Healthy Workplace: We promote a smoke-free work environment and implement the relevant programs; our performance has been outstanding. The Badge of Smoke-Free Prevention was incorporated into the Badge of Accredited Healthy Workplace in 2015. 				

Occupational health and safety promotion activities	2022	2023
OHS training program (excluding employee OHS training)	271 hours	145 hours
Self-defense fire fighting team training	96 hours	256 hours
New employee OHS training	14.4 hours	16.4 hours
Note: We promote OHS activities to all of ASMedia's employees, including contract workers. The total number of hours that all the employees spent in participating in the OHS activities was 417.4 hours in 2023.		

Occupational health and safety management	Management item	Note
Health and safety management	We install the access control device in each entrance/exit and each elevator.	We work with qualified companies to provide the service.
	All visitors are required to register real names for the visitor record.	Visitors register at the reception counter of the office building.
	The office building has a security system with 24/7 professional monitoring.	We work with qualified companies to provide the service.
	The office building is equipped with a complete fire detection and fire extinguisher system.	We work with the local fire department to maintain the system.
	We establish a smoke-free working environment.	We have obtained the Badge of Accredited Healthy Workplace from the Health Promotion Administration of the Ministry of Health and Welfare.
Health and safety training	Disaster prevention and first-aid videos are provided on the online E-Learning platform.	All of ASMedia's employees, including contract workers, need to receive the training.
Standard operating procedure (SOP) and job safety analysis	1. During the welding process of test boards:	All these procedures apply to ASMedia's welders.
	Smoke extraction equipment and air purifiers	
	Welders receive medical tests for lead exposure each year in addition to the general health checkup.	
	SOP in welding	All these procedures apply to ASMedia's ESD testing personnel.
	2. During the ESD testing work:	
The test platform is connected to the ground wire in accordance with JESD625.		

	Testing personnel are required to wear electrostatic wrist straps.	
	SOP for ESD testing	
Health and safety inspection	Measurement of Escherichia coli in water dispensers: every three months.	This is conducted in accordance with Article 7 of the Drinking Water Management Act.
	Measurement of carbon dioxide levels in the office: every six months.	This is conducted in accordance with Article 7 of the Labor Environment Inspection Procedures.
	Air conditioning maintenance: once a year.	This is conducted according to the air conditioning companies' recommendations.
	Fire protection equipment and system inspection: once a year.	This is conducted in accordance with Article 12 of the Fire Safety Equipment Inspection and Reporting Procedures.
	We inspect the thermographic camera: Once a year.	This is conducted according to the advice of companies which provide the products.
	Regular cleaning and sanitation: Disinfection and pest control: every six months. During the pandemic, we sanitize the office every two months; under the level 3 alert, once every week.	This is conducted according to the service providers' recommendations. The disinfection and pest control process is adjusted according to Taiwan Centers for Disease Control's control measures.
Emergency response	We form the self-defense fire fighting team.	This is conducted in accordance with Article 15 of the Enforcement Rules of Fire Services Act.
	Fire drill: every six months.	This is conducted in accordance with Article 15 of the Enforcement Rules of Fire Services Act. The self-defense fire fighting team will conduct the fire drills.
	Ensure a sufficient number of first responders in place.	In accordance with the provisions of Article 15 of the Labor Health Protection Rules

Health management and promotion	Employee health checkup: once a year.	The health checkup package is better than required by Article 20 of the Occupational Safety and Health Act and the Worker Health Protection Rules. All of ASMedia's employees, including contract workers, are eligible to receive health checkups.
	Employee Assistance Programs (EAP)	ASMedia started to implement the EAP since 2021. The EAP provider in 2021-2022: Teacher Chang Foundation. All of ASMedia's employees, including contract workers, are eligible to use the service. Since 2023, it has been managed by the Shiu-Li Foundation.
	Massage service by massage therapists who are visually impaired.	All of ASMedia's employees, including contract workers, are eligible to use the service.
	Massage service by massage therapists who are visually impaired.	All of ASMedia's employees, including contract workers, are eligible to use the service.
	The health consultation service by nurses: three times a month, two hours at a time.	For the onsite nurse/doctor consultation service, ASMedia is classified as Category 3 of the Frequency Classification for Onsite Health Care Service according to the Worker Health Protection Rules. All of ASMedia's employees, including contract workers, are eligible to use the service.
Health and safety activities	Promotion activities for occupational health and safety are provided as needed.	All of ASMedia's employees, including contract workers, will receive information about the promotion activities.
	Promotion activities for health are provided as needed.	All of ASMedia's employees, including contract workers, will receive information about the promotion activities.
<p>Note: We manage all the above occupational health and safety areas in ASMedia's head office.</p>		

Work-related injuries			
Rate of fatalities	2021	2022	2023
All of ASMedia's employees, including contract workers	0	0	0
Notes:			
1. The rate of fatalities is defined as the number of fatalities as a result of work-related injuries per 1,000,000 hours worked.			
2. Rate of fatalities as a result of work-related injuries = (Number of fatalities as a result of work-related injuries)*1,000,000/Total number of hours worked.			
Disabling injury severity rate (SR)	2021	2022	2023
All of ASMedia's employees, including contract workers	0	0	0
Notes:			
1. The disabling injury severity rate is defined as the lost time injury frequency rate, which is the number of lost time injuries per 1,000,000 hours worked.			
2. SR = (Number of lost time injuries in the reporting period) *1,000,000/Total number of hours worked.			
Disabling frequency rate (FR)	2021	2022	2023
All of ASMedia's employees, including contract workers	0	0	0
Notes:			
1. The disabling frequency rate is calculated as the total number of disabling injuries (including death) per 1,000,000 hours worked.			
2. FR = (Number of disabling injuries and deaths) x 1,000,000/Total number of hours worked.			
Total recordable injury frequency rate (TRIFR)	2021	2022	2023
All of ASMedia's employees, including contract workers	0	0	0
Notes:			
1. The total recordable injury frequency rate is calculated as the total number of recordable injuries per 1,000,000 hours worked, including deaths, disabling injuries, minor injuries and hospitalization.			
2. TRIFR = (Number of recordable injuries) x 1,000,000/Total number of hours worked.			

Fire Incident Statistics	2023
Number of Fire Incidents	0
Number of Casualties	0
Ratio of Casualties to Total Number of Employees	0%
Improvement Measures in Response to Fire	Conduct annual fire safety inspections and reports, and regularly continue to carry out fire brigade training and disaster prevention advocacy.

Notes:

- All of ASMedia's employees have a working week of 40 hours by law, and they take two days off every seven days. Full Time Equivalent (FTE) =1.
- ASMedia completely outsources the manufacturing process of the company's chips to suppliers. Only a few of the employees need to conduct welding operations and ESD testing procedures during the testing process, so the work-related injuries are mainly the types of injuries commonly seen in a typical office, including injuries caused by falling down and pinch points, bruises, cuts and scratches; there is little risk of high-consequence work-related injuries.
- ASMedia classifies work-related injuries into two categories: work-related injuries due to major occupational accidents and work-related injuries due to other accidents. Major occupational accidents include: 1. fatal accident, 2. The number of workers who have a permanent total disability, a permanent partial disability and a temporary total disability caused by the accident reaches three. 3. The accident leads to at least one person having to be hospitalized after diagnosis (excluding hospitalization under observation). These occupational injuries are reported to the labor inspection agency within the jurisdiction where the accident takes place within 8 hours via internet or phone.
Other accidents: accidents resulting in injuries other than fatalities or high-consequence work-related injuries. For this type of occupational accident, we regularly report to the labor inspection agency within the local jurisdiction every month via internet.
- According to Article 38 of the Occupational Safety and Health Act, companies with more than 50 employees shall compile reports and statistics on occupational accidents and submit the reports to the labor inspection agencies each month for future reference.

Statistics of work-related ill health			
Occupational Disease Rate (ODR)	2021	2022	2023
Due to chemical hazards	0	0	0
Due to psychosocial hazards	0	0	0
Due to ergonomic hazards	0	0	0

Notes:

- The occupational disease rate is defined as the number of work-related ill health cases per 1,000,000 hours worked.

2. ODR = (Number of work-related ill health cases)*1,000,000/Total number of hours worked.
3. All of ASMedia's employees have a working week of 40 hours by law, and they take two days off every seven days. Full Time Equivalent (FTE) =1.
4. ASMedia is an IC design company and completely outsources the manufacturing of the company's chips. Only a few of the employees need to conduct welding operations and ESD testing procedures during the testing process, which might lead to ill health due to chemical hazards. The major type of work-related ill health is mainly due to psychosocial and ergonomic hazards that are commonly seen in a typical office.
5. The data includes all of ASMedia's employees, including contract workers.

Human Capital Department

Training & Development Inputs			
Employee training hours	2021	2022	2023
Average number of training hours per employee	5.57	7.91	13.49

Average number of training hours per employee	2021	2022	2023
Female worker	9.59	10.83	15.51
Male worker	4.54	7.11	12.88

Average number of training hours per employee by age group	2021	2022	2023
21-30 years	8.28	7.74	14.86
31-40 years	4.38	7.83	13.73
41-50 years	6.17	8.42	14.79
51-60 years	3.86	7.38	8.11
61-65 years	21.5	4.17	11.75

Average number of training hours per employee by nationality	2021	2022	2023
Taiwanese	5.57	7.91	13.49
Foreign nationals	0	0	0

Average number of training hours per employee by management group	2021	2022	2023
Managerial	5.33	9.13	10.20
Nonmanagerial	5.65	7.49	14.60

Notes:

1. Average number of training hours per employee = Total number of training hours that all the employees received / Total number of employees.
2. Average number of training hours per employee by gender = Total number of training hours that female (or male) workers received / Total number of female (or male) workers.
3. Average number of training hours per employee by age group = Total number of training hours that each age group received / Total number of workers in each age group.
Age groups: 21-30 years, 31-40 years, 41-50 years, 51-60 years, and 61-65 years.
4. Average number of training hours per employee by nationality = Total number of training hours that employees from each country received / Total number of employees in each country.
5. The number of training hours that each employee needs to take varies according to his/her job duties.
6. All of ASMedia's employees, including contract workers, can participate in the employee training program.

Employee Development Programs				
Employee professional skills development programs	Course type	2021	2022	2023
Training hours by course type	Business management	921.5	840	1289
	Average number of hours per employee	3.75	3.10	4.38
	Professional skills	147	475.5	409
	Average number of hours per employee	0.60	1.75	1.39
	Product marketing	54	255.5	458

	Average number of hours per employee	0.22	0.94	1.56
	Others	246.5	571.3	1810.5
	Average number of hours per employee	1.00	2.11	6.16
Total number of hours		1369	2142.3	3966.5

Training hours by course type and by gender	Course type	Gender	2021	2022	2023
	Business management		Male	57.5%	60.0%
Female			42.5%	40.0%	24.5%
Professional skills		Male	93.9%	84.3%	56.8%
		Female	6.1%	15.7%	43.2%
Product marketing		Male	94.4%	78.1%	85.4%
		Female	5.6%	21.9%	14.6%
Others		Male	69.4%	71.7%	72.6%
		Female	30.6%	28.3%	27.4%
Percentage of training by gender		Male	65.0%	70.7%	73.4%
		Female	35.0%	29.3%	26.6%

Training hours by course type and by management group	Course type	Management group	2021	2022	2023
	Business management		Managerial	27.8%	26.0%
Nonmanagerial			72.2%	74.0%	74.8%
Professional skills		Managerial	16.3%	47.6%	18.3%
		Nonmanagerial	83.7%	52.4%	81.7%
Product marketing		Managerial	27.8%	19.8%	18.1%
		Nonmanagerial	72.2%	80.2%	81.9%

	Others	Managerial	20.7%	22.1%	15.0%
		Nonmanagerial	79.3%	77.9%	85.0%
Percentage of training by management group		Managerial	25.3%	29.0%	19.0%
		Nonmanagerial	74.7%	71.0%	81.0%

Training hours by type (internal vs external)	Training type	Gender/Management group	2021	2022	2023
	External training		Male	74.2%	77.3%
Female			25.8%	22.7%	38.8%
Internal training		Male	63.1%	69.0%	77.1%
		Female	36.9%	31.0%	22.9%
External training		Managerial	27.3%	47.4%	13.9%
		Nonmanagerial	72.7%	52.6%	86.1%
Internal training		Managerial	24.9%	24.3%	20.6%
		Nonmanagerial	75.1%	75.7%	79.4%
Average number of external training hours per employee			0.9	1.6	3.2
Average number of internal training hours per employee			4.6	6.3	10.3

Training hours by type (physical vs online)	Training type	Gender/Management group	2021	2022	2023
	Physical training		Male	62.8%	74.2%
Female			37.2%	25.8%	32.0%
Online training		Male	66.2%	69.9%	78.2%
		Female	33.8%	30.1%	21.8%
Physical training		Managerial	28.8%	26.9%	16.4%
		Nonmanagerial	71.2%	73.1%	83.6%

	Online training	Managerial	23.3%	29.5%	21.4%
		Nonmanagerial	76.7%	70.5%	78.6%
Average number of physical training hours per employee			2.0	1.4	6.3
Average number of online training hours per employee			3.5	6.5	7.1

Notes:

1. The employee training program applies to all of ASMedia's employees, including contract workers.
2. The number of training hours that each employee needs to take varies according to his/her job duties.

Assistance program for retirement or termination of employment	Severance pay	A person whose employment has been terminated is entitled to receive severance pay in accordance with Article 11, the last clause of Article 13, Article 14, Article 16 and Article 20 of the Labor Standards Act, or Article 23 and Article 24 of the Act for Protecting Worker of Occupational Accidents.
	Pension Plan	To ensure the stability of our employees' post-retirement life, we have implemented labor pension schemes in compliance with the law and established the Labor Pension Reserve Supervisory Committee. Additionally, we make regular monthly contributions to the pension reserve fund, equivalent to 2% of each employee's total salary. These contributions are stored in individual accounts at the Bank of Taiwan to safeguard their rights. Since July 1, 2005, we have adopted the government's new pension regulations, contributing 6% of each employee's total income to their individual pension accounts. Employees who voluntarily contribute to their pension scheme have deductions made based on the voluntary rate from their monthly salaries, which are then sent to their individual pension accounts at the Bureau of Labor Insurance.

Note:

All of ASMedia's employees, including contract workers, are eligible to use the assistance program.

Labor indicators

Discrimination & Harassment			
Sexual harassment complaint	2021	2022	2023
Number of sexual harassment complaints	1	1	0
Notes:			
1. The grievance committee is responsible for investigating each sexual harassment complaint. The area of investigation is ASMedia's head office.			
2. After the internal investigation of the sexual harassment complaint during 2021 and 2022, the incident was confirmed to be a sexual harassment. The grievance committee intervened in the case and made improvement plans; no follow-up procedures need to be performed.			

Workplace violence and harassment complaint	2021	2022	2023
Number of complaints	0	0	0
Note:			
The HR department is responsible for investigating workplace violence and harassment complaints. The area of investigation is ASMedia's head office.			

Promotion of human rights	2021	2022	2023
Number of human rights activities	1	11	12
Note:			
We promote human rights among all of ASMedia's employees, including contract workers.			

Workforce Breakdown	Type	2021	2022	2023
Gender	Share of women in total workforce	20.3%	21.4%	23.1%
	Share of women in all management positions	9.2%	11.8%	12.2%
	Share of women in junior management positions	14.8%	12.5%	30.0%

	Share of women in top management positions	0%	0%	0%
	Share of women in STEM-related positions	12.66%	14.5%	18.1%

Nationality	Type	2021	2022	2023
	Share in total workforce	100% Taiwanese	100% Taiwanese	100% Taiwanese
Share in all management positions	100% Taiwanese	100% Taiwanese	100% Taiwanese	

Other Minorities	Type	2021	2022	2023
	People with disability	1%	1%	1%
Age groups (<30 years old)	15%	19%	22%	
Age groups (30-50 years old)	71%	67%	63%	
Age groups (>50 years old)	14%	14%	15%	

Notes:

1. According to Article 38 of the People with Disabilities Rights Protection Act, the number of employees with disabilities shall be no less than one percent of the total number of the employees, and no less than one person.
2. According to Chapter 2 of the Middle-aged and Elderly Employment Promotion Act, age discrimination is prohibited. Between 2020 and 2022, the number of ASMedia's employees over 50 years old is no less than 11%.
3. All of ASMedia's employees have a working week of 40 hours by law, and they take two days off every seven days. Full Time Equivalent (FTE) =1.
4. The above rules apply to all of ASMedia's employees, including contract workers.

Human rights

Human Rights Assessment	2021	2022	2023
Own Operations (including Joint Ventures where the company has management control)	% of total assessed (column A) where risks have been identified	% of risk (column B) with mitigation actions taken	% of risk (column B) with mitigation actions taken
	100%	100%	100%

Contractors and Tier I Suppliers	% of total assessed (column A) where risks have been identified	% of risk (column B) with mitigation actions taken	% of risk (column B) with mitigation actions taken
	100%	100%	100%
Corporate SAQ Assessment	Low Risk	Low Risk	Low Risk

Notes:

1. The Human Rights Assessment is based on data from 2021-2023 ASMedia RBA Self-Assessment Questionnaire (SAQ).
2. The data was extracted from all of ASMedia’s employees (including contract workers) and ASMedia’s main suppliers.

Human Rights Mitigation & Remediation

ASMedia Human Rights Impact Assessment and Management

Human Rights Impacts Covered	Human Rights Impact Assessment	ASMedia Human Rights Policy	Mitigation Plan	Remediation Plan
Labor Protection	Basic Rights of Workers	Human Rights and Labor Law Compliance	The HR Department/legal team regularly review and revise relevant rules and policy.	
		Labor Rights	We create the Workplace Maternal Health Protection Program.	Annual Health Checkups
			Our Workplace Health Promotion Program: Badge of Accredited Healthy Workplace, workplace flu vaccinations, EAP and promotions of occupational safety and health.	
			We plan to implement ISO 45001 Occupational Health and Safety Management by 2025.	
		We hire people with physical or mental disabilities, and the number of people we hire complies with the local law.		
Wages and Benefits	In addition to the annual (12 month) salary, we ensure each employee receives two additional months’ salary.			

			We contract with massage therapists to provide massage therapy service.	
			We provide childcare allowances.	
			We provide half-day official leave for employees getting the vaccination.	
	Working Time Limits	Working Hours in Compliance with the Law	We use the check-in/check-out system to track employee hours (including overtime hours) to efficiently manage their work hours.	The supervisors communicate with employees to understand their workload and overtime work situations occasionally, and adjust the conditions to improve their work efficiency.
Humane Treatment	Right to Liberty and Security of Person	Prohibition of Forced Labor and Human Trafficking	We comply with local labor laws, and do not force or threat anyone to provide work or service against their will.	We will prohibit and handle any illegal activity immediately once we find out.
		Prohibition of Child Labor	We prohibit hiring anyone under the age of 16 in any position.	
			The applicant must include their birth date in the resume and sign a statement during the interview verifying the resume's accuracy.	
	Humane treatment	Humane Treatment	On onboarding day, employees must present a valid ID for verification.	
			We set up a private lactation room, a staff lounge and an office gym.	
		We provide more days of annual paid leave than the number specified by the Labor Standards Act.		
Non-Discrimination/Non-Harassment		We provide anti-discrimination and anti-harassment training and education in the workplace.	We establish grievance and complaint channels for workplace harassment and violence.	
		Our workplace policy specifies prohibitions against discrimination and harassment.	We establish grievance channels for sexual harassment.	

		Equal Pay for Equal Work	We use open recruitment processes, and do not engage in discrimination based on gender, age, marital status, ethnicity, physical and mental disability in employment practices such as wages, benefits, promotions, salary increase, terms of service, education and training, working conditions and employment rights.	
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Note:
This applies to all of ASMedia's employees, including contractors.

Talent Attraction & Retention

Hiring	2021	2022	2023
Total number of new employee hires	22	41	40
Percentage of open positions filled by internal candidates (internal hires)	9.1%	0%	0%
Male	7.1%	12.2%	11.5%
Female	16.0%	25.9%	20.6%
Age groups (<30 years old)	36.8%	52.9%	46.9%
Age groups (30-50 years old)	4.6%	7.7%	5.4%
Age groups (>50 years old)	0%	0%	0%
Nationality	100% Taiwanese	100% Taiwanese	100% Taiwanese

- Notes:
1. The data collected covers ASMedia's head office, which is located in Taiwan.
 2. All of ASMedia's employees have Taiwanese nationality.

Employee Turnover Rate	2021	2022	2023
Total employee turnover rate	8.1%	5.2%	6.1%

Male	8.7%	3.8%	5.8%
Female	6.0%	10.3%	7.4%
Age groups (<30 years old)	18.4%	11.8%	10.9%
Age groups (30-50 years old)	7.5%	3.8%	5.4%
Age groups (>50 years old)	0%	2.6%	2.3%
Nationality	100% Taiwanese	100% Taiwanese	100% Taiwanese
Voluntary employee turnover rate	6.9%	4.1%	4.1%
Notes:			
1. The data collected covers ASMedia's head office, which is located in Taiwan.			
2. All of ASMedia's employees have Taiwanese nationality.			

Trend of Employee Wellbeing		2022	2023
Employee Satisfaction	% of employees with top level of satisfaction	83.4%	90.3%
Data coverage	% of employees who responded to the survey	93.0%	100.0%
Target		-	90.0%
Notes:			
1. The data collected includes all of ASMedia's employees, including contract workers.			
2. Starting from 2022, we conduct the employee education/training satisfaction survey once a year.			

Employee Support Programs		
Employee Benefits	Working Stress Management	Proactive and involved in preventing stress and promoting employee wellbeing:
		Employee restricted stock shares
		Club activities and allowances
		Occasional physical and mental health activities and lectures
		Online/Physical education and training

		Weekly massage service by therapists with vision impairment
		Corporate tour once a year
		Department party once a quarter
		Monetary gifts for newlyweds
		Retirement plan: According to the Labor Retirement Reserve Fund (The Old Fund), a regular allocation of retirement reserves at a rate of 2% of the total income is made monthly and stored in individual accounts at Bank of Taiwan. According to the Labor Pension Fund (The New Fund), a monthly allocation of 6% of employees' total income is allocated to their individual retirement accounts.
		Proactive and reactive, to help remove risk factors:
		Employee health checkups
		Employee flu vaccination
		Employee health management
		Employee and family group insurance (Term life insurance/Casualty insurance/Hospital and medical insurance/Cancer insurance)
		Reactive, for employees who need help:
		Employee Assistance Program
		Regular health consultation service by nurses
		Regular health consultation service by doctors
		Grievance mechanism for workplace violence and harassment
		Grievance mechanism for sexual harassment
		Injury/sickness money and funeral condolence money
	Sport & health initiatives	Office gym and shower facilities
		Table tennis room

		Staff lounge with free coffee, tea and magazines
Work Conditions	Flexible working hours	Five-day work week, flexible work schedule. We value self-management.
Family Benefits	Childcare facilities or contributions	Sign child care service agreement and provide benefits for employees
		Childbirth subsidy
		Childcare allowance: we offer extra monthly childcare allowances of NT\$3,000 to employees with newborns until their children turn 4 years old.
	Parental leave that complies with the law	
	Breast-feeding/lactation facilities or benefits	Private lactation room

Notes:

1. The Employee Support Programs apply to all of ASMedia's employees (including contracted employees).
2. For more information about employee restricted stock shares, please refer to page 60 of the 2023 Annual Report.

Customer Satisfaction

Satisfaction Measurement:	2020	2021	2022	2023
Percentage of satisfied customers	94.2	93	92	93
Target for reporting year	87	90	90	92-93

Notes:

1. We send the Customer Satisfaction Survey to the direct customer whose total purchase amount is among our top ten direct customers for that year.
2. We use ten criteria to evaluate our suppliers: product function, product storage method, time management of shipping arrangement, packing and shipping method, engineering support, problem-solving efficiency, crisis management skills, professional skills, clarity of new product promotions, and attitudes of sales personnel.
3. Customer satisfaction goals:
 Short-term goal: Within one year, we hope to reach a satisfaction score of 87 or higher from each customer.
 Mid-term goal: Within two years, we hope to reach a satisfaction score of 90 or higher from each customer.
 Long-term goal: Within three years, we hope to reach a satisfaction score of 92-93 or higher from each customer.

Supply Chain Management

Conflict minerals Management	2023			
Conflict Minerals Control	RMI-CMRT Accredited Smelting Plant			
Tin	35.5%			
Tantalum	22.4%			
Tungsten	23.4%			
Gold	18.7%			
Total	107			
Source of Smelters	Percentage of conflict minerals from the source country - Tin	Percentage of conflict minerals from the source country - Tantalum	Percentage of conflict minerals from the source country - Tungsten	Percentage of conflict minerals from the source country - Gold
AUSTRIA	-	-	4%	5%
BELGIUM	3%	-	-	-
BRAZIL	3%	4%	-	-
BOLIVIA, PLURINATIONAL STATE OF	5%	-	-	-
CHINA	18%	38%	60%	10%
CANADA	-	-	-	5%
ESTONIA	-	4%	-	-
GERMANY	-	8%	8%	-
INDONESIA	37%	-	-	-
INDIA	-	4%	-	-
JAPAN	5%	13%	8%	70%
KAZAKHSTAN	-	4%	-	-

KOREA, REPUBLIC OF	-	-	-	5%
MALAYSIA	3%	-	-	-
MEXICO	-	4%	-	-
PERU	3%	-	-	-
PHILIPPINES	3%	-	-	-
POLAND	3%	-	-	-
RWANDA	3%	-	-	-
SWITZERLAND	-	-	-	5%
TAIWAN	3%	-	4%	-
THAILAND	5%	4%	-	-
USA	8%	17%	12%	-
VIETNAM	-	-	4%	-
Total	100%	100%	100%	100%

Notes:

1. The data was extracted from suppliers' reports using the Conflict Minerals Reporting Template (version 6.31). All the conflict minerals that suppliers used in 2023 came from the RMI-CMRT list.
2. The RMI website will update the Conflict Minerals Reporting Template occasionally.

Conflict Minerals Control		2023
		RMI-EMRT suppliers
Colbat		100%
Total		11
Source of Smelters		Percentage of conflict minerals from the source country - Cobalt
AUSTRALIA		9.1%
BELGIUM		9.1%
CHINA		27.3%

FINLAND	18.2%
JAPAN	9.1%
MADAGASCAR	9.1%
MOROCCO	9.1%
NORWAY	9.1%
Total	100%

Notes:

1. The data was extracted from the suppliers' reports using the Extended Minerals Reporting Template (version 1.2). All the conflict minerals that suppliers used in 2023 came from the RMI-EMRT list.
2. The RMI website will update the Extended Conflict Minerals Reporting Template occasionally.

Hazardous Substances Management	Percentage of ASMedia's suppliers meeting the requirements/standards
RoHS (2011/65/EU, 2015/863/EU)	100%
PFOS (2010/757/EU)	100%
Halogen Free (IEC 61249-2-21)	100%
REACH SVHC (2006/1907/EC)	100%

Notes:

1. All of ASMedia's suppliers need to comply with the "Declaration for the Non-Use of Hazardous Substances, Halogen & SVHC for REACH."
2. All the products that ASMedia provides to the customers meet all the above requirements/standards and ASMedia provides the "Declaration for the Non-Use Hazardous Substance" to the customers as well.

Supplier Audit and Risk Assessment	The international certifications/requirements/standards that ASMedia's main suppliers have obtained or satisfied in 2023.
Environmental	ISO 14064-1:2018 ISO 46001:2019 ISO 14001:2015 ISO 50001:2018 IECQ QC 080000:2017 REACH SVHC (2006/1907/EC) Halogen Free (IEC 61249-2-21)

	Halogen Free Policy (HF) RoHS (2011/65/EU, 2015/863/EU) EU PFOS Directive (2010/757/EU) Sony GP SS-00259 Carbon Disclosure Project (CDP)	100%
Social	ISO 45001:2018 RBA VAP audit RMI CMRT / EMRT Sustainability Report	100%
Governance	ISO 27001:2013 ISO 9001:2015 Business Continuity Plan (BCP) AEO IATF 16949 ISO/IEC 15408	100%
Supplier Rating		
A	On our priority list	
B	Procurement continues with required improvement plan for effective quality control	
C	Some procurement paused, requiring an improvement plan and progress tracking	
D	Improvements needed before reevaluation; failure leads to contract termination	
<p>Notes:</p> <p>We carry out the supplier appraisal in accordance with the Supplier Audit Regulations. The appraisal criteria include the manufacturing process, quality, reliability, environmental/social sustainability and so on. We conduct annual supplier evaluations through document reviews and on-site audits in collaboration with our supply chain team.</p> <p>2023 Results of Supplier Appraisals:</p> <p>1. We completed the supplier appraisal of all of ASMedia's main suppliers. (5 in total).</p>		

2. All of ASMedia's main suppliers satisfied the appraisal criteria. (5 of them were given a grade of A)
3. The requirements that ASMedia's suppliers must meet: Comply with ISO 9001; Comply with the Conflict Minerals Policy; Comply with the Declaration for the Non-Use Hazardous Substances.
4. In 2023, ASMedia has comprehensively completed the sustainability questionnaire survey for suppliers. We incorporate sustainability factor evaluation into the first line of management mechanism, prioritizing suppliers with good ESG performance.

Local Procurement			
Proportion of Local Procurement	Manufacturing	Fixed Assets	Raw Materials
2020	100%	85.8%	100%
2021	100%	93.5%	99.9%
2022	100%	96.1%	99.9%
2023	100%	100%	100%

Charitable contributions and sponsorship

Community Involvement	Cumulative Total Until 2023	Proportion
Industry-Academia Collaboration	NT\$18,210,675	38.1%
Emergency Relief	NT\$4,058,000	8.5%
Charitable Activities	NT\$2,641,330	5.5%
Health Promotion	NT\$22,930,000	47.9%
Total amount	NT\$47,840,005	100%

Note:

As of 2023, the cumulative sum of ASMedia's investment in all the categories of community involvement is NT\$47,840,005.

Information Security System Protection and Assessment

Information Security System Protection and Assessment		2022	2023
Information security education and training	Information security education and training	1	1
Fix system and software vulnerabilities	Fix system and software vulnerabilities (Server)	10	9
	Fix system and software vulnerabilities (OA)	12	12
Endpoint interception event	Endpoint interception event	919	67

Social engineering trainings and Email security	Spam email protection	2,556,431	159,360,094
	Threat email protection	174,305,678	165,211,036
	Social engineering training email	8	4
	Recent percentage of employees opening phishing emails	0.38%	0%

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3. Carbon Footprint of Taiwan High Speed Rail: <https://www.thsrc.com.tw/ArticleContent/5a1f4c72-b564-4706-bcdd-efbda93c3d93>
4. [Metro carbon emission coefficient](#)
5. Carbon Footprint of Water from Taipei Water Department: https://www.water.gov.taipei/News_Content.aspx?n=30E4EDA27F6D9953&sms=87415A8B9CE81B16&s=A82FC62D5CECBA69
6. Electricity Carbon Emission Factor from the Bureau of Energy of the Ministry of Economic Affairs, R.O.C., (Taiwan): https://www.moeaea.gov.tw/ecw/populace/content/ContentDesc.aspx?menu_id=23142
7. Flight Carbon Footprint Calculator: <https://china-airlines.co2analytics.com/calculate-your-footprint-2>
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9. Laws & Regulations Database of the Republic of China (Taiwan): <https://law.moj.gov.tw/Eng/index.aspx>