



2023 ESG

ASMedia Sustainability Report



Environmental



Social



Governance

Table of Contents

1

Letter from Our Chairman	3	About Us	15
Commitment to Sustainable Development Goals	4	Honors	17
Our Sustainability Strategy	4	Exhibitions	18
About this Report	7	Operational Performance	19
Stakeholder Engagement	8	Product Innovation and R&D	20
		Product Line	21
		Green Design	24

2

Corporate Governance	26
Board Oversight of ESG Issues	26
Board of Directors	27
Tax	29
Ethics and Regulatory Compliance	30
Risk Management	31

3

Creating a Happy Workplace	36
Diversity and Equality in the Workplace	37
Human Rights	40
Compensation and Benefits	43
Employee Safety and Health	47
Employee Development and Training	54

4

Sustainable Supply Chain	57
Supply Chain Management	57
Customer Service	62

5

Sustainable Environment	64
Climate-related Risks and Opportunities	65
Greenhouse Gas Management	68
Energy Management	70
Water Management	72
Waste Management	74
Green Procurement	75

6

Sustainable Social Development	76
Empowering Disadvantaged Groups	77
Nurturing Young Talent	79
Developing Sustainable Communities	80

Appendix	82
Membership of Associations	82
2021-2022 ASMedia's Employees and Contractors	82
2021-2022 New Employee Hires and Employee Turnover	83
2021-2022 Employee Parental Leave Statistics	83
Sustainability Accounting Standards Board (SASB) Standards Index	84
GRI Index	85

Letter From Our Chairman



ASMedia Technology Inc.
Chairman Ted Hsu

In 2023, we witnessed the world gradually emerging from the shadow of the COVID-19 pandemic. Although the inventory issues in the semiconductor industry have somewhat eased, the overall international situation remains impacted by uncertainties such as the Russia-Ukraine and Israel-Palestine conflicts, as well as inflation. Additionally, the slow recovery of demand in China poses challenges to business management capabilities. However, 2023 also marked a significant turning point with the rise of Generative AI; this emerging technology revolutionized traditional living and working patterns, driving the development of related software and hardware.

Despite global geopolitical uncertainties and cautious IT spending, ASMedia's annual revenue for 2023 reached NT\$6.401 billion, representing a 22% growth from the previous year. This demonstrates ASMedia's resilience, commitment to quality, technological innovation, and dedication to creating value for customers by providing precise, energy-efficient, and high-performance technical services. We have established corporate governance, cybersecurity officers, and relevant personnel to strengthen cybersecurity resilience and management mechanisms. These measures reflect ASMedia's commitment to its stakeholders and its responsibility to operate without distractions.

ASMedia's ASM2464PD chip, launched in 2023, became the first USB4 device-side controller chip certified by the USB-IF. PCIe Gen4 has entered mass production, while PCIe Gen5 development is ongoing. Additionally, ASMedia continues to pursue high design integration, with USB-related products supporting Type-C function integration applications, aligning with the EU's 2024 standardization of Type-C as the universal standard for electronic devices. The EU estimates that standardizing charging connectors will save EU consumers €250 million annually and reduce electronic waste by nearly 1,000 tons annually.

We have long focused on nurturing technological talent and fostering a collaborative workplace. In addition to offering competitive allowance and benefits, we are committed to providing a supportive work environment that offers personal and family support for every employee. Our childcare allowance policy, implemented since 2020, has received positive feedback, leading us to increase the subsidies and extend the duration in 2024, ensuring every employee's family is well cared for and enabling employees to excel, thereby building a sustainable talent pipeline in Taiwan.

In our continuous promotion of social inclusivity and integration, we focus on empowering disadvantaged groups, cultivating young talent, and developing a sustainable society. We aim to lead by example through corporate actions, fostering participation and commitment from all, and creating an inclusive and resilient society. Our ESG-aligned public welfare activities, such as donating second-hand books, hosting charity auctions, and making donations, also include active involvement in disaster relief and local cultural projects like the Shennong Project at Pinglin Elementary School, embedding social inclusion into the DNA of every ASMedia employee.

We understand that the journey towards sustainability is never-ending. ASMedia will continue to integrate sustainability issues with our core business, building an ecosystem of positive influence and value sharing, striving to achieve the bright vision of sustainable mutual well-being.

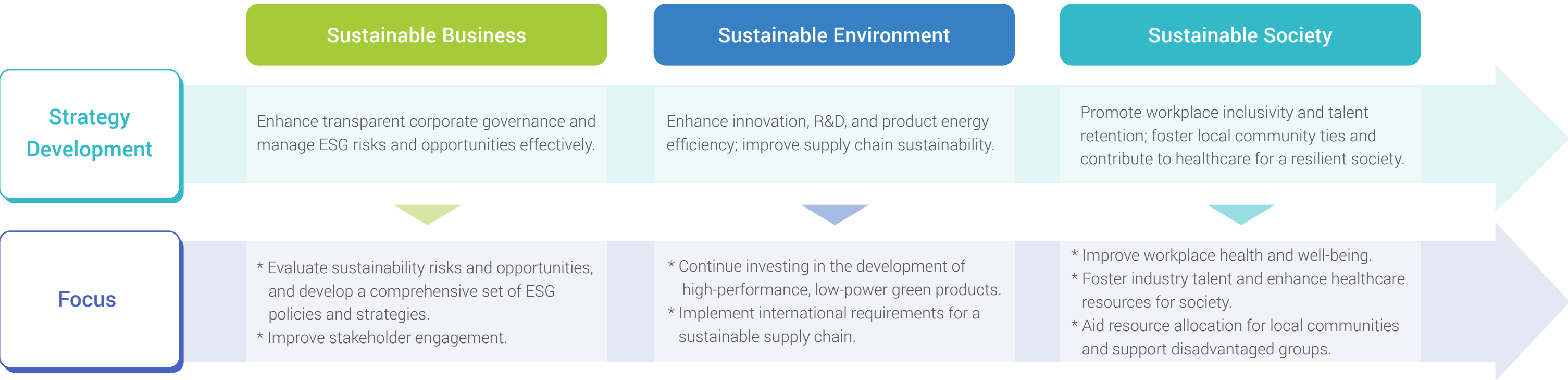
Commitment to Sustainable Development Goals

According to the United Nations' SDG Progress Report 2023, cascading global crises are putting the 2030 Agenda for Sustainable Development to be severely off track. Based on the current progress, it is estimated that only 18% of the SDGs sub-goals will be achieved. In 2023, Planetary Boundaries have been exceeded in six areas: climate change, biosphere integrity, land use changes, freshwater use, biogeochemical cycles of nitrogen and phosphorus, and the release of novel entities. Compared to the four areas studied in 2015, it is evident that human destruction of nature continues to increase rather than decrease. To bring the world back on track towards sustainable development, ASMedia is responding to the call for sustainability actions and is actively implementing various sustainability goals.

Achieving the SDGs is one of ASMedia's major plans. As one of Taiwan's important small and medium-sized companies, our SDG strategies focus on environmental protection, transparent corporate governance, and sustainable community development. For environmental efforts, we reduce carbon emissions, engage in sustainable activities, and collaborate with partners for resource efficiency. In corporate governance, we enhance ESG disclosure, assess sustainability risks and opportunities, and develop effective policies. Additionally, we create job opportunities, promote human rights, invest in talent development, and empower disadvantaged groups to foster a resilient and inclusive sustainable society.

Our Sustainability Strategy

Leave no one behind (LNOB) is a key pledge in the UN's 2030 Agenda and SDGs. Built upon this universal principle, ASMedia adopts a holistic approach that takes advantage of our innovative power, resilience and high-end technologies to uplift human values in collaboration with sustainability partners, committed to forging a sustainable future.



ASMedia's SDGs Performance in 2023

We continue to align our strategies with the SDGs. As of 2023, our progress in SDGs can be summarized as follows:



SDG1 No Poverty

We have assisted disadvantaged groups by collaborating with social welfare organizations in our empowerment program to address various forms of poverty. The economic empowerment comes from purchasing goods produced by these groups, bringing light to their lives through our support.



SDG2 Zero Hunger

In our community development program, we help children adopt a balanced diet and learn sustainable agriculture through the Lovely Taiwan Foundation's Operation Shennong initiative. This enables access to organic foods, promotes a sustainable lifestyle, and teaches disaster-resilient farming practices.



SDG3 Good Health and Well-Being

- Ensuring public health is vital for sustainable communities. ASMedia supports healthcare institutions and medical research to provide universal access to quality health services, with a significant investment in cancer research.
- In the Comprehensive Wellness and Happiness Plan, ASMedia takes care of the employees both physically and mentally. The plan includes the Employee Assistance Program (EAP), annual health checkup, onsite nurse/doctor consultation service and workplace social clubs. Our goal is to make our employees work and live healthily and happily.



SDG4 Quality Education

Through industry-academia collaboration, we work with universities for gender-inclusive, affordable education. Our investment in talent development centers on equipping young individuals with skills for the current job market, ensuring decent employment opportunities.



SDG5 Gender Equality

We prioritize gender equality through social welfare and sports activities to empower women. Our policies protect female workers from abuse or harassment. The Workplace Female Worker Health Protection Plan ensures physical and mental health, including benefits like paid menstrual leave.



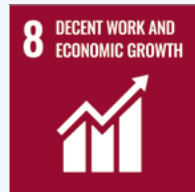
SDG6 Clean Water and Sanitation

We safeguard water resources by engaging in local initiatives for aquatic ecosystems. ASMedia called on employees and their families to participate in a beach cleaning event at Kenting Manzhou Beach, and sponsored the "Kuroshio Ocean Education Foundation" to carry out whale and dolphin conservation work, showing our commitment to river and ocean preservation.



SDG7 Affordable and Clean Energy

- Innovation and R&D: We persist in developing low-power products to offer high-efficiency solutions to our global customers.
- We promote energy-saving at work, such as turning off lights for an hour during lunch, switching to energy-efficient lighting, and upgrading air conditioners to grade 1 energy-labeled units.
- We encouraged employees to participate in the World Wildlife Fund's Earth Hour, turning off lights for an hour to promote environmental awareness and encourage global actions for energy conservation and earth protection.



SDG8 Decent Work and Economic Growth

- We offer fair and equal job opportunities with non-discriminatory practices, ensuring equal pay irrespective of gender or origin. Salaries are determined by individual work experience and education, fostering personal development for workers of various specializations to realize their full potential.
- We safeguard labor rights and ensure a secure work environment, enacting smoke-free policies and organizing health promotion activities. Recognized for our efforts, we have received the Badge of Accredited Healthy Workplace from the Health Promotion Administration for four consecutive years.



SDG9 Industry, Innovation and Infrastructure

We strive to advance the technology industry by innovating products and enhancing efficiency, aiming to enhance human well-being and offer global customers affordable and equitable electronic solutions.



SDG10 Reduced Inequalities

We implement workplace policies to minimize inequalities in employment opportunities and ensure no disparity in compensation or benefits due to factors such as age, gender, culture, or disability. Every worker has equal access to education and training opportunities.



SDG11 Sustainable Cities and Communities

We aid in building sustainable communities through initiatives like the farm-to-school Program, enabling local children to learn about sustainable agriculture and living. This boosts productivity and income for small-scale industries, fostering sustainable development and promoting local culture and traditions. It also enhances the local residents' capacity to coordinate sustainable community plans.



SDG12 Responsible Consumption and Production

We are dedicated to responsible consumption and production, striving towards this goal. Implementing local procurement strategies to minimize carbon footprint, we ensure our supply chain aligns with international environmental requirements. At the same time, we are implementing a green procurement system and making conscious purchases. Office waste management is outsourced to certified companies, and our adoption of waste prevention, recycling, and sustainable practices significantly mitigates the adverse impact on human health and the environment caused by waste.



SDG13 Climate Action

- We have devised short-term, mid-term, and long-term plans for energy savings and carbon emission reduction. We oversee the usage of office equipment to ensure adherence to energy conservation and carbon footprint reduction principles. Our ongoing efforts in the workplace aim to promote environmental awareness.
- To safeguard blue carbon ecosystems and mitigate global climate change impacts, we act to preserve Taiwan's coasts and beaches. We engage our employees and families in the beach cleanup activities to remove substantial waste and plastic bottles, and sponsored the Kuroshio Ocean Education Foundation to protect whales and dolphins. Our commitment to protecting coastal ecosystems remains ongoing.



SDG16 Peace, Justice and Strong Institutions

By adhering rigorously to government laws, maintaining transparent company rules and policies (see [Major Internal Policies](#) website), and conducting routine internal compliance training, we are dedicated to fostering a peaceful, inclusive working environment for sustainable development and combating bribery and corruption.



SDG17 Partnerships for the Goals

ASMedia collaborates with stakeholders, sharing knowledge, expertise, and technology to advance SDG goals. For specifics on ASMedia's sustainable initiatives, societal growth, and enhanced human rights protection, see this report and [Sustainability](#) section of ASMedia official website.

About this Report

ASMedia Technology Inc. (ASMedia) is committed to the promotion of sustainable development. The report was prepared in accordance with the 2021 GRI Sustainability Reporting Standards and other internationally recognized ESG principles or frameworks, including the United Nations' Sustainable Development Goals (SDGs), the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and industry-specific Sustainability Accounting Standards Board (SASB) version 2023 December. We will continue to disclose ESG information and operational outcomes to our global stakeholders, respond to issues of concern, communicate with each other and keep making progress in sustainable development.

We align our sustainability strategies with the SDGs, crucial to our company's sustainable business management. Additionally, we establish human rights corporate policies based on the principles of the Universal Declaration of Human Rights. We comply with the Responsible Business Alliance (RBA) Code of Conduct and the Responsible Minerals Initiative (RMI) and by avoiding the use of conflict minerals. We require our suppliers to follow the declaration of no use of prohibited substances and meet international standards, including the European Union's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS). This ensures a reduced environmental impact during the product manufacturing process.

Reporting Period and Scope

All information in this report reflects ASMedia's overall operations, covering calendar year 2023, from January 1 to December 31. We report ESG information annually. This report is published in 2024 and can be downloaded at the [Sustainability/Download](#) section of ASMedia Official Website for stakeholders to review..

The report includes ASMedia's sustainability data from the headquarter in New Taipei City, Taiwan, covering performance data and implementation outcomes with regard to the economic, environmental and social aspects, which align with the reporting boundary of the 2023 annual report. There are no significant changes in the size, ownership and supply chain during the reporting cycle compared to our previous report.

References to "ASMedia," "our," "us," throughout this report refer to ASMedia Technology Inc.

External Assurance

We conducted internal due diligence to prepare the content and data of this report. As of 2023, the certifications that have been successfully audited and obtained through third-party assessments are ISO 9001 Quality Management Systems certification, ISO 27001 Information Security Management Systems certification, and ISO 14001 Environmental Management Systems certification. The financial data in this report comes from the consolidated financial statements, which were audited, and verified by PricewaterhouseCoopers LLP Taiwan (PwC Taiwan) in accordance with the International Financial Reporting Standards (IFRS). The financial data is presented in New Taiwan dollars (NT\$).

Contact Point

We maintain a transparent and smooth communication with our stakeholders. Please contact us if you have any questions regarding the report.

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Public relations email : asmedia_pr@asmedia.com.tw

Stakeholder Engagement

Identifying Stakeholders

The cornerstone of ASMedia's business is built upon the principles of transparency and responsibility. We strive to address stakeholder concerns through various public, direct or indirect communication channels. To identify stakeholders, we use AA1000 Stakeholder Engagement Standard 2015 attributes: dependency, responsibility, tension, influence and diverse perspectives. Six stakeholder categories have been identified for the current year: shareholders/investors, customers, suppliers, employees, governmental agencies and communities.



Communication and Stakeholder Engagement

ASMedia communicates with stakeholders in diverse ways through the official website and social media.



According to the Corporate Governance Best Practice Principles (see the [Major Internal Policies](#) website), ASMedia endeavors to protect the rights of shareholders and stakeholders. By using various channels to communicate to them, we listen to their opinions and incorporate their feedback and suggestions into our sustainability strategies and initiatives.

Low Risk 15.7 Points

SUSTAINALYTICS

ESG Risk Rating

As of Jun 2023, ASMedia received an ESG Risk Rating of 15.7 from Morningstar Sustainalytics and was assessed to be at low risk of experiencing material financial impacts from ESG factors.

Grade B

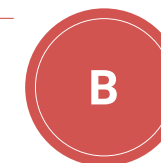
MSCI

ESG Rating

In April 2021, ASMedia Technology received a CCC rating in the MSCI ESG assessment (the rating scale ranges from AAA to CCC). By April 2023, the rating had been upgraded to B. ASMedia Technology has made progress in sustainable development and will continue to strive for improvement.

MSCI
ESG RATINGS

CCC B BB BBB A AA AAA



49 Points

S&P Global

CSA Rating

In the S&P Global Corporate Sustainability Assessment, ASMedia's overall rating increased from 28 points in December 2021 to 49 points in October 2023, showing steady progress toward the sustainability goals.



In no event the information shall be construed as investment advice or expert opinion as defined by the applicable legislation.



FTSE4Good
TIP Taiwan ESG Index



FTSE4Good TIP Taiwan ESG Index

(Effective date: 2023/6/19-2023/12/15)

(Effective date: 2023/12/18-2024/6/21)

ASMedia has demonstrated excellent operational performance and has consistently promoted ESG sustainable management. For two consecutive term, it has been notified by the Taiwan Index Plus Corporation that it has been selected as a constituent stock of the FTSE4Good TIP Taiwan ESG Index.

The FTSE4Good TIP Taiwan ESG Index is jointly compiled by the Taiwan Index Plus Corporation and the international index company FTSE Russel. It is the first domestic investment-type ESG index that fully combines E (Environmental), S (Social), G (Governance), and financial indicators for screening. This highlights the performance of the selected constituent stock companies in implementing ESG sustainable development work.

Stakeholders	Stakeholders' Concerns	Contact Point & Frequency	Results
Shareholders/Investors	<ul style="list-style-type: none"> Market Image Business Performance Product Technology and Competitiveness 	<ul style="list-style-type: none"> Earnings call: Twice a year (no fixed time) Shareholders' meeting: Once a year, in June each year. Investor relations website: https://www.asmedia.com.tw Investor relations email: asmedia_investor@asmedia.com.tw Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/web/index 	<ul style="list-style-type: none"> Number of global investors receiving services per year: Over 1200 investors Number of interviews conducted with investment entities: Over 328 interviews
Customers	<ul style="list-style-type: none"> Environmental Compliance Supplier Environmental Assessment Products Liability Compliance 	<ul style="list-style-type: none"> Corporate website: https://www.asmedia.com.tw Customer satisfaction survey: Once every six months Mails and calls: Daily Customer Service: asmediaservice@asmedia.com.tw Sign the environmental pledge 	<ul style="list-style-type: none"> Customer satisfaction rate reached 93 points in 2023. There were nearly 1,300 customer meetings.
Suppliers	<ul style="list-style-type: none"> Environmental Compliance Supplier Environmental Assessment Supplier Assessment for Labor Practices Process Technology and Quality Yield 	<ul style="list-style-type: none"> Mails and calls: Daily Customer Service: asmediaservice@asmedia.com.tw Supplier appraisal or audit visit: Once a year Quality meeting: Monthly or quarterly Sign the environmental pledge 	<ul style="list-style-type: none"> Supplier meetings exceeded 206 times. 100% of suppliers followed the conflict minerals policy. 100% of suppliers completed ASMedia's sustainability questionnaire. 100% of suppliers comply with the prohibition of hazardous substances.
Employees	<ul style="list-style-type: none"> Employment relationship Occupational Health, Safety and Environment Education, Training and Performance Evaluation 	<ul style="list-style-type: none"> Corporate website: : https://www.asmedia.com.tw Whistleblower Reporting System on the corporate website Workplace violence complaint / Workplace sexual harassment complaint: #asmedia885@asmedia.com.tw Employee satisfaction survey: Occasionally Free employee health checkups and consultation Legal consultation: Electronic forms Performance interviews: Every six months 	<ul style="list-style-type: none"> The average participation rate in the company's activities reached above 68%. The turnover rate in 2023 was 6.1%, lower than the average turnover rate of 13% in the tech industry. The employee education and training satisfaction rate reached 90.3%.
Governmental agencies	<ul style="list-style-type: none"> Corporate Governance Regulatory Compliance Labor/Management Relations Anti-Corruption and Antitrust Environmental Compliance 	<ul style="list-style-type: none"> Correspondence: Occasionally Market Observation Post System (MOPS): https://mops.twse.com.tw/mops/web/index Customer Service: asmediaservice@asmedia.com.tw 	<ul style="list-style-type: none"> The number of correspondence with authorities was nearly 213 times. Taiwan's Corporate Governance Evaluation 3.0 results: ASMedia was ranked 36-50% among the public companies.
Communities	<ul style="list-style-type: none"> Community Involvement Labor/Management Relations Environmental Compliance Green Products 	<ul style="list-style-type: none"> Public welfare activities: Occasionally Industry-academia collaboration: Occasionally Customer Service: asmediaservice@asmedia.com.tw 	<ul style="list-style-type: none"> National Tsing Hua University's Study Abroad Expansion Program: In 2023, the number of scholarship recipients reached 18% of the graduating class, a 20% increase compared to the previous year. Operation Shennong Program: As of 2023, the total number of students who benefited from the program: 501 students. Total amount of organic vegetables served in meals: 3,878 kilograms The estimated number of beneficiaries in the Pinglin area: 646 people WPG Ladies Open: As of 2023, the total number of female participants in the event reached 270 individuals.

Process to Determine Material Topics

We encourage stakeholders to complete the ESG Questionnaire for Stakeholders on our website, collecting diverse input. 309 questionnaire responses were collected from January 1 to December 31 in 2023. According to the results of the questionnaire analysis, ASMedia reviews whether major themes need to be adjusted every year. In 2023, there is no need for adjustment or change. We identified a total of 21 ESG material topics to be disclosed in this report.

Step 1 Identify

We collect material topics from diverse sources: customer questionnaires, sustainability policies, shareholder meetings, stakeholder communication channels, sustainability standards and frameworks (e.g., GRI Standards, SDGs, RBA, SASB, TCFD, etc.), feedback and opinions from ESG rating providers (e.g., MSCI ESG Rating, etc.) and third-party sustainability consulting firms.

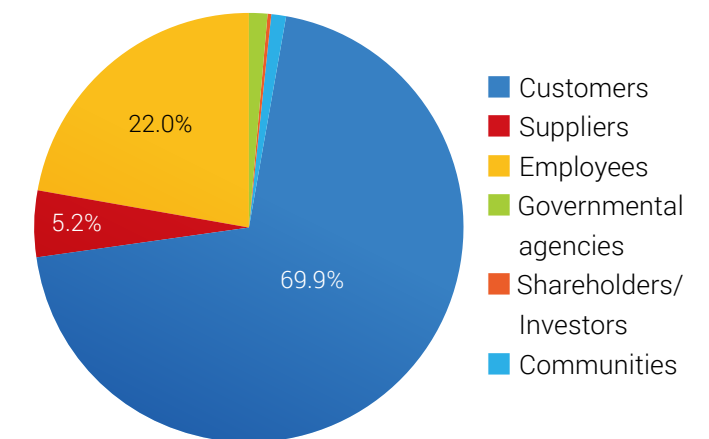
Step 2 Analyze & Prioritize

We invite stakeholders to complete the ESG Questionnaire, analyzing the results to assess each topic's potential impact on both stakeholders and the company. Following internal discussions, we consider recommendations from third-party sustainability consultants. Finally, 21 material topics are chosen from the initial 46 and presented in the Materiality Matrix, reflecting their impact levels. The final presentation will be approved by the senior management.

Step 3 Respond

We establish and revise sustainability management goals and strategies for material topics. In addition to annually reviewing the goals and measuring the progress every year, we continue to disclose information on material topics.

Questionnaire Survey - Stakeholder Analysis



Material Topics & Scope and Level of Impacts

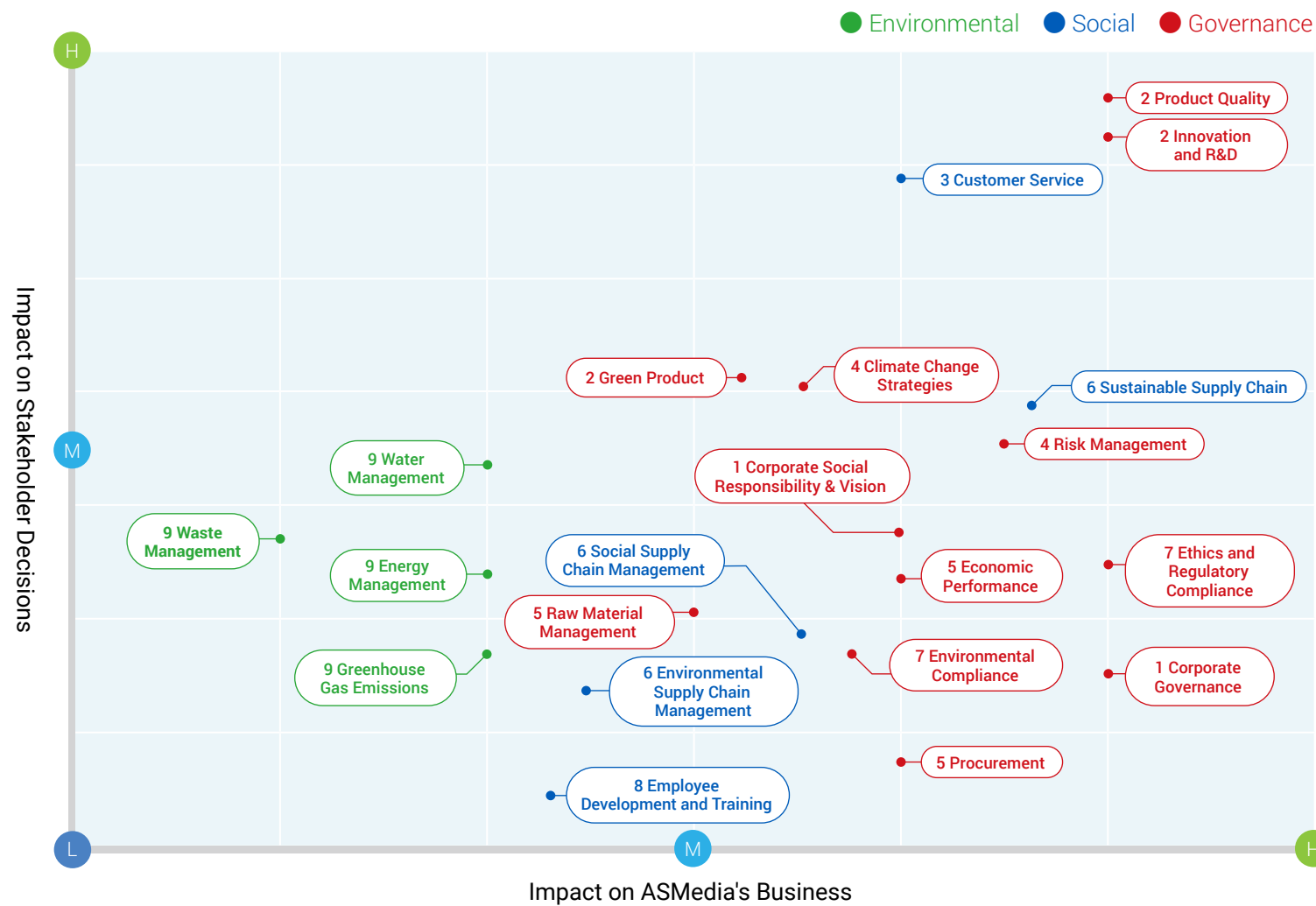
■ Direct Impact ● Indirect Impact ▲ Economic Impact

RNK	Type of Material Topic	Reason	SH/INV	Custs.	Sups.	EEs.	Govt agencies	Coms.
1	Corporate Governance	We follow the government's Corporate Governance 3.0 - Sustainable Development Roadmap to strengthen the duties and functions of the Board, increase information transparency, improve stakeholder communication, align with international regulations and advance corporate governance to a higher level.	■	●		■	●	
2	Innovation, R&D, and Product Competitiveness	As a leading IC design company specializing in high-speed transmission interfaces such as PCIe, USB and SATA, ASMedia needs to remain highly competitive in world markets through continual innovation, research and development of technologies. With strong innovative and R&D capabilities, we design environmentally friendly products and protect the well-being of mankind.	●	▲	●	■		
3	Customer Satisfaction	We value the suggestions and feedback from our customers, as these are the motivation for us to grow and move toward success. We receive our customers' opinions in an open-minded and transparent manner and strive to build stronger partnerships with our customers.	●	■				
4	Risk Management	In the business management, we use both risk indicators and process performance indicators to monitor the processes, and implement preventive measures to reduce business risks and increase our competitiveness in the market.	■	●	●	■		
5	Operational Performance	Our R&D activities and business operations continue to drive the operational performance. ASMedia continues to make progress and profits to reward our shareholders on their investments.	■	▲	▲	■		
6	Supply Chain Management	We ensure the minimization of negative impacts on the environment and society, and collaborate with suppliers to build a sustainable and low-carbon supply chain.		●	■	●		
7	Legal Compliance	ASMedia is committed to integrity, transparency and responsibility. We establish the management policy based on integrity, and provide a robust corporate governance framework as well as an effective risk control mechanism to meet our corporate sustainability goals.	■		●	■	■	
8	Talent Development	We increase employee skills and knowledge to attract and retain talent. Talent development is a key to increasing our market competitiveness, R&D strength and technology development. This helps offer a stable talent pool for the semiconductor industry.				■		■
9	Environmental Sustainability	ASMedia is a fabless semiconductor company and is committed to environmental protection and innovative development. We promote eco-friendly policies on saving energy, reducing carbon footprint, and reusing resources for the well-being of the planet.		●	▲	●		■

*SH/INV = Shareholders/Investors; Custs. = Customers; Sups. = Suppliers; EEs. = Employees; Govt agencies = Governmental agencies; Coms. = Communities.

Materiality Matrix

ASMedia's Materiality Matrix



*H = High, M = Medium, L = Low.

*The number corresponds to the Type of Material Topic in the table of Material Topics & Scope and Level of Impacts.

2023 Material Topics (21)

Corporate Governance	Innovation, R&D, and Product Competitiveness	Customer Satisfaction	Risk Management	Operational Performance	Supply Chain Management	Legal Compliance	Talent Development	Environmental Sustainability
1 Corporate Sustainable Responsibility & Vision	2 Innovation and R&D	3 Customer Service	4 Climate Change Strategies	5 Economic Performance	6 Supply Chain Environmental Management	7 Ethics and Regulatory Compliance	8 Employee Development and Training	9 Energy Management
1 Corporate Governance	2 Product Quality		4 Risk Management	5 Raw Material Management	6 Supply Chain Social Management	7 Environmental Compliance		9 Waste Management
	2 Green Product			5 Procurement	6 Sustainable Supply Chain			9 Greenhouse Gas Emissions
								9 Water Management

Management of Material Topics

Based on each material topic, we disclose the policies, practices and implementation outcomes. The table "Response to Material Topics" lists the corresponding chapter/section, GRI indicator and SASB standard for each material topic.

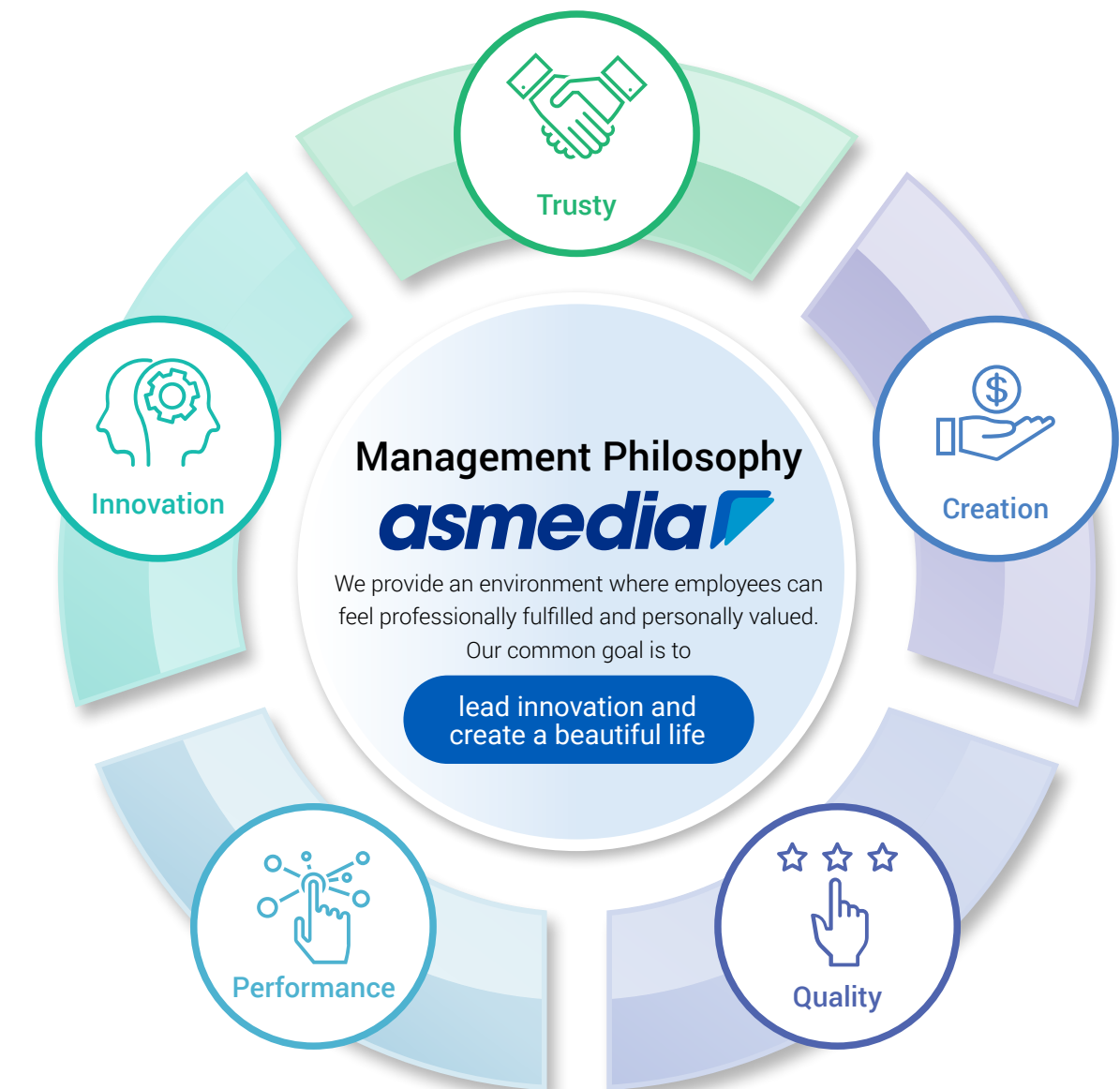
Response to Material Topics

Pillar	Material Topic	Corresponding GRI Indicator(s)	Corresponding SASB Code	Disclosure Location
G	1 Corporate Sustainable Responsibility & Vision	GRI 2-22		p.3 Letter From Our Chairman
	1 Corporate Governance	GRI 2-9~2-21		p.26 Corporate Governance
	2 Innovation and R&D	Self-defined		p.20 Product Innovation and R&D
	2 Product Quality	Self-defined		p.31 Risk Management
	2 Green Product	Self-defined		p.24 Green Design
	4 Risk Management	GRI 2-13		p.12 Management of Material Topics p.31 Risk Management
	4 Climate Change Strategies	GRI 201-2		p.65 Climate-related Risk and Opportunities
	5 Economic Performance	GRI 2-6, 201-1~201-2		p.19 Operational Performance p.65 Climate-related Risk and Opportunities
	5 Procurement	GRI 204-1	TC-SC-440a.1	p.60 Local Procurement
	5 Raw Material Management	Self-defined	TC-SC-440a.1	p.84 SASB p.57 Supply Chain Management
	7 Ethics and Regulatory Compliance	GRI 205-1, 205-2		p.30 Ethics and Regulatory Compliance
	7 Environment Compliance	Self-defined		p.57 Supply Chain Management
	5 Procurement			
S	3 Customer Service	GRI 2-25		p.62 Customer Service
	6 Sustainable Supply Chain	GRI 308, GRI 414	TC-SC-440a.1	p.57 Supply Chain Management
	6 Supply Chain Environmental Management	GRI 308-1~308-2	TC-SC-440a.1	p.57 Supply Chain Management
	6 Supply Chain Social Management	GRI 414-1	TC-SC-440a.1	p.57 Supply Chain Management
	8 Employee Development and Training	GRI 404-1, 404-3		p.54 Employee Development and Training
E	9 Greenhouse Gas Emissions	GRI 305-1~305-5	TC-SC-110a.1, TC-SC-110a.2	p.68 Greenhouse Gas Management
	9 Energy Management	GRI 302-1, 302-3~302-4	TC-SC-130a.1	p.70 Energy Management
	9 Water Management	GRI 303-3	TC-SC-140a.1	p.72 Water Management
	9 Waste Management	GRI 306-1, 306-3~306-5	TC-SC-150a.1	p.74 Waste Management

Management of Material Topics and Performance

Type of Material Topic	Material Topic	Management Approach	Objective	Evaluation and Performance
1 Corporate Governance	Corporate Sustainable 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 implementation outcomes to the Board, and discloses the results in sustainability reports. All these measures demonstrate our commitment to promoting ESG across the businesses. 	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%. Since 2022, ASMedia has set up a dedicated ESG team to advance sustainability management and implement sustainability projects. We have appointed corporate governance officer by the 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 information security engineer by the end of 2023 to ensure the company's information security, reduce the impact of information security incidents on the company's operations, and enhance the company's information security protection capabilities.
	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. 	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.	2023 Honors: <ul style="list-style-type: none"> No.7 in Top 2000 Survey - Most Profitable Manufacturing Companies - from CommonWealth Magazine 2023 No.18 in Taiwan's Top 5000 Companies - IC Design Ranking - from CRIF 2023 No.24 in Top 2000 Survey - IC Design Ranking - from CommonWealth Magazine 2023 No. 4 in 2023 Top 5 Average Salary for Employees in Taiwan's Semiconductor Public Companies - from 104 Job Bank No.10 in Top 30 Public Companies with the Highest Average Salary - from 104 Job Bank No.16 in 2023 Top EPS - from Goodinfo! As of 2023, received the FTSE4Good TIP Taiwan ESG Index for two consecutive terms (20230619~20231215)(20231218~20240621) No. 12 in 2023 Top 30 Median Salary for Non-executive Employees in Public Companies - from 104 Job Bank.
2 Innovation, R&D, and Product Competitiveness	<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. Green Product Design: <ul style="list-style-type: none"> We actively 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 re-drivers and re-timers 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 reflects a 22% increase compared to 2022. ASM2464PD has received the world's first USB 40Gbps device controller certification from USB-IF. Green product design: <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. ASMedia's latest product's 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 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%.
3 Customer Satisfaction	Customer Service	Based on ASMedia's management philosophy, we continually provide high quality products to customers and maintain good customer relationships.	Goals for customer satisfaction (starting from 2020): <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 long-term goal (2023-2025).
4 Risk Management	<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 transition and physical risks), opportunities and financial impacts, and propose specific response strategies. 	<ul style="list-style-type: none"> We anticipate implementing ISO 45001 in 2024 and obtaining external certification by 2025. We obtained the ISO 27001:2013 certification for information security management systems. In 2023, we have obtained the ISO 14001:2015 Environment Management Systems certification. We have obtained the ISO 9001:2015 quality management system certification. 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.

Type of Material Topic	Material Topic	Management Approach	Objective	Evaluation and Performance
5 Operational Performance	<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 in 2023. As of 2023, the proportion of local procurement spending in local manufacturing was 100% for five consecutive years.
6 Supply Chain Management	<ul style="list-style-type: none"> Sustainable Supply Chain Supply Chain Environmental Management Supply Chain Social 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. 	<p>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.</p> <ul style="list-style-type: none"> In 2023, all the suppliers were given an A Grade in the supplier audit report. In 2023, 100% main suppliers met the mainstream governmental, environmental and social ISO standards. In 2023, we maintained a high proportion of local procurement to reduce carbon emissions from logistics and minimize environmental pollution impacts. In 2023, all the suppliers followed ASMedia's Conflict Minerals Policy. In 2023, 100% of the main suppliers responded to ASMedia Supplier Sustainability Questionnaire
7 Legal Compliance	<ul style="list-style-type: none"> Ethics and Regulatory Compliance Environmental Compliance 	<p>Based on the principles of 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” , as well as the regulations related to the Taiwan Stock Exchange Corporation (TWSE)/Taipei Exchange (TPEX) listed companies and other laws related to business practices. By improving the company's corporate governance and implementing efficient control mechanisms to reduce risk, we aim to achieve our sustainability goals.</p>	<p>There has been no violation of corruption or of integrity laws and regulations.</p>	<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 business partner before forming a business partnership. 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, there have been no whistleblower reporting cases. 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. 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. In the past three years, ASMedia has not undergone any major mergers or acquisitions that significantly affected employees, nor have there been any substantial layoffs impacting 10% or more than 1,000 employees.
8 Talent Development	Employee Development and Training	<p>ASMedia's employee development and training program includes three areas.</p> <ul style="list-style-type: none"> New Employee Training (NET) This includes courses on corporate culture, basic training and specific professional courses. 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. 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. We proactively work with universities and create various 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. 	<ul style="list-style-type: none"> By upgrading employee skills, we help our employees develop a sense of achievement and satisfaction, and therefore retain talent and create values with employees. We adopt the industry-academia collaboration model to help students grow, develop, and become top talent equipped with global perspectives. 	<ul style="list-style-type: none"> In 2023, the total number of training hours for ASMedia's employees increased by 85% compared to 2022 and reached 3966.5 hours. 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 the Fu Jen Catholic University to build the New Experiment Building for the College of Science and Engineering in support of a quality learning environment. We sponsored National Taiwan University's and National Chung Hsing University's Research Project in Cooperative Education Program. As of 2023, the total amount of money that ASMedia has invested in the industry-academia collaboration reached NT\$18,210,675.
9 Environmental Sustainability	<ul style="list-style-type: none"> Greenhouse Gas Emissions Energy Management Water Management Waste Management 	<p>Office environmental management:</p> <ul style="list-style-type: none"> 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. 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, and promotions of paperless practices. 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. 	<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 in this report. 	<p>Reducing Carbon Footprint at the Office Project Performance:</p> <ul style="list-style-type: none"> In 2023, 93.6% of office lighting was upgraded to energy-efficient alternatives. In 2023, 100% of the laptops are labelled with Energy Star.



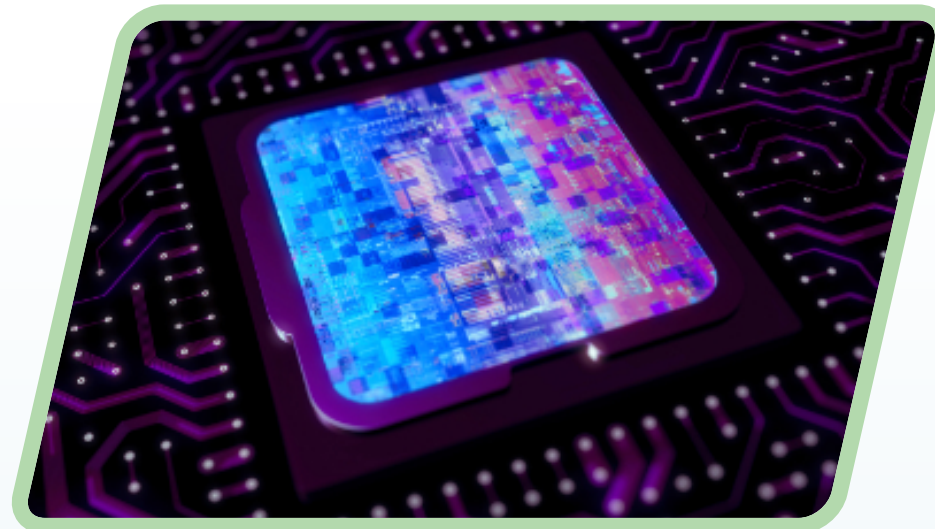
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About Us

ASMedia Technology Inc. (ASMedia), founded in March 2004 in Taiwan, went public on the Taiwan Stock Exchange in December 2012 (5269. TPE). In 2023, ASMedia had 294 employees. Specializing in high-speed interface technologies, we excel in developing cutting-edge high-speed physical layers, ensuring innovation, efficiency, quality, and value creation. As a leading supplier of integrated circuit (IC) design services in Taiwan, ASMedia focuses on designing USB controller ICs, PCIe bridge ICs, SATA controller ICs, high-speed Switch ICs, and custom ASICs. Our clientele includes major domestic motherboard companies and global OEMs.

Product Introduction

In 2023, our revenue reached NT\$6,401,267 thousand, with key markets in America and Asia. Compared to last year, there was no change in the value chain in 2023. For additional information, see [ASMedia's 2023 Annual Report](#) on the corporate website and [Product Line](#) section of this report.

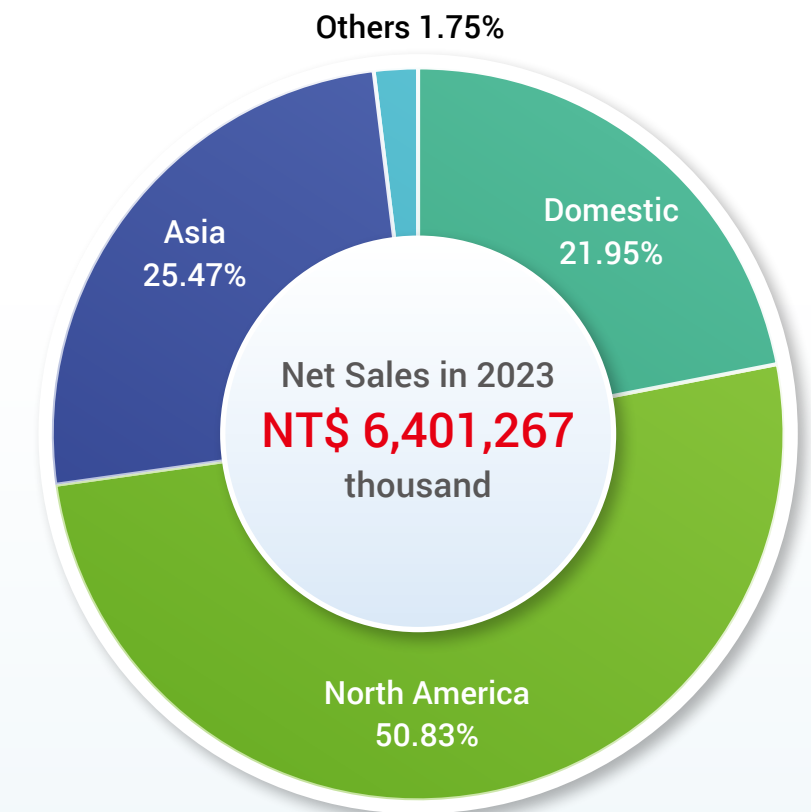


ASIC

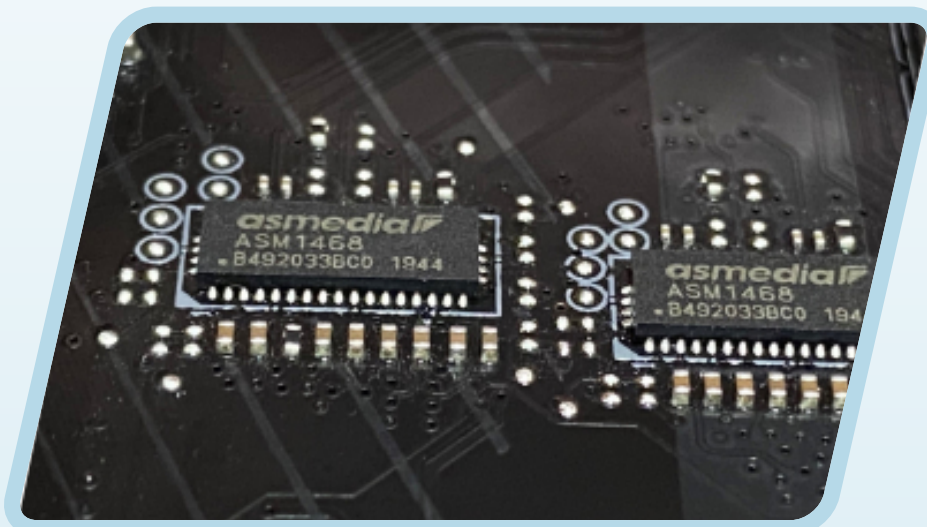
We offer custom ASIC solutions to our global network of customers.

PCIe Bridge

We offer a broad portfolio of industry leading PCIe Bridges that are high performance, multi-purpose, highly flexible and highly configurable.



Product Category Sales Shares in 2023



High-Speed Signal Switch

To improve the signal integrity and quality, we design the high-speed signal switches with the best performance to meet the demands of various customers.

USB Controller

We offer complete USB 3.2 Gen 1, USB 3.2 Gen 2x1, USB 3.2 Gen 2x2 and USB 4 host and device controllers known for their outstanding quality.



SATA Bridge and Controller

ASMedia offers SATA port multipliers, SATA RAID controllers, PCIe to SATA controllers as well as PCIe to SATA RAID controllers.

Honors

We have earned awards and high rankings from reputable sources for exceptional corporate governance and management performance.

CommonWealth Magazine Top 2000 Survey 《Most Profitable Manufacturing Companies》

Profit Margin
Top 50 Companies

NO.7

Based on the ranking of the top 50 companies with the highest profitability among 1,350 manufacturing companies listed in the CommonWealth Magazine's Top 2000 Survey.

(Source: CommonWealth Magazine)

2023 Ranking of Large Enterprises in Taiwan 《Top 5000 - IC Design》



Annual Revenue
Ranking from 21st to

NO.18

The TOP 5000 ranking compiles data on 5,000 large enterprises with net annual revenues exceeding 100 million.

(Source: China Credit Information Service (CRIF))

2023 Listed Companies 《Profitability (EPS)》

Profitability

NO.16

Based on the ranking of the annual EPS (Earnings Per Share) of publicly listed companies. ASMedia was ranked 16th.

(Source: Goodinfo!)

2023 Listed Companies 《Top 30 Median Salary for Non-executive Employees》

Non-executive employees
median salary

NO.12

Based on the ranking of the median salary for full-time non-executive employees in listed companies for 2023, announced by the Taiwan Stock Exchange.

(Source: 104 Job Bank)

2023 Awards and Honors

CommonWealth Magazine Top 2000 Survey 《Manufacturing - IC Design》

**Operational
Performance**
financial indicators

NO.24

Among the 1,350 manufacturing companies listed in the CommonWealth Magazine's Top 2000 Survey, the rankings of IC design manufacturers are determined by the assessment of their operational performance, which is based on six financial indicators such as long-term growth over the past three years (2021-2023), annual performance, and company size.

(Source: CommonWealth Magazine)

2023 Recognition of the FTSE4Good TIP Taiwan ESG Index 《Valid Period: 2023/6/19 - 2024/6/21》



**FTSE4Good
TIP Taiwan ESG Index**

Two consecutive terms
Received the FTSE4Good TIP
Taiwan ESG Index

ASMedia has been selected as a constituent of the FTSE4Good TIP Taiwan ESG Index for two consecutive terms, affirming its ESG performance and is authorized to use the "FTSE4Good TIP Taiwan ESG Index Mark." FTSE4Good TIP Taiwan ESG Index, was compiled by Taiwan Index Plus and FTSE Russell, is the first domestic investment ESG index that fully integrates environmental (E), social (S), governance (G), and financial performance indicators. This highlights the performance of constituent companies in implementing ESG sustainability.

(Valid periods: June 19, 2023 - December 15, 2023)
(Valid periods: December 18, 2023 - June 21, 2024)

(Source: Taiwan Index Plus)

2023 Ranking of Listed Companies' Employees' Average Salary

《Top 30 Public Listed Companies
with the Highest Average Salary》

Average Salary
Ranking from 15th to

NO.10

According to the latest 2023 listed and OTC companies' average salary released by the Taiwan Stock Exchange and the Taiwan OTC Exchange, ASMedia ranked 10th among listed companies with an average salary of NT\$3.442 million, an improvement of 5 places from last year (last year's total annual average salary was NT\$3.148 million).

(Source: 104 Job Bank)

2023 Public Listed Companies in Semiconductor Industry 《Top 5 Average Salary》

Semiconductor Industry
Average Salary in Public
Listed Companies

NO.4

According to the latest 2023 listed and OTC companies' average salary released by the Taiwan Stock Exchange and the Taiwan OTC Exchange, ASMedia ranked 4th among listed companies in the semiconductor industry with an average annual salary of NT\$3.442 million. The average annual salary for the same industry was NT\$1.938 million.

(Source: 104 Job Bank)

Exhibitions

We actively participate in domestic and international trade shows to announce the latest technology and products, and show the FPGA (Field Programmable Gate Array) chip samples of future products and the performance test of new products in the live demo. The main domestic and international exhibitions that we have participated in are as follows:



Che-Wei Lin (right), President of ASMedia Technology, and Ching-Fu Chuang (left), Vice President of the Product Center, pictured with Jason Ziller (center), Vice president of Intel's Client Computing Group and general manager, Client Connectivity Division, at the CES exhibition.

CES: Consumer Electronics Show

The Consumer Electronics Show is held every January in Nevada, U.S.A. sponsored by the Consumer Electronics Association, the show is a major overseas product launch event with many new product announcements.



Computex Taipei

Computex Taipei is an international professional computer exhibition jointly organized by the Taiwan External Trade Development Council (TAITRA) and the Taipei Computer Association (TCA), and is the main product launch event in Taiwan.



Operational Performance

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. Nevertheless, ASMedia efficiently allocated resources, achieving substantial revenue of NT\$6.401 billion. With gross profit at NT\$3.53 billion and operating profit at NT\$1.82 billion, we secured a total after-tax profit of NT\$2.23 billion, showcasing a 35% net profit margin and earnings per share after tax of NT\$32.19. With Intel aligning Thunderbolt 4 technology and USB 40Gbps specification compatibility, we expect increased demand for high-speed transmission platforms like motherboards. Our focus on developing USB 40Gbps products aims to stay ahead in the market and drive operating profit growth.

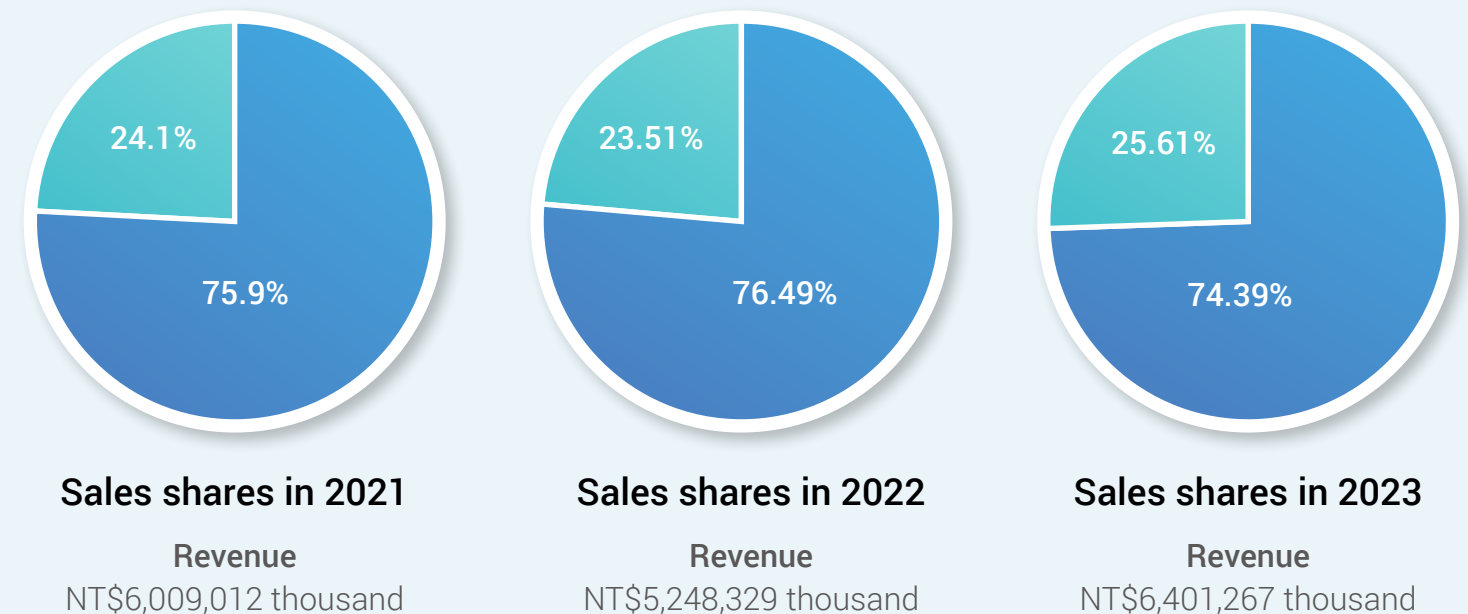
2023 Financial Results (NT\$ thousand; except for EPS: NT\$)

Item/Year	2023
Operating revenue	6,401,267
Gross profit	3,534,264
Operating income	1,822,590
Non-operating income and expenses	746,079
Profit before income tax	2,568,669
Income (Losses) from continuing operations for the year	2,228,182
Profit for the year	2,228,182
Other comprehensive income for the year (net of income tax)	2,308,595
Total comprehensive income for the year	4,477,022
Profit attributable to shareholders of the parent company	2,228,182
Total comprehensive income attributable to shareholders of the parent company	4,477,022
Earning per share (NT\$)	32.19

*For more details, see p.86 of [ASMedia's 2023 Annual Report](#).

Sales Shares of Major Product Categories between 2021 and 2023 (NT\$ thousand; %)

■ High-speed interface controllers ■ High-speed device controllers and others



2023 Direct Economic Value Generated and Distributed (NT\$ thousand)

Item/Year		2023
Direct economic value	Revenue	7,147,346
Economic value distributed	Operating cost	3,485,471
	Employee salaries and benefits	1,074,996
	Payment to funders (e.g. Board of Directors, shareholders)	1,398,294
	Payment to government (sales tax, income tax, property tax)	340,487
	Donation to charitable entities, art, educational activities, community recreational facilities.	7,186
Retained economic value		840,912

Note: Economic value retained = Direct economic value generated - Economic value distributed
 Adopt the accrual basis; The headquarters of ASMedia is located in Taiwan.

Product Innovation and R&D

Innovative Technologies

ASMedia excels in innovation and R&D, standing as a leading IC design company with expertise in high-speed physical layer development. Our innovative prowess in interfaces like USB, PCIe, and SATA sets us apart in the industry.

A physical layer (PHY) manages data transmission for serializer/deserializer (SerDes). SerDes converts parallel data into serial data for network transmission, and the recipient reverses this process. Synchronization is achieved through a shared internal clock during data transmission, facilitating high-speed transfers. ASMedia employs self-developed high-speed PHYs to create diverse high-speed bus interfaces, including host and peripheral ICs. Rigorous quality management ensures our supply chain delivers high-quality ICs. ASMedia's products find widespread applications in PCs, external storage, USB to VGA/HDMI video converters, industrial computers, servers, and workstations. This highlights ASMedia as an essential business partner providing technological expertise and support to the industry.

In developing physical layers, high-speed interface signals face challenges in data processing due to increased susceptibility to interference. To improve signal quality during high-speed transmission, we employ a differential mode to minimize signal noise and reduce the operating voltage (below 1.05V) for lower power consumption and electromagnetic interference. Additionally, considering the potential impact of static electricity on high-speed signals, posing a risk to integrated circuits, we integrate ESD (electro-static discharge) protection to enhance signal quality.

In 2023, ASMedia made significant strides in high-speed transmission technology development. We completed PCIe Gen 4 development and released relevant products to address market demands for high-speed transmissions. Regarding USB 40Gbps, we have finalized the development of device controller product and have attained USB-IF certification in 2023. Additionally, the host controller products are expected to obtain USB-IF certification by 2024. ASMedia is dedicated to leading the high-performance market, consistently delivering cutting-edge high-speed transmission ICs to customers in PC and motherboard markets.

R&D Strengths

We value the importance of differentiation and customization in business, continuously monitoring market trends to design efficient solutions for our customers. Leveraging ASMedia's high-speed PHY expertise, we optimize cost-effective development without compromising quality, ensuring minimal compatibility issues and staying ahead in emerging technologies. ASMedia's Single-Chip Chipset Design technology enables rapid integration of various PHYs for diverse applications. For example, products like the USB controller IC ASM3242 and USB device IC ASM2364 showcase ASMedia's integration of PCIe PHY technology, Single-Chip Chipset Design, and USB PHY technology. Our strong R&D capabilities allow us to adapt swiftly to market dynamics, effectively meeting the diverse needs of our customers.

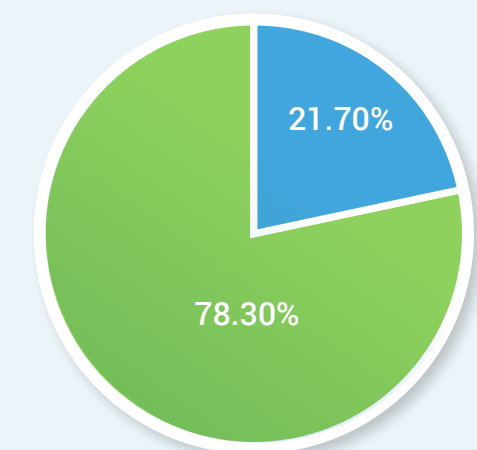
ASMedia extends the R&D capabilities to craft various high-speed signal support products, tackling common signal quality issues. Examples include ASMedia's re-drivers and re-timers for USB and PCIe products, and Switch ICs tailored for PCIe. Our broad high-speed solutions aim to provide customers with enhanced convenience and quality services.

2020-2023 R&D Spending and Percentage of Revenue Spent on R&D (NT\$ thousand; %)

R&D spending peaked as a % of revenue in 4 years

R&D spending as a % of revenue in 2023

■ R&D spending ■ Operating revenue



Product Line

USB Product Line

ASMedia is dedicated to pioneering innovative solutions, being not only the sole Taiwanese IC design company capable of designing host, device, and re-driver products, but also the first Taiwanese IC company to receive USB-IF certification for USB 5Gbps products.

Besides working on the development of USB host and device ICs, we offer multiple USB products as Known Good Device (KGD) and Peripheral Development Kit (PDK) chosen by the USB Platform Interoperability Lab (PIL). Top international companies providing testing services use our KGD and PDK to conduct tests for USB-IF certifications and specification compliance. The high quality and reliability of ASMedia's products are beyond description.

In 2014, we introduced the world's initial USB 5Gbps solution and has consistently been at the forefront of USB host and device controller technology. By 2019, we developed the USB 20Gbps solution. In 2021, we completed the development of USB 20Gbps host and device ICs, initiating mass production. By 2022, we had finalized the development of USB 40Gbps device controller products, and obtained USB-IF certification in 2023.

USB-IF Product Certification

The USB-IF supports the advancement and adoption of USB technology. The USB Compliance Program, developed by USB-IF, assesses products for compliance with USB specifications through various tests that evaluate complexity, power, and function. Manufacturers use these tests to ensure their products adhere to specifications and pass compatibility tests. Successful products are listed on the Integrator's List and recognized as USB-IF certified.



USB 40Gbps Main Product Profile

ASMedia actively contributes to the USB 40Gbps specification development. Our advanced deployment of a complete USB 40Gbps solution includes the ASM4242 host IC and ASM2464PD device IC. The USB 40Gbps device controller ASM2464PD obtained USB-IF certification in April 2023. We expect to obtain certification for the USB 40Gbps interface controller ASM4242 in early 2024.

ASM4242

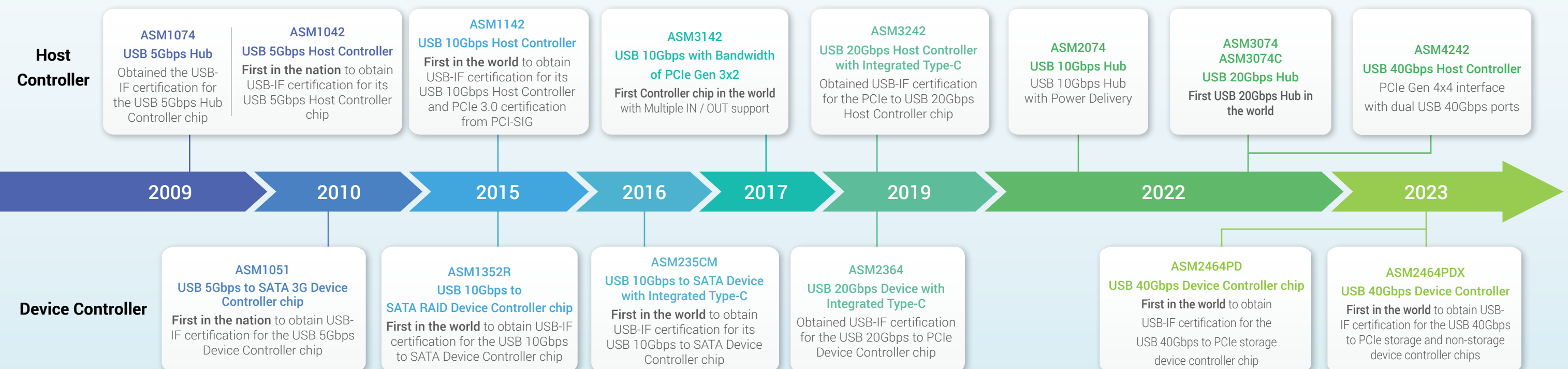
Support PCIe Gen 4x4 interface for two USB 40Gbps ports, backward compatible with USB 20Gbps.

ASM2464PD

Support PCIe Gen 4x4 NVMe interface, fully express USB 40Gbps performance, integrate power delivery (PD) function.
First in the world to obtain USB-IF certification for USB 40Gbps device controller.



Development and Highlights of USB Series



Note: Correction of incorrect information in the 2022 Sustainability report: The years for ASM1142 and ASM1352R are 2015.

PCIe Product Line

ASMedia leads in PCIe technology, providing an alternative for customers with high demand in industrial control systems and data access. The development of ASMedia's PCIe Gen 3 packet switch IC and PCIe Gen 3 to multi-port SATA IC was completed before 2020 and already in mass production. We also completed development of the new PCIe Gen 4 switch chipset and moved into mass production. For new technology, we have invested in developing PCIe Gen 6 IP to expand the high-speed IC market.

PCIe is the fastest bus architecture, with PCIe Gen 4 expanding bandwidth in a cost-effective way. It meets consumer demands in big data applications and is widely used in various markets, including workstations, servers, desktops, laptops, tablets, embedded systems, peripherals, and high-performance computing. Since 2022, PCIe Gen 5 products began to appear on the market, significantly enhancing transmission performance.

PCIe Gen 5 doubles bandwidth compared to PCIe Gen 4. PCIe Gen 5 has a 4GB/s bandwidth in the 16-lane. In addition, since PCIe Gen 5 is backward compatible, the consumers do not need to change their current devices when adopting the latest PCIe specification, which greatly improves user experience.

Looking forward to 2024, ASMedia's PCIe packet switch IC will migrate to Gen 4/5.



PCIe Gen4 Products at a Glance

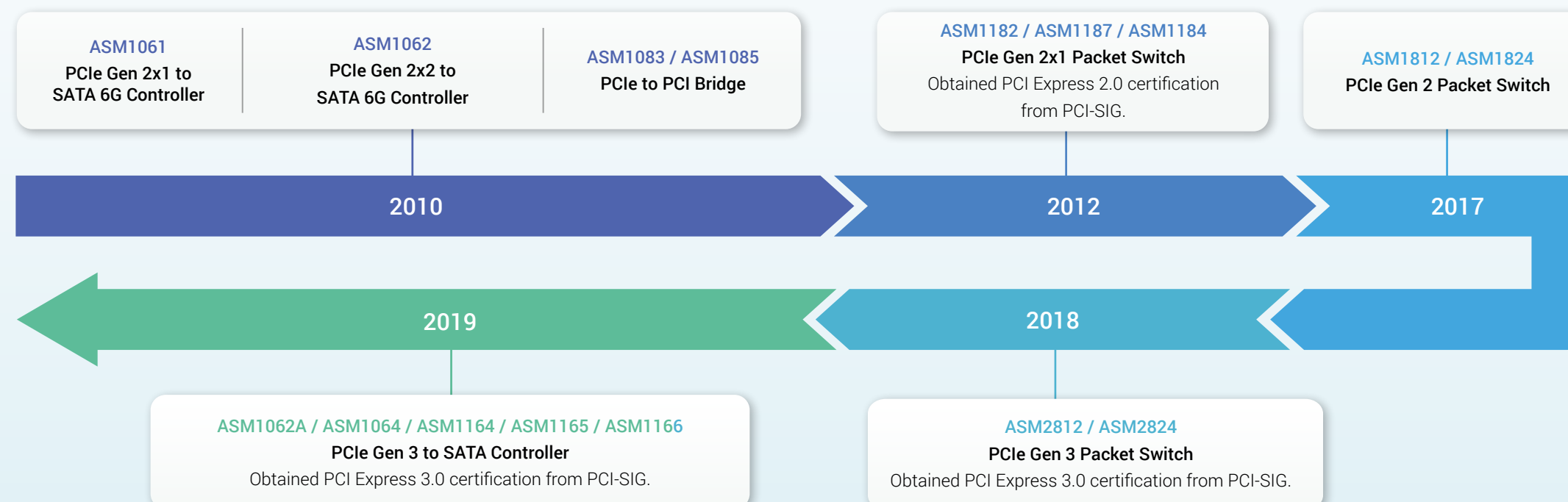
In light of the expanding application scope of PCIe Gen3 expansion chips, particularly the high bandwidth requirements of servers that are no longer being met, ASMedia has deeply understood and responded to customer expectations. We plan to launch an advanced PCIe Gen4 x16 product by the end of 2024, providing our customers with a more powerful and flexible solution.

ASM5848

This is an advanced solution designed specifically for high-performance applications.

It supports an upstream PCIe Gen4 x16 port. On the downstream side, it has a total of 32 channels, which can be split into two x16 ports or multiple x8, x4, and x2 ports, providing exceptional flexibility to meet the needs of various applications.

Development and Highlights of PCIe Series



PCI-SIG Certification

The Peripheral Component Interconnect Special Interest Group (PCI-SIG) is an electronics industry consortium responsible for defining the PCIe specification. PCI Express is a registered trademark of PCI-SIG and a bus specification on computer motherboards. PCIe Express certification can be obtained through compliance testing, including Electrical Testing, Configuration Testing, Link Protocol Testing and Transaction Protocol Testing.

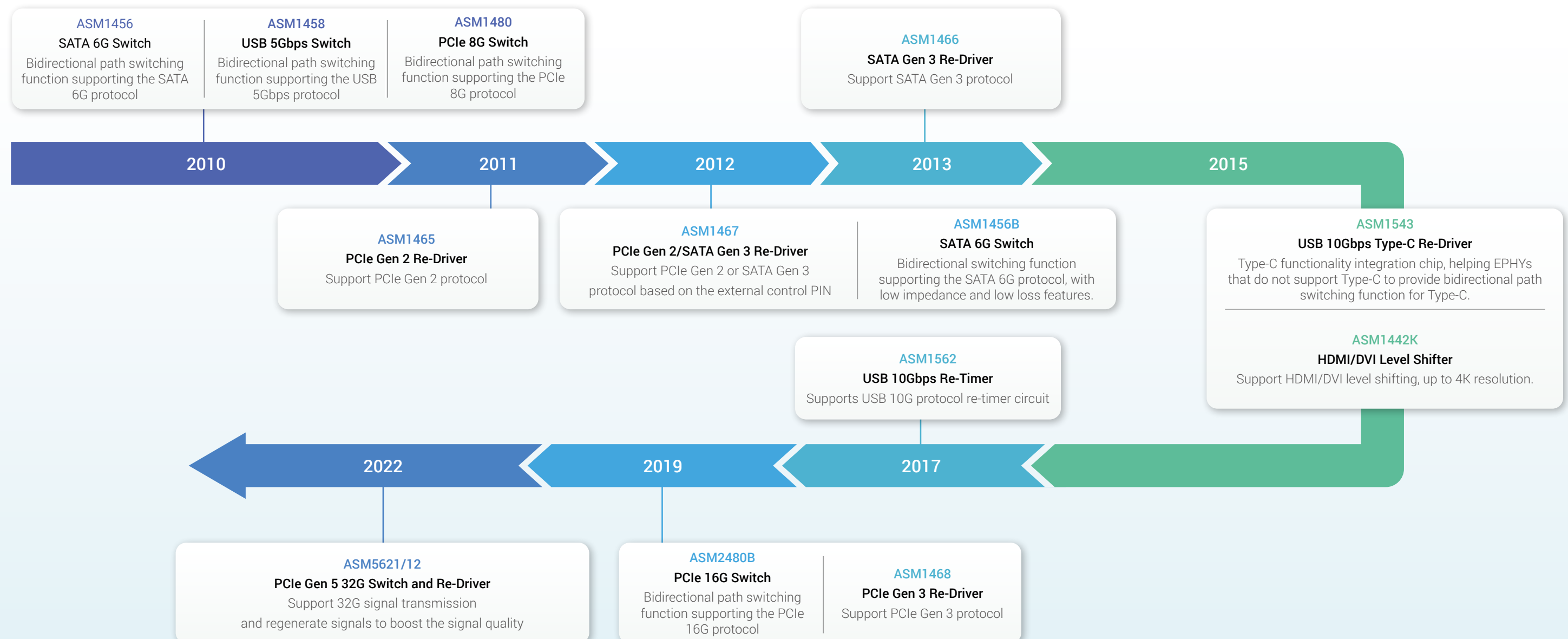
High-Speed Signal Switches & Other Products

The main function of the high-speed signal switch IC is to route high-speed signals. With the low loss technology, ASMedia is able to design high quality, high-speed switch ICs that offer little attenuation of the high-speed USB, PCIe and SATA signals at the outputs.

As global consumers rely more and more on technology, mass data have become a crucial area of competition among businesses for customers, which advances the development of high-speed data transmission products. Nonetheless, the higher the transfer rate, the more signal degradation we will observe. To reduce signal degradation or data-transfer errors on the high-speed interface, one can either use a re-driver to amplify digital signals, or a re-timer to restore signal integrity by removing input noise and random jitter.

ASMedia has high-end technologies to design re-driver and re-timer ICs that can be applied in a variety of markets, including motherboards, laptops, servers, workstations and high-speed transmission lines. We provide customers with the best solutions and perfect user experience by implementing our noise suppression and signal integration techniques.

Development and Highlights of Switch/Re-Driver/Re-Timer Series



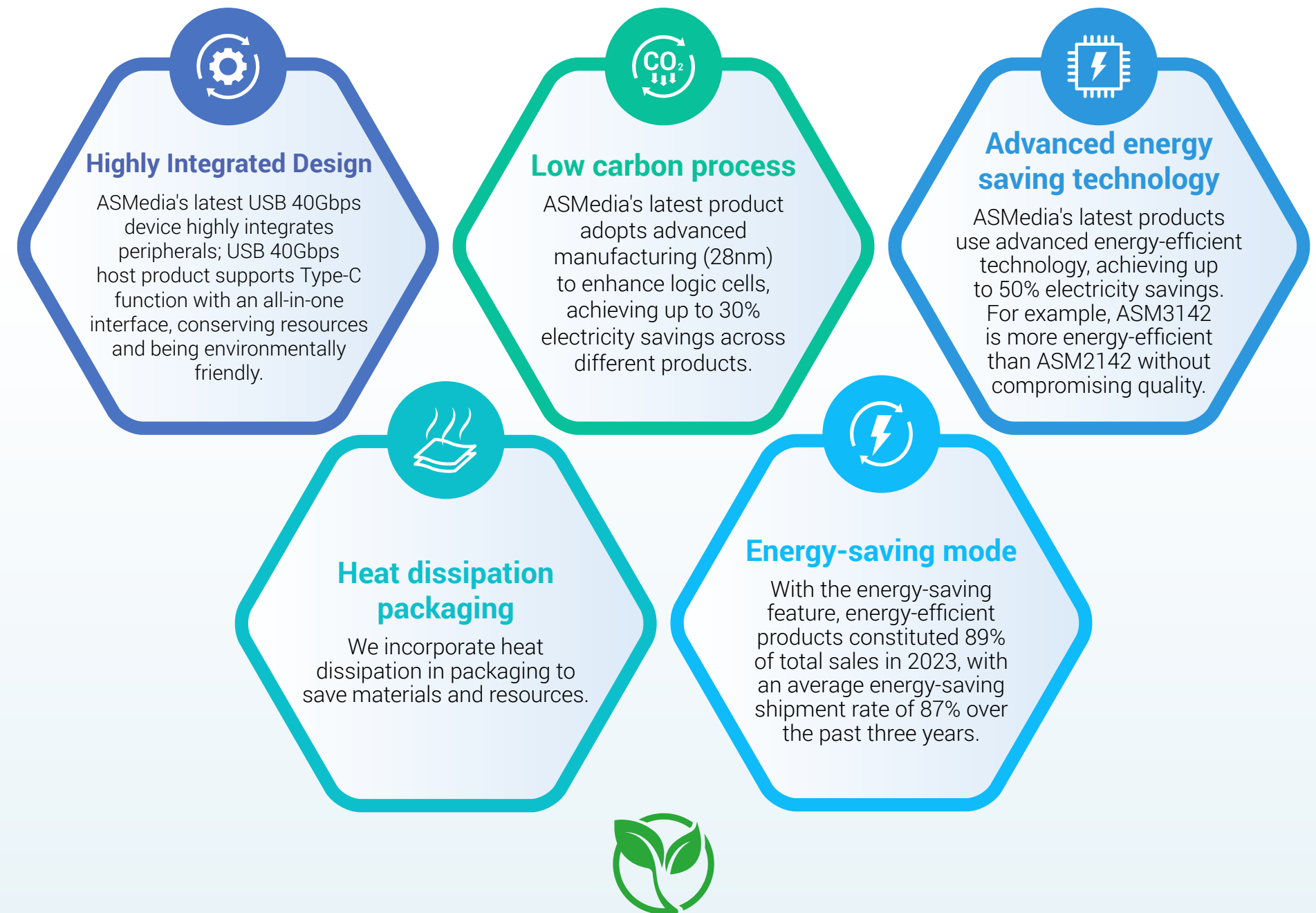
Green Design

To achieve environmental sustainability, ASMedia integrates sustainability into product design, encompassing upgrades in processes, specifications, technology, and incorporating software-based energy management. These initiatives aim to minimize the carbon footprint of our products.

Prioritizing energy efficiency in IC design, we mitigate greenhouse gas emissions by enhancing overall energy efficiency. Controlling the supply voltage helps reduce total power consumption. Adoption of power management modules assists customers in meeting energy efficiency standards, such as those set by the California Energy Commission. Additionally, we adhere to energy-saving design standards, incorporating features like Microsoft's Modern Standby for an instant on/off user experience, enabling longer periods in a low-power mode. Moreover, we require suppliers to implement IC packaging cooling techniques that eliminate the need for additional heat sinks or fans and reduce material loss and conserve resources.

ASMedia aligns with customers in our commitment to sustainability, creating energy-efficient products and providing successful solutions. Collaborating with customers, we actively promote energy conservation and carbon reduction, fostering environmental sustainability. We have developed tailored energy-saving products, such as storage devices and motherboards, which have earned high praise from customers.

The new generation of our USB 40Gbps products uniformly adopts the USB Type-C standard, bringing more efficient and convenient solutions for data transmission and charging technology. At the same time, it also reduces the generation of electronic waste, which is more in line with the principle of sustainability. Since 2015, ASMedia has focused on advancing high-efficiency, high-quality, and high-speed interface technologies. As we dedicate efforts to satisfying consumer demand for green products, we also actively contribute to environmental sustainability.



Low Carbon Products, Our Sustainability Promise

Customer Solution 1 - Supporting Modern Standby

ASMedia's new product line series support the latest standby function, making it easier for systems to enter power-saving standby mode. Compared to traditional models, the new models can save power exceed 80%, depending on usage conditions.

Supporting Modern Standby



Modern Stand By

Energy-saving efficiency exceeds **80%**



SATA AHCI
Controller Chip

asmedia
ASMEDIA TECHNOLOGY INC

ASM1166
ASM1164



USB40G/ 20G / 10G
Host Controller Chip

asmedia
ASMEDIA TECHNOLOGY INC

ASM4242
ASM3242
ASM3142



PCIe Gen3/ Gen2
Packet Switch

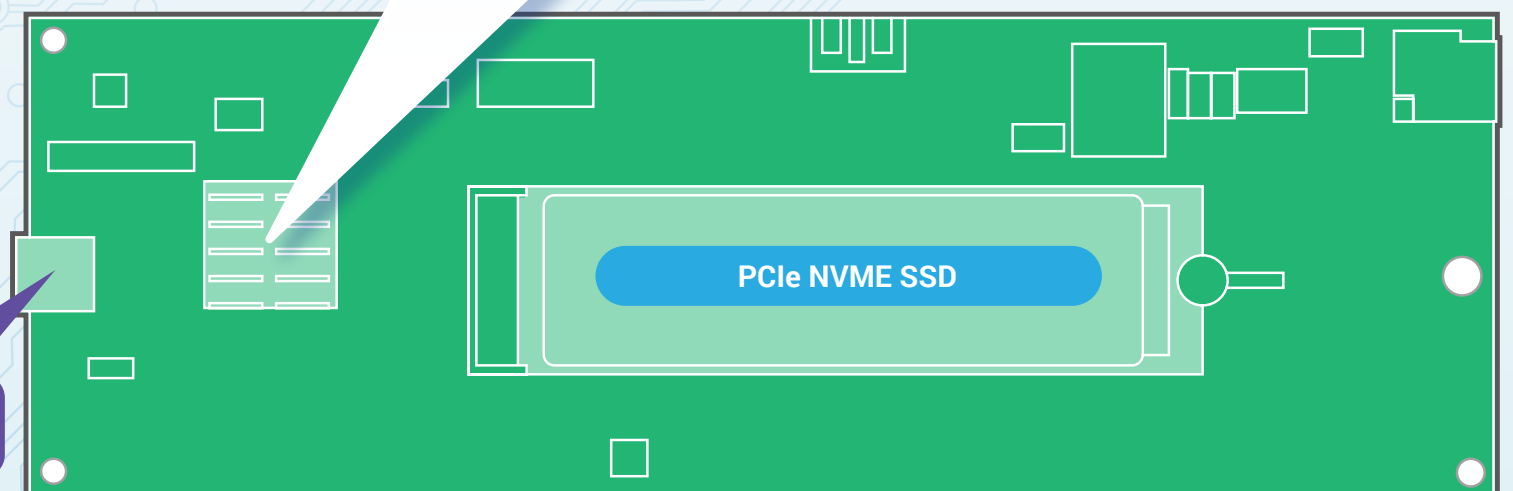
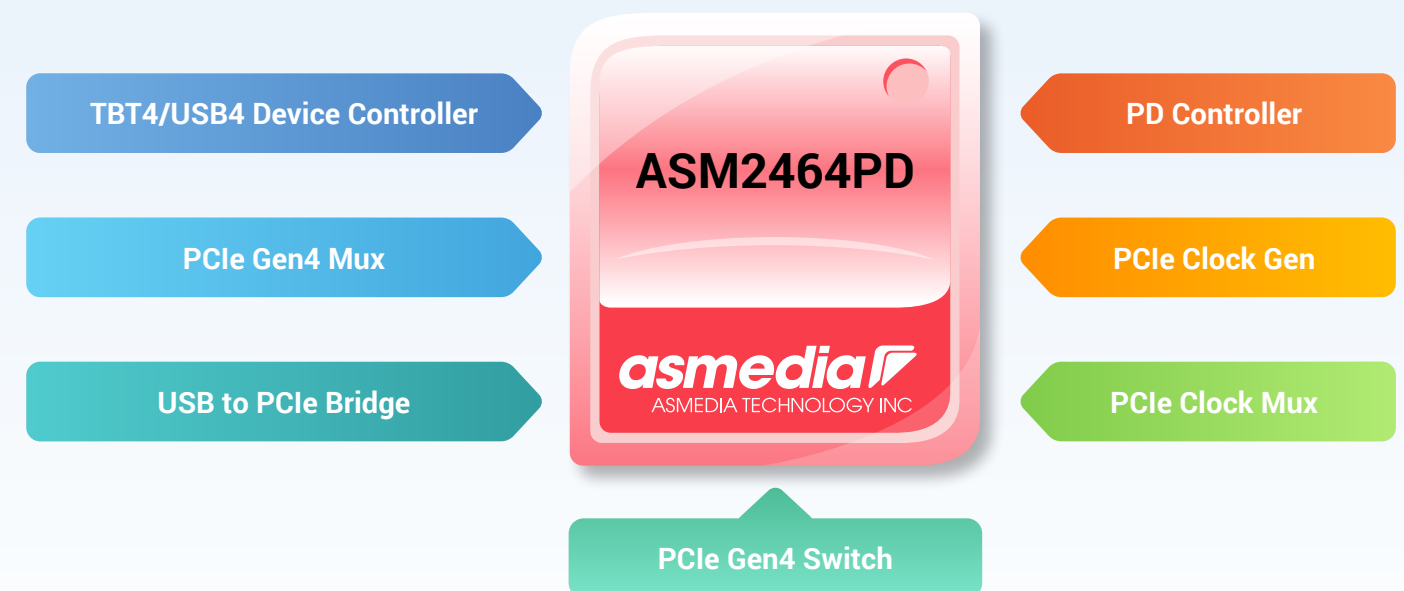
asmedia
ASMEDIA TECHNOLOGY INC

ASM2812
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ASM1812
ASM1824

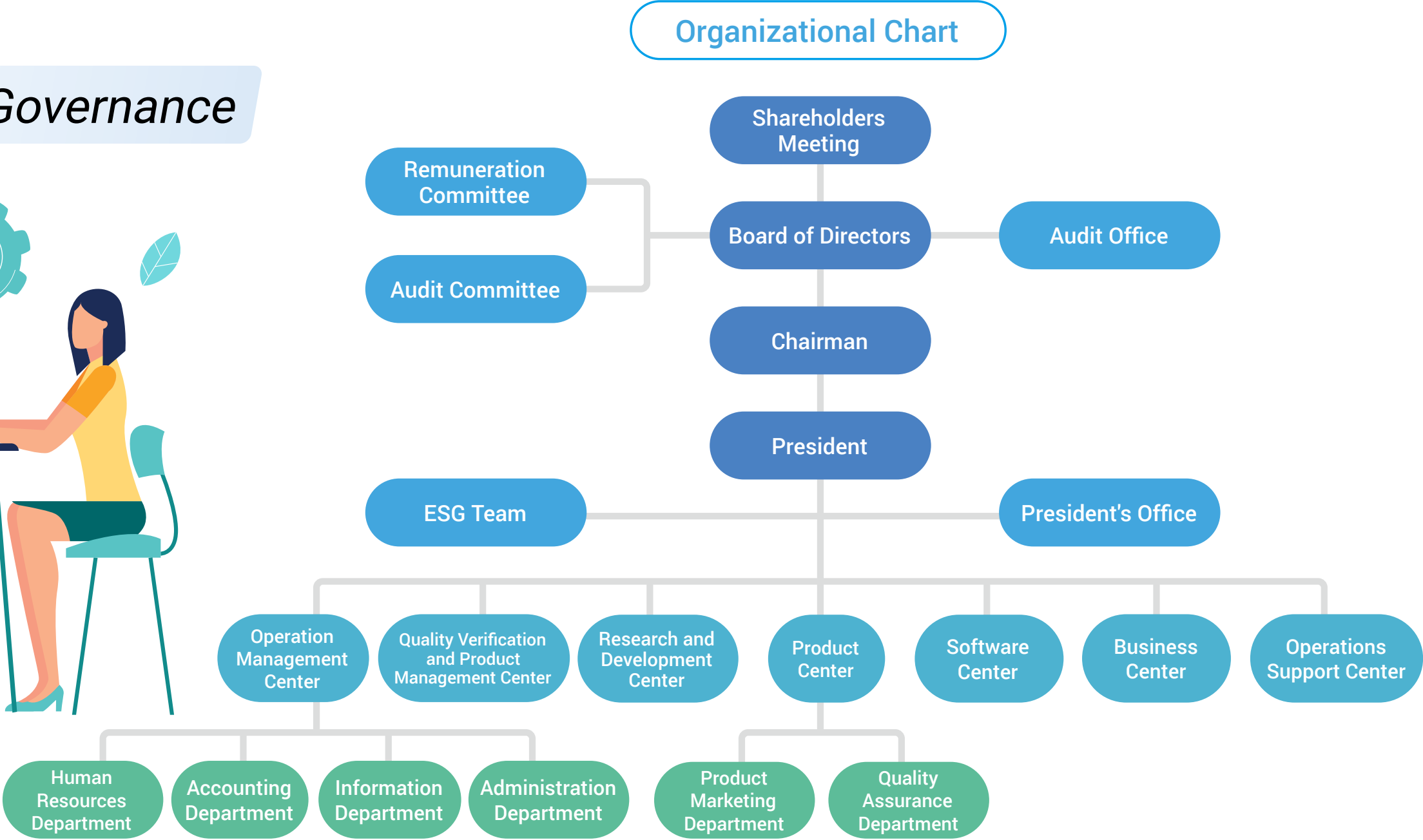
Customer Solution 2 - High-Integration Design

For example: A renowned storage device brand manufacturer has integrated the original Thunderbolt 3 device end product's seven chips on the Printed Circuit Board (PCB) using our company's ASM2464PD. This not only enhances product performance and reduces energy consumption, but also reduces the number of parts required, thereby simplifying the PCB wiring. This resource-saving innovative method is more environmentally friendly.

Highly integrated peripheral components (up to 7-in-1)



02 Corporate Governance



ASMedia's corporate governance is guided by robust policies, addressing issues such as anti-corruption, with a strong emphasis on transparency and openness. Aligned with Taiwan's corporate governance laws, including the Company Act, Securities and Exchange Act, and requirements from the Taiwan Stock Exchange Corporation (TWSE), our governance system upholds the rights of shareholders and stakeholders, and ensures their protection through effective corporate governance.

Board Oversight of ESG Issues

The Board of Directors represents the entire company and is responsible to shareholders for overall strategies and management oversight. Oversight of environmental, social, and governance (ESG) matters is a key focus. Led by the President, we have a dedicated team managing ESG, including energy-efficient design and eco-friendly products. We seek advice from external ESG consultants and promote and execute ESG programs in the workplace. Regular ESG performance reports are presented to the Board, and our ESG data is disclosed in sustainability reports.

Board of Directors

To ensure Board independence, ASMedia has established the following regulations and procedures:

- All Board members must adhere to the Guidelines for the Adoption of Codes of Ethical Conduct and the Prevention Management of Insider Trading to avoid conflicts of interest.
- According to the Corporate Governance Best Practice Principles, the roles of Chairman and President (or equivalent roles) should not be held by the same individual. Clear distinctions in roles and responsibilities should be maintained.
- We value the opinions of independent directors. The internal audit supervisor engages in private discussions with independent directors before official Audit Committee meetings at least once a year, maintaining records of the meetings. This allows independent directors to fulfill their supervisory function independently of the company's management.

Composition of the Board and Board Committees

Board member election aligns with the Corporate Governance Best Practice Principles, emphasizing diversity in gender, age, nationality, culture, and expertise in law, accounting, industry, finance, marketing, and technology. Besides professional background and industry experience, conduct, ethics, and reputation are assessed. Despite current independent directors completing three terms, their valuable professional insights are crucial for guiding future directions. Our Board affirms that each independent director maintains the required independence in judgment and duties, with no compromising relationships with management (or others) affecting their ability to act in ASMedia's best interests.



2023 Board Members Attendance and Diversity

Chin-Chuan Hsu

Director

Over 50 years old
Republic of China

♂

Experience / Education

- School of Medicine, College of Medicine, National Taiwan University
- Graduate Institute of Clinical Medicine, College of Medicine, National Taiwan University
- Professor, Department of Internal Medicine, College of Medicine, National Taiwan University

Diversified Skill sets

OM / L&S / M / CM

Number of Attendances

6 times

Jerry Shen

ASUSTeK Computer Inc.
Representative

Director

Over 50 years old
Republic of China

♂

Experience /Education

- Graduate Institute of Electrical Engineering, National Taiwan University
- CEO, ASUSTeK Computer
- Manager, Acer Computer

Diversified Skill sets

OM / L&S / IE / M / CM

Number of Attendances

7 times

Che-Wei Lin

ASUSTeK Computer Inc.
Representative

Director

Over 50 years old
Republic of China

♂

Experience /Education

- Master of Science in Electrical Engineering, University of Missouri - Columbia
- Vice General Manager, VIA Technologies Inc.
- Vice President, ASUSTeK Computer

Diversified Skill sets

OM / L&S / IE / M / CM

Number of Attendances

7 times

Hung-Tze Jan

Independent Director
Over 9 years

Over 50 years old
Republic of China

♂

Experience/Education

- Department of Economics, National Taiwan University
- Chief Editor, United Daily News Wan-Hsiang Edition
- General Manager, Yuan-Liou Publishing Co., Ltd.
- Chairman, Cite Media Holding Group

Diversified Skill Sets

OM / L&S / IE / A&F / M / CM

Number of Attendances

7 times

Chien-Ping Hsieh

Independent Director
Over 9 years

Over 50 years old
Republic of China

♂

Experience/Education

- Ph.D. in Finance, Kent State University, Ohio
- Master of Business Administration, University of Missouri Columbia
- Chairman/General Manager, Chunghwa Investment Co., Ltd.
- Chief Financial Officer/Deputy General Manager, Chunghwa Telecom Co., Ltd.
- Deputy General Manager/Spokesperson, Mega Financial Holding Co., Ltd.
- Professor, Graduate Institute of Finance, National Taiwan University of Science and Technology

Diversified Skill Sets

OM / IE / A&F / M / CM

Number of Attendances

7 times

Ching-Chi Wu

Independent Director
Over 9 years

Over 50 years old
Republic of China

♂

Experience/Education

- Ph.D. in Educational Psychology, University of Minnesota
- Bachelor of Education, National Chengchi University
- Committee Member, Cultural and Creative Industry Promotion Team Digital Content Industry Development Committee of Executive Yuan, R.O.C. (Taiwan)
- Committee Member, The Management Committee of the Chinese Development Fund
- Chairman, National Chung Cheng Cultural Center
- Professor and Head of the Department of Psychology, National Chengchi University
- Adjunct Professor of Graduate Institute of Business Administration, Entrepreneur Class, IMBA of National Chengchi University
- Chairman, Taiwan's Aim for the Top University Program - Innovation and Research, Ministry of Education

Diversified Skill Sets

OM / CM

Number of Attendances

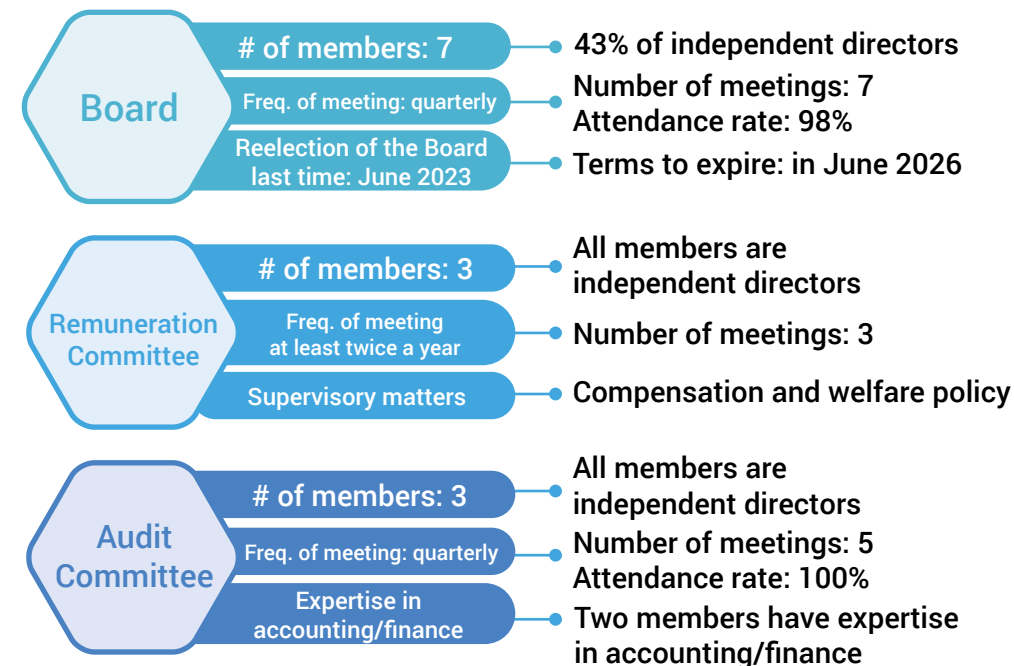
7 times

*OM = Operation Management; CM = Crisis Management; M = Marketing; A&F = Accounting and Finance; IE = Industry Experience; L&S = Leadership & Strategic

To support effective board decision-making, enhance corporate governance, and protect the interests of shareholders, we established the Audit Committee and the Remuneration Committee. The major responsibilities of the Audit Committee include overseeing financial reports, hiring or dismissing a certified public accountant (CPA), safeguarding internal controls, ensuring legal and ethical compliance, assessing and managing existing and potential risks. The Remuneration Committee is responsible for regularly reviewing the performance evaluation of ASMedia's Board members and managers as well as the policy, guidelines, levels and structure regarding the remuneration. The Remuneration Committee will present recommendations to the Board for their consideration.

For more information about ASMedia's Board, Board committees, corporate governance structure and each department's roles and responsibilities, see the [Major Internal Policies](#) on official website as well as [ASMedia's 2023 Annual Report](#).

2023 Board and Board Committees



Strengthen Board Functions and Operations

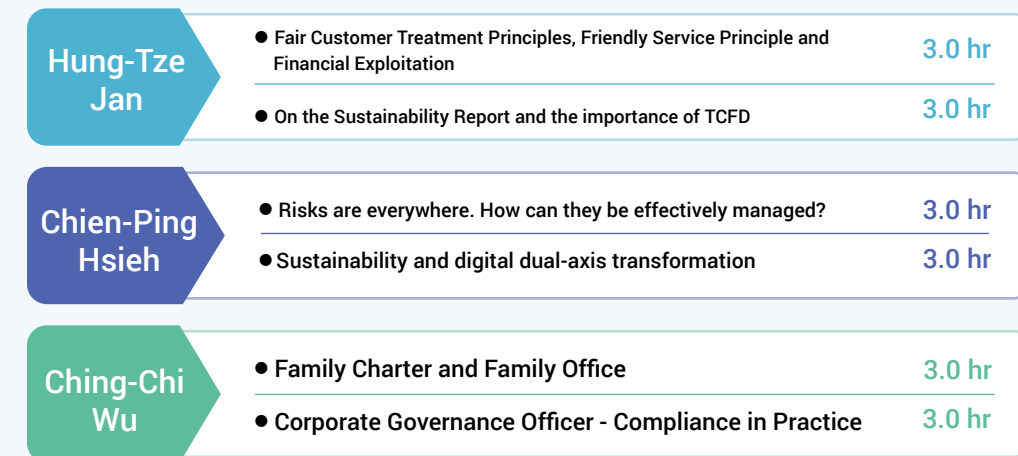
ASMedia implements a comprehensive Board development plan to enhance their skills. Courses cover corporate management, operational decisions, accounting, financial analysis, crisis management, leadership, decision-making, industry knowledge, and global market views. Board members gain expertise in finance, risk management, sales, business, laws, accounting, sustainable development, and internal control through these programs. This plan offers valuable strategic insights and risk considerations, contributing to a robust team and effective governance.

2023 Training Courses and Training Hour for the Board



Average hours spent on training per person: **6**

Total training hours: **42**



Performance Evaluation of the Board and Board Committees

The performance evaluation of the Board is divided into two parts: internal and external evaluations. The Board conducts an internal appraisal based on the evaluation procedure and indicators specified in the "Self-Evaluation or Peer Evaluation of the Board of Directors" on an annual basis. It covers the entire Board, individual members, and committees. External evaluation, performed every three years, involves external independent agencies or a group of experts/scholars. Evaluation reports, both internal and external, are completed and submitted to the Board by the end of the first quarter of the following year.

We conducted an internal performance evaluation of the 2023 Board, individual members, the Audit Committee, and the Remuneration Committee following the "Self-Evaluation or Peer Evaluation of the Board of Directors", resulting in an "outstanding" rating. For external evaluation, we engaged the independent professional agency, Taiwan Corporate Governance Association (the "Association"). ASMedia and the Association have no business interactions, ensuring their independence in all evaluation matters. They used questionnaires and video interviews to assess the Board's performance in eight aspects. Following external expert advice, a corporate governance officer has been appointed in the first half of 2023 to manage governance matters and support the Board. We communicate corporate governance practices to independent and outside directors through diverse channels, ensuring comprehensive understanding and control of significant company matters for proper duty fulfillment. For more details on evaluation reports, advice, and implementation outcomes, visit our [Board Performance Evaluation Results](#) website.

Tax

Approach to Tax

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.

ASMedia adheres to and is committed to the following principles:

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.

Tax Governance Framework and Responsibility

ASMedia's tax governance units and their responsibilities are summarized as follows:



Stakeholder Engagement: Concerns Related to Tax

We ensure compliance with tax laws in all countries of operation. In case of uncertainties, we directly consult government authorities or use PwC's services for guidance. For tax audits, we promptly gather required information upon notification and collaborate with tax authorities throughout the audit process.

Ethics and Regulatory Compliance

Ethical Management

Since its inception, ASMedia has upheld principles of fairness, integrity, honesty, faithfulness to promises, and transparency, maintaining the highest ethical standards. In recent years, we have integrated sustainability into our operations, striving for increased transparency, fairness, diversity, and inclusivity.

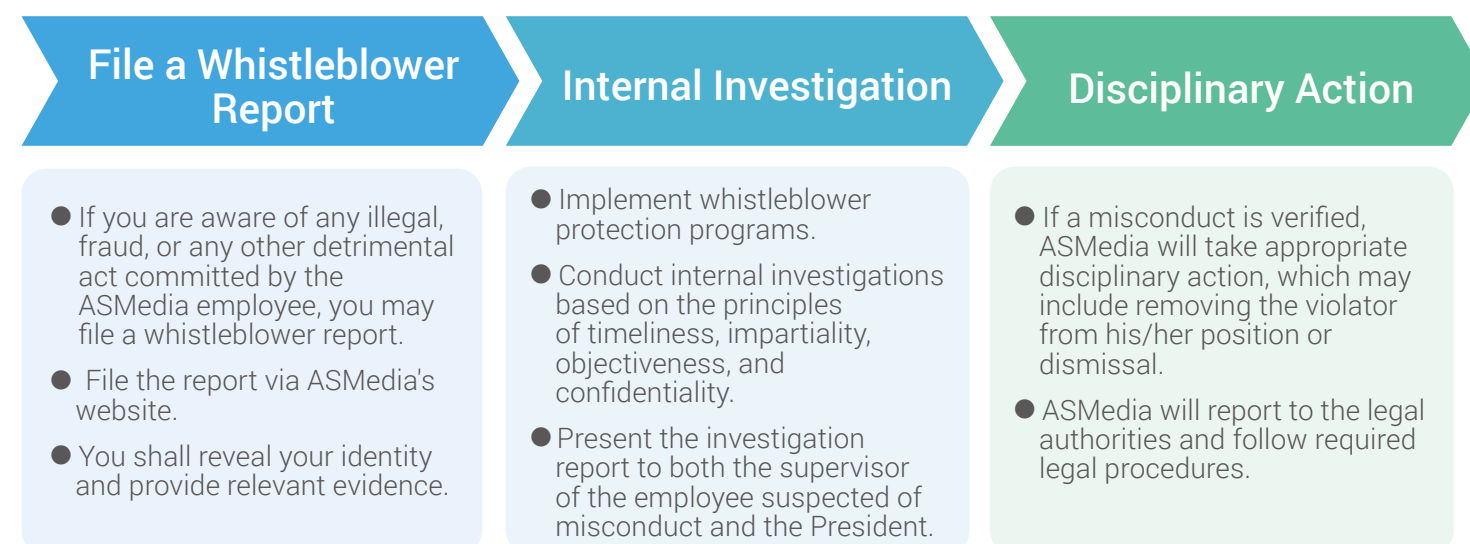
Referencing the Company Act, the Securities and Exchange Act, the Business Entity Accounting Act, the Political Donations Act, and requirements related to listed companies, companies in over-the-counter markets and other business practices, we have established the code of conduct and ethics policies, including the Ethical Corporate Management Best Practice Principles, the Guidelines for the Adoption of Codes of Ethical Conduct, and the Procedures for the Ethical Management and Guidelines for Conduct. The addressed issues include:

- Prohibition against bribery
- Prohibition against misappropriation or misappropriation of a trade secret
- Fair trade
- Product and service compliance
- Conflict of interest
- Whistleblowing mechanisms and protection of whistleblowers from retaliation

ASMedia is dedicated to carrying out business activities with integrity and maintains a zero-tolerance stance towards corruption and illegal actions. To ensure adherence to legal and ethical standards, we establish an [online whistleblowing system](#). Anyone witnessing suspicious activities can report them through this system, and the whistleblower's identity and reported content will be safeguarded to prevent retaliation. In 2023, no incidents were reported.

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.

Whistleblower Reporting System

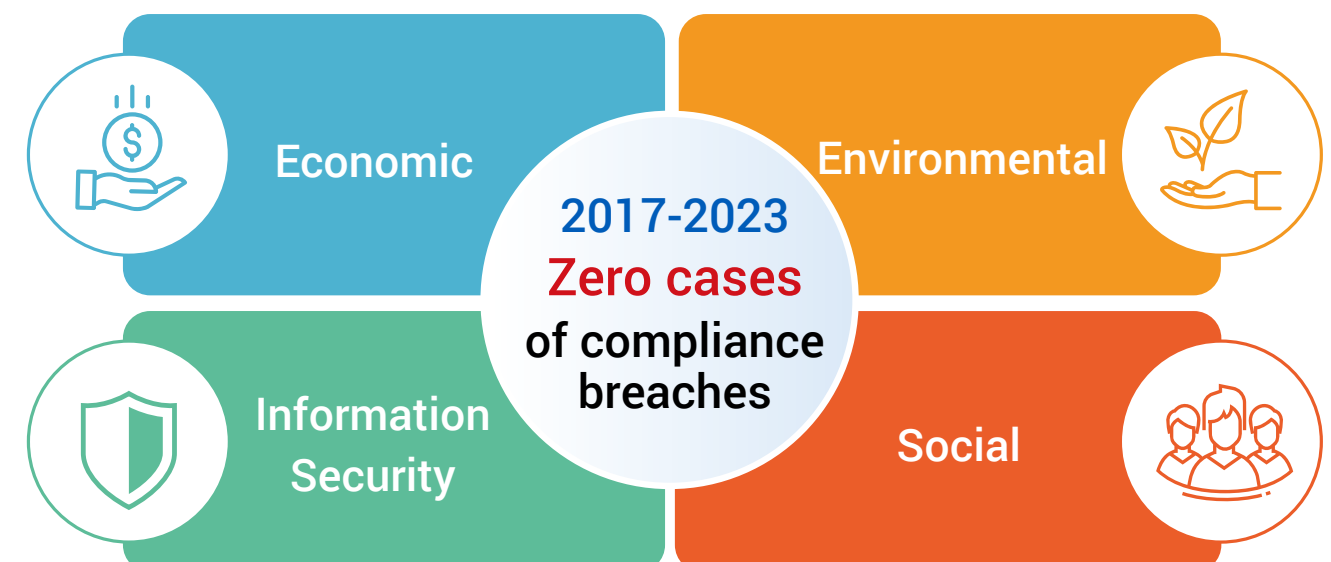


ASMedia's HR department oversees ethics policies and prevention strategies for ethical management. Annual reports on ethical management are submitted to the Board of Directors. Additionally, employees at all levels receive ethics training at least once a year.



Regulatory Compliance

ASMedia's management team diligently tracks local and global ESG policies and laws impacting our business, operations, and financial performance. Regular compliance checks and policy creation are conducted to adhere to relevant requirements. We offer internal training and advocacy resources to ensure employee understanding of ESG compliance issues. In 2023, no penalties, whether monetary or non-monetary, were incurred for noncompliance in economic, environmental, social, or information security areas. Here is a brief summary of our internal evaluation of compliance with applicable requirements:



■ Compliance with the economic laws and regulations

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. Between 2017 and 2023, we did not receive fines for violations of regulations on the following activities while providing products or services:

- 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

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.

■ Compliance with the social laws and regulations

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.

■ 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.



Risk Management

ASMedia's divisions routinely assess existing or potential risks encompassing economic, environmental, and social aspects. The President is regularly briefed on this evaluation, and the risk information is subsequently reported to the Board of Directors. Customized risk prevention and control measures are instituted by each division to mitigate the impact or likelihood of risk occurrence. We employ prominent ESG frameworks and standards, such as the GRI Standards, the Sustainability Accounting Standards Board (SASB) Standards pertinent to the semiconductor industry, and the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, to identify relevant impacts, risks, and opportunities. Subsequently, we devise risk response plans and strategies to effectively manage the identified risks and opportunities.

Building on this foundation, we've further implemented ISO 14001 Environmental Management System to effectively manage our company's environmental impact and pursue continuous improvement. Through the risk management of ISO 14001, we can anticipate and control environmental risks, transforming them into opportunities that drive the company's growth and contribute to a more sustainable future. ASMedia holds ISO 9001: 2015 certification, ensuring that the company adheres to the Plan-Do-Check-Act (PDCA) cycle for quality management. Quality management (ISO 9001) and environmental management (ISO 14001) are reviewed at least once a year by the organization's top executives and internal auditors. External audits for continued certification are conducted annually and recertification audits are performed every three years to ensure the effectiveness of practical operations.



ASMedia holds [ISO 9001: 2015](#) certification, signifying our consistent delivery of products and services meeting customer requirements and application of risk-based thinking to quality management processes.



Through risk management under [ISO 14001: 2015](#), foreseeable and controllable environmental risks can be transformed into opportunities, fostering growth and sustainability.

Risk Management

The table below describes in detail our management of each type of risk:

Risk Type	Causes of Risk	Responsible Unit	Formulating and Implementing the Strategies
Strategic and Operational Risk	The wars, inflation surge, and the Central Bank's decision to raise interest rates all cause the market to decrease, resulting in a sluggish inventory turnover.	Business Cent. Operations Support Cent.	<ol style="list-style-type: none"> The market demand and technology development trends are reviewed regularly, and evaluations and inspections are implemented every six months by the business center. Based on customers' product replacement cycles, we strategically formulate price and channel strategies to eliminate inventory. We observe customer demands and market changes annually, maintain good interactive relationships with suppliers and customers, understand changes in upstream raw material prices and assembly and testing costs, and reduce the impact of raw material, assembly and testing costs changes on the company's profits and losses. Please see Operational Performance and Product Innovation and R&D section of this report.
Market Risk	<ol style="list-style-type: none"> When competitors develop new products or designs, our market share might be lost to competitors. The market's demand for sustainable products is increasing, so the company needs to improve the internal value of products to catch up with the global trend of zero carbon emissions. 	Product Marketing Dept. R&D Cent.	<ol style="list-style-type: none"> Our R&D capacity enables a high degree of adaptability and can respond to the diversified market demands in a timely manner. In addition to having high-speed physical layer (PHY) R&D technology, which can control costs, accelerate development speed, reduce compatibility issues, and continue to master the most advanced technology, it also has system integration chip design the Single-Chip Chipset Design capabilities, which can quickly integrate different physical layers to produce products with different application aspects. In order to achieve environmental sustainability goals, we review objectives annually to gain market recognition. We prioritize energy efficiency during the chip design process that can enhance product energy efficiency and reduce greenhouse gas emissions. Please see Product Innovation and R&D section of this report. For more details, see Green Design section of this report.
Financial Risk	<ol style="list-style-type: none"> Foreign exchange risk arises as ASMedia does business in more than one currency. Tax risks caused by changes in tax-related regulations. 	Accounting Dept.	<ol style="list-style-type: none"> The exchange rates have fluctuated sharply in recent years. To reduce the impact of exchange rate fluctuations on revenue and profitability, the Accounting Department will keep a portion of revenue earned in US dollars to pay for purchases in the same currency, thus offering a natural hedge against exchange rate fluctuations. In the future, in addition to continuing to observe the impact of the overall economic situation on the exchange rate at least once a week, hedging actions will be carried out with foreign exchange derivatives for the purpose of hedging. In order to prevent operating losses caused by changes in tax-related laws and regulations, the company adheres to the principles of reporting honestly according to laws and regulations, prudently considering tax risks, not engaging in transactions for the purpose of tax avoidance, and maintaining good communication with tax authorities. It is committed to controlling tax risks and pursuing sustainable development. Please see Tax section of this report.
Compliance Risk	The company may be exposed to legal penalties or monetary fines when the governments and other regulatory bodies introduce regulations concerning the wastewater and waste treatment, or impose restrictions on the use of certain raw materials.	HR Dept. Administration Dept. Legal personnel in President's Office	<ol style="list-style-type: none"> The HR Department regularly reviews personnel-related laws and regulations and conducts annual evaluations and audits. The Administration Department regularly reviews environmental protection and safety laws and regulations and conducts annual evaluations and audits. The legal personnel in the President's Office regularly review industry-specific laws and regulations. Please see Ethics and Regulatory Compliance section of this report.
Climate Change Risk	<ol style="list-style-type: none"> Increased costs of raw materials stem from climate change. The restrictions on carbon emissions imposed by the governments and the international climate action initiatives may be a potential source of compliance risk and reputational risk. 	Operations Support Cent. Administration Dept.	<ol style="list-style-type: none"> We ensure that there are at least two or more suppliers to provide raw materials that meet the specifications and we plan to implement a business continuity plan every year - in case of supply chain disruption, to ensure the smooth operation of key businesses in the supply chain. In accordance with the "Climate-Related Financial Disclosures", we identify potential risks and opportunities related to climate change, and predefine relevant response strategies and measures. We review these annually to prevent the risks and damages brought about by climate change. Please see Climate-related Risks and Opportunities .
Supply Chain Risk	<ol style="list-style-type: none"> The global initiatives for both human rights and environmental protections may be a potential source of supply chain risk. The supply chain may present compliance risks. 	QA Dept.	<ol style="list-style-type: none"> All of our main suppliers have signed the Responsible Business Alliance (RBA) Code of Conduct and we review the supply chain annually to ensure compliance with the conflict minerals policy and non-use of toxic substances to ensure that they respect human rights and are committed to environmental protection. We conduct supplier audits annually, if a supplier violates any related laws or initiatives, we will immediately initiate a risk investigation and evaluation, and decide whether to continue working with the supplier or not. Please see Supply Chain Management , Critical Materials Risk Management and Supplier Audit .
Occupational Safety and Health Risk	<ol style="list-style-type: none"> The employees may not have sufficient response capabilities to handle disasters. There may be events that require first aid. The risk of physical and mental health hazards and productivity disruptions for employees due to work stress or the workplace environment. 	HR Dept. Administration Dept.	<ol style="list-style-type: none"> We irregularly provide occupational safety and health education training for employees, along with fire drills every six months. Every year, our company ensures that we have sufficient first aid personnel and equipment to handle potential emergencies. We plan to promote workplace health programs such as health checks that exceed regulatory requirements, Employee Assistance Programs (EAP) to take care of employees' physical and mental health, and we implement a business continuity plan for pandemics to prevent potential issues every year. We plan to implement ISO 45001 in 2024 and aim to obtain external certification by 2025, effectively reducing the risk of future incidents, illnesses, and fatalities for our employees and partners. For more details, see Occupational Safety and Health, Comprehensive Wellness and Happiness Plan and Business Continuity Plan for Pandemics of this report.
Information and Privacy Data Risk	<ol style="list-style-type: none"> The company may face an event which results in our employees' information and the suppliers' information being lost, stolen, or compromised. Confidential information, including hard copies that contain such kind of information, may leak out. Hackers may attack the external website or the internal system to steal confidential information. 	Information Dept. Legal personnel in President's Office	<ol style="list-style-type: none"> The IT department monitors the official website in real time through the system to check for any abnormalities and whether the firewall has been breached. The internal system, through the antivirus software system, reports any abnormalities in real time and records them. The legal personnel in the President's office shall disseminate the information about data protection, including not mentioning any confidential data in the company and ensuring confidential data is well protected. The computers issued by the company are uniformly installed with antivirus software. Through the antivirus server, virus codes are updated in real time to ensure the effective operation of the antivirus software. A virus scan is automatically scheduled every week to ensure that the computer is not affected by viruses and malicious programs. We hire professional consultants to make recommendations and assist in improving ASMedia's information security system once a year. Please see Information Security and Risk Management .
Human Rights Risks	<ol style="list-style-type: none"> Employees may face excessive working hours or inappropriate working conditions, potentially leading to fines, lawsuits, and employee turnover for the company. Employees might experience unfair treatment based on gender, race, religion, sexual orientation, age, disability, or other characteristics, as well as face workplace harassment, bullying, or other forms of misconduct. This can result in lowered employee morale, decreased productivity, and possible damage to the company's reputation. 	HR Dept. Legal personnel in President's Office	<ol style="list-style-type: none"> Formulate ASMedia Human Rights Policy to address human rights risks, establishing mitigation plans and remediation measures, and reviewing them annually to ensure the protection of stakeholders' human rights and personal privacy. Formulate measures for preventing workplace sexual harassment, including complaint and disciplinary procedures, while establishing channels for consultation and reporting to safeguard the privacy and rights of those involved. Issue a Written Statement on the Prohibition of Workplace Violence and provide consultation and grievance channels, strictly prohibiting any form of workplace bullying. Please see Human Rights section of this report.

Information Security and Risk Management

Information Security Governance

As digitization, big data analytics, and AI technologies gain prominence, the information security unit's role shifts from supportive to strategically vital for businesses. ASMedia has appointed an information security officer and employee by end of 2023 to oversee policies and implementation in each department, fostering a comprehensive information security protection system and enhancing employee awareness.

In 2022, ASMedia has obtained ISO/IEC 27001:2013 Information Security Management Systems (ISMS) certification. In accordance with global standards for ISMS, we establish diverse policies and controls to ensure effective implementation and progress.



ASMedia has obtained the [ISO/IEC 27001 : 2013](#) certification and continues to improve and implement information security management.

Information Security Policy

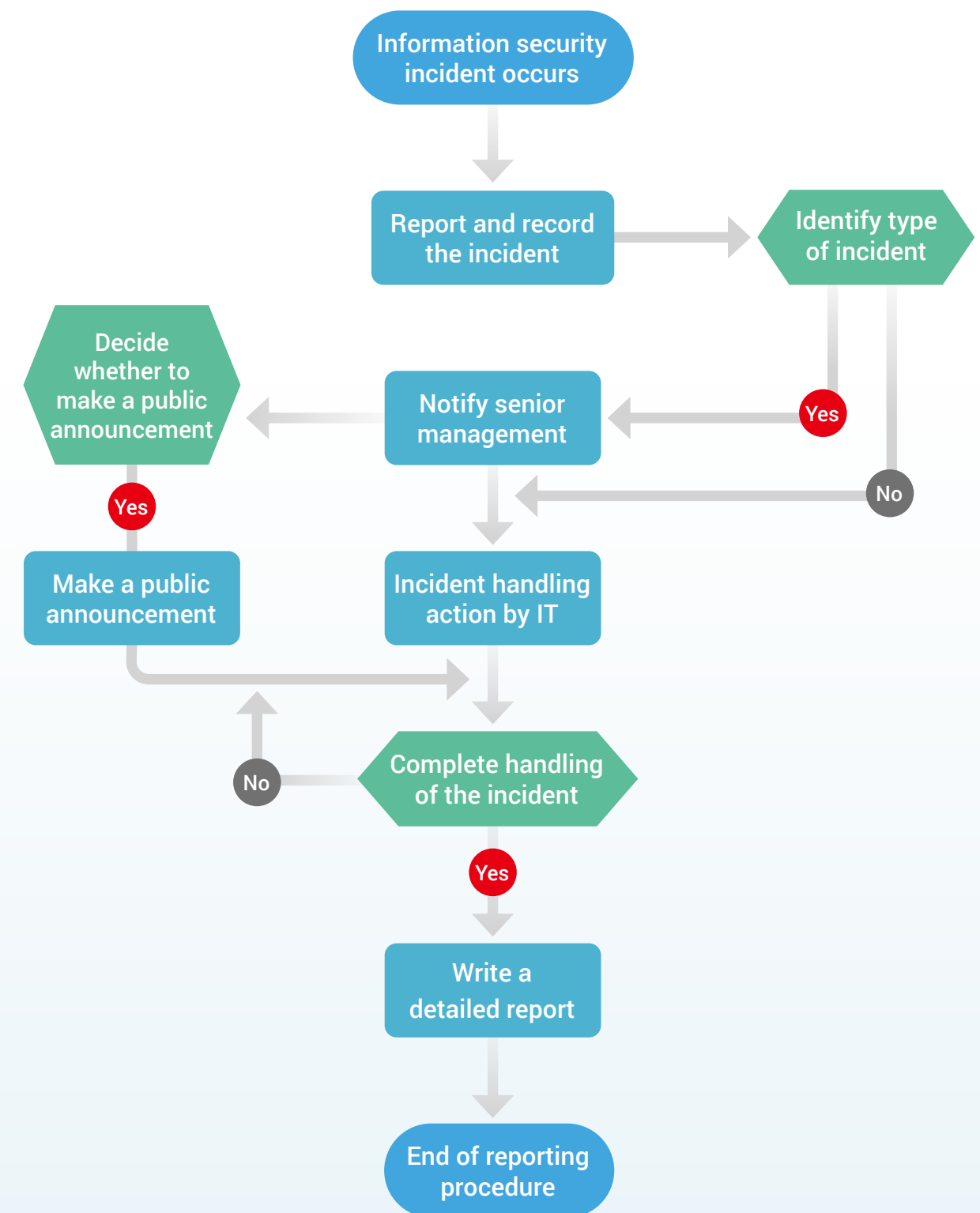
The purpose of ASMedia's information security is to ensure confidentiality, integrity and availability of the important and core system within the company. The information security metrics, or, key performance indicators (KPIs), shall be obtained at different levels within the company based on the function and responsibilities of each department. The information security KPIs are used to ensure that the information security management system is implemented properly to achieve security goals.

To attain the goals of the company and meet the expectations and requirements of the top management in regards to information security, we have established the Information Security Policy:

1. Ensure confidentiality of all forms of business information and protect confidential information and personal information from leaking or getting lost in the company.
2. Ensure integrity and availability of business data in order to carry out operations and conduct business properly.
3. Ensure business data compliance, and protect the company from violating laws, rules or contracts.

The Information Security Policy shall be reviewed by the head of the information security division and the internal auditor at least once a year to ensure that the policy complies with relevant laws and meets the requirements on latest technologies and business operations. Additionally, it will be evaluated annually and re-evaluated every three years by external auditor to ensure the effectiveness of information security practices.

Information Security Measures



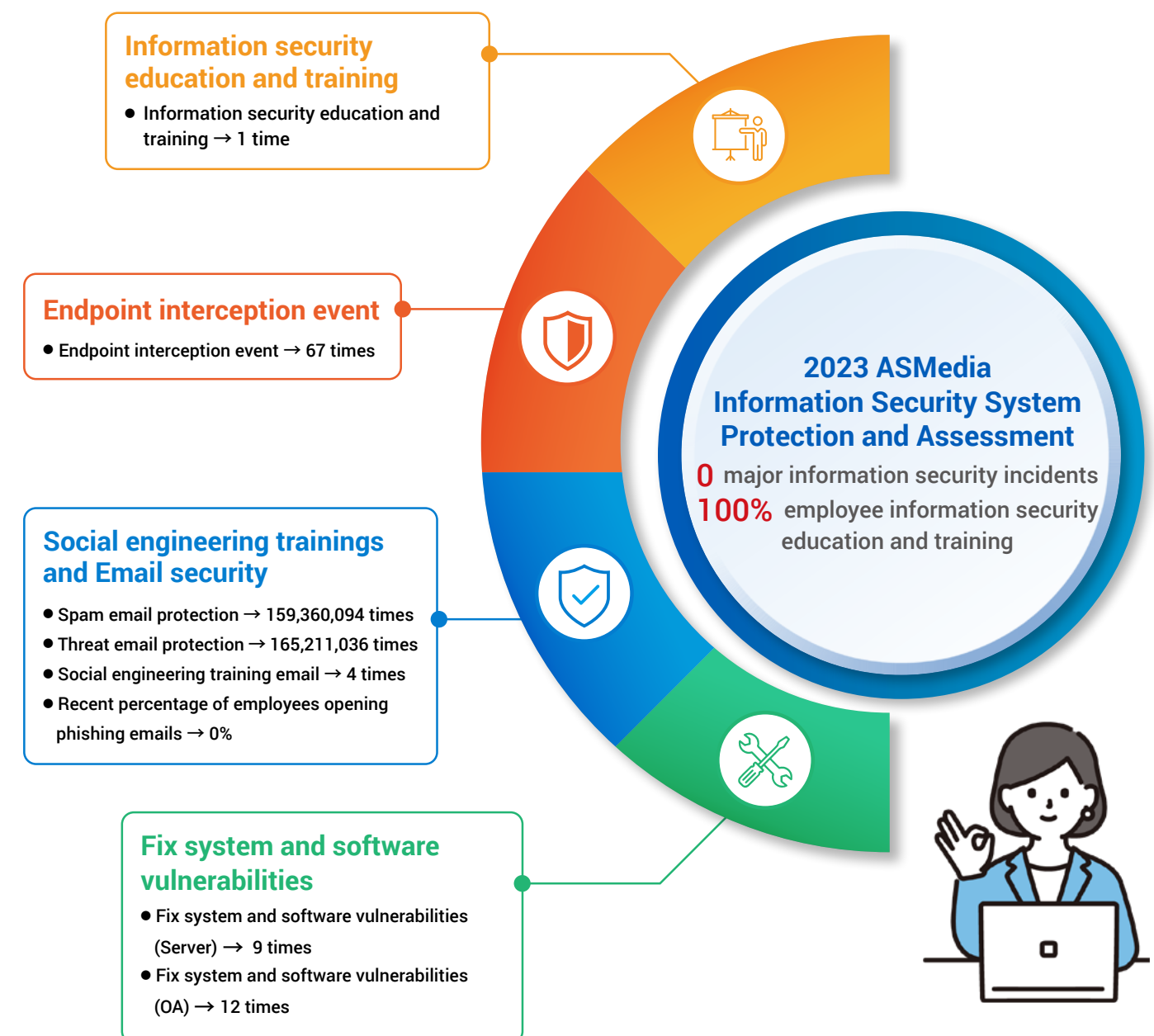
Information Security Measures

1	Human Resource Security	To mitigate information security risks associated with human factors in the company, we provide information security education, training, and disseminate security awareness. We also offer information security certification training and education to our information security personnel to enhance the cyber workforce.
2	Asset Management	To protect ASMedia's information assets, we create an inventory of assets according to the regulations. We also draw up the guidelines to classify, control and measure the value of the information assets.
3	Access Control	We use security protection measures such as anti-virus software, firewalls, VPNs, and multi-factor authentication (e.g., MOTP) to help protect the security of data and systems.
4	Password Control	We create a proper and effective password policy to protect confidentiality, identity and integrity of information.
5	Physical and Environmental Security	To ensure safety of the server room, the office and related equipment, we develop the guidelines for entrance control of the server room, equipment inspection and management. We also set out guidelines for use, management and disposal of the general data.
6	Operations and Communications Security	We implement preventive measures for information security, including vulnerability scans to identify system flaws, social engineering drills to assess employees' awareness of security risks, and tests to verify the protection system's effectiveness. These diverse measures help mitigate information security risks and enhance our management and protection mechanisms.
7	System Acquisition Development and Maintenance	To ensure safety of system development, testing, acceptance testing, launching, maintenance and information systems outsourcing, we establish the standard control procedures.
8	Supply Chain Relationships	For suppliers, we establish the supplier relationships and management policy to ensure safety of suppliers' accessing, handling and managing of ASMedia's information and information processing facilities. For customers, we strengthen information security management to protect personal data against theft, alteration, destruction, loss or leakage in accordance with our Personal Data Protection Policy.
9	Information Security Incident Management	Concerning information security incident reporting and response, we're part of Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC). This affiliation enables us to receive prompt alerts on information security, threats, and vulnerabilities. Our participation aids in reporting and addressing relevant information security issues, contributing to Taiwan's network security and enhancing overall information security capabilities.
10	Business Continuity Management	To ensure ASMedia's business continuity, we set requirements on the information security aspects of business continuity management and establish the continuity management procedures and framework. We create the business continuity plan and test the plan every year.
11	Compliance with Information Security Regulations	To ensure that the implementation of the information security management system complies with the laws, security policies and the latest technology trends, the company has established the confirmation principles to ensure compliance.
12	Rules on Violation of Information Security Regulations	Any employee who violates the regulations related to information security is liable for a breach of the regulations on information security and faces a corresponding penalty.

Business Continuity Plan for Information Security

We have established the "Business Continuity Management Procedures" and the "Business Continuity Plan Drill" in accordance with ISO 27001 standards. These plans aim to ensure that information services can quickly recover in the event of an operational disruption, thereby minimizing impact. The drill scope covers core system services and information operations, particularly those aspects that could severely impact the company's business operations. Currently, drills are conducted annually on a regular basis.

The simulated scenarios of the drills over the years include: earthquakes causing damage to cabinets, heavy rain from typhoons infiltrating the computer room, and power outages requiring switching to generators and UPS. After each drill, a review is conducted to evaluate the effectiveness of the drill and identify areas for improvement. Through these drills, it is ensured that the participating IT system administrators, general affairs personnel, and maintenance vendors are familiar with the drill plan content and precautions, understand the drill procedures and operating environment, so as to enhance their ability and speed to respond to similar incidents in the future, and to ensure that the company's operations are not affected by major disasters, man-made damage or equipment failures.



Business Continuity Plan for Supply Chain Disruptions

We maintain a good collaborative relationship with our suppliers and are able to identify and respond to emerging challenges timely and effectively. We have a complete set of supply chain management processes, including auditing the current qualified suppliers regularly, and evaluating new suppliers' manufacturing technology, quality, reliability and sustainability practices. For more details about supplier evaluations and audits, see [Sustainable Supply Chain](#) in this report.

To mitigate operational impact, we focus on enhancing risk management, resilience, and continuity. We implement preventive measures in the supply chain to address abnormal situations, preventing delivery disruptions or operational downtime. Our business continuity plan (BCP) identifies potential risks and outlines prevention and response measures. Safety stock, backup facilities, and diversified sourcing are part of our emergency response plan to minimize risks associated with single sourcing or material shortages during disasters. Regular drills ensure employee readiness, and in emergencies, we follow BCP procedures for immediate response and recovery, ensuring swift restoration of critical activities and uninterrupted business operations.

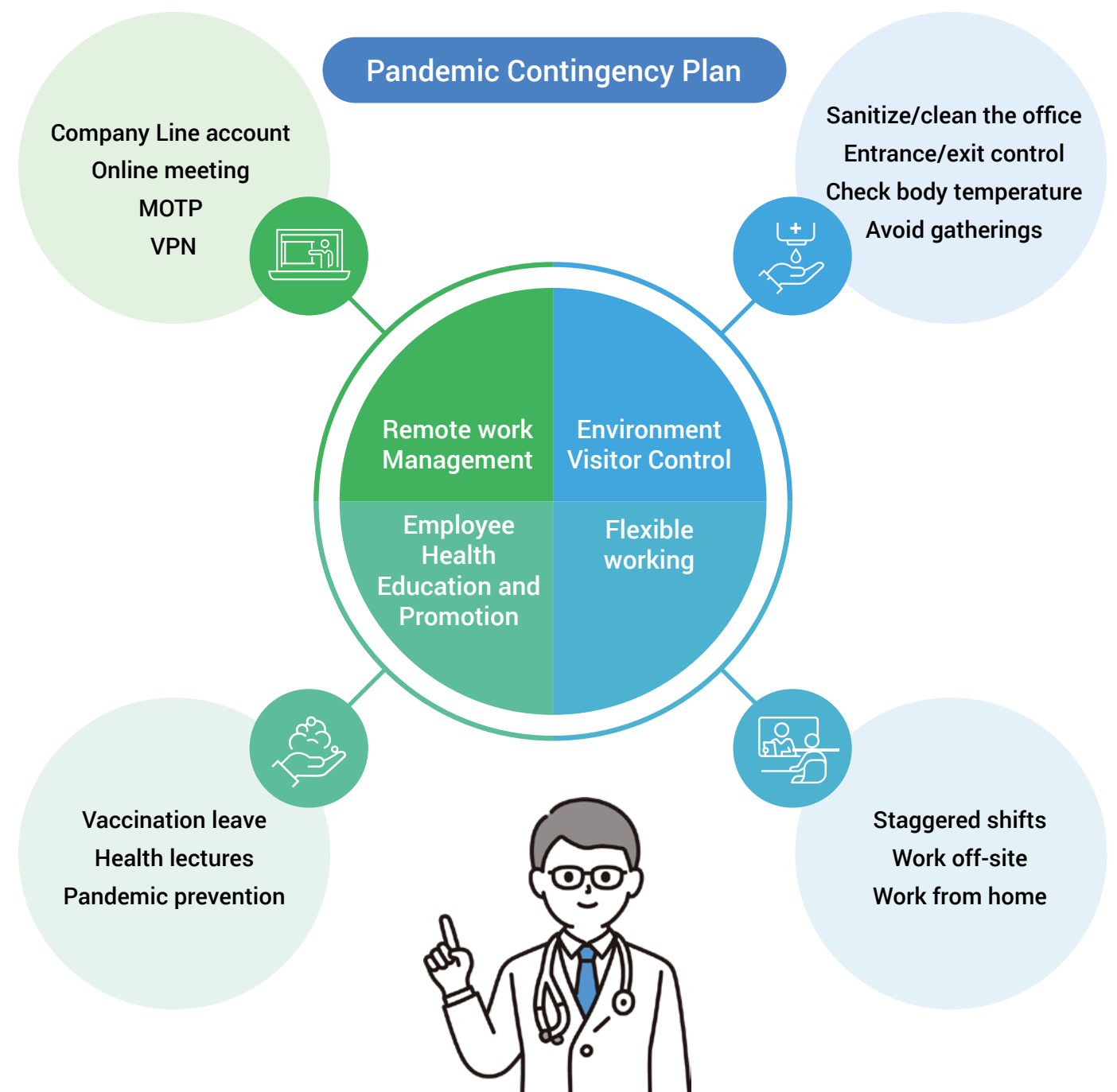
Business Continuity Plan for Pandemics

The global economic shutdown from COVID-19 lockdowns in 2022 prompted adjustments to living with the virus. Recognizing the increasing threats of climate change and global warming, we anticipate future pandemic outbreaks. In response to these risks, we develop a pandemic business continuity plan to address challenges and minimize operational impacts.

As a fabless IC design company, our pandemic BCP prioritizes the prevention and control measures in the workplace and protection of the health of our people. We implement regular workplace sanitation, control access, and raise disease prevention awareness. Depending on the outbreak severity, we implement staggered shifts or remote work to safeguard our employees while ensuring operational continuity.

During the pandemic, we surveyed employees to identify their home office needs and provided necessary tools, ensuring smooth communication and technology use. To uphold information security in remote work, we implemented strategies against cyber threats and downtime risks. Employees were required to follow security practices, including Mobile One Time Password (MOTP) and VPN usage. MOTP enhances data protection by expiring after a single use, reducing the risk of account compromise. Security rules and a VPN firewall were established to control internal and external access, safeguarding our system against cyber attacks.

To ensure key operations run smoothly, we conduct BCP drills tailored to pandemics each year. These drills help us prepare for operational disruptions and abnormal situations, allowing us to anticipate and prepare for various scenarios that may unfold during emergencies. We routinely assess the response and disaster recovery capabilities of each department to effectively handle unforeseen incidents. Our ongoing efforts ensure comprehensive preparedness in the event of another pandemic outbreak.



03 *Creating a Happy Workplace*

The pandemic accelerated digital transformation, increasing chip demand and causing a talent shortage in semiconductors. According to the “Semiconductor Industry Job Expo” by 104 Job Bank in 2023, even though the demand for semiconductor talent in the second quarter of 2023 has declined by 37.5% year-on-year, the supply-demand ratio of 2.3 is still higher than the overall job market, indicating that the talent gap in the semiconductor industry remains a significant issue. Due to declining birth rates, the proportion of STEM graduates in Taiwan continues to decrease. In the academic year of 2012, there were nearly 464,000 STEM students, but by the academic year of 2022, the number had dropped to about 379,000. Over the past decade, the number of STEM students has decreased by more than 85,000. The decline in STEM student numbers has become a hidden concern for our country's industrial development. The competitive tech talent market faces a skilled professional shortage. We are committed to attracting, retaining high-quality talent and motivating our employees around our core values. As we value employees like family, we offer generous compensation and benefits to each employee and provide a welcoming environment and a comprehensive training program. This helps our employees find a balance between work and family, adjusting to evolving circumstances and facing future challenges together.



Diversity and Equality in the Workplace

The employees are our most important assets. We strive to create a happy and friendly workplace and recruit people from different backgrounds and cultures, and with various skills and knowledge. Each employee receives equal and fair treatment regardless of their gender, age, religion, health and so on.



ASMedia provides an open and transparent internal job transfer system, employees are given the opportunity to choose diverse career development paths. This not only enhances the breadth and depth of employees' career development, but also allows employees to excel in positions that suit them, promoting the mobility of internal talent within the company, and establishing a friendly work environment.

Internal Job Transfer System



2023 ASMedia's Employees and Contractors

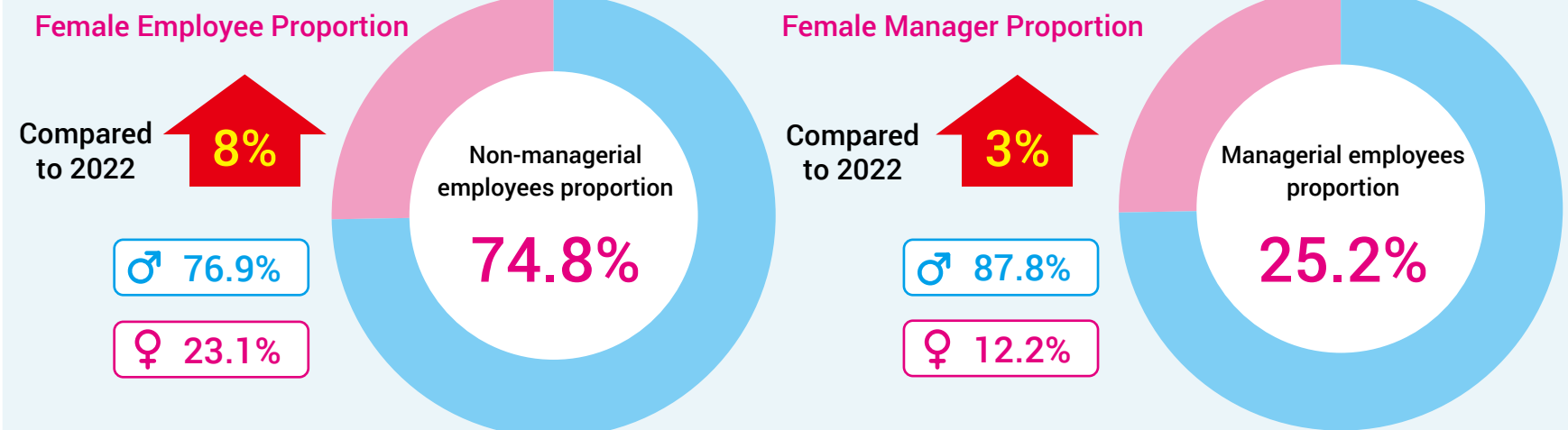
Caategory	Subcategory	Men		Women		Subtotal	
		Number	%	Number	%	Number	%
Nationality	Taiwanese	226	76.9%	68	23.1%	294	100%
	Foreign nationals	0	-	0	-	0	-
Subtotal		226	76.9%	68	23.1%	294	100%
Employee/ Contractor	Employee	225	76.8%	68	23.2%	293	100%
	Contractor	1	100.0%	0	0.0%	1	100%
Subtotal		226	76.9%	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 to 30 years	42	65.6%	22	34.4%	64	100%
	31 to 40 years	78	77.2%	23	22.8%	101	100%
	41 to 50 years	64	75.3%	21	24.7%	85	100%
	51 to 60 years	39	97.5%	1	2.5%	40	100%
	61 to 65 years	3	75.0%	1	25.0%	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	-
Subtotal		226	76.9%	68	23.1%	294	100%

Note: 1. The data was collected until December 31, 2023.

2. For data between 2021 and 2022, see [Appendix](#).

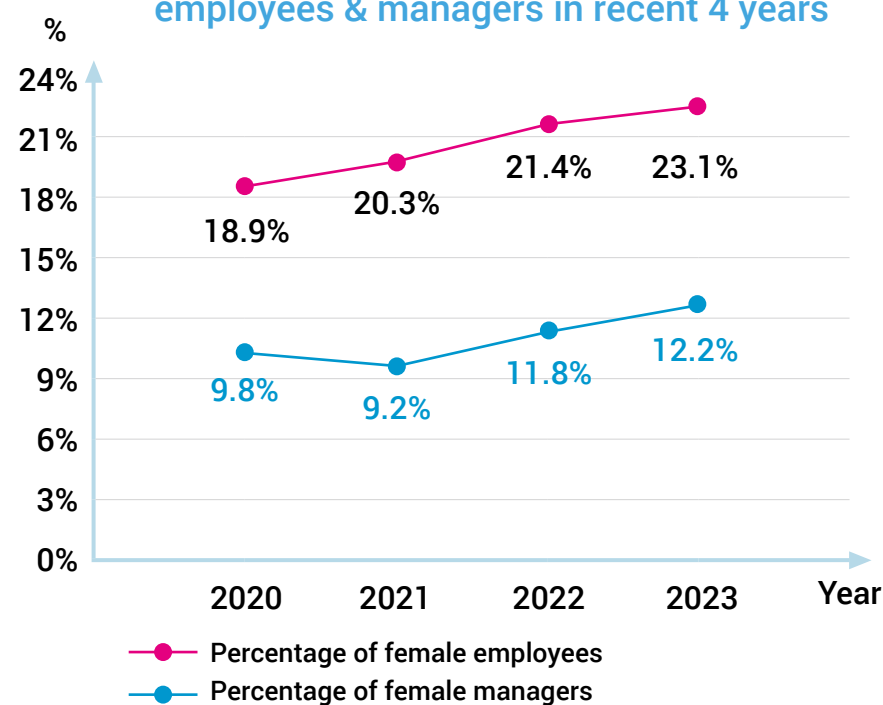
As of the end of 2023, ASMedia had 294 employees, with 9 senior managers and 285 general employees. Male employees accounted for 76.9%, while female employees accounted for 23.1%. Female managers numbered 9, constituting 12.2% of all female employees. Compared to 2022, the proportion of female employees at ASMedia increased by 8%, and the proportion of female managers increased by 3%. In recent years, the percentage of female employees and managers has been gradually rising. We will continue our efforts to break the "glass ceiling" in the workplace and keep pace with global gender equality. The age distribution is balanced, fostering a diverse workplace where each age group contributes unique skills and experiences, promoting innovation and organizational efficiency. The salary range considers employee experience, skills, and market rates. Equal pay for equal work is maintained regardless of gender, age, nationality, or race. With no overseas subsidiaries, all employees are Taiwanese citizens. Hiring employees with disabilities complies with local laws. We prioritize diversity and inclusion, aiming to foster respect, satisfaction, and a sense of belonging among all employees and enhance our business competitiveness.

2023 Employee Composition



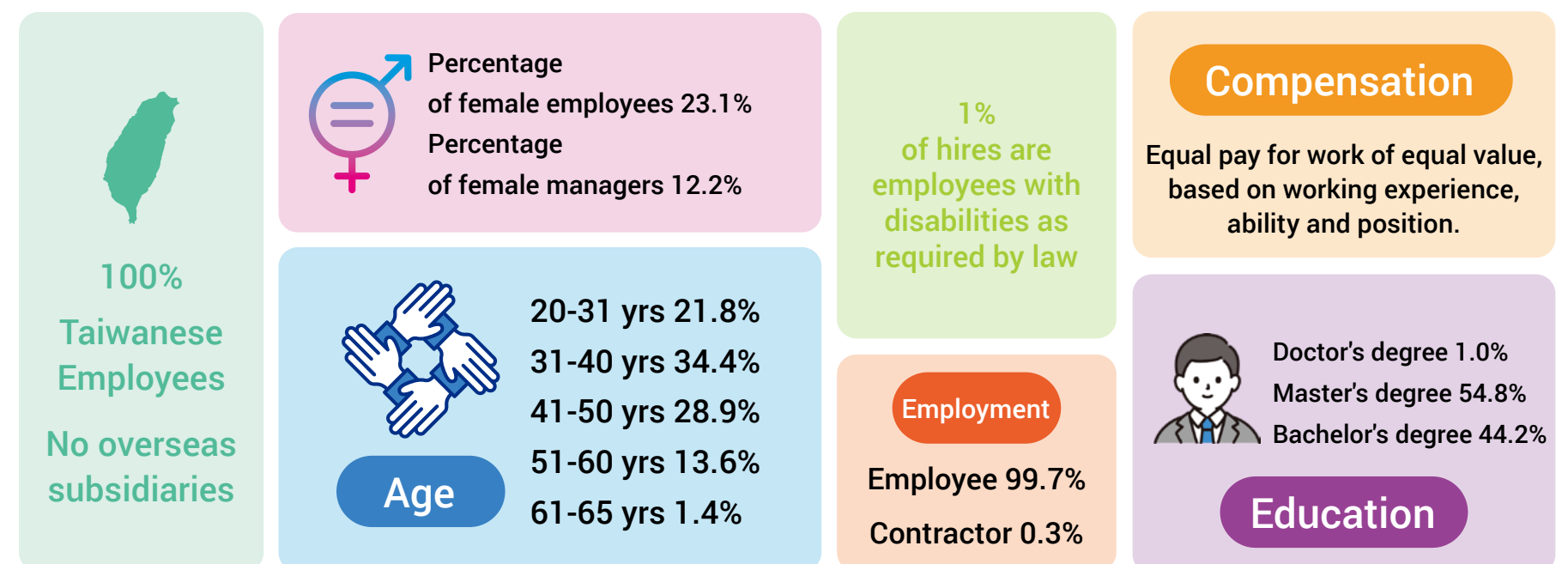
Note: Correction of incorrect information in the 2022 Sustainability report:
The percentage of general employees in 2022 was 74.9%.
The percentage of female employees in 2022 was above the average of the three major IC design companies in Taiwan.

Percentage of female employees & managers in recent 4 years

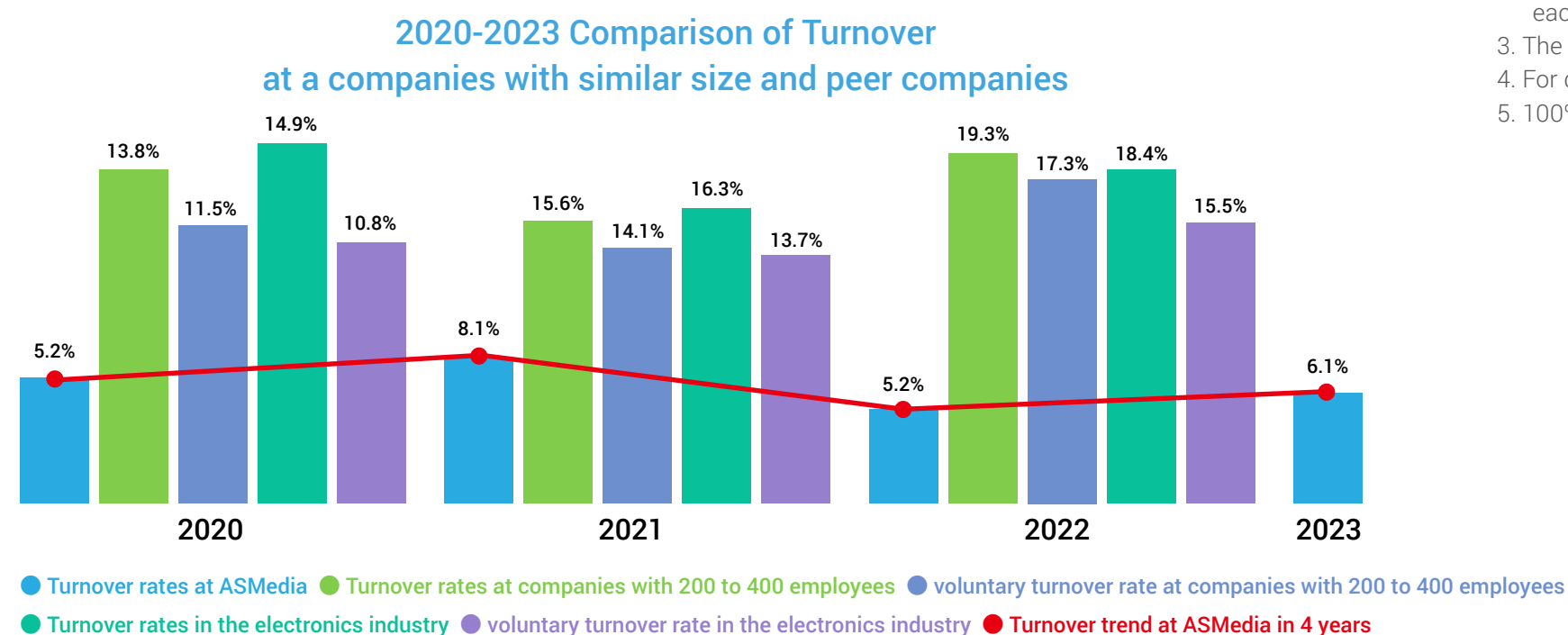
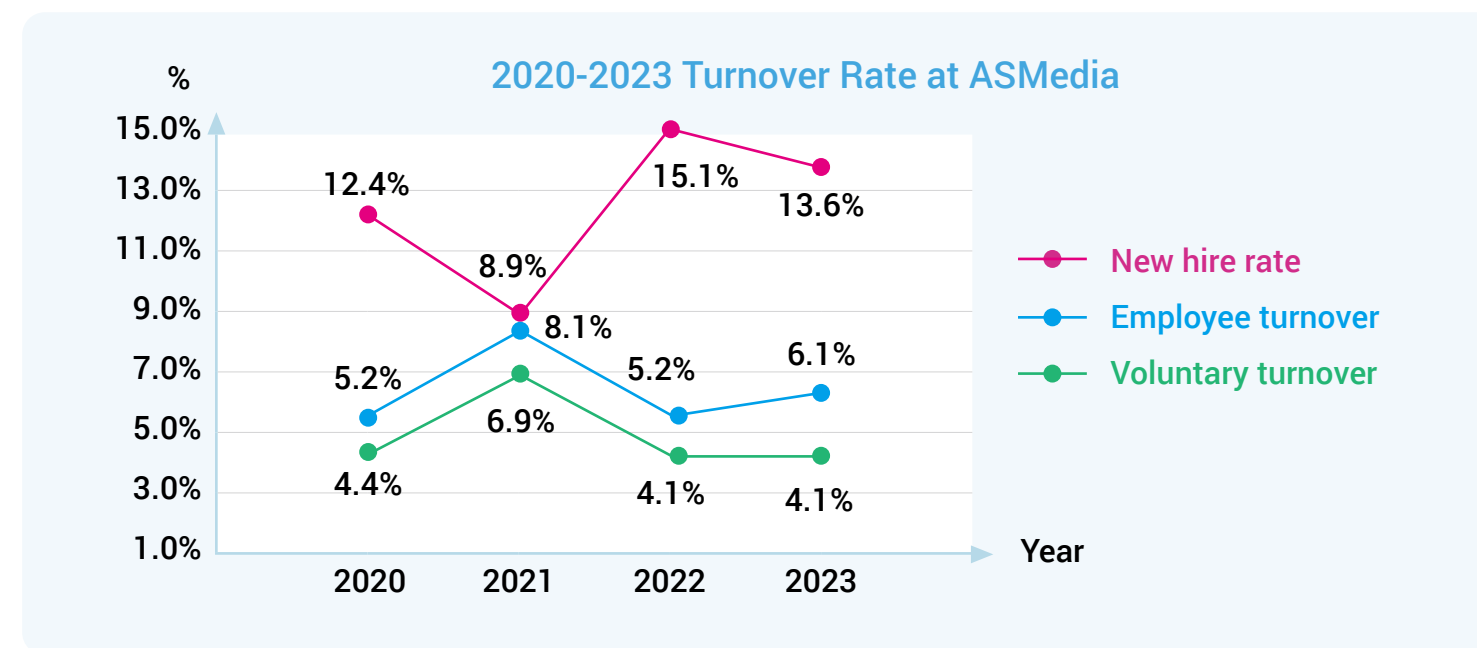


Note: Correction of incorrect information in the 2022 Sustainability report:
The symbols for the percentage of female managers and female employees from 2020 to 2022 were reversed.

2023 Employee Diversity and Inclusion



In 2023, new hires included 26 men and 14 women. The company had 18 departures, with 13 men (5.8% of total male workers) and 5 women (7.4% of total female workers). The total turnover rate was 6.1%, and voluntary turnover was 4.1%. According to the Human Resources F.B.I Research Report published by 104 Job Bank in 2023, the 2022 turnover rate for companies with 200-499 employees in Taiwan was 19.3% on average, and the electronics industry recorded 18.4%, significantly higher than ASMedia's rates. This suggests positive workplace relationships and employee satisfaction, reflected in consistently low turnover rates over four years.



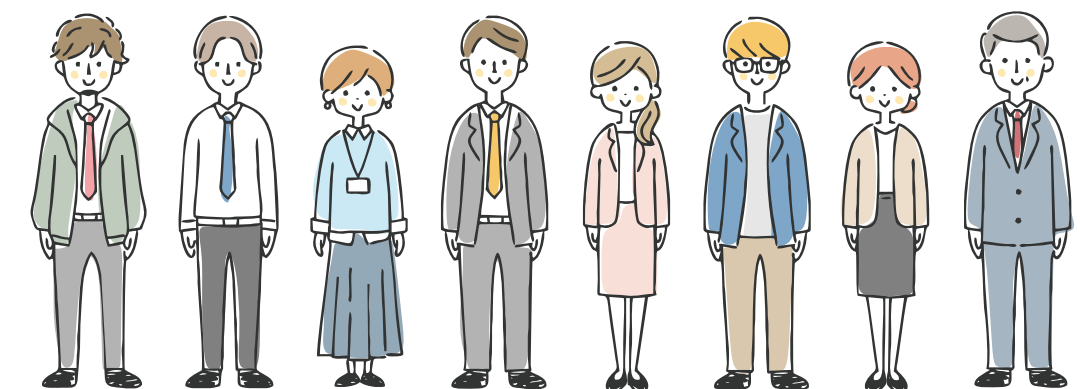
Data source: Human Resources F.B.I Research Reports published by 104 Job Bank from 2021 to 2023

2023 New Employee Hires and Employee Turnover

Category	Subcategory	Men		Women		Subtotal	
		Number	%	Number	%	Number	%
New Employee Hires	21-30 years	19	45.2%	11	50.0%	30	46.9%
	31-40 years	5	6.4%	1	4.3%	6	5.9%
	41-50 years	2	3.1%	2	9.5%	4	4.7%
	51-60 years	0	0.0%	0	0.0%	0	0.0%
	61-65 years	0	0.0%	0	0.0%	0	0.0%
Total new hires		26	11.5%	14	20.6%	40	13.6%
Employee Turnover	21-30 years	4	9.5%	3	13.6%	7	10.9%
	31-40 years	5	6.4%	1	4.3%	6	5.9%
	41-50 years	3	4.7%	1	4.8%	4	4.7%
	51-60 years	0	0.0%	0	0.0%	0	0.0%
	61-65 years	1	33.3%	0	0.0%	1	25.0%
Total departed employees		13	5.8%	5	7.4%	18	6.1%

Note:

1. The rate of new employee hires is calculated by dividing the number of new hires in each age group by the total number of employees hired in each age group.
2. The employee turnover rate is calculated by dividing the number of employees that left the company in each age group by the total number of employees hired in each age group.
3. The data was collected until December 31, 2023.
4. For data between 2021 and 2022, see [Appendix](#).
5. 100% of the new hires and employees who have left were Taiwanese.



Human Rights

Human Rights Protection and Privacy Policy

We respect human rights and privacy. Based on the Universal Declaration of Human Rights, the RBA Code of Conduct, Taiwan's Labor Standards Act and Personal Data Protection Act, we create ASMedia's Human Rights Policy and the Personal Data Protection Policy. For issues about human rights risks, we establish the mitigation plan and remediation plan to ensure sufficient protection of stakeholders' human rights and privacy. Each year, ASMedia conducts the Corporate Self-Assessment Questionnaire (SAQ). Since 2021, our risk level from RBA SAQ results has been reduced to Low Level, which shows our dedication and continued commitment to corporate social responsibility.



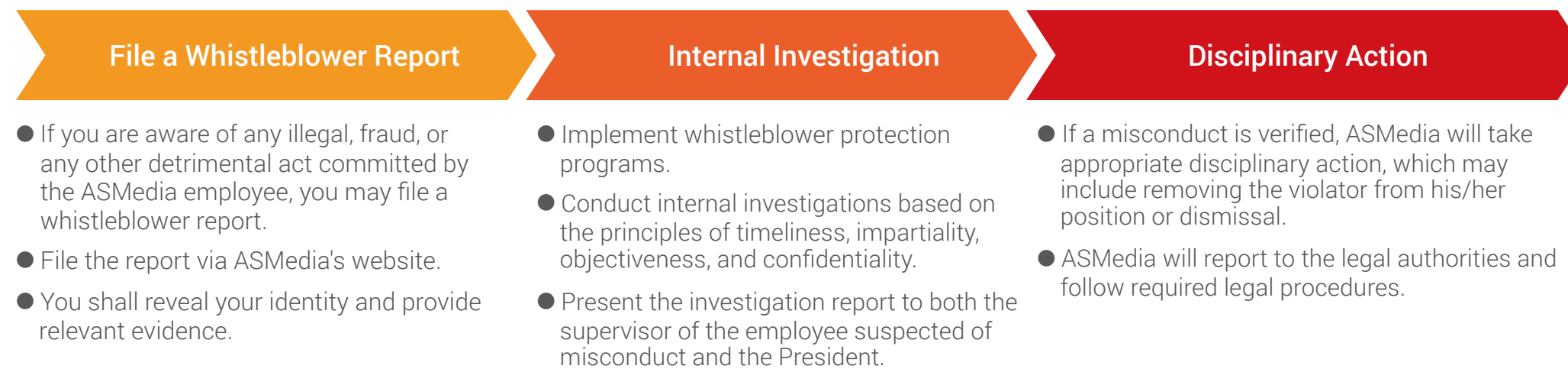
ASMedia Human Rights Policy

1	Human Rights and Labor Law Compliance ASMedia consistently maintains compliance with local laws, and supports and respects international labor rights and regulations.
2	Labor Rights All employee contracts are compliant with local laws and regulations.
3	Prohibition of Forced Labor and Human Trafficking ASMedia prohibits forced, debt-bonded or indentured labor, involuntary prison labor, slavery or trafficking of persons. We prohibit transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud. The employment relationship is built based on the written employment contract in accordance with the law. The employment contract is signed based on mutual consent.
4	Prohibition of Child Labor ASMedia will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work, overtime, or night shift work.
5	Working Hours in Compliance with the Law Working hours are not to exceed the maximum set by local law. An employee can work no more than 40 hours per week, unless in case of emergency, or in case of abnormal situations. Maximum overtime hours should not exceed 46 hours per month. A worker shall have two regular days off every seven days.
6	Wages and Benefits ASMedia expects employee compensation to comply with laws about wage, including minimum wage, overtime and legally mandated benefits. Under the Labor Standards Act, the worker shall get paid overtime wages using the relevant basis.
7	Human Treatment We forbid inhumane treatment or any kind of violence, including sexual harassment, verbal and physical abuse or bullying.
8	Non-Discrimination/ Non-Harassment ASMedia prohibits harassment and discrimination in any form in the workplace. We do not engage in discrimination or harassment based on race, color, gender, age, disability, marital status, political affiliation or religious belief in hiring and employment practices such as wages, evaluations, promotions, rewards, and access to training. We do business with companies who follow these principles.
9	Equal Pay for Equal Work We provide equal pay for work of substantially equal value and efficiency, and protect against wage discrimination based on sex.
10	Respect for Employees' Freedom of Assembly and Association, and Collective Bargaining Rights Our company respects employees' freedom of assembly and association, as well as their collective bargaining rights. According to our country's labor union laws, employees have the right to organize, join unions, and participate in union activities.

ASMedia is dedicated to ethical business practices with a 'zero-tolerance' policy against violations, strictly prohibiting corruption and illegal activities. We have established a "Whistleblower Reporting System". When a report is received, we ensure confidentiality for whistleblowers and comply with laws on their rights and protection, safeguarding their personal information and privacy. In 2023, there were no reported incidents.

To ensure a safe environment for ASMedia's workers and job seekers, we establish our own prevention, correction, punishment and treatment measures against sexual harassment based on the Act of Gender Equality in Employment and the Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace formulated by the Ministry of Labor in Taiwan. In particular, we set up the counseling and complaint channel for sexual harassment: asmedia885@asmedia.com.tw. Each case is handled confidentially by a sexual harassment grievance committee, aiming for resolution within two months to protect privacy and rights. In 2023, there were no reported cases.

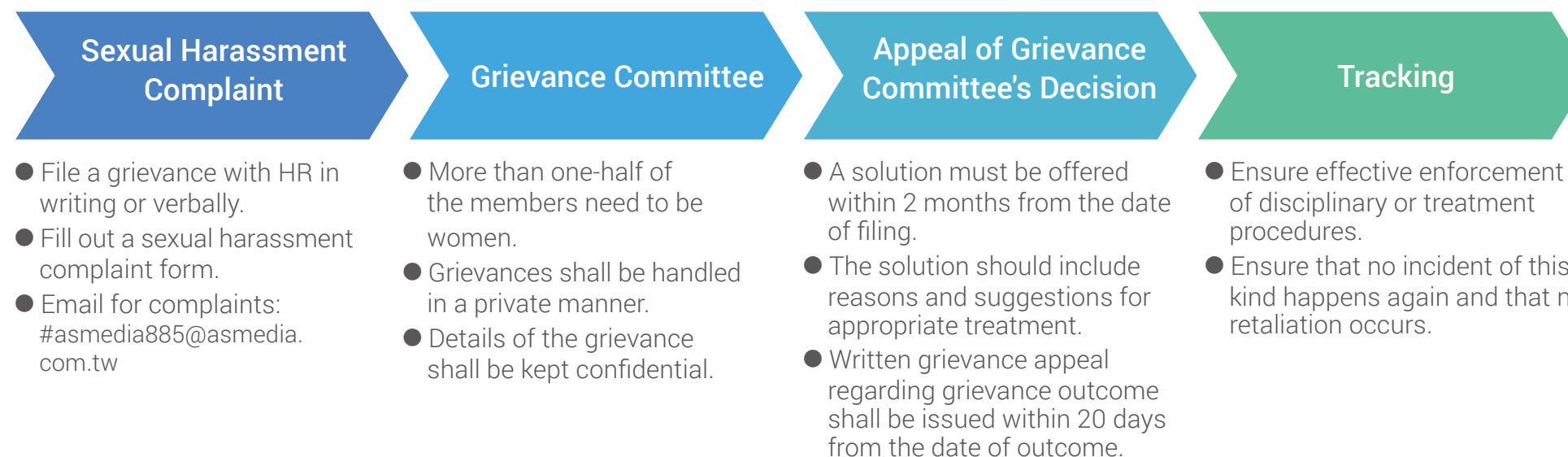
ASMedia's Whistleblower Procedure



[QR Code for Whistleblower Reporting System](#)

Sexual Harassment Complaints SOP

To prevent workplace violence, ASMedia has a [Written Statement on the Prohibition of Workplace Violence](#) on the corporate website and an employee grievance mailbox at asmedia885@asmedia.com.tw. We strictly prohibit bullying by managers and violence against employees by others at the workplace. As of 2023, no workplace violence incidents have occurred. Since 2023, ASMedia enhanced human rights education through our e-Learning Course, promoting regular employee participation. Our goal is to cultivate a harmonious, respectful environment, ensuring safer work conditions, enabling employees to reach their full potential, and fulfill their duties effectively.



[QR Code for Written Statement on the Prohibition of Workplace Violence](#)

ASMedia Human Rights Impact Assessment and Management

Right to Liberty and Security of Person

- We comply with local labor laws, and do not force or threat anyone to provide work or service against their will.
- 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.
- On onboarding day, employees must present a valid ID for verification.
- Respect for employees' freedom and unrestricted freedom of assembly.

Humane Treatment

- 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.
- We provide anti-discrimination and anti-harassment training and education in the workplace.
- Our workplace policy specifies prohibitions against discrimination and harassment.
- 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.

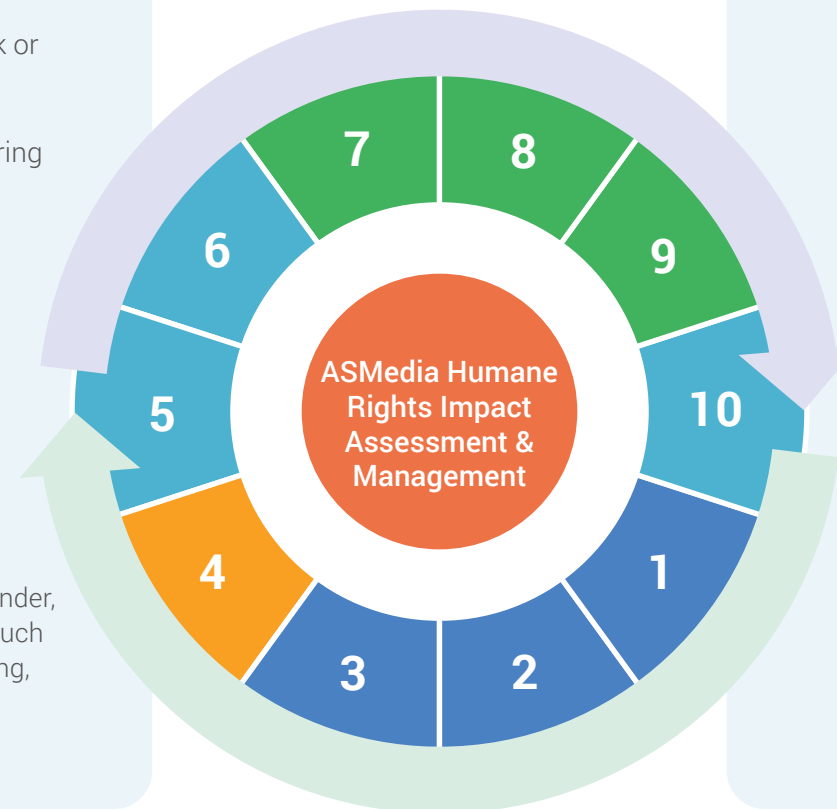
Right to Liberty and Security of Person

- Upon discovering any non-compliance issues, we will immediately prohibit and address the response.

Humane Treatment

- We establish grievance and complaint channels for workplace harassment and violence.
- We establish grievance channels for sexual harassment.

Mitigation Plan



Basic Rights of Workers

- The HR Department/legal team regularly review and revise relevant rules and policy.
- We create the Workplace Maternal Health Protection Program.
- 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 Systems in 2024 and obtain external certification by 2025.
- We hire people with physical or mental disabilities, and the number of people we hire complies with the local law.
- The guaranteed annual wage for each employee is 14 months of salary each year.
- We contract with visually impaired 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

- We use the attendance system to track employee attendance time (including overtime hours) to efficiently manage their work hours.
- We regularly review overtime hours for employees in each department.

Remediation Plan

Note: This applies to all of ASMedia's employees, including contractor employees.

Basic Rights of Workers

- Annual Health Checkups

Working Time Limits

- The supervisors communicate with employees to comprehend their workload and overtime situations irregularly, adjusting conditions to enhance work efficiency.

ASMedia Human Rights Policy

1 Human Rights and Labor Law Compliance

2 Labor Rights

3 Wages and Benefits

4 Working Hours in Compliance with the Law

5 Prohibition of Forced Labor and Human Trafficking

6 Prohibition of Child Labor

7 Humane Treatment

8 Non-Discrimination/Non-Harassment

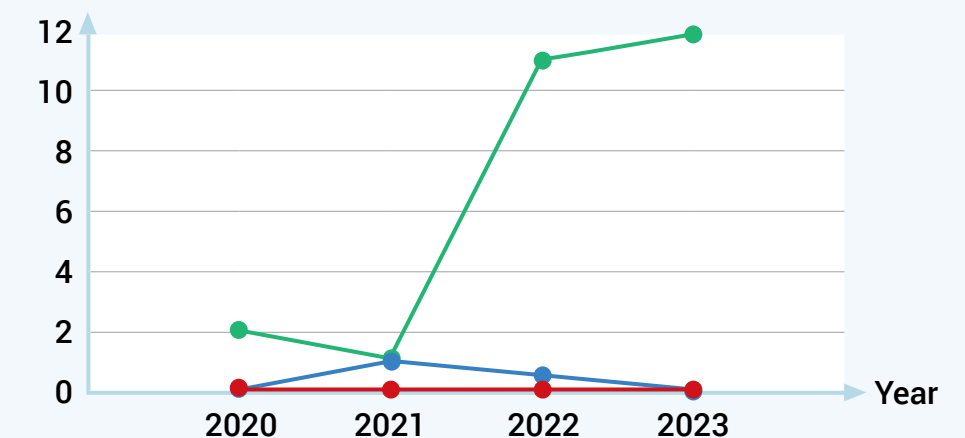
9 Equal Pay for Equal Work

10 Respect for Employees' Freedom of Assembly and Association, and Collective Bargaining Rights

Incident of Workplace Violence & Harassment in 2020-2023

	2020	2021	2022	2023
• Incident of sexual harassment	0	1	1	0
• Incident of workplace violence and harassment	0	0	0	0
• Human rights education	2	1	11	12

Number



Enhance Labor/Management Relations

As per Article 6, Chapter 2 of the Occupational Health and Safety Management Regulations, ASMedia falls under Category 3 (Low-Risk Industry) with fewer than 3,000 employees, exempting us from establishing an occupational health and safety management team. However, we conduct labor relations meetings following Article 83 of the Labor Standards Act. These meetings address collaboration, harmonious labor relations, working conditions, and employee benefits, convened as needed.

In significant organizational changes, we provide advance notice to employees as per the Labor Standards Act, Article 16 to ensure compliance. Termination of labor contracts follows legal protocols, safeguarding employees' rights and minimizing impact. ASMedia has not undergone mergers or acquisitions affecting a majority of employees in the past three years, nor have we experienced major layoffs (i.e., layoffs impacting 10% or more of total employees or exceeding 1000 employees).

Compensation and Benefits

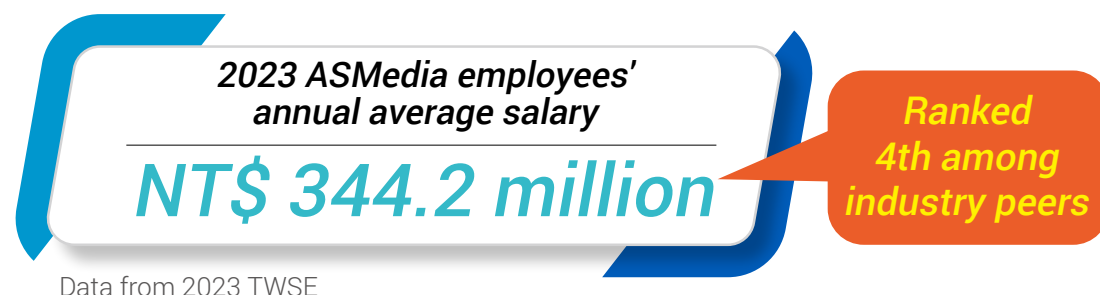
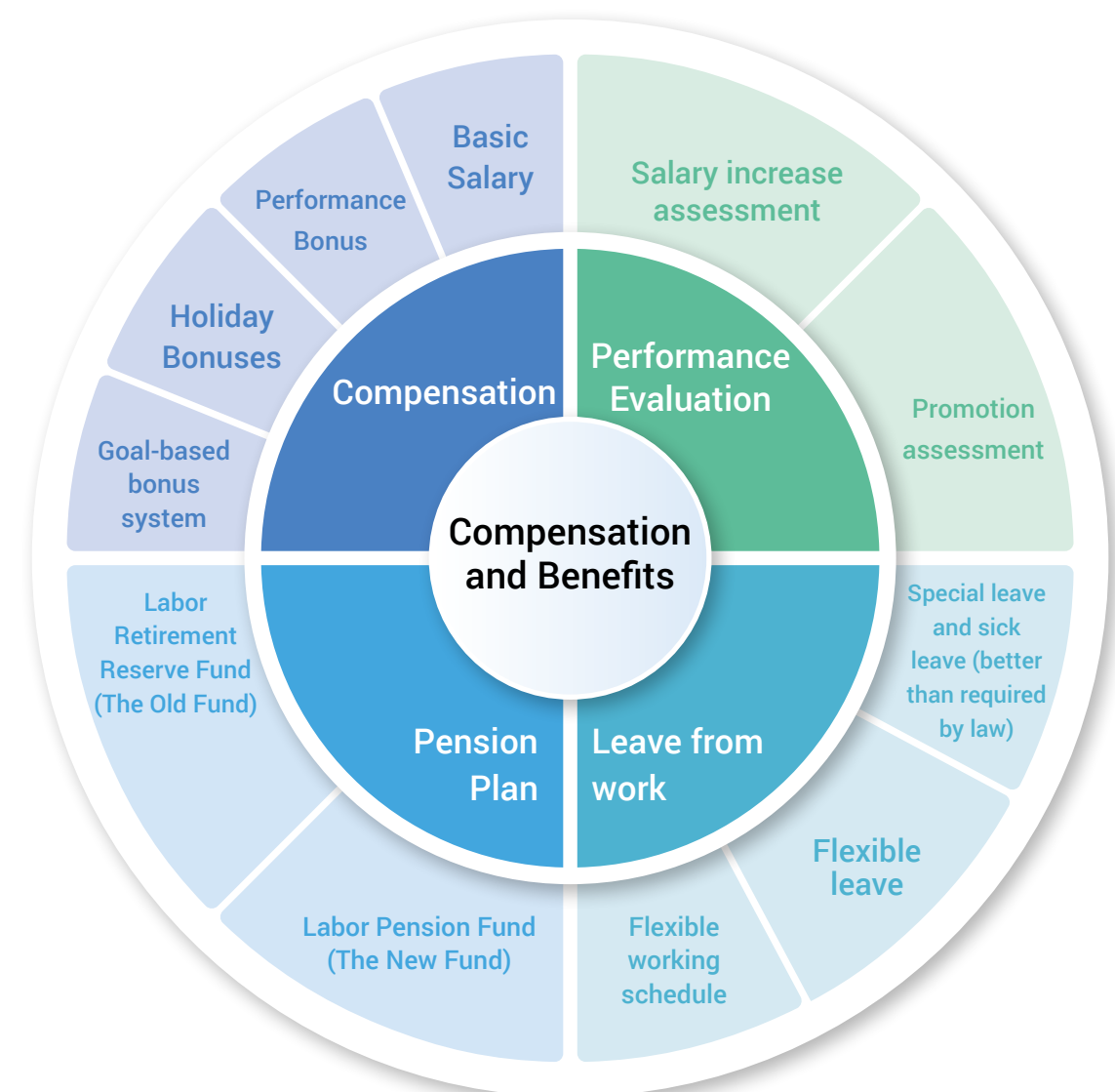
Employee Compensation

ASMedia offers competitive salaries, comprising base salary, performance bonuses, and three holiday bonuses, to attract and retain talent for sustainable business growth. Base salaries reflect employees' experience, skills, and the evaluation of applied position, exceeding minimum wage required by the Labor Standards Act, and guaranteeing an annual salary of 14 months. Performance bonuses are based on overall company and individual performances. Salary adjustment mechanism considers market conditions, public sector pay adjustment criteria, company performance, and individual achievements. Positional promotions hinge on annual performance evaluations. ASMedia also provides various monetary rewards, including restricted shares, employee patent compensation, and referral rewards, fostering recognition, cohesion, and talent acquisition. While the first two types of rewards are incentives to acknowledge employees' achievements and boost workplace cohesion, the last type is to encourage employees to refer outstanding candidates for the company.

In 2023, ASMedia's average salary, as per Taiwan Stock Exchange Corporation data, stood at NT\$3.442 million, ranking 4th among public semiconductor companies in Taiwan. Non-executive employees received an annual average salary of NT\$2.621 million, surpassing peers' NT\$1.745 million average and NT\$2.054 million median. This clearly reflects the positive impact of ASMedia's operational growth on employees' compensation and benefits. While focusing on company's operational growth, ASMedia offers employee benefits that exceed legal requirements, such as special leave, sick leave, flexible leave, and schedules aim to balance work and life, enhancing productivity, establishing a relationship of mutual trust and respect between the company and its employees, and reducing talent loss and labor disputes in a positive cycle.

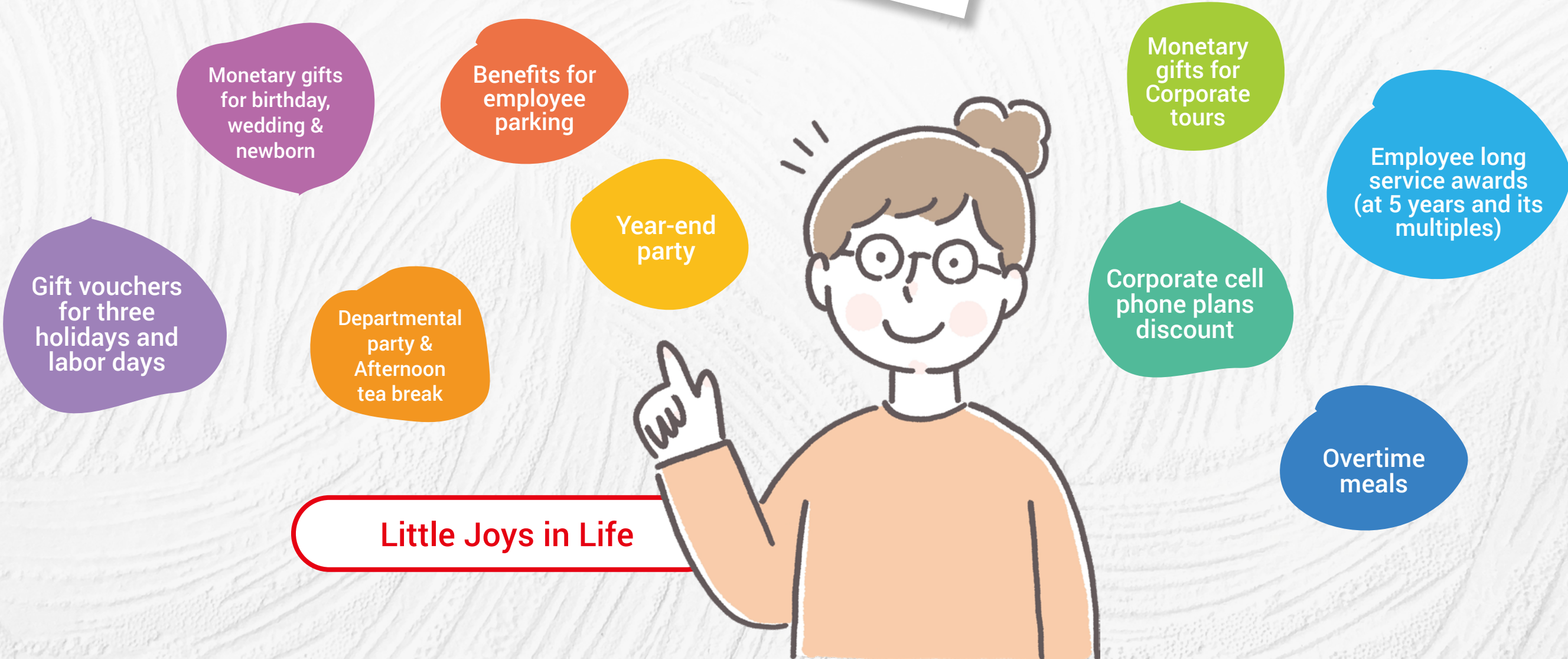
Pension Plan

To support retired employees, we have set up retirement plans. For those covered by the old retirement pension system under the Labor Standards Act, we contribute monthly to the retirement reserve fund equivalent to 2% of each employee's total salary. Supervised by our Labor Pension Reserve Supervisory Committee, the fund is deposited in the name of the committee in individual accounts in trust accounts in Bank of Taiwan, responsible for handling income, custody, and utilization. For those under the new pension system, we contribute 6% of their monthly salary to individual labor pension accounts established by the Bureau of Labor Insurance of the Ministry of Labor, based on the 'Table of Grades of Insurance Salary' approved by the Executive Yuan.



Benefits and Working Environment

ASMedia provides a comprehensive welfare system for employees and contractors (including those who have passed a probationary period of three months), such as labor insurance, health insurance, maternity leave, and parental leave. Additional employee benefits contribute to team cohesiveness and happiness. The Employee Welfare Committee, established under Taiwanese rules, oversees the allocation of 0.08% of the total monthly revenue to employee welfare, ensuring the respect of employees' rights and benefits. A summary of the employee benefits is illustrated below:



Family Care

Benefits



- ★ Monetary gifts for the employee's illness and bereavement
- ★ Childbirth subsidy
- ★ Childcare allowance (until their child turns 4 years old)
- ★ Group insurance for employees and their families
- ★ Childcare benefits
- ★ Maternity leave and parental leave
- ★ Personal leave and family care leave

What Employees Say Flexible Working Hours

Employee's Feedback:

"I particularly appreciate the flexible working hours! Although my home isn't far from the office, and my commute takes only half an hour, I need to drop off my two kids at school every morning, which means I arrive at work very early. The company's policy allows me to adjust my finishing time flexibly, so I can enjoy precious moments with my family. When my partner is unable to pick up the kids, I can make arrangements in advance without any worries."

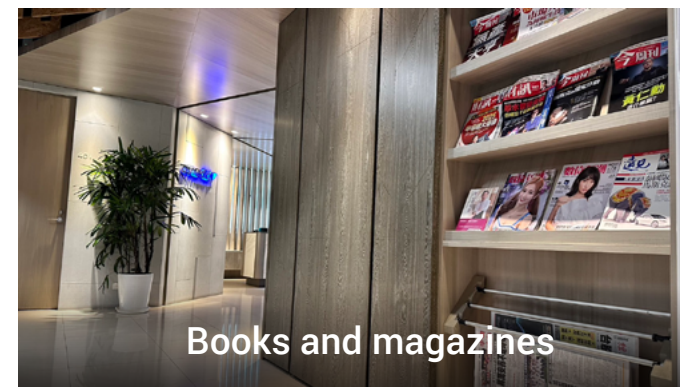
Technical Marketing
Thomas , 11 years of service



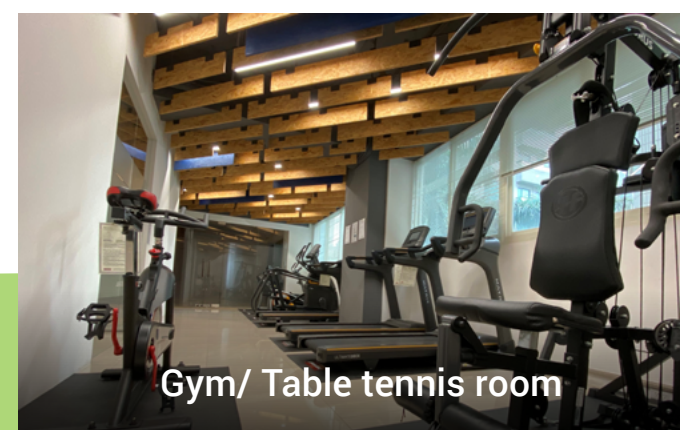
Good Vibes in the Workplace



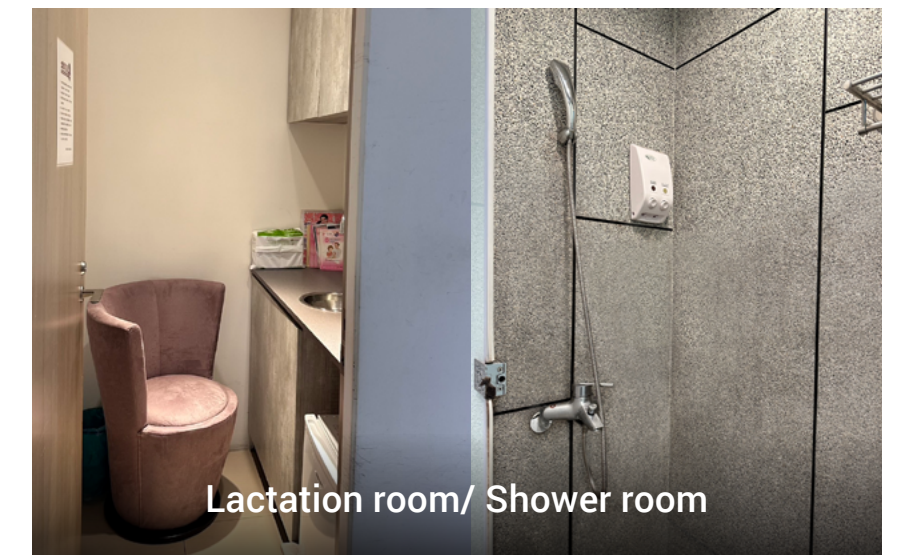
Staff Lounge/ Free coffee and tea



Books and magazines



Gym/ Table tennis room



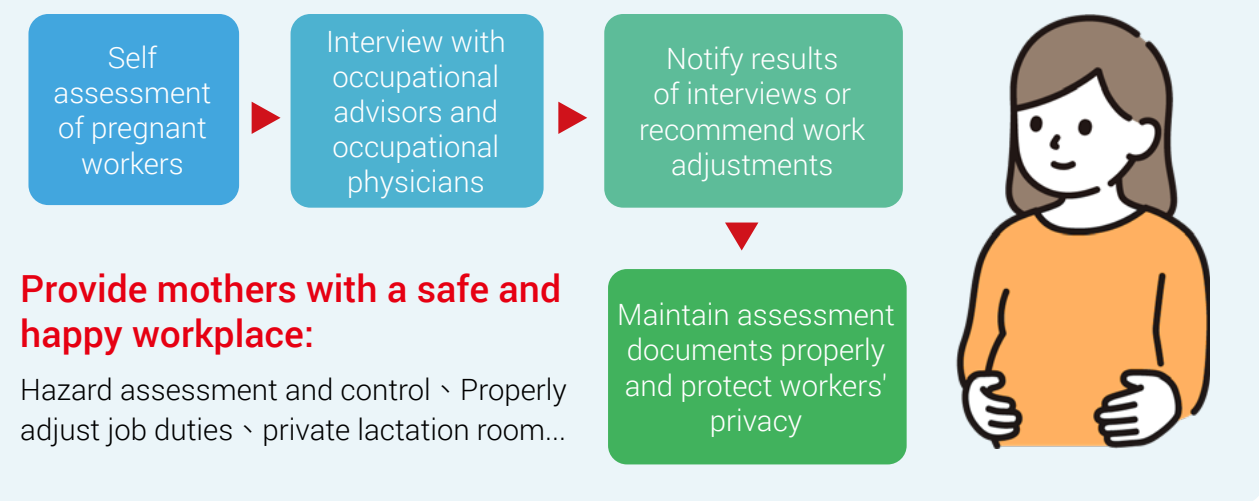
Lactation room/ Shower room



Maternity Protection and Childcare Benefits

ASMedia prioritizes the health of mothers and children. Following the Occupational Safety and Health Act (Article 30 and 31), we implement the Workplace Female Worker Health Protection Plan to ensure the well-being of pregnant, postpartum, and breastfeeding female workers. Our workplace is designed to be safe, hygienic, healthy, and supportive of their physical and mental health. We have established a hazard and risk management system, and regularly share information on female workers requiring health management assistance with occupational advisors and physicians. Based on evaluations and recommendations, we adjust work conditions and schedules as needed. Additionally, we provide a private and comfortable lactation room with a refrigerator, facilitating a stress-free environment for nursing mothers to breastfeed or express milk.

Workplace Maternity Protection Procedure



For new parents, we provide childcare benefits for taking care of their children. After six months of employment, our employees or contractors can apply for unpaid parental leave before each child turns three, maintaining their original social insurance during this period. To alleviate financial strain, we offer a monthly childcare stipend of NT\$3,000 until the child turns four. Additionally, we collaborate with external childcare services that provide discounted rates to our employees, helping them manage childcare responsibilities during working hours with reduced stress and worry.

What Employees Say Childcare Allowance



"I am grateful to ASMedia for providing a warm and supportive work environment, which allows me to focus on my career development while also attending to my family's needs. As a mother of two children, I deeply understand the joys and financial burdens of raising them. The monthly childcare allowance provided by the company is not just financial support for my family but also a profound expression of care and blessing. With the encouragement and support of the company, my family and I can bravely pursue our dreams."

Product Management
Chloe, 14 years of service

2023 Employee Parental Leave Statistics

	Men	%	Women	%	Total
(a) Total number of employees that were entitled to parental leave in 2023	18	6.1%	7	2.4%	25
(b) Total number of employees that took parental leave in 2023	0	0.0%	0	0.0%	0
(c) Total number of employees due to return to work in 2023 after taking parental leave	0	0.0%	0	0.0%	0
(d) Total number of employees that did return to work in 2023 after taking parental leave	0	0.0%	0	0.0%	0
(e) Total number of employees that returned to work in 2022 after parental leave	0	0.0%	0	0.0%	0
(f) Total number of employees that returned to work in 2022 after parental leave ended that were still employed 12 months after their return to work	0	0.0%	0	0.0%	0
Rate of employees that did take parental leave: b/a	0.0%		0.0%		0.0%
Return to work rate: d/c	-		-		-
Retention rate: f/e	-		-		-

Note:

(a) Estimated number of employees that took maternity or paternity leave in the past three years (2021-2023).

(b) Total number of employees that took unpaid parental leave in 2023.

(c) Total number of employees that took unpaid parental leave and were expected to return to work in 2023.

(d) Total number of employees that were expected to return to work in 2023 and did return to work.

(e) Total number of employees that took unpaid parental leave and returned to work in 2022.

(f) Total number of employees that took unpaid parental leave and returned to work in 2022 and were still employed a year later (i.e., still employed at the end of 2023).

*For data between 2021 and 2022, see the [Appendix](#).

Employee Safety and Health

Occupational Safety and Health

As per Article 6, Chapter 2 of the Occupational Health and Safety Management Regulations, ASMedia falls under Category 3 (Low-Risk Industry) with fewer than 3,000 employees, exempting us from establishing an occupational health and safety management team. Currently, the implementation of occupational health and safety policies are formulated and monitored by HR and Administration Department.

ASMedia adheres to Occupational Health and Safety Management Regulations and relevant laws, formulating the Occupational Health and Safety Management Rules and Occupational Health and Safety Emergency Response Plan. Identifying potential risks and implementing preventive measures, we aim to minimize workplace accidents and injuries, and create a safe working environment. To more comprehensively assess and enhance the occupational health and safety management of our employees and partners, ASMedia plans to implement the ISO 45001 standard in 2024. We anticipate obtaining external certification for this standard in 2025, effectively reducing the risk of future incidents, illnesses, and fatalities.



Occupational Safety and Health Management

Currently, ASMedia's Occupational Safety and Health Management encompasses seven key elements:

7 Elements of OSH Management	Items
Safety and Health Management	● We install the access control device in each entrance/exit and each elevator.
	● All visitors are required to register real names for the visitor record.
	● The office building has a security system with 24/7 professional monitoring.
	● The office building is equipped with a complete fire detection and fire extinguisher system.
	● We establish a smoke-free working environment.
Safety & Health Education and Training	● Disaster prevention and first-aid videos are provided on the online E-Learning platform.
Standard Operating Procedure (SOP) and Job Safety Analysis	1. During the welding process of test boards: ● 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.
	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.
Safety and Health Inspection	● Measurement of Escherichia coli in water dispensers: every three months.
	● Measurement of carbon dioxide levels in the office: every six months.
	● Air conditioning maintenance: once a year.
	● Fire protection equipment and system inspection: once a year.
	● We inspect the thermographic camera: Once a year.
	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.
Emergency Response	● We form the self-defense fire fighting team. ● Fire drill: every six months. ● Ensure a sufficient number of first responders in place.
Health Management and Promotion	● Employee health checkup: once a year.
	● Employee Assistance Programs (EAP).
	● Massage service by massage therapists who are visually impaired.
	● The health consultation service by nurses: three times a month, two hours at a time.
	● The health consultation service by doctors: once every quarter, two hours at a time.
Safety and Health Activities	● Promotion activities for occupational health and safety are provided as needed.
	● Promotion activities for health are provided as needed.

Note: All the OSH management activities are conducted in ASMedia's headquarter.

Occupational Safety and Health Education and Training

We provide ongoing occupational safety and health education and training to enhance employees' knowledge and skills, aiming to prevent and reduce occupational injuries and diseases. New employees receive training on safety policies and regulations, while we help them adapt to safety culture and obtain effective teamwork and communication skills. Current employees take mandatory annual occupational safety and health education courses; health education promotion courses are also provided periodically or as needed. Additionally, we have a self-defense firefighting team that conducts drills every six months and an adequate number of certified first responders among our employees. These measures aim to reduce incident probability and severity, enhance flexibility during emergencies, and improve communication and coordination with external resources for faster recovery and increased efficiency after a disaster.



2023 ASMedia Occupational health and safety promotion activities

145 hours
OHS training program

256 hours
Self-defense fire fighting
team training

16.4 hours
New employee OHS training

ASMedia Disaster Prevention Drill

1. Lectures



2. Notification



3. Fire Extinguishing



4. Evacuation Guidance



5. Safety Protection



6. Emergency Medical Aid



Occupational Injuries and Diseases

ASMedia's products are entirely produced through contract manufacturing. While a few employees may engage in potentially hazardous tasks such as welding and electrostatic discharge (ESD) testing, common work-related injuries involve falls, pinch points, or collisions. The likelihood of serious occupational injuries in the office is minimal. For high-risk welding personnel, in addition to wearing masks, gloves, and protective goggles, electronic welding ventilation equipment and indoor air purifiers are also installed to maintain the air quality in the work environment. Furthermore, in accordance with Article 27 of the Enforcement Rules of the Occupational Safety and Health Act and Article 18 of the Labor Health Protection Regulations, annual health checks include the “lead work” item specifically for welding personnel to safeguard employee health. In the event of an occupational accident, our Occupational Safety and Health Emergency Response Plan will be followed for handling and reporting. For major occupational accidents, the scene will be secured, and the HR Department will report to the local labor inspection agency within 8 hours via Internet or phone, following first aid and rescue efforts.

Reporting Procedure of Occupational Accidents

Major Occupational Accidents

The following occupational injuries are reported to the labor inspection agency in the jurisdiction where the accident takes place within 8 hours via internet or phone:

1. Fatal accident.
2. The number of workers who have a permanent total disability, a permanent partial disability and temporary total disability caused by the accident reaches 3.
3. The accident leads to at least 1 person having to be hospitalized after diagnosis (excluding hospitalization for observation).

Other Accidents

For the other occupational accidents, we regularly report to the labor inspection agency every month via internet.



Workplace Injury Management Procedure



The data below includes all of ASMedia's employees (including those who have not passed a probationary period of three months and contract employees).

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 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.

The statistical scope is the headquarter of ASMedia in Taiwan.

2021-2023 Rate of Fatalities as a Result of Work-related Injury			
Year	2021	2022	2023
All of ASMedia's employees (including contract employees)	0	0	0

Note:

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) x 1,000,000/Total number of hours worked.

2021-2023 Disabling Frequency Rate (FR)			
Year	2021	2022	2023
All of ASMedia's employees (including contractor employees)	0	0	0

Note:

1. The disabling frequency rate (FR) 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.

2021-2023 Occupational Disease Rate (ODR)			
Year	2021	2022	2023
Due to chemical hazards	0	0	0
Due to psychosocial hazards	0	0	0
Due to ergonomic hazards	0	0	0

Note:

1. The occupational disease rate (ODR) 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) x 1,000,000/Total number of hours worked.

2021-2023 Disabling Injury Severity Rate (SR)			
Year	2021	2022	2023
All of ASMedia's employees (including contractor employees)	0	0	0

Note:

1. The disabling injury severity rate (SR) 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) x 1,000,000/Total number of hours worked.

2021-2023 Total Recordable Injury Frequency Rate (TRIFR)			
Year	2021	2022	2023
All of ASMedia's employees (including contractors)	0	0	0

Note:

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	
Year	2023
Number of Fire Incidents	0
Casualties (All ASMedia employees including contract employees)	0
The ratio of casualties to the total number of employees	0
Related Improvement Measures for Fire Safety	No Fire incidents have occurred. Fire safety inspections are conducted annually, and fire drill training and disaster prevention awareness campaigns are carried out regularly.

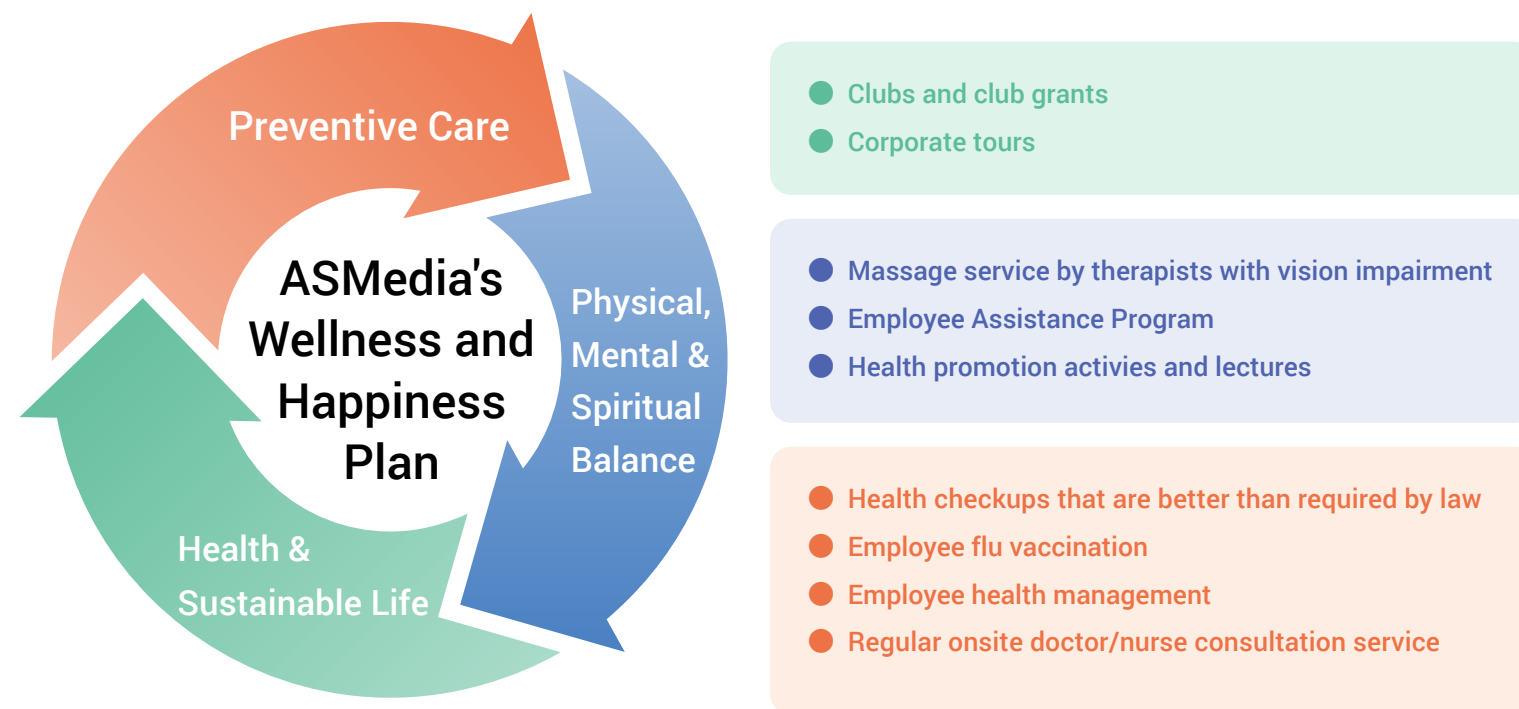
Comprehensive Wellness and Happiness Plan

At ASMedia, we prioritize a workplace culture that values employee wellness and happiness, recognizing employees as crucial assets for sustainable business. We focus on physical and mental health, alongside work-life balance. The Comprehensive Wellness and Happiness Plan involves regular health assessments and significant investments in employee well-being. Here's a summary of our health promotion efforts:

1. Preventive Care:

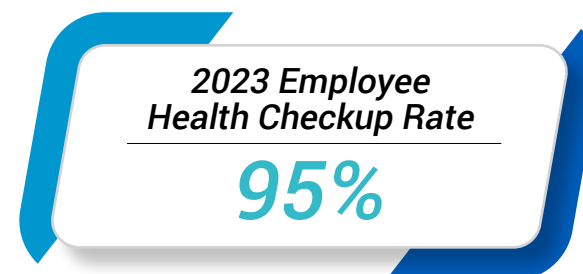
Employee health checkups and classification management

ASMedia offers preventive care services that exceed legal requirements. We conduct annual health checkups for all employees and provide quarterly health consultations with doctors. Health awareness is continually raised through promotions and plans. In the past three years, our employees' health checkup participation has remained at an average of 95%, with the rate of employees with serious health conditions (level-4) dropping to below 2%.



2021-2023 Employee health classification management

Year	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%

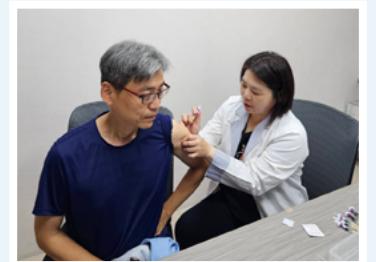
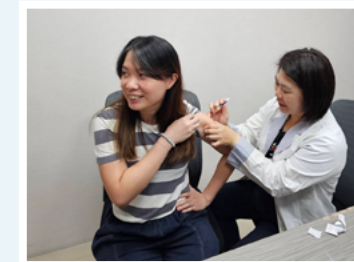


Note:

- ASMedia provides a better health checkup package for the employees than those required by law, and conducts the health checkup once a year.
- The health consultation service by nurses is provided three times a month, two hours at a time in accordance with the law.
- The health consultation service by doctors is provided more frequently than required by law: once every quarter, two hours at a time.
- All the employees who have passed a probation period of three months, including contractor employees, are eligible to get ASMedia's health checkup package.

Boost Your Shield! Get Vaccinated every Fall & Winter

ASMedia initiated free flu shots for employees in 2020. By 2023, the flu vaccination rate reached 51.0%.



2. Physical, Mental and Spiritual Balance:

Happiness Massage: Massage service by therapists with vision impairment

We contract with professional massage therapists certified by the Chinese Promote Massage of Build Association. The massage service is provided each week. In 2023, there were 2,935 service visits.

Employee Assistance Program (EAP)

Since 2021, ASMedia has offered an Employee Assistance Program (EAP) for counseling services in areas like law, finance, mental health, healthcare, and management. In 2023, the EAP provider was the Shih-li Cultural and Educational Foundation, and the utilization rate averaged 11.4%. Through the company's diligent promotion, employees are now familiar with the EAP consultation channel, and the consultation rate has significantly increased by 31.3% compared to 2022.



Health promotion activities and lectures

To enhance employee health and preventive care knowledge, we organize health promotion activities. As of 2023, there were 110 such activities.

A feast for the mind and body

Burn Calories! - Strength and Cardio Class



Zentangle Therapy Experience



3. Healthy and Sustainable Life:

Clubs and club grants

We offer diverse employee club activities with grants based on semiannual evaluations. As of 2023, ASMedia has a total of yoga club, film club, jogging club, basketball club, softball club, and badminton club, which was just established this year. The proportion of employees participating in clubs has significantly increased by 20% compared to last year, reaching 62% of participation rate. Cumulative club grants reached NT\$2,749,169.





Company Trips

We organize the corporate tour once a year to improve relationships and boost employee morale. In 2023, the company trip's participation rate was 60.2%, and the amount of subsidies for employees' families accounted for 83.6%, both of which have grown simultaneously compared to last year.



2023 Inaugural 5269 Badminton Cup

Registration exceeded expectations with a total of 16 teams and 40 participants. This demonstrates the employees' enthusiasm for badminton and their support for the company's promotion of work-life balance!



According to WHO, "Health is a state of complete physical, mental, and social well-being, not merely the absence of disease or infirmity." We commit to this principle in caring for employees. We focus on enhancing individuals' physical, mental, and social health and fostering a safe, comfortable workplace. Employees receive continuous training to manage and improve their health, promoting energy, passion, and satisfaction. ASMedia has earned the "[Badge of Accredited Healthy Workplace](#)" from the Health Promotion Administration, Ministry of Health and Welfare, for four consecutive years, showcasing our dedication to a healthy and sustainable workplace.

Earned "[Badge of Accredited Healthy Workplace](#)" from the MHW

for 4 consecutive years

Employee Development and Training

Employees are a company's most valuable assets, as their knowledge, skills, attitudes and values will all come into play in a company's competitiveness and potential to develop and grow. ASMedia values employee development and training, and has been focused on improving employee growth throughout the entire company. To this end, we design training tailored to employees' skills and proficiency. The employee training is composed of three elements: For new employees, they receive courses on the corporate culture and specific professional topics. For junior staff, we focus on their career development and happy learning. In particular, we provide them with courses on topics including the industry trends, corporate social responsibility and health and wellbeing so that they can keep up with the current industry trends while maintaining a balance between work and life. For the management team, we provide management training courses to advance their management skills, including the team management and integrative skills to lead the team to reach the operational goals. We take the needs of employees into consideration while designing the training each year. The training satisfaction survey is conducted each year to assess training effectiveness and collect feedback; this allows both employees and the company to learn and grow together. In 2023, the training satisfaction survey response rate was 100%, and the satisfaction rate was 90.3%, which suggests that employees were satisfied with the training program.

Employee Education and Training 3 Components

New Hires

Know corporate culture
Professional courses



Junior Staff

Career development
Work and life balance



Management team

Team management skills
Integrative skills

2023 Education and Training Satisfaction Survey Analysis

2023

Education and Training Satisfaction Survey Results

Average Employee Sentiment

Positive
90%



2023

Education and Training Satisfaction Survey Results

Course Preference

33%
Online courses
35%
Professional Skills

Employee Sentiment Survey

Employee feedback survey



✓ Course Alignment with Needs	95%	-	5%
✓ Course Timing and Planning	95%	-	5%
✓ Course Effectiveness	94%	-	6%
✓ Teaching Style	94%	6%	-
✓ Meal Arrangements	94%	6%	-
✓ Practical Application to Work	69%	30%	1%

Response
rate
100%

Employee Sentiment



Positive



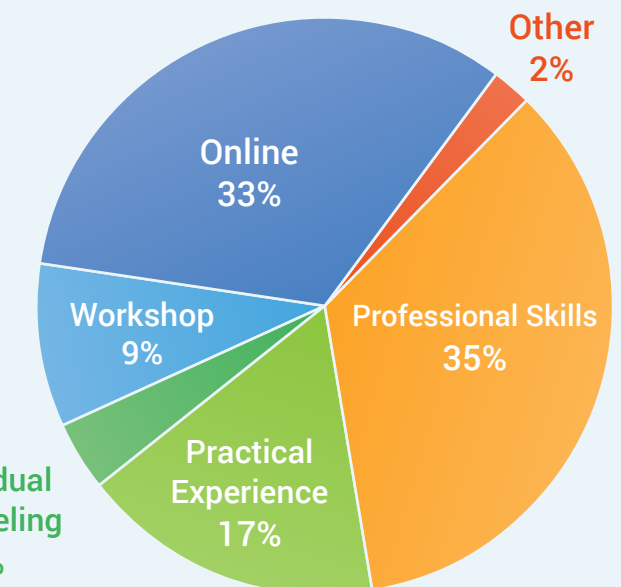
Neutral



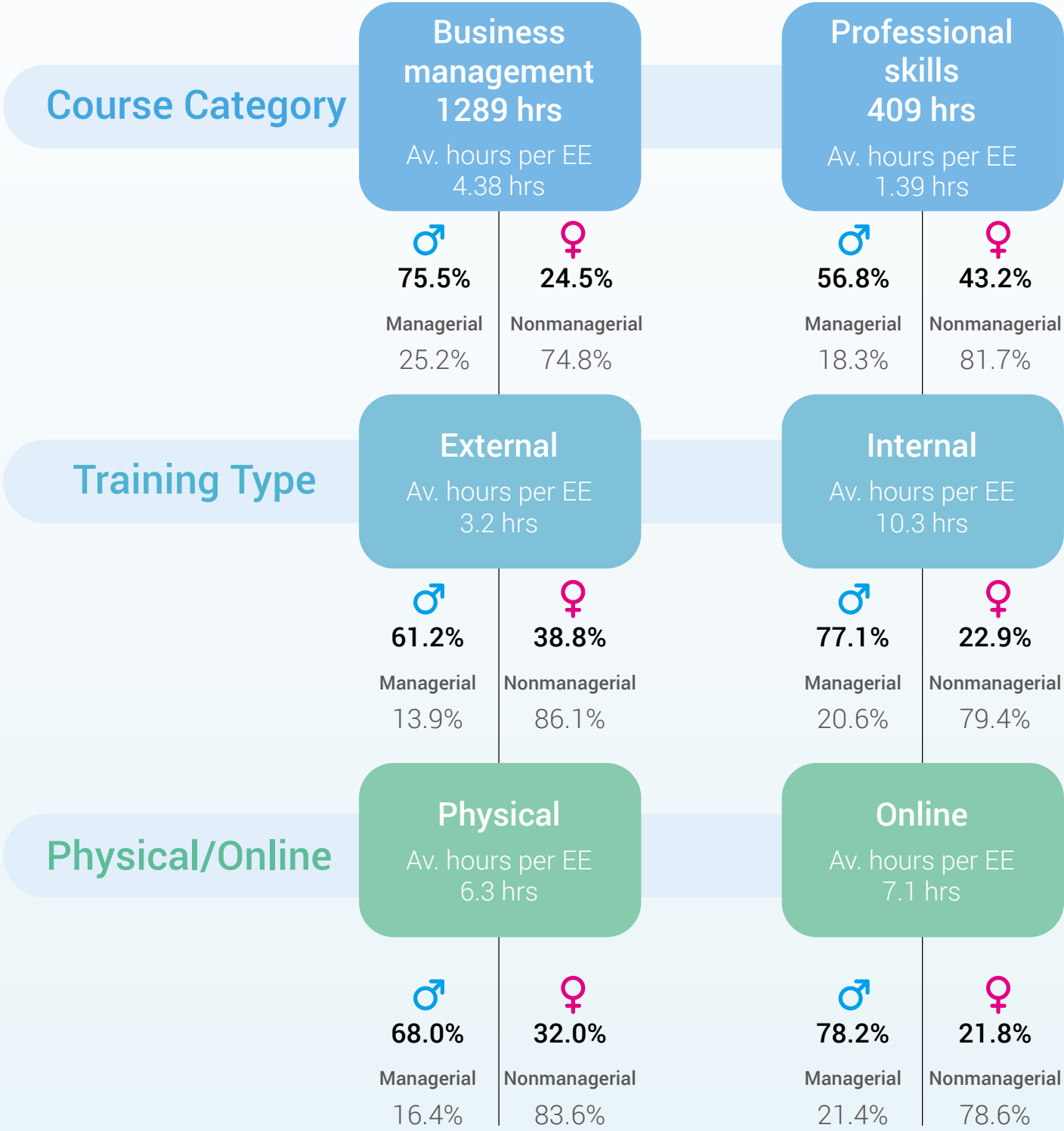
Negative

Individual
Counseling
4%

Employee Preference Survey: Course Format



In 2023, the average training hours per employee was 13.49. The courses include topics on business management, skills and technologies, product marketing and others. The total number of training hours was 3966.5. If divided by gender, male workers accounted for 73.4% of the training hours, while female workers accounted for 26.6%. If divided by managerial/non-managerial category, managerial positions accounted for 19% of the training hours, and non-managerial positions accounted for 81%. If divided by external/internal training category, the average external training hours per employee was 3.2, whereas the average internal training hours per employee was 10.3. If divided by physical/online training category, the average physical training hours per employee was 6.3, while the average online training hours per employee was 7.1. Compared with recent three years, the total training hours per employee have increased significantly. ASMedia continues to encourage employees to enjoy learning new skills and improve competitiveness as we foster inclusion and a culture of belonging in the workplace.



2023 Employee Education & Training Hours

- The total number of training hours: 3966.5 hrs.
- Average training hours per employee: 13.49 hrs.
- Average training hours per male/female employee: 12.88 hrs / 15.51 hrs.
- Average training hours per managerial/nonmanagerial employee: 10.20 hrs / 14.60 hrs.
- Nationality of all employees receiving trainings: 100% Taiwanese and each Taiwanese employee has an average training time of 13.49 hours.

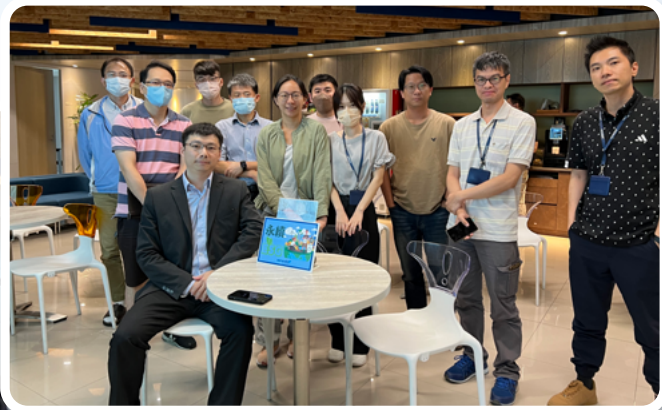
♂ employees received training: 73.4%
Managerial employees received training: 19.0%
♀ employees received training: 26.6%
Nonmanagerial employees received training: 81.0%
Average training hours per employee:
21-30 yrs: 14.86 hrs 31-40 yrs: 13.73 hrs
41-50 yrs: 14.79 hrs 51-60 yrs: 8.11 hrs
61-65 yrs: 11.75 hrs

*Av. = average; EE = employee

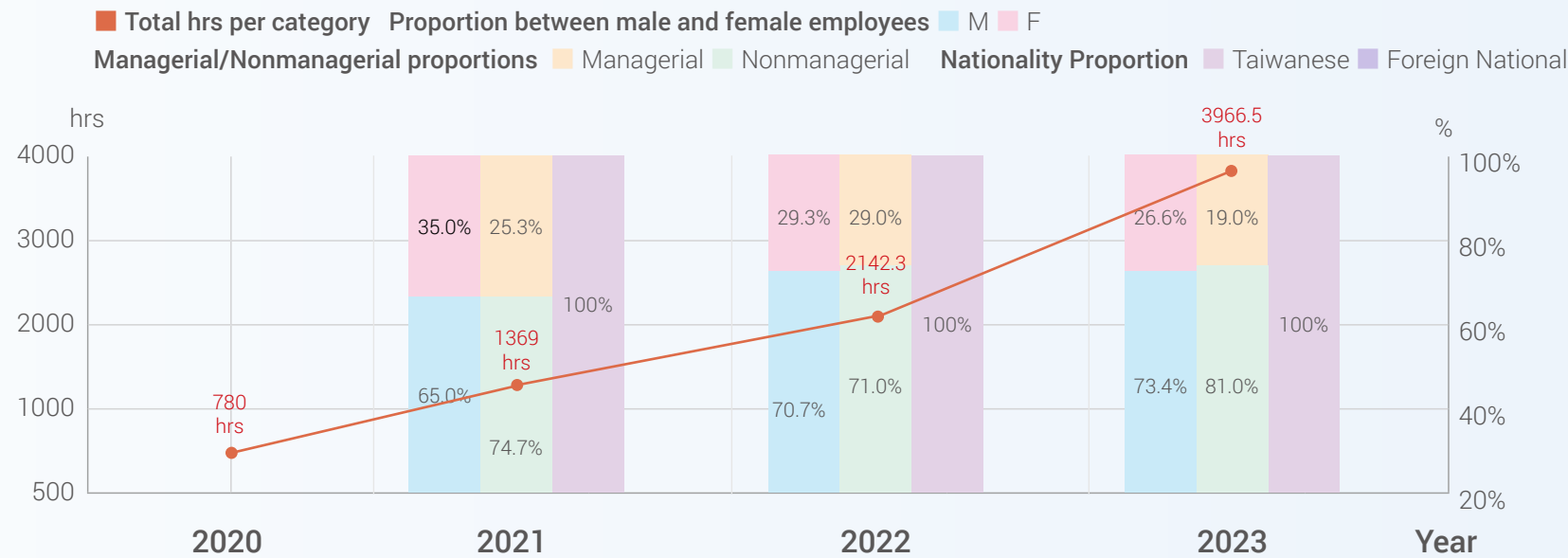
Empowering Employees for Self-Actualization

Diverse Educational Training

To create a platform for employees to achieve personal fulfillment by offering diverse educational training that covers areas such as industry trends, occupational safety, ethical values, well-being, sustainability, and management communication. Through continuous learning, we empower employees to lead innovation and create a beautiful life.



ASMedia's Employee Training in 4 years





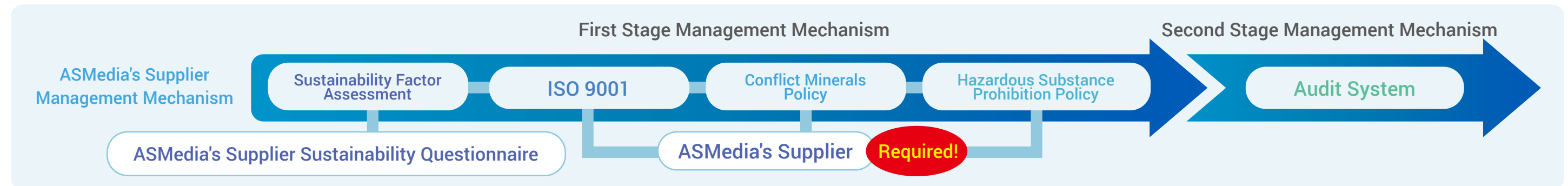
04 Sustainable Supply Chain

Supply Chain Management

ASMedia is a fabless integrated circuit (IC) design company, and positions itself part of the upstream portion of the semiconductor industry. ASMedia develops, creates and sells high-speed interface ICs, including high-speed USB controller ICs, PCIe bridge ICs and Switch ICs. The IC design industry focuses on product design. Once the product design is completed, the next step is to outsource wafer production to specialist foundries. After passing the front-end testing, the wafer is cut and packaged in the IC packaging company. Finally, the product will be tested in the IC testing company. Once these processes are completed, we sell the products through our distribution channels. ASMedia is committed to the best quality of products and only collaborates with world-class suppliers. We did not have any supplier change in 2023.

Upholding environmental and human rights is central to our CSR. We implement a sustainable supply chain policy, evaluating suppliers based on quality, delivery, service, and ESG factors. To be ASMedia's qualified suppliers, they must already be ISO 9001 certified, comply with the Conflict Minerals Policy and adhere to requirements on no use of hazardous materials. They are required to only use safe materials and components that meet environmental standards, including RoHS, PFOS, PFOA, halogen-free criteria and REACH SVHC. We prohibit the employment of child labor under the age of 16, forbid forced labor and any employment discrimination. ASMedia's suppliers also follow international standards and laws on labor and employment at their business locations. In 2023, our products comply with local semiconductor information and labeling laws, with no violations during the reporting period.

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. Rigorous supplier risk assessments and collaborative efforts ensure our commitment to a sustainable supply chain, minimizing environmental and social impact.



All of ASMedia's main suppliers have 100% met the criteria for the following international ESG-related certifications, directives and initiatives:



ASMedia has always maintained a good collaborative relationship with our suppliers. Both parties will sign the collaboration agreement or contracting agreement to protect the rights and obligations of each party.

Critical Materials Risk Management

Conflict Minerals Policy

ASMedia requires suppliers not to use conflict minerals. In compliance with conflict minerals regulations specified by the Responsible Business Alliance (RBA), the Global Enabling Sustainability Initiative (GeSI) and the Conflict-Free Smelter Program (CFSP), we began to send the conflict minerals survey to the suppliers since 2021. We require all our suppliers submit guarantee documents that prove no use of conflict minerals or substances, ensuring that minerals contained in the products, such as tin, tantalum, tungsten and gold, do not directly or indirectly finance or benefit armed groups which commit severe human rights abuses. In 2023, the conflict minerals survey response rate was 100%, and all of the surveyed suppliers complied with the requirements.

ASMedia's qualified suppliers must follow our Conflict Minerals Policy and promise that the products or components they use do not come from conflict minerals. If a supplier violates the requirement, we will terminate or cancel the contract. We strictly protect the human rights and the environment throughout the supply chain.

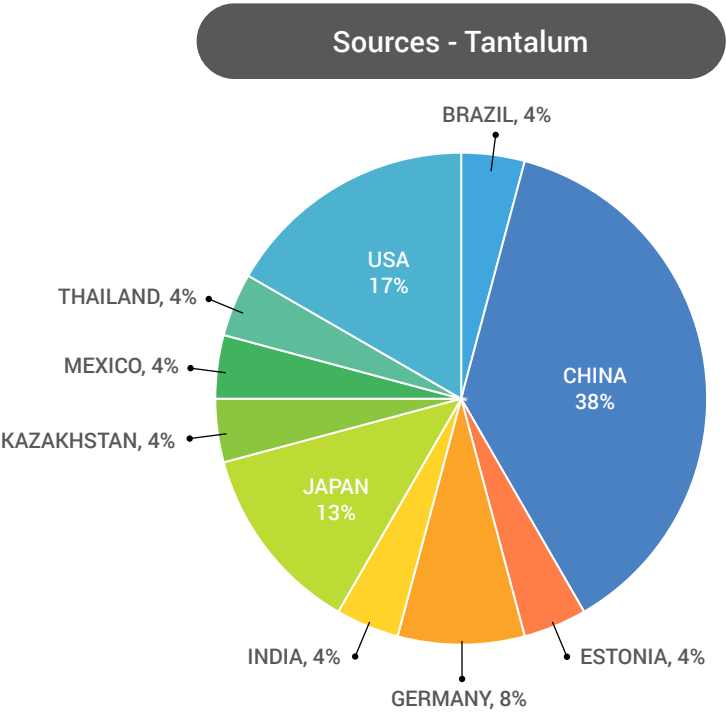
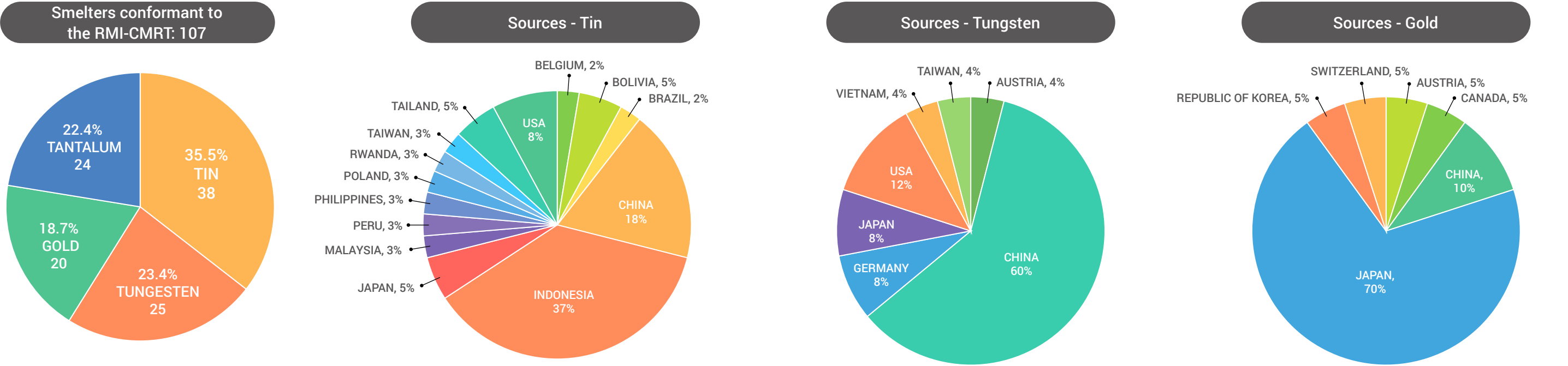


[Declaration of non-use of conflict minerals](#)

Conflict Minerals Reporting Template (CMRT)

ASMedia assesses mineral origins via the Responsible Minerals Initiative's Conflict Minerals Reporting Template, ensuring conflict-free tantalum, tin, tungsten, and gold sourcing. Collaboration with RMAP-compliant smelters and refiners ensures responsible mineral practices.

RMI Conflict Minerals Reporting CMRT

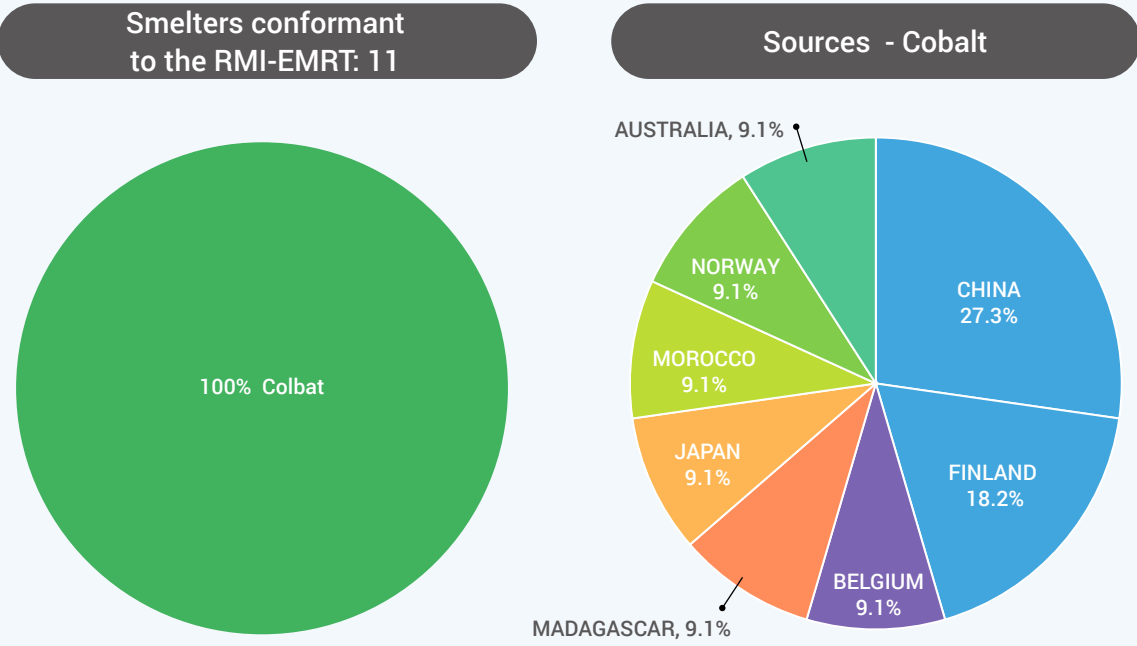


Extended Minerals Reporting Template (EMRT)

Besides the CMRT, we use the Extended Minerals Reporting Template (EMRT) to collect information about due diligence in the cobalt and mica supply chains. We require our suppliers to make responsible sourcing decisions. In 2023, ASMedia did not use mica in the products.

In 2023, ASMedia completed the evaluation of conflict minerals and substances and ensured that all the critical materials such as gold, tantalum, tin, tungsten and cobalt came from 107 conformant smelters in the CMRT list and 11 conformant smelters from the EMRT list. Our sourcing was 100% conflict-free.

RMI Extended Minerals Reporting EMRT



Prohibition of Use of Hazardous Materials

To produce more eco-friendly products, ASMedia keep track of the EU's ROHS and REACH compliance in the supply chain. We require all qualified suppliers to sign a declaration of non-use of hazardous substances and commit to ensuring that all provided products (including their raw materials, components, assembly parts, packaging materials, finished products as well as those indirect materials used in the designing, manufacturing process, servicing and reworking) comply with the standards of hazardous substances including ROHS, PFOS, PFOA, Halogen Free and REACH SVHC. Since 2011, ASMedia promptly obtains the suppliers' composition tables, test reports made by third party accredited with ISO 17025 or other equivalent standards, Material Safety Data Sheet (MSDS) and other relevant documents of provided product(s) to ensure that all ASMedia's qualified suppliers meet the requirements of non-use hazardous substances. We also provide a declaration of no use of hazardous substances for our customers and are committed to making products using safe materials and components that meet environmental standards/regulations, including the RoHS, the PFOS, PFOA Directive, the halogen-free requirements, as well as the REACH SVHC regulation.

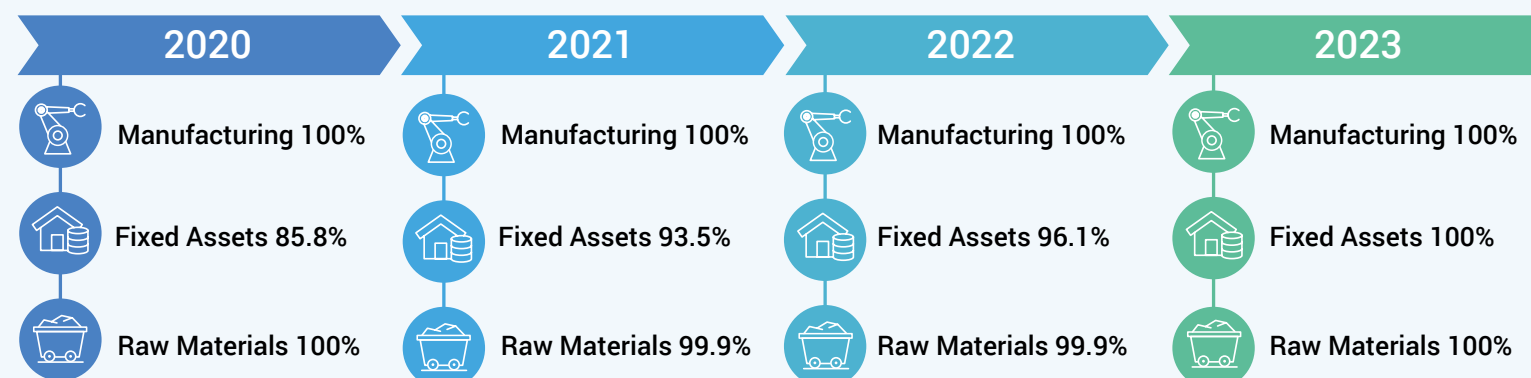
ASMedia's suppliers' compliance with international environmental requirements



Local Procurement

ASMedia supports the rights of domestic suppliers and helps strengthen the local economic development. We build an efficient supply chain and reduce carbon emissions from freight movements by carefully selecting, managing, evaluating and supervising the local suppliers. For fixed assets, raw materials, manufacturing and relevant services, we have gradually increased the proportion of local purchase each year. In 2023, the average proportion of local procurement costs was 100%.

2020-2023 Proportion of Local Procurement



Supply Chain ESG Risk Assessment

ASMedia has established a comprehensive supplier management system. For the current qualified suppliers, we conduct regular audits. For new suppliers, we assess their manufacturing technologies, quality, reliability and compliance with sustainability practices.

In terms of the governance aspect, ASMedia's qualified suppliers shall all obtain the ISO 9001 Quality Management System or IATF 16949 Automotive Quality Management System standard to ensure quality for the products or services they provide. We conducted a governance impact assessment of the suppliers that ran business with ASMedia over the reporting period, and all suppliers were all ISO 9001 or IATF 16949 certified. We also made a risk assessment of the suppliers that may pose a potential negative impact on the company's governance. After the assessment, we concluded that the number of suppliers that would pose a significant or potential adverse impact on the company's governance was 0. In 2023, all the suppliers were 100% ISO 9001 certified.

Concerning the environmental aspect, all of ASMedia's qualified suppliers shall comply with the EU's RoHS, REACH SVHC regulation and the halogen-free requirements as well as ASMedia's requirements on prohibition of use of hazardous substances. We carried out an environmental impact assessment of the suppliers that ran business with ASMedia over the reporting period. In addition to ISO 14001 Environmental Management Systems certification, all of our direct suppliers have obtained the ISO 14046 Water Footprint Standard certification or ISO 46001 Water Efficiency Management Systems certification, ISO 14064-1 greenhouse gas (GHG) emission verification and validation standard certification and the ISO 50001 Energy Management Systems certification. The suppliers were assessed for potential negative environmental impacts, and we concluded that the number of suppliers that would create a significant or potential negative impact on the environment was 0. In 2023, all the suppliers were 100% compliant with the requirements on prohibition of use of hazardous substances.

For the social aspect, all the suppliers shall comply with ASMedia's Conflict Minerals Policy. We conducted a social and human rights impact assessment of the suppliers that ran business with us over the reporting period. All of our main suppliers 100% followed the RBA Code of Conduct; they also passed the RBA VAP audit and obtained the ISO 45001 Occupational Health and Safety Management Systems certification. As we conducted an assessment of the suppliers which may pose a potential negative impact on the society and human rights, we found that zero supplier had a significant or potential negative impact on the society or human rights. In 2023, all the suppliers 100% followed ASMedia's Conflict Minerals Policy.

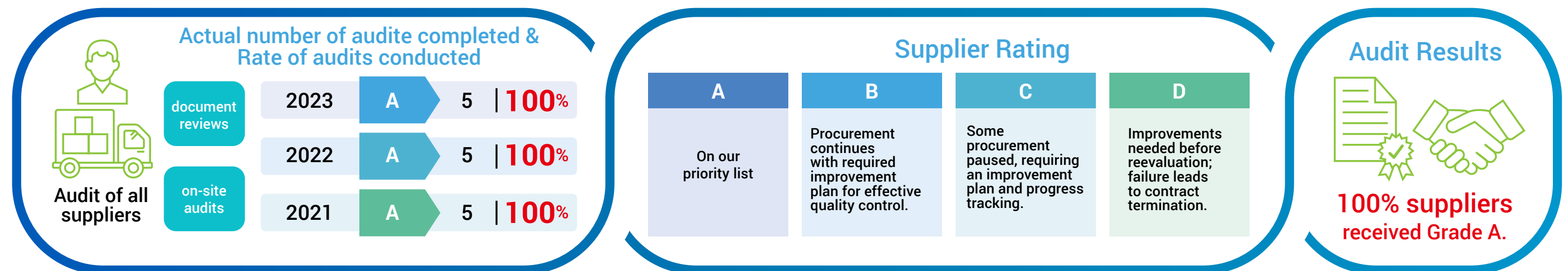


Supplier Audit

ASMedia's supplier audit system is based on criteria such as delivery quality, engineering capability, and sustainable-related standards. Suppliers that meet ASMedia's screening standards are audited by a team from the quality assurance department. The supplier evaluation is conducted annually through document reviews and on-site audits. Audit results are categorized as A, B, C, and D. Grade A suppliers are prioritized, Grade B suppliers must provide an improvement plan, Grade C suppliers need a continuous improvement plan with outcome tracking, and Grade D suppliers face reevaluation within a set timeframe. Failure results in exclusion from our qualified supplier list.

Our suppliers consistently meet the evaluation criteria, with no significant deficiencies identified in three years of audits. The main suppliers maintain a Grade A rating for their excellent performances. ASMedia has established a responsible supply chain, aligning with SDG 17 (Partnerships for the goals), and remains committed to creating a better future for ourselves and future generations.

2021-2023 Supplier Audits **No significant deficiencies among our suppliers in 3 years. All the suppliers continue to receive Grade A.**



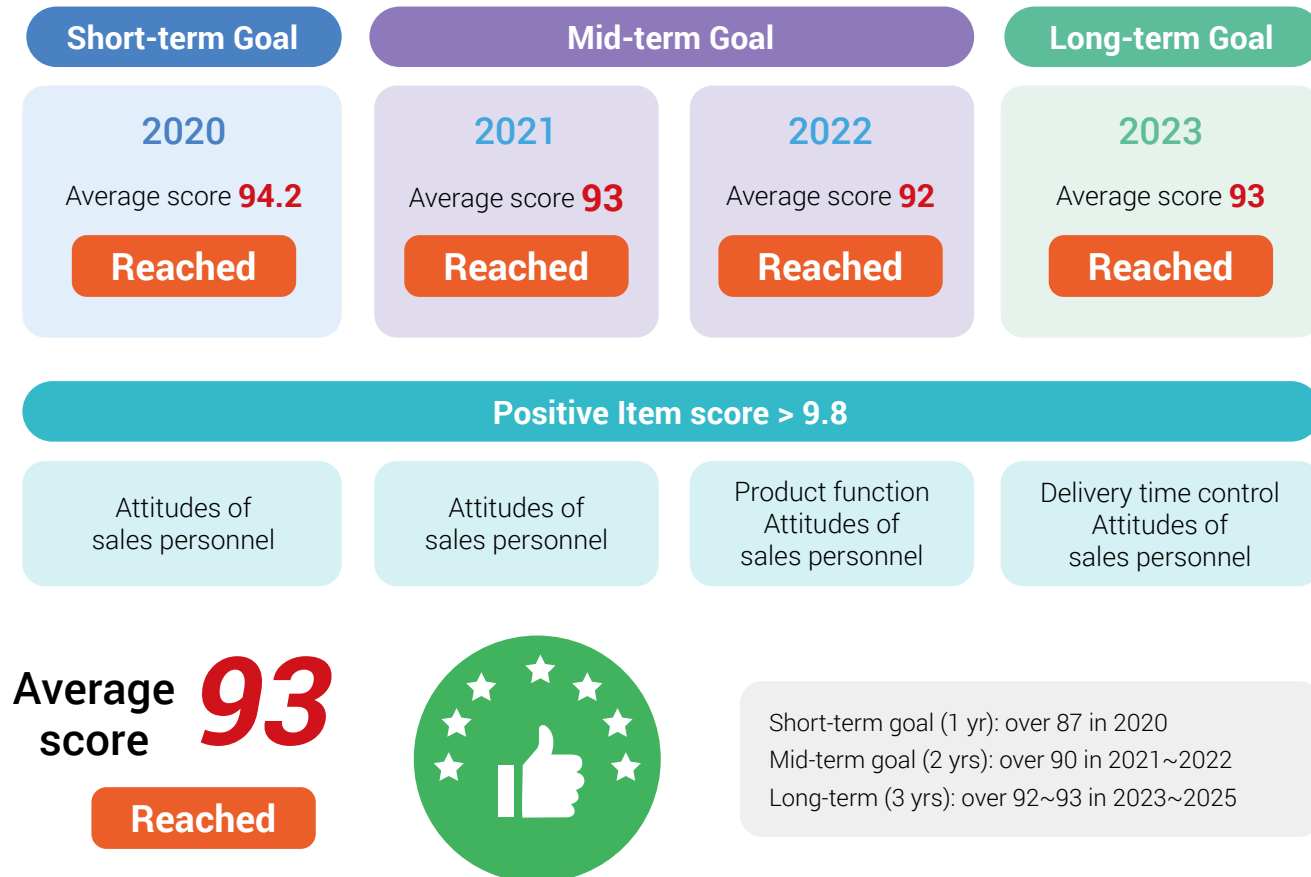
Customer Service

Building strong customer relationships is a core objective at ASMedia. To gain customer trust, we actively listen to their needs and foster enduring connections. This focus enhances our organizational resilience. To address customer needs promptly, we have a complaint handling procedure and conduct biannual satisfaction surveys. These surveys provide valuable feedback, helping us adapt to current and future customer requirements. Placing our customers at the center of our business, we consistently strive to exceed their expectations.

We conduct a customer satisfaction survey every six months with our top 10 customers, those with the highest purchase amounts. The survey covers four major topics: 1) product quality; 2) shipment quality; 3) service quality; 4) promotion of new products. It includes ten indicators, each with a maximum score of 10, resulting in a total score of 100. Since 2020, our customer satisfaction rate has consistently exceeded expectations. The average score for the first and second halves of 2023 was 93, meeting our long term goal of 93. Specifically, indicators related to delivery time control and attitudes of sales personnel received scores above 9.8, indicating high customer satisfaction. We may adjust the survey content based on market conditions and customer feedback to better anticipate and meet their needs.



2020-2023 ASMedia's Customer Satisfaction Results



Customer Complaint Handling Procedure

Return Material Authorization (RMA)

- Actions:
- (1) RMA Claim submitted by customer via email/phone
 - (2) Ask customer to fill out RMA Claim form
 - (3) Obtain samples and register an RMA Claim

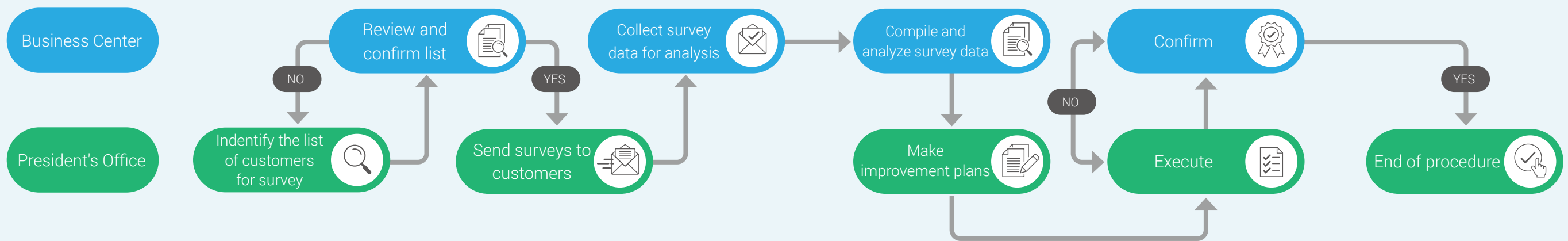
Cause Analysis and Preliminary Measures

- Actions:
- (1) Refer to QA Department for Analysis
 - (2) Propose preliminary measures

Improvement Measures

- Actions:
- (1) Provide analysis report
 - (2) RMA return and exchange processing

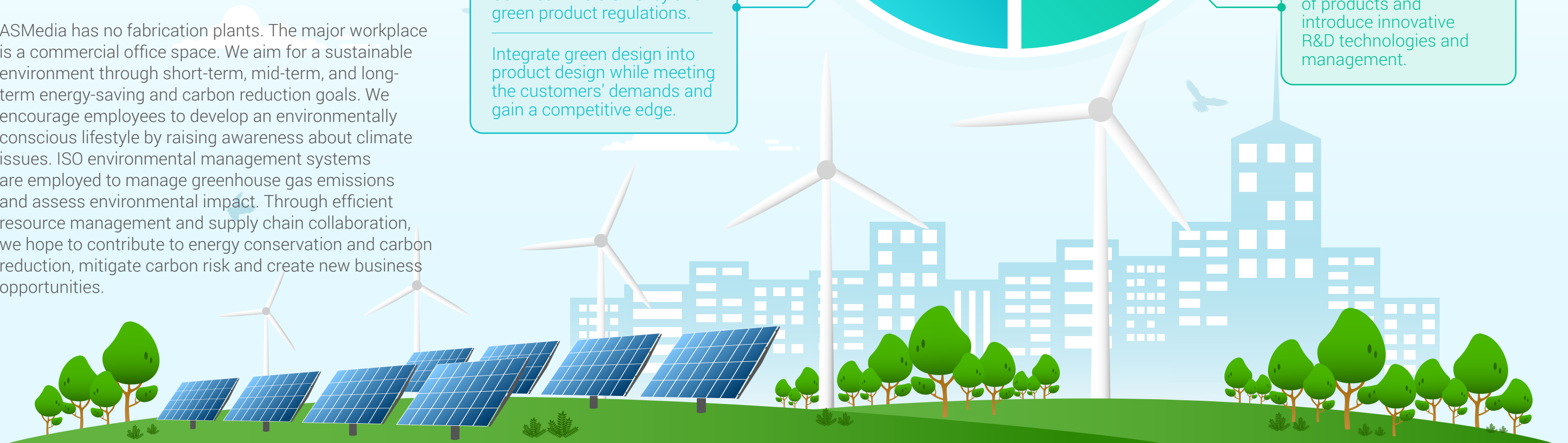
Customer Satisfaction Survey Procedure



05 Sustainable Environment

ASMedia prioritizes corporate social responsibility, emphasizing economic prosperity, social development, and environmental protection through four sustainability initiatives: 1) low-carbon emissions; 2) recycling and regeneration; 3) sustainable manufacturing; 4) social inclusion and value creation. Aligning with stakeholder expectations, including shareholders or investors, customers, suppliers, employees, governmental agencies and communities, we strive for operational goals while maintaining environmental stewardship. Our commitment extends to merger and acquisition processes, applying the same diligence. Eco-efficiency guides all business aspects from R&D, purchasing, production to packaging, logistics and services, aiming for a green supply chain to reduce energy consumption, conserve resources, and minimize pollution, thus lessening our impact on the environment and society while enhancing productivity.

ASMedia has no fabrication plants. The major workplace is a commercial office space. We aim for a sustainable environment through short-term, mid-term, and long-term energy-saving and carbon reduction goals. We encourage employees to develop an environmentally conscious lifestyle by raising awareness about climate issues. ISO environmental management systems are employed to manage greenhouse gas emissions and assess environmental impact. Through efficient resource management and supply chain collaboration, we hope to contribute to energy conservation and carbon reduction, mitigate carbon risk and create new business opportunities.



Climate-related Risks and Opportunities

We disclose ESG information, actions and performances following SASB Semiconductors Sustainability Accounting Standard (2018). Departments collect climate risk data for the President. We assess climate risks and opportunities, considering governance, strategy, risk management, metrics, and targets. We identify potential climate-related risks and opportunities by taking into account TCFD's four core elements of recommended climate-related financial disclosures—governance, strategy, risk management, metrics and targets. This enables us to mitigate impacts on ASMedia's operations and devise strategies to prevent climate-related risks and effects.

Task Force on Climate-related Financial Disclosures (TCFD)

Core Elements	Description	ASMedia's Response
Governance	Disclose the organization's governance around climate related risks and opportunities.	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 Sustainability Report and Board Performance Evaluation Results website.
		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. ASMedia has already appointed a corporate governance officer by the first half of 2023 to enhance its sustainability governance. For more details, see Corporate Governance/Board Oversight of ESG Issues of ASMedia's 2023 Sustainability Report and Board Performance Evaluation Results website.
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.	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.
		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.
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 Sustainability Report and pp.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.	The metrics that are most related to climate risks and opportunities are Greenhouse Gas Emissions, Energy Management, Water Management and Waste Management.
		<p>For Scope 1, 2 and 3 emissions, see Sustainable Environment/Greenhouse Gas Management of ASMedia's 2023 Sustainability 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) Emissions: <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 in 2023, and by the second quarter of 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. <ul style="list-style-type: none"> 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. <ul style="list-style-type: none"> 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.

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"> In response to climate change, the Ministry of Environment has formulated the Climate Change Response Act to manage greenhouse gas emissions. It 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. The Financial Supervisory Commission has launched the Sustainable Development Roadmap for Listed and OTC Companies, aiming 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 and assurance, and complete tasks of each phase within a specified time limit. The Ministry of Economic Affairs has proposed the Regulations on the Water Conservation Charge to promote water conservation, and the government has started to levy a water consumption fee on large water users during drought periods since February 2023. 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>Operating costs may increase due to the adaptation to climate change in national policies.</p>	<ul style="list-style-type: none"> 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. The Ministry of Environment is expected to impose a carbon fee in 2025 on companies that emit over 25,000 metric tons of CO₂e annually from direct and indirect electricity usage. In 2023, ASMedia's direct and indirect carbon emissions 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. 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. Encourage employees to adopt the green lifestyles, such as turning off lights when no one is in the office. Continue to practice green procurement. In 2023, all notebooks have Energy Star label. Starting from 2023, the Ministry of Economic Affairs will begin to charge water consumption fees to large water users whose monthly water consumption exceeds 9,000 m³ during the dry seasons, charging NT\$3 per degree. ASMedia's total annual water consumption in the past five years has not exceeded 3000 m³, therefore we do not expect to be charged with the water consumption fee in the short to midterm period. Since 2021, the Ministry of Economic Affairs has prioritized compliance obligations for users with a contracted electricity capacity exceeding 5000 kW. As of now, ASMedia has not been listed in the Taiwan Power Company's energy users with electricity contract exceeding 800kW. As a result, we anticipate that we will not be classified as a major electricity user in the short to medium term. 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"> As sustainability awareness increases, customers will likely purchase lower-carbon goods or services on the market, which will affect revenue. 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"> Due to climate change and rising environmental awareness, market preferences have changed. 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"> Collaborating with suppliers with high carbon emissions may affect customers' trust in the company, resulting in decline in orders. 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 Repsonse
Physical Risks	Acute risks (e.g. rainstorms, typhoons, hurricanes, floods)	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 (e.g., extreme weather, rising average temperature, rising sea level)	1. As the average temperature rises, this leads to the growing use of air conditioners at operating sites, resulting in an increase in electricity costs year after year. 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.	<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 the office and conference rooms, and turn them off when not in use. To mitigate losses associated with sudden power outages, we have installed 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.

TCFD Climate-related Opportunities and Financial Impacts

Category	Subcategory	Financial Impacts	ASMedia's Response
Resource Efficiency	1. Local manufacturing shortens the supply chain and reduces carbon emissions from product transportation. 2. Improve office resource usage efficiency: a. Recycling and reuse of paper and waste. b. Switch to more efficient electrical equipment. c. Reduce water consumption.	1. Local manufacturing shortens the supply chain, improves supply flexibility, and reduces new product development costs. 2. 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: 1. Establish the EIP and promote a paperless office to improve working efficiency. 2. Continue to promote various energy management solutions, including the following measures: a) As of 2023, 93.6% of the main office lighting are energy-efficient saving a total of 0.16125 metric tons of carbon emissions. b) As of 2023, 30.6% of air conditioners have been replaced with energy-efficient models. A total of 1.7331 metric tons of carbon emissions were saved in 2023. c) 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.	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"> We use low power design to create products that meet the industry standards, such as California's energy regulations, and comply with the design standards for energy efficiency in the industry, such as Microsoft's Modern Standby feature. This allows our customers to efficiently reduce carbon emissions in the end product. 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%.
Market	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.

Greenhouse Gas Management

Since 2020, ASMedia has voluntarily disclosed information on Greenhouse gases inventory and management status. To further improve risk assessment, management to reduce GHG emissions and prevent environmental pollution, ASMedia began to implement management standards that are in line with international standards in 2022, such as ISO 14064-1. Our objective is to complete third-party verification of ISO 14064-1 by 2024.

We choose 2017 as the base year for GHG emission comparisons, because it was the earliest year the emissions data was collected. Having consulted with external experts on the matter and discussed with the internal teams that monitor the carbon offset projects, we finally reached an agreement to set 2017 as the base year for comparing emissions over time. This allows us to track carbon emissions and measure carbon performance in a more effective way.

We measure direct GHG emissions (Category 1), indirect GHG emissions from imported energy (Category 2), indirect GHG emissions from transportation (Category 3) as well as indirect GHG emissions from products used by the company (Category 4). We also calculate GHG emissions intensity by selecting the annual revenue as the denominator.

GHG Emissions: Category 1, Category 2, Category 3 and Category 4

- In 2023, our combined Category 1 and Category 2 emissions were 603.9011 metric tons of CO₂ equivalent (CO₂e), representing a 5% increase compared to 2022, and a 45% increase compared to the 2017 baseline.
- Direct GHG emissions (Category 1) were 24.4313 metric tons of CO₂e, including fugitive emissions from septic tanks, from refrigerants used in air conditioning systems, refrigerators, constant temperature and humidity machine and water coolers. The amount accounted for 0.14% of the total GHG emissions.
 - Indirect GHG emissions (Category 2) were 579.4698 metric tons of CO₂e, and were mainly from purchased electricity (Location-based). The amount reached 3.38% of the total emissions.
 - GHG emissions from transportation and business travel (Category 3) were 194.0975 metric tons of CO₂e, including emissions from employee commuting (car, motorcycle, bus, subway, and high-speed rail), business travel (high-speed rail, airplane, subway and car) and hotel stays (single/double rooms), accounting for 1.13% of the total emissions.
 - Indirect GHG emissions (Category 4) were 16352.8411 metric tons of CO₂e, including emissions from purchased tap water, upstream emissions from purchased electricity, upstream outsourced diesel, domestic waste, waste management procedures and carbon emissions from the supply chain, accounting for 95.35% of the total emissions.

Compared to 2022, Category 1 greenhouse gas emissions decreased by 44%. This reduction is mainly due to last year's issue with refrigerant leaks, which led to increased carbon emissions from recharging. In 2023, improved management has returned emissions to normal levels. Category 2 greenhouse gas emissions experienced a slight increase of 8%, primarily due to a 19% increase in server and an 8% growth in employees.

Compared to the 2017 baseline year, ASMedia's employees have grown by 35%, and office rental space has increased by 69%, which are the main factors contributing to the increase in Category 1 and Category 2 greenhouse gas emissions.

Category 3 emissions, which are also related to the increase in the number of employees, increased by 28% compared to 2022.As a fabless IC design company, over 95% of the carbon emissions come from the manufacturing of products by the commissioned supply chain. Compared to the Category 4 emissions in 2022, after going through the market correction in 2022, the demand gradually recovered in 2023, and Category 4 emissions slightly increased by 14% with the increase in order volume. Starting from 2021, ASMedia has disclosed carbon emissions from products, with no comparison information for the 2017 baseline year.

We compute GHG emissions intensity by dividing the combined Category 1 and Category 2 emissions by annual revenue, resulting in an intensity of 9.434 (metric tons of CO₂e/NT\$ 100 million). This marks a 33% decrease from the 2017 base year (14.041). Additionally, when using Category 3 emissions, the intensity is 3.032(metric tons of CO₂e/NT\$ 100 million). In Category 4, the greenhouse gas emissions intensity for ASMedia's office is 1.907 metric tons of CO₂e per NT\$100 million. Although this represents an increase of about twofold compared to the 2.259 metric tons CO₂e intensity calculated for Scope 3 (business travel and domestic waste) using the GHG Protocol in the 2017 baseline year, the calculation scope for Categories 3 and 4 in 2023 is broader than in 2017. Overall, the greenhouse gas emissions intensity remains relatively stable.

Greenhouse Gas Management

Greenhouse Gas Management				
	Area	2023 Goal for Reduced CO ₂ e (Mt CO ₂)	Target reached? Improvement plan	2024 Goal for Reduced CO ₂ (Mt CO ₂)
Category 2	Lights in the office	1.6125	1.6125 (Yes)	1.9519
	ACs in the office	1.6835	1.7332 (Yes)	0.1632
Category 4 (ASMedia's Office)	Office waste	0.0781	0.0933 (Yes)	0.1026

2017-2023 ASMedia's GHG Emissions (Mt CO₂e)

Year	2017	2018	2019	2020	2021	2022	2023
Category 1	0.6629	0.6815	0.7093	23.8139	26.0931	43.4760	24.4313
Category 2	417.2069	376.0853	352.2937	360.4661	523.5783	534.2750	579.4698
Category 3	43.9488	39.0834	40.6896	43.5456	45.7229	151.2405	194.0975
Category 4	23.2862	23.2862	23.2862	23.2862	49669.6562	14399.0904	16352.8411
CO ₂	484.4419	438.4549	416.2695	427.2979	50238.9574	15084.6059	17126.4084
CH ₄	0.6576	0.6757	0.7035	23.8139	24.0051	23.2792	22.4009
HFCs	0.0053	0.0058	0.0058	0.0000	2.0880	20.1968	2.0304
N ₂ O	-	-	-	-	-	-	-
PFCs	-	-	-	-	-	-	-
SF ₆	-	-	-	-	-	-	-
NF ₃	-	-	-	-	-	-	-

2017-2023 ASMedia's GHG Emission Intensity (Mt CO₂e/NT\$ 100 million)

Year	2017	2018	2019	2020	2021	2022	2023
Category 1	14.041	10.123	9.423	5.500	9.147	11.009	9.434
Category 2							
Category 3	1.477	1.050	1.086	0.623	0.761	2.882	3.032
Category 4	0.782	0.626	0.622	0.333	826.588	274.373	255.473
CO ₂	16.278	11.780	11.112	6.116	836.062	287.435	267.558
CH ₄	0.022	0.018	0.019	0.341	0.399	0.444	0.350
HFCs	0.000	0.000	0.000	0.000	0.035	0.385	0.032
N ₂ O	-	-	-	-	-	-	-
PFCs	-	-	-	-	-	-	-
SF ₆	-	-	-	-	-	-	-
NF ₃	-	-	-	-	-	-	-

Note:

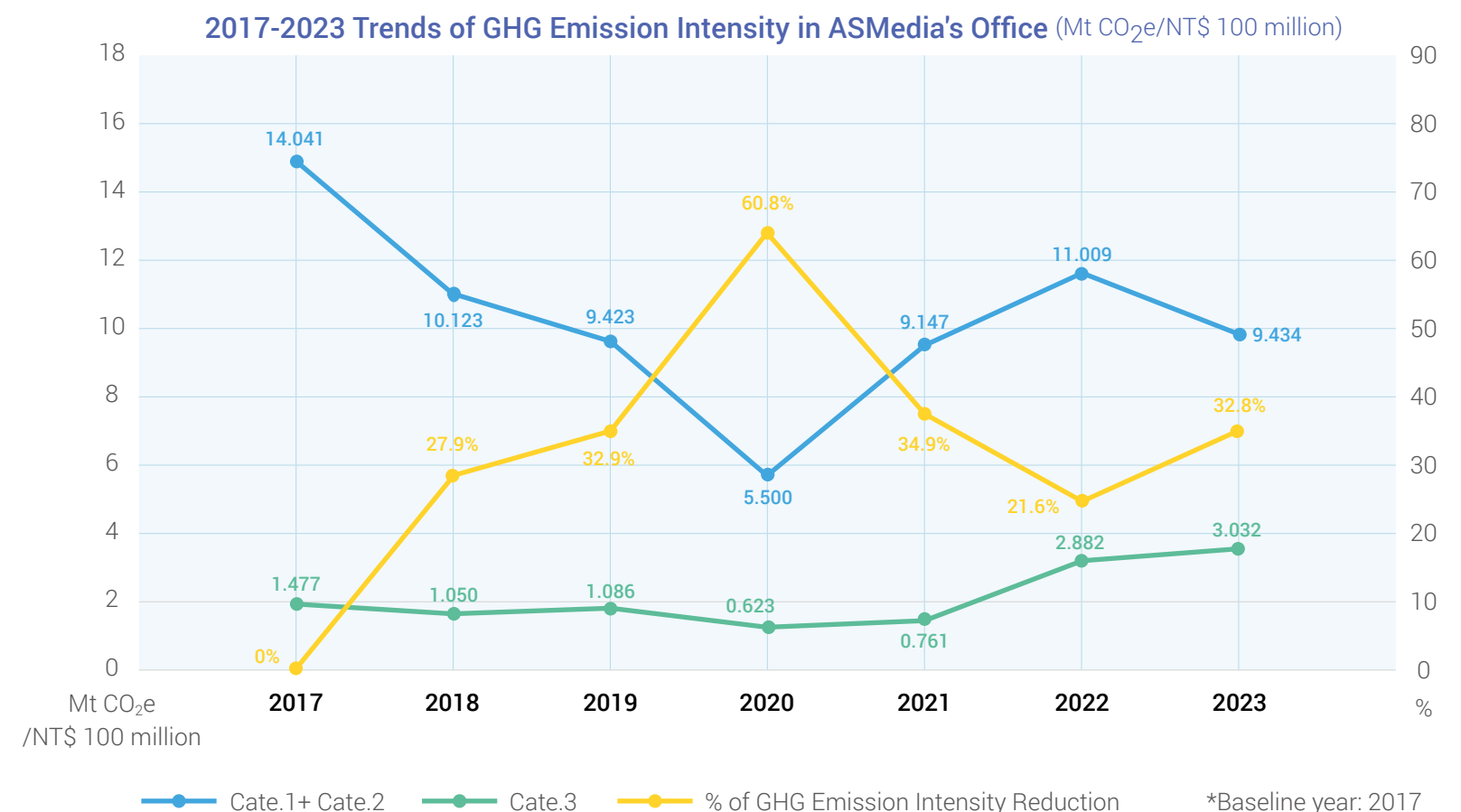
1. GHG Emission Intensity = Greenhouse gas emissions in the reporting year/Annual revenue in the reporting year (NT\$100 million).
2. The annual revenues from 2017 to 2022 were NT\$ 2.976 billion, NT\$ 3.722 billion, NT\$ 3.746 billion, NT\$ 6.987 billion, NT\$ 6.009 billion, and NT\$ 5.248 billion, respectively. The annual revenue in 2023 was NT\$6.401 billion.
3. Internal experts corrected the supplier's carbon calculation, revising 2020-2022 Category 4 and CO₂ emissions data.
4. Internal experts corrected the supplier's carbon calculation, revising 2020-2022 Category 4 and CO₂ emissions intensity data.
5. We have been including product manufacturing emissions since 2021.

The carbon emission coefficients of electricity announced by the Energy Administration, Ministry of Economic are listed as follows (Kg CO₂e/kWh):

2017	2019	2021
0.554	0.509	0.509
2018	2020	2022
0.533	0.502	0.495

Note:

1. Since the Energy Administration, Ministry of Economic Affairs had not announced the coefficient before June 30 each year, the coefficient from the previous year will be used for calculation.
 2. For GHG emissions, ASMedia uses the Operational Control approach to report the sustainability data.
 3. In 2023, Category 1 includes the emission sources from ASMedia's office (septic tanks and refrigerants in air conditioning equipment, refrigerators, , constant temperature and humidity machine and water dispensers).
 4. In 2023, the main source of Category 2 emissions in 2023 is from the outsourced electricity.
 5. In 2023, Category 3 includes greenhouse gas emissions caused by transportation, including carbon emissions from employee commuting (car, motorcycle, bus, subway, and high-speed rail), employee business trips (high-speed rail, airplane, subway and car) and hotel stays (single/double rooms).
 6. In 2023, Category 4 includes indirect greenhouse gas emissions caused by the use of products, including tap water, upstream purchased electricity, upstream purchased diesel, domestic waste, and carbon emissions from waste disposal and supply chain manufacturing products.
- ASMedia has reported Category 4 supply chain carbon emissions since 2021.



Energy Management

Energy Efficiency

ASMedia is a fabless IC design company that outsources wafer production and assembly/test services to specialized foundries and OSAT companies. The primary energy source in our office is electricity, purchased from Taiwan Power Company. During product design, extensive testing using computers and electronic devices is conducted, and therefore R&D operations have the highest energy consumption. In 2023, total energy use was 1,170,646.4 kWh (around 4,214.3270 GJ). R&D energy consumption constituted 92.7%, while operational activities accounted for 7.3%. We achieved a 28% reduction in energy intensity (65.839 GJ per NT\$100 million) in 2023 compared to 2017.

2017-2023 Trends in ASMedia's Energy Intensity

Year	2017	2018	2019	2020	2021	2022	2023
Electricity usage (kWh)	753,081	705,601	692,129	718,060	1,028,641	1,049,656.2	1,170,646.4
CO ₂ emissions (Mt CO ₂ e)	417.2069	376.0853	352.2937	360.4661	523.5783	534.2750	579.4698
CO ₂ emissions (GJ)	2711.0916	2540.1636	2491.6644	2585.0160	3703.1076	3778.7623	4214.3270
Energy Intensity	91.099	68.247	66.515	36.998	61.626	72.004	65.839

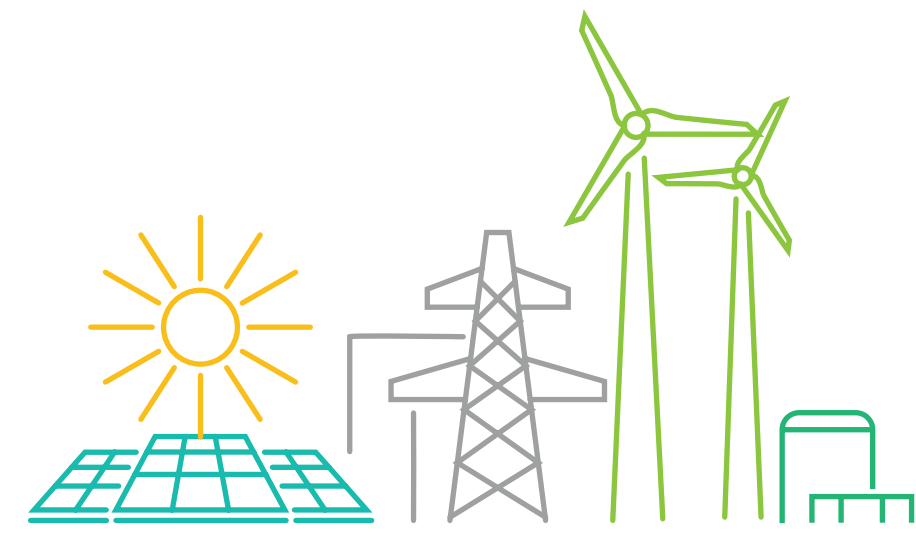
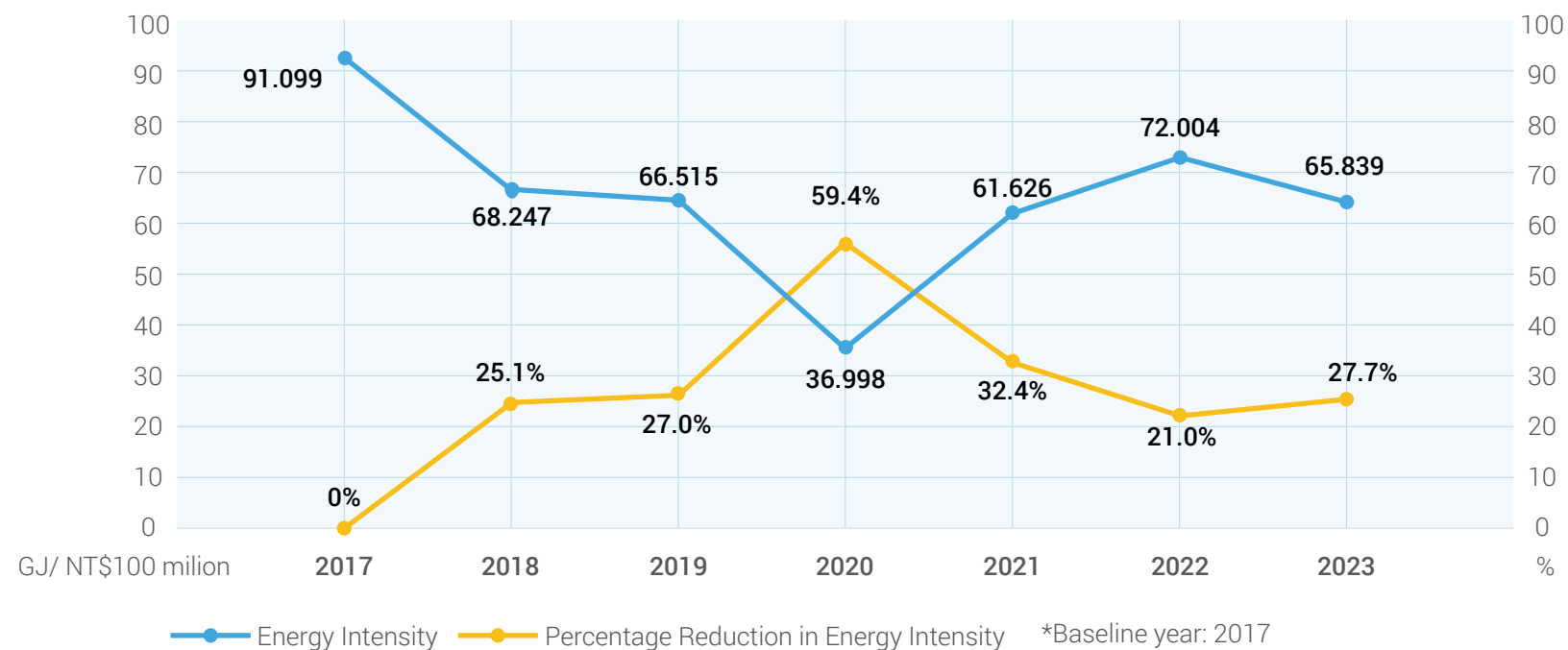
Note:

1. The carbon emission coefficients of electricity announced by the Energy Administration, Ministry of Economic are listed as follows (Kg CO₂e/kWh):

2017	2019	2021
0.554	0.509	0.509
2018	2020	2022
0.533	0.502	0.495*

- * Since the Energy Administration, Ministry of Economic Affairs had not announced the coefficient before June 30 each year, the coefficient from the previous year will be used for calculation.
2. Total electricity carbon emissions: Total electricity consumption (kWh) x CO₂e emissions per kWh (metric tons CO₂e/kWh).
3. Energy intensity = Annual electricity consumption (GJ)/Annual revenue (NT\$ 100 million).

2017-2023 Trends in ASMedia's Energy Intensity



Reducing Carbon Footprint at the Office

We implement green practices for an eco-friendly workplace by using public announcements, emails, and online courses to encourage employee participation. In addition to installing infrared motion sensor lights in stairwells to automatically switch on and off based on human activity, timers are also used to control air conditioning units and prevent energy wastage caused by human negligence. Through the energy-saving measures, ASMedia has reduced its business electricity consumption by approximately 0.2% in 2023 compared to the previous year. This number may seem small, but it symbolizes the initial results of our energy-saving actions. Energy saving is a continuous and long-term habit, and we will continue to educate our employees to create an energy-saving friendly work environment together.

ASMedia's office energy management includes three projects: 1) Green MIS Project: Optimizing the energy efficiency of the MIS server room air conditioning system (long-term goal achieved in 2021); 2) Green AC Project: Ensuring all office air conditioners have energy efficiency labels (30.6% replacement rate achieved as of 2023, meeting mid-term goals); 3) Green Lighting Project: Verifying energy efficiency labels on all office lighting (93.6% replacement rate achieved as of 2023, meeting mid-term goals).

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	40% replaced (by 2025)	70% replaced (by 2028) 100% replaced (by 2032)
	Reached the goal	30.6% replaced in 2023	
Proportion of energy-saving lights in main lighting	90%	100% (by 2026)	
	Reached the goal	93.6% replaced in 2023	
Total Budget	-	NTD 1,595,300	NTD 2,240,000

ASMedia's energy-saving measures in the green workplace are summarized as follows:

- Develop energy awareness activities to encourage our employees to turn off lights or appliances when they do not need them.
- Conduct daily energy-saving inspections on each office floor. Turn off the lights for one hour during lunch break.
- Encourage our staff to turn off electrical appliances or set power saving mode during siesta.
- Encourage our staff to take the stairs between floors during working hours and avoid using the elevators.
- Switch to energy-efficient AC setting.
- Organize the "10,000 steps each day" campaign to encourage all staff to take the stairs when traveling between floors, so that we can get a good workout and save energy at the same time.



2020-2023 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	5,050	18.18	2.5351	28,987	-	-
2021	Replacement with energy-efficient lights	5,518	19.86	2.8087	21,217	-	-
	Replacement with energy-efficient ACs	787	2.83	0.4006	4,517	-	-
2022	Replacement with energy-efficient lights	375	1.35	0.1909	1,534	0.0006	Reached
	Replacement with energy-efficient ACs	3,420	12.31	1.7408	19,359	1.0560	Reached
2023	Replacement with energy-efficient lights	3,168	11.40	1.6125	18,376	1.6125	Reached
	Replacement with energy-efficient ACs	3,405	12.26	1.7331	19,472	1.6835	Reached
2024	Replacement with energy-efficient lights					1.9519	
	Replacement with energy-efficient ACs					0.1632	

Note:

- 1 kilowatt hour of purchased electricity = 0.0036 gigajoules.
- The carbon emission coefficients of electricity announced by the Energy Administration, Ministry of Economic are listed as follows (Kg CO₂e/kWh):

2020	2021	2022
0.502	0.509	0.495*

- * Since the Energy Administration, Ministry of Economic Affairs had not announced the coefficient before June 30 each year, the coefficient from the previous year will be used for calculation.
- The rounding rules for decimals have been uniformly adjusted for 2021-2022.

Water Management

ASMedia's office primarily uses water for domestic purposes (sanitation, maintenance, toilet flushing, etc.), sourced from Taipei Water Department's south district (Feitsui Reservoir). Wastewater is managed through the building's sewer system and then transferred to the local community's underground sewer system.

In 2023, ASMedia's total water use is 2,670.8 m³ (2.671 thousand cubic meters), marking a 8% increase from 2022. The rise was driven by a 12% office space expansion and a 8% employee growth.

ASMedia actively implements water efficient measures in the office, including installing flow restrictors and organizing activities for water-saving tips. In 2023, our water use intensity was 41.725 (m³/NT\$100 million), down 12% from the previous year and down 32% from the 2017 baseline year. According to the indoor water use intensity data from Energy Star (Water Use Tracking), the median for offices is 14.48 gallons/square foot/year. Since 2021, ASMedia has effectively controlled the indoor water use intensity in the office to be lower than the median of Energy Star's office water use intensity through advocacy and water-saving schemes. Additionally, the indoor water intensity has decreased from 15.290 gallons / square foot to 13.210 gallons / square foot. We are committed to ongoing improvements for water conservation.

2017-2023 Total Water Use and Carbon Footprint of Water Use

	2017	2018	2019	2020	2021	2022	2023
Total Water Use (m³)	1,833	2,174	2,168	2,396	2,218	2,481	2,670.8
Carbon Footprint of Total Water Use (Mt CO₂e)	0.1276	0.1446	0.1372	0.1390	0.1229	0.1350	0.1451
Water Use Intensity	61.593	58.409	57.875	34.292	36.911	47.275	41.725
Indoor Water Use Intensity (Indoor WUI)	15.290	15.715	15.042	15.839	12.608	13.694	13.210

Note:

1. The water carbon emission coefficients announced by Taipei Water Department are as follows (unit: Kg CO₂e):

2017	2019	2021	2023
0.0696	0.0633	0.0554	0.0543
2018	2020	2022	
0.0665	0.0580	0.0544	

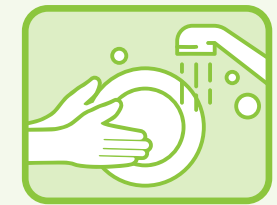
2. Carbon Footprint of Water Use = Total water use (m³) x Mt CO₂e per m³ of water use.

3. Water Use Intensity = Total Water Use / Revenue (m³/NT\$ 100million).

4. Indoor Water Use Intensity: Total Water Use / office area (gal/ft²).



Value every drop of water, starting with you and me. Cherish our water resources together and develop the habit of turning off the tap. Please turn off the faucet while washing hands or cleaning.



Please turn off the faucet while washing hands and dishes.

2021-2023 ASMedia's Water Saving Action Plan and Performance

Year	Action Plan	Reduced Water Use (m3)	Reduced Water Consumption (Million Metric Ton)	Reduced CO ₂ e (Mt CO ₂ e)	Return on Environmental Investments (NT\$)	Annual Target for Water Savings (Mt CO ₂ e)	Reached the goal?/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	0.0085	785	Save up to 1% of water per capita on average	Reached the goal. -6.8%
	Install dual flush toilets	136	0.00014	0.0074	680		
2023	Install flow restrictors in faucets	160	0.00016	0.0087	800	Save up to 0.5% of water per capita on average	Reached the goal. -6.6%
	Install dual flush toilets	197	0.00020	0.0107	985		
					2024	Save up to 0.5% of water per capita on average	

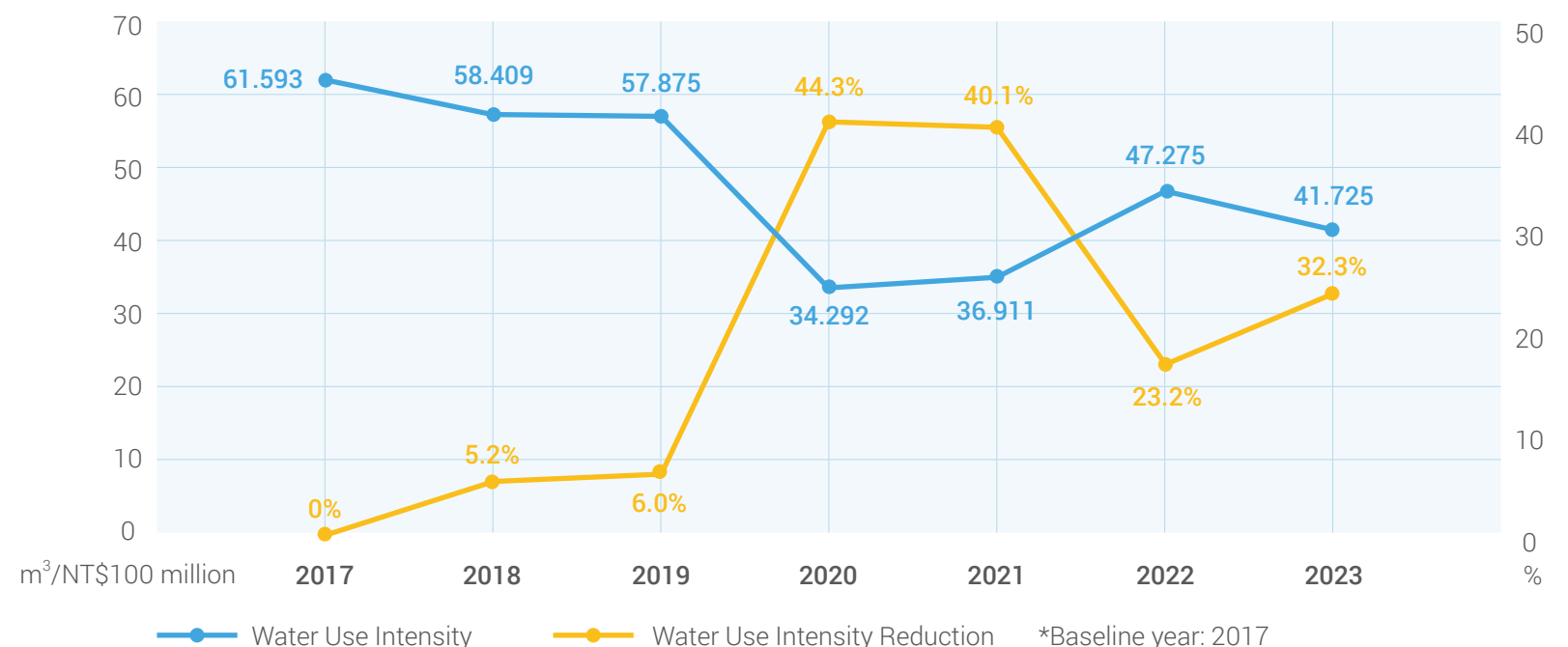
Note:

1. The price for 1 m³ of water is approximately NT\$5.

2. The scope covered in this table is ASMedia's head office.

3. The rounding rules for decimals have been uniformly adjusted for 2021-2022.

2017-2023 Trends in ASMedia's Water Use Intensity (Mt CO₂e/NT\$ 100 million)



Water Resource Management Initiative

Kenting Manzhou Beach Cleanup: Protect Taiwan's Marine Ecosystem

Research from the University of Georgia estimates that humans contribute 8 million metric tons of plastic waste to the ocean annually. This harms marine life, ecosystems, and global human health. While beach cleanups have a limited impact, our focus is on environmental education for the next generation. As of 2022, ASMedia encourage employees to participate in beach cleanup with their families annually. In 2023, ASMedia participated in a beach cleaning event at Kenting Manzhou Beach, and sponsored the 'Kuroshio Ocean Education Foundation' to carry out whale and dolphin conservation work. Each person has the power to make a difference. Let's unite to protect marine life and our oceans!



Waste Management

Taiwan, once plagued by a severe waste crisis and dubbed "Garbage Island" in the late 20th century, has undergone a remarkable transformation. Government initiatives such as "No Garbage on the Ground" and the introduction of "Designated Garbage Bags" have led to a significant reduction in waste, resulting in cleaner and more hygienic streets. Taiwan is able to get rid of the bad name it earned before and becomes the global leader in household waste management. This transformation is attributed to the shared willingness of the citizens to reduce waste and we have reached the point of no return on the road to manage and reduce waste and must go forward. However, according to the data published by the Environmental Protection Administration, the total amount of waste generated in Taiwan went up to 11,238,654 metric tons in 2022, which included general waste, renewable waste and kitchen waste. This has been the highest amount of waste that needs to be incinerated and it is estimated that incineration of all the waste will not be completed until 2026. Improper waste management will not only cause harm to human health and the environment, but will worsen climate change. Therefore, we must cooperate with the government in waste management policies, ensure limited resources can be recycled, improve resource efficiency to reduce environmental impact and help our country build up sustainable communities. ASMedia has developed the workplace waste reduction plan to manage waste effectively and reach reduction targets. The waste management is divided into two categories: general waste management and hazardous waste management.

Office Waste Reduction

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	Reached the goal.
2022	Waste Reduction: Flush Dissolving Toilet Paper Down the Toilet	0.0351	0.1700	Not reaching the goal Need to improve execution, will boost staff awareness
2023	Waste Reduction: Flush Dissolving Toilet Paper Down the Toilet	0.0933	0.0781	Reached the goal.

Hazardous waste management

- **Battery:** Waste batteries contain many heavy metals and hazardous substances that will lead to contamination of soil and water. To minimize the adverse impact of waste batteries on the environment, we implement waste segregation and recycle waste batteries.
- **Electronic waste (chips, test boards and peripheral devices):** ASMedia outsources hazardous waste management to specialist waste management companies, including waste chips, test boards, peripherals and monitors to reduce the environmental impact. In 2023, our hazardous waste decreased by 99.5% compared to the previous year, primarily because the total amount of hazardous waste this year did not meet the minimum recycling threshold required by certified professional contractors. ASMedia will manage disposal based on the collection status. Additionally, the Ministry of Environment announced that the manufacturing, import, and sale of PVC-containing food packaging will be prohibited, starting from July 1, 2023.
- Since most of the plastic waste from ASMedia's office is from food packaging, the classification of 'plastic' has been changed from 'hazardous waste' to 'general waste'." Based on the SASB Standards, we measured the recycling rate of hazardous waste from IC manufacturing, and the rate was 99.40% while the recycling rate of hazardous waste from packaging process was 71.56%.

General waste management

- **Paper:** We initiated the EIP in April 2013. The adoption of a digital procedure management system has significantly enhanced administrative efficiency, leading to a noteworthy reduction in paper consumption. This, in turn, contributes to mitigating deforestation. Up until 2023, our cumulative paper savings amount to 84,774 sheets. Considering the approximate cost of NT\$0.15 per sheet of A4 paper, our total savings now stand at NT\$12,716.1. The paper usage for 2023 witnessed a 4% reduction compared to the previous year. To safeguard documents with personal information or company confidential data, we rely on professional document shredding services. This ensures protection against the risks of confidential information leakage, while simultaneously ensuring that these documents are recycled for further use.
- **Kitchen waste and domestic waste:** We recycle kitchen waste to reduce impact on the environment. The measures we implement at the workplace include: setting up recycling bins, outsourcing office waste management, promoting sustainable lifestyle habits, encouraging the staff to use eco-friendly utensils and bags instead of single use disposable foodware. We encourage the employees to adopt easy eco-friendly habits to protect the environment.



ASMedia strictly implements waste segregation in order to reach our goal of waste reduction.

2021-2023 Waste Management Data

Category	Waste Management Method	Subcategory	Waste Management Company	2021	Proportion of Type of Waste Produced	2022	Proportion of Type of Waste Produced	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		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:

1. The chip recycling plants have obtained the following certifications: ISO 9001(2015), ISO 14001(2015), ISO 45001(2018), OHSAS 18001(2007) and the environmental permits for waste cleaning and waste disposal.

2. The battery recycling companies have obtained the environmental permit for waste cleaning.

3. The test board/others waste management companies have obtained the ISO 14001(2015) certification and the environmental permit for waste disposal.

4. The confidential waste disposal companies have obtained the ISO 14001(2015) certification.

5. As announced by the Ministry of Environment, the manufacture, import, and sale of PVC food packaging will be prohibited from July 1, 2023. Since the plastic waste in the ASMedia office is mostly food packaging, the item “plastic” has been changed from “hazardous waste” to “general waste” .

Green Procurement

ASMedia embraces green procurement for environmental protection. Our priority products, like low-power, non-hazardous, eco-labeled, and recyclable items (e.g., energy-efficient lighting, Energy Star laptops, eco-friendly ink, toner cartridges, and printer paper), aim to reduce environmental impact. To encourage green purchasing behavior, we have integrated the green procurement system into the EIP system in 2023. When employees submit purchase requests, a pop-up notification will suggest prioritized products. This constant reminder aims to enhance employee awareness, influence green purchasing, and contribute to environmental protection.

Green Office Supplies Procurement for ASMedia

項目名稱	Short-term goal (2021)	Mid-term goal (2022-2024)	Reached the goal?/ Improvement plan
Green Procurement for Office Equipment and Supplies	89% Completed	90% Completed	Status of progress in 2023: 92%



2017-2023
Procurement of laptops with Energy Star: 100%



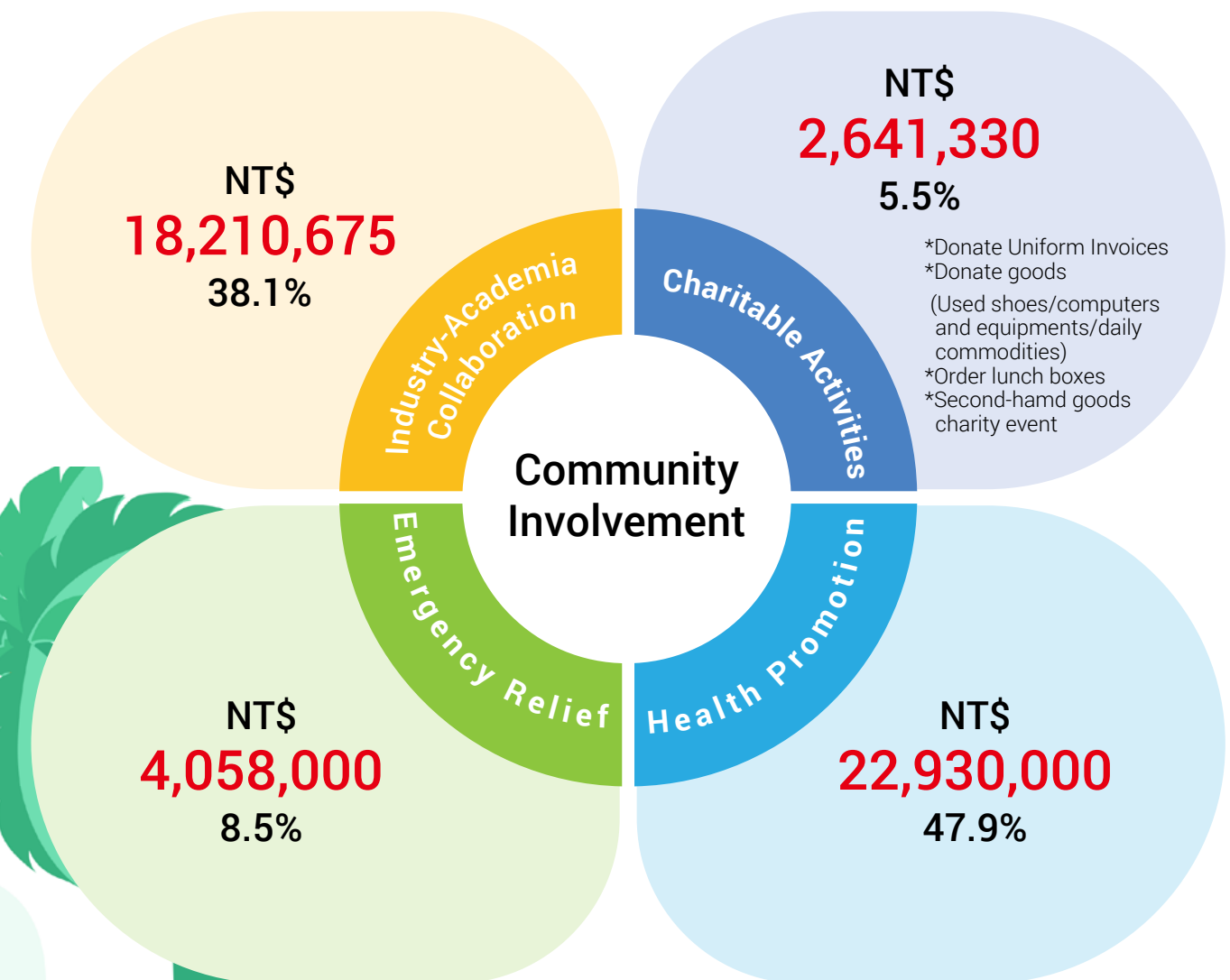
Proportion of Energy-Efficient Lighting 93.3%

Green procurement: buy eco-friendly, energy-efficient certified products to reduce pollution



06 Sustainable Social Development

We embrace the UN's SDGs to enhance the well-being of humanity. Aligned with our commitment and stakeholder expectations, we strategize and set goals based on the SDGs, and actively work towards our corporate vision. Our sustainable social development focuses on empowering disadvantaged groups, nurturing young talents, and fostering a sustainable society. Through tangible actions, we aim to contribute to the global initiative, encourage social participation, leverage our influence, and foster inclusivity and resilience. As of 2023, we have invested NT\$47,840,005 in social engagement activities.



Community Involvement
(Monetary investments in community involvement between 2013 and 2023)



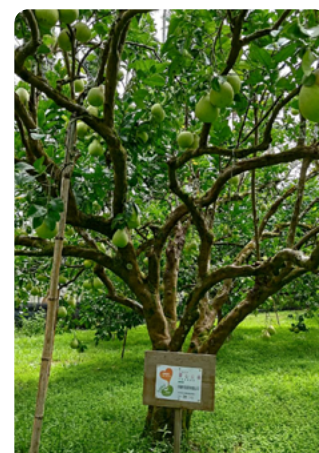
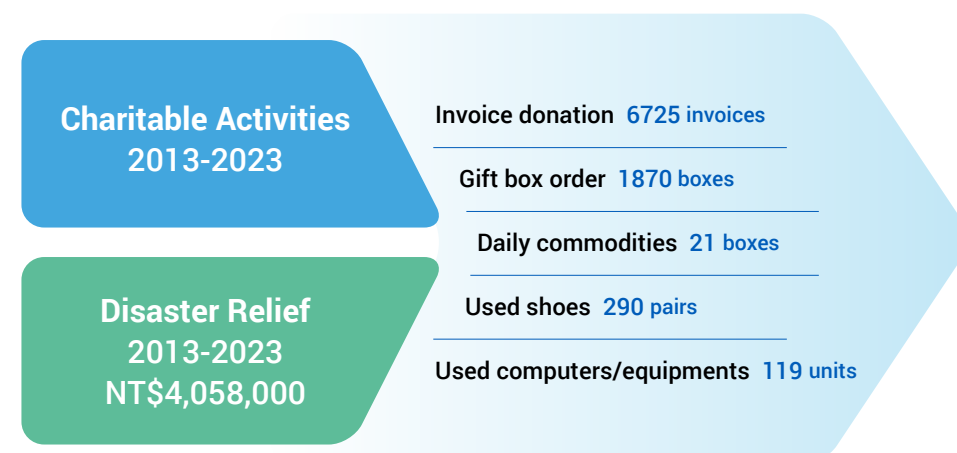
Empowering Disadvantaged Groups

We collaborate with various social welfare organizations and charity groups by sharing resources and opportunities with them. The charity activities include organizing charity sales, purchasing charity gift boxes from the disadvantaged groups, recycling resources and providing disaster relief. Our support empowers disadvantaged communities, boosting their participation in social activities and enhancing living conditions.

ASMedia participated in the "Adopt a Pomelo Tree, Protect a Family" campaign initiated by the Hualien Country Growth Holistic Care Association. Through the "Pomelo Tree Adoption Program," we stand alongside farmers, helping disadvantaged families stabilize their income and family structure. This support ensures that more farming families and vulnerable children have their daily needs met. Additionally, it allows us to experience the hard work of farmers and the sweetness of their harvest.

As of 2023, we have donated 6,725 Uniform Invoices to charity groups, ordered 1,870 gift boxes, donated 21 boxes of daily commodities, 290 pairs of used shoes, 119 second-hand computers and equipments. The total amount accumulated for disaster relief has reached NT\$4,058,000.

Charitable Activities & Disaster Relief



Promoting Independence in People with Disability

ASMedia has supported groups with disabilities for a long time, such as TriBake, Ci-Yu Sheltered Workshop and Yu-Cheng Social Welfare Foundation, by purchasing their charity gift boxes. The purpose is to help people with physical or mental disabilities to learn to make pastries and products and improve their working skills and confidence. They can also build customer relationships and deliver good interactions with the society and gain more care and support. We want to create a win-win situation that is not only comforting our employees but also providing employment skills and job opportunities for the disadvantaged communities.

Apart from ordering gift boxes, in our Comprehensive Wellness and Happiness Plan, we contract visually impaired massage therapists certified by the Chinese Promote Massage of Build Association to provide massage service for our employees regularly every week to reduce their stress. While our employees are enjoying the professional service, the massage therapists with visual impairment are able to work in an environment of respect and dignity.



Disaster Relief

Disaster risk reduction is crucial for sustainable development. The first international disaster reduction framework "Yokohama Strategy and Plan of Action for a Safer World" was adopted in 1994. It recognized the interrelation between sustainable development and disaster risk reduction, and it also called on all countries to incorporate disaster prevention, reduction and relief into development plans. To respond to the international appeal on the issue, we have been supportive of disaster relief programs both domestically and internationally throughout these years and have since offered timely donations; we feel compassion for the victims and their families affected by disasters, and hope to help them get through difficult times.



Recycling and Enjoying Resources Together

We have devoted ourselves to bridging Taiwan's urban-rural digital divide. A lack of digital resources in rural schools has an adverse impact on quality and efficiency in their education. As a result, differences in learning resources not only create barriers for students in rural areas to enter higher education or find better jobs, but also make them feel inferior to students in urban areas in terms of life quality and sense of happiness. To tackle this problem, we provide second-hand computers and equipments to rural schools and organizations such as Hualien Country Growth Holistic Care Association, Dafeng Elementary School, Holy Word Foundation, Libertas Education Foundation, New Taipei Municipal Jui-Fang Industrial High School, aiming to enhance digital literacy and learning quality in rural areas.



ASMedia's employees donated goods to the 5WayHouse organization to help people in need.



In addition to protecting the rights of disadvantaged groups in Taiwan, ASMedia seizes opportunities to take care of the people living under poverty across the world. For instance, residents in certain areas of East Africa are constantly attacked by sand fleas (a parasite that feeds on human blood) because of a lack of resources and poor sanitation. Once they are infected with tungiasis, they will face difficulties in walking; tungiasis will also cause disfigurement and mutilation of the feet and even affect their cognitive development. We invite our employees to participate in the "Step 30" program launched by the Step30 International Ministries to donate second-hand shoes that are still in a good condition to those in need and protect them from being attacked by sand fleas. We will continue to help the poor in the world with a humanitarian spirit.



At year-end, we host a Christmas "Charity Sale Event for Used Items" at the workplace for added enjoyment. Employees are encouraged to find and donate gently used items from home to the 5WayHouse organization. This initiative not only gives items a second life but also helps children learn valuable skills like community connection, appreciation for belongings, and understanding the common good through sorting, buying, and selling.

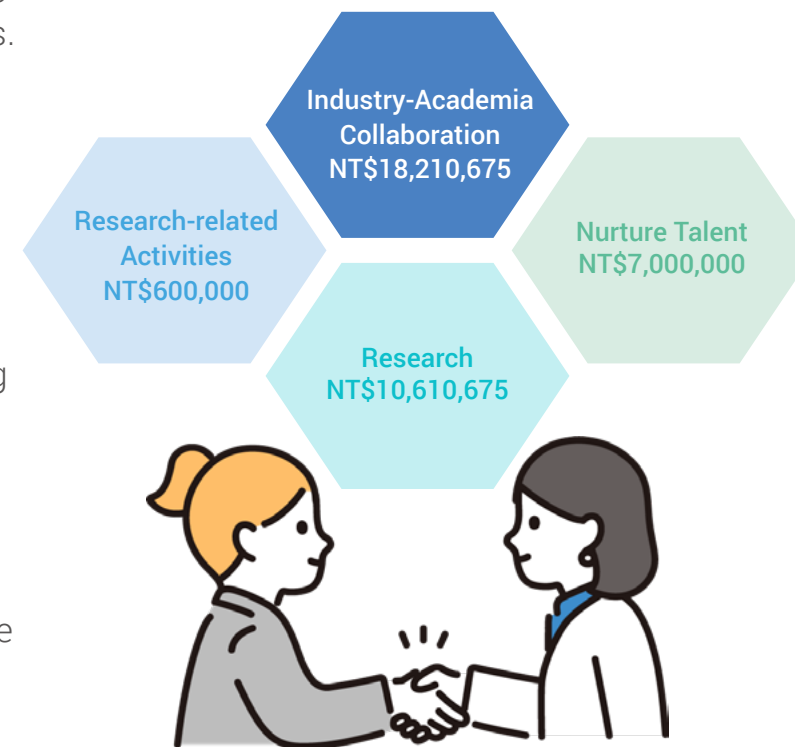
Nurturing Young Talent

In 2023, the number of newborns in Taiwan was approximately 135,000, hitting a new low record, signaling a low birth rate crisis impacting talent availability across industries. Recognizing the importance of attracting, retaining, and nurturing talent, we prioritize competitive compensation and benefits to support employees with childcare. Moreover, we offer diverse education and training programs to enhance employees' workplace competitiveness. To address the talent shortage, we focus on industry-academia collaboration in addition to relying solely on traditional recruitment channels. Through collaborative projects, we provide students with opportunities to gain industry-specific knowledge, sponsor overseas competitions, and organize international seminars to broaden their horizons. Establishing long-term on-campus talent development programs is a key goal, offering students hands-on experiences and occupational skills for enhanced contributions to the workforce post-graduation. We actively welcome current students through campus recruitment to join the ASMedia family. As of 2023, we have invested a total of NT\$18,210,675 in industry-academia collaboration activities.



Industry-Academia Collaboration

(Monetary investments in Industry-Academia Collaboration between 2013 and 2023)



Broadening Global Perspectives

We understand the significance of enhancing students' global perspectives. Alongside advancing their technical knowledge, we endorse the National Tsing Hua University's (NTHU) Study Abroad Expansion Program. We encourage students to engage in international exchange programs, internships, competitions, seminars, and volunteering activities. These experiences aim to equip them with global perspectives and enhance their management skills through effective communication.



Funding challenges in Taiwanese educational institutions, including prestigious ones like NTHU, often hinder students from pursuing study abroad opportunities. Despite growing applicants for exchange programs, only half secure needed funding. To aid financially disadvantaged students, the College of Technology Management at NTHU raises funds from local companies. Since 2023, the world has started to recover from the impact of the COVID-19 pandemic, students' willingness to study abroad has rebounded. The proportion of students from the College of Technology Management at Tsing Hua University participating in exchange programs and overseas learning increased from 14.9% in 2022 to 17.84% in 2023. Compared to 2022, the number of students participating in exchange programs remained relatively stable, but there was a notable increase in the willingness to engage in short-term diverse overseas learning experiences. As of 2023, we have invested NT\$7,000,000 in talent cultivation.

Advancing Industry-Academia Collaboration

To uphold Taiwan's leading position in semiconductor R&D, a vital part of the global supply chain, we prioritize enhancing technical skills, fostering industry-school collaboration, and expediting talent training. Collaborating with universities, we offer students practical experience to boost industry-relevant skills. This collaboration sparks creativity, fuels product development and innovation, and helps identify and nurture potential talents, creating a sustainable talent cycle.

We are currently engaged in collaborative research projects with National Taiwan University and National Taiwan University of Science and Technology. Additionally, recognizing the aging infrastructure of Fu Jen Catholic University (FJCU), we are funding the construction of a new building to enhance the learning environment. As of 2023, our donations total NT\$10,610,675 in research and NT\$600,000 in research-related activities.



Developing Sustainable Communities



The UN' sustainable development goal is to meet present needs without compromising future generations' ability to meet their own needs. Taiwan, known for rapid economic development, has transitioned from agriculture to an industrialized society and a service economy, becoming one of the Four Asian Tigers. However, this progress has led to negative impacts such as environmental pollution and health issues. Collaborating with institutions like the Good Liver Foundation, we aim to enhance medical examination efficiency, promote health, and protect people's well-being. Beyond health initiatives, we emphasize global citizenship education from an early age for sustainable development. Participating in the Lovely Taiwan Foundation's Operation Shennong at Pinglin Elementary School, we help children connect with their communities and learn about global sustainability. We believe that combining innovation education and sustainability teachings can positively shape our future. As of 2023, we have invested NT\$2,641,330 in charity activities and NT\$22,930,000 in health promotion.

Charitable Activies & Health Promotion

Charitable Activies 2013-2023 NT\$2,641,330	Good Liver Foundation
	Pinglin Elementary School - Operation Shennong
Health Promotion 2013-2023 NT\$22,930,000	WPG Ladies Open
	New Taipei City Association of the Licensed Social Workers
	Taiwan Association of Social Workers
	Taiwan Fund for Children and Families
	The Garden of Hope Foundation

Innovation in Education Creates Community Belonging

The Pinglin District in New Taipei City, known for its early tea cultivation, has faced challenges like a shrinking, aging population, and a low birth rate since the opening of the Hsuehshan Tunnel in 2006. Addressing these issues, the community has actively transformed tea villages and developed specialty brands. Supported by the Lovely Taiwan Foundation, Pinglin Elementary School has introduced tea-themed courses aligned with community development and sustainable land use concepts. This innovative education approach integrates these ideas into students and employs a "one school, one acre of campus" strategy to transform farms into classrooms. This initiative enables every child to learn about Taiwan's land and environmental sustainability, strengthening their confidence and a sense of community belonging.

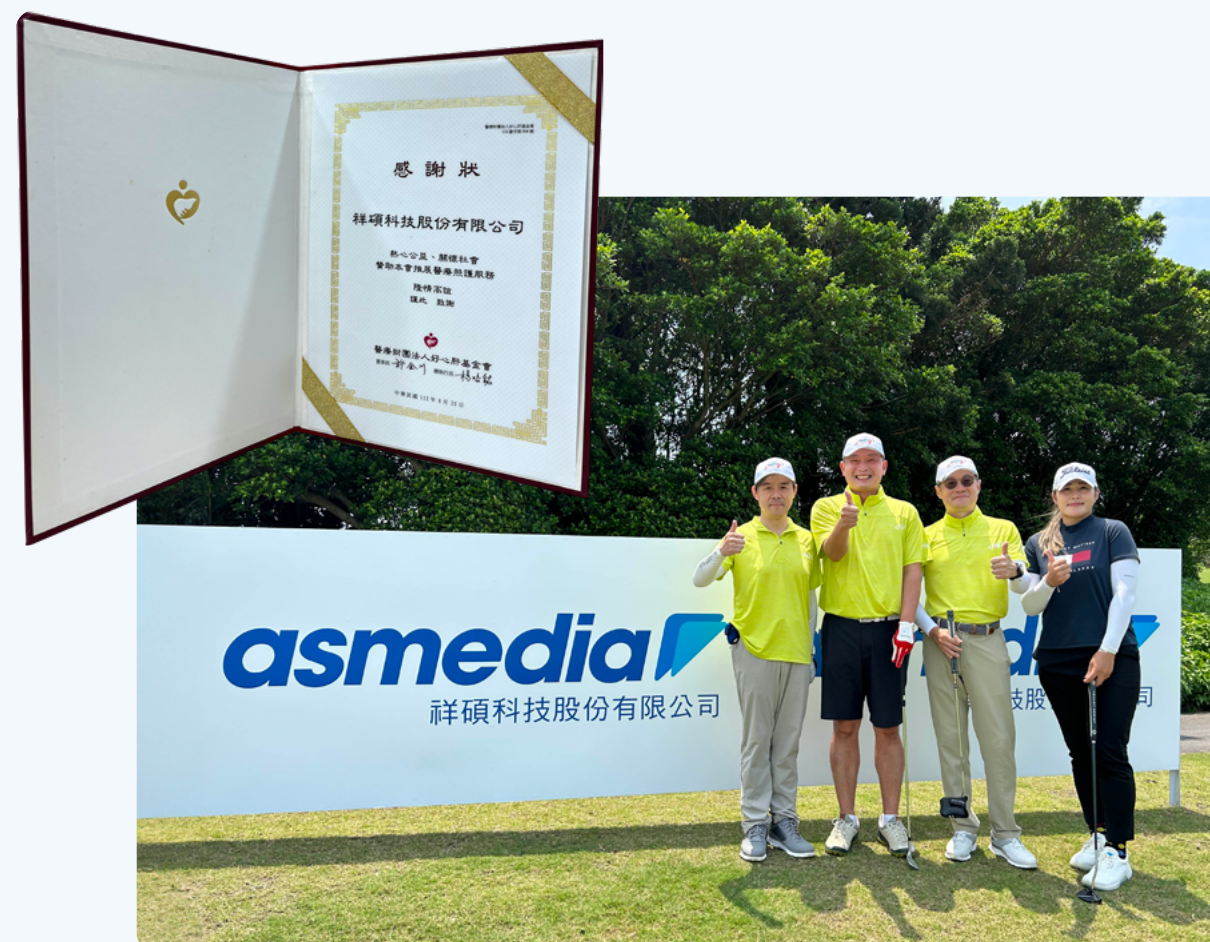
The Lovely Taiwan Foundation invites ASMedia to join the Operation Shennong at Pinglin Elementary School, which comprises Organic Diet, Land Education, and Hometown Identity. The school serves daily lunches containing organic vegetables from local smallholder farmers, promoting a balanced diet and supporting sustainable practices. The school creatively utilizes limited space for on-campus farms, acting as mobile classrooms for agricultural education on topics like farming, environment, and food. Regular field trips enhance students' understanding of their hometown, local culture, and the agricultural economy, offering a hands-on learning experience beyond the classroom.

As of 2023, the program has benefited nearly 501 individuals in the Pinglin District since it was implemented; a total of 3,878 kilograms of organic vegetables have been served in meals.



Public Health Support

According to Health Promotion Administration data, cancer has been the leading cause of death in Taiwan for 40 years, with liver cancer ranking second and colorectal cancer third in fatalities. Due to asymptomatic early stages, patients often delay treatment. ASMedia collaborates with healthcare nonprofit organizations like the Good Liver Foundation, sponsoring medical equipment, promoting research, and enhancing healthcare quality. Professor Prue Cormie, the Chair of Australia's Clinical Oncology Society, has stated that exercise is the wonder treatment for cancer patients in addition to cancer medication. To echo the idea of seeing exercise an important key for health," ASMedia backs the WPG Ladies Open, sponsoring numerous sports activities and aiding 270 female athletes as of 2023. We remain committed to promoting women's participation in sports, sports culture, and gender equality.



Promoting Cultural Education

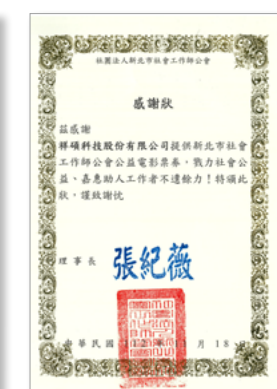
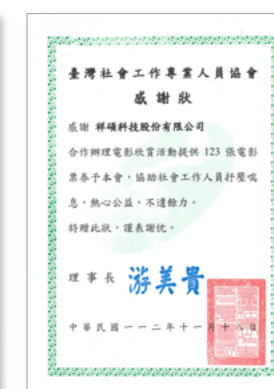
ASMedia is committed to the spirit of combining education with entertainment. Through charity film screenings and employee movie events, we aim to raise awareness and encourage reflection on various issues among our employees and the public. These activities not only enrich people's cultural lives but also enhance social responsibility, contributing to the promotion of sustainable social goals.

2023 Charity Screening - "Be with me":

People who are equally persistent in their emotions and work found an emotional release through the movie "Be with me" and felt understood. By watching this film, we guide the public to understand and respect Taiwanese culture while also encouraging reflection on life's values and beliefs.



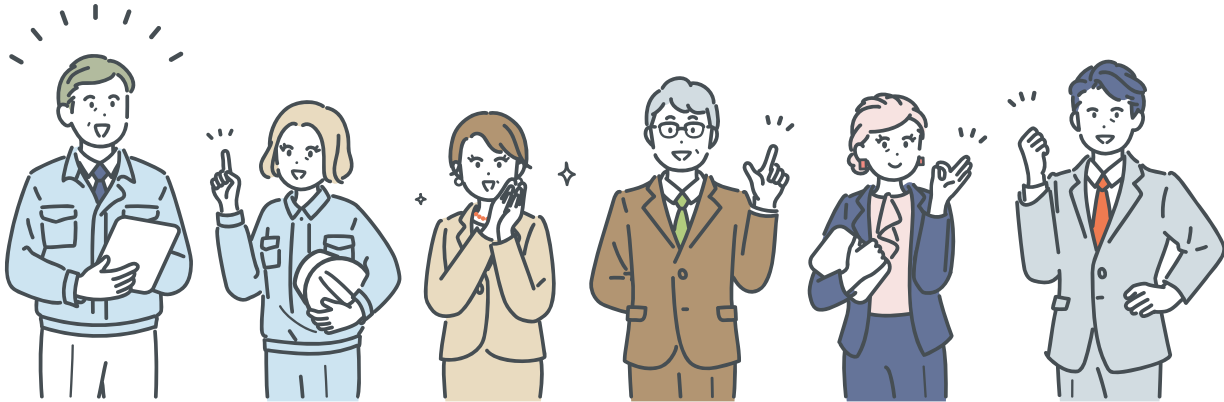
Charity Screening
Overall Attendance Rate **98%**



Appendix

Membership of Associations

No.	Association	URL	Membership
1	PCI-SIG (under ASUS)	https://pcisig.com/	Member
2	USB-IF	https://www.usb.org/	Contributor
3	ONFI	http://www.onfi.org/	Contributor
4	VESA	https://vesa.org/	Member
5	SATA-IO (under ASUS)	https://sata-io.org/	Member



2021-2022 ASMedia's Employees and Contractors

2022 ASMedia's Employees and Contractors

Category	Subcategory	Men		Women		Subtotal	
		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	0.0%	1	100%
Subtotal		213	78.6%	58	21.4%	271	100%
Managerial/ Nonmanagerial	Managerial	60	90.9%	6	9.1%	66	100%
	Nonmanagerial	153	75.4%	50	24.6%	203	100%
Subtotal		213	79.2%	56	20.8%	269	100%
Age	21-30 yrs	35	68.6%	16	31.4%	51	100%
	31-40 yrs	72	75.8%	23	24.2%	95	100%
	41-50 yrs	70	80.5%	17	19.5%	87	100%
	51-60 yrs	33	94.3%	2	5.7%	35	100%
	61-65 yrs	3	100.0%	0	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	-
Subtotal		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		Subtotal	
		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	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 yrs	24	63.2%	14	36.8%	38	100%
	31-40 yrs	74	78.7%	20	21.3%	94	100%
	41-50 yrs	67	83.8%	13	16.3%	80	100%
	51-60 yrs	30	90.9%	3	9.1%	33	100%
	61-65 yrs	1	100.0%	0	0.0%	1	100%
Subtotal		196	79.7%	50	20.3%	246	100%
Education Attainment	Doctoral degree	2	100.0%	0	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	-
Subtotal		196	79.7%	50	20.3%	246	100%

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

2021-2022 New Employee Hires and Employee Turnover

2022 New Employee Hires and Employee Turnover by Age Group and Gender

Category	Subcategory	Men		Women		Subtotal	
		Number	%	Number	%	Number	%
New Employee Hires	21-30 yrs	19	54.3%	8	50.0%	27	52.9%
	31-40 yrs	5	6.9%	6	26.1%	11	11.6%
	41-50 yrs	2	2.9%	1	5.9%	3	3.4%
	51-60 yrs	0	-	0	-	0	-
	61-65 yrs	0	-	0	-	0	-
Total new hires		26	12.2%	15	25.9%	41	15.1%
Employee Turnover	21-30 yrs	3	8.6%	3	18.8%	6	11.8%
	31-40 yrs	3	4.2%	1	4.3%	4	4.2%
	41-50 yrs	2	2.9%	1	5.9%	3	3.4%
	51-60 yrs	0	-	1	50.0%	1	2.9%
	61-65 yrs	0	-	0	-	0	-
Total departed employees		8	3.8%	6	10.3%	14	5.2%

Note:

- The rate of new employee hires is calculated by dividing the number of new hires in each age group by the total number of employees hired in each age group.
- The employee turnover rate is calculated by dividing the number of employees that left the company in each age group by the total number of employees hired in each age group.
- The data was collected until December 31, 2022.

2021 New Employee Hires and Employee Turnover by Age Group and Gender

Category	Subcategory	Men		Women		Subtotal	
		Number	%	Number	%	Number	%
New Employee Hires	21-30 yrs	7	29.2%	7	50.0%	14	36.8%
	31-40 yrs	5	6.8%	1	5.0%	6	6.4%
	41-50 yrs	2	3.0%	0	0.0%	2	2.5%
	51-60 yrs	0	-	0	-	0	-
	61-65 yrs	0	-	0	-	0	-
Total new hires		14	7.1%	8	16.0%	22	8.9%
Employee Turnover	21-30 yrs	5	20.8%	2	14.3%	7	18.4%
	31-40 yrs	8	10.8%	1	5.0%	9	9.6%
	41-50 yrs	4	6.0%	0	-	4	5.0%
	51-60 yrs	0	-	0	-	0	-
	61-65 yrs	0	-	0	-	0	-
Total departed employees		17	8.7%	3	6.0%	20	8.1%

Note:

- The rate of new employee hires is calculated by dividing the number of new hires in each age group by the total number of employees hired in each age group.
- The employee turnover rate is calculated by dividing the number of employees that left the company in each age group by the total number of employees hired in each age group.
- The data was collected until December 31, 2021.

2021-2022 Employee Parental Leave Statistics

2022 Employee Parental Leave Statistics

	Men	%	Women	%	Total
(a) Total number of employees that were entitled to parental leave in 2022	15	5.5%	6	2.2%	21
(b) Total number of employees that took parental leave in 2022	0	-	1	0.4%	1
(c) Total number of employees due to return to work in 2022 after taking parental leave	0	-	1	0.4%	1
(d) Total number of employees that did return to work in 2022 after taking parental leave	0	-	1	0.4%	1
(e) Total number of employees that returned to work in 2021 after parental leave	0	-	0	-	0
(f) Total number of employees that returned to work in 2021 after parental leave ended that were still employed 12 months after their return to work	0	-	0	-	0
Rate of employees that did take parental leave: b/a	-	-	16.7%	-	4.8%
Return to work rate: d/c	-	-	100.0%	-	100%
Retention rate: f/e	-	-	-	-	-

Note:

- Estimated number of employees that took maternity or paternity leave in the past three years (2020-2022).
- Total number of employees that took unpaid parental leave in 2022.
- Total number of employees that took unpaid parental leave and were expected to return to work in 2022.
- Total number of employees that were expected to return to work in 2022 and did return to work.
- Total number of employees that took unpaid parental leave and returned to work in 2021.
- Total number of employees that took unpaid parental leave and returned to work in 2021 and were still employed a year later (i.e., still employed at the end of 2022).

2021 Employee Parental Leave Statistics

	Men	%	Women	%	Total
(a) Total number of employees that were entitled to parental leave in 2021	13	5.3%	4	1.6%	17
(b) Total number of employees that took parental leave in 2021	0	-	0	-	0
(c) Total number of employees due to return to work in 2021 after taking parental leave	0	-	0	-	0
(d) Total number of employees that did return to work in 2021 after taking parental leave	0	-	0	-	0
(e) Total number of employees that returned to work in 2020 after parental leave	0	-	0	-	0
(f) Total number of employees that returned to work in 2020 after parental leave ended that were still employed 12 months after their return to work	0	-	0	-	0
Rate of employees that did take parental leave: b/a	-	-	-	-	-
Return to work rate: d/c	-	-	-	-	-
Retention rate: f/e	-	-	-	-	-

Note:

- Estimated number of employees that took maternity or paternity leave in the past three years (2019-2021).
- Total number of employees that took unpaid parental leave in 2021.
- Total number of employees that took unpaid parental leave and were expected to return to work in 2021.
- Total number of employees that were expected to return to work in 2021 and did return to work.
- Total number of employees that took unpaid parental leave and returned to work in 2020.
- Total number of employees that took unpaid parental leave and returned to work in 2020 and were still employed a year later (i.e., still employed at the end of 2021).

Sustainability Accounting Standards Board (SASB) Standards Index Version 2023-12

Topic	Accounting metric	Category	Unit of Measure	Code	ASMedia Response and/or Disclosure Location
Greenhouse Gas Emissions	1. Gross global Scope 1 emissions 2. Amount of total emissions from perfluorinated compounds	Quantitative	Metric tons (t) CO ₂ e	TC-SC-110a.1	1. Scope 1 emissions: 24.4313 metric tons of CO ₂ equivalents 2. Perfluorinated compound emissions: 2.0304 metric tons of CO ₂ 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 2. Percentage grid electricity 3. Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SC-130a.1	1. Total energy consumed: 57868.7822 GJ 2. Percentage grid electricity: 100% 3. Percentage renewable: 0%
Water Management	1. Total water withdrawn 2. Total water consumed Percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), 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: 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	1. Hazardous waste from IC manufacturing: 240.714 metric tons; percentage recycled: 99.40%. 2. 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 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.
	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	Not applicable. 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, since 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.
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 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.

GRI Content Index

Disclosure No.	Disclosure Item Title	Report Contents / Page
GRI 2: General Disclosures 2021		
2-1	Organizational details	p.7 About this Report
2-2	Entities included in the organization's sustainability reporting	p.7 About this Report
2-3	Reporting period, frequency and contact point	p.7 About this Report
2-4	Restatements of information	p.38 2023 Employee Composition Percentage of female employees & managers in recent 4 years p.69 2017-2022 ASMedia's GHG Emissions 2017-2022 ASMedia's GHG Emission Intensity p.58 International Certifications of ASMedia's Main Suppliers
2-5	External assurance	p.7 About this Report/ External Assurance
2-6	Activities, value chain and other business relationships	p.15 CH1 About Us p.37 CH3 Diversity and Equality in the Workplace p.57 CH4 Sustainable Supply Chain ASMedia's 2023 Annual Report p.62 - p.84 V. Overview of business Operation
2-7	Employees	p.37 CH3 Diversity and Equality in the Workplace
2-8	Workers who are not employees	p.37 CH3 Diversity and Equality in the Workplace
2-9	Governance structure and composition	p.27 CH2 Board of Directors
2-10	Nomination and selection of the highest governance body	p.27 CH2 Board of Directors/Composition of the Board and Board Committees
2-11	Chair of the highest governance body	p.27 CH2 Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	p.8 Stakeholder Engagement p.26 CH2 Board Oversight of ESG Issues p.31 CH2 Risk Management
2-13	Delegation of responsibility for managing impacts	p.31 CH2 Risk Management
2-14	Role of the highest governance body in sustainability reporting	p.26 CH2 Board Oversight of ESG Issues
2-15	Conflicts of interest	p.26 CH2 Board Oversight of ESG Issues
2-16	Communication of critical concerns	p.27 CH2 Board of Directors p.40 CH3 Human Rights
2-17	Collective knowledge of the highest governance body	p.27 CH2 Board of Directors/Strengthen Board Functions and Operations
2-18	Evaluation of the performance of the highest governance body	p.29 CH2 Board of Directors/Performance Evaluation of the Board and Board Committees
2-19	Remuneration policies	p.43 CH3 Compensation and Benefits Remuneration Committee Charter
2-20	Process to determine remuneration	p.43 CH3 Compensation and Benefits Remuneration Committee Charter
2-21	Annual total compensation ratio	We do not disclose the information due to ASMedia's confidentiality constraints.
2-22	Statement on sustainable development strategy	p.3 Letter From Our Chairman
2-23	Policy commitments	p.30 CH2 Ethics and Regulatory Compliance p.40 CH3 Human Rights p.57 CH4 Supply Chain Management

Disclosure No.	Disclosure Item Title	Report Contents / Page
2-24	Embedding policy commitments	p.30 CH2 Ethics and Regulatory Compliance p.31 CH2 Risk Management p.40 CH3 Human Rights p.57 CH4 Supply Chain Management
2-25	Processes to remediate negative impacts	p.30 CH2 Ethics and Regulatory Compliance
2-26	Mechanisms for seeking advice and raising concerns	p.40 - p.42 CH3 Human Rights
2-27	Compliance with laws and regulations	p.30 CH2 Ethics and Regulatory Compliance/ Ethical Management
2-28	Membership associations	p.82 Appendix Membership of Associations
2-29	Approach to stakeholder engagement	p.8 Stakeholder Engagement
2-30	Collective bargaining agreements	No Collective bargaining agreements.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	p.11 Stakeholder Engagement/Process to Determine Material Topics
3-2	List of material topics	p.12 Stakeholder Engagement /Management of Material Topics
3-3	Management of material topics	p.12 Stakeholder Engagement /Management of Material Topics
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	p.19 CH1 Operational Performance
201-2	Financial implications and other risks and opportunities due to climate change	p.65 CH5 Climate-related Risks and Opportunities
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	p.76 CH6 Sustainable Social Development
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	p.60 CH4 Supply Chain Management /Local Procurement
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p.30 CH2 Ethics and Regulatory Compliance /Regulatory Compliance
GRI 207: Tax 2019		
207-1	Approach to tax	p.29 CH2 Tax/Approach to Tax
207-2	Tax governance, control, and risk management	p.29 CH2 Tax
207-3	Stakeholder engagement and management of concerns related to tax	p.29 CH2 Tax/Stakeholder Engagement: Concerns Related to Tax

Disclosure No.	Disclosure Item Title	Report Contents / Page
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	p.70 CH5 Energy Management
302-3	Energy intensity	p.70 CH5 Energy Management
302-4	Reduction of energy consumption	p.70 CH5 Energy Management
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	p.72 CH5 Water Management p.84 Appendix Sustainability Accounting Standards Board (SASB) Standards Index
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	p.68 CH5 Greenhouse Gas Management
305-2	Energy indirect (Scope 2) GHG emissions	p.68 CH5 Greenhouse Gas Management
305-3	Other indirect (Scope 3) GHG emissions	p.68 CH5 Greenhouse Gas Management
305-4	GHG emissions intensity	p.68 CH5 Greenhouse Gas Management
305-5	Reduction of GHG emissions	p.68 CH5 Greenhouse Gas Management
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	p.57 CH4 Supply Chain Management
308-2	Negative environmental impacts in the supply chain and actions taken	p.57 CH4 Supply Chain Management
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	p.39 CH3 Diversity and Equality in the Workplace
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.43 CH3 Compensation and Benefits
401-3	Parental leave	p.46 CH3 Compensation and Benefits/ Maternity Protection and Childcare Benefits
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	p.43 CH3 Human Rights/ Enhance Labor/Management Relations
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	p.47 CH3 Employee Safety and Health/ Occupational Safety and Health
403-2	Hazard identification, risk assessment, and incident investigation	p.47 CH3 Employee Safety and Health/ Occupational Safety and Health
403-3	Occupational health services	p.51 CH3 Employee Safety and Health/ Comprehensive Wellness and Happiness Plan
403-5	Worker training on occupational health and safety	p.48 CH3 Employee Safety and Health/ Occupational Safety and Health

Disclosure No.	Disclosure Item Title	Report Contents / Page
403-6	Promotion of worker health	p.51 CH3 Employee Safety and Health/ Comprehensive Wellness and Happiness Plan
403-9	Work-related injuries	p.49 CH3 Employee Safety and Health/ Occupational Safety and Health
403-10	Work-related ill health	p.49 CH3 Employee Safety and Health/ Occupational Safety and Health
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	p.54 CH3 Employee Development and Training
404-2	Programs for upgrading employee skills and transition assistance programs	p.54 CH3 Employee Development and Training
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	p.37 CH3 Diversity and Equality in the Workplace
405-2	Ratio of basic salary and remuneration of women to men	p.38 CH3 Diversity and Equality in the Workplace
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	p.40 CH3 Human Rights
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	p.57 CH4 Supply Chain Management
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p.57 CH4 Supply Chain Management
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	p.57 CH4 Supply Chain Management
414-2	Negative social impacts in the supply chain and actions taken	p.57 CH4 Supply Chain Management
GRI 416: Customer Health and Safety 2016		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	p.30 CH2 Ethics and Regulatory Compliance/ Regulatory Compliance
GRI 417: Marketing and Labeling 2016		
417-2	Incidents of non-compliance concerning product and service information and labeling	p.30 CH2 Ethics and Regulatory Compliance/ Regulatory Compliance
417-3	Incidents of non-compliance concerning marketing communications	p.30 CH2 Ethics and Regulatory Compliance/ Regulatory Compliance
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	p.30 CH2 Ethics and Regulatory Compliance/ Regulatory Compliance