Sustaining an incredible future

2024 SUSTAINABILITY REPORT

Catalog

About This Report

The 2024 ASUS Sustainability Report presents a comprehensive overview of the company's strategies, management frameworks, and performance across key sustainability topics. The report elaborates on ASUS's approach to addressing stakeholder expectations and highlights the environmental and social impacts generated throughout the entire value chain.

In 2024, ASUS proactively aligned its disclosures with the EU Corporate Sustainability Reporting Directive (CSRD) and reported in accordance with the European Sustainability Reporting Standards (ESRS). The principle of double materiality was adopted to identify and disclose material issues and relevant indicators. Furthermore, the report references the IFRS Sustainability Disclosure Standards (IFRS S1 and S2) issued by the International Sustainability Standards Board (ISSB). Using the ASUS standalone entity as the reporting boundary, the report identifies the company's principal sustainability-related risks and opportunities, and assesses the financial impacts of these issues as well as the corresponding management responses.

For further information on financial analysis and business operations, please refer to the 2024 Annual Report. All financial data are derived from CPA-audited standalone financial statements, which are accessible via the ASUS Investor Relations website. Additional sustainability data are concurrently disclosed on the ASUS ESG website.

Report Structure

The 2024 ASUS Sustainability Report is prepared in accordance with the new requirements of the GRI Standards (2021), adopts the framework of the Task Force on Climate-related Financial Disclosures (TCFD), incorporates the principles of the United Nations Global Compact (UNGC), and applies the Hardware Sustainability Accounting Standard (TC-HW, 2023) issued by the Sustainability Accounting Standards Board (SASB).

Report Quality

The report information has been assured by SGS Taiwan Ltd (SGS) in accordance with the AA1000AS Type 2 high level of assurance. Furthermore, evaluation against both the GRI and SASB standards was conducted to ensure that the report meets the quality principles of accuracy, balance, clarity, comparability, reliability, and timeliness.

Information Boundaries

The scope of this report encompasses ASUSTeK Computer Inc. (hereinafter referred to as "ASUS") and its overseas operations centers. The data boundary differs from that defined for the ASUS Group in the Annual Report, as it excludes subsidiaries that publish their own sustainability reports—namely, AAEON Technology Inc., Onyx Healthcare Inc., Askey Computer Corp., ASMedia Technology Inc., and JetWay Information Co., Ltd.—as well as subsidiaries established solely for investment or taxation purposes. The scope of disclosed financial information is consistent with that of the Annual Report (January 1 to December 31, 2024). Any deviations from these principles are specified in the relevant sections.

- Publication Date: August 2025 (annual issuance)
- Contact Information: To provide feedback or to contact us with questions, please email us at: stakeholder@asus.com

ASUS Investor Relations website

ASUS ESG website

Message from the Chairman

The global political, economic, and technological landscape is evolving at an unprecedented pace. The cross-domain applications of generative AI are reshaping how information is governed and decisions are made, bringing issues such as data sovereignty, algorithmic bias, and privacy protection to the forefront of global public awareness. At the same time, geopolitical conflicts and industrial policy restructuring continue to disrupt supply chains, posing increasingly serious challenges for companies in terms of compliance, reputation, and resilience. In response, ASUS remains committed to embracing truth and transparency and adhering to our corporate philosophy of "Focus on Fundamentals & Results," applying scientific methods to identify risks, make forward-looking investments, and allocate resources effectively. Through institutionalized governance mechanisms, ASUS ensures organizational resilience and sustainable value creation, upholding the trust and expectations of our stakeholders.

ASUS has integrated sustainable development into the core of our corporate governance to align with the evolving standards for long-term value assessment set by global capital markets and regulatory frameworks. Recognizing the interdisciplinary and cross-organizational nature of ESG issues, the ASUS Board of Directors established the Sustainable Development Committee in 2025. This committee brings together functions such as finance, compliance, R&D, and operations, creating a governance structure that integrates vertical reporting with horizontal collaboration. Operating under the principle of "Using Digitized Data and Scientific Management Practices to Support Sustainable Value Creation through Core Competencies", the committee sets goals, allocates budgets, and defines accountability. It also enhances management transparency and credibility through internal audits and third-party assurance. Since 2023, ASUS has adopted the IFRS Sustainability Disclosure Standards (IFRS S1/S2) to assess and address the impact of key sustainability issues. In 2024, ASUS conducted a double materiality assessment in accordance with the European Sustainability Reporting Standards (ESRS), translating the financial impacts of sustainability risks and opportunities into quantifiable foundations for investment decisions and operational strategies, ensuring that capital allocation is closely aligned with the company's vision.

In managing natural capital, ASUS follows the TNFD framework to systematically identify ecosystem dependencies and impacts, using Geographic Information Systems (GIS) and scenario analysis to assess potential risks. In 2024, ASUS published our first Natural Impact Assessment Report, outlining management strategies, governance processes, and performance targets based on scientific indicators, further strengthening communication with stakeholders.To fulfill our conservation commitments, ASUS launched the Daxue Mountain Middle-Altitude Pangolin Habitat Enhancement and Conservation Project, a collaborative effort involving government agencies, academic institutions, and local communities. The project introduced grass cultivation methods and established a long-term ecological monitoring database. In the same year, it was officially recognized by the Forestry and Nature Conservation Agency as a scientific model for biodiversity conservation. By comparing the ecological effects of different farming methods, the project provides concrete evidence supporting ecosystem restoration and demonstrates a viable approach for corporate participation in nature conservation.

ASUS practices corporate governance guided by our brand spirit of In Search of Incredible, and has consistently earned international recognition. We have been named one of Fortune Magazine's World's Most Admired Companies for ten consecutive years, highlighting our strengths in business models, innovation, and corporate reputation. For eleven consecutive years, we have also been recognized as the Best Taiwan Global Brand, reflecting the long-term value embedded in our brand assets. In 2024, ASUS won four major awards at the Asia Sustainability Reporting Awards (ASRA), including Best Climate Reporting and Best Environmental Impact Assessment Reporting. These awards underscore the depth of our governance practices and the comprehensiveness of our sustainability disclosures, setting a benchmark for the industry. Such external recognition serves as a significant milestone, motivating us to raise the bar and further strengthen the management of our sustainability value chain.

Looking ahead, ASUS will drive the integration of AI and sustainable innovation through Design Thinking, leveraging big data and cloud computing to optimize resource efficiency and enhance carbon reduction performance. By forging strategic partnerships with global stakeholders, we aim to promote positive impacts and drive the collective realization of net-zero goals across the entire industry value chain. ASUS will continue to invest in cutting-edge R&D and talent development to strengthen our digital agility and organizational resilience. Guided by a culture of authenticity and transparency, we are committed to empowering society and protecting the environment through technology. Together with partners across all sectors, we will set new benchmarks in green innovation and lead the way toward a more sustainable and prosperous future.

ASUS Chairman
Jonney Shih

Message from the Co-CEOs

ASUS upholds a corporate spirit of "Focus on Fundamentals & Results" and is committed to a comprehensive AI transformation from the inside out. Through our strategy "Ubiquitous AI. Incredible Possibilities", we aim to become a "Comprehensive AI Company," promoting the extensive application of AI in our products and services. In response to AI industry trends, we have launched several product projects and market deployments to seize opportunities for market evolution and growth.

In the realm of sustainability, ASUS drives the overall value chain's sustainable strategy through our data-driven dual-axis transformation, and we integrate sustainability into the brand's core strategy. Following the 1.5°C reduction pathway, we achieved the Science Based Targets initiative (SBTi) near-term carbon reduction target in 2023. In 2025, we achieved the more ambitious SBTi Net-Zero target validation, pledging to achieve an absolute 90% greenhouse gas (GHG) emissions reduction in Scope 1 and Scope 2 combined, as well as an absolute 90% GHG emissions reduction in Scope 3 by 2050.

Additionally, ASUS has established a Carbon Data Management Platform that combines AI and digital technology to assist its subsidiaries and supply chains in systematic carbon emission data collection and GHG inventories. We have introduced third-party data verification mechanisms to enhance the efficiency and accuracy of data collection, thereby implementing our sustainable strategy of "Digitizing data, adopting scientific management practices." ASUS is also dedicated to the development of low-carbon products. In 2022, it successfully obtained product carbon footprint certification for its first commercial notebook computer and subsequently introduced carbon-neutral certified notebook computers for both commercial and consumer use. In 2023, we launched the Carbon Partner Service, where customers have the option to purchase high-quality carbon credits to offset the remaining carbon emissions of their products, helping them achieve their ESG performance and carbon reduction goals. ASUS not only focuses on its own research and development but also embodies the spirit of leading by example, promoting sustainable low-carbon transformation in the supply chain to enhance its resilience. In 2025, SGS awarded ASUS the world's first Sustainability Procurement Role Model Certificate with a five-star rating, demonstrating ASUS's profound strength and commitment to sustainable procurement and outstanding performance in the field of sustainability.

ASUS is committed to driving sustainable transformation and evolution, and its performance in sustainable management has been widely recognized across the industry. The company has been selected for several international ESG rating indexes, including being listed among the Clean200 by Corporate Knights for three consecutive years and receiving leadership ratings in the "Climate Change" and "Water Security" evaluations from the CDP Carbon Disclosure Project. ASUS has also been listed in the ISS ESG Corporate Rating - Prime, the MSCI ESG Index, the FTSE4Good Emerging Markets Sustainable Index, and the FTSE4Good TIP Taiwan ESG Index. AI has become the most crucial development opportunity for the technology industry and society. Facing the imminent acceleration of market changes and technological upgrades, ASUS will continue to fully invest in the diverse development of AI products and applications, implementing a corporate development strategy with multiple growth engines. Regardless of how the external environment changes, ASUS seeks to achieve "Leapfrog Innovation" to expand its competitive advantage, drive sustainable development with data, and strive to become a world-class green high-tech leading brand.

2024 Award and Recognition

CLEAN200 Corporate Knight

Selected as Clean200 for three consecutive years (2023-2025)

Climate CDP A List 2024

Received dual Leadership Level ratings from CDP for Climate Change and Water Security (2025)

Climate Leaders Asia-Pacific

Selected as Climate Leaders Asia-Pacific for two consecutive years. (2022-2023)

Asia Sustainability Reporting Awards ASRA

Received for the fourth time at the Asia Sustainability Reporting Awards, receiving four distinctions including the Best Climate Report

SEAL AWARD WINNER 2025

Received the SEAL Business Award for Sustainable Service (2025)

FTSE4Good

Selected as a constituent stock of the Financial Times FTSE4Good Emerging Index for 9 consecutive years (2016-2024)

FTSE4Good TIP Taiwan ESG Index

TIP TAIWAN INDEX PLUS A wholly-owned subsidiary of TWSE

Selected as a constituent stock of the FTSE4Good Emerging Index and TIP Taiwan ESG Index for eight consecutive years(2017-2024)

MSCI ESG RATINGS

Selected for the MSCI ESG-related indexes by Morgan Stanley (2021–2024)

Corporate ESG Performance Prime RATED BY ISS ESG

Received Prime Level rating in the ESG Corporate Ratings from Institutional Shareholder Services (ISS) for four consecutive years (2021-2024)

Rated MORNINGSTAR SUSTAINALYTICS

Selected as one of Sustainalytics' Region Top Rated ESG Companies in Asia-Pacific (2025)

FORTUNE WORLD'S MOST ADMIRED COMPANIES 2025

Selected as World's Most Admired Companies by Fortune Magazine for the 10th year

Interbrand 2024 BEST TAIWAN GLOBAL BRANDS

Best Taiwan Global Brand Interbrand for the 11th year

Note: The year indicated is the year of the award evaluation announcement

01 Corporate Governance

About ASUS

ASUSTeK COMPUTER Inc. (stock code: 2357), founded in 1989 and headquartered in Beitou District, Taipei, is guided by the brand spirit of "In Search of Incredible." The company is dedicated to developing comprehensive technological product solutions that shape a better digital future for people worldwide. ASUS's product portfolio spans motherboards, graphics cards, laptops, smartphones, monitors, routers, and more. In addition, the company is actively expanding into diverse application areas, including gaming, content creation, artificial intelligence of things (AIoT), and cloud computing. ASUS serves a broad spectrum of clients, encompassing consumers, business professionals, small and medium-sized enterprises, large corporations, educational institutions, and government agencies. Committed to creating thoughtful and intelligent lifestyles for users around the globe, ASUS aspires to be a highly respected leader in technological innovation for the new digital era.

ASUS operates over 70 offices worldwide and employs around 16,631 people, including about 5,000 research and development professionals. Driven by a commitment to innovation, ASUS aspires to become the world's most admired leading technology enterprise. In 2024, the ASUS Group reported consolidated revenue of NT$587.1 billion and a net profit after tax of NT$42.2 billion.

Business Philosophy

Inspire, motivate, and nurture our employees to explore their highest potential.

Commit to integrity and diligence; Focus on Fundamentals & Results.

Endlessly pursue the No. 1 position in quality, speed, service, innovation and cost-efficiency.

Strive to be among the world-class green high-tech leaders and to provide valuable contributions to humanity.

World's best motherboards, PCs, monitors, graphics cards and router.

Management Organization

The foundation of sustainable enterprise management lies in a robust governance system—one that is deeply rooted in the ASUS DNA: humility, integrity, diligence, agility, and courage. ASUS integrates corporate governance into its operational systems, fulfills its corporate social responsibility, and safeguards the environmental and social rights and interests of all stakeholders.

To further strengthen corporate governance, ASUS has established its own "Best Practice Principles of Corporate Governance," in alignment with the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies" and the OECD[1] corporate governance principles. In addition to outlining governance structures and regulations, these principles encompass the protection of shareholder rights, the enhancement of board functions, the execution of supervisory responsibilities, and the respect for stakeholder interests.

Board of Directors

ASUS's Board of Directors prioritizes efficiency, transparency, diversity, and professionalism as essential aspects of effective corporate governance. The Board is composed of members with expertise in areas such as business judgment, accounting and financial analysis, operations and management, crisis response, industry knowledge, international market perspectives, leadership, and decision-making, which helps to mitigate blind spots in the decision-making process.

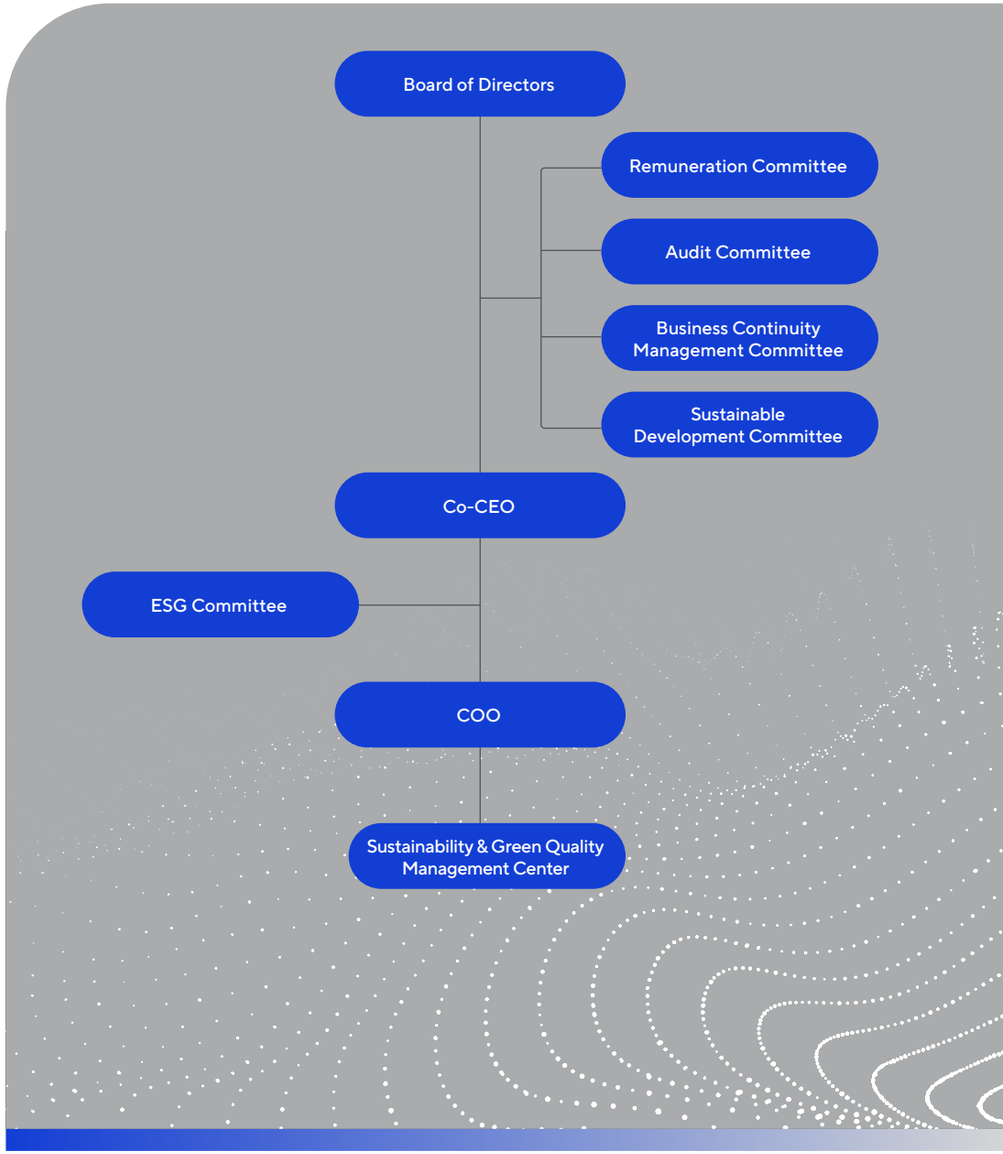
All Board members are elected through a candidate nomination system. In accordance with the "Rules for Election of Directors," the 13th Board of Directors was elected at the June 2022 shareholders' meeting. The Board[2] is composed of 15 directors (13 male and 2 female), including 5 independent directors. ASUS aims to leverage the professional expertise of industry leaders to integrate external stakeholder perspectives and enhance the quality of business operations. The Chairman, Jonney Shih, does not concurrently serve as President, ensuring a separation of leadership roles. ASUS requires an average board attendance rate of at least 85%, as stipulated by the Corporate Governance Evaluation Indicators. In 2024, a total of six board meetings were held, with an average attendance rate of 97.78%.

All members of the Board of Directors adhere to the highest standards of self-discipline and are committed to avoiding conflicts of interest, as explicitly stipulated in the "ASUS Board of Directors Meeting Rules." When directors or managers engage in activities within the company's business scope on their own behalf or on behalf of others, they are required by law to obtain prior approval from the shareholders' meeting or the Board of Directors.

To enhance the Board's expertise in sustainable development, ASUS selects ESG-related courses for directors each year. In 2024, topics included geopolitical risks and trends in the AI industry. Participation in these courses is offered to board members to further optimize their decision-making capabilities.

1 Organization for Economic Cooperation and Development

2 Please refer to P. 8 in the 2024 Annual Report for the name and education of each Board member, as well as the holding positions of other companies.



Director and Manager Compensation Policy

The remuneration of the Company's directors is determined following Article 17 of the Articles of Incorporation, which stipulates that "regardless of the Company's operating profit or loss, directors may be remunerated for the performance of their duties. The determination of such remuneration is authorized to the Board of Directors, based on the level of participation in the Company's operations and the value of their contributions." In addition, pursuant to Article 20 of the Articles of Incorporation, "annual profits shall first be reserved to offset any accumulated losses, and up to 1% of the remaining balance may be allocated as directors' remuneration." In 2024, the actual allocation ratio was 0.3%.

According to Article 18 of the Articles of Incorporation, "the Company may appoint managers, whose appointment, dismissal, and remuneration shall be handled by Article 29 of the Company Act. The standards for manager compensation are governed by the Company's personnel management regulations." Furthermore, if the Company records a profit for the year, Article 20 provides that "annual profits shall first be reserved to offset any accumulated losses, and not less than 1% of the remaining balance shall be allocated as employee compensation." In 2024, the actual allocation ratio was 5.7%. The evaluation criteria for individual manager compensation include reference to prevailing industry standards for salary and benefits, the Company's operational performance for the year, the profit contribution of each business unit, and the achievement rate of set targets.

(1) Procedures for Determining Compensation

In accordance with the "Self-Evaluation of the Board of Directors," ASUS conducts regular annual performance evaluations of the Board of Directors and all functional committees, with the results reported to the Board. Directors' remuneration is determined based on a comprehensive assessment of their level of participation in company affairs and the outcomes of these performance evaluations.

Managerial compensation is evaluated according to the company's compensation policies, taking into account job responsibilities, position level, and professional competencies, with reference to industry salary standards for comparable positions. Managerial bonuses are assessed and reviewed based on the company's overall operating performance, departmental management effectiveness, profit contributions, achievement of targets, and individual performance. Recommendations for reasonable compensation for each manager are submitted by the Human Resources Center, reviewed by the Compensation Committee, and subsequently approved by the Board of Directors.

(2) Compensation, Business Performance, and Future Risk

The Company's compensation policies and related payment standards are reviewed with primary consideration given to overall business performance, industry risks and future development trends, and the long-term sustainability of the enterprise. Compensation standards are determined based on achievement rates and individual contributions, with the aim of enhancing the effectiveness of both the Board of Directors and the overall organizational team.

The performance objectives of the Company's managers are closely integrated with risk management practices to ensure that all potential risks within their scope of responsibilities are properly managed and mitigated. Major management decisions are made only after careful evaluation of various risk factors, and the effectiveness of risk controls is directly reflected in the Company's profitability, thereby establishing a clear linkage. The Compensation Committee also regularly reviews and assesses the remuneration systems for directors and managers, submitting recommendations to the Board of Directors to ensure a balanced approach to business performance and risk management.

Board Performance Evaluation

To implement sound corporate governance and enhance both the functionality and operational efficiency of the Board of Directors, ASUS has established the "Self-Evaluation of the Board of Directors." These measures stipulate that at least one performance evaluation must be conducted annually for the Board of Directors, individual board members, and all functional committees. The evaluation covers areas such as participation in company operations, understanding of corporate goals and missions, director selection and ongoing education, and internal controls. In addition, at least once every three years, the Board's performance evaluation must be conducted by an external independent professional institution or a team of external experts and scholars. An external evaluation is scheduled for 2025.

For the 2024 internal evaluation, board members completed self-assessment questionnaires, and the results were reported to the Board of Directors in January 2025 as follows:

1. **Overall Board of Directors:** The Board's overall operations were assessed as being effective, in compliance with corporate governance requirements, and capable of fulfilling its functions.
2. **Individual Board Members:** Board members received positive evaluations across all assessment criteria.
3. **Functional Committees:** All functional committees were found to operate effectively, in alignment with corporate governance requirements, and to have fulfilled their respective duties, thereby enhancing the overall effectiveness of the Board.

Audit Committee

To enhance the Board of Directors' oversight of the quality and integrity of the company's accounting, auditing, financial and non-financial reporting processes, as well as financial and operational controls, ASUS has established an Audit Committee. The committee is composed of five independent directors

In 2024, the Audit Committee convened a total of five meetings, with an average attendance rate of 100% among its members.

Business Continuity Management Committee (BCM Committee)

The BCM Committee is composed of five independent directors, with all independent directors bringing external stakeholder concerns into the risk assessment process. The Co-CEOs and COO regularly convene cross-departmental risk management meetings to develop strategies for addressing major interdepartmental risk-related issues, and report regularly to the Board of Directors.

In 2024, the BCM Committee convened once, with an average attendance rate of 100% among its members.

Remuneration Committee

The Compensation Committee is composed of three independent directors and is tasked with assisting the Board of Directors in formulating and evaluating the company's overall compensation and benefits policies, as well as the remuneration of directors and managers. The committee ensures that the company's compensation arrangements comply with relevant regulations and are sufficient to attract top talent.

In 2024, the Compensation Committee convened three meetings, with an average attendance rate of 100% among its members.

Sustainability Development Committee

The Sustainability Development Committee was established in 2025 and is composed of five independent directors and two Co-CEOs. As the highest-level sustainability management body at ASUS, the committee is responsible for reviewing the Group's sustainability operations and implementation progress, reporting annually to the Board of Directors. Under the committee, the Sustainability Center coordinates quarterly meetings with sustainability representatives from each subsidiary to collaboratively develop and implement action plans addressing group-wide sustainability issues.

Integrity Management

Integrity Management Policy and Commitment

ASUS, in accordance with the Responsible Business Alliance (RBA) standards and the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies," designates the Human Resources Center as the dedicated unit for promoting corporate integrity. It has established the "Employee Code of Conduct," which includes policies on anti-corruption, anti-bribery, insider trading, intellectual property rights, and proper information disclosure, and also sets forth Anti-Corruption and Anti-Bribery Policies to ensure that business activities comply with integrity and regulatory standards. The company adopts a zero-tolerance policy towards any form of corruption. To enhance employees' ethical awareness and regulatory compliance, ASUS has made the "Employee Code of Ethical Conduct" (including anti-corruption training) a mandatory course for all employees—including full-time, part-time, and contract staff—with annual refresher training to further foster a strong internal culture of professional ethics. Management is required to lead by example, ensuring that all employees not only demonstrate professional competence but also uphold the highest ethical standards. For external partners, ASUS has established a "Supplier Code of Conduct" and requires the signing of an "Integrity Commitment Letter" to ensure that all supply chain partners adhere to the same ethical and legal standards. In cases where external entities violate regulations and cause harm to the company, ASUS will pursue accountability and compensation in accordance with the provisions of the Integrity Commitment Letter and will take all necessary legal action.

Management Objective

Ensure that all employees complete the "Employee Code of Ethical Conduct" training, reaching a completion rate of

100%

Progress Toward Objectives

2022	2023	2024
100%	100%	100%

Integrity Management Communication and Oversight

Board of Directors	Employees	Suppliers
Each year, the Board of Directors reviews reports on the implementation of the company's integrity management practices, thereby fulfilling its supervisory and managerial responsibilities in this area.	The "Employee Code of Ethical Conduct" is incorporated as a mandatory course for all new employees, with annual refresher training required to further reinforce a strong internal culture of professional ethics.	During the qualification assessment of new suppliers, ASUS requires submission of the "ASUS Group Outsourced Supplier Code of Conduct Declaration." In addition, suppliers must sign the "Code of Conduct Compliance Declaration" prior to commencing any business transactions.

ASUS has always adhered to the principle of integrity in all business activities, strictly prohibiting corruption and any form of fraudulent behavior. The company enforces a clear and effective disciplinary system to ensure that employees neither accept nor solicit any form of improper requests, promises, bribes, or other illicit benefits. ASUS has established and publicly announced whistleblowing channels on its official website, allowing both internal and external parties to report concerns directly via a dedicated email address (audit@asus.com). Reports involving external suppliers, customers, or other external stakeholders are handled by the Audit Office, while those concerning internal employees are managed by the Human Resources Center, which is responsible for disciplinary actions and subsequent announcements. Upon receiving a report, the responsible unit's supervisor will assess the situation and determine whether to initiate a formal investigation, notifying relevant parties as appropriate. In accordance with the Occupational Safety and Health Act, Sexual Harassment Prevention Act, and Personal Data Protection Act, ASUS maintains strict confidentiality of whistleblowers' personal information and any other identifying details. Such information is not disclosed to unrelated third parties unless necessary for the investigation, in order to prevent unfair or adverse treatment. Whistleblowers are also entitled by law to seek preventive measures against potential harm.

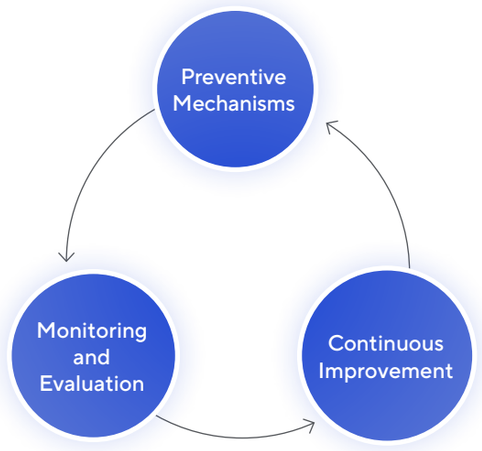
Compliance with the Code of Ethical Conduct is incorporated into the annual performance evaluation of employees; violations may adversely affect performance appraisals and compensation. Each case of non-compliance is addressed appropriately based on its severity, and ASUS maintains a zero-tolerance policy for illegal activities, referring cases to judicial authorities for investigation when necessary.

Integrity Management Structure

ASUS has established a dedicated unit responsible for integrity management to ensure the effective implementation of policies and supervisory mechanisms. The company regularly reviews the effectiveness of anti-corruption and anti-bribery policies, as well as other ethical standards, and actively promotes compliance among all employees. Through a continuous cycle of preventive measures, monitoring and evaluation, and ongoing improvement, ASUS strengthens internal governance to ensure operational transparency and regulatory compliance.

Action Plans for 2025:

- Promote mandatory compliance and risk awareness training for all employees to enhance risk awareness and prevent violations.
- Establish the ISO 37001 Anti-Bribery Management System and develop corresponding policies and procedures to demonstrate a zero-tolerance commitment to corruption and bribery.



Preventive Mechanisms

To mitigate potential risks, ASUS has implemented the following measures:

- Due Diligence: Conduct appropriate due diligence on all new employees and supply chain partners to ensure compliance with ASUS's standards for business ethics and anti-corruption.
- Risk Assessment: Identify high-risk factors and propose corresponding actions to eliminate potential high-risk exposures.
- Education and Training: Provide internal training on the "Employee Code of Ethical Conduct" for employees, and communicate ASUS's business ethics requirements to all supply chain partners at the annual supplier conference.
- Internal Audits: Conduct regular internal audits of anti-corruption, anti-bribery, and information security practices to review the effectiveness of internal controls and make necessary adjustments based on audit findings.

Monitoring and Evaluation

ASUS is committed to the highest standards of integrity, strictly prohibiting any form of unethical conduct. To ensure that business operations align with ethical standards, we comprehensively monitor and assess potential integrity risks, thereby maintaining transparency in our operating environment.

Integrity Management Performance in 2024:

Percentage of operating sites assessed for corruption risk: 100%
Number of reported corruption incidents: 0
Number of confirmed corruption incidents: 0
Percentage of at-risk supply chain partners subjected to anti-corruption due diligence: 100%
Percentage of sites subject to internal audits on specific business ethics issues: 100%
Percentage of employees who have received business ethics training: 100%
Number of reported anti-competitive or antitrust violations: 0
Number of confirmed anti-competitive or antitrust violations: 0

Continuous Improvement

ASUS actively participates in international standard-setting organizations and industry alliances, such as the Responsible Business Alliance (RBA), and continually benchmarks against industry best practices to optimize internal management mechanisms.

- Regularly review and update internal policies and regulations to ensure compliance with the latest legal requirements and changes in the business environment.
- Encourage employees and supply chain partners to propose suggestions for improvement, fostering a culture of integrity through open communication and collaboration.

Whistleblowing Channels and Procedures

Whistleblowing Channels	Clarification, Acceptance, and Investigation	Reporting and Adjudication	Corrective and Preventive Measures
	Handled by the Audit Unit and Human Resources Unit	Handled by the Committee and Human Resources Unit	Handled by the Incident Department and Human Resources Unit
• Reporting violations of professional ethics: audit@asus.com • Workplace misconduct complaints: 6666@asus.com (hotline extension #26666)	• Investigation of whistleblowing cases • Collection of evidence, clarification of facts, and verification	**For Professional Ethics Violations** • Convene meetings and provide reports • Adjudicate and discipline violations in accordance with the "Employee Code of Ethical Conduct" and "Work Rules" • Regularly report investigation results and disciplinary actions to the Board of Directors **For Workplace Misconduct Complaints:** • Convene meetings of the Workplace Misconduct Committee and provide reports • Adjudicate and discipline violations in accordance with the "Employee Code of Ethical Conduct" and "Work Rules	**For Professional Ethics Violations** • Require relevant units to internally review the causes of violations and submit improvement reports • Revise internal and external management policies and improve internal processes • Strengthen internal and external communication, publicity, and training to prevent recurrence of similar incidents

There were no incidents of violations of the ASUS Employee Code of Ethical Conduct from 2023 to 2024. In 2022, there was one violation[3], in which an employee falsified bank documents and misappropriated company funds. In accordance with ASUS's internal "Employee Code of Ethical Conduct" and "Work Rules," the employee was dismissed and legal action was taken to recover the illicit gains.

Legal Compliance

Rigorous adherence to laws and regulations is both a demonstration of corporate social responsibility and a key factor in sustainable operations. To ensure compliance with all relevant global regulations, ASUS closely monitors legislative developments that may impact the company and has established a compliance assessment system for laws, policies, and regulations to assist all departments in implementing relevant requirements.

The "ASUS Internal Regulation Identification and Management Measures" are employed to identify and manage laws and regulations related to operations, environmental protection, and services, thereby ensuring effective regulatory monitoring. In addition, the company has established a policy that any criminal or administrative legal case resulting in fines of NT$1.5 million or more, or any incident with a serious impact on company operations, must be disclosed in the sustainability report to achieve balanced reporting and transparency of information.In 2024, there was one major regulatory violation, which resulted from differing interpretations of trust law provisions with the competent authority. Subsequently, internal operating procedures were revised and relevant training and communication were conducted to prevent recurrence of similar incidents.

3 Incidents that constitute violations of the Employee Code of Ethical Conduct include: corruption or bribery, industry monopolization, disclosure of customer privacy data, conflicts of interest, money laundering, insider trading, and other similar offenses.

Risk Management

Risk Governance

The global business environment is characterized by constant challenges and change. To effectively mitigate risks, ASUS has established a Business Continuity Management (BCM) Committee, which serves as a communication platform between governance and operational units. The committee focuses on risks that are important but not urgent, identifying potential future threats and corresponding adaptation measures, with the goal of proactively preparing for and addressing risks to enhance the company's resilience. In addition to regular review mechanisms, ASUS has implemented a three-lines-of-defense model to structure its internal control system, which is subject to periodic oversight at the board level.

Board-Level Oversight and Three Lines of Defense in Internal Control

- Board of Directors: Responsible for supervising the strategic direction of risk management, approving risk policies and procedures, and serving as the highest decision-making authority for risk management.
- Business Continuity Management Committee: Composed of independent directors from the board, this committee is responsible for determining overall risk tolerance, prioritizing and categorizing risk controls, reviewing risk management operations, and reporting annually to the board.

Third Line of Defense

Audit Unit

Responsible Person:
Head of Management Systems

- Responsible for auditing the implementation of risk control processes
- Conducts annual audits in accordance with ISO 31000 and the "Risk Management Best Practice Principles for TWSE/TPEx Listed Companies"
- Reports audit results to the Board of Directors annually

Second Line of Defense

Business Continuity Management Office

Responsible Persons:
Chief Risk Officer (concurrently held by the Chief Sustainability Officer)

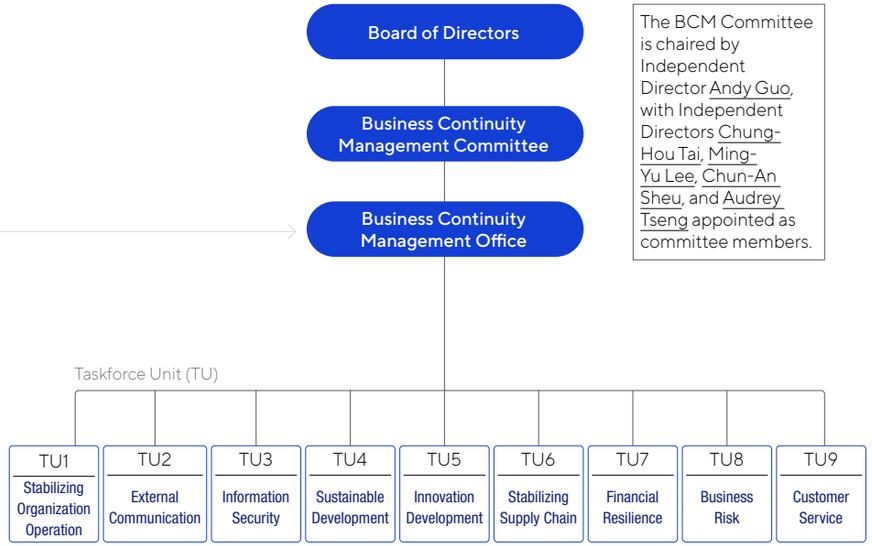
- Responsible for planning and supervising risk management and compliance across departments, as well as facilitating cross-departmental communication
- Develops training programs to enhance awareness and organizational culture
- Provides quarterly reports to the Co-CEOs and COO
- Undergoes annual audits by the Audit Unit

First Line of Defense

Individual Task Forces

Responsible Persons:
Heads of respective operational and support units

- Responsible for identifying risks and implementing mitigation measures
- Submits quarterly risk management information to the Business Continuity Management Office
- Provides quarterly reports to the Co-CEOs and COO
- Delivers annual reports to the Business Continuity Management Committee

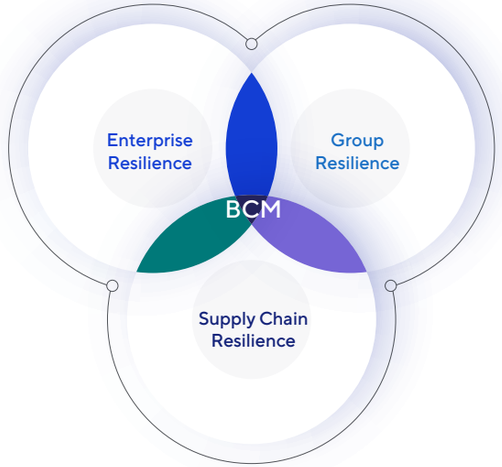


The regular review process is as follows

- In March 2024, the BCM Committee approved the risk tolerance, risk control priorities, and risk levels.
- In May 2025, the Board of Directors reviewed the annual risk management operations.

Three Pillars of Risk Management

ASUS's risk management framework is structured around three main pillars: enterprise resilience, group resilience, and supply chain resilience. Comprehensive management across these pillars has earned ASUS the SGS Risk Management Quality Excellence Award.

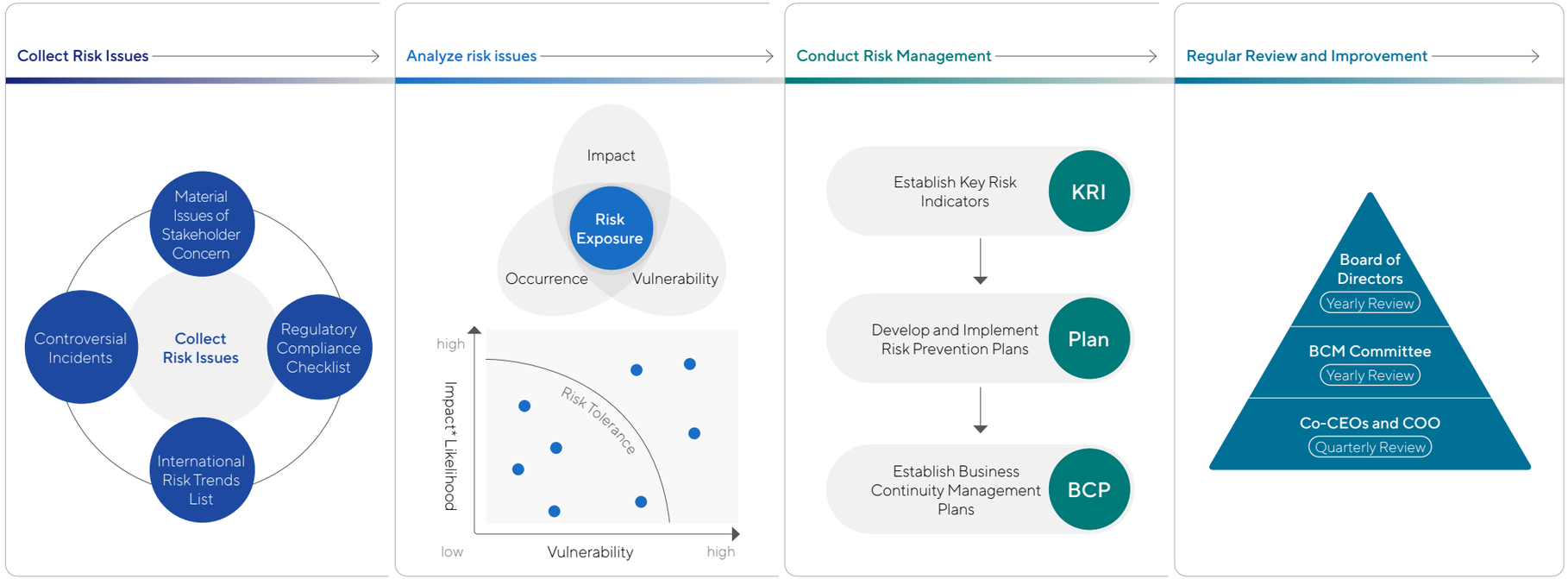


Enterprise Resilience

Risk Management Process

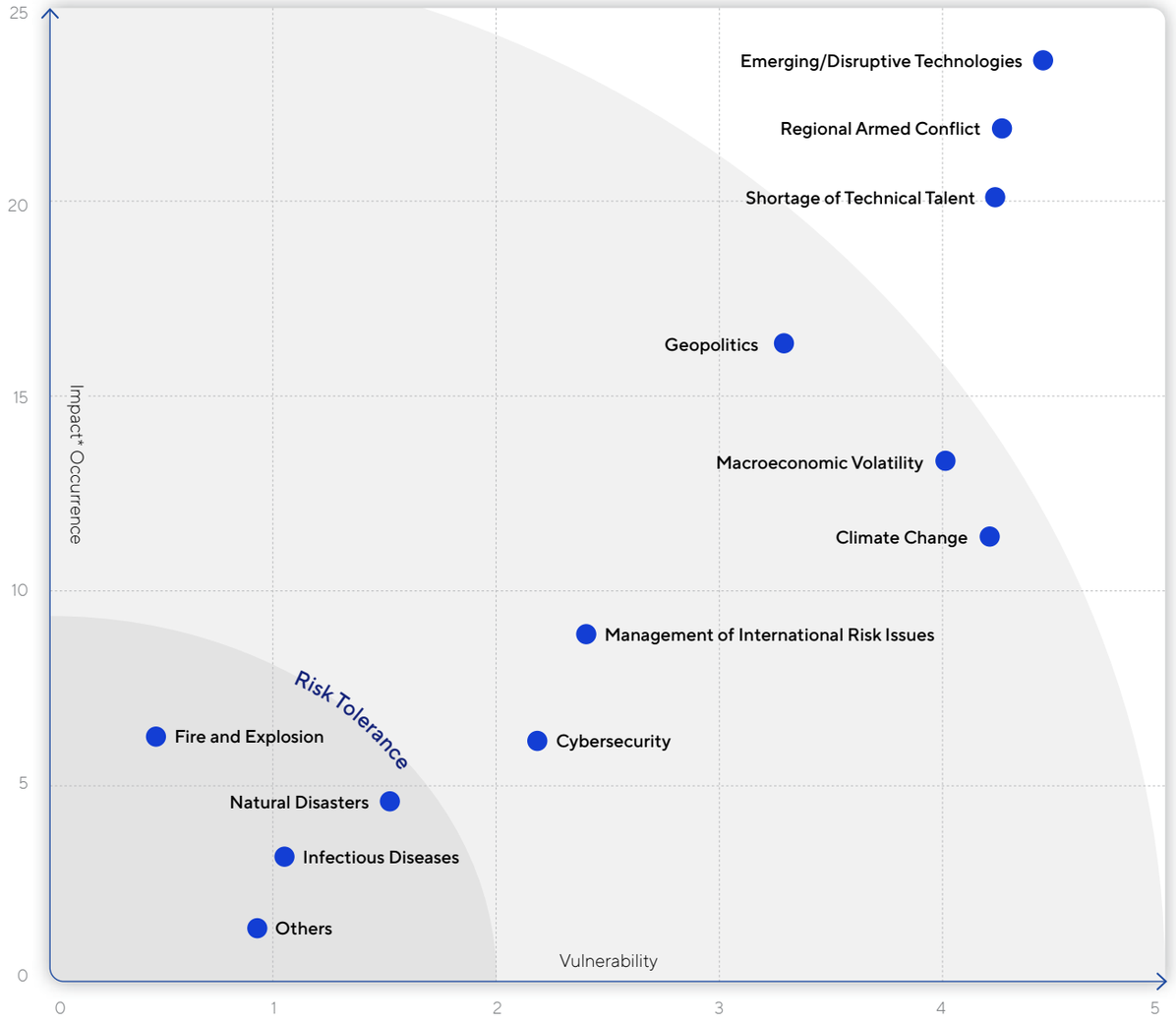
By integrating the ISO 22301 international standard for business continuity management systems with relevant tools, ASUS has developed a BCM management framework tailored to its practical needs and corporate development. The process involves collecting information from four key sources: stakeholder concerns, regulatory requirements, international risk trends, and controversial incidents. This comprehensive approach enables the identification and assessment of potential operational risks.

In 2024, based on the company's risk tolerance levels, eight major risk issues were identified. To address vulnerabilities in key resources, 46 Key Risk Indicators (KRIs) and corresponding risk prevention plans were established. The progress of risk control measures is reviewed quarterly, with an annual KRI achievement rate of 89%. Additionally, in response to evolving international trends, a new geopolitical business continuity plan was introduced in 2024, along with the completion and review of eight scenario-based drills.



Risk Identification

ASUS Corporate Risk Identification Matrix



Major Risk Issues and Mitigation Actions in 2024

Risk Categories	Risk Issues	Potential Impacts and Resource Vulnerabilities		Mitigation Actions
Technology	Cybersecurity	In the digital age, the value of information has surged, making the cost of confidential data breaches significantly higher. With the rise of diversified after-sales services such as on-site support and remote connections, the risk of data leakage has intensified. Any incident could result in severe economic and reputational losses.	Resource Vulnerabilities • Lack of clear definitions for data classification and categorization • Insufficient security governance in cloud environments • Inadequate cybersecurity awareness among service providers and absence of a vendor cybersecurity audit mechanism	**Strengthening Data Security Controls and Vendor Cybersecurity Management** • Develop and implement guidelines for data classification, categorization, and security controls to ensure consistent platform security measures • Establish cloud security management procedures and train personnel in secure cloud service configuration • Provide cybersecurity training for service providers, establish KPIs, and conduct cybersecurity audits
Social	Shortage of Technical Talent	Declining birth rates and global talent mobility have heightened challenges in recruitment and retention. The emergence of new technologies further complicates talent development, ultimately impacting corporate competitiveness.	Resource Vulnerabilities • Potential talent is not closely integrated with the organization • The pipeline of backup talent does not meet the required safety stock levels	**Focusing on the Retention of High-Potential and Senior Talent** • Expand academia-industry collaboration programs, develop professional talent development modules, and enhance compensation and benefits systems • Implement talent review mechanisms to ensure that key talent receives appropriate development opportunities
	Management of International Risk Issues	Supply chain shifts have increased the likelihood of labor disputes, and subsidiaries failing to comply with the Responsible Business Alliance (RBA) standards could damage ASUS's reputation. Additionally, being forced to take sides amid shifting market policies also adds to reputational risk.	Resource Vulnerabilities • Subsidiaries within the group lack experience in managing international crisis issues	**Extending Crisis Management Guidance to Subsidiaries** • Establish a communication network between subsidiaries and headquarters, and issue crisis management guidelines • Organize in-depth crisis management drills and tabletop exercises
Economic	Macroeconomic Volatility	Market demand, exchange rates, geopolitical tensions, interest rates, and inflation all affect consumer purchasing power, necessitating proactive risk forecasting and strategic adjustments. The rise of AI has elevated consumer expectations for real-time services, and the speed of AI adoption directly influences competitiveness.	Resource Vulnerabilities • Business intelligence and information are not communicated in a timely and transparent manner • Lack of chatbots to enhance user engagement and interaction	**Communicating with Customers via Chatbot** • Implement opportunity management processes in various countries to optimize demand feedback systems and improve the accuracy of customer demand forecasting • Deploy chatbot tools on websites in different countries to enhance customer interaction and service efficiency
Environmental	Climate Change	High carbon emissions in the electronics supply chain and inadequate management will hinder overall carbon reduction progress. Extreme climate events are driving companies to reduce carbon emissions and develop renewable energy. Failure to meet environmental standards or insufficient supply chain resilience could result in supply chain disruptions.	Resource Vulnerabilities • Current supplier capabilities do not meet ASUS's carbon reduction management requirements • Lack of understanding of supply chain Business Continuity Management (BCM) operations and absence of supply chain BCM maturity controls	**Establishing Key Supplier Low-Carbon Indicators and Transition Plans** • Develop low-carbon indicators and annual targets for key suppliers • Conduct BCM (Business Continuity Management) maturity assessments for key vendors and establish climate change-related BCPs (Business Continuity Plans)

Emerging Risks

Risk Categories	Risk Issues	Potential Impacts and Resource Vulnerabilities		Mitigation Actions
Technology	Generative AI (GAI)	Generative AI (hereinafter referred to as "GAI") has become a critical business technology. Failure to adapt may result in a loss of competitiveness, decreased customer satisfaction, missed opportunities for efficiency gains and innovation, and heightened data security risks. Hackers are leveraging AI and machine learning for organized attacks, while AI-generated misinformation also impacts public opinion and the cybersecurity landscape.	Resource Vulnerabilities: • Insufficient employee understanding of GAI • Departments developing independently without resource integration • Lack of cybersecurity threat posture assessments	**Focusing on GAI Enablement and Cybersecurity Risk Response:** • Establish a GAI Committee to promote the maturity of GAI applications and development across departments • Develop an AI learning roadmap and knowledge platform to foster a self-directed learning environment and ensure foundational knowledge for all employees • Organize trend seminars and share the company's AI strategy for product deployment • Implement the company's self-developed AI Hub platform to enhance employee productivity • Expand endpoint cybersecurity protection on OA (office automation) devices to effectively detect and respond to threats • Build an in-house threat intelligence platform and increase the number of intelligence sources
Geopolitics	Geopolitics	Over-concentration of production bases increases the risk of supply chain disruptions due to trade conflicts or rising tariffs, potentially affecting order fulfillment.	Resource Vulnerabilities: • Excessive concentration of production bases • Insufficient awareness of geopolitics-related regulations	**Continuously Optimizing Global Capacity Allocation:** • Encourage partner suppliers to diversify their manufacturing bases • Establish compliance management processes related to geopolitical regulations

Product Risk Assessment and Management

To ensure product quality and reliability, address technical challenges and uncertainties, and meet customer and market demands, ASUS implements New Product Development (NPD) risk control during the product development and design phase. Risks are assessed from the perspectives of design, quality, safety, cost, delivery schedule and service, and regulatory compliance. Corresponding risk mitigation and improvement measures are established to proactively prevent potential issues during development. This risk management process helps reduce wasted resources while safeguarding user rights and product safety.

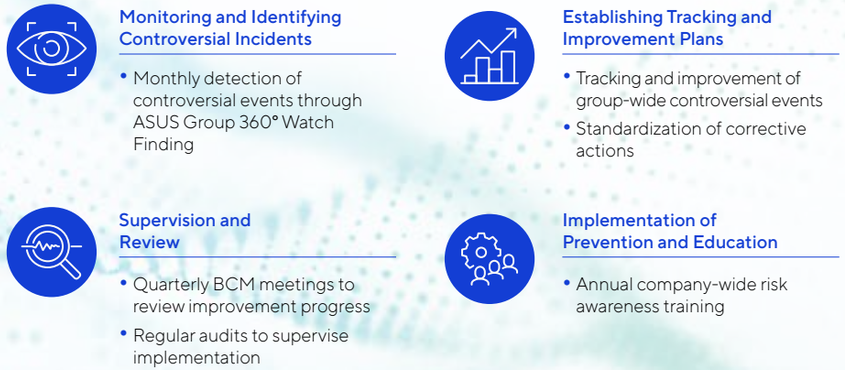
Risk Culture

ASUS fosters a company-wide risk management culture through education, training, and ongoing awareness initiatives.

- Company-wide Risk Awareness Training: Controversial incidents are disclosed annually in training materials, and regular compliance and risk awareness training is provided to all employees.
- Specialized BCM Task Force Training: Regular professional training on international risk trends and risk assessment tools is conducted to strengthen risk control capabilities.
- Professional Risk Awareness Training: Ongoing training sessions are held on occupational safety, information security, and related risks to enhance employees' skills in specific risk areas.
- Incentive Measures: Subsidies for professional certifications in risk management and information security, rewards for attending occupational safety seminars, and bonuses for recommending or retaining key talent are offered to encourage participation in risk management initiatives.
- Ad Hoc Risk Communication: Multiple channels are used for periodic risk communications to raise employee sensitivity to potential risks and deepen the understanding of risk management's importance.
- Encouraging Proactive Reporting: Employees are encouraged to proactively report potential risk events encountered during daily operations to management units.

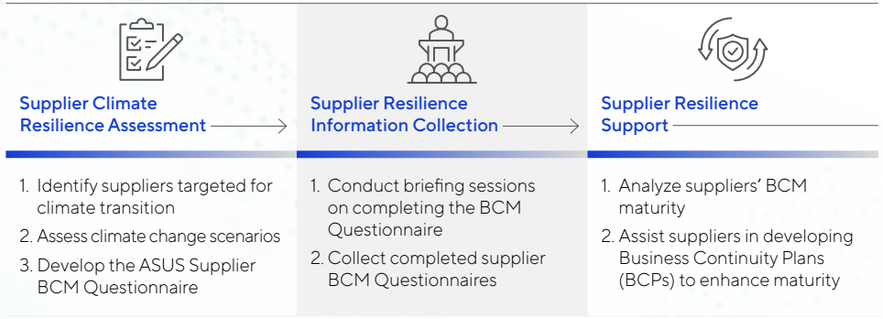
Group Resilience

- Promote the ASUS Group 360° Watch mechanism to regularly monitor group-wide controversial incidents, including environment, business ethics, labor and human rights, and sustainable procurement.
- Establish a controversial incident management, review and improve it during quarterly BCM meetings, and integrate it into the management system by standardizing improvement measures and incorporating them into internal audit spot checks.
- Launch "Controversial Incident Risk" training for all employees to enhance transparency regarding controversial incidents and improve risk awareness.



Supply Chain Resilience

- Climate change-related disasters may lead to supply chain disruptions; therefore, ASUS promotes supplier climate transition initiatives to enhance supply chain resilience. According to the ASUS TCFD report, the company's primary revenue-generating product assembly plants (EMS) are located in Chongqing, where hydropower will be a critical future energy source. Under extreme climate scenarios such as droughts or heavy rainfall affecting operations, key EMS plants in Chongqing are designated as targets for climate transition initiatives.
- Three supplier resilience forums were held, and supply chain BCM (Business Continuity Management) maturity surveys and vulnerability analyses were completed.
- ASUS assisted suppliers in developing business continuity plans (BCPs) for climate change scenarios, including: Scenario 1—production line shutdowns caused by drought-induced power outages; Scenario 2—transportation disruptions caused by heavy rainfall.

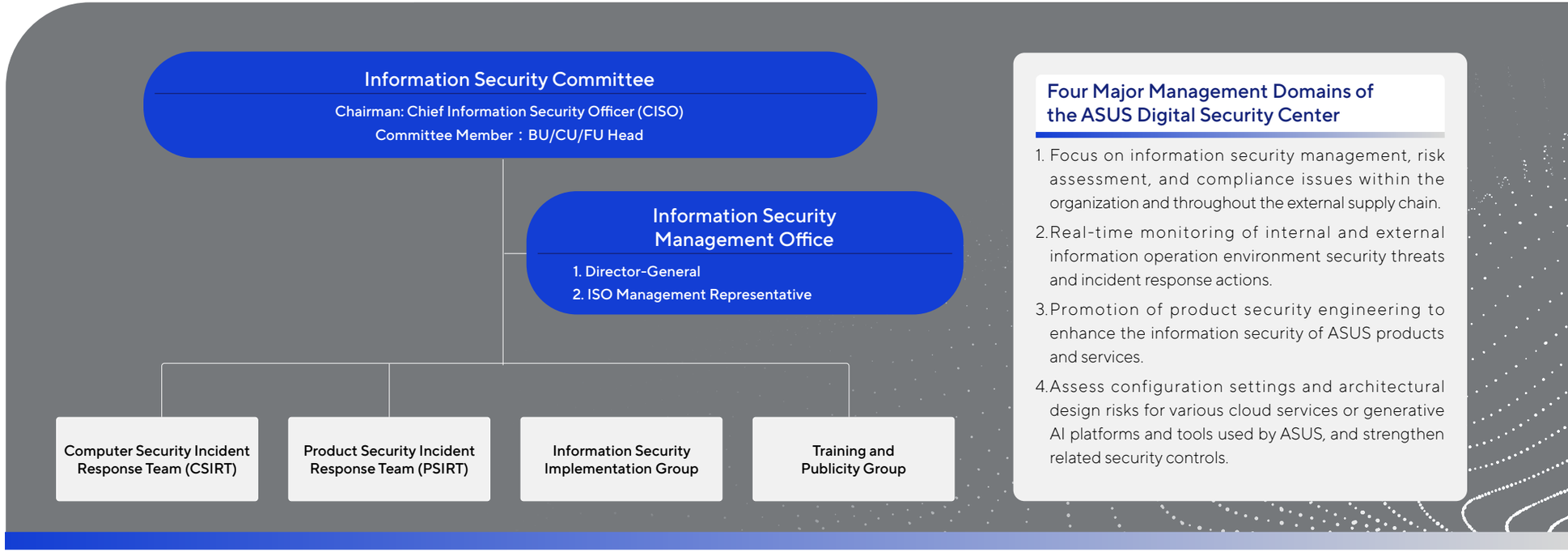


Information Security Management

Information Security Management Organization and Vision

In recent years, increased government and industry regulatory oversight has required companies to comply more rigorously with relevant laws and standards. ASUS remains committed to risk assessment and management, strengthening both internal controls and external collaborations, enhancing employee awareness of information security, and closely monitoring the evolution of emerging technologies and threats to address the ever-changing challenges in information security. ASUS is dedicated to advancing information security governance by fully implementing ISO 27001 Information Security Management, ISO 27701 Privacy Information Management, ISO 27017 Cloud Service Information Security Controls, and ISO 27018 Protection of Personal Data in Public Clouds. In product development processes, ASUS adopts international best practices for the Secure Software Development Life Cycle (SSDLC) and Secure Hardware Development Life Cycle (SHDLC) to enhance overall digital operational resilience.

In May 2020, ASUS established the Information Security Committee, formulating the ASUS Group Information Security Policy under the supervision of the Chairman. The following year, in September 2021, ASUS appointed a Chief Information Security Officer (CISO) and established a dedicated information security unit—the Digital Security Center—responsible for comprehensive planning and promotion of information and product security initiatives. Guided by the vision of "Building Digital Resilience, Enhancing Brand Trust. Pursuing Excellence in Security," ASUS aims to be a robust support for its subsidiaries, customers, and supply chain partners. Each year, the CISO reports to the Board of Directors on group information security risks and the progress of related initiatives.



Four Major Management Domains of the ASUS Digital Security Center

1. Focus on information security management, risk assessment, and compliance issues within the organization and throughout the external supply chain.
2. Real-time monitoring of internal and external information operation environment security threats and incident response actions.
3. Promotion of product security engineering to enhance the information security of ASUS products and services.
4. Assess configuration settings and architectural design risks for various cloud services or generative AI platforms and tools used by ASUS, and strengthen related security controls.

Four Main Action Themes and Policies

- Align with organizational development strategies
- Support business operations and create value
- Information security organization—Information Security Committee
- Establish information security policies and management measures
- Maintain the effectiveness of information security management

- Promote information security policies and objectives
- Implement and certify against international information security standards
- Internalize information security awareness and cultivate a secure corporate culture
- Strengthen supply chain information security management
- Cultivate information security talent

- Continuously inventory and identify digital asset risks
- Business continuity planning and exercises
- Develop and enhance product security
- Strengthen cloud service and generative AI application security
- Continuously strengthen industry-wide joint defense in information security

- Continuously monitor internal and external security risk issues
- Effectively identify threat sources, analyze potential exposure and impacts on the organization
- Make appropriate decisions based on risk assessments
- Conduct information security offensive and defensive exercises
- Strengthen internal and external organizational capabilities for information security risk detection and defense

Information Security Management Achievements

Information Security Governance

The Information Security Committee promotes the information security management system, establishes management procedures in line with international standards, and plans, executes, and reviews internal information security activities. All activities and outcomes are verified to meet information security management system objectives.

- As of March 2025, the committee had held 48 monthly information security meetings, totaling 96 hours, discussing 340 topics and conducting continuous reviews with 33 teams.
- Quarterly group-wide information security meetings are held, and a real-time communication platform is established. ASUS has appointed information security officers from 10 subsidiaries to participate, and 11 regular quarterly meetings have been completed as scheduled.

Information Security Promotion

Incident investigation, improvement, and response exercises are conducted to evaluate the group's information security defense level. In addition, social engineering drills are conducted to prevent business email compromise (BEC) scams, using the standards set by the Executive Yuan's National Information and Communications Security Taskforce as the objectives for these drills. Global onboarding and in-service employees receive general information security training, with course materials available in 18 languages.

- In 2024, four social engineering drills were conducted in line with national standards, with all average metrics exceeding the qualification thresholds.
- In 2024, approximately 15,000 employees worldwide completed online information security training and passed the assessments; extended mandatory courses are also provided for new hires.
- In 2024, the Digital Security Center participated in supplier conferences to explain ASUS information security requirements for suppliers. Internal and supply chain collaboration was launched, requiring suppliers to sign the ASUS Information Security Commitment Undertaking to strengthen supply chain security management.
- In September 2024, ASUS held its second Information Security Week, with multiple seminars to integrate information security awareness into daily activities.
- The ASUS Bi-Monthly Cybersecurity Digest (in both Chinese and English) is published to all global employees, covering key topics such as generative AI security, cloud security, and supply chain security.

Risk Management

ASUS monitors all aspects of digital security risk, assisting internal units in implementing BCM risk assessments, risk management, crisis response plans, and monitoring of exercise implementation, thus improving the speed of response to information security incidents by operations and monitoring teams.

- In 2024, five corresponding risk prevention plans were formulated after impact analysis of priority digital security risk events.
- A risk monitoring dashboard was established, with over 20 risk dashboards built through automation and collaborative platforms to systematically track digital security risk information.
- In 2024, the External Attack Surface Management (EASM) tool was expanded to the group, with 9 out of 10 key subsidiaries achieving an “A” rating on the public EASM platform by the end of the year.

Digital Resilience

In 2024, ASUS Group invested in critical national information infrastructure projects. In addition to the ongoing construction of the “Forerunner 1” supercomputer at the National Center for High-performance Computing, ASUS also participated in national projects, the Pineering AI Computing Service Platform (“Pioneering One”) and the AI Cloud Computing Service Platform (“Pioneering Two”). Leveraging the group's cybersecurity capabilities, ASUS assists these national-level projects in planning their information security defenses, ensuring that essential national computing platforms meet the required cybersecurity protection standards.

- For the various cloud services used by ASUS, a Cloud-Native Application Protection Platform (CNAPP) was implemented to analyze and assess the configurations of major public cloud environments and identify misconfigurations for timely improvement.
- Regular red team exercises are conducted by professional cybersecurity teams simulating real hacker attacks to assess security defenses, identify potential threats, and implement improvements.
- In accordance with established internal procedures, information systems and website services are required to pass relevant security tests (e.g., source code vulnerability scanning, application security testing, host vulnerability scanning, open-source software security checks) before going live.
- In September 2024, ASUS received authorization from the U.S. Cybersecurity and Infrastructure Security Agency (CISA) to become a CVE Numbering Authority (CNA) for Common Vulnerabilities and Exposures (CVE). By managing and disclosing vulnerabilities in ASUS products, the company ensures timely identification and accurate disclosure, helping to address potential product security issues and fulfilling the highest security commitments.

Case Study

ASUS officially became a member of the Forum of Incident Response and Security Teams (FIRST), the world's largest cybersecurity incident response organization.

On December 4, 2024, ASUS officially became a member of the Forum of Incident Response and Security Teams (FIRST), the world’s largest cybersecurity incident response organization, making it the only computer brand from Taiwan to join. This achievement highlights ASUS’s leadership and commitment in the field of information security, demonstrating its dedication to providing safe and reliable products and services to users and partners worldwide. It further enhances cybersecurity resilience and promotes ESG sustainable development.

As a FIRST member, ASUS has deepened its engagement with international Computer Security Incident Response Teams (CSIRT) and Product Security Incident Response Teams (PSIRT), exploring global digital security trends and integrating cyber threat intelligence. This collaboration aims to bolster domestic enterprises' digital capabilities and cybersecurity resilience, while working with upstream and downstream business partners to create a shared-value cybersecurity ecosystem and drive positive societal change.

Explanation of Security Incident:
On June 25, 2024, ASUS disclosed an information security incident involving the potential disclosure of certain product-related data due to issues with parameter settings in some information systems. The incident did not cause any impact or loss to the company's operations or finances.

Subsequent measures taken include continuous implementation of supplier management and configuration management reviews. Additionally, the existing information architecture is being continuously improved, and efforts are being made to enhance the information security awareness of all employees. These actions are aimed at ensuring the confidentiality and integrity of data, thereby strengthening overall information security.

Note: No information security incidents were reported in 2022-2023.

Personal Data Protection Committee

To promote the protection and management of personal data for global consumers and ASUS employees, ASUS established the Personal Data Protection Committee (hereinafter referred to as PDPC PDPC) in 2021. Internally, the "General Personal Data Protection Policy" serves as the guideline for the collection, processing, and use of personal information across ASUS products and services (e.g., computers, software, official websites, customer support, etc.). Externally, ASUS publishes a "Privacy Protection Policy" on its website to inform the public and consumers about its data protection practices. For business partners involved in the collection, processing, or use of personal data, ASUS ensures compliance with data protection regulations through contractual agreements.

To ensure effective policy implementation, certain ASUS services obtained ISO 27701 Privacy Information Management and ISO 27018 Public Cloud Personal Data Protection certifications in 2023 to reinforce systematic privacy management. The PDPC follows a risk management process that includes regular data inventory, improvement actions, periodic policy reviews and training, incident response and reporting, and annual internal audits. By the end of 2024, 358 regular PDPC meetings had been held. Employees are required to manage personal data in accordance with internal policies, and serious violations are subject to disciplinary action. All personal data collected by ASUS is processed and utilized within the scope of the Privacy Protection Policy and will not be used for other purposes. No incidents requiring notification to authorities or individuals occurred in 2024.

Key PDPC Achievements in 2024

Compliance with Personal Data Laws and Regulations

- **Data Inventory:** Ongoing review of the types and nature of collected, processed, and used data to ensure regulatory compliance.
- **Process Improvements:** In response to product or service updates, the PDPC works with relevant departments to adjust processes as required by data protection laws.
- **Privacy Policy Review:** The privacy policy is adjusted as needed to comply with regulations in different countries.
- **Regular Training:** In 2024, three training sessions were held for domestic and overseas employees, including both in-person and online courses, as part of the annual data protection awareness program.
- **Handling Requests from Data Subjects and Authorities:** The PDPC serves as the unified contact point for requests and inquiries. ASUS responds within legal deadlines and collaborates with relevant departments to fulfill these obligations, reducing legal risk.
- **Annual Internal Audit:** Departments responsible for personal data management are included in the audit scope. Through self-assessment, vendor checks, and auditor reviews, nonconformities are addressed with corrective and improvement actions to ensure policy compliance.

PDPC's 2025 Key Plans

- Continue reviewing and improving compliance in response to changes in personal data regulations worldwide.
- Enhance data protection training and communications for domestic and overseas units to deepen understanding and compliance.

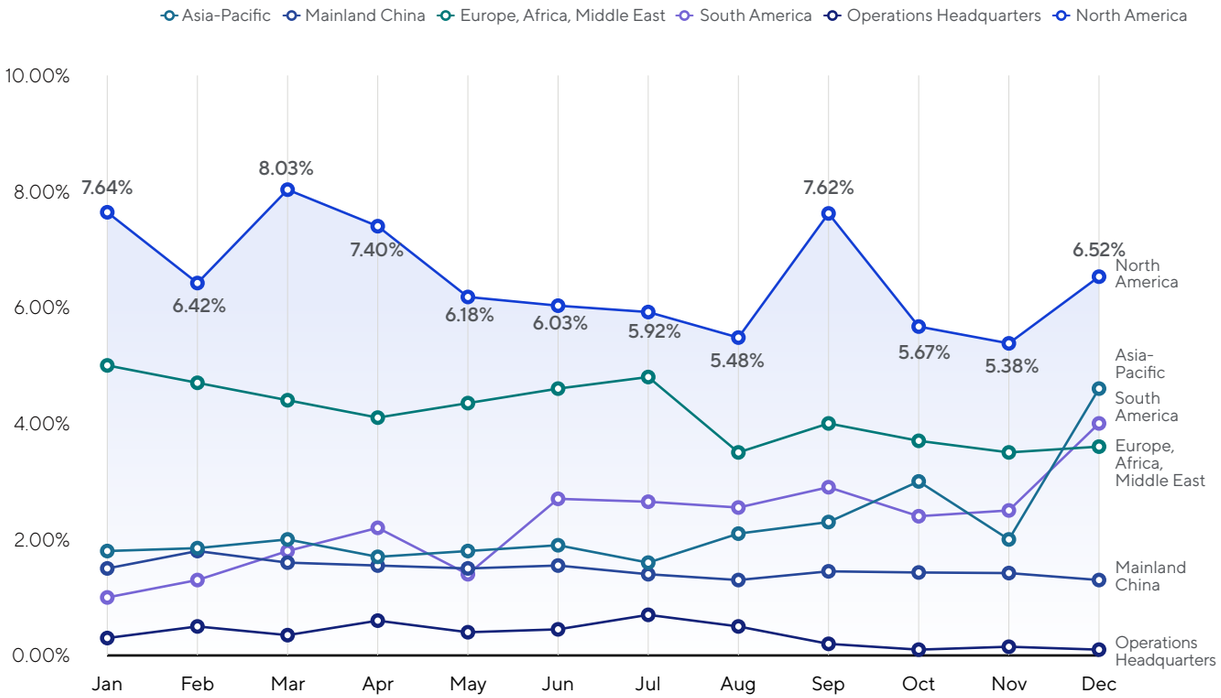
Customer Satisfaction

ASUS has always placed a strong emphasis on user experience, with customer satisfaction as a core operational objective. Through various channels—including after-sales service work orders, email, interactive telephone services, and built-in product software—ASUS conducts customer satisfaction surveys on maintenance and consulting services. Key service processes such as timeliness, parts management, service quality, cost control, and systematic management are monitored, analyzed, and optimized on a weekly basis under the principle of "beginning with the end in mind."

ASUS service centers strive for excellence in customer service. By tracking and analyzing monthly questionnaire results, continuous improvements are made to phone service content and processes. The company's target for customer dissatisfaction is set at below 10%.

In 2024, over 52 weeks, dissatisfaction rates across all global regions remained between 0.03% and 8.03%, while the average dissatisfaction rate was 3.41%, meeting the target. ASUS remains committed to ongoing improvement to deliver an even better service experience.

2024 Customer Service Center Satisfaction Survey – Dissatisfaction Rates (%)



Resilience Redefined: ASUS—By Your Side, Every Step on the Path to Renewal

In April 2024, a magnitude 7.2 earthquake struck Shoufeng Township, Hualien County, causing multiple building collapses or damage, and affecting infrastructure such as roads, bridges, pipelines, and schools.

To support those affected, ASUS promptly launched a care initiative, providing free product inspections and offering a 20% discount on parts repairs to help users quickly resume normal use. During these challenging times, ASUS remains committed to providing support and care. Together, we can overcome adversity and look forward to a better future.

02 Sustainability Governance

Sustainability Strategy

With the concept of sustainability, investment institutions consider the performance in corporate governance, environment and social as one of the prioritized evaluation items when selecting investment targets. A McKinsey report[1] finds that 83 percent of senior executives and investors agree that ESG initiatives generate greater shareholder value .

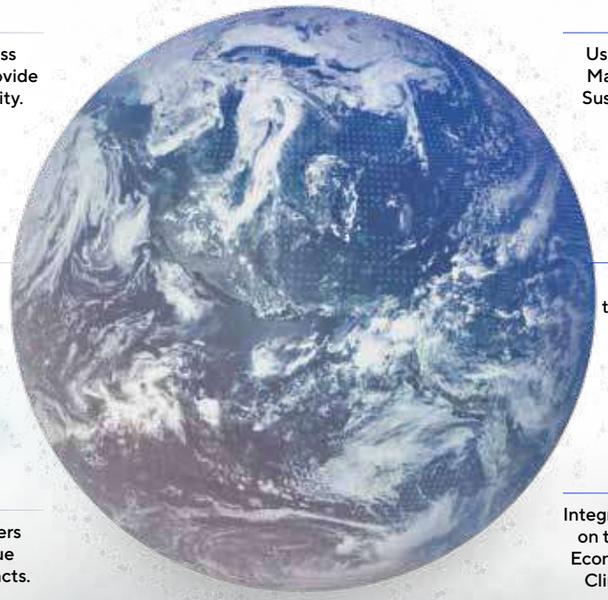
ASUS has a designated unit dedicated to sustainable development, taking sustainability important into decision-making process. At ASUS, we strive to be among the world-class green high-tech leaders and to provide valuable contributions to humanity. In order to fulfill the ASUS vision of becoming the world's most admired innovative leading technology enterprise, we advocate that sustainability performance should involve strategic indicators that can be objectively measured. By adopting the sustainability strategy of "digitize data, adopt scientific management practices and optimize core competencies," every decision-making process incorporates environmental and social factors to help keep our competitive advantages focused on sustainability.

Our Philosophy

Strive to be among the worldclass green high-tech leaders and to provide valuable contributions to humanity.

Our Strategy

Using Digitized Data and Scientific Management Practices to Support Sustainable Value Creation through Core Competencies.



Our Vision

To become the world's most admired innovative leading technology enterprise.

Our Priority

Align material topics with latest trends in global sustainability and take proactive action.

Our Support for SDGs

Through cooperation with partners in scientific technology and value chains, work toward positive impacts.

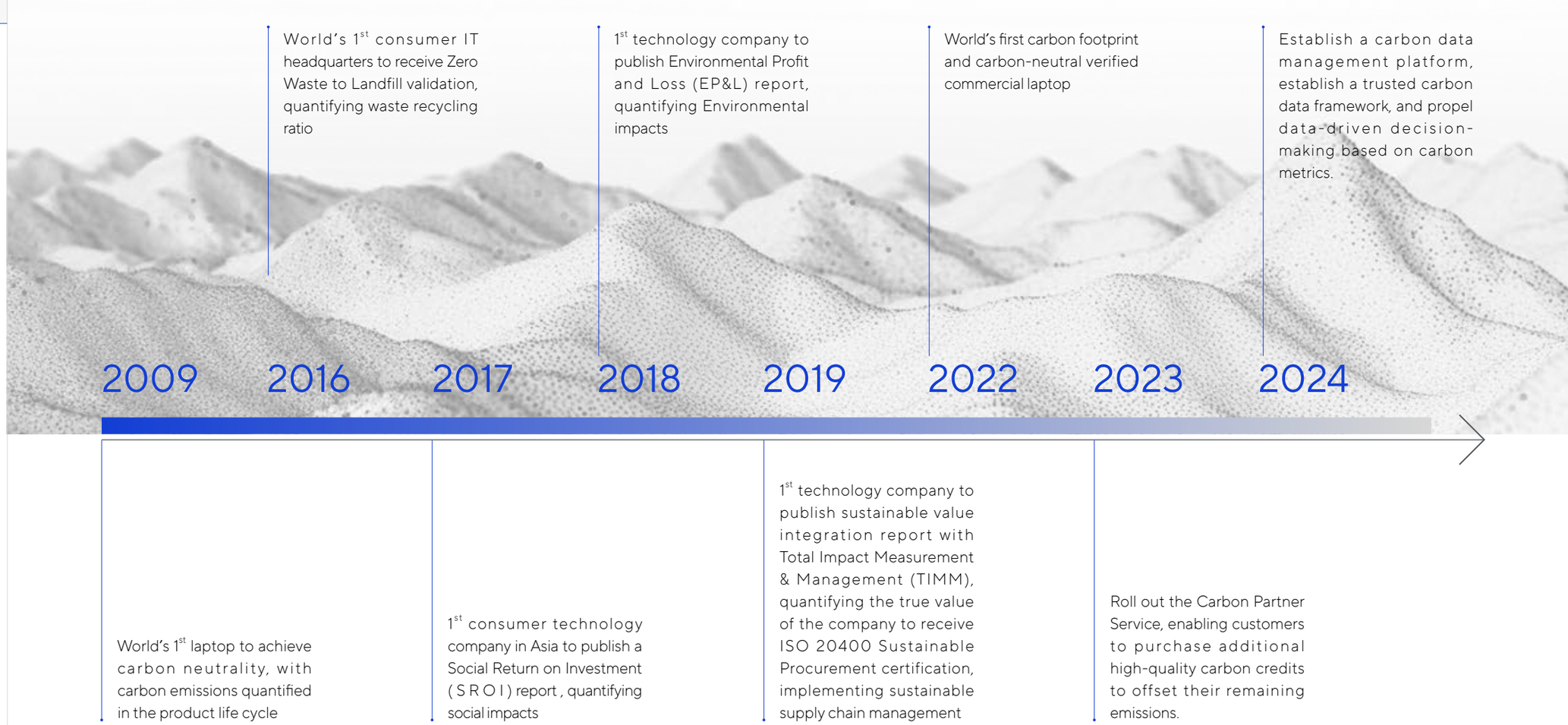
Our Goals

Integrating core competencies, focusing on the sustainability goals of Circular Economy, Responsible Manufacturing, Climate Action and Value Creation.

1 Source: McKinsey & Company. The ESG Premium: New Perspectives on Value and Performance. Available at: https://www.mckinsey.com/capabilities/sustainability/our-insights/the-esg-premium-new-perspectives-on-value-and-performance

“Using Digitized Data and Scientific Management Practices to Support Sustainable Value Creation through Core Competencies”

ASUS has long been thinking about the sustainable value of the new digital generation. In terms of sustainable transformation, ASUS progressively evolved from being passively “compliant” to fusing sustainability into the core strategy of operation and a part of value creation. ASUS promotes grounded sustainability strategies, claiming the belief that a corporate’s core competencies is embodied in corporate sustainability and that just like economic performance, sustainability performance should be measured and managed. We are following our sustainability strategy of “digitize data, adopt scientific management practices and optimize core competencies to create sustainable value creation” in order to implement long-term environmental and social projects. In this way, we are gradually improving the quality of decision-making and are able to estimate the true value of corporate activities.

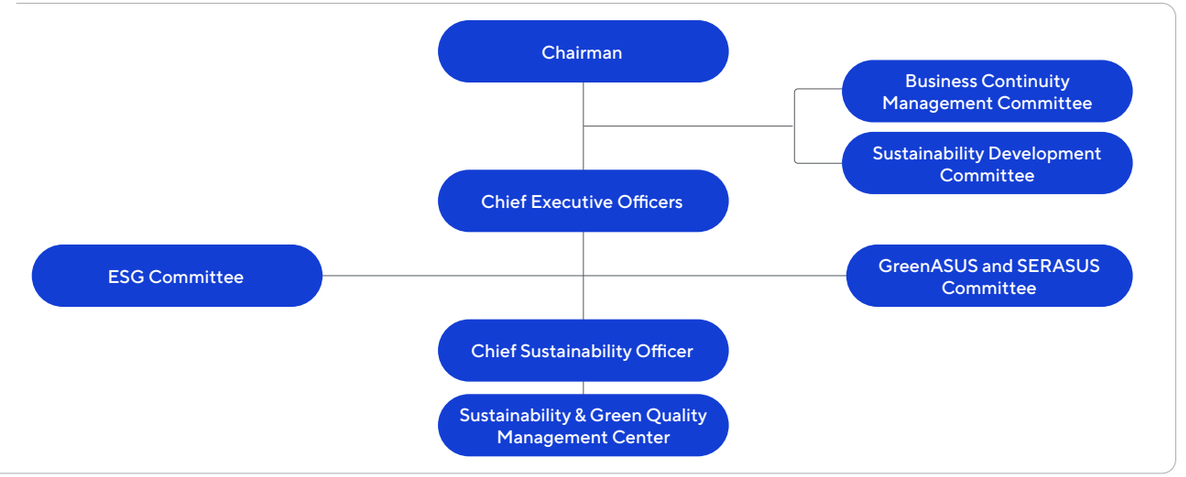


Sustainability Management Organization

Sustainability Governance Structure

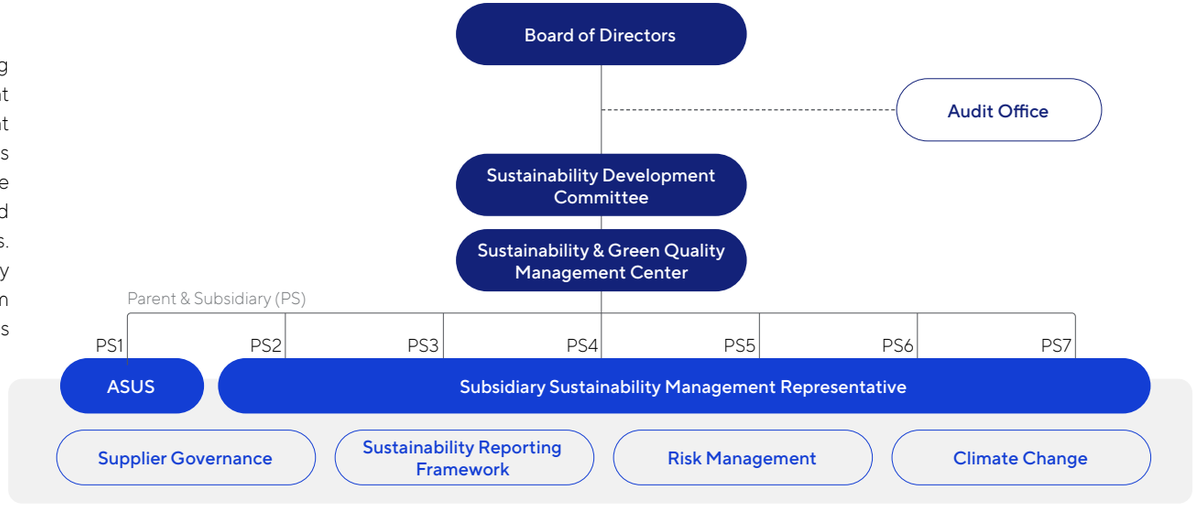
Sustainability Issues reported to the Board of Directors in 2024

1. Progress and achievement of 2025 sustainability goals.
2. Sustainability report and materiality analysis results: Including theme reports such as TCFD and TNFD report.
3. Climate action: greenhouse gas inventory, renewableenergy usage, and supply chain carbon reduction effectiveness.
4. Sustainable Supply Chain: Responsible Minerals Initiative and RBA Supply Chain Human Rights and Environmental Management.
5. Risk management by the Business Continuity Management (BCM) committee: overview of the risk management operations.
6. Annual achievements of social engagement projects.



Sustainability Development Committee

To address evolving sustainability trends and seize accompanying opportunities and challenges, the ASUS Sustainability Development Committee was established in 2025. Comprised of five independent directors and the two Co-Chief Executive Officers, it serves as ASUS's highest-level sustainability governance body. The Committee reviews the Group's sustainability management operations and execution progress and reports annually to the Board of Directors. Under its oversight, the Sustainability Center convenes quarterly meetings with Sustainability Management Representatives from each subsidiary to jointly formulate and implement action plans addressing Group-wide sustainability issues.



Sustainability and Green Quality Management Center

ASUS established a unit dedicated to sustainable development in 2009 to monitor global sustainable development trends, analyze sustainability issues in governance, environment, and society. It integrated the core of operation with our innovation in product and service to form strategic sustainable direction to execute relevant programs. The Sustainability and Green Quality Management Center is established with the CEO serving as the highest-level manager, as mandated by the Chairman. The CEO is responsible for overseeing the sustainability projects and ensuring the achievement of goals related to material issues. The unit is led by the Chief Sustainability Officer (CSO) who is responsible for analyzing the trend of global sustainability, managing sustainability policy, objectives, and actions. The CSO regularly reports to the Board of Directors each year and submits the policies and targets, key sustainability projects and the performances for review.

GreenASUS and SERASUS Committee

To horizontally implement the ESG-related ISO management system standards across various departments within the Company, we have established the “GreenASUS and SERASUS Management Committee.” Senior management has appointed a management representative responsible for the Company’s ISO 9000 Quality Management System, QC 080000 Hazardous Substance Process Management System, ISO 14001 Environmental Management System, and ISO 45001 Occupational Health and Safety Management System. It holds periodic meetings and sends e-newsletters with contents including but not limited to companywide sustainable development information, the recent activities of management system, and the latest legal announcements. The members of the Committee come from the business units, procurement department, customer service, administration, legal and other departments. The communication and coordination are carried out across the units, and the resources can be effectively allocated throughout the company. All ASUS people can work together in a consistent direction to combine the sustainability and core of operation to become one of the competitiveness advantages.

ESG Committee

To strengthen horizontal cross-unit communication within the company, ESG Committee was established with CSO as the Chairman of the Committee in 2022. Committee members were from each business unit as well as the design center, certification,marketing, sales and other support units. We consolidate the sustainability progress and requirements of each unit, facilitating the centralized integration of resources. This ensures the efficient allocation of resources, enabling all departments to progress in a unified sustainability direction.

Linking ESG Performance with Executive Compensation

To reinforce sustainability governance, in 2023 the variable compensation of the Co-Chief Executive Officers was tied to sustainability performance, using the achievement rates of ASUS’s global RE100 commitment and the Group’s Science-Based Targets (SBT) decarbonization goals as evaluation metrics. In 2025, variable compensation for the Co-Chief Executive Officers, Chief Operating Officer, Chief Sustainability Officer, and other senior executives was linked to sustainability performance across ASUS’s four strategic sustainability pillars, allowing up to a 10% adjustment in variable pay weight.

Executive Compensation ESG Performance Evaluation Metrics Climate Action

Climate Action	Circular Economy	Responsible Manufacturing	Value Creation
• Greenhouse Gas Reduction Targets • Renewable Energy Usage Achievement Rate	• Use of Environmentally Friendly Materials • Revenue Share from Eco-Labelled Products	• Supplier RBA Non-Conformance Improvement Rate • Percentage of Responsible Minerals from Certified Smelters	• Number of Industry Talent Trained

Business unit leaders promoting eco-friendly products and low-carbon supply chain management follow ASUS’s SBT decarbonization roadmap. The 2030 target of reducing Scope 3 emissions from “Purchased Goods and Services” and “Use of Sold Products” by 30% serves as the evaluation metric, with variable compensation weights adjustable by up to 10%.

ESG Impact

Strategist Michael E. Porter's concept of Creating Shared Value redefines the role that sustainability should play within business. By focusing on the impacts their operations have on all stakeholders, as well as on society and the environment, companies leverage their unique core competencies to address genuine social and environmental needs—thereby creating competitive advantage.

ASUS embeds strategic sustainability into its operational plans and establishes mid- to long-term sustainability objectives. We believe that managing sustainability performance should be treated with the same rigor as financial performance, providing decision-makers with guiding principles while also serving as a bridge for communication among stakeholders across different domains to co-create sustainability for both business and society. Guided by a fundamental, pragmatic spirit and our strategy of "digitizing data, adopting scientific management practices, and optimizing core competencies" ASUS has, over the years, employed a series of robust methodologies—including Social Return on Investment (SROI), Environmental Profit & Loss (EP&L), and Total Impact Measurement & Management (TIMM)—to build monetized baseline assessment capabilities. We have developed a corporate sustainability value management model based on the Triple Bottom Line (TBL), systematically inventorying the true value of our activities to make overall sustainability performance easy to track, manage, and continuously improve.

In recent years, with the issuance of the IFRS Sustainability Disclosure Standards, the EU Taxonomy, and the EU Corporate Sustainability Reporting Directive (CSRD), financial and non-financial performance are being progressively integrated, emphasizing how a company's ESG impacts influence its financial results.

In response to evolving international sustainability disclosure frameworks and rising stakeholder expectations, ASUS has deployed a comprehensive sustainability management structure to anticipate and implement leading practices. This enables us to address investor concerns, meet diverse stakeholder needs, and provide decision-useful sustainability information. Since 2019, ASUS has reported SASB metrics in its Sustainability Report and, beginning in 2023, has gradually disclosed alignment with the EU Taxonomy and IFRS Sustainability Disclosure Standards. This year, in accordance with CSRD requirements, we are enhancing the transparency and completeness of our sustainability disclosures, laying the groundwork for full alignment and satisfying the information needs of global and varied stakeholders.

Timeline of ASUS's ESG Impact Monetization Assessments

2009

- Initiated the quantification assessment of product environmental impacts.
- Released a Type III environmental declaration and launched the world's first carbon-neutral notebook.

2016

- Monetized the social impact of the Digital Inclusion and Education Program.
- Published Asia's—and Taiwan's—first globally certified Social Return on Investment (SROI) report in the technology sector.

2019

- Following the Natural Capital Protocol, monetized the environmental and social impacts of our supply chain.
- Released a Notebook Environmental Profit & Loss (EP&L) report.

2019-2023

- Monetized overall corporate sustainability value creation using the Total Impact Measurement & Management (TIMM) methodology.
- In 2019, published the information technology industry's first Integrated Sustainability Value Report.

2024

- Assessed and disclosed sustainable economic activities and their related financial information in accordance with the EU Taxonomy.

Taxonomy Information Disclosure

To promote sustainable development, the European Commission proposed the Action Plan: Financing Sustainable Growth in 2018. The plan aims to establish a common set of standards for sustainable finance to guide capital flows to economic activities that make a real contribution to sustainable development. The plan includes three frameworks: the EU Taxonomy, non-financial reporting disclosure requirements,and sustainable investment solutions tools. Among them, the EU Taxonomy is a classification system for economic activities. The main purpose is to establish a common legal framework to identify whether economic activities that can be considered environmentally sustainable and achieve the objectives of the European Green Deal. In 2020, the EU launched the EU Taxonomy Regulation and defined six environmental objectives and their technical screening criteria (TSC). To be considered as a "sustainable economic activity",an economic activity must be able to apply the technical screening criteria and contribute to at least one of six environmental objectives listed in the Taxonomy. It also do no significant harm (DNSH) to other objectives under the minimum social governance safeguards (Minimum Safeguard, MS) premise. It can be considered to comply with "sustainable economic activities".

Six environmental objects defined by the EU:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

The economic activities of enterprises corresponding to the list of economic activities set out for each environmental objective are distinguished as either "Eligible" or "Aligned". An economic activity that is eligible and does not meet the technical screening criteria and minimum social safeguards is not aligned. Economic activities listed as "Eligible" meet the technical screening criteria (TSC) and minimum social governance assurances (MS) for the environmental objectives and do not cause significant harm to other objectives (DNSH). Those listed as "Aligned" meet the same criteria but also align with the broader environmental objectives. Enterprises are required to disclose financial information for the economic activities covered under "Eligible" and "Aligned", including the percentage of operating income, capital expenditure, and operating expenses.

At the end of 2022, Taiwan's Financial Supervisory Commission (FSC) issued the Sustainability Economic Activities Recognition Guidelines, followed by the second edition of the guidelines in 2024. To foster integration of green finance and drive net-zero transformation, these guidelines encourage companies to voluntarily disclose which economic activities comply. The second edition, structured in alignment with the EU Taxonomy, requires that an economic activity make a substantial contribution to at least one of six environmental objectives, while not causing significant harm to the remaining environmental goals or to social safeguards. ASUS's computer and peripheral manufacturing and services businesses have proactively reviewed and assessed their core economic activities, confirming that they make a material contribution to the "Climate Change Mitigation" and "Transition to a Circular Economy" objectives without causing significant harm to other environmental goals or social safeguards, thereby satisfying the definition of sustainable economic activities.

Climate Change Mitigation

According to the EU Taxonomy criteria, ASUS has identified the following economic activities as contributing to the "Climate Change Mitigation" environmental objective, using the official EU Taxonomy nomenclature: Electricity generation using solar photovoltaic technolog;Storage of electricity;Installation, maintenance and repair of energy efficiency equipment;Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings; Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings In 2024, ASUS's capital expenditures and operating expenses related to these Climate Change Mitigation activities accounted for less than 1% of total expenditures; considering the low materiality of this information, disclosure has been deemed unnecessary at this time.

EU Taxonomy Compliance Details:

- Electricity generation using solar photovoltaic technology: Implemented self-built solar PV installations across global operational sites.
- Storage of electricity: Expanded rooftop solar PV fields at the headquarters and enhanced energy storage system deployment.
- Installation, maintenance and repair of energy efficiency equipment: Upgraded underperforming equipment to improve the energy efficiency of the headquarters.
- Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings): Deployed EV charging stations in the parking areas of operational sites to support electric-vehicle usage.
- Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings: Enhanced the central monitoring system to optimize energy usage at the headquarters.

Additionally, ASUS has voluntarily disclosed its compliance and sustainability performance for the "Computer and Peripheral Equipment Manufacturing" economic activity under the Climate Change Mitigation objective, following the FSC's second edition Sustainability Economic Activities Recognition Guidelines[2]. ASUS's long-term commitment to green product development includes progressively increasing the use of environmentally friendly materials, implementing low-carbon production processes, and enhancing product energy efficiency, all validated through rigorous international eco-label certifications. In 2024, ASUS's "Computer and Peripheral Equipment Manufacturing – Climate Change Mitigation" activity was assessed as "Compliant," representing 60%[3] of the company's revenue.

Compliance with the FSC Sustainability Economic Activities Recognition Guidelines:

1. Major Operational Economic Activities and Revenue Contribution in the Past Year:		3C IT products accounted for 98% of total revenue.
2. Identification of Principal Economic Activities as "Core" or "Enabling" under the Guidelines:		Core Economic Activity: Computer and Peripheral Equipment Manufacturing.
3. Assessment under the Recognition Guidelines:		
Criterion 1: Substantial Contribution to Any Environmental Objective?	Compliant	ASUS products have obtained EPEAT, TCO, Green Mark, China Ten Ring, and Energy Star® certifications.
Criterion 2: No Significant Harm to Any of the Six Environmental Objectives?	Compliant	No material penalties for non-compliance with the Climate Change Response Act or related regulations.
Criterion 3: No Significant Harm to Social Safeguards?	Compliant	No material penalties for violations of United Nations human rights conventions with domestic force, nor for domestic labor law violations.
Evaluation Results: Compliance Status and Sustainability Level of Economic Activities	Compliant	The compliant economic activities account for 60% of total revenue.

Transition to a Circular Economy

According to the EU Taxonomy, ASUS has voluntarily assessed the following economic activities under the "Transition to a Circular Economy" environmental objective:Manufacture of electrical and electronic equipment;Repair, refurbishment and remanufacturing;Sale of spare parts;Product-as-a-service and other circular use- and result-oriented service models;Production of alternative water resources for purposes other than human consumption. ASUS integrates the circular economy model and associated strategies into its operational foundations by incorporating circular supply chains and extending product life cycles, and has implemented a rainwater harvesting system at its headquarters. In 2024, ASUS's economic activities aligned with the Transition to a Circular Economy objective accounted for less than 1% of total revenue.

EU Taxonomy Compliance Details:

- Manufacture of electrical and electronic equipment: ASUS promotes environmental labeling using the international EPEAT certification as its primary standard. The EU Ecolabel currently applies only to display products, and ASUS has not proactively applied for it. Under the Taxonomy regulation, products without or not meeting the EU Ecolabel must fully satisfy all eight technical screening criteria[4]; at present, some ASUS products comply with certain criteria.
- Repair, refurbishment and remanufacturing: ASUS provides comprehensive repair services to extend product lifespans.
- Sale of spare parts: ASUS designs its products with modular, easily detachable components and offers spare parts for sale to prolong product lifecycles.
- Product-as-a-service and other circular use- and result-oriented service models: ASUS offers leasing and subscription-based business models to enable efficient resource use; see "06 Circular Economy: Product Lifecycle Extension – Devices as a Service" for details.
- Production of alternative water resources for purposes other than human consumption: ASUS's global headquarters has achieved LEED Platinum certification in the U.S. and promotes water reuse through a rainwater harvesting system.

The EU Taxonomy provides a consistent framework that aligns with the sustainability topics prioritized by investors and capital markets, enabling companies to clearly showcase their eligible sustainable activities and practices and to enhance transparency in the disclosure of environmental performance and sustainability initiatives. In response to capital market demand for sustainability information, ASUS will continue to strengthen the increasingly important linkage between sustainability and financial performance, while closely monitoring developments in the EU Taxonomy and its technical screening criteria, and progressively refining the definitions and calculations of operating expenses and capital expenditures.

2 According to the technical screening criteria for the Computer and Peripheral Equipment industry in the Second Edition of the Sustainability Economic Activities Identification Guidelines: (1) The product is certified under EPEAT;(2) The product holds a Type I ecolabel recognized under ISO 14024;(3) The product carries ENERGY STAR® or the Taiwan Energy Label;(4) The manufacturer makes a self-declared environmental claim (Type II environmental label) in compliance with ISO 14021—covering "resource savings during manufacturing" or "energy savings during use"—and such claims are verified by a third party.

3 The numerator comprises revenues from products certified under EPEAT, TCO, Green Mark, China Ten Rings, and ENERGY STAR® in accordance with the above technical screening criteria; the denominator is the 2024 consolidated operating revenue of the ASUS Computer Group.

4 Under the EU Taxonomy technical screening for "Manufacture of electrical and electronic equipment," products without or not meeting the EU Ecolabel must satisfy all eight of the following criteria: design for product life extension; design for repair and warranty; design for reuse and remanufacturing; design for dismantling; design for recyclability; active substitution of hazardous substances; transparency to customers; and producer responsibility. The Taxonomy's requirements are exacting—for example, "design for product life extension" mandates software updates for at least eight years, and "design for repair and warranty" requires critical spare parts to remain available for at least eight years after the last model launch—both exceeding the standards of current international ecolabels applicable to ASUS.

03 ESG Case Study

01 ASUS has Passed the SBTi Science-Based Net-Zero Target Validation, Earning an A Rating from the CDP for Climate Change

According to the *IPCC Special Report on Global Warming of 1.5°C*, to significantly reduce the risk of extreme weather events and other climate impacts, the global average temperature should be maintained within 1.5°C above pre-industrial levels. To achieve this goal, global greenhouse gas emissions must reach net-zero by 2050. The Science Based Targets Initiative (SBTi) aims to assist global enterprises in setting scientifically-based carbon reduction targets based on the latest climate science data and the remaining global carbon budget. Its framework and standards are reviewed by independent third parties to ensure scientific validity and transparency, collectively working towards the vision of limiting warming to 1.5°C by 2050.

In 2023, ASUS, based on the SBTi framework standards and encompassing the entire ASUS group, passed the SBTi Near-Term scientific carbon reduction target review. Following the 1.5°C reduction pathway, ASUS commits to reducing Scope 1 and Scope 2 carbon emissions by 50% by 2030, and Scope 3 emissions from "Purchased goods and services" and "Use of sold products" by 30%.

As ASUS has expanded its operations in recent years, the company has conducted a comprehensive review of all its operational activities and collaborated with its subsidiaries to establish key emission source reduction plans. Additionally, ASUS has implemented a seed trainee system and digital platforms for its subsidiaries, ensuring quarterly management and monitoring of carbon reduction progress to effectively implement various actions.By 2025, ASUS plans to achieve the more ambitious SBTi Net-Zero target, committing to reduce Scope 1 and Scope 2 carbon emissions by 90% by 2050, as well as reducing Scope 3 carbon emissions by 90%. This goal will drive the entire group towards net-zero emissions. The 2050 SBTi Net-Zero target is more rigorous compared to the Near-Term target validation, requiring companies to implement carbon reduction plans based on the SBT reduction pathway, conduct comprehensive greenhouse gas inventories and third-party verifications, and fully cover Scope 3 emission management and target setting.

After establishing reduction targets and pathways, ASUS annually reviews its business model and supply chain operations, identifying potential climate risks and opportunities according to the TCFD guidelines. This involves categorizing risks and opportunities and determining their timelines, explaining their impacts on ASUS operations and suppliers, and assessing their financial implications. By evaluating the potential financial impacts of climate change-related risks, ASUS can enhance its management of climate risks and the utilization of opportunities, adopting proactive management measures. As a result, ASUS has been recognized for its leadership in climate action, receiving Leadership status in the "Climate Change" category of the global non-profit organization Carbon Disclosure Project(CDP) for two consecutive years and achieving an A rating in 2024. This recognition demonstrates our outstanding performance in climate action and further establishes our international acclaim in sustainable development.

Performance Outcomes:

1. Achieved SBTi Net-Zero target, advancing the entire group towards net-zero emissions
2. Earned Leadership status in the CDP Climate Change category

02 Enhancing Consumers' the "Right to Know" and the "Right to Choose", ASUS Launches the Digital Product Passport (DPP)

To enhance consumers' "right to know" and "right to choose," the European Union is promoting the Ecodesign for Sustainable Products Regulation (ESPR). This regulation mandates that products sold within the EU must disclose product information through a Digital Product Passport (DPP). The DPP is akin to an "ID card" for products, detailing the entire lifecycle from raw material selection, manufacturing, transportation, sales, repair, usage, second-hand resale, to final disposal. It provides information on the environmental impact at each stage of the product's lifecycle. By scanning a QR code, users can instantly access this information, helping consumers make informed decisions at the time of purchase.

At the 2025 CES launch event, ASUS officially introduced the first digital product passport (DPP) for its commercial laptop, the ExpertBook B series. This initiative highlights ASUS's commitment to integrating circular economy principles throughout the product lifecycle, while proactively aligning with global trends and regulations, including the European Green Deal and TCO Certified 10 standards. The DPP for the ASUS ExpertBook B series provides detailed product specifications, repair history, and recycling information, delivering greater product transparency to help extend product lifespan. Going beyond regulatory requirements, ASUS also voluntarily discloses product carbon footprint and lifecycle data, empowering consumers and businesses to make more environmentally responsible purchasing decisions.

The Digital Product Passport (DPP) has become a crucial tool for promoting the circular economy, significantly enhancing product information transparency and creating win-win value for both brands and consumers. By combining the DPP with a "one item, one code" system, consumers can scan a unique identifier on the product to access comprehensive information about its origin, manufacturing process, and material composition, enabling more informed purchasing decisions. For brands, this is not just a one-way communication of information but also a vital channel to understand consumer preferences and sustainability needs. By analyzing product sales, eco-friendly characteristics, and customer feedback, brands can better grasp the importance consumers place on sustainability. This understanding allows brands to leverage their core technological advantages to develop differentiated green products, thereby creating higher commercial value and enhancing brand influence.

Performance Outcomes:

1. Officially launched the first commercial laptop with a Digital Product Passport, the ExpertBook B series, in 2025.
2. Provided detailed product specifications, repair history, and recycling information, enhancing transparency and helping to extend product lifespan.
3. Proactively offered product carbon footprint and lifecycle data beyond regulatory requirements, assisting consumers and businesses in making environmentally friendly purchasing decisions.

B5405CCA
Product DPP

03 ASUS Obtains SGS's First ISO 20400 Sustainable Procurement Five-Star Certification

The ISO 20400 Sustainable Procurement-Guidance certification applies to the procurement criteria of all stakeholders involved in both internal and external procurement processes of an organization. It serves as a supplement to the ISO 26000 Social Responsibility-Guidance, helping organizations reduce their environmental impact through sustainable procurement practices, while addressing issues such as human rights, labor practices, and fair operating conditions. This certification also aids in managing supplier relationships effectively, optimizing global costs, improving procurement performance, and enhancing organizational competitiveness.

In 2019, ASUS was awarded the world's first ISO 20400:2017 Sustainable Procurement-Guidance certification by the verification body SGS, receiving a high rating of 4 stars (out of a maximum of 5 stars). This achievement set a new benchmark and standard in the industry, leading the way in integrating sustainable management methods into procurement policies and practices. ASUS has been working closely with its supply chain to advance towards the goal of becoming a world-class green high-tech leader.

With the ongoing development of international ESG (Environmental, Social, and Governance) sustainability trends, ASUS has been actively promoting various projects. By demonstrating strong interdepartmental collaboration and internal communication, investing professional resources to enhance supply chain sustainability capabilities, and creating a benchmark case for data-driven dual-axis transformation, ASUS once again achieved ISO 20400 Sustainable Procurement certification in 2025. This time, ASUS earned the world's first ISO 20400 Sustainable Procurement Five-Star Certification with a perfect score, receiving the highest honor of Role Model rating.

Performance Outcomes:

- Sustainable Governance: Established mid-to-long-term 2025 targets to assess sustainable procurement performance. Formed the ESG Committee and the Business Continuity Management Committee, showcasing strong interdepartmental collaboration and internal management communication.
- Climate Action: Launched the world's first carbon-neutral commercial laptop and became one of the first companies to achieve EPEAT Climate+ certification. Additionally, ASUS passed the SBTi target certification, with clear and concrete carbon reduction strategies and goals, leading the supply chain in driving low-carbon transformation.
- Responsible Manufacturing: Identified risk indicators through historical data, conducted precise thematic audits, and incorporated low-carbon supply chain evaluations into quarterly business reviews (QBR), effectively implementing RBA audit management.
- Digital Transformation: Developed a carbon data management platform and established a trusted carbon data integrity mechanism, promoting ESG data-driven decision-making and achieving dual-axis digital transformation.
- Expanded Group Management: Aligned the scope of sustainable management with consolidated financial reporting, initiating diversified management practices such as group carbon emission management, RBA audit management, and sustainable reporting frameworks.

04 ASUS Pangolin Habitat Improvement Project Receives First Batch Certification from the Forestry and Nature Conservation Agency, Ministry of Agriculture

In 2024, ASUS initiated the "Daxue Mountain Mid-Altitude Pangolin Habitat Enhancement and Conservation Project." The project's annual outcomes were formally recognized by the Forestry and Nature Conservation Agency in January 2025, making ASUS one of the first companies to receive this certification. In collaboration with Dr. Ching-Min Sun of National Pingtung University of Science and Technology and the Kuan-Shu Educational Foundation, ASUS conducted research in the mid-altitude regions of Daxue Mountain. The project aimed to collect more comprehensive data on pangolins and to assess the effects of conventional farming practices versus grass cultivation on pangolin habitats.

Dr. Ching-Min Sun, a long-time pangolin researcher, highlighted the significant ecological role pangolins play in natural environments. He noted that the ants remaining after pangolins forage help stimulate the local ecological chain. Furthermore, research indicates that the burrows pangolins excavate create surface microclimates, thereby enhancing nutrient cycling in the soil and providing essential ecosystem services.

As a leading technology company, ASUS recognizes the importance of not only implementing conservation projects but also engaging in public education to maximize their impact. In 2024, Chairman Jonney Shih participated in the outcome press conference for the "Carbon Sink and Biodiversity ESG Project Matching Platform," organized by the Kuan-Shu Educational Foundation and the Forestry and Nature Conservation Agency. During the event, he emphasized the necessity of a data-driven approach to managing natural risks and reiterated ASUS's commitment to advancing projects that enhance ecological value. To foster internal awareness, ASUS organized a screening of a pangolin documentary followed by an expert-led discussion, highlighting the importance of natural environment protection among its employees. The "Daxue Mountain Mid-Altitude Pangolin Habitat Enhancement and Conservation Project" is structured as a three-year research initiative. ASUS will continue to promote public awareness of biodiversity and environmental conservation through a variety of educational and advocacy channels, including targeted campaigns and thematic reports.

Since 2023, ASUS has published the Nature Impact Assessment Report, establishing a natural capital strategy map to enable comprehensive and systematic management of natural environment issues. This approach integrates both value chain management and external engagement.

For further details regarding this project, please refer to Section 09: Value Creation

Performance Outcomes:

1. Collaborated with the Kuan-Shu Educational Foundation and Dr. Ching-Min, Sun from National Pingtung University of Science and Technology on a three-year pangolin habitat improvement research project.
2. Organized a "Pangolin Documentary Screening and Post-Screening Discussion," raising awareness among employees about biodiversity issues.

04

Identification of Material Issues and Sustainability-related Risk Management

Applying the Principle of Double Materiality

The concept of Double Materiality was introduced by the European Union in 2019. It emphasizes that when companies assess material topics, they must simultaneously consider: (1) the impact of their operations on the external environment and society (impact materiality), and (2) how these topics influence the company's development, performance, and position (financial materiality). The EU's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) both require companies to apply the principle of double materiality in identifying material topics.

ASUS conducts its materiality assessment in alignment with the four-phase process outlined in the GRI Standards (2021). The assessment incorporates the principle of double materiality to identify highly material issues that significantly impact both ASUS and the external economy, environment, and people. By integrating the impacts of ASUS operations on the external world with the effects of these issues on corporate profitability, reputation, and business risks, we prioritize key issues for proactive management. This approach strengthens the alignment of sustainability strategies with business objectives and enables ESG performance to generate long-term value for the company.

Identification Process

ASUS conducts a sustainability materiality assessment annually, structured around a two-year review cycle for evaluating material issues and their impacts. In the first year of the cycle, ASUS broadly collects information on shifts in external stakeholder concerns and issues, compiles a refreshed list of material issues, and assesses the significance of their impacts. In the second year, qualitative research methods—such as interviews and data analysis—are applied to gain deeper insights into stakeholder perspectives.

The year 2024 marks the first year of the current materiality assessment cycle. Through engagement with stakeholders and with reference to sustainability standards and reporting frameworks (including the European Sustainability Reporting Standards, ESRS), ESG rating indices, Eco-label requirements, and risk trends, ASUS identified a set of material issues. A stakeholder survey was conducted to gather views on each issue, including the perceived positive and negative impacts.

To ensure the validity and representativeness of the assessment, the sustainability team distributed questionnaires to executive-level managers responsible for sustainability, finance, and risk management, as well as to ESG team members from internal issue management departments and to external experts with relevant sustainability expertise. Drawing on the survey results, the team calculated impact scores for each issue and identified eight issues to prioritize as material sustainability issues in 2024. They also defined corresponding management approaches and performance targets for ongoing monitoring. The final materiality assessment results were reviewed and approved by the Board of Directors.

These annual material sustainability issues are also integrated into ASUS's enterprise risk management (ERM) system. The Business Continuity Management (BCM) Committee is responsible for consolidating information from four major sources: stakeholder concerns, regulations, international risk trends, and controversial events. These inputs are used to evaluate risk levels, establish key risk indicators (KRIs), and develop preventive action plans, which are reviewed regularly to ensure timely risk mitigation.

Identification

Sources of Issues:

Sustainability standards and reporting Eco-label requirements, ESG ratings, environmental labeling regulations, and risk trends.

Level of Stakeholder Concern:

Stakeholder questionnaire.

Consolidated into 23 sustainability issues

Impact Evaluation

Impact Assessment:

- Impact on the "environment, economy, and people"
  - Academic and research institutions
  - Internal departments managing the respective issues
  - ESG implementation team
- Impact on "ASUS"– Executive-level questionnaire

The sustainability team consolidates the results of stakeholder assessments and calculates the impact index for each issue.

Considering stakeholder perspectives, adjust the impact index

Validation of Materiality

- The sustainability team consolidated the results of issue impact levels and the calculated impact index.

Validation of 8 highly material issues

Regular Reviews

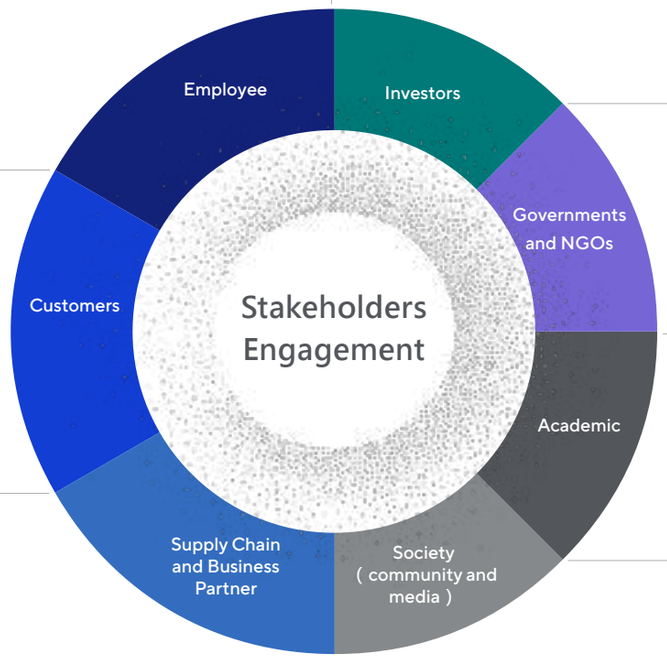
- Management approaches and targets were established for high-materiality issues.
- Quarterly reviews were conducted to monitor management actions and track progress toward targets.

Review issues and processes every year

Stakeholders Engagement

ASUS established its quantitative index based on five features under AA1000 SES, "Dependency, Responsibility, Influence, Diverse Perspective, and Tension." Related parties with major influences on ASUS are identified from multiple stakeholders, including seven stakeholder categories of employees, customers, supply chain and business partners, investors, governments and NGOs, academic institution and society (i.e., community and media).

Through diverse channels, we carry out exchanges and engagements regularly and from time to time to understand stakeholders' expectations.



Employee

Importance to ASUS

ASUS considers employees as the most important stakeholders. ASUS cultivates employees' professional skills and provides sound occupational environments for employees based on its business philosophy and becomes an employer favored by employees.

Engagement Method and Frequency

【Regularly】
CEO On-Live: Quarterly

【From Time to Time】
Intranet mailbox, website/ system announcement, meetings

Investors

Importance to ASUS

ASUS focuses on its golden triangle strategy of "design thinking", "net recommendation value" and "market position" to create stable profits and return on equity and exert its achievements in sustainable governance.

Engagement Method and Frequency

【Regularly】
- Shareholders' meeting, annual report, sustainability report: Yearly
- Investors' conference, financial statement: Quarterly

【From Time to Time】
Markets Observation post system (MOPS)

Governments and NGOs

Importance to ASUS

ASUS complies with laws and regulations, follows governmental policies, and responds to NGOs' highstandard expectations to exert exemplary and guiding characteristics as a leading brand.

Engagement Method and Frequency

【From Time to Time】
Information sessions, forums, seminars, and other meetings

Customers

Importance to ASUS

Innovative leading technology enterprise in the new digital era, ASUS observes the customeroriented principles, sparing no effort in providing unparalleled digital life experiences for customers.

Engagement Method and Frequency

【Regularly】
Information technology exhibition, Business Submit: Yearly

【From Time to Time】
Product launch, website and email, customer satisfaction

Academic

Importance to ASUS

Through academia-industry cooperation, we cultivate and explore professional talents for the future. Meanwhile, we have built communication channels to introduce new ideas and conduct cooperation to develop innovative technologies.

Engagement Method and Frequency

【From Time to Time】
- Official correspondence
- Information sessions, forums, seminars
- Research interviews, Collaboration in academic publications, course tutors

Supply Chain and Business Partner

Importance to ASUS

Business partners and ASUS has built a value chain of mutual benefits; by improving the cooperation relationships with a balanced ESG, we jointly create new business models and enhance our sustainable competitiveness.

Engagement Method and Frequency

【Regularly】
- Supplier conference: Yearly
- Business review: Quarterly
- Distributor Conference: Yearly

【From Time to Time】
Audits on suppliers, on-site consultation and audits, various information sessions, website

Society (community and media)

Importance to ASUS

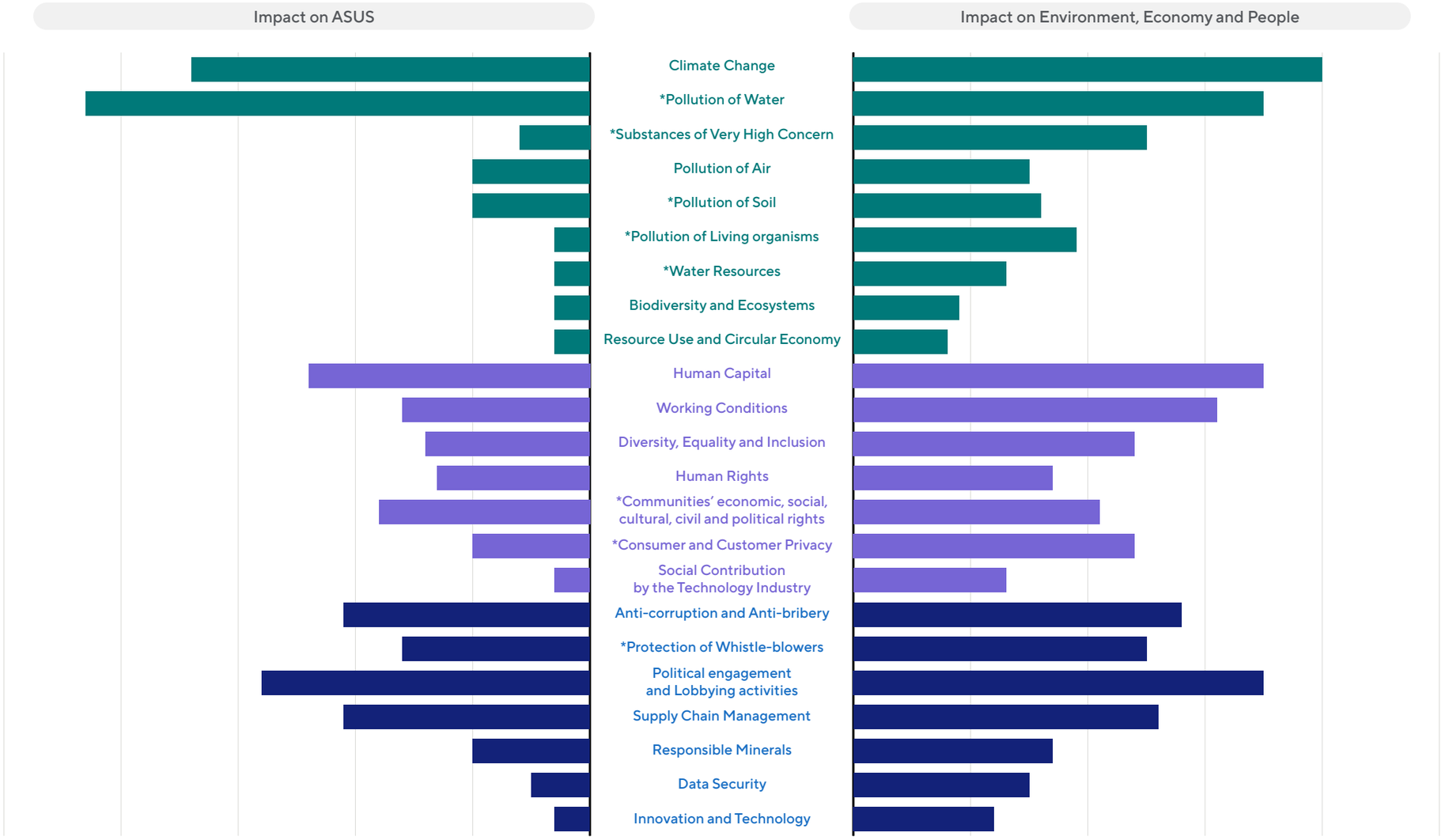
ASUS contributes to the society with core business to solve environmental and social problems and generate positive influences.

Engagement Method and Frequency

【From Time to Time】
Press release, dedicated unit for media and PR, social media

Identification Results of Material Issues

Impact Index Calculation Results

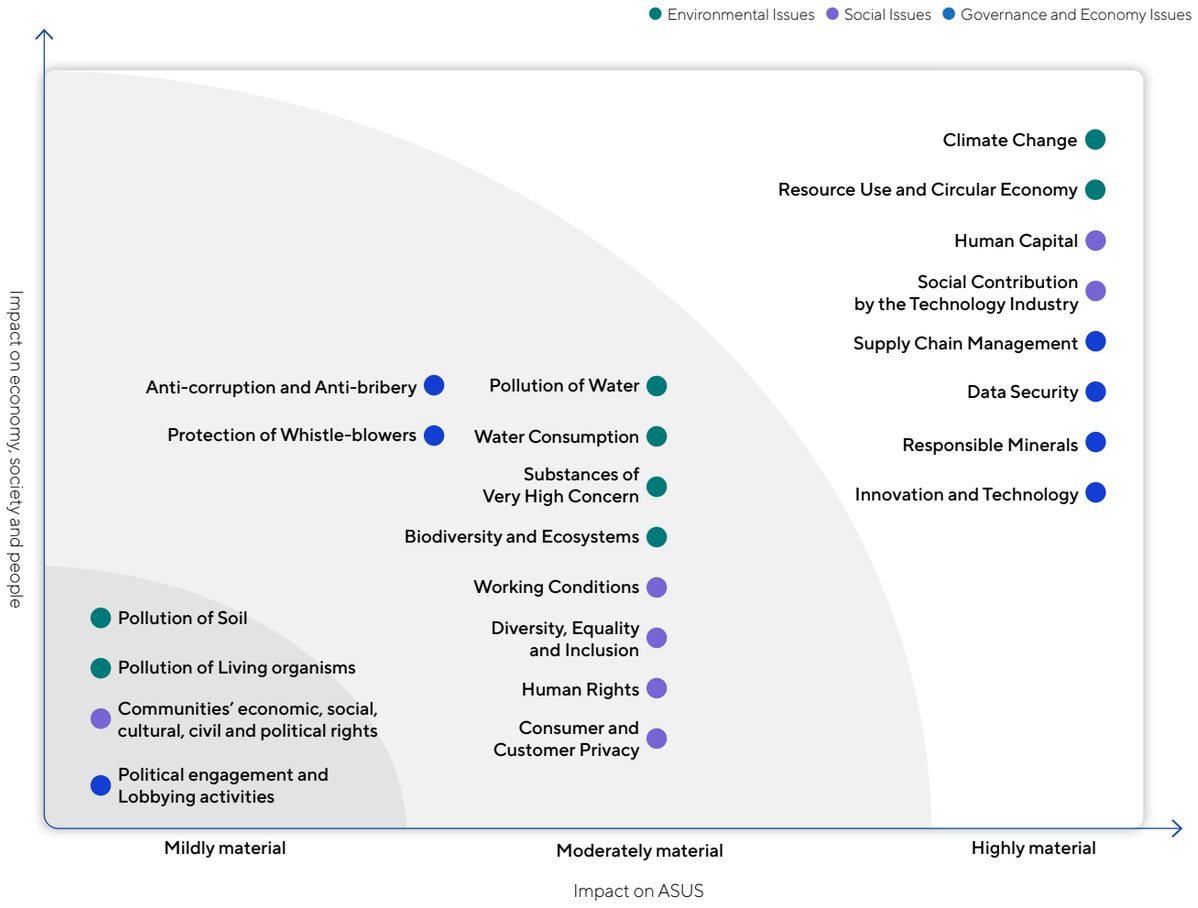


* indicates new issues in 2024

Materiality Matrix

Combining the calculation of impact indexes and the results of stakeholder engagement, we defined issues with significant impacts on “ASUS” and “economies, environments, people” as “highly material issues.” The following are definitions and management strategies for materiality:

- Highly material: Establish targets and perform regular follow-up management
- Moderately material: Establish management policies and impose dedicated unit to for management
- Mildly material: Possess a low degree impact in short-term; observe continuously



Impact of Material Issues

Primarily Positive and Negative Impacts of Material Issues

Material issues	Impact on ASUS - Financial Materialit ⊖Risk ⊕Opportunity	Impact on environment, economy, and society - Impact Materiality ⊖Negative Impact ⊕Positive Impact
Climate Change	⊕ Launch low-carbon products and provide carbon-neutral services in response to customer demand ⊖ Experience supply chain disruptions due to extreme weather events; face increased operating costs due to carbon taxes	⊖ Generate greenhouse gas emissions across the entire value chain, including upstream procurement and manufacturing, operations, and downstream product use
Resource Use and Circular Economy	⊕ Seize business opportunities in green products and expand recycling and reuse service markets ⊖ Procure and develop recycled materials, leading to increased costs for self-purchased materials and cost transfers for consigned purchases	⊖ Consume natural resources and generate waste through organizational operations and product manufacturing
Human Capital	⊕ Enhance overall R&D and innovation capabilities ⊖ Potential: Lack of focus on talent recruitment and development may result in talent loss or skill gaps	⊕ Develop industry talent and strengthen employee professional skills
Social Contribution by the Technology Industry	⊕ Strengthen customer and consumer recognition ⊖ Potential: Failure to demonstrate social influence may result in declining brand trust and value	⊕ Bridge the digital divide and cultivate digital talent through digital inclusion initiatives
Supply Chain Management	⊖ Potential: Supplier violations may result in reputational damage and supply chain disruptions	⊖ Potential: Supplier operations may lead to environmental, labor, or human rights violations or controversies
Data Security	⊖ Potential: Product information security incidents may undermine consumer trust ⊖ Potential: Leaks of confidential data from operational or R&D environments may lead to business losses	⊖ Potential: Disclosure of sensitive customer or R&D-related information
Responsible Minerals	⊖ Potential: Procurement of minerals from non-compliant smelters may result in reputational damage	⊖ Potential: Armed conflicts and human rights violations
Innovation and Technology	⊕ Expand product and professional domains to drive continuous company growth	⊕ Advance industry development and application through technology R&D and innovative products or services

For material issues, ASUS has established its management policies and formulated action plans and set targets and indexes based on the digitalized measurement strategies to periodically track the achievements. For other issues that are not material, we disclose existing management procedures and measures for stakeholders to understand the overall sustainability achievements of ASUS.

Impact Hotspots of Material Issues

Sustainability Focus	Material Issues	GRI Topics	Impact Hotspots and Descriptions on Value Chain				ASUS Actions	Chapter	Contributions to SDGs
			Upstream	Corporate Operation	Downstream				
			Raw Material Procurement / Product Manufacturing		Customer Usage	Recycling			
Climate Action	Climate Change	GRI 302 Energy GRI 305 Emissions	✓	✓	✓		• Science-Based Targets initiative (SBTi) • Greenhouse gas (GHG) inventory • Supplier carbon reduction projects • Adoption of renewable energy in operations • Improving product energy efficiency and Carbon Partner Services	07 Climate Actions 06 Circular Economy	7, 13
Circular Economy	Resource Use and Circular Economy	GRI 301 Material	✓	✓	✓	✓	• Chemical substances management • Use of environmentally friendly materials • Design for easy disassembly and modularization • Global recycling service system • Refurbished computer recycling	06 Circular Economy	3, 8, 12
	Data Security	-		✓	✓		• Established the Information Security Committee • Adoption of international information security standards in operations • Incorporated information security clauses into supplier contracts	01 Corporate Governance	
Responsible Manufacturing	Supply Chain Management	GRI 414 Supplier Social Assessment GRI 308 Supplier Environmental Assessment	✓			✓	• Supplier human rights due diligence • Supplier environmental assessment and management • Conflict minerals sourced from qualified smelters	08 Responsible Manufacturing	3, 8, 12, 17
	Responsible Minerals	-	✓						
Value Creation	Human Capital	GRI 404 Training and Education	✓	✓	✓	✓	• Industry-academia collaboration with universities • Employer branding programs on campuses • Digital inclusion initiatives • Development of smart products and services	11 Inclusive Workplace	4, 8, 9
	Social Contribution by the Technology Industry	GRI 413 Local Communities		✓		✓		10 Society Engagement	
	Innovation and Technology	-	✓	✓	✓			09 Value Creation	

Sustainability Risk Management

According to the《Global Risk Report 2023》published by the World Economic Forum (WEF), the majority of the top ten global risks for the next decade are in the categories of environment, economy, and society. In order to incorporate sustainable risk management into the company's strategic development, ASUS has introduced a risk management process to identify the potential reputational and financial impacts of ESG issues on the company's operations, as well as to explore opportunities for sustainable transition and integrate risk response actions into the corporate development strategy.

ASUS's sustainability risk management is governed at the highest level by the Board of Directors. Each year, the sustainability team assesses the positive and negative impacts of material issues on ASUS while identifying potential sustainability risks and opportunities. The analysis results and corresponding risk response actions are reported to the Board on a quarterly basis.

Meanwhile, "sustainable development" is also included as one of the management topics in ASUS's Business Continuity Management (BCM) Committee, which conducts regular reviews of risk control progress. The BCM Committee reports to the board of directors on the status of the risk management review at least once a year.

Sustainability Risk Management Process

This year, the primary focus was on identifying key risk and opportunity issues within the boundary defined by ASUS's standalone financial statements. The financial impacts of these issues and their corresponding response measures were evaluated, along with the related accounting items. Going forward, ASUS will expand the boundary of issue assessment and enhance the quantification of financial impacts across short-, medium-, and long-term time horizons.

Issue	Time Horizon	Impact on ASUS	Financial Impact	Response Measures	Financial Impact
① **Carbon tax implemented in Mainland China**	Long/ Mid-term	Mainland China is anticipated to extend its carbon tax regulations to include the electronics industry, potentially leading suppliers to transfer the associated costs to ASUS.	• Increase in Operating Costs/ Expenses (Income Statement)	**Supplier Carbon Reduction Engagement and Counseling Program:** **Issues to be addressed：①②③** • Support suppliers in implementing improvements for audit deficiencies • Provide guidance to suppliers on process optimization, equipment energy efficiency improvements, and the adoption of renewable energy **Supplier Carbon Reduction Performance Audit:** **Issues to be addressed：①②③** • Allocate resources for supplier carbon reduction programs and audit personnel • Incorporate audit performance into the Quarterly Business Review (QBR) evaluation	• Increase in Operating Expenses - Salaries
② **Carbon Border Adjustment Mechanism (CBAM)**	Long/ Mid-term	Electronic products are expected to be included in the second phase of the CBAM regulatory list, requiring importers to pay carbon taxes on covered goods.	• Increase in Operating Costs/ Expenses (Income Statement)	**Establish Carbon Management Platform** **Issues to be addressed：①②③** • Digitalized Carbon Data Management	• Increase in Operating Expenses - Labor Costs
③ **Green product management**	Near-term	Failure to obtain voluntary eco-label certifications, meet energy efficiency standards, or satisfy customer energy-saving requirements may lead to a loss of competitiveness in the green market and result in revenue loss.	• Increase in Operating Costs/ Expenses (Income Statement)	**Use of Renewable Energy at the Operating Locations:** **Issues to be addressed：②③** • Cost of Photovoltaic and Energy Storage Equipment Installation • Corporate Power Purchase Agreement (CPPA) • Purchase of Renewable Energy Certificates	• Increase in Capital Expenditure - Machinery and Equipment - Power Generation Equipment • Increase in Operating Expenses – Utilities • Increase in Operating Expenses - Environmental Certificate Costs
				Use of Environmentally Friendly Materials: **Issues to be addressed：②③** **Improving Product Energy Efficiency:** **Issues to be addressed：②③** • Increase in cost of self-purchased materials • Transfer of Consignment Materials Cost	• Increase in Cost of Goods Sold - Direct Materials • Increase in Cost of Goods Sold - Outsourced Processing Costs

05 2025 Sustainability Goals

ASUS launched the Goals 2025 Sustainability Goals for the next five years with 2020 as the baseline year. The 2025 goals extended our commitment to the environment and society. With our core competencies and professional skills, ASUS brings about proactive and positive changes to humans and the environment, thereby enhancing ASUS' green competitiveness, creating shared value with the society, and making substantive contributions to SDGs.

Climate Action

Environmental changes caused by climate change continue to impact the global economy and society. ASUS has adopted scenario analysis to identify the potential climate-related financial impact in the future. We adopted forward-looking and proactive climate actions, including incorporating renewable energy as part of business strategies, improving product energy efficiency with our software and hardware R&D capabilities, and driving low-carbon manufacturing transformation of the supply chain. For the purpose of fully reducing carbon footprint across operations.

2025 Goals	2024 Goals	2024 Executive Highlights	2024 Performance	Annual Result
Reduce 50 % of carbon emissions from ASUS global operations centers by 2030	Reduce 20 % of carbon emissions (Scope 1 & 2) from global operations centers	• Replace high-energy-consuming equipment • Utilize renewable energy	46.9%	Achieved
Use 100 % renewable energy in Taiwan-based operations centers by 2030	Achieve 35 % renewable-energy use in Taiwan-based operations centers	• Transfer-supplied photovoltaic at Corporate HQ, AI Campus, Luzhu facilities	35.2%	Achieved
Use 100 % renewable energy in global operations centers by 2035	Global RE50	• Transfer-supplied photovoltaic at Taiwan sites • Procure renewable-energy certificates for overseas locations	Global RE55	Achieved
Ensure each year's key products demonstrate energy efficiency 30 % above the ENERGY STAR® standard	Exceed the ENERGY STAR® standard by 30%	• Optimize power management mode to reduce product energy consumption	47.9%	Achieved
Ensure that key suppliers achieve a 30 % reduction in carbon intensity by 2025	Key suppliers achieve a 24 % reduction in carbon intensity	• Assist suppliers in developing reduction plans and targets • Facilitate the adoption of renewable energy by suppliers	28.0%	Achieved

Circular Economy

Relinquishing the linear economic model of take-make-dispose and transitioning toward a circular economy are crucial for corporate sustainability. ASUS included the impact in product life cycle into product design and increased the use of environmentally friendly materials. We developed green products to increase our green competitiveness. We also continued to expand the extended liabilities of the producer to provide take back services across the globe and increase resource usage efficiency. ASUS also leveraged digital tools to accelerate the development of the circular economy and ensure the safety of the R&D environment.

2025 Goals	2024 Goals	2024 Executive Highlights	2024 Performance	Annual Result
Promote sustainable procurement and increase the use of environmentally friendly materials in products and packaging by 100%	Increase the use of environmentally friendly materials for products and packaging to ratio 75%	Expand the use of recycled materials to Mini PC packaging	75% • Recycled plastic usage increased 4.7 times compared to 2020 • Recycled paper in product packaging increased 62% compared to 2020 • 22 tonnes of recycled metals used	Achieved
Boost green competitiveness and increase the proportion of Eco Labels in revenue by more than 50%	Generate revenue from Eco Labels accounted for over 35%	Revenue contribution from gaming laptops with Eco Labels increased by 34%	47%	Achieved
Enhance safety in the R&D system and attain 100% coverage of international information security standards by 2025	Attain 60% coverage rate of international information security standards	Extend ISO 27001 management requirements to R&D teams not seeking certification to broaden compliance scope	75%	Achieved
Encourage a circular economy by achieving a global recycling rate of 20% for ASUS products	Achieve global product recycling rate of 17%	Introduce recycling services in additional countries and diversify recycling models	13% • Total annual collection weight as a share of global product sales weight 18% • Ratio calculated using product lifespan methodology	Achieved

Responsible Manufacturing

Sustainability is no longer limited to the enterprise itself, but should also be expanded to the supply chain, to work with upstream and downstream business partners in creating shared value and bring about positive changes to the society. ASUS includes the sustainability performance of the suppliers as an evaluation item for procurement. We became a full member of Responsible Business Alliance (RBA) to ensure that supply chain processes comply with environmental standards, ensure labor safety and human rights across the workplace, and extend information security management to the supply chain to increase its resilience.

2025 Goals	2024 Goals	2024 Executive Highlights	2024 Performance	Annual Result
Achieve labor and human rights goals by completing 100% of RBA third-party audits of key suppliers and ensure that any necessary corrective actions are taken	100% of key suppliers completed third-party audits and corrective actions	• Identify key suppliers with potential risks • Complete third-party on-site audits and assist in implementing corrective actions for deficiencies	100% compliant with annual goals	Achieved
Use responsible minerals by sourcing 100% tantalum, tin, tungsten, gold, and cobalt from qualified smelters	Maintain 100% of tantalum, tin, tungsten, and gold sourced from qualified smelters ; Achieve 60% of cobalt sourced from qualified smelters	• Conduct annual supply chain due diligence • Review the list of qualified smelters • Identify key suppliers of cobalt and require annual plans for transition to qualified smelters	• Maintain 100% of tantalum, tin, tungsten, and gold sourced from qualified smelters • Achieve 85% of cobalt sourced from qualified smelters	Achieved
Strengthen information security across the supply chain by ensuring that key suppliers demonstrate 100% compliance with information security regulations	60% of suppliers comply with cybersecurity terms	• Expand the scope of supply-chain information-security management to cover eight categories of suppliers • Replace information-security contract clauses with a B2B cybersecurity commitment letter • Issue the commitment letter to key suppliers and require signed return	62%	Achieved

Value Creation

In addition to fulfilling corporate social responsibility and creating economic growth we also expect to use core competencies in digital information to satisfy the needs of the environment and society, and create shared value. In the journey of sustainable transformation, we will drive the next wave of corporate growth and innovation, and explore new commercial markets which will serve as the driving force of corporate growth. We hope to nurture and recruit key talents who share the same goals as ASUS, further promoting social development and positive changes.

2025 Goals	2024 Goals	2024 Executive Highlights	2024 Performance	Annual Result
Intensify digital transformation and innovation efforts with the goal of a 100% increase in sustainable value creation	Complete one case of the Sustainable Digitalisation Project	Launched the Carbon Partner Service, enabling customers to purchase high-quality carbon credits to offset the remaining product emissions	Commercial customers purchasing ASUS commercial laptops together with the Carbon Partner Service to achieve their corporate carbon-reduction targets	Achieved
Strengthen industry/ academia cooperative projects to cultivate more than 1,000 talents	• Connect with 800 potential talents annually • Organize 8 career talks on campus with 800 participants • Organize 4–6 industry-academia cooperation programs • Organize 1 other inter-collegiate activity	Connect with potential talent through inter-school collaboration and academia-industry partnerships	Organize 16 connecting events in the year with a total of 1,130 people bonded • Hold 11 campus events with 1,035 participants • 5 cooperation programs recruiting 63 talents • Organize other Inter-collegiate activities:NTUST Enterprise College (32 students enrolled, 12 classes conducted)	Achieved

06

Circular Economy

According to the 2024 Circularity Gap Report, only 7.2% of materials worldwide are being reused, a decrease from 8.6% in 2022, indicating the urgency and challenges of the global transition to a circular economy. As the global population continues to grow and resource demand rises sharply, the traditional linear economic model can no longer sustain existing patterns of consumption and production. In this context, ASUS views the circular economy as a key strategy for sustainable corporate transformation—shifting from a traditionally passive approach to pollution control toward a proactive rethinking of the entire lifecycle of its products and services and extending the lifecycle of products from “cradle to grave” to “cradle to cradle” by redesigning materials, products, processes, and business models. Through the cycle mode of make-use-return, we maximize the efficiency of resource use and create new business models, which will gradually evolve into the core strategy for operations and foster ongoing value creation and new opportunities for innovation.

Actions

- Increase the use of environmentally friendly materials to reduce carbon emissions over the product lifecycle
- Increase the number of international eco labels to expand green competitiveness
- Commercial laptops enhance consumer right-to-know by prioritizing the adoption of Digital Product Passports(DPP).

Performance

Recognized as an **EPEAT Climate+ Champion**

Eco Friendly Product revenue **89%**

Halogen-free components accounted **91%**

Achieved global product recycling rate of **13%**

Commercial laptops obtained **TCO** Certified, **Generation 10**

Circular Economy Model

The circular economy model helps reduce the excessive waste of resources and environmental pollution and supports an environmentally friendly business model. To advance toward this goal, ASUS employs Life Cycle Assessment (LCA) methodologies in accordance with ISO 14040 and 14044 standards to quantify potential environmental impacts across all stages—from raw material extraction, manufacturing, transportation, and use, to end-of-life disposal—enabling the evaluation of associated risks and identification of improvement opportunities. Based on the results of our Life Cycle Assessment (LCA), we have identified that environmental impact hotspots originate from raw material extraction and the product use phase. To mitigate various impacts throughout the product lifecycle, we integrate circular economy thinking into our product design and services, further implement chemical substance management, utilize environmentally friendly materials, enhance energy efficiency, and extend product lifecycles. Through these measures, we advance the development of "3 Low" products: low carbon, low energy consumption, and low pollution.

We incorporated the circular economy concept into the design of products and services, addressing four key aspects: material selection, product design, consumer use, and circular reuse. This approach aligns with the five circular economy business models identified by global consulting firm Accenture:

Circular Supply Chain, Product Life Extension, Products as a Service (PaaS), Sharing Platform, and Recovery and Recycling. We incorporated the circular economy strategy into our basic economic framework：

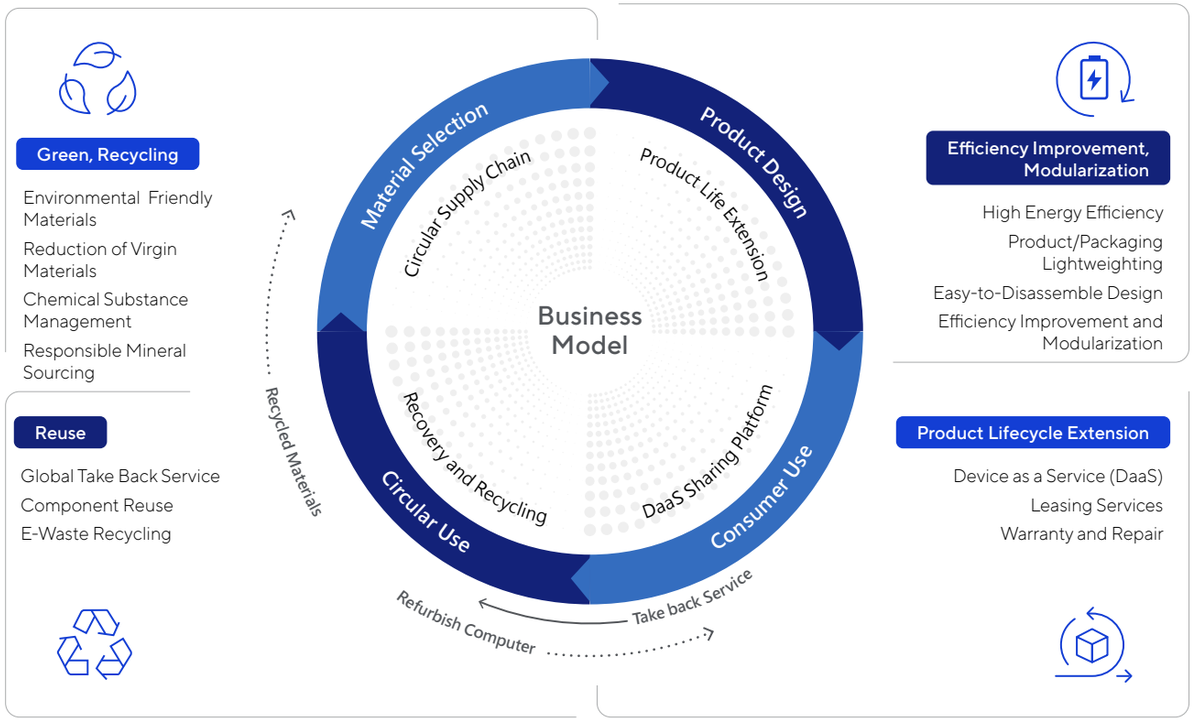
Circular Supply Chain:
Use environmentally friendly materials to reduce the percentage of virgin materials used in the products and adequately manage the chemical substances in the raw materials.

Product Life Extension:
Use modular design that facilitates easy disassembly to extend the product life.

Products as a Service (PaaS):
Provide products for shared use and replace ownership with leases.

Sharing platform:
Promote waste computer take back service and create a sharing platform to promote digital education. For more information on the plan, please refer to 10 Social Engagement

Recovery and Recycling:
Providing diversified take back services based on the sales model of each country.



Another key objective of ASUS's circular economy strategy is to enhance consumer "right to know" and "right to choose." ASUS officially introduced the first commercial laptop in the ExpertBook B series featuring a Digital Product Passport (DPP) at the CES 2025. This initiative underscores ASUS's commitment and determination to integrating circular economy principles throughout the product lifecycle.

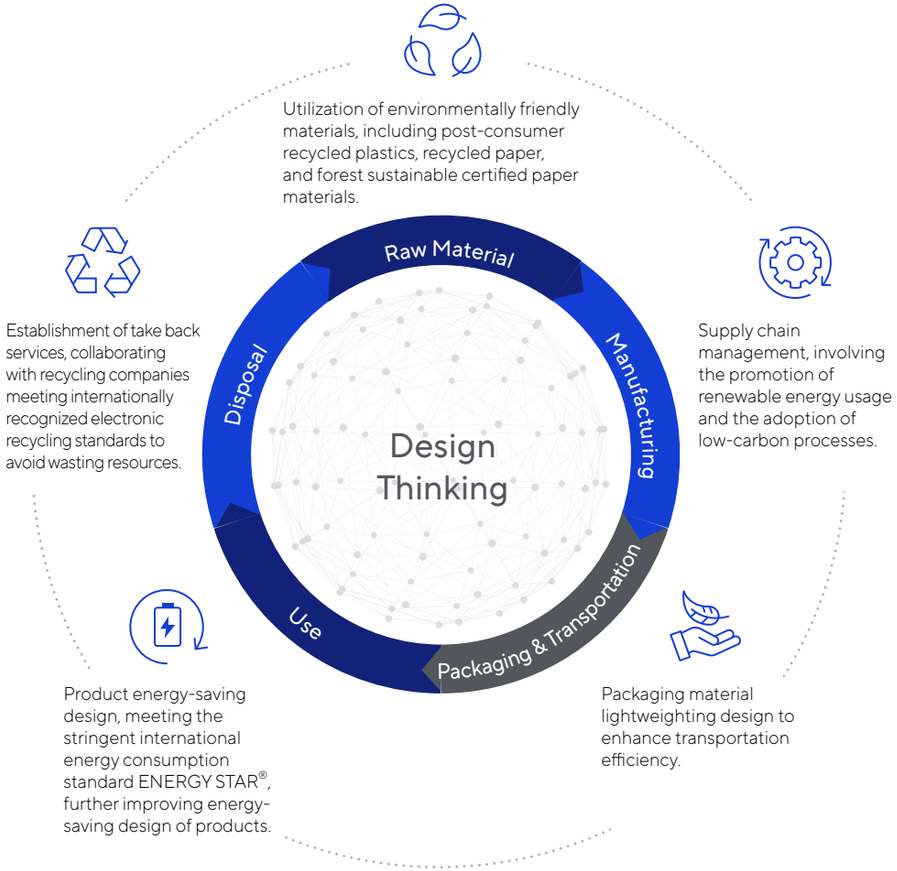
For more details on the ASUS Digital Product Passport, please refer to Section 03 ESG Focus Case.

ASUS believes that the circular economy is the true driving force for achieving sustainable product development. Therefore, through a design thinking approach, we create products that closely align with user needs by considering consumer desirability, technological feasibility, and business viability. Additionally, we incorporate ASUS's eight sustainable design principles wherever possible, depending on the product characteristics, to enhance product circularity:

ASUS has established an ESG Committee, bringing together members from various business units, procurement, global supply chain management centers, design centers, certification team, marketing, and sales. Through regular communication and training mechanisms, the Committee ensures the implementation of sustainable product design and environmentally friendly materials policies. In 2024, The ESG Committee was convened twice to share global sustainability trends, focus on corporate sustainability policies, review execution progress, and consolidate sustainability and marketing updates from each unit to optimize resource integration.

Application of Circular Economy: Product Carbon Footprint, Carbon Neutrality, and ASUS Carbon Partner Services

ASUS conducts Product Life Cycle Assessment (LCA) for all product designs in accordance with ISO 14040:2016 standards. The product lifecycle encompasses the entire process—from raw material extraction, manufacturing, use, to end-of-life disposal—and the elements that thread the lifecycle, such as materials, manufacturing, and supply chain operations, all influence the product's environmental impact index. To effectively reduce the impact index, ASUS utilizes ISO 14067:2018 to verify the product carbon footprint and identify lifecycle carbon emission hotspots to further improve product design and formulate supply chain carbon reduction plans and objectives.

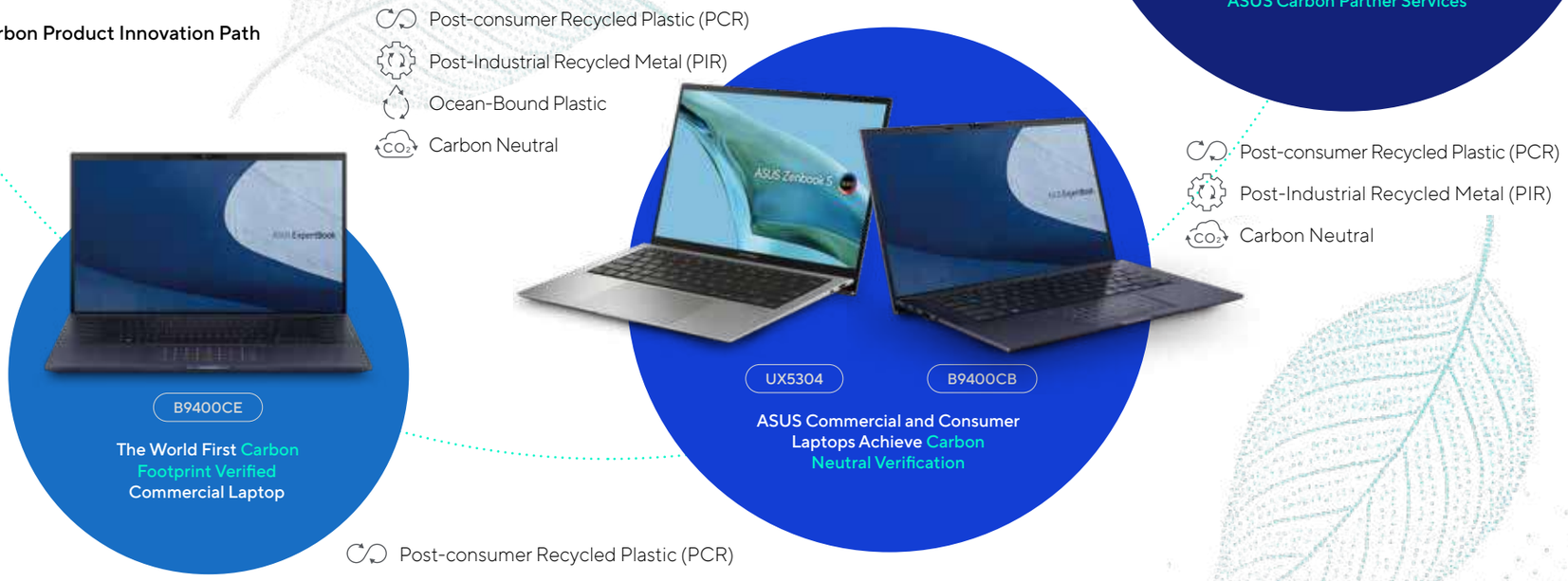


In 2022, ASUS achieved a significant milestone by having the world's first commercial laptop verified with ISO 14067:2018 Product Carbon Footprint by the third party. In 2023, ASUS accomplished product carbon neutrality and obtained third-party verification under PAS 2060:2014.

To achieve the goal of low-carbon products, ASUS integrates environmentally friendly materials, implements low-carbon processes through supply chain management planning, and enhances product energy efficiency during the R&D design phase. In 2024, laptops utilizing over 5% post-consumer recycled (PCR) plastic witnessed approximately a 23%[1] reduction in overall carbon emissions compared to laptops without any post-consumer recycled (PCR) plastic. Additionally, products exhibiting energy efficiency exceeding ENERGY STAR® standards by over 40% recorded an average reduction of 24.7% in carbon footprint compared to ENERGY STAR® compliant products. ASUS continuously integrates carbon reduction design into product development across all categories to achieve its low-carbon product targets. In 2024, the next-generation Zenbook UX5304 continues the sustainability advantages of its predecessor. It is 66% more energy-efficient than the ENERGY STAR® standard, incorporates post-industrial recycled aluminum in its chassis, recycled plastics in the keyboard, and ocean-bound plastics in the speaker system. The motherboard is free of halogenated flame retardants, and the product continues to maintain its carbon neutrality verification.

In 2023, ASUS launched ASUS Carbon Partner Services, where providing customers to purchase high-quality carbon credits to offset the remaining emissions of their products. This flexible service helps clients meet ESG performance goals and carbon reduction targets. In 2025, commercial customers purchasing ASUS business laptops can opt for ASUS Carbon Partner Service to support the achievement of their corporate decarbonization objectives.

ASUS Low-Carbon Product Innovation Path



1 Calculation based on ASUS Laptop Product Carbon Footprint Data from 2022 to 2024.

Safer Chemicals

More than 80% of environmental impacts in the product life cycle is determined in the design phase. We believe that integrating the concept of circular economy into the product design phase, introducing environmentally friendly design, and more active management on the use of chemicals in the production process can improve the recycling and reuse of products and substances.

Chemical Substance Management in Products

With the advancement of science, some chemicals that are currently approved or used may be determined as necessary to control in the future, which could interrupt the circularity of the products or components. In addition to compliance with legal regulations, ASUS imposes voluntary control requirements on the restriction and prohibition of hazardous substances. This measure will help the circulation of resources and reduce environmental pollutions at the end of the product's life cycle, and create a safer disposal process to protect the personnel.

ASUS has introduced ISO 9001 Quality Management System since 1999, supplemented by IECQ QC 080000 Hazardous Substance Process Management System Requirements for chemical management.

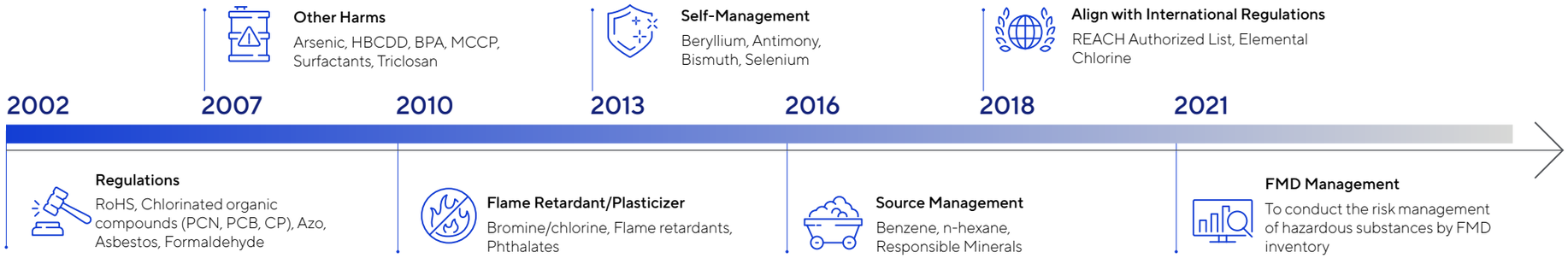
Through rigorous procedures including third-party laboratory testing, ASUS expert reviews, management system audits, and re-examinations, ASUS ensures that every product is developed with genuine environmentally friendly design—ultimately delivering safer products to consumers.

Inventory	Confirmation	Assessment	Testing	Standardization
Conduct inventory for material risk assessment and check with professional chemical regulatory platforms (such as those from the European Chemical Agency, ECHA) and follow global environmental standards to identify substances with potential hazards to human health and the environment.	Talk with our upstream suppliers or manufacturers who use high-risk substances about the composition, purpose of use, safety, economy, and technical feasibility of alternative substances.	Use risk assessment tools such as GreenScreen® For Safer Chemicals and The Quick Chemical Assessment Tool to assess the hazards and risks of the alternative substances to ensure that they are not classified as substances of very high concern (SVHC) by global legislation.	Conduct small batch testing on alternative substances to ensure that they do not cause any adverse effects and still have the same functions.	Introduce ASUS HSF technical standard (S-AT2-001) and distribute it to all supply chains through the SCM platform.

Full material Disclosure (FMD) Management

FMD is a method to enhance the transparency of the chemicals supply chain in the production process. By investigating all materials used from the extraction to the assembly facilities, we can analyze the data and evaluate the risks of using those materials. We must work more closely with suppliers and upstream parts of the supply chain to implement FMD. ASUS helps suppliers create operating procedures for material flow. We also use ASUS's current material management system with FMD inventory operations. The FMD response rate from our EPEAT Gold products is over 90%.

Electronic products are complex products that require the addition of various chemical substances to achieve product functionality, quality, or safety in use. To ensure the safety of ASUS products to the environment and users during various stages of manufacturing, transportation, use, and disposal, ASUS has established Hazardous Substances Free (HSF) standards. Since 2002, ASUS has complied with the European Union's mandatory Restriction of Hazardous Substances (RoHS) Directive. In addition to complying with legally restricted substances, the U.S. Environmental Protection Agency list, Japan's chemical substance control regulations, and other international regulated substance lists, ASUS further incorporates the requirements of global environmental labels and the electronic industry standard IEC 62474[2]. All products are subject to substance disclosure and declaration in strict accordance with IEC guidelines and regulatory mandates. All products are subject to substance disclosure and declaration in strict accordance with IEC guidelines and regulatory mandates. From 2022 to 2024, 100% of ASUS products complied with mandatory directives such as RoHS, and no products were recalled due to safety or health concerns.



ASUS's Hazardous Substances Free (HSF) technical standards go well beyond international regulatory requirements, with over 450 controlled chemical substances to date. For detailed information on chemical substance management, please refer to the "ESG Website ".

ASUS Actions Beyond Regulatory Compliance in Chemical Substance Management:

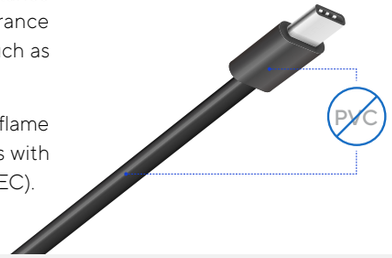
Item	Product			Process	Packaging
Prohibited Substances	Skin Sensitizers	Per and poly fluoro alkyl substances (PFAS)	Bisphenol A (BPA)	Trichloromethane (Chloroform) Cleaning Solvents	Chlorine, PVC
Detail	Considering that skin sensitizers can easily trigger dermatitis, ASUS has prohibited the use of sensitizing substances listed by the European Chemicals Agency (ECHA) since 2023, thereby enhancing the safety of ASUS wearable products or electronic products frequently used in general operations.	Perfluoroalkyl and polyfluoroalkyl substances (PFAS) pose hazards to both the environment and human health. By 2024, PFAS has been completely phased out from textiles that may come into extensive contact with the skin, replaced by safer silicone-based compounds.	BPA is a substance under continuous regulatory scrutiny worldwide due to its potential risks to the endocrine system. It is commonly used as an additive in plastic products. In 2024, ASUS further strengthened its controls by limiting the BPA content in plastic materials that come into direct contact with the human body.	The removal of trichloromethane (chloroform) containing cleaning solvents has been implemented, replaced by water-soluble cleaning agents to reduce environmental pollution caused by volatile organic compounds and decrease health risks for production line personnel.	• Chlorine is prohibited as a bleaching agent in the paper packaging manufacturing processes, to eliminate the possibility of generating toxic chlorinated organic compounds, including carcinogens, during paper packaging production. • The use of PVC is prohibited in plastic packaging materials.
Target	Reducing the variety and quantity of hazardous substances to facilitate recycling and reuse			Improving operational safety to ensure non-toxic production.	Reducing single-use packaging and simplifying material composition to facilitate recycling.

2 IEC 62474: With the electrical and electronic standards set by IEC (International Electrotechnical Commission), we use the supply chain material declaration to track and declare information of material composition for electrical and electronic products to enhance the efficiency of data exchange in the world and the supply chain.

Halogen-Free Regulatory

The issue of plastic pollution continues to receive attention from all industries. In order to maintain user safety, improve fire resistance characteristics, and achieve recyclability of plastics, ASUS uses flame retardants in plastic components of product appearance structures that are safer for the human body and less harmful to the environment through scientific evaluation methods (such as GreenScreen) to enhance the feasibility of material recycling.

Since 2010, ASUS has proactively implemented a gradual halogen-free policy, even requiring the prohibition of halogenated flame retardants in plastic housings of products as early as 2017, ahead of regulatory mandates. By 2024, ASUS shipped products with components meeting 91% of the halogen-free standard IEC 61249-2-21 set by the International Electrotechnical Commission (IEC).



Type C cable
- TPE Cable
- LDPE plug

2018	2019	2020	2021	2024	2030	2035
Prohibit the use of chlorine in the bleaching process for paper packaging manufacturing process	Halogen-free hard drives, batteries	PVC is removed from Type-C charging cables for mobile communication products	Use halogen-free PCB laminate	More than 90% of laptop components do not utilize halogenated flame retardants	More than 95% of components are halogen-free	Components of major products are 100% comply with halogen-free standards

Chemical Substance Management in Packaging

International regulations on hazardous substances are constantly evolving. In addition to compliance with the EU Packaging and Packaging Waste Directive (94/62/EC, PPWD), proactive measures over the years have been taken to address future international standards on hazardous substances. These efforts aim to mitigate environmental risk factors directly impacting human health.

2020	2021	2023	2024
Gradually apply raw materials with low VOCs (Volatile Organic Compounds) into coatings and inks on packaging materials.	Require suppliers not to use mineral oil as printing materials, and further control the use of plasticizers (Phthalates, Phthalates) and ban PVC materials.	Phase-out of the use of PAHs (Polycyclic Aromatic Hydrocarbons).	Prohibition of perfluoroalkyl and polyfluoroalkyl substances (PFAS) in packaging materials.

Chemical Substance Management in Manufacturing

In addition to controlling harmful substances in products, ASUS also concerns about whether the materials or auxiliary solvents used in the product manufacturing process pose hidden hazards to production line personnel and the environment. Especially as process chemicals used for cleaning purposes tend to have volatile properties, prolonged exposure of production line personnel to these chemicals may lead to symptoms such as dizziness, headaches, and nausea. To address these challenges, ASUS has restricted the use of benzene and n-hexane in cleaning and degreasing solvents used in manufacturing processes since 2016. ASUS aligns with international voluntary guidelines on the handling of toxic substances in electronics manufacturing by controlling substances that may pose direct health risks or indirect environmental hazards. These efforts closely align with the principles of the Responsible Business Alliance (RBA) Code of Conduct, which requires companies to provide appropriate personal protective equipment and training for workers, and to ensure that chemicals are classified, stored, used, and disposed of in accordance with safety standards.

Moving forward, ASUS will continue to monitor the impact of hazardous substances and explore alternative technologies. A systematic approach will be adopted to expand the assessment of hazardous substances used in manufacturing processes. Step by step, ASUS will implement reduction plans for process chemicals, gradually increasing the number of regulated substances to create a safer and more sustainable production environment. For details on the controlled substances list for process chemicals, please refer to the "ESG website".

Case Study

ASUS Key Supplier Process Chemical Substitution Program

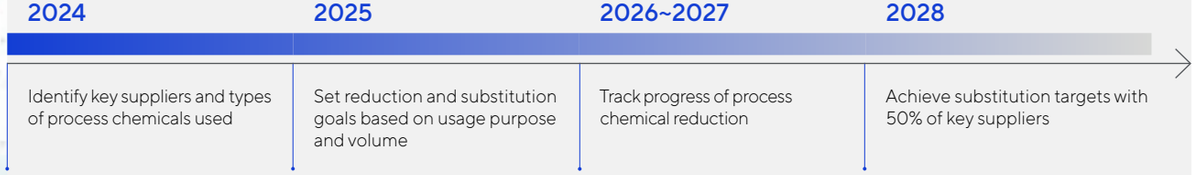
To enhance occupational safety and health protection across the supply chain, ASUS continues to promote the management and substitution of high-risk process chemicals. Beginning in 2024, ASUS launched the "Key Supplier Chemical Management and Substitution Support Program," which provides collaborative guidance to help suppliers identify the use of high-risk chemicals and progressively implement substitution solutions. The program aims for 50% of key suppliers to adopt alternatives to high-risk chemicals by 2028, thereby fostering a safer and more sustainable supply chain environment.

Based on ASUS's annual supplier audits and environmental footprint assessments, it was found that six of the 25 categories of process chemicals listed by the Clean Electronics Production Network (CEPN), under Green America, are commonly used across the supply chain. These substances are primarily applied in critical manufacturing processes such as photoresist stripping, panel coating, paint thinning, and cleaning. If not properly managed, these chemicals may pose long-term health risks to workers.

To enhance suppliers' understanding of chemical management issues, ASUS held a "Process Chemical Substitution" support meeting with key suppliers in 2024. The meeting addressed the tightening trend of chemical regulations in various countries and the increasing inclusion of process chemicals in eco-label evaluation criteria. It also presented scientific evidence and case studies on the health impacts of process chemicals on workers. ASUS proposed a phased management strategy of "reduce first, then substitute," encouraging suppliers to adopt preventive measures and gradually reduce their reliance on high-risk chemicals, with the shared goal of achieving safe and toxin-free manufacturing processes.

Engagement Process

Key Supplier Process Chemical Substitution Roadmap



Environmentally Friendly Materials

In 2019, the European Commission released the European Green Deal, aiming to promote a circular economy and reduce material and resource consumption, ensuring materials are reusable and recyclable. At ASUS, our core operational philosophy is to "strive to be among the world-class green high-tech leaders and provide valuable contributions to humanity". While strengthening corporate competitiveness, we uphold a responsible attitude towards the environment, promoting sustainable and circular material design to protect the Earth's ecology and reduce environmental impact. To implement product sustainability, ASUS has established a "Sustainable Raw Materials Policy" aimed at enhancing the use of environmentally friendly materials in products and packaging. The policy prioritizes the selection of low-toxicity, renewable, recycled, or sustainably certified materials as specific policy guidelines.

In material applications, rare earth metals and critical minerals are utilized in IT products such as permanent magnet materials, fluorescent materials, precision ceramics, optical materials, semiconductors, and batteries, which are essential for the electronics industry. According to the "Role of Critical Minerals in Clean Energy Transitions" analysis report released by the International Energy Agency (IEA) in early May 2021, the demand for rare earth metals and critical minerals will significantly increase by 2040 under the net zero policy announced by governments.

It is foreseeable that if the supply, recovery, and investment of rare earth metals and critical minerals are not planned early, the cost and risk of acquiring these substances will increase in the future. In order to obtain information on the substances contained in the products, ASUS further analyzes the current status of rare earth metals and critical minerals in the products through full material disclosure to seek recycling sources and achieve a circular economy model of recycling and utilization.

ASUS Major Product Raw Material Usage Statistics:

Category		Usage Amount (tons/year)
Non-renewable Materials (Technical Materials)	Metals and Non-metals (Plastics, Glass, Ceramics)	63,806
Renewable Materials (Biobased Materials)	Paper and Wood	31,310

Overview of Critical Materials Used in ASUS's Major Products:

Critical Material	Usage Amount (tons/year)	Primary Application	Critical Material	Usage Amount (tons/year)	Primary Application
Aluminum	>4500	Product structural component	**Lithium**	<100	Battery
Cobalt	<1	Battery	**Tungsten**	<1	Connector
Copper	>3000	Product structural component	**Gold**	>20	Power supply
Iron/Steel	>32000	Product structural components	**Tin**	>250	Solder paste
Nickel	>250	Plating	**Tantalum**	<1	Electronic components and metal part

Product Application

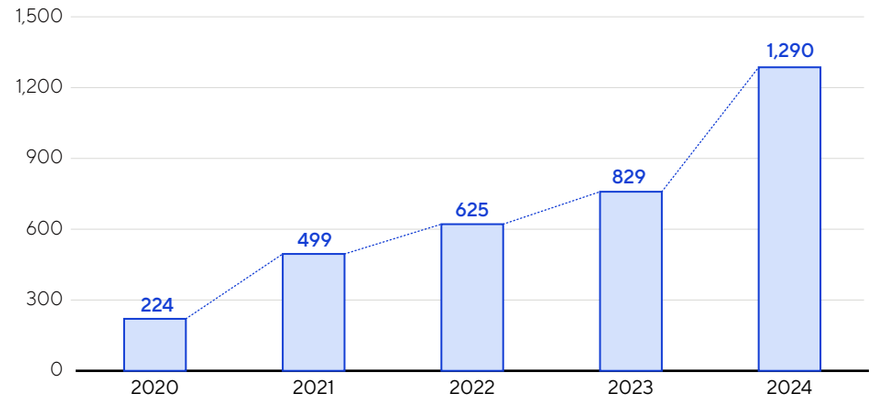
Among ASUS products, mainstream products contain more than 30% plastic in total weight, which accounts for the largest percentage of materials. Therefore, we cooperate with the suppliers to explore the opportunities that increase the use of post-consumer recycled (PCR) plastic as much as possible without compromising quality, function, and durability. The average PCR plastic content of ASUS' business laptops is 5%. Moreover, ASUS developed PCR plastic with antibacterial functions by applying our innovative R&D skills.

In 2024, ASUS's core products utilized approximately 13,600 tonnes of plastic, of which approximately 1,290 tonnes were sourced from PCR plastic. Since 2017, the cumulative use of PCR plastic has exceeded 3,500 tonnes, resulting in a cumulative reduction of over 26,100 tonnes of CO_2e carbon emissions[3].

Since 2022, we have been exploring the incorporation of a more diverse range of environmentally friendly materials in our products. In 2024, we utilized over 22 tons of post-industrial recycled (PIR) metals, including 12 tons of PIR aluminum and 10 tons of PIR magnesium. The metal enclosure of our ExpertBook P5 business AI notebook incorporates 30% PIR metals, and the magnets used in its fans are made from 100% recycled neodymium. Additionally, the ProArt PA602 Wood Edition showcases a crafted ash wood design by the FSC™.

In collaboration with suppliers, ASUS is actively engaged in the development of recycling applications for other key materials, focusing on the critical role of cobalt, a key material in laptop batteries, aiming to recycle and reuse cobalt in the production of batteries.

Products: Annual usage of post-consumer recycled (PCR) plastic Unit: Tonnes



3 Refer to the data from Ecoinvent ver.3.8 (2021/11) in Simapro.

Environmentally Friendly Materials Used in the AI Laptop ExpertBook P5

The ProArt PA602 Wood Edition showcases a crafted ash wood design by the FSC™

Packaging Material Application

According to the WEF and research report from Ellen MacArthur Foundation in 2016, most of the packaging was only used once; where the massive plastic junk produced after use was only recycled effectively at a mere 5%. Therefore, countries around the world have been imposing plastic reduction policies since 2018 to realize the vision of plastic circulation.

Since 2019, ASUS has replaced PE bags with PET non-woven fabric. We increased the use of recycled pulp for the paper packaging of certain products to 90%. In 2024, recyclable packaging materials accounted for 93% of total packaging. Approximately 27,900 tonnes of recycled paper were used for major product packaging, representing a 62% increase in usage compared to the base year of 2020. As part of our resource and ecosystem protection efforts, ASUS has selected paper certified by the Forest Stewardship Council (FSC™) since 2020 , and our application and innovations in FSC™ have been recognized by the Forest Stewardship Council (FSC™), an international NGO . In 2024, we used over 1,090 tonnes of FSC™-certified paper.

With respect to material innovation and development, ASUS integrates technological advancements with environmental sustainability. During 2023–2024, the packaging of the ROG Phone 7 and the ROG Harpe Ace Extreme Mouse employed 100 % recyclable and biodegradable bagasse material, reducing reliance on plastics and propelling the gaming industry toward a greener future.

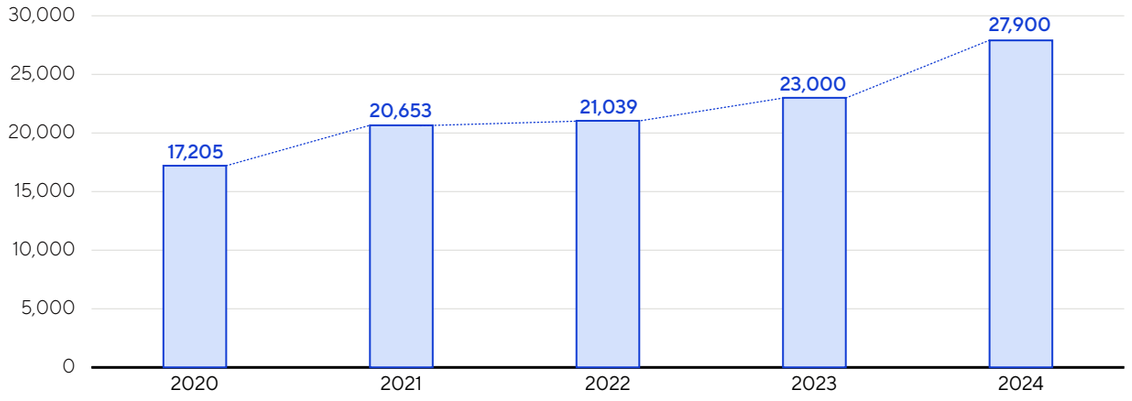
Packaging Material Innovation History:

2022	2023	2024
The accessory box of the ExpertBook B9 can be folded into a laptop stand, enhancing heat dissipation and the user experience.	The cardboard packaging of ASUS's VU Series monitors can be repurposed into a desktop storage box and also serve as a smartphone stand.	Continuing to promote the application of environmentally friendly materials, adopting FSC™-certified sustainable wood packaging in more products, reducing the use of virgin plastics, and expanding designs for packaging reuse.

In addition to using environmentally friendly materials, under the premise of maintaining safe transportation, we reduce the waste of the internal space of the packaging and the packaging volume to decrease the use of materials. We also consider the way of stacking. It not only could improve transportation efficiency, but also could prevent damage caused by transporting products of different sizes.

Packaging: Recycled paper usage over the years

Unit: Tonnes



Case Study

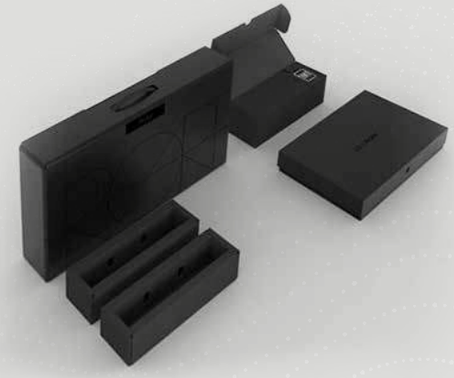
Green Packaging Design

ASUS continuously optimizes its product packaging—for instance, by reducing packaging volume to lighten the load—which not only lowers raw material consumption but also helps achieve carbon reduction targets in transportation.

1. Zero-plastic design - NoteBook ProArt (H7606)

100% Plastic-Free Packaging

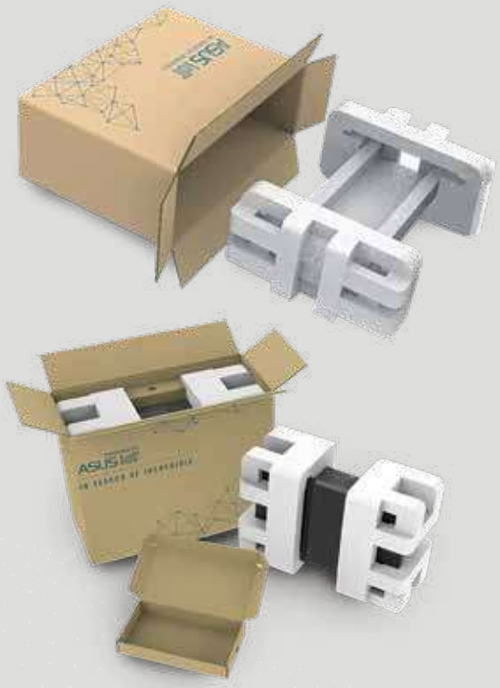
- In addition to employing an FSC™-certified paper carrying handle, the device's protective pouch is made from FSC™-certified plant-based materials to ensure the sustainability of its sourcing.
- FSC™-certified paper-based structural materials have been used to replace the original expanded polyethylene (EPE) foam plastic cushioning materials.



2. Circular Utilization - ROG Harpe Ace Extreme Mouse

- The packaging is made from 100 % biodegradable bagasse—an agricultural waste byproduct—combined with fully FSC™-certified paper, with zero plastic additives.
- The mouse's paper-plastic composite packaging can be repurposed as a smartphone stand, enabling the packaging to be reused.

Carrying Case Phone Stand



3. Modular Packaging Design: IOT Panel PC series

Through standardized packaging design, three Panel PC models of varying dimensions can be mixed and stacked within the same package size, improving space utilization by 12% during transportation and reducing carbon emissions from fuel consumption.

4. Lightweight Packaging Materials - ROG Phone 8 Pro

The packaging is made from 100 % FSC™ Mix-certified paper materials and employs a low-halogen hot-foil stamping process to reduce chemical emissions and minimize environmental impact. Through streamlined structural design and optimized accessory layout, packaging volume is reduced by 17 % compared to the ROG Phone 7 Ultimate, improving transport efficiency by 40 %. This not only ensures product safety but also effectively reduces transportation carbon emissions and costs.

Product Energy Efficiency

The energy efficiency of IT products determines the greenhouse gas emissions of products in their use. To effectively reduce the carbon footprint generated during the product use phase, ASUS has established technical standards for product energy efficiency and consumption limits, and adopted as its 2025 sustainability goal "ensuring that our major products are, on average, 30% more energy efficient than the ENERGY STAR® standard," making the target more transparent and easier to track and measure. We have been putting more R&D resources into green design to make our products more energy efficient through innovative software and hardware.

Exceeding the ENERGY STAR® standard

The U.S. ENERGY STAR® Program is the most rigorous energy efficiency program in the world. As compared to meeting basic regulations, products that meet ENERGY STAR® standard offer competitive advantages for high energy efficiency and reduces the cost of energy in each stage of product usage. ASUS has adopted many optimized designs to attain higher targets, such as external power supplies with the highest energy efficiency level on the market, Level VI. We also set the internal specifications of 10% stricter than legal requirements when the product is in the power off status to reduce power consumption.

ASUS's newly launched commercial and consumer laptops in 2024 exceed the ENERGY STAR® standards by an average of 47.9%, reducing total energy consumption by 590,582,942 MJ per year[4]. Products meeting ENERGY STAR® standards accounted for 78%[5] of revenue in 2024. According to the U.S. Environmental Protection Agency's ENERGY STAR® Most Efficient program, display products must achieve energy savings of 13.7 kWh per year; among ENERGY STAR®–qualified products, only 10% meet this criterion. Products rated as Most Efficient can deliver over 30% average energy savings compared with standard ENERGY STAR® products. In 2024, ASUS had 15 display models qualify for the 2025 ENERGY STAR® Most Efficient designation.

	2022	2023	2024
Average percentage by which products exceed the ENERGY STAR® standard	34.6%	42%	47.9%

4 Calculation method for reduction value: (Measured energy consumption (ETEC) under the ENERGY STAR® 8.0 standard – Energy consumption baseline (ETEC_MAX)) × Total shipments of commercial and consumer notebook computers

5 For information on the percentage of revenue of the products that meet ENERGY STAR® certification standards, please refer to the note: The Calculation Base of Environmental Indicators. (Appendix, A-12)

Product Lifecycle Extension

Easy to Disassemble and Repair

The recycling and reuse are considered during the design phase in order to improve the efficiency of resource usage and to facilitate circular economy. Through the easy disassembly for recycling, the consumer can update spare parts to accommodate with the usage when the product needs to upgrade for improving the computing performance, thus there is no need to replace the entire product. When the product failure occurs, it can be repaired and replaced with new components easily, extending the life of the product. When the product has to be eliminated, it can be classified by the recycling industry and thus reducing the processing costs for recycling and increasing the recycling value of waste electronic products. ASUS products perform better than other competing products in terms of availability of information related to maintenance, ease of product disassembly, availability of spare parts on the market, price difference between spare parts and finished products, and the subsequent maintenance and upgrade of products. The Repairability Index in France for the ROG Strix G18 was 8.6.

Introduction to Product Modular Design

Modular Design

In the ever-evolving landscape of IT products, maintaining high quality and low costs within limited design timeframes while meeting diverse user demands for versatility, interchangeability, and compatibility is crucial. This is where modular design plays a pivotal role. During product design, components are structured based on functionality, enabling the assembly of individual modules into the final product through integration and stacking. Products designed with modularity not only facilitate rapid assembly or disassembly akin to building blocks but also streamline the process of upgrading, replacing, or repairing functional components. This approach ensures ease of product assembly, servicing, reusability, and recycling, thereby extending the product lifecycle.

Device as a Service

The market research think tank Euromonitor International recently published the "Top 10 Global Consumer Trends" report, which states that products or services for the circular economy such as shared use or lease in lieu of ownership are attractive to consumers. They can also be used to ensure good use of resources and expand new business opportunities for sustainability. The Device as a Service (DaaS) launched by ASUS replaces the traditional "buy to own" concept through a subscription-based model that offers flexible leasing arrangements, assisting enterprise customers reduce hardware expenditures, deployment costs, and support service costs, providing complete leasing solutions for the use of IT hardware and services. ASUS Device-as-a-Service Advantages:

- Mitigate costs of ownership, deployment, support and maintenance
- Flexible and easy to scale up or down
- Increase productivity with the innovative hardware and software solutions
- Enhance employees' mobility to work anywhere
- Longer product lifecycle and less waste
- Return IT assets at the end of the lease without having to dispose of them

According to a 2019 analysis by three independent professional research organizations—Climate Neutral Group, CE Delft, and SGS Search—that quantified the impact of outright purchase versus leasing on the product carbon footprint across ten categories of machine tools in Europe, the study found that leasing arrangements can reduce carbon footprint emissions by 30%-50% over the entire product life cycle.

As an example, using an ASUS notebook (with a four-year product life cycle): if a customer opts to lease it for three years instead of purchasing it outright, they would only be responsible for the following carbon emissions:

- 75% of emissions from raw material extraction, manufacturing, and transportation
- Carbon emissions from electricity consumption over three years of use

Learn more about on Device as a Service (DaaS) by ASUS

Resource Regeneration

The Global E-waste Monitor 2024[6] report indicates that in 2022, global e-waste reached 62 million tonnes, with a recycling rate of only 22.3%, and is projected to rise to 82 million tonnes by 2030. Rapid economic growth and technological change continue to drive up e-waste volumes. The fate of most e-waste remains unknown, with the vast majority potentially ending up in dumping, informal trade, or non-compliant and environmentally harmful recycling channels, posing a serious threat to ecosystems. Governments and corporations should strengthen international cooperation and oversight of waste management, establish robust regulatory frameworks, and enhance resource circularity to ensure that e-waste is handled responsibly.

The transboundary movement of electronic waste is also a matter of serious concern. E-waste from developed countries is being illicitly shipped to developing nations, adversely impacting local environments and public health. To strengthen oversight of cross-border e-waste shipments, the fifteenth meeting of the Conference of the Parties to the Basel Convention in 2022 adopted amendments to broaden the scope of waste management for electrical and electronic equipment—including non-hazardous waste—and to require a bilateral Prior Informed Consent (PIC) mechanism to prevent the illegal or improperly treated cross-border transfer of e-waste.

E-waste contains materials including metals, plastics, and high-value or critical raw materials[7]. When these materials are properly recycled, reused, and treated through resource regeneration processes, they can foster a green circular industry with substantive benefits for economic development, human rights, and environmental protection. ASUS adheres to the EU waste management hierarchy—Reduce, Reuse, Recycle, Energy Recovery, and Final Disposal—prioritizing waste prevention, actively advancing reuse and recycling initiatives, and gradually evolving from a single-stream recycling model to a diversified circular approach.

6 The Global E-Waste Monitor 2024 report was published by the Global E-waste Statistics Partnership (GESP); GESP is a joint project of the United Nations University (UNU), the International Telecommunication Union (ITU), the International Solid Waste Association (ISWA), and the United Nations Environment Programme (UNEP).

7 Critical Raw Material are economically important, have high import dependence, and incur high-risk associated with their supply and uniqueness in application, but are lack viable alternatives.

Investment in Product Regeneration Innovation

Since 2021, ASUS has invested in establishing its subsidiary JOGEEK, creating an in-house trade-in service platform that offers repair, electronic component recycling, laptop and smartphone refurbishment, as well as corporate leasing and take-back services. In 2023, ASUS pioneered a trade-in program for tablets, smartphones, and laptops in Taiwan to promote product reuse, reduce e-waste, and provide customers with trade-in values and shopping discounts after valuation. In 2024, this successful model was rolled out to several Central European countries, and ASUS will continue to expand into additional markets, offering a variety of innovative services to advance its circular economy objectives.

Global Take Back Service

ASUS supports the circular economy based on Extended Producer Responsibility. We comply with waste recycling regulations in each country and have established free product take-back services across our major sales markets—including Greater China, Europe, the Americas, India, and Oceania. We have also issued the ASUS Hardware Recycling Guidelines, which exceed statutory requirements, to ensure that resources are reused appropriately and prevent improper disposal or illegal processing. In 2023, ASUS joined the PREVENT Waste Alliance[8] and participated in its working groups. The 2024 focus is on implementing and promoting Extended Producer Responsibility (EPR), including establishing cross-border collaboration platforms to enhance global waste management cooperation; securing policy funding and support to assist developing countries in building recycling infrastructure; and other related initiatives. Upholding the principles of sustainable development, we collaborate through the Alliance and with global partners worldwide to drive the circular economy.

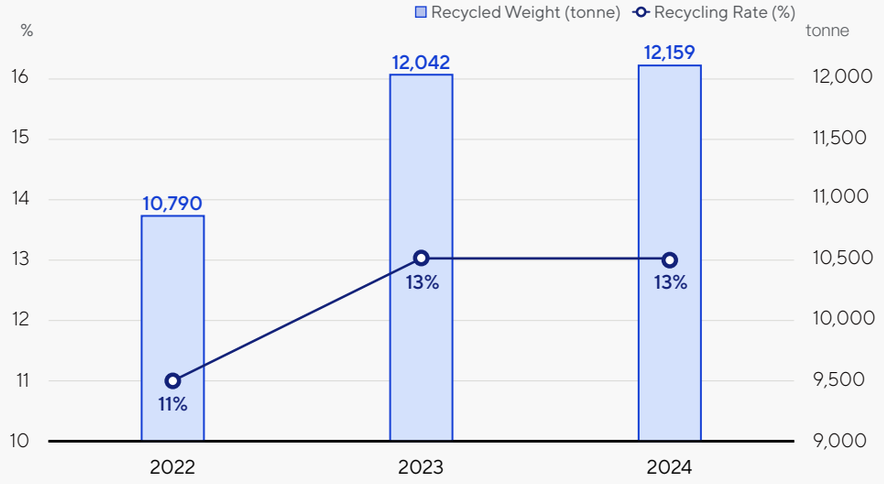
The number of countries where ASUS provides recycling services increased from 25 in 2020 to 30 in 2024. Coverage of the global sales market rose from 77 % to over 82 %. We offer diverse recycling services based on each country's local sales service model, including Drop-Off, Mail-Back, Trade-In, and Pick-Up. In 2024, we recycled 12,159 tonnes of e-waste, representing 13 % of the total weight of products sold worldwide. Considering average product use cycles followed by trade-in or recycling, the calculated recovery rate is 18 %[9].

Case Study

Smartphone Recycling Program: Co-creating Sustainable Development

In addition to its routine collection of end-of-life mobile devices, every October ASUS participates in the mobile phone recycling month organized by the Ministry of Environment. By introducing information security equipment, ASUS reduces public concerns about information security during the recycling of mobile phones and tablets, thus increasing recycling participation. In addition to our ongoing adherence to the ASUS Privacy Policy and Customer Property Protection Procedures, in 2024 we built on our previous efforts by collaborating with the Ministry of Environment to install information security equipment at the Taipei Guanghua Royal Club and the Taichung Yingcai Royal Club. These units enable operators to perform destructive processing on the power switches, charging ports, and SIM/SD card slots of end-of-life mobile phones and tablets within a safe and stable environment, thereby making the recycling process more secure and reliable.

Through the joint efforts of the public and ASUS teams, frontline Royal Club stores increased their collection of waste mobile phones by 17.7% in 2024 compared to 2023; and from 2021 to date, have cumulatively recovered over 3 tonnes of waste mobile phones and related products.



For details of take back services, please visit "ESG website"

8 The PREVENT Waste Alliance serves as a platform for exchange and international corporation. Organizations from the private sector, academic, civil society, and public institutions jointly engage for a circular economy. The alliance aims to minimize the waste of environmental resources, eliminate pollutants, and reuse resources.

9 Numerator: Total weight recycled in the year; Denominator: Total weight of products sold, calculated based on an average four-year product life cycle.

Recycling Company Management

To prevent the severe impact on human health and environmental pollution caused by inappropriate disposal, ASUS established the "ASUS Hardware Recycling Guidelines" based on international recycling standards. We also established three procedures to manage the recycling company that include new supplier approval, continuous risk management, and performance evaluation. Recycling companies in collaboration with ASUS must comply with the Basel Convention and meet the qualifications recognized by the local government or internationally recognized electronic waste recycling standards.

We implement regular audits on recycling company partners in continuous collaboration. Any recycling company that didn't pass the audits or meet improvement requirements will be eliminated and replaced. The key focus areas of ASUS's recycling vendor audit management include:

Management of downstream companies and compliance:
Verify that first-tier recycling companies have contractual relationships with downstream companies to ensure compliance with local and international regulations.

Plant environment and operational safety:
Have work environment protection systems to ensure the safety of employees.

Management system:
Ensure environmental, health, safety and other management plans in place.

Waste storage environment:
Ensure proper storage of waste electronics and materials containing substances of very high concern.

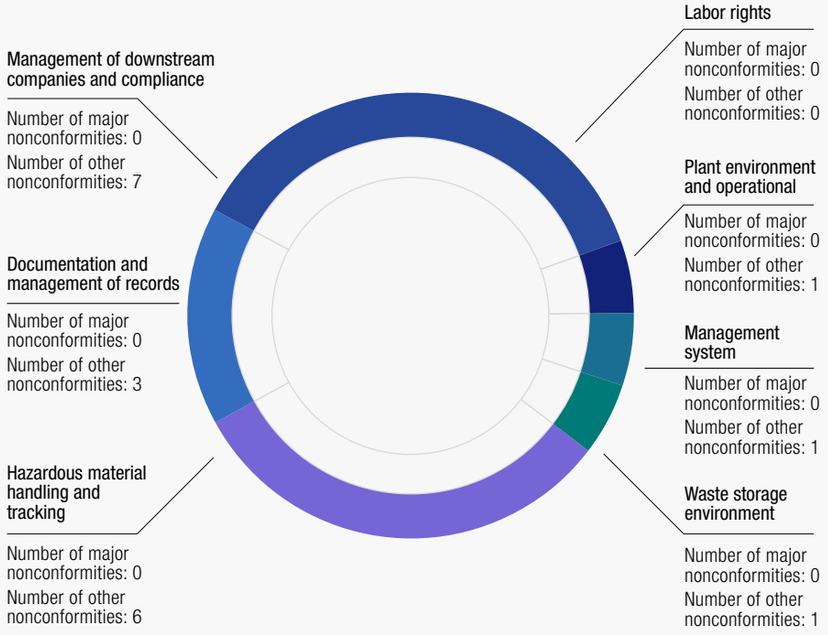
Hazardous material handling and tracking:
Ensure hazardous materials are properly handled and tracked to their final destination.

Documentation and management of records:
Ensure recycling companies retain all necessary documentations and records to prove their compliance status.

Labor rights:
Ensure employees are not forced laborers, prisoners, or children, and that employees are treated equally and provided with due benefits.

Step 1	Step 2	Step 3
Certified Partners	Continue to Monitor	Evaluation
Certificate requirements: ISO 14001 Recycler qualifications: international recycler standards such as e-Stewards/ Responsible Recycling (R2)/ WEELABEX, or proof of compliance with local governments.	Annual audit: conduct on-site or document audits in accordance with international recycler standards.	Manufacturers that do not pass the audit will be replaced

In 2024, ASUS conducted 13 annual audits on recycling vendors and found no significant deficiencies. Under the requirement to provide improvement plans within 30 days and complete the improvements within three months, all identified issues were successfully rectified.



Eco Labels

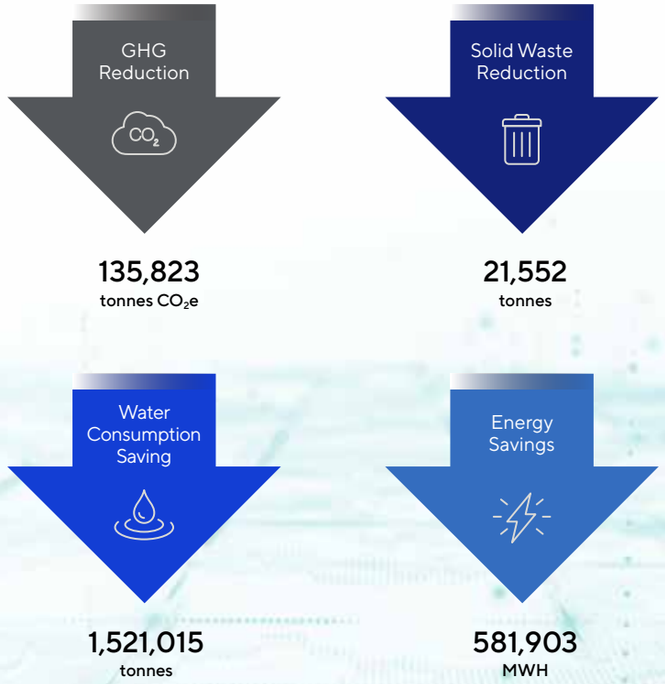
ASUS has long invested in the R&D of green products. Through the use of safer chemical substances, environmentally friendly recycled materials, reduced packaging, superior product energy efficiency, and easy-to-disassemble designs that facilitate recycling, we have achieved an 89%[10] share of revenue from Eco Friendly Products. We further demonstrate and validate ASUS's green competitiveness by securing representative eco-label certifications across multiple countries and regions—such as EPEAT for laptops, desktop computers, and LCD monitors; the Swedish TCO environmental label; and Japan's Eco Mark. We leverage the Sustainability Accounting Standards Board (SASB) framework to calculate the proportion of revenue derived from products bearing key environmental certifications—serving as one of the reference indicators for investors evaluating corporate sustainability performance and a key demonstration of ASUS's green competitiveness. Products certified to EPEAT or equivalent standards accounted for 47%[11] of annual revenue.

EPEAT Environmental Performance

Among international eco-labels, the EPEAT[12] ecolabel is particularly representative as one of the world's most rigorous product environmental standards. Its criteria encompass substance management, materials selection, product design, energy use, and both product and corporate footprints, with the objective of minimizing environmental impact across the entire product lifecycle. In 2025, EPEAT will undergo its third standard revision, with the updated criteria becoming even more stringent. During the revision process, ASUS not only participated in the standard-setting and discussions, but also responded to the launch of the EPEAT Climate+ program by the governing body—the Global Electronics Council (GEC). To take early, concrete action on climate change mitigation, we established Science-Based Targets (SBT), implemented renewable energy usage, launched supply chain decarbonization programs, and conducted product carbon footprint assessments. This enabled our products to be among the first to receive the new EPEAT Climate+ label, and, in recognition of our outstanding corporate carbon reduction performance, ASUS was honored as an EPEAT Climate+ Champion.

In 2024, ASUS further expanded its EPEAT Climate+ qualification to monitor products, providing purchasers with a pathway to identify low-carbon products, reducing carbon emissions throughout the product lifecycle, and underscoring ASUS's unwavering commitment to carbon reduction.

EPEAT Environmental Performance



10 For information on the revenue of Eco Friendly Products, please refer to the Remark: The calculation base of environmental indicators.
11 For information on the revenue of EPEAT certification or equivalent standards, please refer to the Remark: The calculation base of environmental indicators. (Appendix, A-12)
12 The EPEAT (Electronic Product Environmental Assessment Tool) was jointly initiated by the US Environmental Protection Agency (EPA) and Institute of Electrical and Electronics Engineers (IEEE). The Tool follows ISO 14024 structure and serves as a symbolic of global eco-label for the IT industry.

Case Study

ASUS Becomes One of the First TCO Certified Generation 10 Products, Demonstrating Green Leadership.

In response to the European Union's advancement of the Ecodesign for Sustainable Products Regulation (ESPR), global requirements for sustainable products have become increasingly stringent. To address this trend, TCO introduced its updated Generation 10 certification criteria in 2024, and in December of that year ASUS emerged as one of the inaugural international benchmark companies to receive TCO Generation 10 certification. This accreditation reinforces standards across four critical domains to mitigate social and environmental impacts:

	Key Features of the New TCO Certified Generation 10 Standard in 2024	Action Highlights
Climate	Reduce product carbon footprint, enhance the energy efficiency of products and factories, and strengthen requirements for the use of renewable energy to reduce Scope 3 emissions, driving decarbonization of the manufacturing process to accelerate the achievement of climate neutrality.	To require assembly facilities using renewable energy to reach 15% by 2025, and assist suppliers in reducing their carbon emissions.
Substances	Enhance the chemical safety of products, packaging, and manufacturing processes by conducting prior assessments and substance safety verifications, and by establishing an Accepted Substance List (ASL) to mitigate chemical hazards throughout the production lifecycle and the surrounding environment.	Adopt more environmentally friendly materials to replace existing flame retardants, plasticizers, and stabilizers.
Circularity	Foster circularity within the Information Technology industry by ensuring a minimum product lifespan of five years, and through robust warranty coverage and ongoing software updates, enable the reuse or repair of components and materials to reduce electronic waste. Facilitate consumer identification of sustainable products by incorporating a Unique Product Identifier on each product, and establish communication channels between the brand and end users for warranty and take-back, reflecting the European Union's Digital Product Passport (DPP) concept.	Ensure a minimum product lifespan of five years and establish a Unique Product Identifier system to facilitate repair and take-back. Forward, we will align with the European Union's Digital Product Passport (DPP) initiative and increase the use of sustainable materials—including recycled magnets, metals, and plastics, which together account for 11%—implement plastic-free packaging designs, and utilize 100% recycled paper.
Supply Chain	Ensure that production facilities comply with labor, health, and safety regulations, the International Labour Organization (ILO) Core Conventions, the United Nations Convention on the Rights of the Child, and anti-bribery standards; conduct periodic independent factory audits; and implement corrective actions for any non-conformances to mitigate environmental risks and ensure supply chain security.	Set management targets for key suppliers and conduct periodic reviews across the following areas: ISO management systems, greenhouse gases, renewable energy usage, water resources, and hazardous waste.

TCO Certification:

TCO Certification is an Information Technology product certification standard implemented by the Swedish Federation of Professional Employees. Since 1992, it has been committed to addressing economic, employment, and human rights issues, and is currently managed by the non-profit organization TCO Development. The TCO environmental labeling certification complies with the ISO 14024 Environmental Labels and Declarations rules, providing consumers with reliable information, and product certification is conducted by independent certification bodies accredited to the international standard ISO/IEC 17025, ensuring the impartiality and reliability of the certification process.

07

Climate Actions

According to the United Nations' latest Emission Gap Report 2024, the global average temperature in 2024 has risen to approximately 1.5 ° C ± 0.13 ° C above pre-industrial levels, surpassing the historical record set in 2023. It is projected to increase by 2.6 ° C to 3.1 ° C by the end of this century, indicating a continued worsening of global warming.

COP29 has carried forward the COP28 consensus on the gradual phase-down of fossil fuels, calling on more nations to join the effort. In associated side events, three clean energy initiatives were launched, all aimed at facilitating the transition away from fossil fuels: expanding global energy storage and grid targets, increasing green energy corridors, and issuing the COP29 Hydrogen Declaration.

ASUS recognizes the material importance of climate issues to its operations and supports the requirements of the Paris Agreement and the Science Based Targets initiative (SBTi). Beyond pursuing innovations that benefit the environment and society, we have integrated climate action into our operational strategy. We develop response strategies for identified significant climate risks and opportunities and track our progress through both qualitative and quantitative measures.

Actions

- Validated the SBTi Net-Zero Target.
- Implemented the Carbon Reduction Engagement and Counseling Program for key suppliers and group subsidiaries.
- Utilized the Carbon Data Management Platform to monitor carbon reduction performance across the entire Group.

Performance

Received **Leadership Ratings** in CDP's Climate Change and Water Security assessments.

ASUS newly launched commercial and consumer laptops in 2023 exceed the ENERGY STAR® standard by an average of **47.9%**

ASUS global operations centers have achieved **RE 55**

Key suppliers' GHG emission intensity reduced by **28%** compared to the baseline year (2020)

Inventory on suppliers' carbon reduction plans and keep track of suppliers' carbon reduction capabilities and targets, achieving a **100%** completion rate.

Climate Initiative

SBTi

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi is a third-party certified scientific method based on the global carbon budget scenario of limiting global warming to 1.5 °C, which businesses can use to establish science-based carbon reduction targets.

ASUS achieved validation of its SBTi Net-Zero Target in 2025. In line with the 1.5 °C reduction pathway, ASUS commits to reducing absolute Scope 1 and Scope 2 GHG emissions by 90% by 2050, as well as reducing absolute Scope 3 GHG emissions by 90%

ASUS drives the value chain towards net zero by enhancing energy efficiency, expanding the utilization of renewable energy, and leveraging innovative technologies.

RE100

RE 100

RE100 was initiated in 2014 by The Climate Group and CDP to drive companies to commit to 100% renewable energy usage by 2050, and it now includes over 400 multinational members.

ASUS joined RE100 in 2021, committing to use 100% renewable energy in its Taiwan operations by 2030 and in its global operations by 2035.

In 2024, ASUS achieved an RE55 target for renewable energy adoption at its global operations centers. In Taiwan, locations including the headquarters and the AI Cloud Campus officially transitioned to renewable energy (photovoltaic), supplying a total of 9,500 MWh. At its U.S. facilities, ASUS completed the installation and commissioning of a solar power generation system.

Taiwan Climate Partnership

Taiwan Climate Partnership 台灣氣候聯盟

In 2021, the Taiwan Climate Partnership was jointly initiated and established by eight major technology companies to collaborate with the supply chain in elevating energy efficiency, promoting low-carbon manufacturing, and accelerating the transition to net zero by leveraging the alliance's carbon management capabilities.

As a founding member, ASUS commits to leveraging its expertise to assist upstream and downstream partners in adopting renewable energy, implementing digital carbon management, and improving energy efficiency to achieve carbon reduction targets.

ASUS's Chief Sustainability Officer was invited to serve as a committee member of the Partnership's Climate Academy, contributing to curriculum planning. In 2024, they also served as a lecturer at the Sustainability Decision Forum, sharing ASUS's net-zero implementation experience to deepen industry exchange and strengthen supply chain decarbonization momentum.

Taiwan Smart City Industry Alliance

TSSA 台灣智慧城市產業聯盟 Taiwan Smart City Solutions Alliance

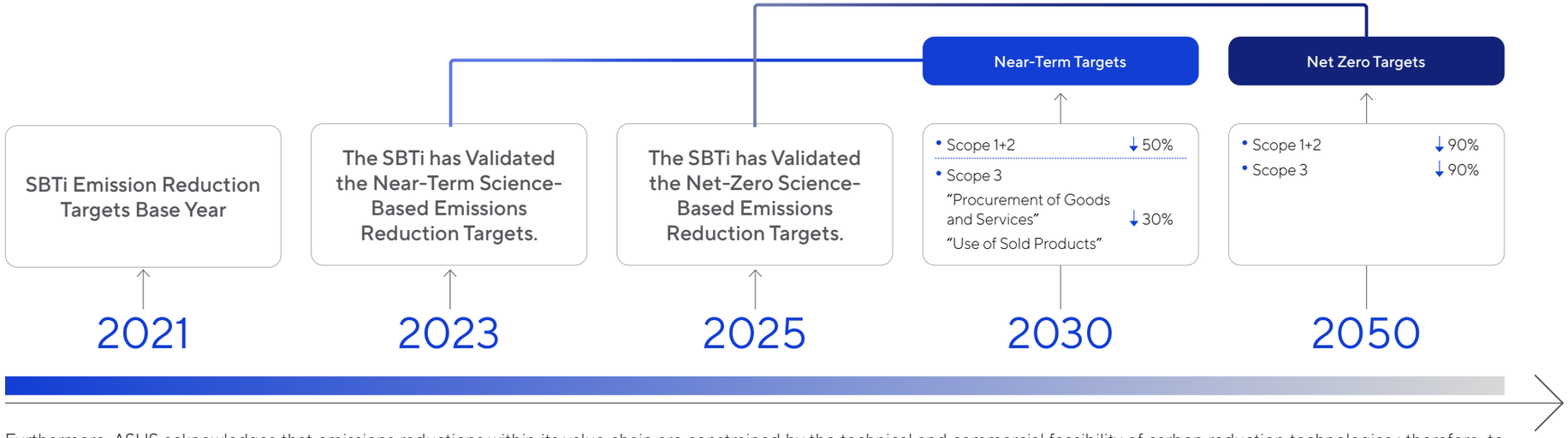
The Taiwan Smart City Industry Alliance was initiated by the Taipei Computer Association in 2014 to unite industry, government, academia, and research institutions in promoting smart cities and the Internet of Things (IoT). Each year, the Alliance organizes the Smart City Expo to foster cross-sector integration and generate international business opportunities.

In 2025, Samson Hu, Co-CEO of ASUS, was appointed as the 11th Chairman of the Taiwan Smart City Industry Alliance. He aims to drive a dual-track transformation of digitalization and sustainability through cross-industry integration of Taiwan's smart energy technologies and industrial resources.

ASUS also participates in the Alliance's newly established Virtual Power Plant (VPP) Working Group, serving as an integration member to consolidate resources and technologies across industry, academia, and government, and to promote policy support, standards development, and the exploration of innovative business models.

SBT (Science-Based Targets)

ASUS, in accordance with the SBTi framework standards, aligned our scope with the consolidated financial statements of the Company. In 2023, ASUS Group, serving as the boundary, achieved validation of SBTi Near-Term emissions reduction targets. Following a reduction pathway aligned with a 1.5°C scenario, with the base year set in 2021, ASUS commits to reducing absolute Scope 1 and 2 GHG emissions by 50% by 2030 from a 2021 base year. ASUS also commits to reducing absolute Scope 3 GHG emissions, which cover purchased goods and services and the use of sold products, by 30% within the same time frame. In 2025, based on the latest consolidated financial boundary, ASUS set and secured validation of a more ambitious Net-Zero target from SBTi, committing to reduce Scope 1 and Scope 2 emissions by 90% and Scope 3 emissions by 90% by 2050, thereby fully guiding the entire group towards the net-zero emissions vision.



Furthermore, ASUS acknowledges that emissions reductions within its value chain are constrained by the technical and commercial feasibility of carbon reduction technologies ; therefore, to achieve our net-zero target, participating in mitigation actions beyond its value chain is both necessary and critically important. In alignment with the recommendations outlined in the "Beyond Value Chain Mitigation" (BVCM) guidance released by SBTi in February 2024, ASUS plans to participate in carbon reduction projects that adhere to BVCM criteria.

The BVCM (Beyond Value Chain Mitigation) represents recommendations by SBTi for enterprises, encouraging them to take actions beyond their value chains to reduce greenhouse gas (GHG) emissions.

The BVCM guidance suggests the following steps for enterprises to achieve this:

1. Establish BVCM objectives

Enterprises can set targets for reducing emissions beyond their value chains, which should align with the climate goals committed to by the company.

2. Identify BVCM opportunities

Collaborate with other companies, non-governmental organizations, and governments to examine and identify opportunities for emission reductions beyond the company's value chain.

3. Invest in BVCM projects

Enterprises can invest in BVCM projects to help reduce emissions beyond their value chains. These projects may include renewable energy, afforestation, carbon capture and storage technologies, etc.

4. Disclose BVCM performance

Enterprises should apply rigorous measures to ensure that BVCM mitigation or removal outcomes—such as measurement methodology standards, funding deployed, and carbon removal benefits—are reliably achieved and independently verified by a third party.

To ensure investors and stakeholders understand our climate change response actions, ASUS adopts the IFRS Sustainability Disclosure Standards (IFRS S1/S2) issued by the IFRS Foundation through its International Accounting Standards Board (IASB) and International Sustainability Standards Board (ISSB), establishing globally consistent accounting and sustainability reporting standards . IFRS S2 builds on the framework of the Financial Stability Board's (FSB) Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), disclosing the four core elements of governance, strategy, risk management, and metrics and targets for addressing climate change. ASUS regularly reviews our business model across operations and supply chain, identifies and categorizes short-, medium-, and long-term climate risks and opportunities, describes the potential impacts on the company and suppliers, and conducts scenario analysis to quantify financial impacts, thereby continuously strengthening corporate resilience.

Governance

As climate change affects product development and business operations, we continue to focus on the implementation of our climate action and goals after the Paris Agreement and incorporate them into the sustainability strategy.

Board of Directors	Sustainable Development Committee	Sustainability and Green Quality Management Center	ESG Committee
ASUS's corporate sustainability policy is approved by the Chairman, who serves as the highest authority responsible for the group's sustainability-related issues, including the approval of climate change response strategies. The promotion of climate action initiatives and goal management is regularly reported to the board of directors annually. Starting from 2022, reporting to the Board of Directors has been elevated to a quarterly basis.	The Sustainable Development Committee, composed of five Independent Directors and two Co-CEOs, reviews the Group's sustainability management operations and implementation progress, and reports annually to the Board of Directors. Under the Sustainable Development Committee, the Sustainability and Green Quality Management Center coordinates sustainability management representatives from each subsidiary, convening quarterly meetings to collaboratively develop and execute action plans for Group-wide sustainability issues.	The Chairman has instructed the CEO to serve as the highest-ranking manager for climate change and sustainability management, and establish the dedicated unit "Sustainability and Green Quality Management Center". The Company appointed a Chief Sustainability Officer to analyze global sustainability trends and execute sustainability projects. The Company also incorporated sustainable development as one of the task units of the Business Continuity Management Committee, which reports risk management indicators related to climate change each quarter.	The Chief Sustainability Officer serves as the committee chair. Committee members come from business operations units and support units. It is responsible for inter-departmental coordination and collaboration to implement sustainability strategies and climate action issues into products, operations, and value chain management.

Strategy

As the threat of climate change intensifies, "Net Zero emissions by 2050" has become a consensus in global climate actions. Nearly 140 countries across the world that produce 88% of global carbon emissions have promised to achieve Net Zero emissions by 2050. According to the "Net Zero Economy Index 2021" published by PwC, achieving net zero emissions by 2050 will be difficult, unless carbon emissions by half by 2030 and achieving Net Zero emissions by 2050 require a five-fold increase in the rate of global decarbonization. It means that every industry across the world must accelerate their transformation to achieve net zero emissions. ASUS has set Science-Based Targets (SBT) for carbon emission reduction and initiated its climate actions in three stages: enhancing energy efficiency, expanding the utilization of renewable energy, and reducing emissions by means of innovative technologies to lead the value chain to Net Zero.

ASUS Net Zero Vision

Enhance energy efficiency → **Expand the use of renewable energy** → **Innovative technologies**

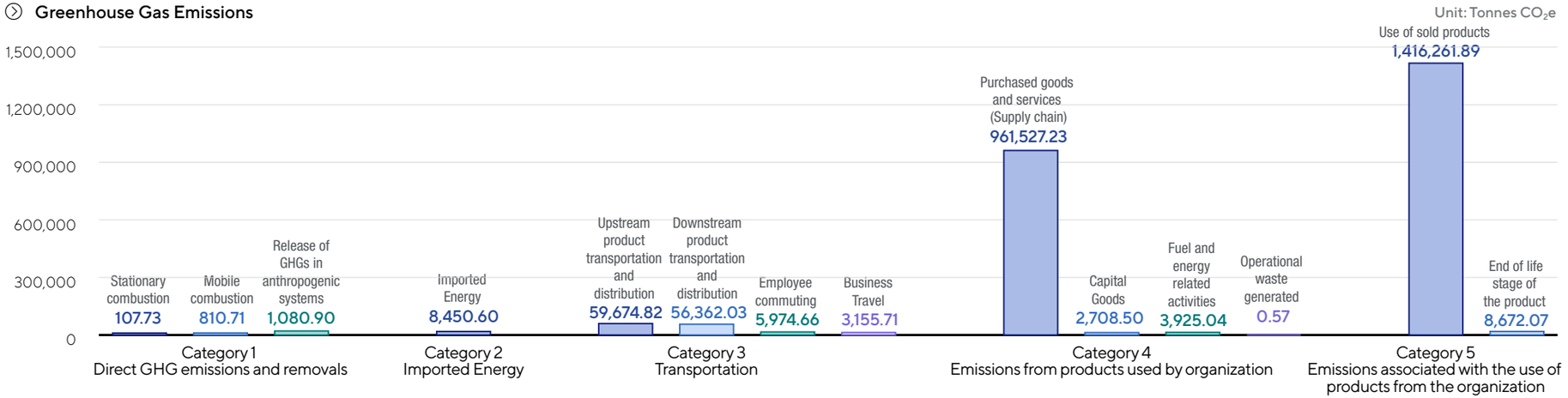
2025	2030	2035	2050
Enhance our products' energy efficiency to be 30% better than ENERGY STAR's standard Require our key suppliers to achieve a 30%reduction in carbon intensity by 2025	Use 100% renewable energy in Taiwan-based operations centers	Use 100% renewable energy in global operations centers	Invest in innovative technologies Remove residual carbon emissions Lead the value chain to net zero

Greenhouse Gas Inventory

Since 2007, ASUS has conducted annual GHG inventories using the operational control approach for establishes organizational boundaries. Scope includes: direct greenhouse gas emissions, indirect greenhouse gas emissions from imported energy, indirect greenhouse gas emissions from transportation (upstream transportation and distribution, business travel, employee commuting, downstream transportation and distribution of products), indirect greenhouse gas emissions from organizational product use (supply chain, capital goods, fuel and energy related activities, operational waste), and indirect greenhouse gas emissions associated with the use of organizational products (product use, end-of-life disposal of sold products). Global warming potentials (GWPs)[1] from IPCC AR6 are utilized for calculations, with verification conducted by third parties in accordance with ISO 14064-1:2018[2] in April 2025.

In 2024, ASUS's greenhouse gas inventory data revealed a total carbon emissions of 2,528,712.46 tonnes CO_2e, with an emission intensity of 168.37 tonnes CO_2e/Million USD.

Greenhouse Gas Emissions



Category 1

Direct GHG Emissions and Removals

ASUS currently does not have any assembly factories; the main sources of direct emissions are from backup generators, the use of company vehicles, natural gas heating, and refrigeration equipment.

Category	Type of Energy	Activity Data	Carbon Emission (tonnes CO_2e)	Total Carbon Emission (tonnes CO_2e)
Direct emissions from stationary combustion	(Emergency generator) Diesel	239.00 L	0.75	1,999.34
	(Boiler) Natural gas	22,712.00 M^3	106.98	
	(Heating) Natural gas	30,579.97 M^3		
Direct emissions from mobile combustion	(Office vehicle) Diesel	117,153.50 L	333.10	
	(Office vehicle) Gasoline	164,573.57 L	477.61	
Direct fugitive emissions arise from the release of GHGs in anthropogenic systems	Including refrigerant equipment	15,942.47 Kg	1,080.90	

1 https://www.ipcc.ch/report/ar6/wg1/downloads/report/IPCC_AR6_WGI_Chapter07_SM.pdf

2 Both ISO 14064-1 and the Greenhouse Gas Protocol (GHG Protocol) are internationally recognized greenhouse gas accounting frameworks: the former emphasizes materiality and controllability, requiring companies to prioritize identifying the most influential and manageable emission sources within their operations and value chain; the GHG Protocol employs a comprehensive emissions calculation methodology to fully disclose carbon emissions from operational activities and the entire value chain, providing comparability. ASUS applies ISO 14064-1 to manage material emission sources, focusing on reduction and performance tracking, while simultaneously utilizing the GHG Protocol to comprehensively disclose the total carbon emission impact of the ASUS Group and our value chain.

Category 2

Indirect GHG Emissions from Imported Energy

ASUS purchases electricity as its main source of energy, so the information on electricity usage and carbon emissions at its Global Operating locations is as follows:

	Taiwan	Mainland China	Overseas	Total
Electricity Usage (MWH)	27,018.68	7,546.68	4,628.18	39,193.54
Location-based Carbon Emission (tonnes CO_2e)	8,462.06	4,419.34	2,135.31	15,016.71
Market-based Carbon Emission (tonnes CO_2e)	8,303.27	0	147.33	8,450.60

Category 3

Indirect GHG Emissions from Transportation

- **Upstream product transportation and distribution:** The carbon emissions from laptops, desktop computers, all-in-one computers, and monitors product lines from the parts factory to the HUB, and finally to the EMS factory, are 59,674.82 tonnes CO_2e.
- **Downstream product transportation and distribution[3]:** The carbon emissions from laptops, desktop computers, all-in-one computers, and monitors product lines from shipping products from EMS factories to global destinations, are 56,362.03 tonnes CO_2e.
- **Employee commuting:** In 2024, the carbon emissions generated by commuting of employees at ASUS Taiwan sites were 5,974.66 tonnes CO_2e.
- **Business travels:** In 2024, the total carbon emissions from business travels[4] of employees at ASUS Taiwan sites were 3,155.71 tonnes CO_2e.

Category 4

Indirect GHG Emissions from Products Used by Organization

- **Purchased goods and services (Supply chain)**
  In 2024, ASUS's supply chain assistance program supported decarbonization, with 44% of suppliers adopting renewable energy (solar power) , 21% of suppliers setting greenhouse gas reduction targets aligned with SBTi, 54% of suppliers obtaining third-party verification under ISO 14064, and 42% of suppliers achieving ISO 50001 certification. Total greenhouse gas emissions from key suppliers[5] amounted to 961,527.23 tonnes CO_2e, with an emission intensity of 83.72 tonnes CO_2e per million USD , representing an approximate 28% reduction compared to the base year.
- **Capital goods:** In 2024, ASUS's procurement of capital goods resulted in carbon emissions of 2,708.51 tonnes CO_2e.
- **Fuel and energy related activities:** In 2024, the total carbon emissions from upstream fuel and electricity procurement are 3,925.04 tonnes CO_2e.
- **Operational waste generated:** In 2024, operational waste generated at ASUS Taiwan sites resulted in carbon emissions of 0.57 tonnes CO_2e.

Category 5

Indirect GHG Emissions Associated with the use of Products from the Organization

- **Use of sold products:**
  ASUS has expanded its recognition of carbon emissions during the usage stage, with a total carbon emission of 1,416,261.89 tonnes CO_2e and an emission intensity of 94.30 tonnes CO_2e / Million USD.
- **End-of-life stage of the products:**
  The final disposal of products sold globally includes the transportation stage from recycling stations to treatment plants, as well as the disposal stage. Total carbon emissions are 8,672.07 metric tonnes of CO_2e.

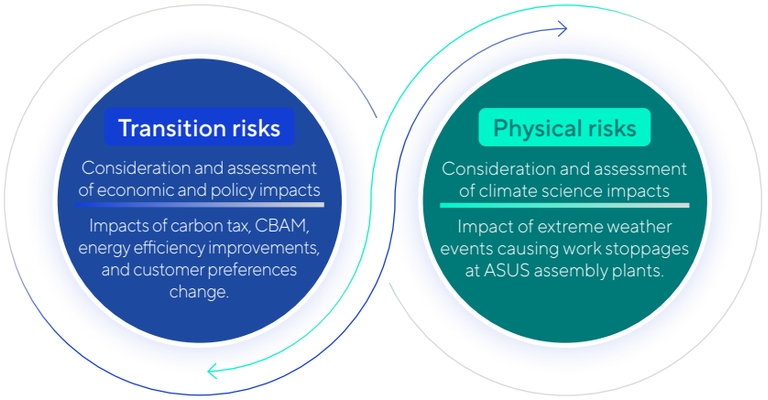
3 ASUS follows the methodology outlined in "EPEAT-CCM-2023_4.1.3 Optional-Product transport carbon footprint and goal". Using emission factors for various transportation modes based on a well-to-wheel approach, verified according to ISO 14064-1, ASUS evaluates the weight of transported products and shipping distances to calculate carbon emissions.
4 Business travels on land are not included in the calculation due to low significance on results.
5 Key suppliers are makers of IC base(CPU, GPU), hard drives(SSD, HDD), panels, power supplies, motherboards, memory as well as EMS.

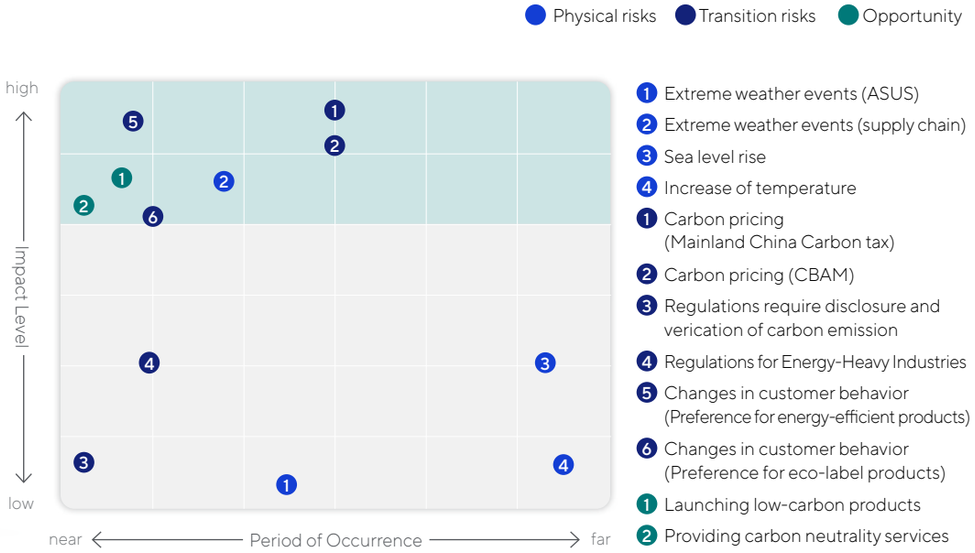
Risk Management

The World Meteorological Organization (WMO) stated[6] that "continuing climate change, an increasing occurrence and intensification of extreme events, and severe losses and damage, affect economy, society, and the environment." On the other hand, after the Paris Agreement came into effect, the world has accelerated its pace towards a low-carbon economy with a common goal of limiting earth's warming to 2 °C by the end of the century, with efforts directed towards keeping it below 1.5 °C. The coexistence of physical risks from climate change and transition risks arising from stricter international decarbonization policies has placed companies in a "climate risk dilemma": proactive responses demand substantial transformational investments and associated costs, while passive approaches risk exposing them to significant physical damages and operational disruptions.

Climate Risk and Opportunity Identification

ASUS identifies priority physical and transition risks based on the impact magnitude and frequency/probability of risk occurrences. These include:





Scenario Simulation Methodology for Climate Change Risks and Opportunities

Climate Change Risk

ASUS fully understands that transition risks and physical risks will have varying degrees of impact on sustainable operations. Transition risks are analyzed based on the Stated Policies Scenario and Net Zero Scenario defined in the International Energy Agency's annually published World Energy Outlook, as follows:

IEA	Scenario Description	Corresponding Transition Risk Simulation Scenarios of ASUS
Stated Policies Scenario	This includes announced policy content, aiming to highlight the impact of these announced policies on future global economic, environmental, and social systems.	STEPS Scenario
Net Zero Scenario	Scenario for achieving net-zero emissions by 2050.	NZE Scenario

6 https://wmo.int/zh-hans/news/media-centre/shengwenhejiduantianqizhongchuangyazhou

ASUS referenced the methodology outlined in the Sixth Assessment Report (AR6), published by the Intergovernmental Panel on Climate Change (IPCC) in August 2021, which provides the latest scientific evidence on climate change. AR6 adopts the SSPx-y scenario analysis framework—where SSP stands for Shared Socioeconomic Pathways, "x" denotes development trajectories from SSP1's sustainability pathway to SSP5's Fossil-Fueled Development, and "y" indicates radiative forcing levels as a measure of greenhouse gas forcing—to evaluate climate outcomes under varying demographic, economic, and technological assumptions. In the table below, the five SSPx-y scenarios simulate global temperature increases ranging from 1.4 °C in the sustainability pathway (limited resource use) to 4.4 °C in the Fossil-Fueled Development pathway (unconstrained resource use). These findings demonstrate that future climate severity is directly driven by socioeconomic development paths, thereby shaping corporate climate risk exposure and operational decision-making. ASUS uses the SSP5-8.5 (Fossil-Fueled Development) scenario to assess its potential physical risks[7].

Scenario SSPx-y	SSP Description	RCP Description	Short Term (2021-2040)	Medium Term (2041-2060)	Long Term(2081-2100)	Simulation Scenario Corresponding to ASUS Physical Risk
SSP1-1.9	Sustainability	Global warming slowing down	1.5	1.6	1.4	-
SSP1-2.6			1.5	1.7	1.8	-
SSP2-4.5	Middle of the road	Global warming accelerating	1.5	2.0	2.7	-
SSP3-7.0	Regional rivalry		1.6	2.1	3.6	-
SSP5-8.5	Fossil-Fueled Development		1.6	2.4	4.4	The most serious impact on operations

Climate Change Opportunities

According to the IPCC AR6, the process of supporting sustainable development through mitigation and adaptation actions is referred to as "Climate Resilient Development." To address actual or anticipated climate impacts, ASUS evaluates potential opportunities under climate change by managing greenhouse gas reductions and adaptation measures. For ASUS, climate mitigation opportunities primarily stem from reducing the carbon footprint of its products and offering low-carbon products to customers. Climate adaptation opportunities derive from the ASUS Carbon Partner Services, which not only assist customers in achieving net-zero targets but also, by procuring high-quality nature-based carbon credits, indirectly protect forests and slow the pace of climate change.

Opportunities Under Climate Change	IPCC Definition
Risk reduction opportunities	Reducing the sources of greenhouse gases (GHGs) through human efforts
Risk adaptation opportunities	Propose ways to avoid climate impacts and create opportunities to improve climate change when adapting to actual or expected weather condition and its impacts

7 The World Climate Research Programme of the WMO activated the Coupled Model Intercomparison Project (CMIP) in 1995 to integrate the climate simulation capacity of major meteorological research centers across the world. They followed internationally recognized modeling protocols to systematically conduct climate change simulations and projections using their own developed climate models. These results served as the primary scientific foundation for the IPCC's climate change assessment reports. AR6 used data from the CMIP. Reference: https://newsletter.sinica.edu.tw/1468/

Climate Change Risk / Opportunity Sources and Scenario Simulation Results

Based on the previously identified risks and opportunities, ASUS simulates transition-risk scenarios using the IEAy's Stated Policies (STEPS) scenario and Net Zero (NZE) scenario, and with reference to the IPCC AR6 SSP5-8.5 scenario, assesses the physical risks that extreme climate events may pose to the continuous operation of supply-chain EMS.

Carbon pricing - Increase in operating cost / expense caused by carbon tax in Mainland China

To comply with the Paris Agreement or achieve their Nationally Determined Contributions (NDCs), governments may utilize policy tools such as carbon taxes. Most of the suppliers in ASUS supply chain are in Mainland China. If the local government impose carbon tax on our suppliers, the carbon tax costs will be passed on to us, so that our operating expenses costs will increase.

Scenario Assumptions

Based on ASUS's historical greenhouse gas inventories, the Group's supply chain and assembly operations generate approximately 70 % of total emissions, with over 90 % of suppliers located in Mainland China. Mainland China has pledged to peak its carbon dioxide emissions by 2030 and to achieve carbon neutrality by 2060.

According to the China National Information Center's report "Feasibility and Policy Assessment of Carbon Taxation in China", to achieve its carbon neutrality goals, China has implemented a national Emissions Trading System (ETS) for high-emitting industries and plans to introduce a carbon tax following its emissions peak. The 2030 carbon tax rate is based on the International Energy Agency's World Energy Outlook published in 2024. Drawing on reasonable projections of ASUS's global sales growth and the corresponding rise in supply chain emissions in China, ASUS simulated the financial impacts in 2030 and 2050 under the IEA's Stated Policies Scenario (STEPS) and Net Zero Emissions Scenario (NZE), considering both a stringent policy (partial coverage with a lower carbon price) and the most stringent policy (full coverage with a higher carbon price)."Feasibility and Policy Assessment of Implementing a Carbon Tax in China"

Financial Impacts

- Estimated the financial impact on ASUS's operating costs from carbon tax liabilities arising from supply chain emissions in 2030 and 2050.
- Under the Stringent policy, the financial impact costs in 2030 and 2050 are estimated to account for 0.08 % and 0.04 % of 2024 operating costs, respectively; Under the Most stringent policy, the financial impact costs in 2030 and 2050 are estimated to account for 0.19 % and 0.15 % of 2024 operating costs, respectively.

Carbon pricing - Increase in operating cost / expense caused by CBAM

The EU officially implements the Carbon Border Adjustment Mechanism (CBAM) in 2026 to ensure that trading partner countries pay the same cost of carbon as industries within the EU and prevent the relocation of industries to other countries with less stringent carbon controls. To import products into the EU, importers must pay a carbon fee before they may sell their products on the European market.

Scenario Assumptions

On 14 July 2021, the European Commission announced the Fit for 55 climate package, requiring the 27 EU member states to collectively reduce net greenhouse gas emissions by 55% by 2030 compared to 1990 levels. To achieve this target while maintaining the competitiveness of its domestic industries, the EU introduced the draft Carbon Border Adjustment Mechanism (CBAM) to ensure that trading partners bear the same carbon costs as industries within the EU. The mechanism entered a trial phase in October 2023, will come into effect in 2026, and mandatory reporting will begin in 2027. Initially, it covers imports of steel, aluminium, cement, fertilisers, and electricity.

ASUS anticipates that electronic products will be included in the second phase of CBAM coverage and has proactively assessed the potential impact of its implementation on ASUS exports to the EU.

In 2024, ASUS's laptop products have an average carbon footprint of approximately 300 kg per unit. Under the International Energy Agency's Stated Policies Scenario (STEPS) and Net Zero Emissions Scenario (NZE), ASUS simulated the financial impacts of CBAM on its products, considering both the Stringent policy (partial coverage, free allowances, and a lower carbon price) and the Most stringent policy (full coverage, no free allowances, and a higher carbon price).

Financial Impacts

- Estimated the financial impact on ASUS's operating costs from CBAM-related carbon tax costs in 2030 and 2050.
- Under the Stringent policy, the financial impact costs in 2030 and 2050 are estimated to account for 0.19% and 0.14% of 2024 operating costs, respectively; Under the Most stringent policy, the financial impact costs in 2030 and 2050 are estimated to account for 0.53% and 0.30% of 2024 operating costs, respectively.

Changes in Customer Behavior

As customer environmental awareness rises, products that comply with energy efficiency standards have become a prerequisite for purchase. If products have not obtained voluntary energy efficiency certifications or fail to meet customers' energy efficiency requirements, they will lose green market competitiveness, resulting in revenue losses.

Scenario Assumptions

According to consumer intent surveys by First Insight and the Wharton School, the proportion of consumers willing to pay higher prices for sustainable products has risen year over year. Furthermore, a cross-country consumer trend study conducted by Simon-Kucher & Partners indicates that the younger generation's willingness to purchase sustainable products has increased significantly.

Financial Impacts

ASUS main products have met ENERGY STAR® requirements since 2013. Even though ENERGY STAR® has undergone numerous revisions with increasingly stringent criteria, ASUS's superior energy-saving design ensures continuous compliance, with products exceeding the standard by an average of over 30 %, indicating no potential risks.

Extreme Weather Events - Assembly Plant Shutdown due to Power Outage

Under a high penetration of renewable energy power supply, extreme weather events can impact the stability of regional power supply. These events, including heavy rainfall and drought, result in uneven distribution of rainfall, significantly affecting hydroelectric power generation and potentially leading to power supply instability.

Scenario Assumptions

Extreme weather events impact people and industries in environmentally fragile areas and have a negative impact on ASUS's supply chain. When events such as heavy rainfall and drought occur, they often lead to uneven rainfall distribution, which significantly affects hydroelectric power generation and can cause power instability or outages, thereby disrupting suppliers' normal operations and deliveries and posing significant operational and reputational risks to ASUS.

ASUS main Notebook product assembly plant is located in Chongqing, Mainland China. According to China's "2050 High Renewable EnergyPenetration Scenario and Roadmap Study", power generated by renewable energy will reach 86% with 14% hydropower. This shows that hydropower will become one of the key sources of power supply in Chongqing in the future.

The area where the ASUS product assembly plant is located is powered by the Ertan Power Plant. Shutdown of the assembly plant due to unstable power supply caused by extreme weather events may carry a finanical impact.

Financial Impacts

Based on the study by Zhao et al. (2022) using the CMIP6 model under the SSP5-8.5 scenario, ASUS estimates that the probability of a 15-day power outage in Chongqing will be 4.11% in 2025 and 5.75% for a 21-day outage in 2050. The resulting operational losses are projected to represent 0.2% and 0.5% of ASUS's 2024 laptop revenue, respectively.

Extreme Weather Events - Land Transportation Disruption

Extreme weather events, including heavy rainfall, flooding, and typhoons, frequently cause road inundation or flood - related hazards, impeding smooth vehicle traffic and leading to delivery delays.

Scenario Assumptions

ASUS's laptop assembly factories are situated in Chongqing and other regions, an area characterized by multiple river confluences. The primary cause of flooding is overflow from upstream rivers during heavy rainfall, which leads to widespread inundation throughout Chongqing. If extreme rainfall results in flooding and disrupts land transportation in the region, ASUS would experience revenue losses.

Based on ASUS's 2021 revenue, the laptop production line accounts for approximately 60% of total revenue.

Financial Impacts

According to Wang et al. (2022), under the SSP5-8.5 scenario, ASUS estimates that between 2025 and 2050, flooding events in Chongqing lasting three, seven, and fifteen consecutive days would lead to operational downtime losses amounting to 0.04%, 0.09%, and 0.2%, respectively, of the company's 2024 laptop revenue.

Risk reduction opportunity - Launch low-carbon products

ASUS provides high-energy-efficient products to meet customer demands for energy-saving solutions, thereby increasing revenue from green products.

Scenario Assumptions

According to a survey on consumer purchase intentions conducted by First Insight and Wharton Business School, consumers are paying more and more for sustainable products every year.

Financial Impacts

ASUS aims to reduce product carbon footprint primarily by using low-carbon materials and continuously improving product energy efficiency to reduce power consumption. This strategy aligns with customer expectations for green products and meets green procurement specifications, leading to increased revenue from ASUS's green-related products. It is projected that green product revenue will reach 50% by 2030.

Risk adaptation Opportunities - Providing Carbon Partner Services

ASUS provides Carbon Partner Services to meet customer requirements for reducing the carbon footprint of their products.

Scenario Assumptions

With 139 countries already announcing net-zero targets, the focus of commodity flow has shifted from solely price competitiveness to considerations of carbon footprint. Nations and businesses now prioritize purchasing low-carbon footprint products to achieve netzero goals. In 2023, ASUS announced the launch of Carbon Partner Services, targeting commercial clients facing carbon reduction pressures as the initial service recipients.Carbon credits used to offset the remaining carbon emissions of products are sourced from high-quality nature based projects.

Financial Impacts

Estimating carbon-neutral revenue for 2030 to account for 0.12% to 0.46% of ASUS's 2024 green product revenue.

Issue	Period of Occurrence	Impact on ASUS	financial impact
① **Carbon pricing - Mainland China Carbon Trading Market**	Medium Term / Long Term	It is expected that the electronics industry will be included under Mainland China's carbon tax regulations, and suppliers will pass the carbon tax costs on to ASUS.	• Increase in operating costs / operating expenses (Income Statement)
② **Carbon pricing - CBAM**	Medium Term / Long Term	It is anticipated that electronic products may fall under the scope of the Carbon Border Adjustment Mechanism (CBAM), requiring importers of regulated products to pay a carbon tax.	• Increase in operating costs / operating expenses (Income Statement)
③ **Changes in Customer Behavior**	Near Term	If products do not receive voluntary energy efficiency standards or do not meet customers' energy efficiency requirements, they will lose their competitiveness in the green market, which will result in loss of revenue.	• Decrease in operating revenue (Income Statement)
④ **Assembly Plant Shutdown due to Power Outage**	Near Term	The occurrence of heavy rainfall and drought often cause uneven rainfall distribution, which has a significant impact on hydroelectric power generation and leads to unstable power supply and power outages. These would in turn affect suppliers' normal operations and deliveries, and pose risks to ASUS operations and reputation that cannot be ignored.	• Increase in non-operating losses (Income Statement) • Increase in operating costs (Income Statement)
⑤ **Land Transportation Disruption**	Near Term	Extreme weather events such as heavy rainfall often result in road flooding or waterlogging, making it difficult for vehicles to pass through, so that our delivery will be delayed and our reputation will be damaged.	• Increase in non-operating losses (Income Statement) • Increase in operating costs (Income Statement)

Response measures		financial impact	2024 Capital allocation (NTD)
Supplier Carbon Reduction Engagement and Counseling Program Issues to be addressed: ①②③	• Assist suppliers in addressing non-conformities • Provide guidance to suppliers on process optimization, equipment energy efficiency enhancement, and adoption of renewable energy • Allocate manpower for the Supplier Carbon Reduction Engagement and Counseling Program and audits • Incorporate audit performance into the QBR (Quarterly Business Review) evaluation mechanism	• Increase in operating expenses - salary expenses	• Increase in operating expenses – salary expenses: < 10 million
Supplier Environmental Performance Audit Issues to be addressed: ①②③			
Establishment of Carbon Data Management Platform Issues to be addressed: ①②③	• Digitalized carbon data management	• Increase in operating expenses – service fees	• Increase in operating expenses – service fees: < 10 million
Expand the Use of Renewable Energy Issues to be addressed: ②③	• Installation costs for photovoltaic and energy storage equipment • Corporate Power Purchase Agreement (CPPA) • Procurement of Renewable Energy Certificates	• Increase in capital expenditures – machinery and equipment – power generation equipment • Increase in operating expenses – utilities (water and electricity) • Increase in operating expenses – environmental certificate fees	• Increase in capital expenditures – machinery and equipment / buildings and related facilities: 10–50 million • Increase in operating expenses – electricity / energy expenses: > 50 million
Use environmental friendly materials Issues to be addressed: ②③	• Increase in self-procured material costs • Pass-through of third-party procured material costs	• Increase in operating costs – direct materials • Increase in operating costs – outsourced processing fees	• Increase in operating costs – direct materials: 10-50 million
Elevate energy efficiency Issues to be addressed: ②③			
Establishment of Business Continuity Management Operations and Business Continuity Plan (BCP) Issues to be addressed: ④⑤	• Ensure high-risk suppliers complete ESG audits • Identify suppliers' climate risks, diversify major product orders to reduce concentration risk in production, and appropriately adjust production allocation • Develop climate risk adaptation plans for key suppliers • Establish a whistleblowing mechanism with real-time alerts	• Increase in operating expenses – salary expenses	• Increase in operating expenses – salary expenses:< 10 million

- Stages of occurrence: 1-3 years for the near term, 3-10 years for the medium term, over 10 years for the long term
- For detailed information on the financial simulation of climate action, please refer to the ASUS TCFD report.

Actions Taken

Internal Carbon Pricing

Internal Carbon Pricing (ICP) is a mechanism by which companies internalize the external costs associated with their greenhouse gas emissions, encouraging them to incorporate carbon costs into decision-making and investment evaluations. Both the IFRS Sustainability Disclosure Standard S2 and voluntary disclosure standards such as the Carbon Disclosure Project (CDP) consider the price of internal carbon pricing and its application as information that should be publicly disclosed. According to PwC (2023)[8], the top three key objectives of implementing internal carbon pricing for companies are to promote low-carbon investments, enhance energy efficiency, and change internal behaviors. An increasing number of companies are adopting internal carbon pricing to achieve their carbon reduction goals. The World Bank believes that companies implementing internal carbon pricing can drive internal emissions reductions, serving as a crucial tool for companies transitioning towards net-zero emissions. By comparing various carbon pricing mechanisms and considering the European Union Emissions Trading System (EU ETS) as a global benchmark for carbon markets, ASUS aligns with the most comprehensive regulations and standards by following the EU Carbon Border Adjustment Mechanism (CBAM) and using its ETS price as the framework for internal carbon pricing assessment.

Pricing Principles

ASUS's product manufacturing model primarily involves outsourcing manufacturing, where Scope 1 and Scope 2 greenhouse gas emissions are not significant, belonging to Scope 3 emissions in the value chain, with supplier emissions and product usage emissions accounting for over 90%. As a leading global green technology brand, ASUS integrates its core capabilities to promote product design and manufacturing towards decarbonization. It links carbon reduction goals verified by SBTi and product carbon footprint calculation procedures certified by thirdparty organizations. Therefore, "product carbon footprint" serves as the basis for internal carbon pricing calculations, with the main product's internal carbon price set at $80 per metric ton of CO_2e.

Carbon Pricing Management Applications

ASUS applies the shadow pricing method to integrate our internal carbon pricing mechanism into financial decision-making, assessing the potential impact of global net-zero progress and emission reduction efforts on our financial performance. By quantifying carbon costs, we encourage our business units to select environmentally friendly materials and adopt energy-saving designs. Proceeds from future carbon fees will be invested in procuring or investing in renewable energy power, enhancing operational energy efficiency, and funding innovative decarbonization technologies. Following the introduction of our internal carbon pricing, we aim to drive green product revenue to exceed 50%, support suppliers in obtaining ISO 14064 third-party verification, guide key suppliers in setting Science-Based Targets (SBT) aligned reduction goals, and have our contract manufacturers and assembly plants certify to ISO 50001 while sourcing over 40% of their electricity from renewable energy. We anticipate reducing our product carbon footprint by more than 20% by 2030.

To ensure our emission reduction commitments are embedded in business decision-making processes, we disclose the performance of our internal carbon pricing in management reports, providing product operations teams with benchmarks for tracking and managing reduction outcomes. By promoting energy-efficient design and supply chain emissions reduction internally, we link up to 10% of variable compensation for our business unit leaders to the achievement rate of our Scope 3 SBTi targets—namely, a 30% absolute reduction in "Purchased Goods and Services" and "Use of Sold Products" by 2030 compared to the base year.

Carbon Pricing Audit Mechanism

To mitigate carbon risk and unlock new revenue growth opportunities, ASUS will enter the next phase of our internal carbon pricing initiative by setting interim targets and linking carbon reduction outcomes to business unit performance. We will formalize the collection of internal carbon fees and establish governance guidelines for the management and use of these funds. We will form a Carbon Reduction Project Review Committee to evaluate key indicators, such as the technical feasibility of reduction solutions and business cost-benefit analyses, and to expand our carbon reduction projects to include areas like renewable energy, resource and energy efficiency, and innovative low-carbon technologies.

8 https://www.pwc.tw/zh/topics/trends/what-is-icp.html

Low Carbon Products

ASUS quantifies the potential environmental impacts it may cause in accordance with ISO 14040 and 14044 Life Cycle Assessment (LCA) standards. In order to reduce the carbon footprint generated by our products in their lifecycle, ASUS applies a circular economy mindset into product design and services, uses eco-friendly materials, improves energy efficiency, and extends usage cycles in our transition to low-carbon product development.

Use eco-friendly materials

The amount of plastic used in ASUS products accounts for over 30% of the overall weight of the mainstream products, making it the most commonly used material. Therefore, we work with our major raw material suppliers to explore ways to increase the use of Post Consumer Recycled Plastic (PCR) as much as possible without compromising high quality and durability of ASUS products.

Since 2017, more than **3,500** tonnes of recycled plastic have been used in our key products, resulting in a cumulative reduction of approximately **26,100** tonnes of CO_2e carbon emissions.

Elevate energy efficiency

Continuously reduce carbon emissions during product use by making our software and hardware more energy efficient. The ENERGY STAR® Program is the strictest energy efficiency program in the world. The energy efficiency design of our key products exceed the ENERGY STAR® standards. Our external power supplies use the highest energy efficiency level in the market, Level VI, to overcome sales obstacles caused by global energy efficiency laws and create competitiveness in the green product market.

ASUS newly launched commercial and consumer laptops in 2024 exceed ENERGY STAR® standards by an average of **47.9%**, resulting in a reduction of approximately **90,651** tonnes CO_2e compared to products that merely met the ENERGY STAR® standard.

Supply Chain Carbon Reduction

The supply chain is the major source of greenhouse gas emissions for ASUS. Analyzing more than 100,000 data entries from environmental footprint surveys over the years, we identified 90% of emission was from key suppliers in the manufacturing process, including IC base(CPU, GPU), hard drives(SSF, HDD), panels, power supplies, motherboards, memory as well as EMS. We collaborate with these key suppliers through carbon reduction engagement and counseling program.

Case Study

ASUS Key Supplier Carbon Reduction Engagement and Counseling Program

To lead our key suppliers to take proactive carbon reduction actions and achieve the sustainable goal of reducing greenhouse gas emissions intensity by 30% by 2025. Since initiating the Key Supplier Carbon Reduction Engagement and Counseling Program in 2021, ASUS has been establishing a low-carbon supply chain. The goal is to achieve by 2025 that 75% of ASUS's key suppliers meet set Science Based Targets initiative (SBTi) carbon reduction goals, utilize renewable energy sources ranging from RE40 to RE65, and certified with ISO 50001. ASUS's sustainability team engaged in one-on-one discussions and key issue forums with suppliers to develop tailored carbon reduction actions and targets that align with each supplier's business model. Quarterly surveys of greenhouse gas emissions data were conducted to monitor carbon reduction progress.

In 2024, ASUS conducted engagement and counseling meetings on Science-Based Targets (SBT) carbon reduction goals with key suppliers. It also convened the "ASUS Supply Chain Low-Carbon Transformation—Standardized Guidelines for Field Carbon Inventory Operations" briefing and, in a phased approach, organized 5 sessions of the "ASUS Carbon Data Management Platform Education and Training" seminars and an "ISO 50001 Energy Management System" briefing for all collaborating suppliers, aimed at building their carbon-emission management capabilities and enhancing the accuracy and completeness of inventory data.

In 2024, ASUS assisted its supply chain in carbon reduction, achieving the following performance: 44% of suppliers used renewable energy (solar photovoltaic), 21% of suppliers set greenhouse gas reduction targets based on Science Based Targets (SBT), 54% of suppliers obtained ISO 14064 third-party verification, and 42% of suppliers achieved ISO 50001 certification. ASUS will continue to deepen collaboration with supply chain partners to jointly drive improvements in carbon reduction performance, accelerating the realization of net-zero target across the entire value chain.

Key supplier carbon reduction pathway

Identify emission hotspots and inventory on suppliers' carbon reduction plans

2021

- Analyze suppliers' historical environmental footprint survey data and define key suppliers whose carbon emissions account for more than 90%.
- Initiate the Key Supplier Carbon Reduction Engagement and Counseling Program.

2022

- Map manufacturing processes for key components and identify emission hotspots such as equipment with high energy consumption and processes with high carbon emissions.
- Hold a Carbon Reduction Technology Forum and provide methodology and tools for carbon reduction decision matrix.

Build suppliers' carbon management capabilities and assist in setting carbon reduction targets.

2023

- Initiate the "Bringing up the small" scientific project, selecting 10 priority suppliers to participate in a three-year carbon reduction program.
- Conduct on-site inspections of carbon emission hotspots and assist suppliers in setting carbon reduction targets.

2024

- Hold Science-Based Targets (SBT) carbon reduction engagement and counseling sessions for key suppliers.
- Hold the ASUS Carbon Platform education and training seminars and ISO 50001 Energy Management System briefing sessions.

Improve Energy Efficiency of Headquarters

ASUS' carbon emissions came from the use of electricity for office operations. Since 2015, we have built up the ISO 50001 Energy management system. Both of our operation headquarters have received the LEED Platinum certification, the top certification for green buildings. We aim to reduce electricity consumption by 1% each year and we have achieved the marginal benefits for improving energy efficiency. ASUS conducts regular identification of high-energy-consuming areas and equipment, performing performance measurements on items such as chillers, chilled water pumps, cooling water pumps, zone pumps, and cooling towers in air-conditioning rooms.ASUS launched a three-year energy-saving improvement plan in 2023. Under this initiative, we upgraded inefficient chillers at our operational headquarters—including the Lide Headquarters, the AI and Cloud Campus, and the Luzhu plant—with environmentally friendly refrigerants, and introduced variable-frequency temperature-difference control on cooling water pumps and cooling towers. We also deployed a centralized smart energy management system, with a total investment of NT$27 million. This plan is projected to reduce electricity consumption by 440,000 kWh annually, lower our electricity costs by 4.88% each year, and cut approximately 217 tonnes CO_2e.

To strengthen the professional capabilities of our energy management teams, we conducted training courses in 2024, including ISO 50001 Internal Auditor training and instruction on the principles and operation of the new chiller units, with 14 participants and a 100% completion rate.

Group Subsidiary Assistance Program

Since 2022, ASUS has committed to aligning with SBT and initiated a Greenhouse Gas Inventory Assistance Program. This program aims to establish comprehensive inventory capabilities for group subsidiaries, assisting each subsidiary in setting reduction targets and carbon reduction pathways, while integrating group-wide reduction requirements and resource allocation. To further strengthen carbon data management, ASUS officially deployed our Carbon Data Management Platform, featuring one-click generation of inventory registers and reports to accelerate subsidiaries' preparations for third-party external verification. Through this platform, ASUS and its subsidiaries now conduct quarterly emissions performance monitoring and have established a Seed Trainee Program to cultivate internal carbon management expertise, ensuring that each subsidiary's carbon performance is tracked in real time, transparently, and traceability.

Expand the Use of Renewable Energy

ASUS continuously reduces the reliance on fossil-based electricity by implementing diverse renewable energy initiatives. In 2024, we wheeled renewable power to our Taiwan operations sites and installed rooftop solar photovoltaic systems at our U.S. overseas locations to directly supply the electricity required for operations under a self-generation, self-consumption model; we also signed clean energy power purchase agreements with local utilities at our Netherlands and Switzerland sites to ensure a stable, low-carbon power supply. Collectively, these actions reduced our non-renewable electricity consumption this year by approximately 75,488 GJ compared to the baseline year, corresponding to a greenhouse gas emissions reduction of about 11,612 metric tons of CO_2e.

Pathway of Introducing Renewable Energy

ASUS adheres to the RE100 organization's recognition of renewable energy by purchasing renewable energy technologies that are beneficial for improving the environment and reducing carbon emissions, such as wind energy, photovoltaic energy, geothermal energy, and hydropower. We are also in line with the renewable energy supply and matching system to achieve our RE100 target. In our strategies of purchasing renewable energy, ASUS will also take into consideration our global presence and the current situation of the renewable energy market before planning a phased renewable energy procurement goal, and working closely with the renewable energy industry.

By introducing renewable energy at overseas and Taiwan operations centers, ASUS achieved RE55 across our global operations centers in 2024. It is anticipated that in 2027, we will reach RE85. To keep up with the development trend of renewable energy technology, we will adjust our procurement ratio of renewable energy in a rolling manner and take into consideration the level of commercialization of new renewable energy technology, gradually incorporating it into the ASUS RE100 energy portfolio to balance the company's profit momentum and carbon reduction obligations to move towards RE100.

Map of the ASUS Global RE100 Path

Implement renewable power wheeling for Taiwan sites

ASUS has analyzed optimized scenarios for renewable energy across our global operations and developed short-, medium-, and long-term renewable energy roadmaps to steadily increase our renewable energy adoption rate. Beginning in 2024, our Taiwan sites—including the ASUS Headquarters and the AI & Cloud Innovation Campus—officially commenced renewable energy procurement under a Corporate Power Purchase Agreement (CPPA). In 2024, our Renewable Power Wheeling volume reached approximately 9.5 million kWh. That same year, we expanded rooftop solar photovoltaic installations and installed energy storage battery cabinets at our Corporate Headquarters and Luzhu campus, with commissioning slated for 2025. By integrating on-site generation and self-consumption models with energy storage technologies, we will significantly boost our renewable energy usage, optimize electricity efficiency and stability, and further enhance our corporate sustainability resilience. Looking ahead to 2027, we plan to introduce wind power, with an anticipated Renewable Power Wheeling volume of 20 million kWh, accelerating our journey toward achieving net-zero transformation.

Case Study

Accelerating Energy Transition Case - Solar Power Generation at US Facilities

In 2023, ASUS's US facilities successfully completed the installation and commissioning of a solar power generation system, demonstrating our forward-looking approach to advancing energy transition and sustainable development. After commencing operations in 2024, the system significantly reduced our reliance on externally purchased electricity, generating a total of 870,000 kWh for the year; during the summer period, its output not only met local operational needs but also achieved approximately 1,200 cumulative hours of zero external electricity imports, serving as a benchmark for ASUS's energy transition initiatives.

Innovative Technologies

According to the IEA Net Zero report, among the technologies required to achieve the 2050 net zero target, only wind power generation, solar photovoltaics, and electric vehicles are considered mature, commercialized technologies. The majority of the remaining carbon reduction technologies are still at the prototype stage, requiring further technological breakthroughs and market validation. Therefore, ASUS is striving to keep up with the technological development trends and innovation feasibility, and innovation feasibility by leveraging external resources from academia and industry through its Innovation Development Office.

On the product front, ASUS actively engages in matching external startup technologies through the "ASUS and NTU Corporate Accelerator," selecting technologies with promising carbon reduction potential and commercial viability for analysis of their applicability, such as innovative technologies for plastic waste recycling. ASUS conducts alignment and demand assessment between ASUS and innovative technologies, providing Proof of Concept (POC) validation environments for startup concepts.

Case Study

Innovative Technology Investment – Energy Storage Systems and Collaborative Virtual Power Plants

In 2024, ASUS actively advanced our renewable energy deployment by expanding rooftop solar photovoltaic installations at our corporate headquarters and installing a brand-new photovoltaic system at our Luzhu plant, delivering over 300 MWh of annual power generation. We also introduced energy storage facilities to enhance our self-generation for self-consumption ratio and optimize our energy management efficiency. Through the integration of photovoltaic and storage systems, we aim to improve our energy self-sufficiency. These systems are expected to be commissioned and operational by 2025, thereby reducing our reliance on fluctuations in Taiwan's power supply.

In the future, we will evaluate the potential to integrate photovoltaic and energy storage systems into our Energy Management System (EMS) to achieve optimal electricity use, and explore collaborations with other enterprises on Virtual Power Plants (VPPs) to participate in grid dispatch services. Leveraging AI for energy demand forecasting, we aim to optimize PV generation, storage, and load management to provide real-time support. By integrating with our EMS, we will monitor PV output, storage charge and discharge status, and electricity load demands in real time. Optimizing our energy dispatch strategy will not only smooth peak load fluctuations effectively but also reduce our operational electricity costs and risks, thereby strengthening ASUS's resilience in energy management and laying the foundation for our long-term net-zero targets.

For beyond value chain carbon reduction projects, ASUS references BVCM (Beyond Value Chain Mitigation) guidelines, as detailed below:

1. Carbon credit projects for investment or procurement must adhere to ASUS's internal carbon credit criteria, which are established with reference to reports from IPCC, The Oxford Principles for Net Zero Aligned Carbon Offsetting, ICVCM, NGO organizations, etc., to avoid greenwashing risks, all of which align with BVCM recommendations.
2. Innovative carbon reduction technologies such as carbon capture and storage, clean technology, although making significant contributions to reducing emissions beyond the value chain, are constrained by insufficient investment funds or technological bottlenecks, preventing major breakthroughs for achieving economies of scale and widespread adoption by enterprises. In light of this, ASUS continues to monitor the development of innovative carbon reduction technologies and conducts feasibility assessments for investments in small hydropower, hydrogen energy, and others.
3. ASUS recognizes the contribution of biodiversity richness to climate change mitigation and has planned and will collaborate with industry, government, academia, and other units to increase domestic carbon sink and biodiversity restorationrelated projects, contributing efforts to beyond value chain emission reduction initiatives.

08

Responsible Manufacturing

According to the "2024 Sustainable Procurement Barometer" report jointly released by Ecovadis and Accenture, only 27% of companies globally have visibility into the sustainability performance of more than 75% of their direct suppliers. Insufficient supply chain transparency has become a major risk for operational disruption and trust deficits. As stakeholder expectations for fair labor and environmental protection continue to rise, supply chain management has evolved from a cost-control issue to a necessity for maintaining corporate resilience and brand value.

In this context, ASUS has integrated “Responsible Manufacturing” into the core of its sustainability transformation strategy, upgrading from a compliance-oriented audit model to a “Prevent–Enable–Co-create” management framework. We have embedded suppliers’ Environmental, Social, and Governance (ESG) performance into our procurement processes, explicitly requiring suppliers to provide safe and healthy working environments, prohibit forced labor and child labor, ensure respect for employee dignity and rights, and uphold environmental protection and the highest standards of business ethics.

Through annual audits, supplier grading management, and targeted assistance programs, we enhance suppliers’ ESG management capabilities, ensure compliance with the ASUS Supplier Code of Conduct, and thereby not only mitigate operational risks but also build a responsible and resilient supply network.

Actions

- Develop an ISO 20400 Sustainable Procurement policy, management procedures, and targets
- Expand the scope of management to conduct RBA audits for the Group subsidiaries
- Strengthen labor human rights protection and optimize the risk management in the sustainable supply chain
- Align with international climate initiatives and launch the Key Supplier Carbon Reduction Engagement and Counseling Program

Annual Performance

Obtained the first-ever five-star rating from SGS in the **ISO 20400** Sustainable Procurement Guidance performance evaluation.

A cumulative total of **490,000** individuals have benefited from labor rights protection measures.[1]

100% of high-risk suppliers completed ESG audits.

100% of the responsible minerals—tantalum, tin, tungsten, and gold—are sourced from qualified smelters.

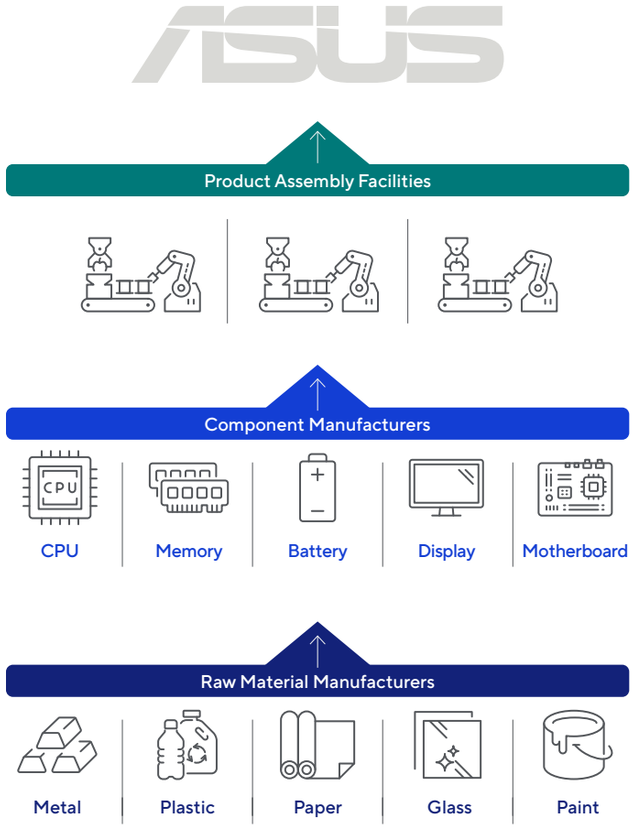
Achieved a **28%** reduction in key suppliers’ carbon emissions intensity compared to the baseline year.

1 Cumulative period: 2013 to 2024

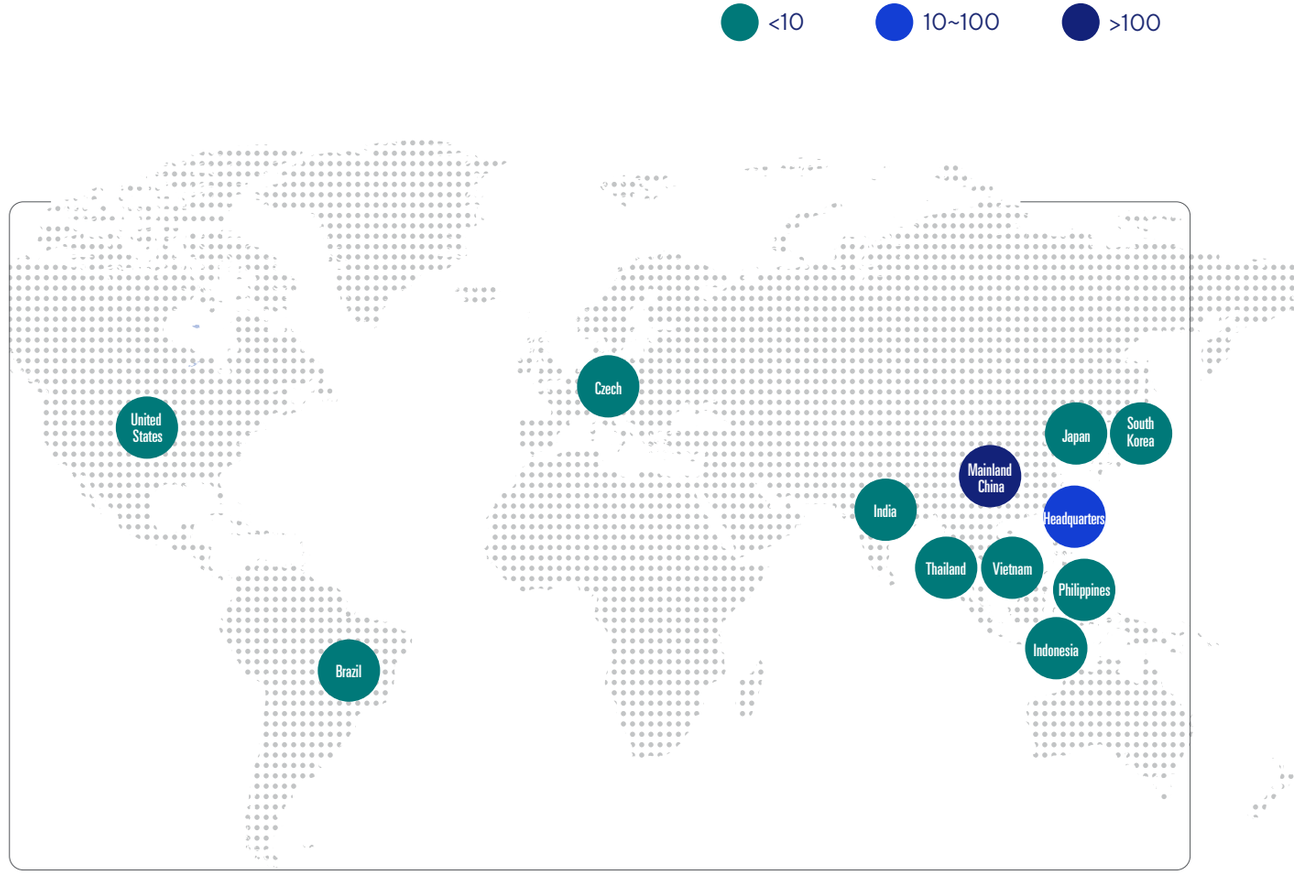
Sustainable Procurement

ASUS is committed to driving sustainable procurement and collaborates with 693 suppliers worldwide to build a resilient and sustainable supply chain. We embed sustainability principles into our procurement decisions, implementing them at every stage—from design and raw materials to manufacturing, use, and end-of-life recycling. Beginning in 2024, ASUS will bring its key production-affiliated subsidiaries—where we hold more than 50% equity and operational control—under this management scope, ensuring that the entire Group's operations and supply chain uphold the highest standards of responsible manufacturing and fulfill our corporate social responsibility and sustainability commitments.

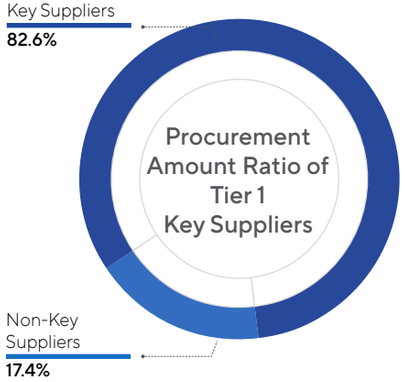
Supply Chain of ASUS



Global Supplier Distribution



We categorize suppliers according to our procurement model into three types: raw material manufacturers , component manufacturers (including panel suppliers, motherboard producers, IC component suppliers—such as CPU, SSD, HDD, RAM, and GPU manufacturers—and power supply providers), and product assembly facilities . We identify key suppliers based on procurement amount and key technical indicators .



Supplier Categories	Description	The Number of Suppliers / Procurement Ratio
Tier 1 Suppliers and Product Assembly Facilities	All continuously trading suppliers	693
Tier 1 Key Suppliers	Quarterly procurement amount reaching NT$2.5 million, key technical indicators	110
Procurement Amount Ratio of Tier 1 Key Suppliers	-	82.6%
Non-Tier 1 Key Suppliers	Key Plastic Manufacturers	3

ASUS considers sustainable procurement a critical factor, integrating environmental, social, and economic indicators into supplier evaluations, and requiring suppliers to comply with relevant laws and regulations to ensure the sustainability of the supply chain. Our measures for promoting sustainable procurement include:

- Formulating a Sustainable Procurement Policy that clearly defines our goals and principles as guidelines for supply chain sustainability.
- Incorporating sustainable procurement requirements into the Supplier Code of Conduct to communicate ASUS' expectations to suppliers.
- Establishing a supplier sustainability assessment mechanism that integrates sustainability criteria into supplier selection and risk management indicators, and promotes continuous improvement through regular audits.
- Enhancing suppliers' sustainability management capabilities to reduce environmental impact, improve labor rights, and strengthen supply chain resilience and accountability.
- Raising procurement personnel's sustainability awareness by making sustainability trends and management practices mandatory training for procurement and outsourcing management teams.

ISO 20400 Sustainable Procurement-Guideline Performance Evaluation

ASUS has allocated dedicated resources to enhance the sustainability capabilities of its supply chain and, through cross-departmental collaboration, drive the sustainable transformation of its suppliers. In the current year, we achieved the first five-star rating from SGS for the ISO 20400 Sustainable Procurement-Guideline Performance Evaluation and were honored with the highest "Role Model" rating.

For detailed management performance under the ISO 20400 evaluation, please refer to 03 ESG Case Study.

Supplier Code of Conduct

ASUS became a full member of Responsible Business Alliance (RBA) in 2018. We demonstrated our resolve for supply chain management and take on greater responsibilities as the producer. We include the PAS7000 and SA8000 standards and set the ASUS Supplier Code of Conduct to strengthen the protection of young and female employees. We require not only our suppliers but also their upstream to comply with five major aspects, such as labor, health and safety, environment, ethics, and management systems.

the ASUS Supplier Code of Conduct

Supplier Code of Conduct encompasses five key dimensions—labor, health and safety, environment, business ethics, and management systems—clearly requiring suppliers to provide a safe, fair, and dignified working environment while strengthening protection mechanisms for young and female workers. Concurrently, ASUS mandates that suppliers cascade these requirements throughout their upstream supply chains and implement consistent management measures to ensure the entire supply chain's compliance with the Code of Conduct.

ASUS requires all new suppliers—including product assembly facilities, component manufacturers, and raw material manufacturers—to sign the Declaration of Supplier Code of Conduct as a mandatory collaboration document, ensuring they understand and commit to ASUS's sustainability requirements. In 2024, we continued to achieve our target of 100% of new suppliers signing the Declaration.

Management Objectives

Achieve 100% signing of the Declaration of Supplier Code of Conduct by all new suppliers, committing them to comply with requirements across the five dimensions of labor; health and safety; environment; business ethics; and management systems.

Target Achievement Status

2022	2023	2024
100%	100%	100%

Risk Evaluation and Classification Management

The management consists of three phases—new supplier approval, continuous risk management, and performance evaluation. These phases apply to product assembly facilities, component manufacturers, and raw material manufacturers. This approach ensures that all supplier categories are incorporated into the sustainability management framework.

Phase 1 : New Supplier Approval

System Certification	ISO 9001 ISO 14001
Quality Audit	Process capability Quality system
Sustainability Auditing	Hazardous Substances Free (HSF) Corporate Social Responsibility
Declaration	Declaration of Supplier Code of Conduct

Sustainability auditing is the basis for selecting new suppliers

Phase 2 : Continuous Risk Management

Annual audit	Corporate Social Responsibility Hazardous Substances Free (HSF) Eco-labels (EPEAT, TCO)
Annual Environmental Footprint Survey	Responsible Minerals Greenhouse Gases (GHGs) Water Footprint Waste

Include sustainability as a risk assessment indicator and develop a grading management and support system for our suppliers.

Phase 3: Performance Evaluation

Quarterly Business Review	Quality, Cost, Technology, Delivery, Service, Sustainability

Include sustainability as part of the performance assessment and as a basis for order allocation and continuous collaboration.

Phase 1: New Supplier Approval

The entrance barrier for becoming ASUS' qualified suppliers requires possessing ISO 9001 and ISO 14001 certifications, signing the Declaration of Supplier Code of Conduct, and passing the audits on Quality, Hazardous Substance Free, and Corporate Social Responsibility.

Phase 2: Continuous Risk Management

ASUS integrates four dimensions—national geopolitics, industry and product characteristics, controversy events, and supplier criticality—to develop risk indicators covering the RBA Code of Conduct, hazardous material and process management, brand reputation, labor protection, continuous improvement, management systems, and labor intensity. Each year, we target all continuing suppliers, as well as those suppliers and product assembly facilities with quarterly procurement amounts reaching NT$2.5 million, to conduct supplier risk self-assessments. Suppliers that self-assess as high risk, or those with prior environmental or social adverse events, undergo second-party or third-party onsite audits per the ASUS Supplier Code of Conduct; medium- and low-risk suppliers are subject to thematic or document audits. The annual audit scope covers product assembly facilities and component manufacturers.

Furthermore, all suppliers must participate in annual surveys covering Responsible Minerals, Greenhouse Gases, Water Footprint, and Waste. Through audits and capacity-building support, ASUS manages potential risks related to labor, health and safety, environment, and business ethics, preventing adverse impacts on governance, environment, and society, thereby ensuring a stable and sustainable supply chain.

	2022	2023	2024
Completion Rate of Sustainability Risk Assessments and Audits for Continuously Trading Suppliers and Key Suppliers	100%	100%	100%
Completion Rate of On-site Audit Implementation for Continuously Trading Suppliers	34.4%	31.7%	34.9%

Phase 3: Performance Evaluation

In our Quarterly Business Review (QBR), ASUS evaluates traditional metrics—quality, cost, technology, delivery, and service—alongside sustainability performance indicators such as ethical business conduct, environmental protection, labor rights, and occupational health and safety. The outcomes of these evaluations inform order allocation and decisions on ongoing partnerships: top-performing suppliers are awarded additional resources, and we leverage our brand influence to drive continuous improvement across the supply chain.

If a supplier violates any corporate social responsibility requirements and significantly impacts the environment or society in the country of operation, or fails to pass audits for two consecutive years, ASUS reserves the right to terminate or dissolve the contract or collaboration at any time.

Audit and Continuous Improvement

To ensure suppliers comply with ASUS's management requirements on human rights, occupational health and safety, and environmental protection, in 2024 ASUS identified 100 high-risk suppliers based on their self-assessment results and conducted second-party and third-party onsite audits in accordance with the ASUS Supplier Code of Conduct, uncovering a total of 1,125 nonconformities, with an overall corrective-action completion rate of 90%. At the same time, all ASUS auditors have completed RBA audit training and obtained certification, continuously strengthening our supply-chain management expertise and execution effectiveness.

Analysis of the 2024 audit results reveals that high-risk nonconformities were concentrated in three areas—labor practices, occupational safety, and environmental management—particularly among high labor-intensity suppliers such as product assembly facilities, mechanical-parts producers, panel suppliers, motherboard manufacturers, power-supply providers, and battery suppliers.

ASUS requires suppliers to remediate priority nonconformities within 30 days, major nonconformities within 90 days, and minor nonconformities within 270 days. The failure rates and remediation rates for each category are presented in the accompanying table.

For nonconformities related to excessive working hours that remain unresolved, ASUS employs a continuous monitoring and support mechanism, requiring non-compliant suppliers to establish working-hours management and monitoring systems and to report monthly performance for six consecutive months, thereby mitigating overtime risks and ensuring compliance with local regulations and RBA minimum standards.

Management Items/Indicators		Deficiency Rate		Deficiency Remediation Rate		Total Deficiency Improvement Rate	Major Deficiencies
		Priority Deficiency Rate	Other Deficiency Rate	Priority Deficiency Improvement Rate	Other Deficiency Improvement Rate		
Labor • Prohibition of forced labor • Young workers • Working hours • Wages and benefits	• Anti-discrimination, anti-harassment, and humane treatment • Freedom of association and collective bargaining	2.6%	26 %	90%	100%	90%	• Social insurance and housing provident fund fail to reach the legally required rate. • Hours worked (includes overtime) in a workweek exceed 60 hours. • Proportion of dispatched workers exceeds the legally permitted ratio.
Health and Safety • Occupational Health and Safety • Emergency Preparedness • Occupational Injuries and Occupational Diseases • Industrial Hygiene	• Physically Demanding Work • Machine Guarding • Public Health and Accommodation • Health and Safety Communication	1.4%	32.7%	100%	100%	100%	• Personal protective equipment and occupational health and safety medical examinations and training for employees in high-risk work environments not provided. • Fire escape port not cleared, and fire equipment not regularly maintained. • The retention time of food samples from the employee cafeteria does not meet regulatory requirements and failure to conduct inspections of drinking water at regular intervals.
Environment • Environmental Permits and Reporting • Pollution Prevention and Resource Protection • Hazardous Substances • Solid Waste	• Air Emissions • Material Restrictions • Water Resources Management • Energy Consumption and Greenhouse Gas Emissions	0%	15.7%	100%	100%	100%	• Failure to properly use, label, and store chemicals in accordance with the Chemicals Management Regulations. • Failure to conduct a greenhouse gas inventory and to establish greenhouse gas reduction plans. • Failure to implement a water resource management plan.
Ethics • Business Integrity / Anti-Corruption • Prohibition of Improper Advantage • Disclosure of Information • Intellectual Property Rights • Fair Trade, Advertising, and Competition	• Identity Protection and Prevention of Retaliation • Responsible Sourcing of Minerals • Privacy • Sustainable Procurement	0%	3.7%	0%	100%	100%	• Due diligence for responsible sourcing of minerals did not cover 100% of suppliers. • Failure to establish a Sustainable Procurement Policy to evaluate supply chain ESG performance as a basis for procurement decisions. • Failure to establish policies related to the protection of personal data and privacy in business transactions.

Management Items/Indicators		Deficiency Rate		Deficiency Remediation Rate		Total Deficiency Improvement Rate	Major Deficiencies
		Priority Deficiency Rate	Other Deficiency Rate	Priority Deficiency Improvement Rate	Other Deficiency Improvement Rate		
Management • Company Commitment • Management Roles and Responsibilities • Legal and Customer Requirements • Risk Assessment and Risk Management • Improvement Objectives	• Training and Communication • Worker/Stakeholder Engagement and Remediation • Audits and Evaluations • Corrective Actions • Documents and Records • Supplier Responsibility	0.2%	17.7%	100%	100%	100%	• ASUS's corporate social responsibility requirements not effectively communicated to suppliers. • Laws, regulations, and customer requirements not promptly updated and internalized in management documents. • Information on employee grievance channels and protection from retaliation not effectively communicated to employees.
Hazardous Substance Management System		0%	49%	0%	100%	100%	• Failure to include ASUS latest hazardous substance management requirements in management. • XRF testing criteria did not consider machine errors and customer requirements • Lack of HSF (Hazardous Substance Free) compliance evidence for some supplement materials.
Hazardous Substance Process Management System		0%	51%	0%	100%	100%	
Eco-label Requirements		0%	0%	0%	0%	0%	-

Improvement Actions

ASUS holds assistance meetings to support suppliers in improving their performance, providing industry best-practice examples to facilitate peer exchange of management experiences. Through sustained coaching, all audit deficiencies have been fully remediated, and the high-risk working-hours issues have been reduced to a low-risk level recognized by the RBA, with ongoing monitoring maintained.

Labor Employment

- Establish a working hour management and monitoring mechanism.
- Report work hours monthly for continuous six straight months.
- Propose social insurance and housing fund payment plans.

Occupational Safety

- Within one month, procure additional personal protective equipment.
- Within one month, develop and submit a training plan.
- Immediately remove any obstructions from fire escape ports.

Environmental Management

- Within one month, develop and submit a greenhouse gas inventory plan.
- Incorporate the greenhouse gas plan into the ISO 14001 management system objectives and regularly review progress.

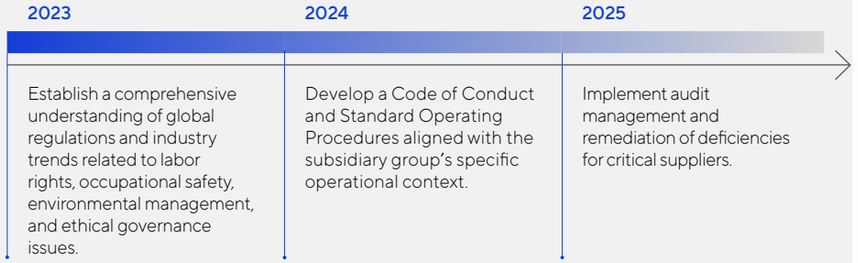
Under the established audit and management framework, over 2,500 employee interviews have been conducted over the years, cumulatively safeguarding the fundamental rights of more than 490,000 employees. In 2024, no supplier was disqualified from transactions due to any significant adverse incident.

Case Study

ASUS Group RBA Management

In response to the European Union's Corporate Sustainability Due Diligence Directive (CSDDD) requirements for human rights and environmental risk management, ASUS continues to strengthen its Responsible Business Alliance (RBA) management system by incorporating key subsidiaries into the Group's RBA framework as a strategic priority for deepening sustainable governance. Since 2023, ASUS has initiated the "Key Subsidiaries RBA Management Program," through a three-phase collaboration and guidance process to help subsidiaries develop an RBA-aligned code of conduct and management system, extending to their supply chains to implement core values such as labor rights, occupational safety, environmental responsibility, and business ethics. In 2023, the first "Key Subsidiaries RBA Management" assistance meeting was held to explain global regulations and industry trends, enhancing subsidiaries' awareness of related risks. In 2024, ASUS is rolling out a one-on-one RBA assistance project to support subsidiaries in building operationally tailored management systems based on the RBA Code of Conduct 8.0, integrating core RBA requirements into daily operations and internal processes to strengthen responsible governance and sustainability management capabilities.

Engagement and Counseling Process



Supplier Grading Management

ASUS adopts the Responsible Business Alliance (RBA) Code of Conduct and applicable regulations as the baseline requirements for supplier management. Leveraging accumulated audit findings, assessment data, and engagement feedback, ASUS has established a supplier management database to serve as the foundation for implementing sustainable grading management.

Based on each supplier's sustainability management maturity and its strategic relevance to ASUS's business, suppliers are classified into four tiers—Strategic, Potential, Evolving, and Developing—with differentiated management strategies applied accordingly:

- Strategic Suppliers: Suppliers with high sustainability management capability and strong business relevance, prioritized for procurement and engaged as partners in innovation and carbon reduction initiatives.
- Potential Suppliers: Key business partners whose sustainability performance still has room for improvement; through project support, regular audits, and capacity building, their sustainability management maturity is elevated.
- Evolving Suppliers: Suppliers demonstrating solid sustainability performance but with relatively lower business relevance; ASUS encourages their participation in additional sustainability collaborations to gradually deepen the partnership.
- Developing Suppliers: Suppliers with lower procurement volumes and developing sustainability capabilities; ASUS focuses on ensuring compliance with fundamental regulations and the RBA Code of Conduct and periodically reviews their improvement progress.

The grading management mechanism helps ASUS allocate management resources efficiently by tailoring management measures to each supplier category, enhancing communication efficiency and remediation effectiveness, and progressively strengthening the overall supply chain's sustainability performance and operational resilience. This mechanism also responds to increasingly stringent international regulations, brand and customer requirements, and investors' expectations for ESG risk control, demonstrating ASUS's proactive commitment to a responsible supply chain.

In 2024, ASUS, leveraging supplier industry attributes and global material issues, is focusing its enhanced management actions on the following key areas:

- Human Rights: Centered on "living wage" and "employee organizing rights," ensuring suppliers comply with international labor standards to safeguard workers' basic livelihoods and freedom of association.
- Environmental: Concentrating on "biodiversity," "process chemicals," and "water resource management," employing hotspot identification, project-based support, and improvement actions to mitigate the supply chain's impact on the natural environment and to strengthen preventive management in high-risk regions and processes.

ASUS continuously strengthens its supply chain management through scientific methods and a risk-based approach, investing resources to collaborate with suppliers in upholding human rights and environmental responsibilities, thereby building a resilient and sustainable supply chain.

Human Rights

Respect for human rights is a core value at ASUS, incorporated into our Corporate Code of Conduct and applied throughout our global operations and supply chain. ASUS is committed to ensuring that all employees are treated with respect and fairness, and requires suppliers to adhere to applicable laws as well as social and environmental standards. To enhance human rights protections within the supply chain, ASUS reviews the labor and employment conditions of our partner suppliers, sets high standards, and has issued the ASUS Human Rights Statement. Through the following concrete actions, we strengthen suppliers' implementation of their human rights responsibilities.

【Formulate Supplier Code of Conduct】
ASUS's Supplier Code of Conduct clearly prohibits the use of child labor and any form of forced labor, and forbids charging recruitment fees.

【Declaration of Compliance】
Require all suppliers to sign the Declaration of Supplier Code of Conduct to ensure first-tier suppliers comply with the RBA Code of Conduct.

【Human Rights Due Diligence】
Conduct an annual supply chain human rights due diligence, tiering supplier risks based on indicators such as recruitment procedures, contract management, wages and benefits, working-hour alerts, forced labor, freedom of movement, freedom of association, humane treatment, anti-discrimination and anti-harassment, and collective bargaining. For high-risk suppliers, RBA-qualified auditors perform on-site audits of human rights management and labor conditions, conduct random worker interviews to verify actual conditions, and provide anonymous complaint channels to prevent retaliation.

【Grievance and Communication】
Establish a bilateral grievance mechanism: production-line workers can anonymously submit complaints via a bulletin-board QR code, and ASUS requires supplier management to address and track each case to closure.

【Information transparency and disclosure】
Publicly disclose annual supply chain management performance, including human rights due diligence, risk assessments, audit findings, and supplier engagement outcomes.

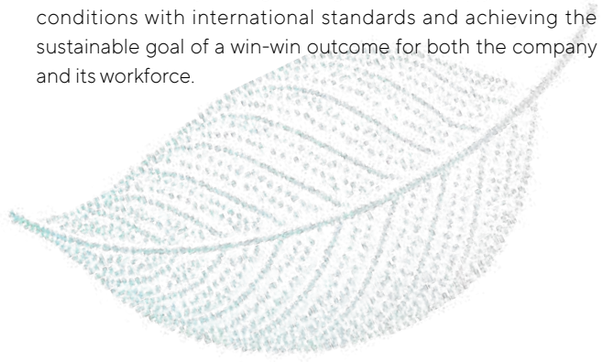
【Supplier training】
Conduct regular sustainability training, inviting third-party certified auditors to share best practices for remediation, helping suppliers strengthen their management systems and effectively implement corrective actions.

Living Wage

A living wage is a critical element in safeguarding employees' basic living standards and dignity, and it stands as one of the core pillars of responsible manufacturing. Beyond improving employee welfare and job stability, a living wage also enhances supply chain resilience and sustainability.

In 2024, ASUS launched the "Living Wage Program" in alignment with the RBA guidelines and the Anker Living Wage methodology. This initiative involves conducting a wage structure audit and gap analysis for our ongoing suppliers, guiding them to establish a fair wage adjustment mechanism. The program prioritizes the electronics assembly and labor-intensive sectors, using on-site assessments and worker interviews to capture actual wage conditions and setting phased improvement targets. At the same time, suppliers are prohibited from offsetting low wages with excessive overtime, thereby enhancing transparency in hours worked and compensation to ensure compliance with human rights standards.

In 2025, ASUS will expand the program to include small and medium-sized suppliers as well as other high-risk industries. We will strengthen data-driven monitoring and performance tracking to improve transparency and management effectiveness. Additionally, we plan to collaborate with third-party organizations for outcome validation to build external trust, continuously driving the alignment of supply chain labor conditions with international standards and achieving the sustainable goal of a win-win outcome for both the company and its workforce.

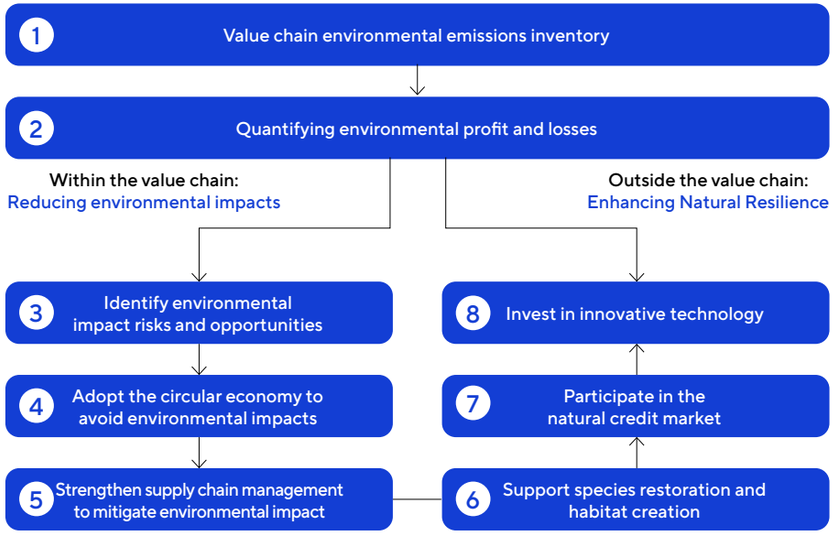


Environment

Natural Capital

ASUS recognizes natural capital as the foundational resource for sustainable operations, encompassing land, freshwater resources, biodiversity, and ecosystem services. In alignment with global frameworks such as the United Nations Sustainable Development Goals (SDGs) and the Kunming-Montreal Global Biodiversity Framework (GBF), we have developed a natural capital strategy that balances risk mitigation with positive environmental impact. Anchored on two pillars—"Reducing Environmental Impacts" and "Enhancing Nature Resilience"—this strategy integrates actions across our value chain: internally, we identify and assess the environmental impacts of our operations and supply chain to drive targeted mitigation and sustainable management; externally, we explore innovative, nature-based solutions in line with the Task Force on Nature-related Financial Disclosures (TNFD), and actively participate in habitat protection and biodiversity conservation to strengthen the long-term stability of ecosystem services.

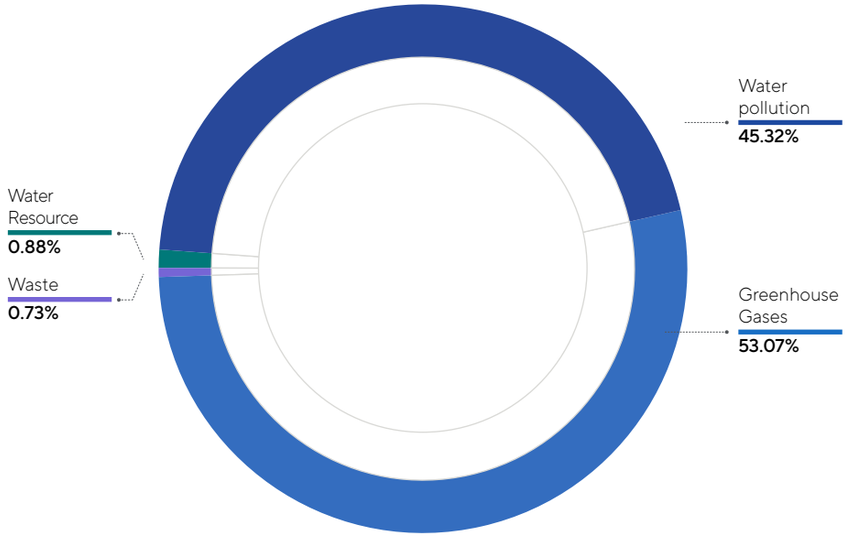
Natural Capital Strategy Map



Environmental Profit and Loss (EP&L)

Since 2018, ASUS has implemented an Environmental Profit and Loss (EP&L) assessment using a lifecycle perspective to quantify the environmental impacts of raw material extraction, component manufacturing, product assembly, and operations. These impacts are monetized to improve comparability across different environmental issues and to inform decision-making. The EP&L results identify greenhouse gases, water resources, waste, and water pollution as priority focus areas[2], with high-risk hotspots concentrated among component manufacturers (e.g., panels, motherboards, IC components such as CPUs, SSDs, HDDs, RAM, GPUs, and power supplies) and assembly facilities.

The 2024 EP&L results indicate a total environmental impact of USD 685 million, with greenhouse gas emissions and water pollution emerging as the primary hotspots. Within the supply chain, Tier 3 raw material extraction and Tier 2 component manufacturing contribute the most to this total impact.



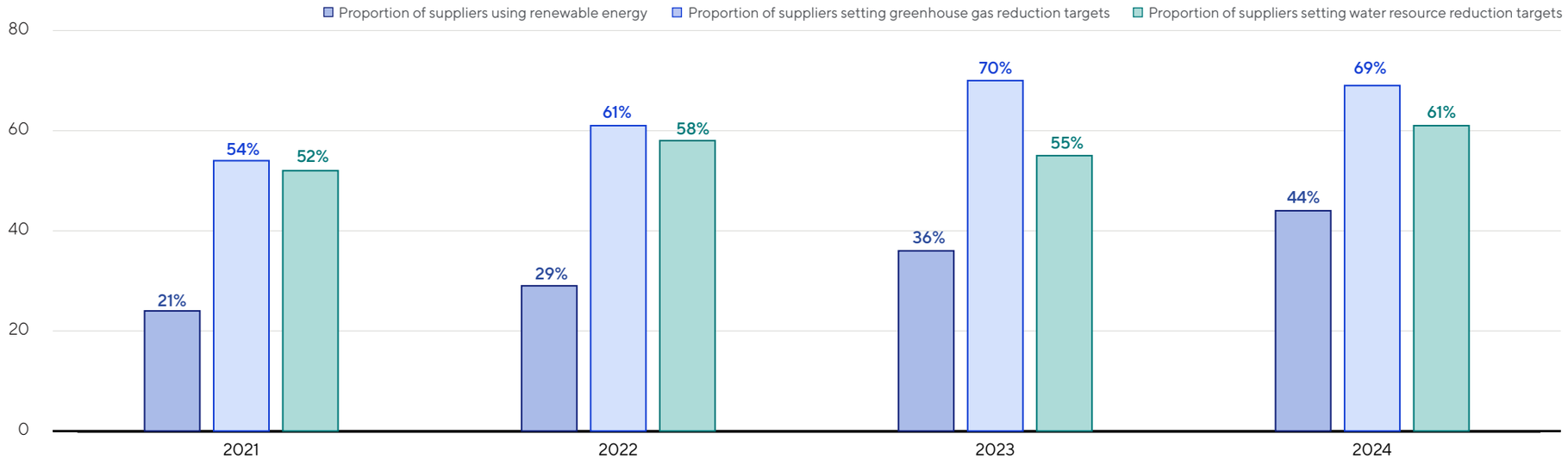
2 From a theoretical standpoint—and in line with the Science Based Targets Network (SBTN)—the hydrological cycle perspective treats water withdrawal (quantitative use) and discharge (qualitative impact) as interconnected phases of the same freshwater flow path. Within this cyclical system, pollutant discharges reduce the availability of downstream water bodies, diminishing the supply of usable freshwater within a watershed and thereby constraining a company's future withdrawal potential. Consequently, from a risk-management viewpoint, integrating water quality and quantity under a unified "freshwater resources" management objective enables more accurate assessment of watershed water stress and pollution-induced resource depletion, and supports the setting of integrated targets that deliver both water-saving and pollution-reduction benefits.

Assessment and Management

Leveraging the Carbon Disclosure Project (CDP) greenhouse gas and water resource metrics, ASUS conducts assessments of 148 key suppliers and analyzes over 100,000 historical data points. These insights inform the development of action plans and management targets, with execution performance reviewed regularly to drive year-over-year improvements in all critical indicators. Historical management performance is summarized in the table below.

	Action Plans / Management Targets	2024 Management Performance
Management	• New suppliers must have an ISO 14001 system	• 100% of new suppliers have ISO 14001 certification
Greenhouse Gases	• Ensure that key suppliers achieve a 30% reduction in carbon intensity by 2025	• 44% of suppliers have used renewable energy (solar power) • 69% of suppliers have set greenhouse gas reduction targets • 54% of suppliers have obtained ISO 14064 third-party verification • 42% of suppliers have obtained ISO 50001 certification
Water resources and water pollution	• Our motherboard maker should provide qualified wastewater testing reports every year • Key suppliers should set water resource reduction targets	• 100% of motherboard manufacturers provide qualified wastewater testing reports annually • 61% of suppliers have established water resource reduction targets
Hazardous Industrial Waste	• Extend the Zero Waste to Landfill program of ASUS head office to key suppliers and set the waste conversion rate • Key suppliers should set waste reduction targets	• 14% of suppliers have set waste conversion rate targets • 54% of suppliers have set waste reduction targets

Supplier Environmental Management Performance Over the Years



For the greenhouse gas issues requiring prioritized management, ASUS has developed a three-phase action plan to systematically advance carbon reduction and risk control.

2022	2023	2024-2025
Map the manufacturing processes for key components and identify emission hotspots—such as equipment with high energy consumption and processes with high carbon emissions.	Map carbon reduction paths for key components based on emission hotspots and suppliers' capacity for reducing carbon emissions.	Collaborate with suppliers through assistance programs to advance technology-based carbon reduction by promoting the use of low-carbon materials, optimizing manufacturing processes, enhancing equipment energy efficiency, and integrating renewable energy sources.

Case Study

Water Management Program for ASUS Key Suppliers

In response to the challenges of climate change and uneven distribution of water resources, ASUS places great emphasis on the impact of water resource management on supply chain operational resilience and environmental responsibility. Product manufacturing relies heavily on diverse supply chain collaboration, and many processes involve substantial water use and wastewater treatment; water-related risks not only affect supply stability but are also closely linked to local communities and ecosystems.

In 2023, ASUS integrated water resources as a key focus within supply chain management, establishing a governance mechanism that covers production-line inventories, risk identification, and reduction targets. An analysis of the inventories revealed that approximately 80 % of water usage was concentrated among motherboard, panel, mechanical-component, and battery suppliers, as well as product assembly facilities. Based on these findings, ASUS developed a tiered management and assistance strategy to reinforce its overall water resource management capabilities.

To deepen suppliers' awareness and capacity for action, in 2024 ASUS convened a "Water Resource Management and Reduction" assistance meeting for high-water-use suppliers, outlining global water risk trends and introducing the WRI Water Risk Atlas (Aqueduct) tool for regional risk assessment to help identify water stress and quality risks at operational sites. The meeting also referenced the CDP Water Security framework to guide suppliers in disclosing their management strategies and response actions, using case studies and data to illustrate the environmental impacts of process water use.

In 2025, ASUS will mandate that key suppliers advance water recycling and reuse and optimize manufacturing processes to enhance water use efficiency.

Engagement and counseling process

Conduct an inventory of key water-resource suppliers. 2023	Develop risk awareness and management capabilities. 2024	Establish reduction targets. 2025	Track progress regularly. 2026
• Using water-footprint data and product-process analysis, identify high water-use processes and supplier groups. • Establish a tiered list to inform subsequent management and assistance efforts.	• Organize educational training sessions and seminars to communicate water-related regulatory developments and corporate responsibilities. • Leverage the WRI Aqueduct tool to evaluate water stress and risk in the regions where suppliers' operational sites are located. • Implement the CDP Water Security framework to support suppliers in self-assessing their current water resource management practices. • Deliver risk-hotspot analysis reports to help suppliers identify sources of water-related risk and develop appropriate response capabilities.	• Assist suppliers—in accordance with their operational contexts and regional water - risk profiles—in establishing specific, measurable reduction targets. • Introduce technology - driven improvements—such as wastewater recycling and treatment systems, as well as process optimization—to reduce water consumption. • Offer industry best practices and illustrative case studies as reference points for continuous improvement.	• Establish a semi-annual monitoring mechanism to regularly report water usage data and improvement progress. • Leverage a data platform for trend analysis to identify anomalies or elevated risks at an early stage.

Biodiversity

Companies are shifting from traditional environmental pollution control toward biodiversity conservation, driven primarily by increasingly stringent international regulations on habitat protection. This trend has prompted governments worldwide to tighten environmental management[3] of habitats, creating both new risks and opportunities for corporate operations, including stricter standards for water use, wastewater discharge, and land-use controls under species-habitat management policies[4].

Moreover, IPCC studies highlight that biodiversity conservation makes a significant contribution to net-zero carbon goals: by protecting habitats, natural carbon-sink functions are strengthened, carbon removal potential is increased, and the impacts of climate change on businesses are further mitigated

For ASUS, biodiversity scarcity does not directly affect the inputs for component manufacturing or assembly, nor do ASUS or its suppliers' operations currently lead to species disturbance or habitat fragmentation. However, as governments reinforce habitat-protection regulations, significant impacts on ASUS's operations and its suppliers are anticipated. Accordingly, ASUS must proactively assess the potential effects of these policies on its operations and supply-chain management and develop corresponding response strategies[5].

On the other hand, EP&L assessments reveal that water withdrawal and wastewater discharge represent ASUS's second-largest environmental impacts, and suppliers' water use and discharge directly affect local habitat quality and species survival. Therefore, ASUS has initiated biodiversity-risk identification and assessment for highly water-dependent supplier categories[6] by leveraging the Key Biodiversity Areas (KBA) mapping tool to determine whether supplier sites are located in or adjacent to ecologically sensitive zones such as water-source protection areas and wetlands, and has strengthened audits of these high-risk suppliers.

Case Study

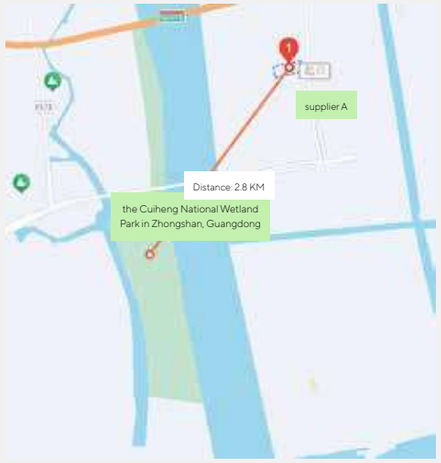
Supply Chain Biodiversity Management

ASUS leveraged the Institute of Public and Environmental Affairs (IPE) in mainland China to identify that Supplier A's facility is adjacent to the Cuiheng National Wetland Park in Zhongshan, Guangdong. This ecologically significant habitat spans 625.6 hectares, with wetlands comprising 63.21% of its area. It encompasses diverse ecosystems—from estuarine waters and mangroves to perennial rivers and marsh vegetation—and shelters several nationally protected Class-II wildlife species in China, including the Black Kite (Milvus migrans), the Black-winged Kite (Elanus caeruleus), and the Eurasian Kestrel (Falco tinnunculus).

Supplier A is an IC packaging and storage equipment manufacturer whose critical processes include IC baking, solder-paste printing, component placement, reflow soldering, aging tests, and final assembly and packaging—high-density manufacturing operations. During ASUS's annual on-site audits, we reviewed the supplier's Environmental Impact Assessment report and annual pollution-emission monitoring data (covering domestic wastewater, process vents, and noise), confirming government approval and compliance with applicable regulations.

Given the facility's proximity to an ecologically sensitive zone, ASUS has mandated the following actions:

- Establish a Biodiversity Management Framework: Integrate a biodiversity policy into the supplier's internal management system, set concrete conservation objectives and action plans, and conduct regular performance reviews.
- Enhance Communication and Disclosure: Effectively communicate relevant policies and targets to internal staff and external stakeholders, and explore public disclosure channels for biodiversity commitments to bolster corporate transparency and accountability.



3 Because most species primarily inhabit ecologically sensitive areas—such as watersheds, forests, and wetlands—the key to protecting biodiversity lies in preserving habitat integrity and quality. The Kunming-Montréal Global Biodiversity Framework, adopted in 2022, calls on governments worldwide to actively conserve biodiversity and establishes the "30×30" ambition: protecting at least 30 % of the planet's terrestrial and marine areas and restoring 30 % of degraded ecosystems by 2030.

4 In 2024, China's Ministry of Ecology and Environment released the China Biodiversity Conservation Strategy and Action Plan (2023-2030). Under Priority Action 13, "Environmental Quality Improvement," it prescribes measures such as strengthening air-pollutant management, advancing industrial-park wastewater collection and treatment, intensifying plastic-pollution prevention, and dynamically publishing lists of priority new pollutants for control.

5 The electronics industry heavily depends on water for processes such as cleaning and cooling. When governments impose stricter water-withdrawal limits and wastewater-discharge standards to protect watershed ecosystems, companies must install effluent-treatment systems or improve water-recycling and reuse efficiency—measures that directly increase operational costs.

6 These high-water-dependency supplier categories include IC design firms, panel manufacturers, battery suppliers, and assembly plants.

Responsible Minerals

Conflict Minerals

The United States passed the "Dodd-Frank Wall Street Reform and Consumer Protection Act" in 2010. Section 1502 of the Act requires the U.S. Securities and Exchange Commission to enact legislation on "conflict minerals" to disclose whether the minerals used in production are sourced from mining regions in the Democratic Republic of the Congo (DRC) and adjoining countries that employ forced labor and inhumane treatment of workers. The Responsible Minerals Initiative (RMI) found that rebel groups in these areas use forced labor, child labor, and other illegal methods to extract tantalum, tin, tungsten, and gold, selling them in exchange for weapons and causing regional instability; internationally, these four mineral types obtained through illicit operations are defined as conflict minerals. In 2017, the EU Commission issued Regulation (EU) 2017/82, which identifies Conflict Affected and High-Risk Areas (CAHRAs). The list covers 208 areas across 27 countries/regions and requires due diligence for minerals produced by high-risk suppliers, including tantalum, tin, tungsten, and gold (3TG).

To satisfy performance demands, electronic products employ a range of functional metal materials. Among these, tantalum, tin, tungsten, and gold—commonly referred to as 3TG—serve as critical raw materials extensively used in manufacturing resistors and capacitors, central processing units (CPUs), hard disk drives (HDDs), memory modules, motherboards, and connectors.

ASUS Responsible Minerals Policy

	Characteristics	Primary product components	ASUS Management Measures
Tantalum	A high-density hard metal with high ductility, thermal conductivity, electrical conductivity, and resistance to acid corrosion.	Capacitors and high-power resistors	Conduct due diligence in accordance with international regulations. Voluntarily establish a management target of sourcing 100% from certified smelters.
Tin	Tin has good pliability and high oxidation resistance; its alloys have anti-corrosion properties.	Motherboards and solder	
Tungsten	Tungsten is highly stable, has a high melting point and high boiling point, and also possesses high density.	Panels and memory modules	
Gold	Gold is highly ductile, an excellent conductor of heat and electricity, and resistant to corrosion.	Memory modules and integrated circuit (IC) chips	
Cobalt	Cobalt is a stable substance that increases energy density and can ensure long battery life and fast charging speeds.	Batteries and aerospace alloys	Voluntary standards: establish management targets for 2025.
Mica	Mica exhibits high electrical and thermal insulation properties, strong chemical stability, resistance to strong acids and alkalis, compressive strength, and birefringence capabilities.	Coatings and capacitors	Voluntary standards: focus on the management requirements set by international organizations.

Global responsible minerals survey

arry out supply-chain smelter investigations in accordance with the five-step due diligence principles of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Establish management mechanisms.

ASUS Responsible Minerals Policy

- Suppliers shall procure 100 % of tantalum, tin, tungsten, gold, and cobalt from certified smelters.
- Comply with the ASUS Responsible Minerals Policy, establish their own responsible minerals policy, and communicate it to their next-tier suppliers.

Identify and assess risks.

Annual supply chain survey

- Identify the list of suppliers using tantalum, tin, tungsten, gold, and cobalt, and conduct an annual responsible minerals survey.
- (Reasonable Country of Origin Inquiry)Perform a Reasonable Country of Origin Inquiry (RCOI).
- Responsible Minerals Assurance Process, RMAP) Identify smelters that comply with the RMI Responsible Minerals Assurance Process (RMAP).
- Identify risk suppliers that do not source from certified smelters.

Formulate risk remediation procedures.

Qualified Smelter Transition Program

- Suppliers attend assistance meetings to communicate ASUS's requirements.
- Suppliers carry out the transition to qualified smelters.
- Hold quarterly updates to communicate transition progress.

Conduct third-party independent audits.

On-site Audits

- Conduct second-party and third-party on-site audits of suppliers' responsible-minerals management systems and review the quality of data provided by suppliers.
- Establish a responsible-minerals communication channel at GreenASUS@asus.com

Disclose management outcomes.

Publish Smelter List

- Publish the list of smelters in ASUS's supply chain on the ESG website and in the sustainability report.
- Provide the list of smelters/refiners used within ASUS's supply chain

Based on the Responsible Minerals Initiative (RMI) survey results and the EU's Conflict Minerals Regulation—which came into effect in 2021 and defines Conflict-Affected and High-Risk Areas (CAHRAs)—in 2024 ASUS cataloged 693 smelters supplying products that account for 99 % of its procurement spend, and carried out geolocation mapping and compliance analysis.

Smelter distribution is highest in Asia (62.0%), followed by the Americas and Europe (each 14.8%), Africa (7.4%), and Australia (1.0%). Upon verification, all sources are from smelters certified by the RMI or the London Bullion Market Association (LBMA), in compliance with responsible sourcing standards.

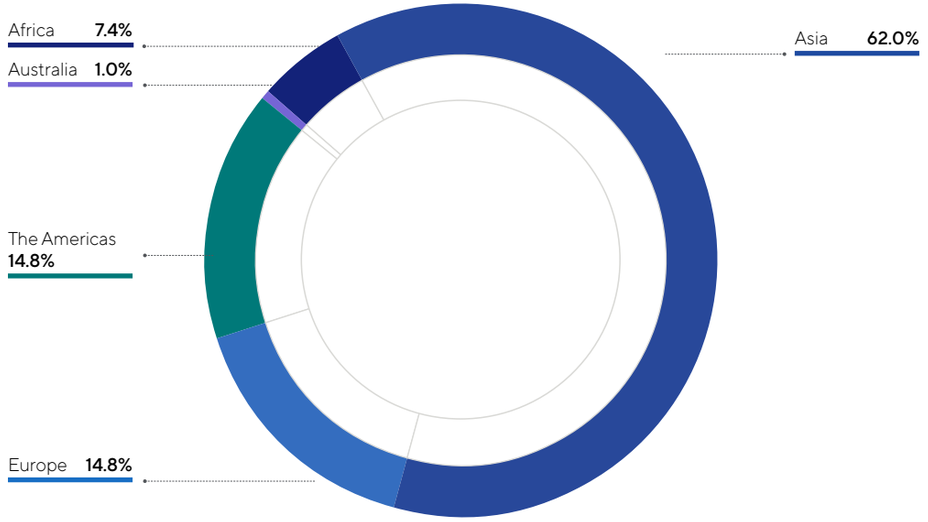
Global supplier smelters

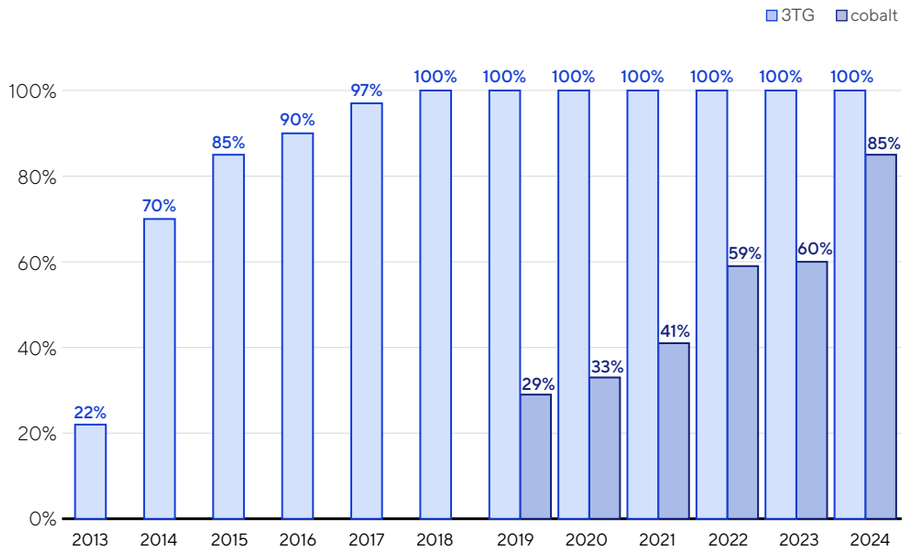
- Tantalum, tin, tungsten, and gold: ASUS participates in quarterly working meetings of the Responsible Minerals Initiative (RMI) certified smelter program to stay updated on the latest developments and provide suppliers with guidance on qualified sourcing. We assist suppliers in investigating and remediating non-conformances by adopting the RMI Responsible Minerals Assurance Process (RMAP) certified smelter program, ensuring that minerals—from the mine of origin through the smelting stage—comply with human rights protections and environmental standards, thereby implementing responsible sourcing. Since 2013, ASUS has advanced responsible sourcing; that year, only 22% of tantalum, tin, tungsten, and gold were procured from qualified smelters. By 2018, we had fully achieved the goal of sourcing 100% of these four metals from qualified smelters and have maintained this standard to date.
- Cobalt: According to the European Union's Critical Raw Materials Resilience Study, one-third of global cobalt production originates from the Democratic Republic of the Congo and its neighboring countries, where illicit operations pose similar risks. In 2019, the Responsible Minerals Initiative (RMI) designated cobalt as the fifth category of monitored minerals. As a critical material for battery manufacturing, ASUS has included cobalt in its responsible minerals procurement management program, conducting annual due diligence. Through on-site audit mechanisms, we assess suppliers' progress in transitioning cobalt sourcing to certified smelters and provide necessary support resources. Compared to 2019, the proportion of suppliers using certified cobalt smelters has increased from 29% to 85%.
- Mica: Through stakeholder engagements, ASUS has learned that mica mining in certain countries involves low-wage, child-labor practices, raising concerns among human-rights organizations. Mica is a key ingredient in coatings and is widely used for the exterior finishes of electronic products. Given the supply-chain risks associated with mica extraction, since 2023 ASUS has included mica within its responsible-minerals due-diligence scope, inventorying the current status of key suppliers to inform the setting of qualified-mica procurement targets.

ASUS upholds its commitment to human rights and environmental stewardship by strictly avoiding the use of conflict minerals sourced from illegal mining operations. Through its Responsible Minerals Procurement Policy, ASUS enforces supplier management, integrates responsible-minerals metrics into its Quarterly Business Review (QBR), and promotes sourcing from certified smelters to mitigate risks of labor exploitation, armed conflict, child labor abuse, and ecological damage .Simultaneously, ASUS conducted an inventory of recycled-metal usage within its supply chain; in 2024, recycled metals accounted for 6.6% of total metal usage, serving as the basis for setting medium- and long-term recycled-mineral targets .

Management Target

By 2025, procure 100% of tantalum, tin, tungsten, gold, and cobalt from certified smelters.





Case Study

Product Responsible Minerals Analysis

Through Full Material Disclosure (FMD), ASUS maps the distribution and usage volumes of critical metals—tantalum, tin, tungsten, gold, and cobalt—within its products, forming the basis for responsible minerals management and circular-resources inventory. In 2024, covering major product shipments (notebooks, desktops, monitors, and all-in-ones including AIO, NUC, and MiniPC), total consumption of these five metals amounted to approximately 154.1 metric tons. By precisely tracking material flows and content, ASUS not only strengthens upstream supply-chain management but also lays the groundwork for driving material recycling and reducing usage at the design stage, thereby embedding circular-economy principles and reducing resource consumption and environmental impact.

Metal distribution and usage are detailed in the table below.

	W	Gold	Tin	Tantalum	Cobalt
Primary components	panels	IC chips	motherboards	capacitors	batteries
Notebook computers (unit: grams)	38,744.8	6,589,514.1	92,491,458.7	2,144,185.0	2,820,208.3
Desktop computers (unit: grams)	21,017.7	99,709.7	8,993,230.0	22,298.1	32.6
Monitors (unit: grams)	38,181.5	2,433,401.1	35,624,126.1	166,378.5	226.2
All-in-one systems (AIO, NUC, Mini PC) (unit: grams)	2,010.6	141,468.0	2,522,538.1	9,591.0	23,902.1
Total usage (unit: metric tons)	0.1	9.3	139.6	2.3	2.8

Partnerships

Supplier Conferences and Thematic Forums

To enhance suppliers' awareness of sustainability topics and their capacity to manage associated risks, ASUS regularly convenes supply-chain conferences and assistance meetings to communicate management requirements and strengthen partnerships. In 2024, we held 23 supplier conferences and thematic forums, inviting third-party experts to present on international human-rights regulations and trends and challenges in carbon management.

The forums received strong engagement from suppliers, with over 90% of participants reporting that the sessions helped them grasp key issues and foster dialogue. Afterwards, ASUS provided forum summaries via eNews, enabling those who could not attend to access the core information and extending the reach of our communications.

2024 Supplier Conferences and Thematic Forums

Participants	Conference Type	Topics	Sessions
Suppliers and assembly plants	All-suppliers conference	Explanation of ASUS Green Products and Sustainable Supply Chain Management Requirements, Building Carbon Management Capabilities, and Standardized Guidelines for On-site Carbon Inventory Operations.	8
Key assembly plants	Key Issue Forums	Business Continuity Management (BCM) climate-change response capability maturity assessment and vulnerability analysis.	3
Key subsidiaries	ESG meetings for key subsidiaries.	GHG inventory and verification; Science-Based Targets (SBT) objectives; establishment of an energy management system; procurement of renewable energy; and a carbon management digital platform.	12

Online Courses

To support suppliers in obtaining ISO certifications and becoming familiar with the RBA Code of Conduct, ASUS has developed a series of online courses, publicly available in the ESG website's "Digital Education and Training Courses" section, offering self-directed learning resources. The course content includes:

- ISO 14001 Management System
- ISO 45001
- IECQ QC 080000
- RBA organization overview and management requirements across five key areas: Labor; Health & Safety; Environment; Ethics; and Management Systems.

ASUS promotes these topics through meetings and targeted email campaigns, and continually expands its online learning resources to enhance suppliers' sustainability management capabilities.

Defect Assistance Meetings

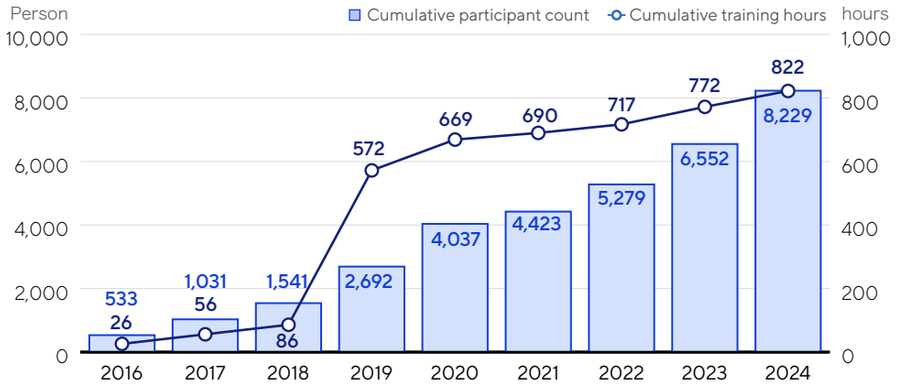
ASUS holds annual coaching meetings to assist suppliers in remediating audit findings; in 2024, audited suppliers achieved 100% participation. Meetings invite RBA-certified auditors to analyze root causes of findings and share industry best practices to enhance suppliers' management awareness and remediation capabilities.

Topics include overtime management; health protection for high-risk roles; carbon and water resource management; employee engagement and privacy protection. In addition to online meetings, ASUS has established supplier WeChat groups to facilitate real-time experience sharing and communication.

To date, cumulative attendance at supply-chain conferences and training sessions has exceeded 8,229 participants, with a total of 822 training hours.

	2022	2023	2024
Percentage of suppliers participating in corrective actions or defect-assistance meetings (%)	100%	100%	100%

Historical performance of stakeholder engagements and communications with suppliers



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Value Creation

Innovation is the most important core foundation for ASUS to evolve to a more competitive and sustainable future. We are always people-oriented and user-friendly to create the best user experience, and innovate with a design thinking. ASUS synergies our inner power of innovation with cooperation with external business partners to create value-added innovation and build a sustainable future.

Actions

- Advanced the application and governance of Generative AI (GenAI)
- Expanded IoT innovation into the smart mobility sector
- Partnered with National Taiwan University to launch a mentorship-led internship program
- Initiated nature-positive actions beyond the value chain

Performance

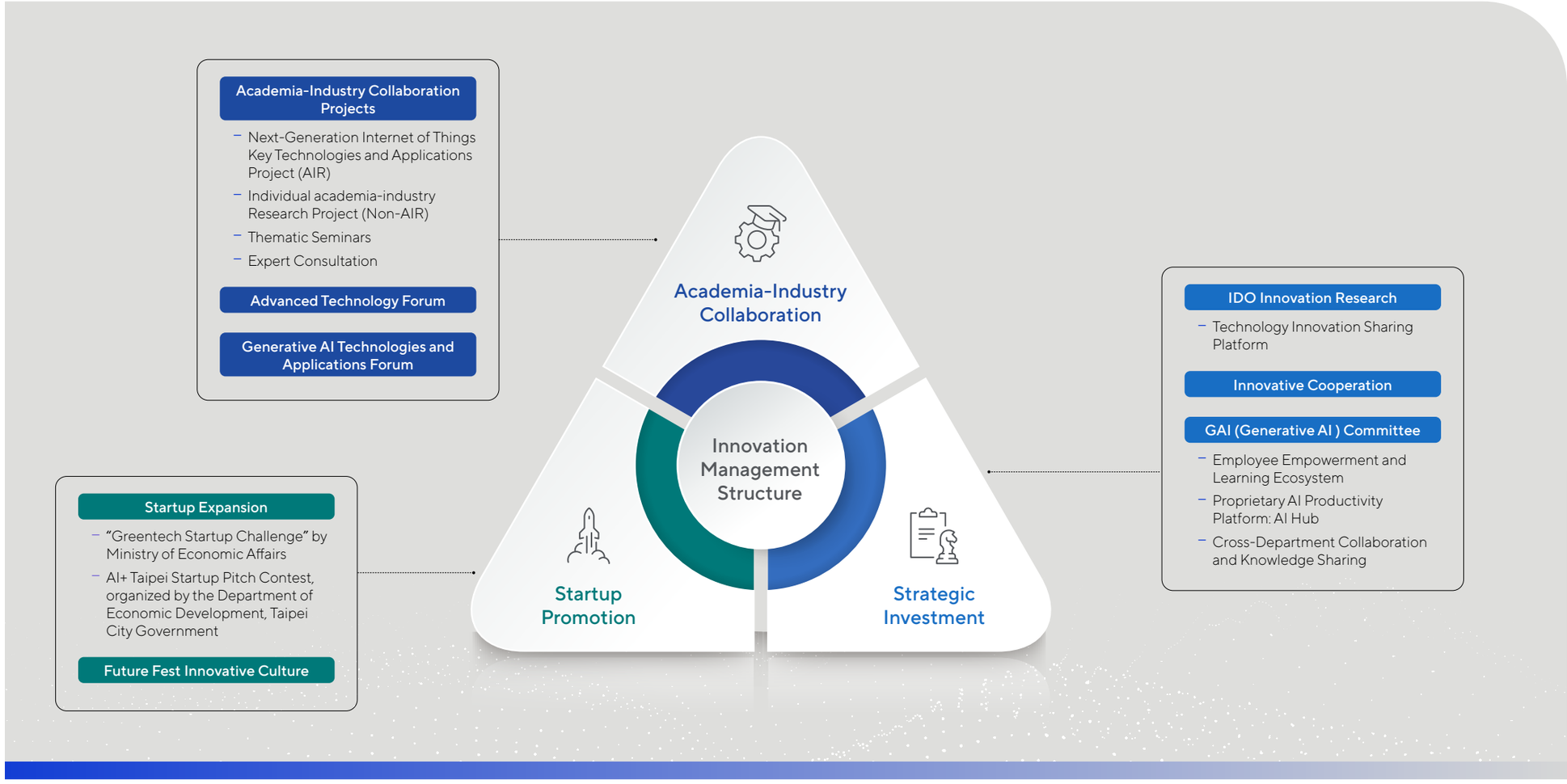
Named Most Valuable Taiwanese Brand by Interbrand for the 11th year

Launched the self-developed **AI Hub platform**, engaging over 7,000 employees globally throughout the year.

Recognized by the Forestry and Nature Conservation Agency as one of the first certified enterprises under the **Carbon Sink and Biodiversity** Project.

Innovation Management

Innovation is the cornerstone of ASUS's reinvention, sustainable development, and enhanced competitiveness. Rooted in solid and sophisticated technology and driven by a relentless pursuit of excellence in quality, ASUS embraces a design thinking strategy that transforms user needs and experiences into the first step of innovation. With a focus on creating truly human-centered smart living, ASUS advances innovation through a management framework built on three pillars: "academia-industry collaboration", "startup promotion" and "strategic investment".



Innovation Actions

Academia-Industry Collaboration

Research Collaboration

ASUS and the College of Electrical Engineering and Computer Science (EECS) at National Taiwan University (NTU) jointly established the ASUS-NTU Joint Research Center in 2021. The initiative integrates the research capabilities of NTU's EECS, College of Engineering, College of Medicine, and College of Management with ASUS's cross-departmental R&D resources. The center focuses on cutting-edge technologies, including advanced electromagnetics, next-generation computing, intelligent IoT, and artificial intelligence. In 2024, a total of 17 collaborative research projects were conducted, including the three-year Academia-Industry Research Center (AIR Center) program funded by the National Science and Technology Council. This included the "Next-Generation Intelligent IoT Key Technologies and Applications" project, comprising seven subprojects, and ten additional individual research projects targeting challenges in product and technical development—such as generative AI applications, smart manufacturing, thermal management, noise reduction, and process optimization—further advancing ASUS's innovation and technological leadership.

The "Next-Generation Intelligent IoT Key Technologies and Applications" project concluded in 2024. It resulted in intellectual property and the integration of several technologies into products, significantly enhancing ASUS's global competitiveness. The project also inspired new research ideas and directions among ASUS R&D teams, leading to extended collaborations with strategic partners. In addition, it successfully cultivated over 100 advanced R&D professionals, contributing to Taiwan's national innovation capacity.

To further strengthen collaboration and knowledge exchange, ASUS organizes topic-specific lectures and mid-to-senior-level dialogues for each academia-industry research project, where teams or collaborating professors share insights and outcomes. Additionally, regular consultations with professors are arranged on subjects such as global trends, sustainability management, technical challenges, and project mentorship—enabling ASUS to continuously explore new possibilities through academic engagement.

Employee Feedback

- The team of expert professors provided strong technical support that helped address the BU's challenges. Learning from other projects also inspired us to think beyond product features and explore new possibilities in R&D planning.
- Our work is often task-driven, but both product and technical development need to be grounded in solid theory. It's through continuous testing and discussion that optimization becomes possible.
- The shared academia-industry research outcomes were closely aligned with our product lines. The research was highly practical, and the presentations were clear and informative—I gained a lot from it.

Advanced Technology Forum

Forum Participant Feedback

- The three professors are top experts in their fields. Their concise presentations were incredibly helpful for understanding generative AI.
- The forum content was solid and insightful! I really appreciated the professors sharing real-world research cases and their firsthand experience overcoming implementation challenges.
- The topics were highly relevant to practical applications, offering great value for real-world scenarios. I also learned about many emerging research directions and technologies.

The ASUS-NTU Joint Research Center regularly organizes forums on emerging technologies. In 2024, it hosted the "Generative AI Technologies and Applications Forum," featuring invited talks by Professor Hung-Yi Lee from the Department of Electrical Engineering at National Taiwan University, Professor Shu-Kai Hsieh from the Graduate Institute of Linguistics at National Taiwan University, and Professor Tzong-Han Tsai from the Department of Computer Science and Information Engineering at National Central University. They shared insights and experiences on the latest trends in large language model research. The forum attracted nearly 170 ASUS executives and employees, fostering discussions on practical applications, research methodologies, case studies, and future developments, thereby stimulating innovative thinking within ASUS.

Startup Promotion

Startup Expansion

ASUS actively fosters collaboration with external startup organizations, exploring new possibilities for co-creation with startups. This approach not only implements innovative thinking and expands new business opportunities but also aligns with global trends in sustainable development, thereby enhancing the Company's sustainable business value.

Small and Medium Enterprise and Startup Administration, Ministry of Economic Affairs "Greentech Startup Challenge"

In 2024, ASUS participated in the "Greentech Startup Challenge" organized by the Small and Medium Enterprise and Startup Administration (SMESA) under the Ministry of Economic Affairs. Through this competition mechanism, innovative startup teams with green technology solutions were selected to co-create feasible and sustainable solutions.

This year, ASUS focused on the innovation challenge of "long-life rechargeable batteries," aiming to enhance battery cycle life and capacity retention to extend laptop longevity and reduce electronic waste. Following the competition's selection and matching process, four startups proposed innovative collaboration plans. Together, they aim to advance the development of high-performance, long-life battery technologies, contributing to more sustainable product designs.

Taipei City Government Department of Economic Development – "AI+ Taipei Startup Pitch Contest"

In 2024, the Taipei City Government's Department of Economic Development launched the "AI+ Taipei Startup Pitch Contest," centering on AI+ as its core theme. The program aims to attract international talent and foster industry collaboration and exchange. ASUS was invited to serve as a panel judge, seeking innovative AI technologies and applications while promoting collaboration opportunities and strengthening brand influence. The company focused on identifying solutions in AIoT, product optimization, and digital education, while engaging with global AI startups to explore cutting-edge technologies and market trends. In total, the event facilitated matches with 29 international startup teams from countries including Canada, South Korea, and Japan, collectively advancing the practical application and commercialization of AI technologies.

Future Fest Innovative Culture

Since 2020, ASUS has hosted the annual “Future Fest” as an interactive platform featuring themed forums and technology exhibitions to foster in-depth cross-departmental dialogue and promote a culture of innovation within the organization.

The 2024 edition marked the fifth consecutive year of this internal event. For the first time, “Future Fest” was open to participation from all employees, aiming to drive company-wide creativity and innovation. The event focused on generative AI, innovative applications, smart healthcare, and comprehensive AI solutions, encouraging cross-functional collaboration and knowledge exchange.

TechTalk Thematic Forum

The TechTalk series covered a diverse range of topics, including innovative product design, generative AI applications and research trends, smart healthcare, and enterprise productivity platforms. These sessions showcased the forward-thinking perspectives and practical insights of ASUS teams across various technical domains. The forum also served as a platform for employees from different departments to share expertise and viewpoints on specific topics, fostering in-depth discussions and collaborative exploration toward shaping future development strategies.

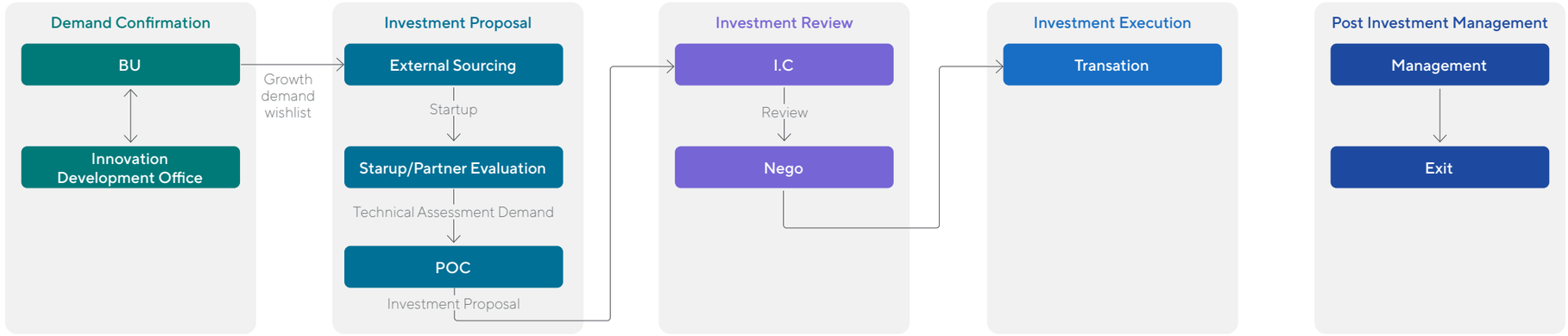
RoadShow Technology Exhibition

This year’s RoadShow showcased a total of 57 R&D projects from 10 different business units, covering a wide range of fields including cloud computing, edge computing, PCs, mobile devices, and robotics. These exhibits highlighted ASUS’s latest internal R&D achievements. In addition to fostering internal collaboration, strategic partners TWS (Taiwan Web Service Corporation) and Google Cloud Taiwan were invited to co-present the latest advancements in generative AI (GenAI) technologies and products. This collaboration facilitated valuable technical exchange and sparked innovative ideas.

Strategic Investment

In order to strengthen the core business competitive advantage for all business units and fill the development gap, we make strategic investments in external resources to develop new businesses or expand into emerging markets, so that the overall revenue of the Group will grow by keeping up to date with industrial development trends for more development opportunities. To do this, the Innovation Development Office developed a strategic investment proposal process in five stages: demand confirmation, investment proposal, investment review, investment execution, and post investment management. The Office is working with the Investment Department and the Accounting Department to strive for maximum benefits.

Strategic Investment Proposal Process



IDO Innovation Research

In 2024, the Innovation Development Office (IDO) sourced insights from a pool of over 1,000 domestic and international startups, ultimately selecting 141 companies. These startups were categorized into four key areas: Artificial Intelligence, Future Development, Emerging Technologies, and Sustainability. The IDO continues to conduct in-depth analysis and evaluation. Additionally, four startup collaboration cases are highlighted, along with brief descriptions of their cooperation plans.

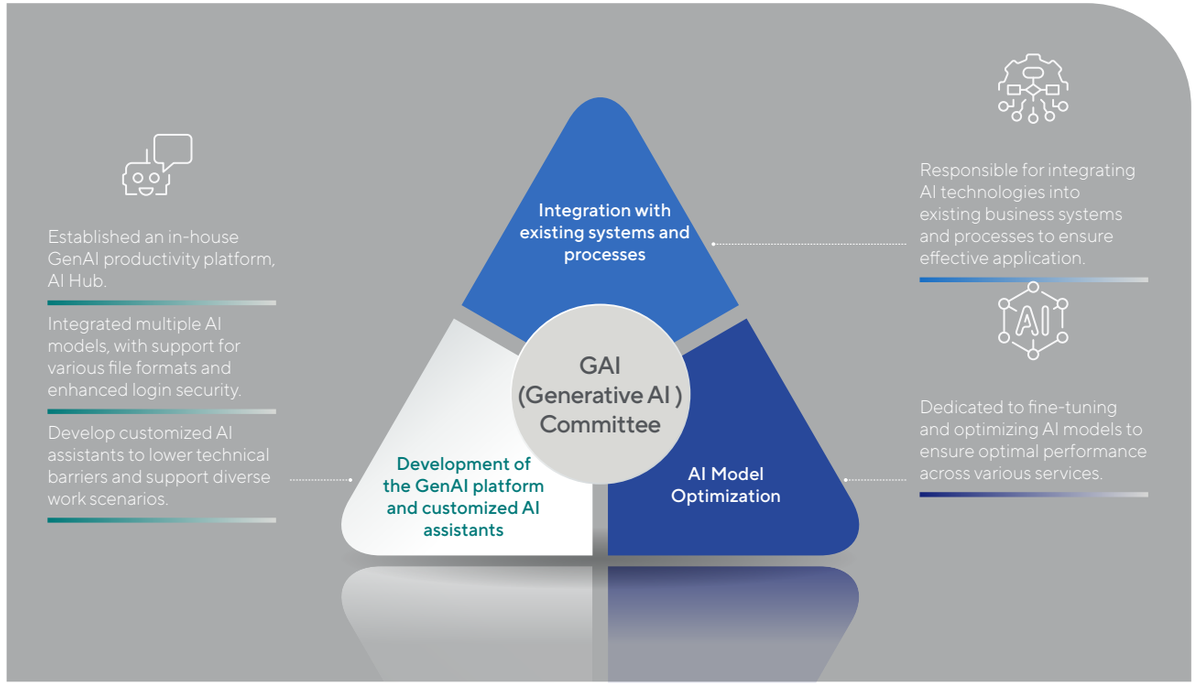
Category	Total Number of Startups	Further Planning	Startup Collaboration Cases
Artificial Intelligence	59	Deepening the intelligent transformation of ASUS products by driving data-driven decision-making in R&D and operations. Through AI-powered automation, personalized experiences, and predictive maintenance, the company aims to comprehensively enhance operational efficiency and product competitiveness.	Case Q Explored new applications of electronic technology to enhance system design through increased intelligence and automation, optimizing both performance and manufacturing processes.
Future Development	28	Exploring industry intelligence trends, grasping future developments, promoting ASUS's crossindustry collaboration with innovative thinking, and focusing on long-term goals for continuous development.	Case C Optimized the application of intelligent technologies to improve the efficiency of system and component configuration, accelerating product evolution.
Innovative Technology	47	We will continue to push for product innovation and technological development by developing new products that will bring considerable benefits to ASUS in the years to come.	Case E Explored next-generation energy technologies to enhance power efficiency and device adaptability, supporting intelligent and wireless application environments.
Sustainability	7	Introduced technologies that promote circular economy and responsible manufacturing by leveraging environmentally friendly materials, recycling and reuse technologies, and low-carbon processes to enhance energy efficiency and extend product life cycles.	Case B Investigated advanced composite materials to enhance structural performance and process efficiency, supporting technological advancements across multiple domains.

Since March 2024, the ASUS Innovation Office has launched the Technology Innovation Sharing Platform, which compiles and shares the latest innovation research with R&D department heads on a monthly basis. This platform aims to strengthen open innovation by exposing R&D personnel to cross-disciplinary insights, inspiring fresh ideas and perspectives, and driving continuous breakthroughs and progress in research and development.

GAI (Generative AI) Committee

In early 2024, ASUS established the Generative AI (GenAI) Committee, demonstrating its forward-looking approach to technological innovation. Under the strategic leadership of the Office of the CEO, the company implemented a cross-functional governance framework. Through horizontal collaboration across departments and vertical communication with strategic depth, ASUS has comprehensively advanced the adoption and governance of GenAI. This initiative empowers employees, enhances organizational competitiveness, and drives innovation.

Strategic Governance Framework



Foundational Processes and Information Security Governance

ASUS has integrated cross-disciplinary expertise from the Legal Affairs Center, Digital Security Center, and ASUS Open Cloud Computing Center to establish a rigorous framework for technology adoption.

- **Procurement Process Enhancement:** Strategically introduced productivity tools such as M365 Copilot and GitHub Copilot to empower employees with high-efficiency support.
- **Establishment of Rigorous Project Initiation and Security Review Mechanisms:** Ensures AI applications align with corporate ethical standards, safeguarding information security and compliance. As of now, 32 GenAI software tools and 9 API integrations have undergone review.

Talent Development and Learning Ecosystem

Talent is at the heart of technological innovation. To that end, the Generative AI Committee and the Human Resources Center have jointly established a comprehensive learning ecosystem.

- **ASUS GenAI Academy Platform:** Integrates internal and external learning resources to offer diverse and customized learning pathways, fostering a self-directed and empowering learning environment.
- **Professional Training Programs:** In collaboration with the Industrial Technology Research Institute (ITRI), ASUS developed training programs for talent development in large language models (LLMs), spanning from foundational to advanced levels.
- **Internal Expert Instructor System:** Cultivates internal AI specialists as instructors to establish a sustainable mechanism for knowledge transfer.

Strategic Directions	Key Actions	2024 Milestones
Establishing an AI Self-Learning Empowerment Environment	Company-wide Promotion of ASUS GenAI Academy	• Offered 95 Chinese and 15 English learning modules • Over 19,000 cumulative pageviews
Implementing Foundational AI Literacy for All Employees	Mandatory GenAI Courses	• Phase 1 completion rate exceeded 90% • Phase 2 required curriculum to launch in 2025
Enhancing AI Technical and Application Capabilities	AI Tool/Software Training (Microsoft Collaboration)	• Conducted 12 sessions on M365 Copilot, GitHub Copilot, Azure, RAG, Power BI Copilot, and Excel Copilot
Building a Systematic AI Learning Framework	Internal GenAI Instructor Development	• Trained 17 internal GenAI experts • Co-developing internal GenAI workshops with instructors for 2025
	GenAI BU/FU/CU Seed Talent Training	• In-person foundational courses completed in collaboration with ITRI • Acquired 500 LinkedIn Learning accounts for global multilingual self-learning resources

In-house AI Productivity Platform – AI Hub

ASUS launched its proprietary AI productivity platform AI Hub in 2024. Throughout the year, more than 7,000 employees across global offices utilized the platform, creating over 500 AI assistants and generating more than 290,000 LLM chat sessions, reflecting the company's commitment to advancing technology innovation.

- **Integrated multifunctional tools:** Such as prompt optimization, customized AI assistants, and data processing utilities significantly boost both individual and team productivity.
- **User-driven iteration:** With continuous improvement based on employee feedback.
- **Enterprise-grade information security:** Ensured by secure internal deployment to safeguard critical data assets.

Cross-Department Collaboration and Knowledge Dissemination

The Generative AI Committee centers on knowledge sharing and collaboration to facilitate the integration of AI technologies across the organization.

- **Seed network promotion:** AI ambassadors are designated in each department to broaden technological impact.
- **Needs consolidation and resource alignment:** Over 100 project requests have been evaluated, leading to the development of benchmark application frameworks.
- **Experience sharing mechanism:** In 2024, nine cross-departmental exchange sessions were held, with 18 teams presenting implemented projects to accelerate the dissemination of best practices.
- **Real-time online community:** An internal GenAI community was established to support instant interaction and knowledge exchange.

In this new era driven by AI, ASUS is not only a technology observer but also an active enabler. Through strategic governance, continuous learning, and cross-disciplinary collaboration, ASUS advances the adoption and governance of generative AI, fostering a culture of innovation and productivity together with its employees.

Industrial Talent Cultivation

ASUS recruitment follows the principles of public recruitment, fair selection, and hiring the best from all over the world. Information on vacancies, conditions for employment, and related procedures are also transparent. There is a huge demand for future talents of technology. In the case of global competition for talents, ASUS cultivates talents in the new era through academia-industry collaboration and through the implementation of practical technology in the industry. We cultivate the fields of AI artificial intelligence and AIoT as well as managing ASUS as an international employer brand.

Academia-Industry Collaboration Cultivation Programs

With the expansion of the existing product lines and business maps, ASUS firmly believes that it is necessary to cultivate new generations of high-level talents and enhance the R&D capacity of key technologies. We form alliances with external strategic partners, and we combine industry dynamics and international trends to connect resources in various fields for the purpose of Taiwan's technological development to build a more innovative and sound model.

ASUS-NTU Joint R&D Center: Cultivating R&D Talents in the New Era

In December 2021, we established a joint R&D center with National Taiwan University. We did not only introduce the forward-looking technology academia-industry collaboration plan of the Ministry of Science and Technology, but also focus on various fields, including advanced electromagnetics, next generation quantum computers, Internet of Things,artificial intelligence, etc. In 2024, ASUS continued its collaboration with departments at National Taiwan University (NTU) through academia-industry exchanges and internship programs. These collaborations included in-depth discussions and research on projects such as the development of an unexpected heartbeat warning system, voice recognition recording for medical care, and training of medical exploration models. Together, these initiatives aim to contribute to the realization of precision medicine in Taiwan.

Partnership with NTU, NYCU, and NTUST: Nurturing Outstanding International Talent

ASUS continues to collaborate with National Taiwan University (NTU), National Yang Ming Chiao Tung University (NYCU), and National Taiwan University of Science and Technology (NTUST) to seize the opportunity of cultivating international talent. The company sponsors scholarships for outstanding international students to study in Taiwan and offers internship opportunities during winter and summer breaks. These internships include on-the-job training and mentorship support, as well as full-time job opportunities after graduation, enabling international talent to develop careers globally. As of 2023–2024, six international students have officially joined ASUS and begun their internship training.

Collaboration with NYCU Institute of Applied Arts to Cultivate Creative Talent in Taiwan

In partnership with the Institute of Applied Arts at National Yang Ming Chiao Tung University (NYCU), ASUS is fostering creative talent in Taiwan by establishing an advanced art learning environment under the IAA x NVIDIA Studio x ASUS initiative. The space is equipped with various ASUS creator laptops certified by NVIDIA Studio, aiming to empower faculty and students to harness generative AI technologies for creative projects efficiently, enabling ideas to be realized with greater productivity.

Industry-Academia Collaboration: Partnering with Universities to Develop Student Career Skills

ASUS collaborates with select departments from institutions such as National Taipei University of Technology, Tamkang University, China University of Technology, St. John's University, Soochow University, and Ming Chi University of Technology to continuously nurture talent in testing, design, and programming. In 2024, the program supported 63 participating students. By combining classroom instruction with practical work experience, students are equipped to apply their knowledge in real-world scenarios and acquire technical skills early. Those who demonstrate strong performance aligned with departmental roles are offered full-time positions after graduation, allowing exceptional talent to continue developing their careers within the company.

Employer Brand Management

Employer brand refers to the internal culture created by an enterprise based on its branding strategy, and how employees deliver the brand value to both inside and outside the company. As a global technology leader, ASUS is committed to delivering heartful experiences and creating a blueprint for a better digital life.

Campus Recruitment

ASUS Campus CEO

Since 2005, ASUS has been actively implementing the "Campus Executive Officer" (Campus CEO) internship program, nurturing over a thousand outstanding students to date. The program has received recognition from the Taipei City Government for five consecutive years. Since 2017, ASUS has also partnered with the Taipei City Employment Services Office to provide more students with diverse training and practical experience, helping them build essential workplace skills and clarify their personal career goals.

NTU Overseas Internship and International Mentorship Programs

Starting in 2024, ASUS partnered with National Taiwan University (NTU) to participate in the "NTU Overseas Internship Program" and the "NTU International Mentorship Program." These initiatives adopt a mentorship-based internship model, offering students opportunities to intern at ASUS overseas branches and the corporate headquarters in Taiwan. With the support of mentors, students gain valuable workplace experience in both domestic and international settings, laying a solid foundation for future career development and expanding their cross-disciplinary horizons. Nearly 200 students applied, with three selected to join the program and contribute their expertise in the fields of AI and marketing. ASUS will continue to actively invite student participation and promote professional growth through diverse training and practical work experiences.

Vision 2024 NTU Job Fair


Recruiter Job Introduction

On-site Interactive Games

ASUS Adventurer Star Intern Program

In 2021, ASUS launched the Adventurer Star Intern Program, a year-long internship initiative led by ASUS employees serving as mentors. The program guides students through "course learning," "project participation," and "final presentations," seamlessly integrating theory with real-world practice. It offers students firsthand exposure to the inner workings of the technology industry and provides practical experience in project planning and execution within a global enterprise. Since its inception, 58 students have participated in the program, with 10 transitioning to full-time roles at ASUS in the marketing and sales departments, where they now apply their expertise.

Career Seminars, Consultations and Corporate Mentors

In 2024, there were seven lectures at National Taiwan University, National Chengchi University, National Tsing Hua University, National Yang Ming Chiao Tung University and National Cheng Kung University. Since 2013, the Corporate Academy established through the collaboration between ASUS and National Taiwan University of Science and Technology has entered its eighth iteration. Leading students to understand the workplace in depth on a half-year basis, while also facilitating expert resolution of workplace-related inquiries, thereby expediting their integration into the workforce upon graduation.

Global Professional Manager Talent - GTP Program

Since 2014, ASUS has recruited international talents with passions in technology and a spirit of innovation through"Global Talent Program". We train global professional managers through onthe-job training for four to eight months. By 2024, there were more than 100 talented people deployed to the Asia Pacific, Europe, Americas and other regions to lead local branches engaging in promotional works, such as sales and market development, or serving as customer service managers in international customer service centers, helping global customer service centers to develop technical support and service standards.

Social Networking Service Management

In addition to recruit talents from headhunters and oncampus recruitment of colleagues and universities, we also cooperate with LinkedIn to continue establishing the employer's brand to improve recruitment accuracy. ASUS LinkedIn had a total of more than 620,000 followers worldwide and thus became the most popular Taiwan brand with the most followers, and we have became the Best Employer Brand on LinkedIn (businesses with more than 1,000 people) for eight consecutive years in 2024.

Internship Program

NTUST Enterprise Academy – Corporate Visit

GTP Online Information Session

2017-2024

8 consecutive years LinkedIn Best Employer Brand on LinkedIn

AI Products and Services

In addition to continued innovation and growth in its core personal computer (PC) and gaming businesses, ASUS is actively undergoing a strategic transformation aimed at accelerating the development of AIoT and 5G ecosystems. With a focus on vertical integration in smart manufacturing, smart healthcare, and smart retail, ASUS is building its "third growth engine."

In 2022, the company expanded its AI capabilities by leveraging cloud-based services to develop the high-performance computing (AIHPC) and big data platforms essential for AI development. ASUS is also enhancing cloud cybersecurity and deepening collaborations with external partners to advance cutting-edge AI applications across sectors such as manufacturing, healthcare, finance, and smart cities.

More ASUS AIoT Solutions

Smart Manufacturing

ASUS continues to leverage AI technology as the core driver in developing smart manufacturing solutions, supporting the manufacturing sector in progressing from automation to digitalization and ultimately to intelligent operations. Key developments are as follows:

2022

ASUS officially launched its Shulin Smart Factory, implementing a centralized monitoring and management platform, AR smart glasses, and AI defect inspection systems to enhance production quality and efficiency while reducing operational costs.

2023

The factory of Portwell, Inc. and ASUS's Shulin Factory have implemented the Mobile Equipment Inspection Command Center and Smart Warehouse Material Transportation Management systems. The Shulin Smart Factory was honored with the "Digital Transformation Model Award."

2024

In collaboration with its subsidiary Askey Computer Corp., ASUS successfully completed the "National Development Council's Subsidy Program for Promoting 5G and AI-Driven Innovative IoT Applications in Smart Cities and Rural Areas" on schedule, achieving the following key milestones:

- Remote Real-Time Collaborative System:
  Proven to reduce production line downtime to less than one day, with audio and video transmission latency kept under 200 milliseconds during remote collaboration.
- Mobile Inspection War Room System:
  Proven to achieve response latency of less than 500 milliseconds for real-time updates on production line displays, and to reduce control room monitoring manpower by more than 30%.
- Smart Warehouse Material Transport Management System:
  Proven to reduce material handling labor by more than three workers and achieve over 95% task execution accuracy using Autonomous Mobile Robots (AMRs).

In 2024, ASUS continued to optimize its AI software solutions for smart manufacturing, achieving significant milestones through expanding applications in visual inspection, security monitoring, and equipment surveillance.

AISVision AI-Based Machine Vision Toolkit 1.6

AISVision supports a range of algorithms including anomaly detection, object and defect recognition, and classification, making it particularly suitable for high-mix, low-volume production in the manufacturing sector. Users without AI modeling expertise can quickly develop no-code AI applications. ASUS's proprietary algorithms significantly optimize model training time and accuracy, while providing a comprehensive API library to accelerate the deployment of AI solutions. The 2024 version 1.6 introduces image augmentation capabilities—enabling the simulation of variations such as scaling and rotation during AI training—and supports image preprocessing through region of interest (ROI) configuration to enhance flexibility and efficiency.

AISEHS Smart Industrial Security Protection Platform

The AISEHS Smart Industrial Safety Protection Platform offers security units around-the-clock AI detection across 12 categories, including virtual fencing, fire and smoke detection, identification of hazardous objects or behaviors, and verification of personal protective equipment (PPE) compliance. The platform supports large-scale global security deployments with extensive camera coverage, significantly enhancing factory area management efficiency. ASUS has already assisted the world's largest semiconductor foundry in deploying over 1,000 surveillance cameras worldwide. Using AI models, the system ensures personnel remain within virtual boundaries and verifies whether safety helmets, masks, and other protective gear are properly worn. The platform is being further expanded to cover fire and smoke detection within factories, as well as PPE recognition for workers in chemical rooms, strengthening industrial safety measures.

AISPHM and AISSENS Sensors

AISPHM combines traditional empirical standards (ISO-10816-3) with AI-based anomaly detection using FFT spectrum modeling to deliver real-time diagnostics for common issues in rotating equipment. AISSENS is a wireless intelligent vibration sensor with IP68-rated dust and water resistance, Wi-Fi and Bluetooth certification, and battery power supply, capable of supporting signal analysis for variable-speed rotating machinery. This integrated solution significantly reduces the cost of signal acquisition and calibration deployment. When used together, AISPHM and AISSENS offer a comprehensive equipment condition monitoring solution. These tools have already been deployed to support a leading global semiconductor foundry in monitoring the health of its rotating utility equipment and providing predictive failure analysis.

Smart Healthcare

In response to the trend of “smart healthcare”, ASUS has been integrating software and hardware, IoT, 5G communication, and artificial intelligence with cloud deployment in developing our smart healthcare solutions.

ASUS Smart Healthcare Advances Globally: Blood Pressure App Certified by Thailand's Thai FDA

ASUS has taken a major step forward in global smart healthcare with its self-developed ASUS Blood Pressure Application. Previously certified by Taiwan’s Ministry of Health and Welfare as medical device software (Certification No. 007812), it was the first blood pressure application developed in Taiwan for wearable health devices. The application has now achieved another milestone by receiving approval from the Thai Food and Drug Administration (Thai FDA, Certification No. 67-2-2-2-0009328), marking a successful certification in the Thai market.

ASUS Handheld Wireless Ultrasound LU800 Adds 9 New AI-Assisted Features

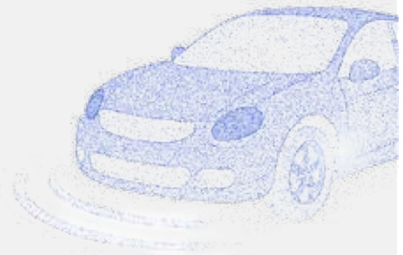
ASUS has released nine new AI-assisted features for its handheld wireless ultrasound device, LU800. Leveraging advanced AI computing and image processing technologies, the update includes enhancements across three main areas: image optimization, automatic measurements, and voice control. Features like AI Smart Preset and IQ SCAN automatically identify the scanned area and optimize parameters such as gain, brightness, and depth, making ultrasound imaging more intuitive and user-friendly. Other functions like Auto ROI, Auto PW Gate, and Auto Depth AI reduce the need for lengthy manual operations and minimize human error in settings. As global aging continues to place immense pressure on healthcare systems, the integration of smart medical technology and AI-assisted tools provides timely relief for limited medical resources.

Smart Parking Service

With the rise of urbanization and increasing vehicle numbers, parking has become a growing challenge in many cities. The ASUS IoT Smart Parking Integration Solution enhances parking management efficiency through technology, offering a convenient solution for both drivers and parking operators. This smart parking system leverages Internet of Things (IoT), cloud computing, and big data technologies. It integrates real-time parking information, reservation functions, online electronic payments, and license plate recognition. Drivers can easily check availability and reserve parking spaces via a mobile app or web interface, significantly improving parking efficiency.

Smart Parking Solution – Enabling Online-Offline Payment Integration and Big Data Parking Management System

Leveraging software services rooted in Intelligent Retail (IoRT) and big data analytics, ASUS provides data collection and utilization for both members and parking facilities. This includes visual analysis, forecasting, and trend insights. The solution delivers differentiated and customized services tailored to the needs of various venues. Coupled with ASUS Kiosk hardware, it offers an integrated service platform that supports the vision of digital transformation.



Online Membership and Payment Services

The ASUS IoT Member App integrates parking reservations and online payments, with the service expected to launch in the second half of 2025. It aims to replace traditional offline payment kiosks by introducing membership management and online microservices for financial transactions. This system enables seamless integration of online and offline information, with all parking membership data managed and analyzed through the cloud.

License Plate Recognition-Enabled Payment Kiosk

The payment kiosk is designed with a smaller footprint, enhanced waterproofing, and optimized for outdoor environments. Its modular architecture makes maintenance more efficient. Equipped with an industrial-grade IPC developed by ASUS and powered by the NVIDIA Jetson Nano platform, the kiosk features built-in license plate recognition. This enables fast, on-site multi-tasking identification, significantly reducing recognition time and improving overall process efficiency.

Smart Retail

In response to the growing trend of Online-Merge-Offline (OMO) integration in smart retail, ASUS Smart Retail focuses on two core areas: lightweight AI services tailored for retail scenarios and SaaS platforms for retail membership data management. By combining hardware, OMO microservices, and cloud data platforms, ASUS delivers a range of customizable solutions for retail and food service industries. These include integrated Cloud POS software and hardware, OMO microservices such as membership management, point and voucher systems, ordering platforms, and data hubs for cloud-based analytics. As of 2024, these solutions have been successfully implemented in restaurant chains.

Smart Retail Solution - Realizing Cyber-Physical Integration and Digital Transformation

Through ASUS IoT's integration of new retail software and hardware, rapid integration, and iterative upgrades of POS and membership systems are achieved. Store operations can be digitized,optimizing resource management. ASUS IoT aims to swiftly address market demands with an integrated smart retail hardware and software solution. By combining ASUS's core hardware products with artificial intelligence and big data analytics, ASUS IoT provides services such as data collection and cleansing, image and visual analytics, predictive and trend analysis, market marketing, and customer insights. This approach enables differentiation and customization of services tailored to various sectors and needs, facilitating digital transformation through integrated software, hardware, and cloud services.

Cloud POS + Mobile Tablet

ASUS IoT Tablet and Cloud POS software replace traditional POS terminals in restaurants and bars, integrating features such as membership management and online ordering microservices. This integration allows seamless connectivity between online and offline information, with data managed and analyzed in the cloud.

Integrated Electronic Signage and Content Management System for Boutique Flagship Stores

ASUS industrial mini computers, along with signage content and music playback management software, are combined with third-party commercial electronic signage to provide a comprehensive solution for boutique storefronts. Featuring stable hardware systems, an intuitive software interface, and remote control capabilities, this solution enhances operational management convenience for storefronts while continuously reducing unnecessary costs.

Management of Intellectual Property Rights

ASUS is committed to innovation and R&D, and intellectual property rights are one of the key outcomes of our research efforts, with the number of patent applications filed worldwide growing steadily each year. As of the end of 2024, we have secured 7,593 patents globally. In 2024, ASUS obtained 618 patents, including 353 in Asia and 265 in Europe and the United States.

ASUS has also actively invested in the high-end communications market, filing 323 patents in the communications field in 2024. ASUS regularly declares Standard Essential Patents (SEPs) to the European Telecommunications Standards Institute (ETSI). As of the end of 2024, we have declared a cumulative total of 367 SEP patent families, and the total number of communication SEPs continues to grow steadily.

Nature-Positive Action Project

Trends in Nature-Related Issues and Management Actions

The United Nations Biodiversity Conference (COP15) in 2022 adopted the Kunming-Montréal Global Biodiversity Framework (GBF), which set forth clearer implementation targets and has garnered increasing attention from capital markets. According to a 2023 analysis by PricewaterhouseCoopers (PwC), an estimated USD 58 trillion of global economic activity depends on natural resources and ecosystem services. The degradation of natural capital and ecosystems will inevitably have profound impacts on business operations, supply chain security, and end markets.

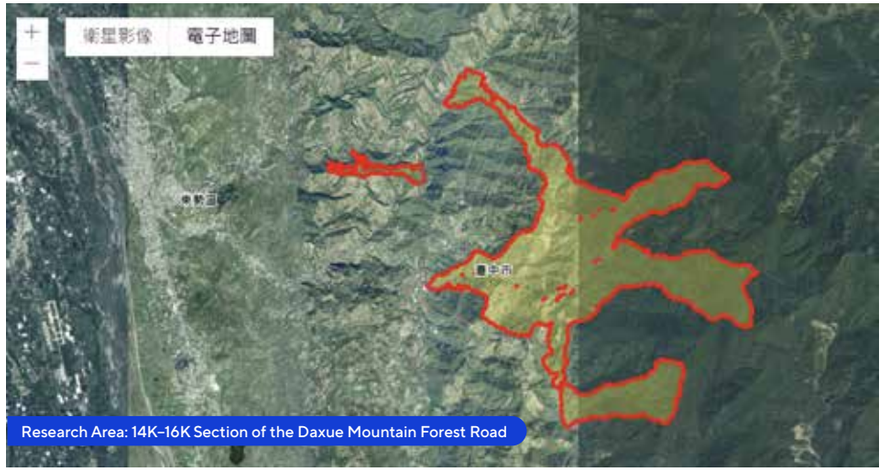
To identify and manage environmental impacts arising from its operations, ASUS developed a Natural Capital Strategy Roadmap that centers on in-value-chain management and beyond-value-chain actions to enable comprehensive and systematic management of nature-related issues. In 2018, ASUS became the first technology company to publish an Environmental Profit and Loss (EP&L) Report, monetizing the environmental impacts of its operations to assist management in resource allocation and performance tracking, and to raise awareness within the industry on the valuation of natural resources.

In 2024, ASUS further advanced its nature-related disclosures by releasing the Natural Impact Assessment Report based on the Taskforce on Nature-related Financial Disclosures (TNFD) framework. The report adopts the LEAP (Locate, Evaluate, Assess, Prepare) methodology to extend and integrate biodiversity analysis. It assesses the ecological impacts of ASUS's operational sites and supply chain locations, identifies suppliers near critical ecological hotspots, and conducts on-site audits and management measures accordingly.

Beyond managing impacts within the value chain, ASUS is committed to biodiversity restoration and environmental education initiatives aimed at reducing environmental footprints. The company has made concrete pledges to achieve Zero Net Deforestation, No Net Loss, and Net Positive Impact on nature and biodiversity by 2050. Beginning in 2024, ASUS joined the Forestry and Nature Conservation Agency's Carbon Sink and Biodiversity ESG Project Matching Platform and launched the Daxue Mountain Middle-Altitude Pangolin Habitat Enhancement and Conservation Project.

For more details, please refer to the ASUS 2024 Natural Impact Assessment Report.

Daxue Mountain Middle-Altitude Pangolin Habitat Enhancement and Conservation Project.



Research Area: 14K–16K Section of the Daxue Mountain Forest Road

Project Background

Due to Taiwan's limited land and high population density, the development of agriculture has primarily relied on intensive farming practices. To improve the quality and yield of crops and facilitate field management, conventional farming methods—including the use of chemical fertilizers, pesticides, and herbicides—are commonly adopted. However, while these chemicals help control pests and diseases, they can result in residues accumulating in agricultural products and soil, and through bioaccumulation, affect higher-level species in the local food chain. In contrast, grass cultivation management avoids herbicide use and instead adopts more frequent mowing, preserving non-invasive grasses while gradually reducing unwanted weed species. This approach can help reduce the negative impact of chemicals on soil health.

In response to changes in national forestland policies, parts of the Daxue Mountain region were required to adopt more environmentally friendly farming practices. The Forestry and Nature Conservation Agency invited the Kuan-Shu Education Foundation—a nonprofit organization with experience in promoting eco-friendly agriculture—to guide local farmers in adopting grass cultivation methods. During the implementation of these practices, farmers began to observe pangolins in the area. ASUS, in collaboration with the Kuan-Shu Education Foundation, invited Professor Ching-Min Sun from National Pingtung University of Science and Technology to lead a three-year research project. The study focuses on the area between the 14K and 16K markers along the Daxue Mountain Forest Road and the surrounding state-leased lands, assessing the effects of conventional farming and grass cultivation on pangolin habitat quality, food resources, and activity frequency. The project also includes a pangolin sighting reporting mechanism for the local community. Furthermore, ASUS leverages both online and offline communication channels to promote the importance of nature and biodiversity conservation.

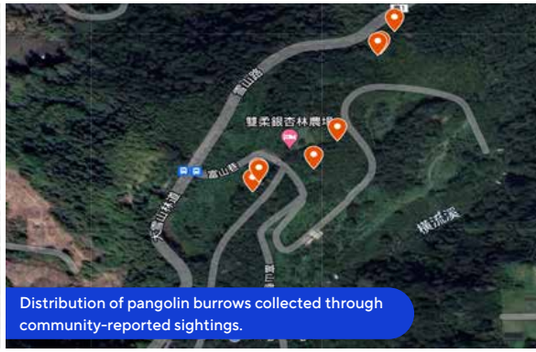
Research Progress

ASUS launched its Nature-Positive Action Project in alignment with the Forestry and Nature Conservation Agency's Carbon Sink and Biodiversity ESG Project Matching Platform. The initiative was proposed and submitted independently, making ASUS one of the first companies to receive approval in 2024. ASUS Chairman Jonney Shih represented the company at the project showcase press conference, presenting the ASUS Nature Capital Strategy Map and reaffirming the company's commitment to managing nature-related impacts both within and beyond the value chain. This marks ASUS's formal pledge to advance toward nature-positive goals and a vision of harmonious coexistence with nature.

In 2024, the research focused primarily on farmer interviews and habitat surveys to understand the relationship between generations of farmers leasing national forest land and their surrounding environment. The objective was also to investigate the context and locations where pangolins had been observed, aiding the research team in analyzing the correlation between pangolin habitats and grass cultivation practices. Interviews revealed that many local farmers' families began farming during the Japanese colonial period when low-elevation forestlands were opened for agricultural use or camphor production. After the Nationalist government arrived in Taiwan, forestry development led to the establishment of a community in the area. As forest conservation policies were introduced, local economies faced significant impacts, prompting many farmers to adopt nature-friendly methods or incorporate forest vegetation into their farms. Support from the Kuan-Shu Education Foundation further encouraged farmers to embrace herbicide-free grass cultivation techniques.

Among interviewed farmers in the local community, at least two-thirds reported sightings of pangolins within their farmlands. In response, the research team conducted pangolin burrow surveys around the 14K section of the Daxue Mountain Forest Road and Fushan Lane, identifying 13 burrows along the ridgeline near the roadside. This suggests that pangolin habitats are located in close proximity to the community. However, a comparison with community-reported sightings revealed a high rate of misidentification. In light of these findings, the team plans to implement pangolin habitat identification training for farmers in 2025. This training will aim to strengthen local knowledge about the species, provide emergency rescue guidance, and establish a systematic reporting mechanism.


The research team conducted farmer interviews to understand pangolin activity patterns.



Distribution of pangolin burrows collected through community-reported sightings.

Awareness and Education

Recognizing the complexity and emerging importance of nature and biodiversity topics, ASUS, as a leading technology company, understands that beyond project execution, educational outreach is key to expanding impact and helping the public understand the connection between the natural environment, people, and ecosystems. In 2024, ASUS hosted and participated in three in-person events, including employee experience activities and project discussions. The company also communicated these issues through news releases, videos, social media, and internal channels. Additionally, ASUS published a dedicated Natural Impact Assessment Report, integrating biodiversity topics with its environmental management framework for comprehensive assessment and management.

Taiwan Pangolin: The Last Hope for Global Pangolins – Documentary Screening and Panel Discussion

To deepen employees' understanding of the endangered pangolin, ASUS hosted a documentary screening and discussion event themed Taiwan Pangolin: The Last Hope for Global Pangolins. The panel featured Tsui-Jai Hong, Executive Director of the Kuan-Shu Education Foundation, and Dr. Ching-Min Sun from National Pingtung University of Science and Technology. Together, they introduced the vision and objectives of the "Daxue Mountain Middle-Altitude Pangolin Habitat Enhancement and Conservation Project."

Dr. Sun highlighted the ecological importance of pangolins, explaining how they play a vital role in the ecosystem by revitalizing the surrounding ecological chain and contributing to biodiversity.

Employee Experience: Visiting a Community Below Sea Level – The Cheng Long Wetlands

The Cheng Long Wetlands in Kouhu Township, Yunlin County, were once farmland. Due to the area's low elevation and excessive groundwater extraction, land subsidence gradually occurred. In the 1980s and 1990s, typhoons caused seawater intrusion, flooding the fields and rendering them uncultivable, which ultimately turned the area into wetlands. The Forestry and Nature Conservation Agency commissioned the Kuan-Shu Education Foundation to collaborate with the local community to regularly conduct natural resource surveys and manage the wetlands. These efforts aim to preserve the biodiversity of the Cheng Long Wetlands and support the sustainable development of Cheng Long Village. Through environmental education and experiential programs organized by the foundation, the wetlands have become a model for climate change adaptation. One such example is the climate-resilient "Shrimp Boss's Stilt House," which integrates flood prevention, age-friendly spaces, and energy-efficient green building design. The project vividly demonstrates how Cheng Long Village is transforming in response to extreme climate conditions and embracing a way of living with water.

10 Society Engagement

According to CECP (Chief Executives for Corporate Purpose)'s 2024 report[1], nearly one-third of companies that publish sustainability reports have established formal social engagement policies. There has also been a significant increase in companies implementing community involvement programs or conducting impact assessments. This trend reflects a growing emphasis among corporations on stakeholder relationships within local communities, increasingly integrating such considerations into broader sustainability strategies.

At ASUS, we embrace a strategic approach to corporate social responsibility. Beyond pursuing business growth, we actively contribute to society both domestically and internationally through three core pillars: digital inclusion, community involvement, and environmental conservation. By aligning our social engagement initiatives with our core business operations, we aim to foster shared value and sustainable development for both the company and the communities we serve.

Action

- International Disaster Relief and Digital Learning Environment Reconstruction: ASUS provided disaster relief following the Hualien earthquake in Taiwan and Typhoon Yagi in Vietnam, donating over NT$14.5 million in charitable contributions. These efforts supported 58 damaged schools both domestically and internationally by providing computer and IT equipment. Through our core competencies, we demonstrate unwavering support for disaster recovery and rebuilding efforts.

Performance

Establish more than 600 digital opportunity centers in 42 countries, cumulatively since 2008, and donated more than **20,000** new and refurbished computers.

The annual charitable donation of ASUS[2] amounted to NT$ **52,853,189**

Subsidiaries take corporate citizenship actions responding to digital inclusion, community involvement, and environmental conservation

1 Chief Executives for Corporate Purpose (CECP) is a global organization composed of CEOs from the world's top 500 companies, aimed at leveraging the power of executives to achieve sustainable and positive goals; CECP Investing in Society 2024 EDITION

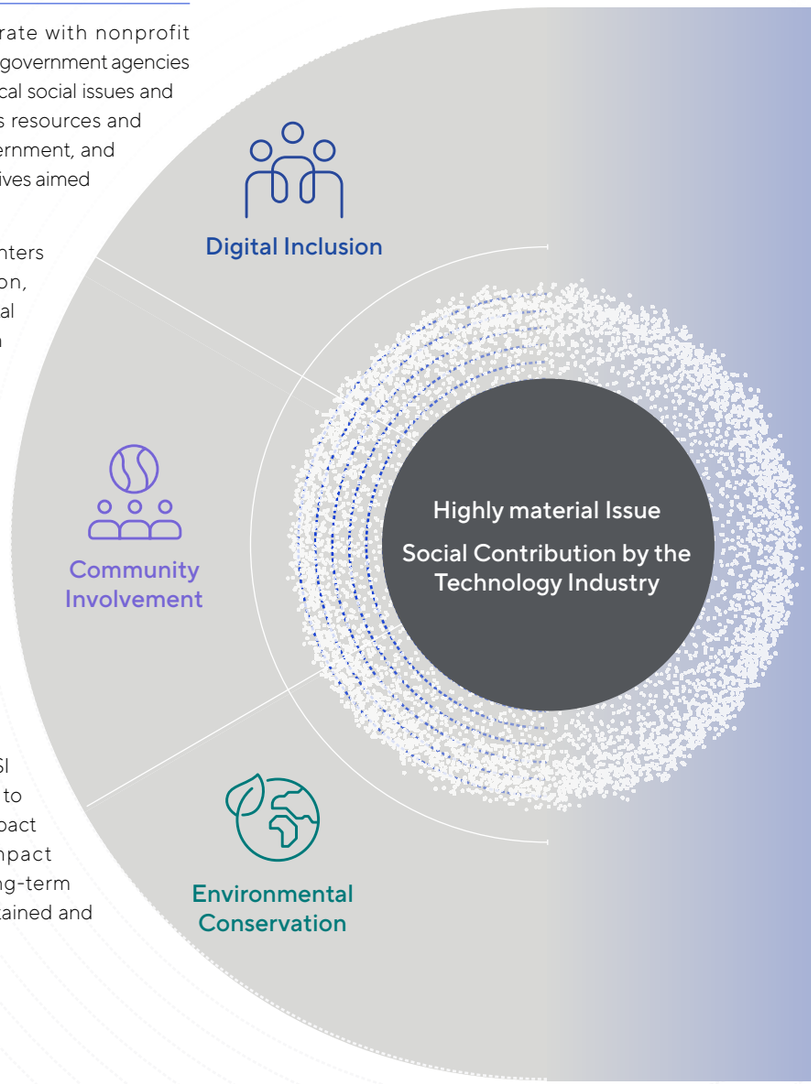
2 Sources of donations include ASUS, ASUS TECHNOLOGY INCORPORATION, and ASUS Foundation

Social Issues and Social Investment Strategy

In 2024, ASUS continued to collaborate with nonprofit organizations, educational institutions, and government agencies both in Taiwan and abroad, focusing on local social issues and community needs. By leveraging ASUS's resources and convening partners across industry, government, and academia, the company drives social initiatives aimed at advancing sustainable development.

ASUS's social engagement strategy centers on three core pillars: digital inclusion, community involvement, and environmental conservation. To promote long-term societal impact, ASUS has initiated and supported a range of social programs, including the Refurbished Computer and Digital Training Program, Digital Happy Learning Camp, ASUS i-Taiwan Digital Volunteer Project, and the International Volunteer Program. These initiatives are planned by the ASUS Foundation, with a systematic approach to management and measurement of their impact. Regular progress reports are submitted to the Board of Directors for performance review.

ASUS adopts the globally recognized B4SI (Business for Societal Impact) framework to assess the effectiveness of its social impact efforts. Through an input-output-impact model, the company evaluates the long-term outcomes of its programs to ensure sustained and measurable contributions to society.



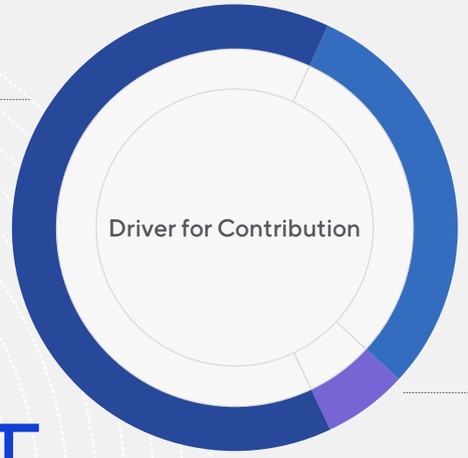
Goals

2024 Goals	2024 Performance
Annual cash donations ≧ NT$ 20 million	Annual cash donations NT$ 32,812,205
Annual in-kind donations ≧ NT$ 20 million	Annual in-kind donations ≧ NT$ 20,040,984
Annual volunteer participation ≧ 500 person-time	Annual volunteer participation 619 person-time
Organize and support 10 volunteering activities	Organize and support 21 volunteering activities
Cumulative beneficiaries of digital inclusion programs ≧ 650,000 person-times	Cumulative beneficiaries of digital inclusion programs 696,203 person-times (from 2009 to 2024)

Our Inputs

INPUT

Total Investment Amount NT$87,997,411



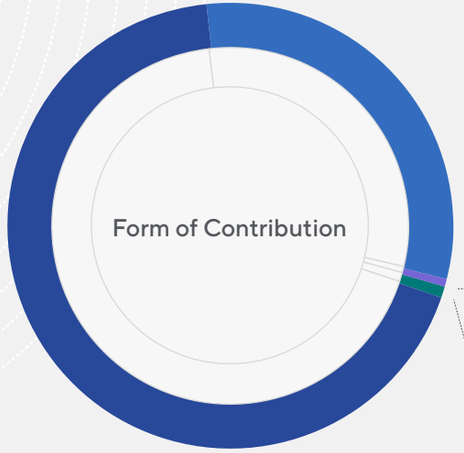
Charitable Donations
NT$55,867,744

Community Investments
NT$26,588,655

Commercial Initiatives
NT$5,541,012

Explanation:

- Charitable Donations: year-end blessings donations, one-time emergency aid for Hualien earthquake relief, and arts and talent development programs, etc.
- Community Investment and Commercial Initiative: Projects centered around three main pillars, including international volunteer program and Digital Happy Learning Camp.
- In 2024, the primary type of input was charitable donations, accounting for 64% of total contributions. The proportions of community investments and commercial initiatives continued to grow, representing 30% and 6%, respectively.



Cash
NT$59,962,570

In-kind
NT$27,053,243

Time
NT$294,848

Management Costs
NT$686,750

Explanations:

In 2024, the primary form of contribution was cash sponsorship, accounting for 68% of total inputs. Due to initiatives focused on digital inclusion and community involvement—such as the donation of equipment to digital learning centers and ultrasound devices for medical and pandemic prevention efforts—the proportion of in-kind donations increased to 31%.

Our Outputs and Impacts

OUTPUT

Digital Inclusion

Beneficiary	Measures	Community and Business Output
• Domestic and International Non-Profit Organizations • Vulnerable Groups • Primary and Secondary School Students • University Students	• Refurbished Computer and Digital Training Program • Digital Happy Learning Camp • i-Taiwan Digital Volunteer Project • International Volunteer Program • "Heartfelt 99" Project of Public Television Service	**Community Output** • Beneficiaries of digital inclusion programs over 650,000 person-times. • 244 children accompanied and empowered to acquire new knowledge and build confidence through Digital Happy Learning Camp. • 551 teachers and students from 8 junior high schools and elementary schools benefited from i-Taiwan Digital Volunteer Project. • More than 15,000 rural teachers and students benefited from the International Volunteer Program. **Business Output** • 130 employees participated in digital inclusion projects as volunteers.

Community Involvement

Beneficiary	Measures	Community and Business Output
• Children Are Us Foundation • Vulnerable Groups • School Children • Society	• The Growth and Training Program of Children Are US Foundation • Dream x Art Project • ASUS partnered with Buddhist Compassion Relief Tzu Chi Foundation to hold a e-sports competition for environmental protection and disaster prevention	**Community Output** • Provided stable employment environments for 9 individuals with intellectual disabilities. • Supported 300 students in the Dream x Art Project. **Business Output** • Interacted with 8,000 headquarters employees at the Children Are Us Bakery

Environmental Conservation

Beneficiary	Measures	Community and Business Output
• ASUS Employees	• Corporate plastic reduction • Employee environmental charity sale event • Monthly environmental education • Beach cleanup conservation activities	**Community Output** • 2 beach cleanup activities **Business Output** • 204 volunteers participated in the beach cleanup activities.

IMPACT

Community Impacts

- Provided computer literacy courses and digital learning opportunities for vulnerable groups, aiming to enhance their digital skills and improve their quality of life.
- Encouraged youth participation in international affairs and strengthened their capacity for international volunteer service, fostering globally minded and socially responsible talent.
- The assessment results of the Refurbished Computer and Digital Training Program increased from 3.61:1 in 2016 to 4.45:1.

Community Impacts

- Enhanced the work capabilities of individuals with intellectual disabilities and improving the quality of life for their families.
- Empowered vulnerable children to enhance their self-confidence and creativity.
- Educated children on environmental knowledge to enhance awareness of climate change.

Community Impacts

- Encouraged employees to participate in environmental actions to raise environmental awareness and drive positive change for both people and the planet.

Digital Inclusion

ASUS leverages its core business to promote digital inclusion initiatives, with the goal of ensuring that no one is left behind in accessing digital resources due to differences in education, gender, ethnicity, or other factors. Through initiatives such as the Refurbished Computer and Digital Training Program, establishment of Digital Opportunities Centers, Digital Happy Learning Camps, i-Taiwan Digital Volunteer Project, International Volunteer Program, and activities like"Heartfelt 99" Project of Public Television Service, ASUS empowers digital disadvantaged communities both domestically and internationally. This empowerment involves providing hardware support and digital education to bridge the gap in digital resources.

Refurbished Computer and Digital Training Program

Since 2009, ASUS has integrated environmental conservation, recycling, and social welfare by promoting computer equipment recycling services. At its headquarters, ASUS has voluntarily established a reverse logistics recycling program for computer equipment, adhering to government recycling regulations. This program accepts computers of any brand, fulfilling extended producer responsibility and further promoting a circular economy. Through this program, discarded computers are refurbished into functional devices and donated to nonprofit organizations and schools both in Taiwan and abroad. These donations have supported the establishment of computer classrooms, digital learning centers, and after-school programs. By providing access to digital learning and computer literacy courses, ASUS aims to enhance the digital skills of vulnerable groups and help improve their quality of life.

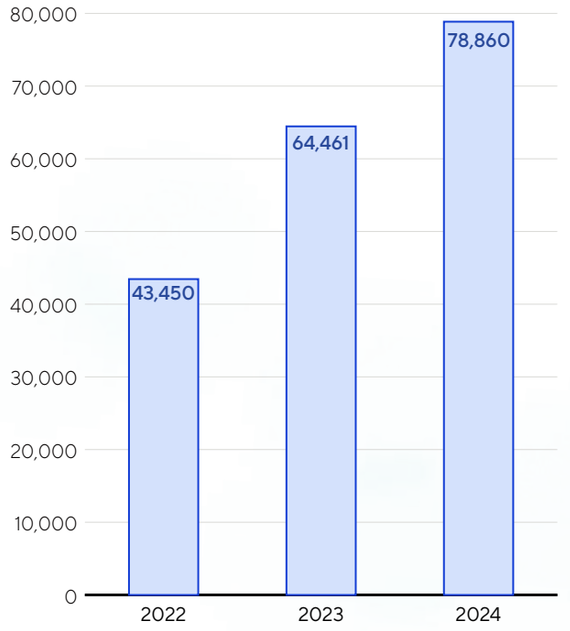
In 2024, a total of 78,860 computers (including laptops, desktops, and monitors), 3,797 tablets, 1,694 mobile phones, and 6,615 peripheral devices (such as servers, printers, and other 3C products) were recycled. These devices were then refurbished by contracted refurbishment facilities into renewed computers and donated to charitable organizations, assisting vulnerable children, youth, and students in their learning endeavors.

2024 marks the third consecutive year of promoting the "Indigenous Communities Digital Care" refurbished computer donation program. ASUS donated 100 refurbished computers to the Laiyi Township Council in Pingtung County. The computers were distributed to local after-school programs, tribal cultural health centers, village offices, community associations, and schools, providing students and communities with access to digital learning opportunities and spaces for development.The initiative aims to bridge the digital divide in indigenous areas, while promoting educational advancement and regional development. Over the past three years, a total of 400 refurbished computers have been donated through the program, helping strengthen digital capabilities in tribal communities.

ASUS adheres to the sustainability principle of Using Digitized Data and Scientific Management Practices and adopts Social Return on Investment (SROI). In 2017, ASUS published the "ASUS Refurbished Computer and Digital Training Program SROI Report," the first SROI report in the Asian technology industry and Taiwan to be certified by Social Value International (SVI). In 2024, the project impact was evaluated, and the SROI increased from 3.61:1 in 2016 to 4.45:1 on the same calculation basis.

Refurbished Computer and Digital Training Program

Number of computers recycled



Digital Opportunity Centers

The ASUS Foundation has supported member economies in Asia-Pacific Economic Cooperation Digital Opportunity Center (APEC ADOC) and local nonprofit organizations that helps establish digital opportunity centers in regions with limited access to digital resources, promoting digital education and reducing the digital divide. The project not only to improve the quality of life of residents through digital learning but also help nurture future digital talents. From 2009 to 2024, ASUS has assisted 42 countries to establish digital opportunity centers, more than 600 computer classrooms, donated more than 20,000 sets of information equipment such as new computers, refurbished computers, and tablets, benefiting more than 650,000 individuals.

Digital Happy Learning Camp

Since 2017, ASUS has organized Digital Happy Learning Camps with the mission of promoting programming education and strengthening digital education in remote areas.The program encourages digital learning while engaging ASUS employees to participate in community service by leveraging their professional skills. In 2024, the ASUS Volunteer Club held camps at several locations including Shulin Elementary School and Zhuqiao Junior High School in Tainan, Duda Elementary School in Nantou, Tongan Elementary School in Changhua, Shanjia Elementary School in Miaoli, and Yixian Elementary School in Beitou. A total of 120 volunteers contributed 1,200 hours of service, reaching 244 students. The camps introduced new PINBO coding robot toys integrating STEAM education principles and OTTO self-driving car assembly, fostering children's technological literacy, independent thinking, and problem solving skills.

244 children accompanied and empowered to acquire new knowledge and build confidence through Digital Happy Learning Camp.

Awarded Teams in i-Taiwan Digital Volunteer Project in 2024 were Taichung Industrial High School and Tamsui Vocational High School.

i-Taiwan Digital Volunteer Project

This program encourages teams from universities, colleges, and vocational high schools across Taiwan to engage in volunteer service in underserved areas, promoting digital literacy and various ICT education activities. In 2024, participating teams came from National Taiwan Normal University, National Taipei University of Business, Tamsui Vocational High School, National Chin-Yi University of Technology, Taichung Industrial High School, Mackay Medical College, and Providence University. A total of 190 volunteers served 551 teachers and students across 8 elementary and junior high schools. The project integrated technological resources to organize special courses such as media literacy, information security, agricultural education,and technology crafts. These courses stimulated children's creative thinking and problem-solving skills and and broaden students' perspectives through diverse and interactive learning experiences.

International Volunteer Program

Yitien Hwang from ASUS said,

Whether it's basic computer skills, word processing, or programming classes, the students' dedication is evident in every session. Their faces light up with amazement and a sense of accomplishment whenever they learn something new.

Sandy Wei, CEO of ASUS Foundation, said,

ASUS embraces a people-centered philosophy, leveraging green technology to bridge society and humanity. We encourage young students to step beyond borders and embody the values of mutual support and altruism on the global stage, empowering digitally underserved communities. Through the International Volunteer Program, we aim to close the digital and urban–rural divide, fulfill our responsibility as global citizens, and help build a more equitable and inclusive future.

The International Volunteer Program is dedicated to bridging the digital divide and cultivating global talent. This year, ASUS partnered with youth volunteer teams from seven universities, encouraging students to embrace the spirit of altruism and join ASUS volunteers in serving communities in Eswatini, Thailand, India, Kenya, and Malaysia. To date, the program has reached over 15,000 teachers and students in rural areas, helping to build digital learning environments.

The International Volunteer Program has reached over

15,000 teachers and students in rural areas

Information on volunteer initiatives in recent years

"Heartfelt 99" Youtube Channel

In 2024, the volunteer team made its first visit to Eswatini, where they used ASUS-donated equipment to deliver ICT courses at several elementary schools, high schools, and teacher training colleges. The program focused on training local digital educators, further advancing the spirit of global citizenship through technology diplomacy. In India, the National Yang Ming Chiao Tung University team, which has been active in the region for 14 years, brought 23 refurbished computers to upgrade local facilities. They introduced programming concepts and hands-on coding classes, guiding children to explore the joys of digital learning. Meanwhile, the National Tsing Hua University team in Kenya trained local university students to become seed teachers, continuing their longstanding commitment to information education. To date, the program has established 39 computer classrooms and donated and installed over 1,800 refurbished computers. Grounded in a people-centric philosophy, ASUS continues to support international volunteer programs over the long term, expanding their impact by empowering digitally underserved communities around the world and fostering a more inclusive and equitable digital society.

The International Volunteer Program carried out digital education initiatives in India and Eswatini.

"Heartfelt 99" Project of Public Television Service

The event is co-organized by the ASUS Foundation and Public Television Service since 2009. The 15th "Heartfelt 99" event in 2024 encouraged expressions of inspiration through creations lasting 99 seconds to 3 minutes. As digital creativity continues to evolve alongside technological advancements, the use of AI and animation has steadily increased—reflecting new media trends and encouraging greater participation from elementary and junior high school students. For the first time, the event introduced a Vertical Short Film category and a Rising Star Award, attracting 385 submissions from 82 schools. These short films captured authentic human connections and emotional moments. Beyond the competition itself, the project extended its reach through international volunteer-led video workshops and campus lecture tours, engaging schools nationwide. To date, the program has collected nearly 4,500 student-created works, continuing to spread inspiration and infuse society with positive energy.

Community Involvement

The Growth and Training Program of Children Are US Foundation

Through the innovative employment program in collaboration with Children Are Us Foundation, ASUS hired individuals with intellectual disabilities and set up a Children Are Us Bakery within the employee cafeteria since 2008. All earnings from the bakery were contributed towards Children Are Us Foundation to help more individuals in need. Through a stable employment environment, 9 individuals underwent professional occupational rehabilitation, job coaching and continuous individual development plans, which includes expanding their product offerings to enhance their skills. This approach not only helps delay the effects of aging but also improves their overall work capacity. Furthermore, steady employment provides financial stability that can ease the burden on their families, creating meaningful impact both at work and at home.

Dream x Art Project

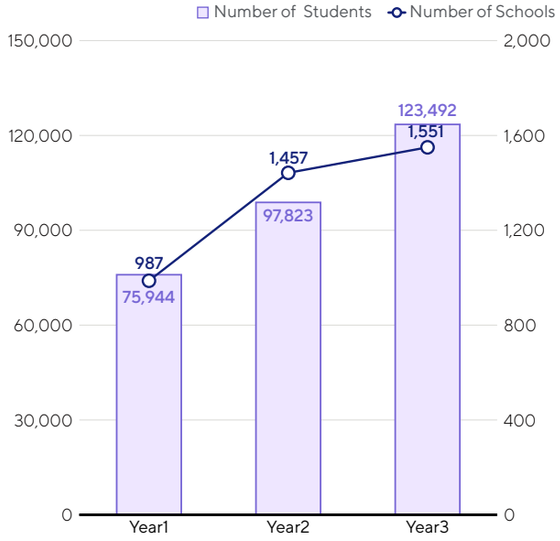
ASUS Foundation and the Taipei Orphan Welfare Foundation organized the 2024 Dream & Art Project with the theme "Embracing Our Young Selves." The project encouraged children to connect with their inner emotions and express themselves through art as a means of dialogue with the outside world. This year, the program included a special visit to Lize Beach, where children created quick sketches of Guishan Island and the coastal scenery. Through painting, they explored self-reflection, processed emotions, and learned to communicate their feelings visually. The three-day art experience was supported by five designers from the ASUS Design Center, who accompanied and guided the children throughout the process. Their presence helped the children tap into their creativity, develop self-confidence, and create lasting memories.

The Dream x Art Project reached a total of 300 participant engagements.

ASUS partnered with Buddhist Compassion Relief Tzu Chi Foundation to hold e-Sports Competition for Environmental Protection and Disaster Prevention

For third consecutive years, the ASUS Foundation has partnered with the Tzu Chi Foundation to promote environmental and disaster revention education. In collaboration with the online learning platform PaGamO, they launched the "Environmental Protection and Disaster Prevention Warrior Cultivation Program," which educates students on environmental knowledge and climate change awareness through online learning and national and international competitions.

Number of Schools and Students Participating in the e-Sports Competition for Environmental Protection and Disaster Prevention



Charitable Donation and Sponsorship

ASUS participated in various community activities,and also ring-fenced a budget to sponsor different organizations to fulfill our corporate social responsibility and realize the vision of contributing to the society. ASUS evaluates annual issues and societal needs to make donations to nonprofit organizations. In 2024, ASUS organized year-end blessings donations and provided earthquake relief aid to Hualien. Donations were made to Taitung Christian Hospital, World Vision Taiwan, the Taiwan Fund for Children and Families, Xin Chuan Secondhand Bookstore, and Step30 international ministries, among others. Since 2021, we have benefited 47 social welfare organizations and helped more than 9,000 children, families and elderly people in need.

Donations Help Vulnerable Children during Long Holidays

ASUS employees donated to support the Taiwan Fund for Children and Families' Nutrition Assistance Program for Vulnerable Children During Long Holidays. A total of 2,315 boxes of nutritional supplies were delivered to children in remote areas, ensuring they receive adequate food during school breaks. Additionally, the program funded 185 summer camps held at 104 schools, serving over 30,000 children. These efforts provide care and learning opportunities for the children during the long holidays, offering stable support for their nutrition and education.

Hualien Earthquake Reconstruction Assistance

On April 3rd, Hualien was struck by a magnitude 7.2 earthquake, causing significant damage to school facilities. ASUS partnered with the Hualien County Government's Department of Education to support 52 affected schools, taking actions to help disaster-stricken schools quickly resume operations. In-kind donations amounted to NT$12 million, and an internal fundraising campaign among employees raised over NT$2 million, reflecting ASUS's strong support for post-disaster recovery.

Environmental Conservation

Plastic Reduction

Since 2019, with an eye toward preventing the generation of plastic waste and changing the culture of using single use disposable plastics, ASUS has been prohibited disposable cutlery in all canteens, convenience stores, cafes and other businesses within the office zone.

Employee Environmental Education

To encourage employees to practice environmental sustainability in their lives, ASUS organized beach cleanup activities and monthly environmental education project through internal emails, sharing information such as environmental greening and green consumption, to cultivate environmental awareness and concrete actions among employees.

2 beach cleanup activities

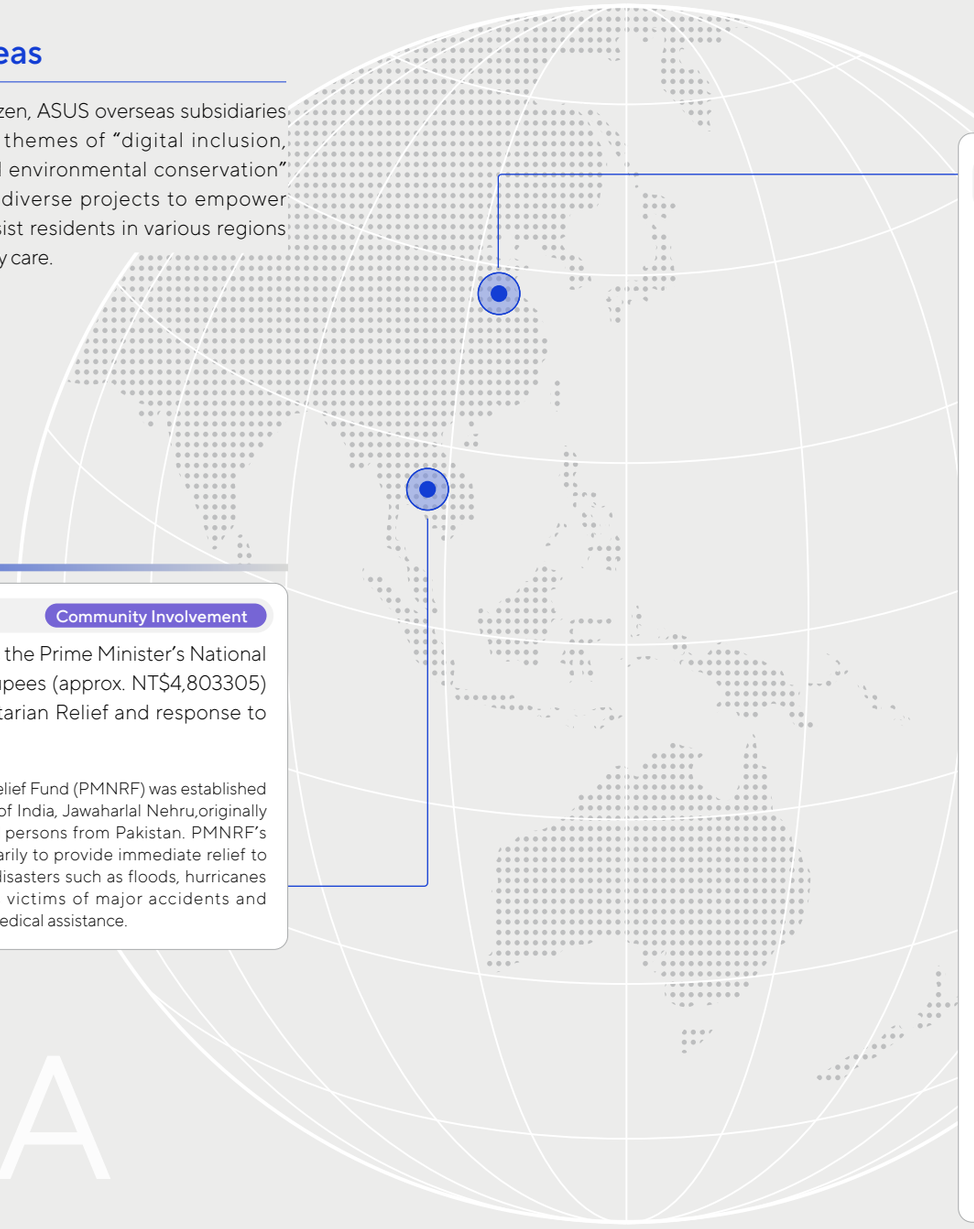
204 volunteers participated in the beach cleanup activities.

Beach Cleanup and Marine Conservation

ASUS has continued to support the Environmental Protection Administration's Coastal Cleanup and Adoption Program, adopting a 500-meter stretch of shoreline at the Wazihwei Nature Reserve in New Taipei City since 2017. Adjacent to the Mangrove Natural Reserve, the Wazihwei Nature Reserve has precious wetland ecology and is an important habitat for many migratory birds, aquatic animals and plants. Two beach cleanup activities were held in 2024, with a total of 204 volunteers participating.These activities aim to raise environmental awareness and inspire employees to take action, fostering positive change for both people and the planet.

Actions for Overseas

As a world-class corporate citizen, ASUS overseas subsidiaries also responded to the core themes of "digital inclusion, community involvement, and environmental conservation" in 2024. They implemented diverse projects to empower youth and employees and assist residents in various regions worldwide, fostering community care.



Asia

India

Community Involvement

ASUS made contributions to the Prime Minister's National Relief Fund [3] 12,809,000 Rupees (approx. NT$4,803305) for Indian National Humanitarian Relief and response to COVID-19.

3 he Prime Minister's National Relief Fund (PMNRF) was established in 1948 by the Prime Minister of India, Jawaharlal Nehru,originally to provide relief to displaced persons from Pakistan. PMNRF's resources are now used primarily to provide immediate relief to families of victims of natural disasters such as floods, hurricanes and earthquakes, as well as victims of major accidents and disturbances, and to provide medical assistance.

Mainland China

Digital Inclusion Community Involvement

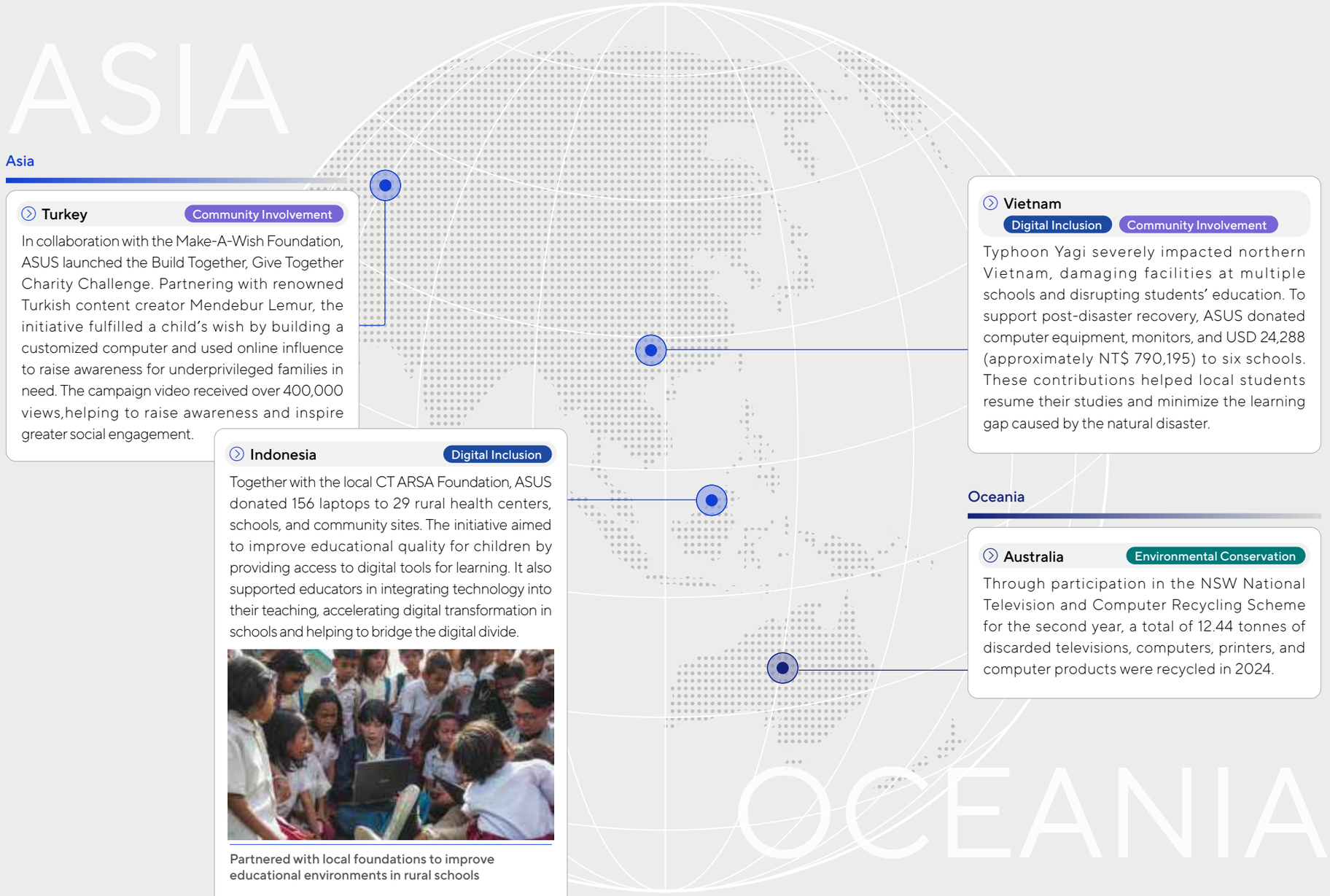
1. ASUS e-Innovation Volunteer Actions

Since 2009, ASUS has joined hands with the China Association for Science and Technology (CAST) to launch the "Your Action, China's Future" volunteer program to encourage university students to actively participate in social welfare and help rural farmers enjoy the convenience of digital life and the Internet through IT and Internet technologies, narrowing the digital gap between urban and rural areas and improving their living standards with knowledge and innovation. In the past 15 years, with this public service project, we have trained more than 70,000 college student volunteers, covered more than 32 cities, 8,000 villages and communities, completed more than 50,000 IT science lectures, and built 1,099 ASUS Love Science libraries.

2. Sunflower Project - ASUS Lecturers in Schools

Starting in 2023, the "Sunflower Project" was launched. The ASUS lecturers independently developed over 10 courses covering topics such as technology, environmental protection, and the arts. These courses are taught in schools, aiming to broaden students' horizons and aid in youth development.

ASUS e-Innovation Volunteer Actions – introduced Generative AI to children in remote Areas for the first time



Asia

Turkey
Community Involvement

In collaboration with the Make-A-Wish Foundation, ASUS launched the Build Together, Give Together Charity Challenge. Partnering with renowned Turkish content creator Mendebur Lemur, the initiative fulfilled a child's wish by building a customized computer and used online influence to raise awareness for underprivileged families in need. The campaign video received over 400,000 views,helping to raise awareness and inspire greater social engagement.

Indonesia
Digital Inclusion

Together with the local CT ARSA Foundation, ASUS donated 156 laptops to 29 rural health centers, schools, and community sites. The initiative aimed to improve educational quality for children by providing access to digital tools for learning. It also supported educators in integrating technology into their teaching, accelerating digital transformation in schools and helping to bridge the digital divide.

Partnered with local foundations to improve educational environments in rural schools

Vietnam
Digital Inclusion Community Involvement

Typhoon Yagi severely impacted northern Vietnam, damaging facilities at multiple schools and disrupting students' education. To support post-disaster recovery, ASUS donated computer equipment, monitors, and USD 24,288 (approximately NT$ 790,195) to six schools. These contributions helped local students resume their studies and minimize the learning gap caused by the natural disaster.

Oceania

Australia
Environmental Conservation

Through participation in the NSW National Television and Computer Recycling Scheme for the second year, a total of 12.44 tonnes of discarded televisions, computers, printers, and computer products were recycled in 2024.

AMERICAS

EUROPE

Americas

Colombia

Digital Inclusion | Community Involvement

Working alongside Fundación Secretos para Contar, a nonprofit organization dedicated to rural education and culture, ASUS launched a reading literacy program to support children in remote areas. A total of 380 books were distributed, benefiting 396 families. In addition, ASUS partnered with our clients to donate 10 laptops to Universidad del Campo, a local university, to support and encourage rural students in their academic pursuits—working together to build a brighter future.

United Kingdom

Community Involvement

ASUS not only partnered with Watford Football Club to help upgrade its IT systems, but also hosted a Play on Pitch event and fundraising activities. The funds raised were donated to MIND, a nonprofit organization dedicated to supporting mental health.

Europe

France

Community Involvement

In support of Breast Cancer Awareness Month, ASUS made a donation to Vivre comme avant, an organization dedicated to breast cancer support and prevention. Additionally, ASUS donated over 70 refurbished computer devices to three nonprofit organizations, including Grandir Ailleurs, which works to protect vulnerable children.

Employees participated in and supported Breast Cancer Awareness Month activities.

Ukraine

Community Involvement

Due to the ongoing war between Russia and Ukraine, many of Ukraine's historic and cultural sites have been damaged, and power supply remains unstable. ASUS donated a laptop to the Hetman's Capital National Historical and Cultural Reserve to support the digitization and preservation of Ukraine's national cultural heritage. Additionally, ASUS made financial contributions to assist children affected by the war.

11 Inclusive Workplace

Talent management is the most important factor that empowers the world's top companies to outperform their peers. Critical talents are an important strategic resource for enterprises, and they are enterprise value creators and an important cornerstone for companies' continuous operation and growth. Considering employees as its most important assets, ASUS works with them to elaborate on collective wisdom and develop individual and team potentials and interests. We shape the corporate culture, cultivate key talents, acquire technologies and capabilities in key areas. We also create an open and innovative R&D culture and a creative environment to stimulate the vitality and imagination of our employees. ASUS believes in a people-centric corporate philosophy of "Inspire, Motivate and Nurture Employees". We are committed to pursuit high-performance organization and outstanding talents, establish a comprehensive remuneration and benefits program, and cultivate and develop diverse talents as a human resource development strategy to create shared value for enterprises.

Actions

- Organize a high-potential talent development program in design thinking
- Implementation of human rights due diligence
- Conducted 19 integrated disaster education and simulation drill sessions

Performance

Honored by Forbes as one of **the World's Best Employers** for five consecutive years

Named among Fortune's **World's -Most-Admired-Companies**

Awarded **Best Companies to Work for in Asia** by HR Asia

Winner of **the Talent Development Leadership Award** at the Taiwan Corporate Sustainability Awards (TCSA)

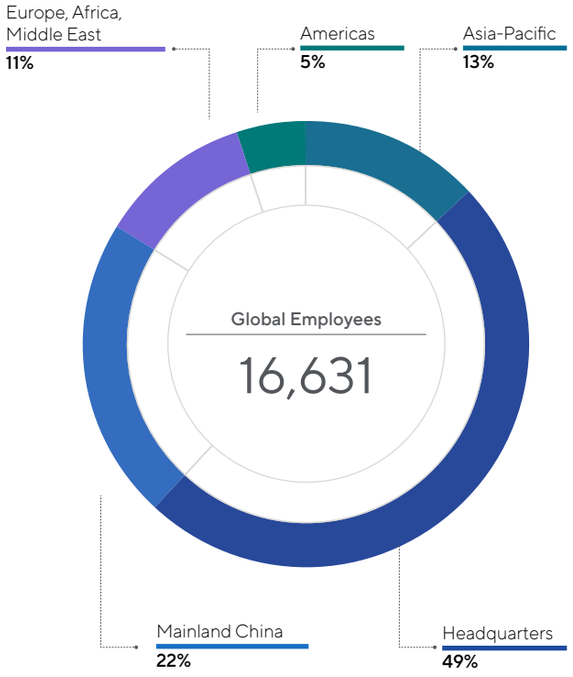
Recognized with **the Safe Workplace Award** at the Taipei City Occupational Safety Awards

Employee Policy

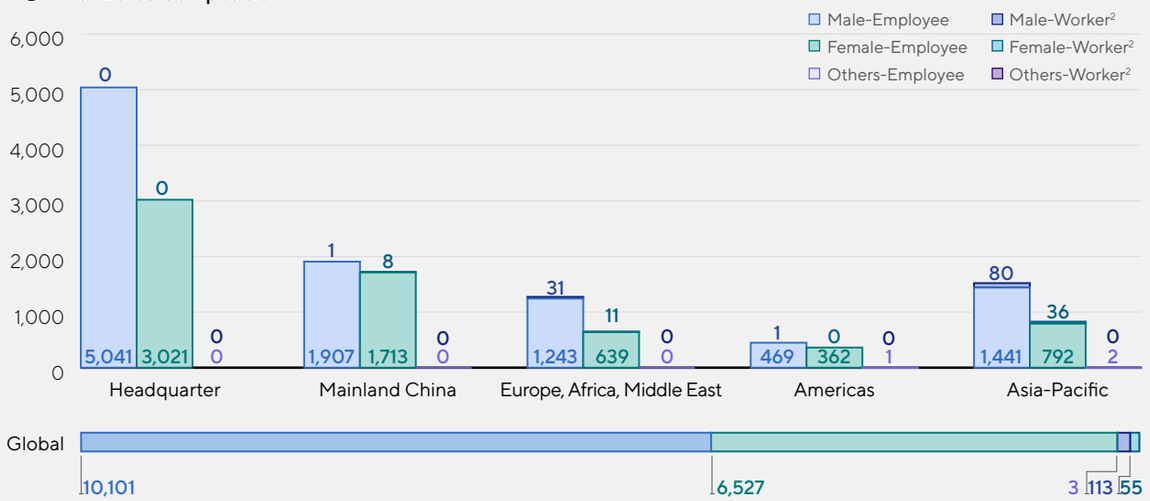
Structure of Manpower

ASUS continues to attract diverse global talent, establishing operational sites in over 70 countries across the Asia-Pacific, Europe, the Americas, and Africa. As of 2024, the company employed 16,631 people worldwide, including 8,062 employees at its headquarters and 8,569 in other overseas locations. The geographic distribution of employees is illustrated in the chart below.

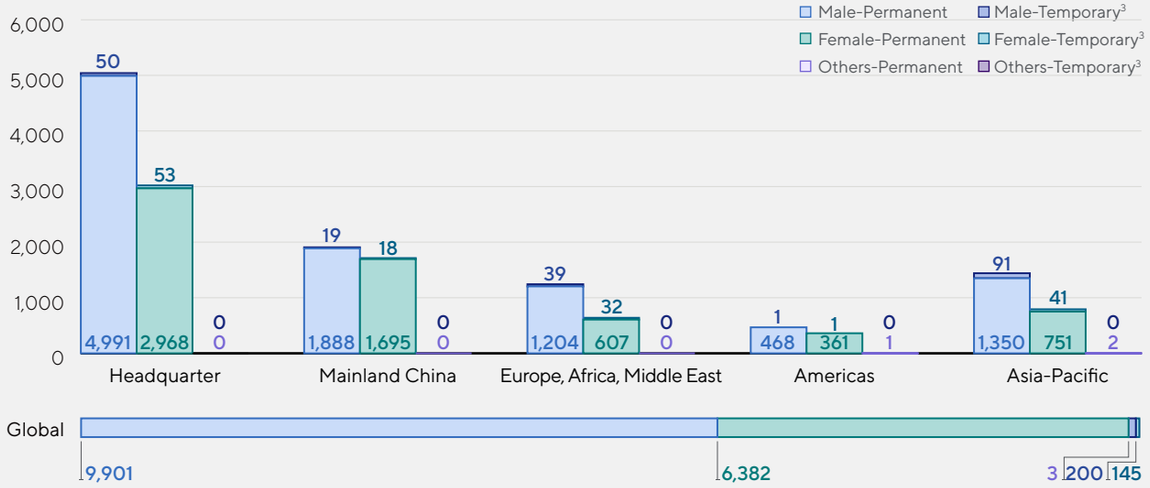
Global Employee Distribution



Workforce Composition



Contract Type

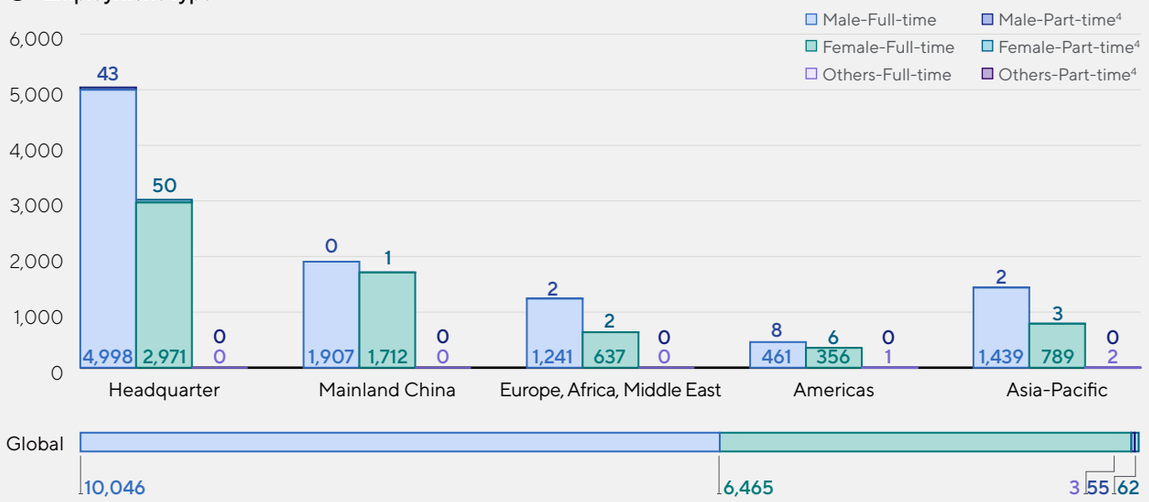


1 The headcount is based on December 31 of the reporting year.

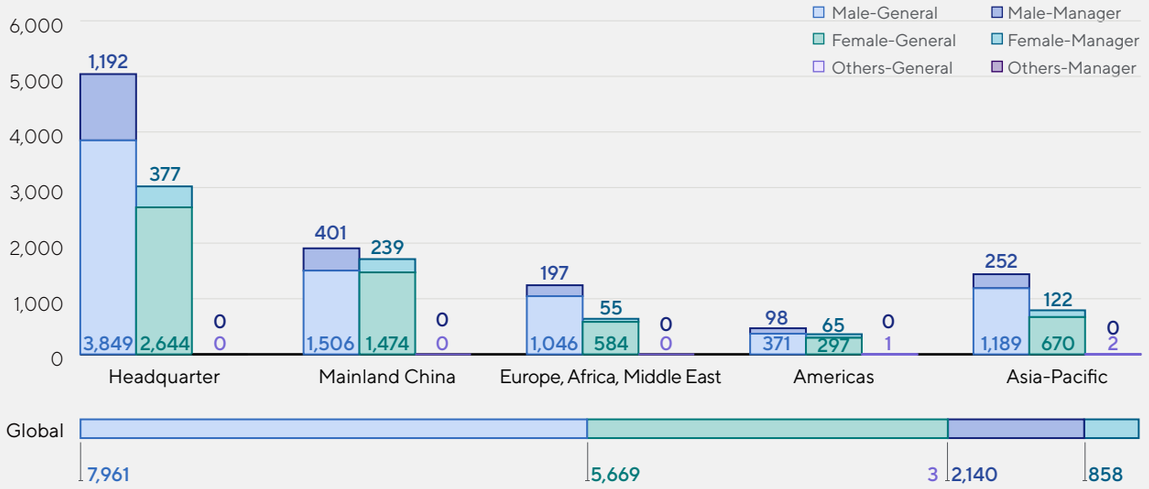
2 Worker: dispatched staffs and representative staffs. The job categories for dispatched staffs include: clerical staff, cleaning staff, administrative assistant, customer service/maintenance assembler. Representative staffs are responsible for market research. The majority of workers are dispatched staffs.

3 Temporary employees are defined as those with employment contracts that have specific start and end dates. This includes interns, part-time students, short-term project personnel.

Employment Type



Employee Type



4 Part-time employees are defined as those paid on an hourly basis, with overall working hours less than full-time employees

Employee Communication

Open Communication

ASUS continues to actively expand diversified communication channels to foster harmonious labor relations. To promote dialogue between labor and management, create a stable and harmonious work environment, and enhance employee satisfaction and corporate competitiveness, ASUS holds quarterly labor-management meetings. These meetings are jointly composed of labor and management representatives, with labor representatives elected by employees to represent the entire workforce. The meetings serve as a platform for two-way communication on employee rights and corporate policies, aiming to cultivate positive labor-management relations. In July 2023, ASUS established the "ASUStek Union." Through regular monthly meetings, the Company ensures transparent and authentic communication with employees, transforming their feedback into a driving force for continuous improvement and safeguarding the rights and interests of every employee.

Employee ← Internal Communication Channel → Senior Manager

Two-Way Communication	Employee Caring Hotline	Employee Grievance Channel
CEO On-Live, CEO Afternoon Tea, ASUS DNA Story, Internal communication meeting	Internal and external Employee Assistance Program (EAP) hotlines, employee care website, employee care hotline, and 24-hour emergency support hotline for employees	Personnel Management System, Whistle-blowing Mailbox, Employee Opinion Mailbox, Hotline and Mailbox for Complaints of Unlawful Infringement in the Workplace
• Communicate major issues internally, convey the company's vision and corporate culture • Employees could fully express their opinions • The CEO On-Live has been held quarterly from 2022 to 2024	• Assist employees in work, life and health related issues	• Talk about the company's system, management measures and specific issues

Labor-Management Council	Employee Engagement Survey	Prevention of Workplace Sexual Harassment
Labor and Safety Committee, Occupational Safety and Health Committee, union meeting	In 2022, the survey was conducted by Willis Towers Watson, targeting all employees at the corporate headquarters, with a valid response rate of 80% (6,485 respondents)	Employee Caring Website, ASUSchool Learning Platform
• Discuss labor conditions, build the harmonious labor relations • Regular quarterly/monthly meetings	• In-depth understanding of employees' real work experience	• Delivery courses on the prevention of workplace violence and sexual harassment

Talent Cultivation and Development

Talent is the cornerstone of a company's success. ASUS provides a wide range of learning resources and educational training mechanisms to support sustainable career development. We firmly believe that every employee should fully embody the ASUS DNA—ASUS Five Virtues, Focus on Fundamentals & Results, Lean Thinking, and Innovation and Aesthetics. By harnessing their strengths and being placed in the right roles, employees can help realize the Company's vision of becoming "the world's most admired innovative leading technology enterprise in the new digital era," thereby enabling ASUS to join the ranks of world-class green high-tech leaders and make meaningful contributions to society and the environment.

Annual Talent Development Goals

ASUS continues to prioritize the effective transfer of training outcomes by applying Donald Kirkpatrick's Four-Level Training Evaluation Model. A comprehensive assessment is conducted through multiple indicators such as course satisfaction, post-training quizzes, action plans, and project-based applications to dynamically monitor the effectiveness of key training programs.

In 2024, we successfully achieved our annual satisfaction goal of a score of 4 out of 5 for post-training evaluations, with the average learning hours reaching 20 per employee. Our talent development programs cover all full-time employees (16,631 employees by the end of 2024). The total training hours amounted to 447,759, with an average of 26.9 hours per employee. The average training investment per employee was NT$2,871, including training costs and talent development incentives. The overview is as follows:

Category		Training Hours per Employee
Age	<30	35.6
	30~50	25.5
	>50	24.1
	Others	9.8
Gender	Female	29.4
	Male	25.3
	Others	14.8
Employee Category	General employee	23.7
	Junior management	42.2
	Mid-level management	41.7
	Senior management	34.7
Training Category	Physical courses	10.3
	Online courses	16.7

5 Average Hours per Person = Total Learning Hours of the Category / Number of Employees in the Category

Physical and Digital Courses = Total Learning Hours of the Category / Total Number of Employees

General Education / Elective

A total of 407 internal general education, core, and management courses were offered throughout the year. Post-training satisfaction surveys were conducted, with an overall average score of 4.3 on a 5-point scale.

Compliance / New Hire Training

In 2024, a total of 876 new employees completed the onboarding training and passed the post-training assessments, achieving a 100% completion rate. Throughout the year, 18 compliance-related courses were offered, with a total of 50,146 completions.

Managerial / Internal Trainer Development

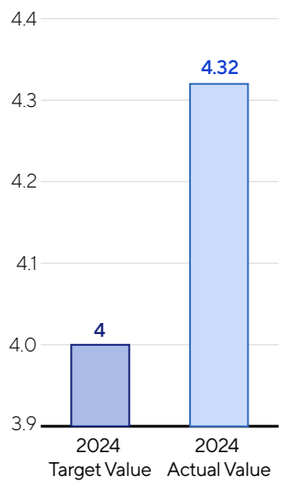
This year, 33 new internal trainers were certified, bringing the cumulative total to 334 certified instructors. Additionally, 14 employees have already conducted internal sessions to share their expertise and skills in Generative AI (GAI).

Design Thinking

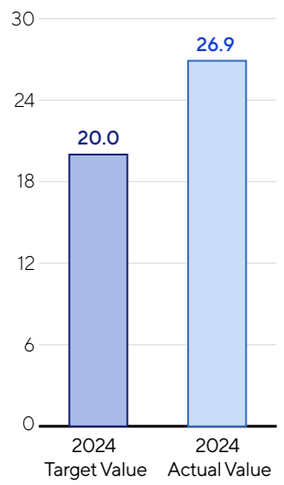
The winning team of the "Annual Design Thinking Implementation Award" final consisted of 50 to 60 members. Their efforts resulted in a 6.3-fold increase in shipment volume, a threefold boost in conversion rate, a 20% rise in average order value, and the launch of a new product category.

Management Goal	Goal Achievement Status		
Average Learning Hours	2024:	2023:	2022:
20 hours	26.9 hours	17.8 hours	24 hours

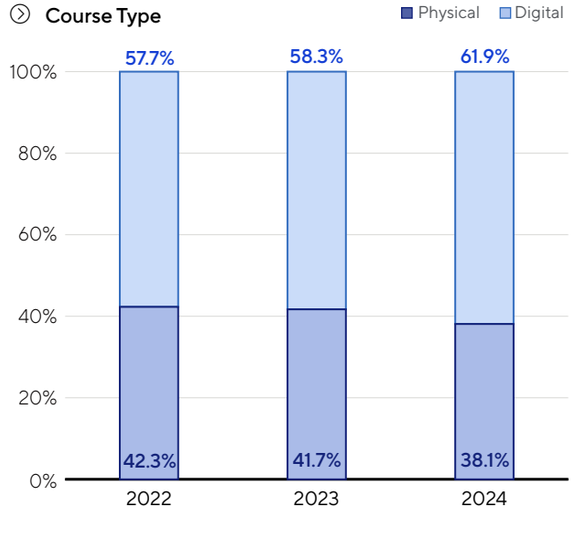
Post-training Satisfaction



Average Learning Hours



Course Type



Talent Cultivation and Development Framework

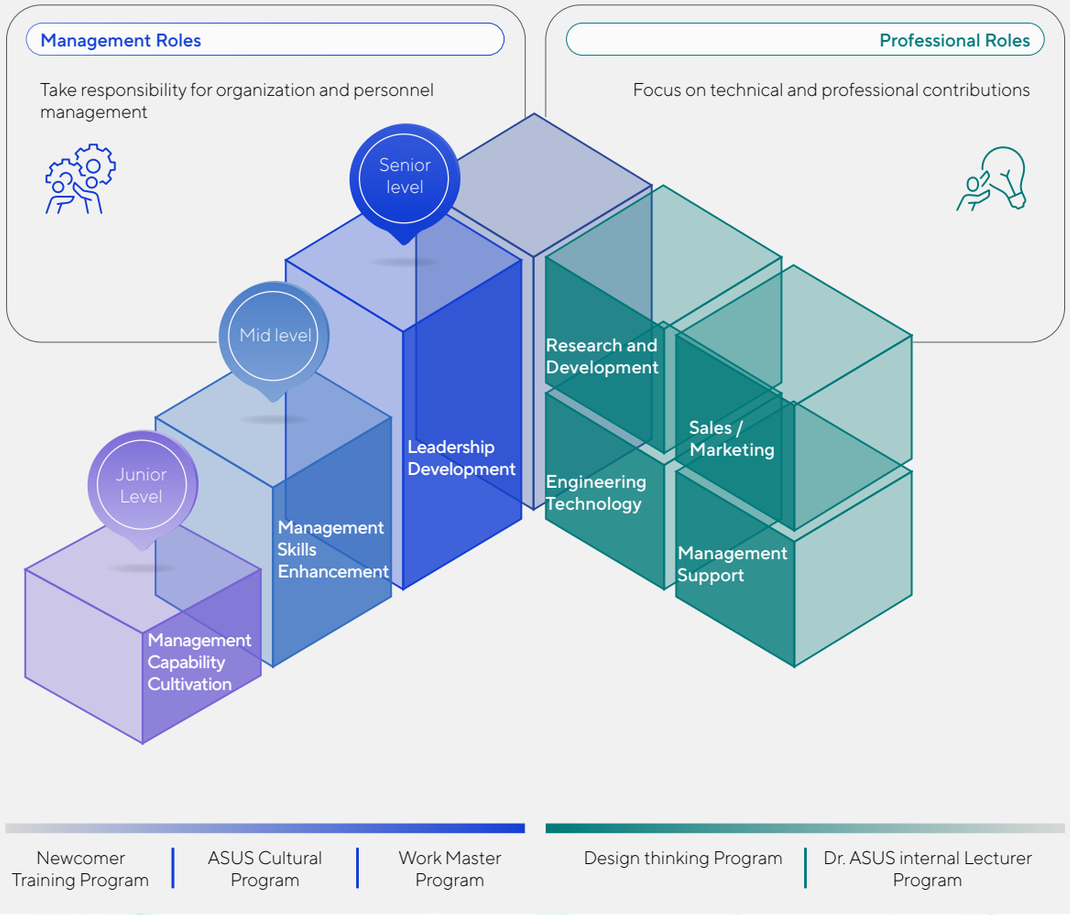
Linking the corporate culture, core values and global strategies, the Talent Development System is divided into three dimensions, including “core values”, “management leadership” and “professional skills”. We provide various training courses and digital self-learning resources for senior-level, mid-level, junior-level managers and general employees to foster diverse talents.

Core Competitiveness

ASUS is advancing its cultural transformation based on four core values: transformation, transparency, collective wisdom, and meritocracy of ideas. To empower talent, the company continues to embed the ASUS DNA and roll out core culture programs globally. These are delivered through a cultural communication platform, multimodal training, online and offline activities, and integration with daily management practices to promote shared values and business philosophy. Design Thinking is also embedded into the company-wide culture and applied in real work scenarios through tiered, human-centered development programs tailored to different roles and levels of application.

In 2024, core competency training covered the Newcomer Training Program, ASUS Culture Program, and Work Master Program , with a total of **128,083** training hours.

Since 2007, a total of **334** full-time employees have been certified as Dr. ASUS internal trainers, playing a key role in passing down ASUS's internal expertise and experience.



Management Skills

Based on the competency framework developed from global job evaluations and management function levels, ASUS has established a comprehensive management training roadmap. This includes collaborations with academia such as the mini-EMBA program, in-house programs like the "Dr. ASUS" internal instructor development courses, and integration of external learning resources on emerging management trends.

In 2024, management training totaled **46,883** hours, focusing on strengthening practical applications of managerial thinking and leadership, with the goal of enabling team leadership success and aligning with the company's strategic business objectives.

Professional Skills

ASUS categorizes professional competencies into four major domains: research and development, engineering, business and marketing, and management support. Skill requirements for each position are clearly defined to guide the development of professional training blueprints for key roles, alongside technical and trend seminars and strategic training initiatives.

In 2024, a total of 1,736 department-led professional training sessions were conducted, accumulating **160,078** training hours, distributed as follows: research and development (25.8%), engineering (9.0%), business and marketing (31.5%), management support (32.0%), and others (1.7%).

Dr. ASUS Internal Instructor Training Program

Since its launch in 2007, the internal instructor program—referred to as "Dr. ASUS"—has certified a total of 334 employees as internal instructors. Dr. ASUS instructors possess a deep understanding of ASUS business processes and corporate culture, and speak a common managerial language. Their teaching incorporates real-world ASUS experience, enabling employees to enhance their job capabilities and facilitating effective knowledge transfer. The model emphasizes "learning by doing" and a mentorship approach, empowering supervisors to maximize the impact of their experience and expertise.

In 2024, two new instructor training cohorts were conducted, certifying 33 new instructors. In alignment with the company's strategic transformation toward becoming a comprehensive AI-driven enterprise, a dedicated GenAI internal expert instructor program was launched, with 14 employees already leading internal sessions to share GAI-related knowledge and skills. The Dr. ASUS program is open to employees who demonstrate interest and potential in teaching. Candidates are selected through a formal process and cultivated via a structured instructor development system that builds secondary competencies in knowledge extraction and instructional design. The program inspires a culture of knowledge sharing and continuous learning, contributing to talent development and fostering a learning organization.

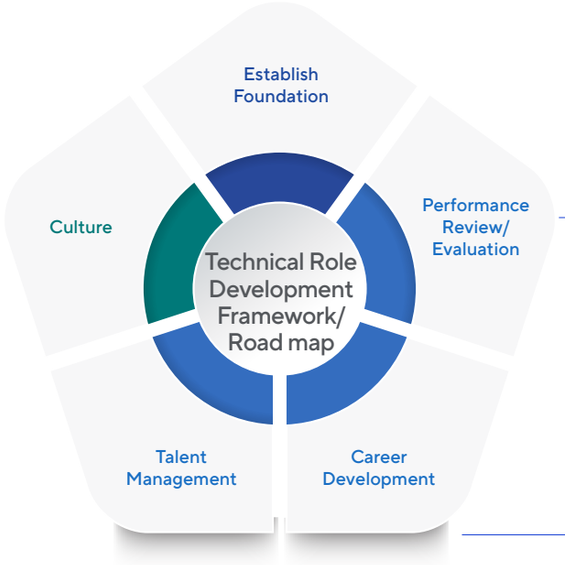
GenAI Empowerment Training for All Employees

To accelerate ASUS's transformation into a comprehensive AI-driven company, the GAI Committee collaborated with the Human Resources Center in 2024 to launch a series of AI empowerment training programs for all employees. Key results include:

1. Self-Learning Resources: A curated collection of 110 courses in both Chinese and English languages, resulting in 9,298 unique views and 34,110 total views.
2. AI Technical Training in Collaboration with Microsoft: A total of 13 sessions were held throughout the year, with 1,688 completions. The course received an average satisfaction score of 4.4 and an overall learning recommendation rate of 94 percent.
3. Hands-on LLM courses by ITRI Industry College: An 18-hour introductory course was completed by 38 employees with a total of 244 participations. The course earned a satisfaction score of 4.5 and led to the certification of 17 GenAI specialists as Dr. ASUS instructors.

Technical/Functional Committees

To address the challenges posed by organizational growth momentum, ASUS has progressively established various Technical/Functional Committees. These committees aim to build domain-specific expertise and knowledge, which are then applied across human resources practices—such as talent selection and recruitment, organizational effectiveness, performance management, and training and development. This framework advances the development and deepening of professional roles, enabling high-performing employees to maximize their strengths and continue contributing in their current positions. It not only enhances the significance and value of professional roles within their fields but also serves as a career development pathway for future cross-functional rotations of top talent.



Selection	Staffing & Retention
Talent Acquisition	Organizational Effectiveness
Selection Criteria	Talent Pipeline and Career Development Paths
Training	Evaluation & Elimination
Training and Development	Performance Management
Learning Framework and Effectiveness Evaluation	Performance Evaluation and Promotion Assessment

Key Achievements in 2024

1. **Establishment of Technical/Functional Committees:** ASUS established the Hardware Technical/Functional Committee and the Customer Service Technical/Functional Committee to define professional capabilities and competency standards in their respective fields. By the end of 2024, approximately 100 employees served as committee members, of which 67 percent were mid- to senior-level managers.
2. **Annual Professional Competency Review Committee:** Professional employees participated in the annual Professional Competency Review Committee, engaging in project discussions with subject matter experts. These experts provided feedback, development recommendations, and competency recognition. More than 90 percent of participants expressed high satisfaction with the process.
3. **Application of Competency Standards to Development Goals:** Professional employees in the fields of mechanical, thermal, and design applied the competency standards to their individual professional development goals. These standards helped managers and employees jointly set specific, measurable development objectives, effectively supporting continued skill advancement and growth.

Key Talent Cultivation Project

Design Thinking Talent Cultivation

In alignment with ASUS's brand strategy, Design Thinking (DT) embodies a people-centered design spirit and methodology. Through years of concerted efforts, DT has gradually become embedded in ASUS's internal innovation culture, building shared capabilities and a common language across teams. Tailored incubation programs have been designed based on varying levels of application and audience needs. In 2024, the committee extended its efforts to cultivate seed coaching talents across departments, aiming to embed the DT mindset within organizational units. Whether in product development or service design, the goal is to begin from user needs, engage in divergent and convergent thinking, and refine ideas through iterative prototyping. This approach enables bold innovation and a deep appreciation of aesthetics, creating delightful full-life experiences for users.

- **Tiered Coach Certification**
  Since 2023, ASUS has cultivated Design Thinking coaches and seed instructors, aiming to deeply root the DT mindset across departments with broad internal recognition. A tiered certification system for coaches and the Design Thinking High Potential Talent (HiPo) Program was introduced to provide greater career growth opportunities for individuals and units committed to practicing DT. In its second cohort, the program certified 30 entry-level (Blue Badge) coaches, 8 advanced (Silver Badge) coaches, and 2 HiPo talents. These high-potential individuals were sponsored for a one-week study tour at Stanford D.School in the U.S., enhancing their global perspective and enabling exchanges with world-renowned organizations. Upon returning, they led their departments in implementing innovative thinking and DT practices, serving as cultivators, drivers, and connectors, while amplifying business value.
- **Peer Learning Communities**
  To encourage the application of Design Thinking in daily work, ASUS established a structured coaching system and hosted periodic in-person "Coach Meetups" to share practical DT experiences and insights. HiPo talents were assigned as facilitators on a rotating basis, applying structured methodologies aligned with the 70-20-10 learning model. An online community platform, "Design Thinking Coach," was also launched for coaches to stay updated on DT trends, ask questions, and exchange ideas. This digital community harnesses collective intelligence and creativity to unlock DT potential and deepen a people-centric corporate culture. Additionally, business units, technical teams, and support departments organize monthly or quarterly application-sharing sessions, along with an annual award and recognition program. These initiatives foster internal professional exchange and strengthen a culture of innovation, encouraging ASUS employees to boldly experiment, challenge themselves, and pursue continuous growth.

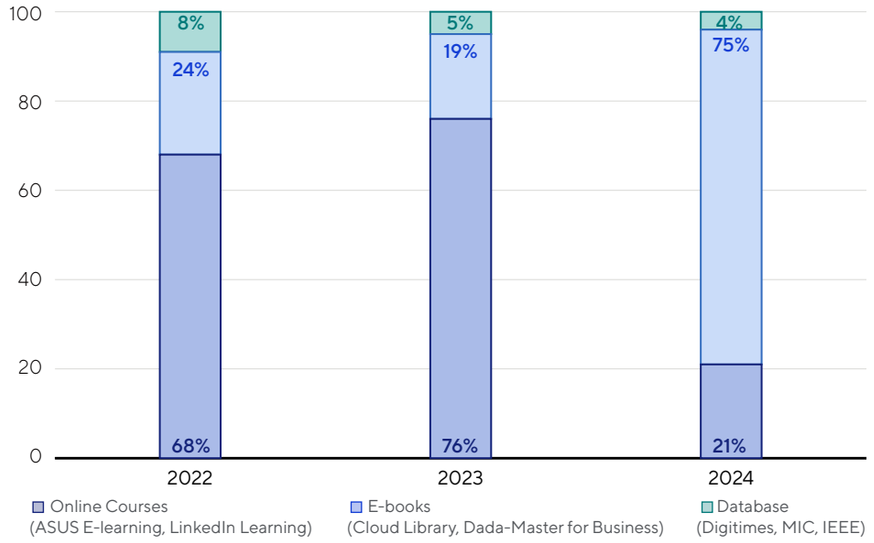
Key Performance in 2024:

1. Design Thinking Talent Training Framework: ASUS has established a comprehensive development path "from intern coach to silver coach." In 2024, a total of 35 intern coaches (23% of whom were in managerial positions) participated in the training program, with 22 of them earning Blue Badge Coach certification. Additionally, 24 Blue Badge Coaches (38% in managerial positions) participated in advanced training, with 8 earning Silver Badge Coach certification, becoming key drivers of the Design Thinking movement within ASUS.
2. Annual Design Thinking Training Results: In 2024, Design Thinking training programs engaged 1,544 participants across all sessions, totaling 2,717 training hours. The average post-training satisfaction score was 4.6 on a 5-point scale.
3. High Potential Talent Development: Two DT High Potential Talents were selected to attend an advanced program at Stanford University's d.school. In addition, three senior executives were included in the program to foster strategic thinking and DT capabilities at the leadership level, ensuring strong executive support in transforming innovative ideas into actionable outcomes.
4. Annual Design Thinking Practice Award: In 2024, the final selection for the Annual Design Thinking Practice Award welcomed overseas teams for the first time, with 29 teams from headquarters and 2 teams from international sites participating. The impact of Design Thinking has expanded throughout the organization, fostering innovation across business units, support functions, and customer service both domestically and globally. The two winning teams in the finals, each composed of 50 to 60 members, achieved 6.3 times greater shipment volume, tripled conversion rates, increased average order value by 20 percent, and launched new product categories, significantly improving operational management efficiency.

Integrating Cloud Resources to Encourage Autonomous Learning and Growth among Colleagues

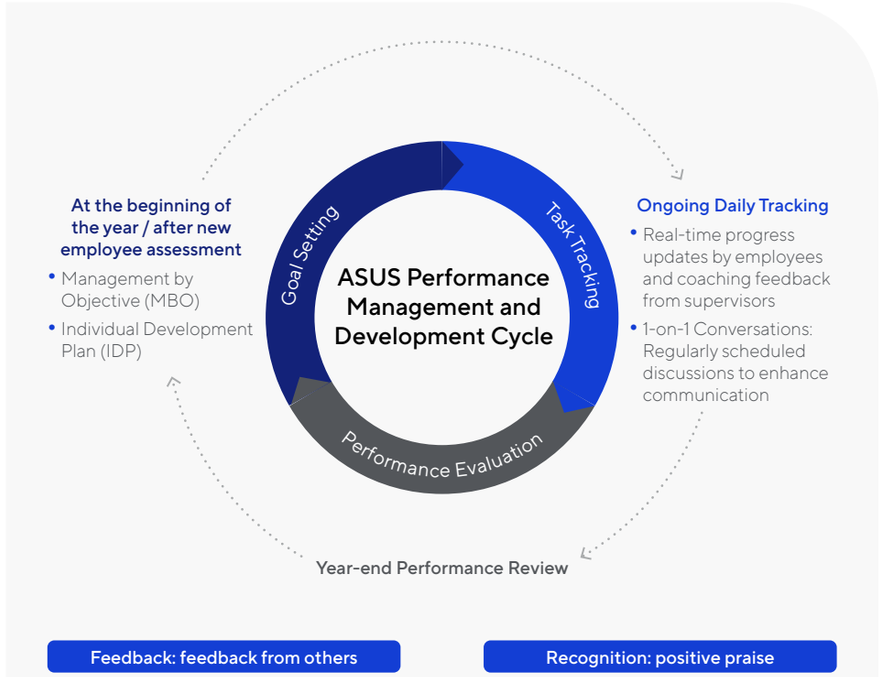
To align with the reading habits of the new generation and enhance knowledge accessibility, ASUS introduced a refreshed selection of high-quality and diverse cloud-based digital learning resources in 2024. In addition to existing services such as online courses, audiobooks, e-books and journals, article databases, and industry resources, ASUS launched the LinkedIn Learning platform this year. It offers more than 24,000 professional courses across three domains: business, creativity, and technology. These resources encourage employees to pursue self-directed learning and personal growth while supporting the professional development needs of different roles. A total of 26,198 usages were recorded throughout the year.

2022-2024 Digital Self-Learning Resource Usage



Individual Appraisal Management and Development

To enhance corporate governance and improve management efficiency, ASUS implemented a global human resource management system that enables employees to adjust performance goals and development plans in real time in response to a rapidly changing environment. Managers are able to track progress concurrently, improving communication efficiency. Drawing on global performance management trends and incorporating insights from focus groups involving managers, employees, and HR professionals, ASUS designed a globally applicable performance management system and process. Through collective intelligence and iterative validation, the company established a cyclical mechanism and workflow for performance management encompassing goal setting, task tracking, and performance evaluation.



With the integrated task tracking function, both intra- and interdepartmental teams can efficiently monitor progress and milestones. The "Request/Provide Feedback" feature supports 1-on-1 Agile Conversations and 360-degree feedback tools, enhancing professional and interpersonal connections while helping employees gain access to necessary resources and support. This alignment between individual development and corporate goals further improves overall organizational effectiveness.

ASUS conducts company-wide performance management annually to assess and review employee outcomes. Performance evaluation results are not only used to measure work performance but also serve as key criteria for promotions and rewards. These results help the company identify high-potential talent and design targeted development programs to continuously strengthen organizational competitiveness.

For employees who do not meet performance expectations, ASUS provides a Performance Improvement Plan (PIP) to guide them in focusing on critical improvement areas, with job adjustments made as needed based on individual capabilities. During this process, ASUS offers both care and support, along with a structured employee outplacement program for those impacted. This includes legally mandated severance payments and essential support services such as personal career counseling and external placement referrals, ensuring a smooth transition for affected employees.

Compensation and Benefits

Compensation System

ASUS determines compensation standards based on job responsibilities, individual capabilities, educational background, work experience, and professional knowledge. Starting salaries and incentive rewards are not influenced by gender, religion, political affiliation, marital status, or other personal characteristics. The company reviews compensation packages annually against market benchmarks and adjusts them as needed. At the corporate headquarters, entry-level starting salaries exceed legal requirements.

To retain top-performing and high-potential talent in key positions and to strengthen the pipeline of ASUS managers and professionals, a retention bonus program is in place to enhance overall corporate competitiveness.

Salary comparisons between male and female employees at equivalent job levels show that the average pay ratio is approximately 1:0.81 for general staff and 1:0.88[6] for management.

Incentive compensation for managers is based on evaluations of the company's overall business performance, departmental management effectiveness and profitability, goal achievement rates, and individual performance. All proposed bonuses are reviewed by the Compensation Committee and submitted to the Board of Directors for approval.

Variable compensation for the Co-CEOs is tied to financial performance indicators, including revenue, net income, total shareholder return, and return on equity.

Benefit Package Beyond the Statutory Requirement

ASUS offers a diverse and flexible welfare system. In addition to the social insurance required by the regulation, group insurance is also planned, and the coverage is extended to the families of employees. Meanwhile, multiple benefits are provided, including meal supplements, birthday gifts, and health examination allowances, etc. In addition to paid sick leave and personal leave, employees are also provided with number of days of happiness leave each year, allowing them to plan their own time off to manage their work-life balance.

Stable Retirement Contribution System

In accordance with the provisions of the “Labor Standards Act” and the “Labor Pension Act”, the company contributes 6% of salary to individual new-system pension accounts on a monthly basis, and allocates retirement funds to a dedicated account under the supervision of the Labor Retirement Reserve Supervisory Committee for saving and expenditure. From the launch of the Employee Stock Ownership Trust in 2023 through 2024, employee participation has exceeded 75%. The application period is announced and promoted annually, demonstrating our commitment to sustainable operations and employee retention, while providing additional support for employees’ retirement planning.

6 The male-to-female salary ratio for general employees was 1:0.78 and 1:0.81 in 2022 and 2023, respectively. The male-to-female salary ratio for management was 1:0.79 and 1:0.91 in 2022 and 2023, respectively.

Group Insurance

- Group insurance includes life insurance, accident insurance, medical insurance, and cancer insurance, etc
- Parents, spouses and children are entitled to a group insurance premium plan
- Group insurance coverage from 2022 to 2024 encompasses 100% of all employees

Paid Sick Leave Happiness Leave

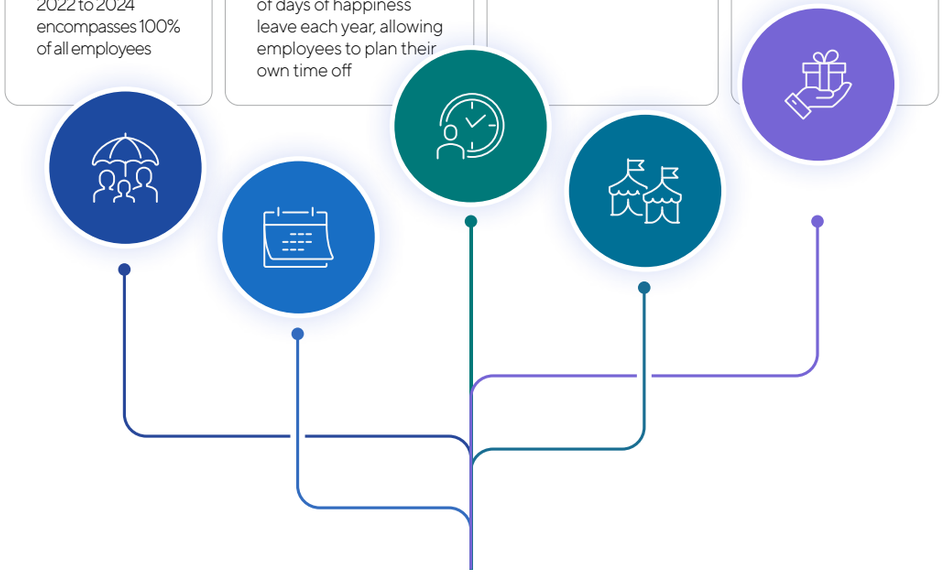
- Employees are entitled to paid annual leave under the Labor Standards Act
- Employees at the relevant level or above are eligible for 30 days of paid sick leave and 14 days of paid leave (including 7 days of family care leave)
- The company grants an indeterminate number of days of happiness leave each year, allowing employees to plan their own time off

Welfare Activities

- Department Gathering
- Sports, leisure, art and other diversied community
- ASUS Happy Farm
- Family day, arts and cultural activities, small farmers’ market

Subsidy

Meal Expense, Birthday Voucher, Maternity Pension, Wedding and Funeral, E-coupon, Health Examination, Scholarship for Employee’ s Child, and Employee Parking Subsidy, etc



Flexible Working Hours

- Flexible Clock In Hours 07: 30 ~ 09: 30 / Flexible Clock Out Hours 16: 30 ~ 18: 30
- Overseas subsidiaries implement a Hybrid Work Model, where each subsidiary can implement two days of telecommuting per week based on local needs. This significantly enhances overall work flexibility, enabling employees to plan for selfimprovement and family care, thereby achieving a balanced lifestyle.
- The headquarters provides employees with 24 working days annually, allowing them to apply based on job suitability to reduce commuting costs, increase environmental protection efforts, and enhance work flexibility. In 2024, there were 32,358 applications for this program. Supervisor satisfaction with the program reached 95.8%. Furthermore, 90% of departments reported improvements in work-life balance, 60% noted a significant enhancement in employee relations, 66% indicated increased job satisfaction, and 83% observed a stronger sense of corporate culture and identification.

Diversity, Equity, and Inclusion

ASUS embraces a global workforce from various countries, committed to cultivating and promoting a diverse, equal, and inclusive workplace culture. We actively welcome employees from different backgrounds, ensuring equal employment rights regardless of nationality, race, class, skin color, birthplace, gender, language, marital status, age, disability, family status, sexual orientation, facial features, religious beliefs, or political affiliations. We firmly oppose unlawful discrimination, ensuring equal opportunities for recruitment, promotion, and other job prospects, thereby fostering a diverse and inclusive work environment. We firmly believe in the value of diversity and inclusion in the workplace. A diverse workforce brings different perspectives and opportunities for progress to the Company. By establishing a culture of diversity and inclusion, employees can leverage their strengths, enhance their individual uniqueness, and contribute significantly to the company's growth. This, in turn, strengthens the Company's advantages and competitiveness.

Category	2023 Percentage	2024 Percentage	2025 Goal
Share of women in total workforce	38.8%	40.0%	39%
Share of women in all management positions, including junior, middle and top management	28.5%	28.6%	29%
Share of women in junior management positions	33.7%	33.9%	34%
Share of women in top management positions	8%	12.5%	10%
Share of women in management positions in revenue-generating functions	27.7%	27.8%	28%
Share of women in STEM-related positions	19.1%	19.6%	20%

7 STEM-related Positions (Science, Technology, Engineering, Math)

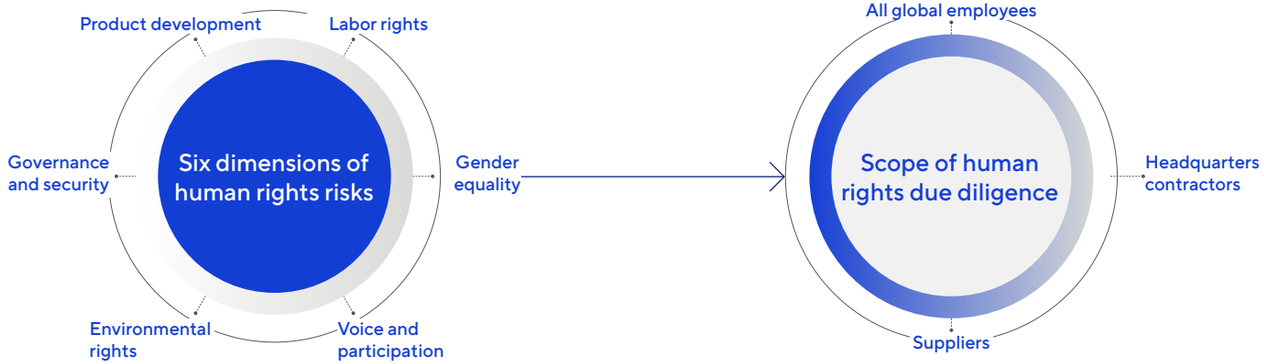
8 Statistical data has been compiled since 2023.

Human Rights Policy

ASUS publicly discloses its "ASUS Human Rights Policy ", based on the United Nations Universal Declaration of Human Rights, on its official website. The Human Resources Center regularly monitors and reviews the policy's implementation, with a strong emphasis on gender equality. As of the reporting year, women accounted for 39.3% of the global workforce and 28.6% of global managerial positions. Although workforce characteristics in the technology sector and labor market dynamics have led to a higher representation of men in R&D and technical roles, ASUS strictly prohibits gender-based discrimination or any form of unfair treatment. The company is committed to building an inclusive and equitable workplace for all.

Human Rights Due Diligence and Management

To implement the "ASUS Human Rights Policy," ASUS referenced the "Human Rights Risks in Business Operations" framework proposed by the United Nations Development Programme (UNDP) to investigate human rights-related incidents annually and assess the level of associated risks in operations. The scope of the assessment covers employees and contractors at both the corporate headquarters and all overseas operational sites. In 2024, all identified human rights risk incidents were addressed through investigation and corrective actions. Follow-up monitoring confirmed that no medium-to-high-risk human rights events occurred.



6 dimensions of human rights risk issues include:

1. Labor Rights: Forced labor, insufficient living wage, unlawful infringement, discrimination, child labor, health and safety, human trafficking, equal pay for equal work; 2. Gender Equality: Gender-based discrimination, sexual harassment; 3. Voice and Participation: Freedom of association, right to collective bargaining, internal grievance mechanisms; 4. Environmental Rights: Pollution and toxic or hazardous chemicals; 5. Governance and Safety: Hazardous work environments; 6. Product Development: Product research, development, and testing

Human Rights Due Diligence Process

Identification of stakeholders and human rights issues → Risk assessment → Implementation of risk mitigation measures → Regular tracking of improvements

Results of the 2024 Human Rights Due Diligence

Dimension	Risk Issues	Stakeholders	Human Rights Risk Incidents	Response Actions	Risk Level
Labor Rights	Health and safety	Employees	Conduct health monitoring for 550 individuals based on health examination results.	• Implement regular tracking and management for individuals with abnormal health examination results of levels 3 and 4, providing care and health education. • Provide health education to colleagues with listed high blood pressure combined with abnormal monthly working hours. If there is no improvement for two consecutive months, notify the supervisor for assistance. • Based on annual risk assessment results, promote health e-newsletters and organize health promotion activities.	Low-risk
	Unlawful infringement	Employees	2 cases of unlawful infringement.	• Convene meetings of the unlawful infringement Committee and report. • Adjudicate and discipline violations of the "Employee Code of Conduct" and "Work Regulations".	Low-risk
Gender Equality	Sexual harassment	Employees	3 cases of sexual harassment incidents.		
Product Development	Product research, development, and testing	Employees	0 cases of injuries during research and development testing. 3 cases of injuries during other operational activities.	• Conduct occasional on-site inspections and audits. • Incorporate incident cases into training materials.	Low-risk

- No human rights-related risk incidents occurred among contractors in 2024.

Supply chain human rights due diligence, using RBA audits for assessment. For details, please refer to 08 Responsible Manufacturing - Audit and Continuous Improvement.

ASUS Human Rights Risk Prevention Management System

Issue	Regulatory Action	Complaint Channels
Promotion of Equal Opportunities and Emphasis on Labor Rights	• Notification to employees for daily overtime exceeding 1.5 hours (employees); Failure to respond to weekly overtime notifications (Supervisors/ Employees). • Prohibition of child labor and employment of workers without legal work permits. • The company's regulations stipulate that hiring and promotion are based on job position, professional skills, experience, performance, and personal development.	Employee Opinion Mailbox
Rejection of Harassment and Unlawful Infringement	• Establishment of "Guideline for Prevention, Complaint and Discipline of Sexual Harassment." • Formation of "Unlawful Infringement Committee." • Seminars on Prevention of Unlawful infringement/Sexual Harassment. • CEO's Written Declaration Against Sexual Harassment/Unlawful infringement. • Public Campaign Against Sexual Harassment/Unlawful infringement. • Orientation Programs for New Hires/Managers on Awareness.	Prevention of Workplace Violence and Sexual Harassment • 6666@asus.com • Hotline: 26666
Safeguarding the Health and Safety of Workers	• Establishment of a dedicated department to conduct occupational health examinations beyond regulatory requirements. • Setting up on-site clinics and hospital outpatient services to provide health consultations and follow-up channels. • Conducting annual environmental and safety risk assessments for all departments in Q4. • Every Q1, ASUS proactively conducts occupational safety and health risk assessments for all female employees to understand their working conditions and health status, enabling timely support and assistance when needed. • Implementing the "Workplace GO Safe and Healthy" proposal incentive mechanism to enhance employees' ability to proactively identify and address issues.	• Occupational Safety and Health Consultation Hotline • Safety and Health Committee (quarterly) • Environmental and Safety Information Platform
Diverse Channels for Expression and Participation	• Establishment of diverse communication channels, organizing events such as CEO On-Live, CEO Afternoon Tea for employee communication. • Quarterly labor-management council; Establishment ASUStek Union in 2023.	• Employee Opinion Mailbox • Labor-management council
Chemical Management and Environmental Protection	• Establishment of "Hazardous Substance Management Regulations." • An occupational safety specialist is responsible for conducting regular educational training and promotion on "Chemical Management" within the Company. They also periodically review the adequacy of safety data sheets (SDS) for various chemicals and conduct emergency response training based on chemical properties. • An administrative specialist is responsible for waste management within the Company. They ensure proper disposal of liquid waste by contracting professional and qualified contractors and complete necessary declarations in compliance with regulations.	Employee Opinion Mailbox

Results of Human Rights Protection Measures in 2024:

① 100% of human rights risk incidents have been investigated. ② No human rights risk incidents occurred among contractors.
③ 95% of employees worldwide completed human rights education and training, including awareness and prevention of workplace misconduct, sexual harassment, and discrimination.

The Global Workforce's Training Hours and Proportion for Human Rights-related Education

Region	Headquarters	Mainland China	Overseas
Total Training Hours	55,430.4	8,641.5	8,584.4
Percentage of Employees Trained	95.3%	96.5%	92.4%

9 Overseas including Asia Pacific, Americas, Europe, Africa, Middle East.

Caring for Female Employees

ASUS provides excellent breastfeeding facilities for its employees, including refrigerators, sterilizers, and sinks. In addition, access is controlled by door access card, individual independent breastfeeding spaces, and emergency call phones to enhance privacy and safety. It has also passed the special excellent certification of the breastfeeding room. In 2024, 2,943 women of childbearing age completed workplace safety and health risk assessments and health education and promotion. In addition, 100 pregnant mothers completed operational risk identification, health education and doctor consultation services, and provided good pregnancy gifts, special lounge chairs for pregnant mothers, and love parking spaces to make mothers feel sweet and happy.

A thoughtful and highly respecting privacy breastfeeding environment

There are sterilizers and wash basins in the breastfeeding facilities

One breastfeeding room per person

Independent breastfeeding room with the emergency phone

Family Care Support

In addition to providing 8 weeks of paid parental leave in accordance with the Labor Standards Act, employees can apply for unpaid parental leave for raising children during the child-rearing period, and enjoy 7 days of paid family care leave per year. These include subsidies for childbirth and children's education. The company has also partnered with nearby kindergartens to offer cost and extended care discounts. Quarterly holiday children's fitness camps and annual summer and winter day camps further demonstrate ASUS's commitment to supporting employees in balancing work and family life. In 2024, these efforts were recognized with the "Corporate Friendly Child-rearing Award" in the benchmark enterprise category.

Prevention and Emergency Mechanism for Unlawful Infringement and Sexual Harassment

ASUS is committed to establish a friendly working environment through raising the gender awareness and the prevention of sexual harassment and workplace violence. It is the responsibility of all employees to help ensure that the working environment is free from these threats. We also formulated the Administrative Measures for the Administration of Complaints and Corrections in the Execution of Duties, and established grievance channels to ensure victims receive support for lawsuits of workplace violence and sexual harassment. If the complaint is substantiated by the Committee, the Committee may refer to the Company's code of conduct and impose sanctions according to the severity of the case. If the fact involves criminal liability, the Committee may also refer the matter to the judicial authorities.

In 2024, the Operations Headquarters received a total of 4 workplace unlawful infringement complaints, of which 3 were verified as substantiated. The handling rate for workplace unlawful infringement complaints from 2022 to 2024 was 100%. The process for handling workplace unlawful infringement complaints is as follows:

Reporting

Workplace Unlawful Infringement and Sexual Harassment Complaints

- 6666@asus.com
- Hotline: #26666

Clarification, Acceptance and Investigation

Unlawful Infringement Committee

- Case Investigation
  - Including acts such as workplace violence, sexual harassment, discrimination, and bullying.
- Evidence search, clarification, and verification

Settlement

Committee, Human Resources

- Complaints of Unlawful Infringement in the workplace
  - Convene meetings of the "Unlawful Infringement Committee" and report.
  - Judge and punish violations in accordance with the "Employee Code of Conduct" and the "Work Rule".

Corrective Measure

Case Unit, Human Resources

- Request relevant units to internally review the causes of violations and submit improvement reports.
- Revise internal and external management policies and improve internal processes.
- Strengthen internal and external education and training to avoid similar incidents from happening again.

Healthy Workplace

Five-Star Psychological Care

Employee Assistance Program and Hotline

ASUS has developed a dedicated Employee Assistance Platform that provides information on legal compliance, workplace ethics education, EAP consultation appointments, and other relevant resources. The platform also integrates channels for reporting workplace misconduct and facilitating labor-management communication, ensuring that employees have access to timely support and assistance. Through digitalization and user-friendly access, ASUS aims to foster a friendly, transparent, and open communication environment that enhances employees' sense of psychological belonging and trust.

Employee Care Website

ASUS has developed a dedicated Employee Assistance Platform that provides information on legal compliance, workplace ethics education, EAP consultation appointments, and other relevant resources. The platform also integrates channels for reporting workplace misconduct and facilitating labor-management communication, ensuring that employees have access to timely support and assistance. Through digitalization and user-friendly access, ASUS aims to foster a friendly, transparent, and open communication environment that enhances employees' sense of psychological belonging and trust.

Emergency Care and Assistance Mechanism

To support employees in special situations such as accidental injuries, hospitalization, or major disasters, ASUS has established a Humanitarian Care function within the Corporate Development Office. Assistance and support are provided based on the specific needs of each case. In addition to offering emergency relief funds, customized support plans are developed for employees requiring long-term care, ensuring that both employees and their families receive ongoing aid and psychological support. Through these caring efforts, we aim to provide essential help and heartfelt support, allowing employees and their loved ones to truly feel the care and compassion of the ASUS family.

Employee Opinion Mailbox

To promote internal communication and employee engagement, ASUS has set up an Employee Opinion Mailbox on the homepage of the company's internal system (EIP). This channel provides a secure, responsive, and accessible way for employees to share their opinions and suggestions, enabling the organization to promptly understand their needs and perspectives. ASUS is committed to building a transparent corporate culture where every employee's voice is respected, heard, and taken into account in decision-making. This supports the development of a more inclusive and sustainable workplace.

Health Promotion

Employee Health Check

Management Goal
Health Check Participation Rate Target for the Taiwan Region
90%

Goal Performance

2022	2023	2024
91%	96%	91%

Individuals with high abnormality in health examination completed reexamination, treatment or improvement

Goal Performance

2022	2023	2024
78%	78.7%	53.8%

ASUS adheres to the business philosophy of "inspire, motivate, and nurture employees," by providing annual health check-up service, which is superior to the provisions set out in the "Regulations Governing the Labor Health Protection,"to its employees. In addition, any abnormality discovered in the check-up is analyzed, managed and tracked according to the level of severity. Doctors and nurses regularly monitor the abnormality, assist in medical referrals, and promote various health promotion activities. We believe this could help employees to have a healthy body.

ASUS provides occupational disease prevention and consultation with professional medical specialists for employees, and developed a health management platform to carry out ergonomic hazards, maternity protection, overwork and abnormal health check-ups[10] so as to filter at-risk groups. Intervention care would be offered by nurses, occupational safety personnel, and human resources personnel, and were necessary, clinical consultations would be arranged to execute the prevention and management of occupational diseases. Occupational specialists have stepped in to improve and follow up with personnel with ergonomic hazards, maternity and overwork in 2024.

In addition, the company organizes various health promotion activities, including stair-climbing initiatives, healthy eating promotions, exercise promotion, sports competitions, health seminars, and newsletters, to foster healthy lifestyle habits among employees. In 2024, a total of 3,453 individuals participated in company-sponsored health promotion activities, resulting in an overall participation rate exceeding 46%.

Five-Star Fitness Center

To balance employees' work and life, ASUS has a combined court for different sports, heated swimming pools (adult pool, children's pool, and spa pool), gym, sauna chamber, aerobics classroom, shower rooms, and outdoor sunbathing site, which motivates employees to exercise before and after work and to exercise with peers on holidays to alleviate work stress.To balance employees' work and life, ASUS has a combined court for different sports, heated swimming pools (adult pool, children's pool, and spa pool), gym, sauna chamber, aerobics classroom, shower rooms, and outdoor sunbathing site, which motivates employees to exercise before and after work and to exercise with peers on holidays to alleviate work stress.

10 Special health check items included ionizing radiation, dust, organic matter and excessive noise.

Safe Workplace

Occupational Safety and Health Management

ASUS has established a dedicated Environment, Safety and Health (ESH) team to formulate its ASUS Group Social Environmental Responsibility and Safety and Health Policy. Ongoing supervision and management are conducted through hazard identification and risk assessment, training and awareness programs, and emergency drills. To promote participation and enhance workplace safety awareness, ASUS launched the "Workplace GO Safety Incentive System," encouraging employee engagement and supporting the goal of zero incidents. In 2024, the program recorded 15,445 employee participations.

The "Occupational Safety and Health Committee" is composed of 31 members, including 13 labor representatives, and convenes quarterly. Chaired by senior management, the committee jointly reviews occupational safety and health issues with labor representatives to ensure effective communication, strengthen labor-management relations, and foster a diverse, inclusive, and friendly workplace culture.

Occupational Safety and Health Risk Identification

Each year in the fourth quarter, ASUS invites safety and health representatives from each department to jointly conduct “Environmental Considerations and Safety and Health Risk Identification.” This process involves objective, two-way assessments of past incidents, potential hazards, current issues, audit findings, and stakeholder feedback. Based on a comprehensive scoring method, the company determines the “Annual Material Environmental Considerations and Intolerable Risks.”

In 2024, a total of 36 departmental risk assessments were completed. Four cases were identified as “Material Environmental Considerations and Intolerable Risks” related to safety and health. ASUS continues to implement improvement measures through training and awareness programs, unscheduled inspections, and the provision of protective equipment to effectively manage and control these risks.

Occupational Safety and Health Response Drill

During 2024, in addition to fire drill exercises conducted in partnership with the local fire department, the company internally completed 19 training sessions and simulations across six emergency scenarios: earthquake, air raid, chemical disaster, typhoon and flood, psychological stress, and indoor pool drowning. To enhance emergency preparedness, a quarterly "Emergency Response Time-Limited Assessment" is administered to approximately 750 designated personnel company-wide.

Source of Hazard	Environmental Impact or Hazard Factor	Mechanisms of the Control, Protection or Prevention
Testing Operations	Performing equipment replacement or inspection tests within the system without shutdown, leading to hand injuries from contact with rotating fans.	• Internal promotion, educational training, and posting of warning signs on laboratory benches. • Installation of protective mesh guards on fans and promotion of the use of fans with protective mesh guards during testing.
Vibration Testing Machine	Possibility of generation of unacceptable noise.	• Follow internal standard operating procedures, education, training, and advocacy, and regularly arrange special (physical) health examinations. • Establish personnel control observation rooms and provide appropriate protective equipment.
Impact Testing Machine	Unacceptable noise produced by the operation of test machine.	• Follow internal standard operating procedures, education, training, and advocacy, and regularly arrange special (physical) health examinations. • Installation of automatic shutdown measures with sensor-equipped mats and provision of appropriate protective equipment.
Chemicals Added to the Swimming Pool	Accidental mixing of chemicals resulted in chlorine gas.	• Educational training and promotion, appointment of dedicated personnel for supervision, and regular conduct of response drills. • Color and text labeling on chemical barrels, and installation of emergency response equipment and other protective measures.

Operation Environment

ASUS has established an Environment, Safety, and Health (ESH) team to assess operational environmental impacts and ensure regulatory compliance. To enhance environmental performance, the company continually promotes improvement initiatives. In 2024, the training completion rate for employees required to undergo ESH education reached 100%. ASUS also regularly conducts environmental risk assessments targeting potential significant environmental impacts and occupational hazards, achieving a 100% assessment completion rate at its operational sites in 2024. These efforts aim to minimize environmental impacts and move toward the goal of "zero pollution." As overseas sites are leased offices, data on waste, wastewater, and water usage is not available; therefore, the following information pertains to the operations headquarters and repair centers.

Waste Management and Zero Waste to Landfill

ASUS categorizes operational waste into general waste and industrial waste. General waste mainly consists of domestic waste generated by employees. Recyclable materials are properly recovered, while non-recyclable portions are incinerated. Hazardous industrial waste primarily comes from R&D materials and defective products. It is strictly classified and managed, then handed over to qualified recyclers for proper recycling and reuse. In addition, ASUS promotes waste reduction and awareness of proper recycling among employees through online training and educational materials. No general, industrial, or hazardous industrial waste from ASUS operations is disposed of via landfill.

Since 2015, ASUS has implemented a Zero Waste to Landfill initiative at its corporate headquarters, following the UL 2799 Zero Waste to Landfill standard (ULECVP 2799). The initiative uses quantitative indicators to track waste flows and ensures that waste is properly recycled, reused, or transformed, rather than directly sent to landfill.

ASUS continues to implement waste reduction and recycling measures. In 2024, a total of 343 pallets were recycled, reducing approximately 6 metric tons of incinerated waste. Additionally, 8.61 metric tons of foam material were reused. The employee cafeteria no longer provides single-use containers, and efforts have been made to reduce the use of paper receipts and plastic bags, adopt recycled paper towels, and promote the reuse of equipment and instruments.

To manage electronic waste generated at the end of product life, ASUS has established free product recycling services in 30 countries across its major global markets. The company partners with qualified local recyclers to ensure proper recycling and reuse of resources while preventing improper disposal. In addition, ASUS invested in the establishment of its subsidiary JOGEEK to build its own trade-in service platform, offering repair, electronic component recycling, device refurbishment, and leasing services.

For more on ASUS's product recycling and regeneration initiatives, please refer to Chapter 06 Circular Economy.

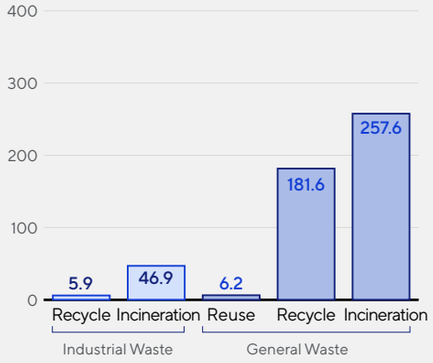
Water Resource Management

ASUS primarily uses water for basic domestic needs in office operations, with municipal water supplies as the main source. The risk of business operations being impacted by water scarcity is relatively low. However, as part of its corporate social responsibility, ASUS implements various water-saving initiatives to manage water resources effectively. In 2022, the Liguang Building at the corporate headquarters received ISO 46001 certification for water efficiency management, and an annual target of 1% water usage reduction was set.

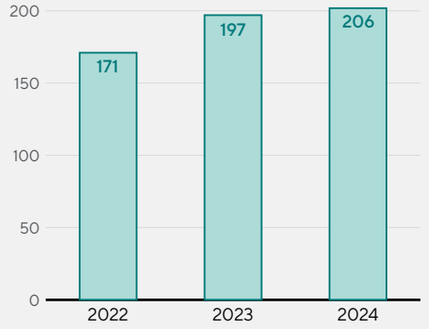
To strengthen professional capabilities in water management, ASUS held training courses in 2024, including ISO 46001 internal auditor training, with a total of 10 participants and a 100% completion rate. To improve water efficiency and reduce waste, the company has implemented both hardware and software measures. Water meters are installed in pipelines to monitor and analyze usage, allowing for the identification of inefficiencies and the issuance of alerts in case of anomalies. Additionally, a water recycling facility was established at the headquarters to reuse overflow water for toilet flushing, air conditioning cooling, and landscape irrigation. Since wastewater is primarily domestic in nature and discharged into designated municipal treatment systems as required by law, it is excluded from disclosure.

Headquarters and Repair Centers in Taiwan

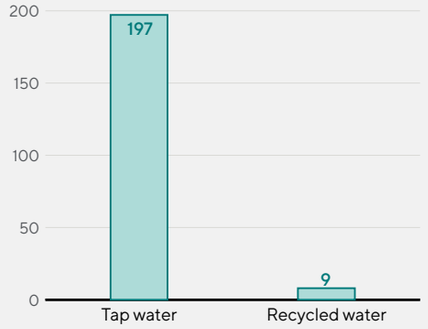
Waste Disposal Methods Unit: Tonnes



Headquarters Offices Unit: ML



Source of Water Intake Unit: ML



Appendix

Appendix 1: GRI Content Index

Statement of use	The 2024 ASUS Sustainability Report is published in accordance with the Global Reporting Initiative (GRI) Standards, and the scope of data and information disclosed covers January 1 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard(s)

GRI 2				
GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
Organization and reporting				
2-1	Organizational details	Corporate Governance: About ASUS		1-1
		2024 Annual Report		117–119
2-2	Entities included in the organization's sustainability reporting	About This Report		001
2-3	Reporting period, frequency and contact point	About This Report		001
2-4	Restatements of information	No significant Change		
2-5	External assurance	About This Report Appendix 7: Assurance Statement		F-1
Activities and workers				
2-6	Activities, value chain and other business relationships	Sustainability Governance: Sustainability Strategy		1-1
		Responsible Manufacturing: Sustainable Procurement		8-2 - 8-3
2-7	Employees	Inclusive Workplace: Employee Policy		11-2 - 11-3
2-8	Workers who are not employees	Inclusive Workplace: Employee Policy		11-2 - 11-3
Governance				
2-9	Governance structure and composition	Corporate Governance: Management Organization 2024 Annual Report		1-2 - 1-4 6-7
2-10	Nomination and selection of the highest governance body	Corporate Governance: Management Organization		1-2 - 1-4
2-11	Chair of the highest governance body	Corporate Governance: Management Organization 2024 Annual Report		1-2 - 1-4 6-7

GRI 2				
GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance: Sustainability Management Organization		2-3 - 2-4
2-13	Delegation of responsibility for managing impacts	Sustainability Governance: Sustainability Management Organization		2-3 - 2-4
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance: Sustainability Management Organization		2-3 - 2-4
2-15	Conflicts of interest	Corporate Governance: Management Organization		1-2
2-16	Communication of critical concerns	Sustainability Governance: Sustainability Management Organization Where a negative impact affects stakeholders, the unit shall report the cause and methods for addressing the issue to the Board of Directors. There was no such incident in 2024.		2-3 - 2-4
2-17	Collective knowledge of the highest governance body	Corporate Governance: Management Organization 2024 Annual Report		1-2 8
2-18	Evaluation of the performance of the highest governance body	Corporate Governance: Management Organization Inclusive Workplace: Compensation and Benefits		1-4 11-11
2-19	Remuneration policies	Corporate Governance: Management Organization		1-3
2-20	Process to determine remuneration	Corporate Governance: Management Organization		1-3
2-21	Annual total compensation ratio	Appendix 1: GRI Content Index		A-9
Strategy, policies and practice				
2-22	Statement on sustainable development strategy	Sustainability Governance: Sustainability Strategy 2025 Sustainability Goals		2-1 - 2-2 5-1 - 5-4

GRI 2

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
2-23	Policy commitments	Sustainability Governance: Sustainability Strategy Responsible Manufacturing: Sustainable Procurement • Related Policies: ASUS Human Rights Policy ASUS Social and Environmental Responsibility and Safety and Health Policy ASUS Sustainable Procurement policy		2-1 – 2-2 8-2 - 8-3
2-24	Embedding policy commitments	Sustainability Governance: Sustainability Management Organization Responsible Manufacturing: Sustainable Procurement		2-3 – 2-4 8-4
2-25	Processes to remediate negative impacts	Circular Economy Climate Actions Responsible Manufacturing Value Creation Inclusive Workplace: Talent Cultivation and Development Social Engagement Corporate Governance: Information Security Management		6-1 7-1 8-1 9-1 11-6 10-1 1-13 – 1-15
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance: Integrity Management		1-5
2-27	Compliance with laws and regulations	In 2024, fines totaling NT$ 6,638,627 were imposed for violations of advertising placement regulations, customs declaration requirements, and corporate income tax legislation. Environmentally related fines over the past four years: - In 2021, 2022, and 2024, no environmentally related fines were imposed. - In 2023, a fine of NT$ 72,000 was imposed for violations of the Waste Disposal Act.		
2-28	Membership associations	Appendix 1: GRI Content Index		A-6
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Identification of Material Issues and Sustainability - related Risk Management: Stakeholders Engagement		4-3
2-30	Collective bargaining agreements	ASUS has not currently signed a collective bargaining agreements with employees. Both the headquarters and overseas operational centers comply with local regulations, negotiating working conditions and employment terms through labor-management meetings or unions.		

GRI 3

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
3-1	Process to determine material topics	Identification of Material Issues and Sustainability-related Risk Management: Identification Process		4-2
3-2	List of material topics	Identification of Material Issues and Sustainability-related Risk Management: Identification Results of Material Issues		4-4
3-3	Management of material topics	Identification of Material Issues and Sustainability-related Risk Management: Identification Results of Material Issues 2025 Sustainability Goals Society Engagement: Social Issues and Social Investment Strategy Inclusive Workplace: Talent Cultivation and Development		4-4 5-1 – 5-4 10-2 – 10-4 11-4 – 11-7

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
Material Topics				
Climate Change				
3-3 Management of material topics		Climate Actions		7-4
GRI 302 Energy 2016	302-1 Energy consumption within the organization	Appendix 1: GRI Content Index		A-11
	302-2 Energy consumption outside of the organization	Appendix 1: GRI Content Index		A-11
	302-3 Energy intensity	Appendix 1: GRI Content Index		A-11
	302-4 Reduction of energy consumption	Climate Actions: Actions Taken		7-12 – 7-16
	302-5 Reductions in energy requirements of products and services	Circular Economy: Product Energy Efficiency Climate Actions: Actions Taken		6-13 7-13
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Actions: Greenhouse Gas Inventory		7-5
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Actions: Greenhouse Gas Inventory		7-6
	305-3 Other indirect (Scope 3) GHG emissions	Climate Actions: Greenhouse Gas Inventory		7-6
	305-4 GHG emissions intensity	Climate Actions: Greenhouse Gas Inventory		7-5
	305-5 Reduction of GHG emissions	Climate Actions: Actions Taken		7-12 – 7-16

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
Supply Chain Management				
3-3 Management of material topics		Responsible Manufacturing		8-9 – 8-12
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Manufacturing: Sustainable Procurement 100% of suppliers sign the "Code of Conduct Compliance Declaration" to ensure their operations comply with labor and employment, labor safety and health, environmental protection, and corporate ethics-related laws and regulations.		8-3
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Manufacturing: Sustainable Procurement In 2024, a total of 100 suppliers were audited to identify negative environmental impacts, and improvements were completed with ASUS' assistance and no partnerships were terminated due to the nonconformities found in audit results.		8-4 – 8-7
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Manufacturing: Sustainable Procurement 100% of suppliers sign the "Code of Conduct Compliance Declaration" to ensure their operations comply with labor and employment, labor safety and health, environmental protection, and corporate ethics-related laws and regulations.		8-3
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Manufacturing: Sustainable Procurement In 2024, a total of 100 suppliers were audited to identify negative environmental impacts, and improvements were completed with ASUS' assistance and no partnerships were terminated due to the nonconformities found in audit results.		8-4 – 8-7
GRI 403 Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Manufacturing: Sustainable Procurement		8-4 – 8-7
Resource Use and Circular Economy				
3-3 Management of material topics		Circular Economy		6-2 – 6-3
GRI 301 Materials 2016	301-1 Materials used by weight or volume	Non-renewable materials = 63,806 tons Renewable materials = 31,310 tons		
	301-2 Recycled input materials used	31%		
	301-3 Reclaimed products and their packaging materials	Circular Economy: Resource Regeneration		6-15 – 6-16

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
Human Capital				
3-3 Management of material topics		Inclusive Workplace: Talent Cultivation and Development		11-4 – 11-10
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Inclusive Workplace: Talent Cultivation and Development		11-5
	404-2 Programs for upgrading employee skills and transition assistance programs	Inclusive Workplace: Talent Cultivation and Development		11-4 – 11-10
	404-3 Percentage of employees receiving regular performance and career development reviews	Appendix 1: GRI Content Index		A-9
Social Contribution by the Technology Industry				
3-3 Management of material topics		Social Engagement		10-2 – 10-4
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Engagement: Digital Inclusion Social Engagement: Community Involvement		10-5 – 10-7 10-8 – 10-9
	413-2 Operations with significant actual and potential negative impacts on local communities	Social Engagement: Digital Inclusion Social Engagement: Community Involvement		10-5 – 10-7 10-8 – 10-9
Innovation and Technology				
3-3 Management of material topics		Value Creation		9-12 – 9-15
Data Security				
3-3 Management of material topics		Corporate Governance: Information Security Management		1-13 – 1-15
Responsible Minerals				
3-3 Management of material topics		Responsible Manufacturing: Responsible Minerals		8-13 – 8-16

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
General Topics				
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Annual Report: Consolidated Financial Statement		102
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Action: Risk Management		7-7 – 7-11
	201-3 Defined benefit plan obligations and other retirement plans	Inclusive Workplace: Compensation and Benefits		11-11
	201-4 Financial assistance received from government	Ommission	Research and development expenditure. The information is undisclosed	
GRI 202 Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Appendix 1: GRI Content Index		A-6
GRI 203 Indirect Economic 2016	203-1 Infrastructure investments and services supported	Social Engagement: Digital Inclusion		10-5 – 10-7
	203-2 Significant indirect economic impacts	Social Engagement: Digital Inclusion		10-5 – 10-7
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2024 Annual Report: Overview of Business Operation (Supply of major raw materials)		81
GRI 205 Anti - corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance: Integrity Management		1-5
	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance: Integrity Management		1-6 – 1-7
GRI 206 Anti - competitive Behavior 2016	206-1 Legal actions for anti - competitive behavior, anti-trust, and monopoly practices	Corporate Governance: Integrity Management No relevant incidents were reported		1-7
GRI 207 Tax 2019	207-1 Approach to tax	ESG Website: Ethical Corporate Management		

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	Appendix 1: GRI Content Index		A-7
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Inclusive Workplace: Compensation and Benefits		11-11
	401-3 Parental leave	Appendix 1: GRI Content Index		A-8
GRI 402 Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	If there is significant change in corporation, we will provide notice at lease no less than a month.		
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Inclusive Workplace: Safe Workplace ESG website: Policy Statement/ Management System/Document		11-18
	403-2 Hazard identification, risk assessment, and incident investigation	Corporate Governance: Risk Management		1-8 – 1-11
	403-3 Occupational health services	Inclusive Workplace: Healthy Workplace		11-16 – 11-17
	403-4 Worker participation, consultation, and communication on occupational health and safety	Each subsidiary complies with collective bargaining agreements in accordance with local regulations. ASUS respects the right to freedom of association and collective bargaining. In Taiwan, where the Headquarters is located, we holds labor-management committee quarterly in accordance with the regulation.		
	403-5 Worker training on occupational health and safety	Inclusive Workplace: Safe Workplace		11-18
	403-6 Promotion of worker health	Inclusive Workplace: Healthy Workplace		11-16 – 11-17
	403-8 Workers covered by an occupational health and safety management system	All ASUS employees and contractors		
	403-9 Work-related injuries	Appendix 1: GRI Content Index		A-8

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Inclusive Workplace: Employee Policy		11-2 - 11-3
	405-2 Ratio of basic salary and remuneration of women to men	Appendix 1: GRI Content Index		A-9
GRI 406 Non discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Inclusive Workplace: Diversity, Equity, and Inclusion		11-13 - 11-14
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Each subsidiary complies with collective bargaining agreements in accordance with local regulations. ASUS respects the right to freedom of association and collective bargaining. In Taiwan, where the Headquarters is located, we holds labor-management committee quarterly in accordance with the regulation.		
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	ESG Website: Human Rights Policy		
		Responsible Manufacturing: Sustainable Procurement		8-4 - 8-6
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No incident in 2024		
GRI 410 Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Same as ASUS employees		
GRI 415 Public Policy 2016	415-1 Political contributions	No political contributions		
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Circular Economy: Safer Chemicals		6-5 – 6-6
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Corporate Governance: Integrity Management No significant violation		1-7

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	ASUS complies 100% with international regulations, voluntary standards, and ecolabels such as J-MOSS, EPEAT, and ENERGY STAR®. All relevant service information and labeling are disclosed on products, user manuals, and the ESG website.		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Corporate Governance: Integrity Management No significant violation		1-7
	417-3 Incidents of noncompliance concerning marketing	Corporate Governance: Integrity Management No significant violation		1-7
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaint regarding breach of customer privacy or lose in data in 2024		

2-28 Membership of Associations

To fulfil CSR and comply with the expectations of stakeholders, we have fully assessed and aggressively participated in various domestic and international organizations and programs to resolutely assume our CSR with corporations from within or outside the industry, contributing to sustainability issues. The table below lists the associations ASUS participates in and values, providing an overview of ASUS' involvement. In 2024, a total of NT$2,505,188 was invested in trade associations or tax-exempt groups.

Association	Member	Projects or Committees Involvement
Business Council for Sustainable Development (BCSD) of Taiwan	■	■
Taiwan Climate Coalition	■	■
Taiwan High Tech Information Security Alliance	■	■
Taiwan Smart City Solutions Alliance	■	■
Taiwan Chief Information Security Officer Alliance	■	■
Center for Corporate Sustainability	■	□
Taiwan Computer Emergency Response Team /Coordination Center	■	■
Computer Association	■	□
Taiwan Stock Affairs Association	■	□
The Institute of Internal Auditors - Chinese Taiwan	■	□
Responsible Business Alliance (RBA, formally EICC)	■	■
Responsible Minerals Initiative (RMI, formally CFSI)	■	□
The Sustainable Trade Initiative (IDH) -Tin Working Group (TWG)	■	□

202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage

ASUS Group[1]

Region	Male	Female	Other
Headquarter	1.06	1.06	-
Mainland China	2.03	2.03	-

- The data of subsidiaries in other countries other than in Headquarter and in Mainland China were still incomplete, thus the data was not disclosed
- Entry level employee: Regular employees but excluding Intern/Trainee and low-level administrative tasks r technical support personnel

ASUS Organizational Management Level Classification

Management Level	Senior Management	Mid-level Management	Junior Management
	(Head office level) Center, Headquarters, BU/FU/CU Head and above	Division or Department level	Section-level and below

1 The ASUS cloud employee structure data is independent from ASUS's employee database, and the number of employees is not representative, so it is not included in the calculation of ASUS Group.

401-1 New Employee Hires and Employee Turnover

ASUS Group

Region	Item	Age Group	Male		Female		Other	
			Number of Employee	Proportion of the Male Employees within that Age Group	Number of Employee	Proportion of the Male Employees within that Age Group	Number of Employee	Proportion of the Male Employees within that Age Group
Headquarter	Number and Rate of New Employee	<30	286	37.88%	276	36.03%	0	-
		30 ~ 50	238	6.13%	166	7.95%	0	-
		>50	8	2.11%	2	1.48%	0	-
	Number and Rate of Employee Turnover	<30	143	18.94%	210	27.42%	0	-
		30 ~ 50	268	6.90%	175	8.38%	0	-
		>50	19	5.00%	7	5.19%	0	-
Mainland China	Number and Rate of New Employee	<30	191	36.35%	121	31.84%	0	-
		30 ~ 50	71	5.34%	40	3.08%	0	-
		>50	0	0.00%	2	10.26%	0	-
	Number and Rate of Employee Turnover	<30	124	23.60%	111	29.21%	0	-
		30 ~ 50	67	5.04%	38	2.93%	0	-
		>50	0	0.00%	5	25.64%	0	-
Africa & Middle East & Europe	Number and Rate of New Employee	<30	53	34.53%	50	53.76%	0	-
		30 ~ 50	103	10.80%	52	11.42%	0	-
		>50	19	14.07%	4	5.00%	0	-
	Number and Rate of Employee Turnover	<30	38	24.76%	33	35.48%	0	-
		30 ~ 50	113	11.84%	63	13.83%	0	-
		>50	13	9.63%	9	11.25%	0	-
America Region	Number and Rate of New Employee	<30	33	66.00%	22	39.29%	0	-
		30 ~ 50	38	16.49%	39	8.81%	0	-
		>50	13	19.70%	6	0.00%	0	-
	Number and Rate of Employee Turnover	<30	13	26.00%	9	18.18%	0	-
		30 ~ 50	39	16.92%	36	15.93%	0	-
		>50	10	15.15%	3	4.20%	0	-
Asia- Pacific	Number and Rate of New Employee	<30	116	50.99%	72	37.21%	2	57.14%
		30 ~ 50	175	15.47%	66	11.66%	0	-
		>50	4	6.20%	2	14.29%	0	-
	Number and Rate of Employee Turnover	<30	68	29.89%	41	21.19%	0	-
		30 ~ 50	175	15.47%	74	13.07%	0	-
		>50	9	13.95%	2	14.29%	0	-

- Male (Female) Employee New Hired Rate of the Age Group= Numbers of New Male (Female) Employee of the Age Group hired during the year / Average Number of Male (Female) Employees of the Age Group during the year
- Male (Female) Employee Turnover Rate of the Age Group= Numbers of Male (Female) Employee of the Age Group quitted during the year / Average Numbers of Male (Female) Employees of the Age Group during the year

401-3 Parental Leave

ASUS Group

Region	Item	Male	Female	Other
Headquarter	Number of employees eligible for parental leave in 2024	162	119	0
	Number of employees applied for parental leave in 2024	13	43	0
	Number of employees who actually returned to work after parental leave ended in 2024	7	31	0
	Return to Work Rate in 2024	58%	78%	0
	Number of employees who worked 12 months after their return from parental leave by 2024	5	36	0
	Retention Rate in 2024	63%	88%	-
Mainland China	Number of employees eligible for maternity/paternity leave in 2024	227	259	0
	Number of employees applied for maternity/ paternity leave in 2024	110	126	0
	Number of employees who actually returned to work after maternity/ paternity leave ended in 2024	108	102	0
	Return to Work Rate in 2024	100%	98%	-
	Number of employees who worked 12 months after their return from maternity/paternity leave by 2024	96	109	0
	Retention Rate in 2024	87%	84%	-

- There is no parental leave in Mainland China, thus we took maternity/paternity leave as parental leave for calculation.
- The benefits of maternity/paternity in Europe, Asia and America are different, and the collection is not easy, thus it will not be disclosed.
- In Taiwan, number of Employees qualified for parental leave = Numbers of Employee who applied for paternity leave in the period of year 2022-2024.
- Return to Work Rate for Male (Female) Employees = Number of Male (Female) Employees who returned to work after parental (maternity/paternity) leave in 2024/Number of Male (Female) Employees who should return to work after parental (maternity/paternity) leave in 2024 X 100%
- Retention Rate for Male (Female) Employees = Number of Male (Female) Employees took the parental (maternity/ paternity) leave in 2023 and returned to work for at least 12 months in 2024/Number of Male (Female) Employees who should return to work after parental (maternity/paternity) leave in 2023 X100%

Historical Occupational Injury Records

Year	Number of recordable work-related injuries	Total Lost Time Days	Description
2022	1	0	One slip or fall incident was recorded, and staff awareness training and related adjustments have been completed, including training on cleaning and mopping procedures and replacing stairwell lighting.
2023	3	7	Two instances of fan blade lacerations (2 cases) and one instance of diagonal pliers laceration have been recorded, and environmental improvements along with the corresponding Standard Operating Procedures (SOPs) have been fully implemented.
2024	3	0	One incident of injury caused by a metal fragment during sports court net installation, one fall injury from a two-step A-frame ladder, and one fall injury due to misstepping while cleaning floor-to-ceiling windows at the pool area. For all incidents, environmental improvements have been completed and Standard Operating Procedures (SOPs) have been established for implementation.

403-9 Work-related Injuries

In 2024, there were no work-related fatalities at the headquarters. The work-related injury statistics are as follows:

ASUS Taiwan: Employees

Total working hours in 2024: 14,947,648

Indicator	Overall	Male	Female
Calculation base	7,751	4,889	2,862
Number of fatalities	0	0	0
Rate of fatalities	0	0	0
Number of high consequence work - related injuries	0	0	0
Rate of high consequence work - related injuries	0	0	0
Number of recordable work-related injuries	3	2	1
Rate of recordable work-related injuries	0.20	0.21	0.18

ASUS Taiwan: Contractor

Total working hours in 2024: 631,880

Indicator	Overall	Male	Female
Calculation base	328	122	206
Number of fatalities	0	0	0
Rate of fatalities	0	0	0
Number of high consequence work - related injuries	0	0	0
Rate of high consequence work - related injuries	0	0	0
Number of recordable work - related injuries	0	0	0
Rate of recordable work - related injuries	0	0	0

- Scope of data: ASUS and ASUS Technology Incorporation (UTC), excluding traffic accidents
- Calculation base: (Number of employees in Jan. +...+ Number of employees in Dec.)/12.Take the average and rounding.
- Rate of fatalities: (Death toll/Total working hours)X1,000,000
- High-consequence work-related injuries: cannot recovered within 6 months
- Rate of high-consequence work-related injuries: (Number of employees serious injuries / Total working hours) X1,000,000(excluding death toll)
- Number of recordable work-related injuries: A total of 3 cases. Accidental injuries during work processes: Hit by a metal sheet while setting up a badminton net (1 case); Fall from a two-step stepladder (1 case); Fall while wiping a floor-to-ceiling window at the swimming pool (1 case). Environmental improvements have been completed and standard operating procedures (SOPs) have been established and implemented for all cases.
- Rate of recordable work-related injuries: (Number recordable work-related injuries/ Total working hours)X1,000,000
- Working hours: (Number of employees in Jan. X Working days in Jan. X8)+....+ (Number of employees in Dec. X Working days in Dec. X8)
- Definition of Contractor: onsite workers (Ex. Catering, cleaning, security, repair, and travel personnel)

404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews

ASUS Group

Region	Category	Male Performance Review Coverage	Female Performance Review Coverage	Other Performance Review Coverage
Headquarter	General Employee	92.05%	89.41%	-
	Management Level	95.81%	97.88%	-
Mainland China	General Employee	90.37%	96.13%	-
	Management Level	100.00%	100.00%	-
Africa & Middle East & Europe	General Employee	96.19%	97.14%	-
	Management Level	100.00%	100.00%	-
America Region	General Employee	99.73%	100.00%	100%
	Management Level	100.00%	100.00%	-
Asia- Pacific	General Employee	94.02%	95.97%	100%
	Management Level	99.21%	100.00%	-

- The following personnel are excluded from performance appraisals:
  1. Senior management and above
  2. Special appointment personnel (e.g., persons with visual impairments and participants in the Children Are Us program)
  3. Fixed-term contract personnel
  4. Personnel with fewer than 183 days of attendance
  5. New employees during their probationary period
  6. Project-outsourced personnel

405-2 Ratio of Basic Salary and Remuneration of Women to Men

ASUS Group

Region	Category	Male	Female	Other
Headquarter	General Employee	1	0.81	-
	Management Level	1	0.88	-
Mainland China	General Employee	1	0.83	-
	Management Level	1	0.81	-
Africa & Middle East & Europe	General Employee	1	0.82	-
	Management Level	1	0.89	-
America Region	General Employee	1	0.92	-
	Management Level	1	0.53	-
Asia- Pacific	General Employee	1	1.05	-
	Management Level	1	0.90	-

- Salary data includes standard fixed salary and standard variable salary, excluding other benefits and actual variable salary payments.

GRI -2-21 Annual Total Compensation Ratio

Year	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees	Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees
2022	25.93	0
2023	14.46	0
2024	17.09	0

- Total compensation is calculated on an annual salary basis and includes both fixed remuneration and variable remuneration (bonuses).
- In 2024, due to changes in the industry environment, senior executives did not receive salary adjustments; therefore, neither the maximum nor the median annual salaries increased compared with the previous year.

[Taiwan Stock Exchange Corporation] In Taiwan, the Listed Company should Disclose the Number of Full-time Employees who are not in the Manager Position, and the Average and the Median Salary of the Full-time Employees, who are not in the Manager Position, as well as and the Difference of Each Compared to the Previous Year:

ASUSTeK Computer Inc.

Year / Item	Full-time Employees (Person)	Average Salary of Full-time Employees (NTD)	Median Salary of Full-time Employees (NTD)
2023	7,337	1,690,616	1,375,285
2024	7,160	1,837,344	1,472,673
Difference Compared to 2023	177	146,728	97,388

- The table only shows ASUSTeK Computer Inc. in Taiwan
- Full-time employees who are not in the manager position=General Employee
- Excluding employees under 6 months

Male to Female Employee Salary Ratio

	Salary of Executive Level	Salary of Other Management Level	Salary of Non-management Level	Average Salary of All Employees	Median Salary of All Employees
Male	1	1	1	1	1
Female	0.85	0.88	0.82	0.80	0.84

Percentage of Employees Represented by an Independent Trade Union

Region	Headquarter	Mainland China	Africa & Middle East & Europe	America Region	Asia- Pacific	Global
Percentage of employees represented by an independent trade union	0.2%	79.8%	37.2%	16.6%	0.0%	22.7%

- ASUS established the ASUStek Union in July 2023.
- Overseas subsidiaries: Trade unions have been established in the Netherlands, the Czech Republic, and Brazil.
- While ASUS is open to employees establishing trade unions, no employees have voluntarily raised the need for trade unions so far. In Singapore and Indonesia, staff meetings are held irregularly to collect workers' opinions and feedback.

Employee Absentee Rate

Region	Headquarter	Mainland China	Overseas	Global
Absentee rate	0.08%	0.07%	0.20%	0.08%

- Absence category definitions: Paid and unpaid sick leave, work-related injury leave, absence without leave (AWOL)
- Absentee rate= Total days of absence / (Number of employees employed throughout the year * Working days

Average Years of Employment

Region	Headquarter	Mainland China	Africa & Middle East & Europe	America Region	Asia- Pacific	Global
Male	8.7	8.6	8.5	5.5	6.0	8.0
Female	7.7	10.1	7.4	6.2	5.9	8.0
Other	0	0	0	1.4	0	1.0

Employee Turnover Rate over the Years

	2021	2022	2023	2024
Total employee turnover rate	16.04%	14.10%	14.69%	10.02%
Voluntary employee turnover rate	13.47%	12.00%	9.65%	7.61%

Overall Employee Turnover Rate by Gender

	2024
Male	10.88%
Female	12.50%
Other	-

Overall Employee Turnover Rate by Age

	2024
<30	25.10%
30~50	8.43%
>50	6.83%

Overall Employee Turnover Rate by Management Level

	2024
Junior Management	3.53%
Mid-level Management	2.96%
Senior Management	5.98%

Internal Transfer Ratio of Employees over the Years

	2021	2022	2023	2024
Percentage of open positions filled by internal candidates	28%	31%	28%	33%

Energy Usage and GHG Emissions over the Years

Carbon Emission : (tonnes CO_2e)

Emission Intensity : (tonnes CO_2e / Million USD)

Category		2021		2022		2023		2024	
GHG Inventory	Scope1&2	Carbon Emission	Emission Intensity	Carbon Emission	Emission Intensity	Carbon Emission	Emission Intensity	Carbon Emission	Emission Intensity
		17,254.98	1.04	18,734.58	1.39	15,325.35	1.19	10,449.94	0.70
	Scope 3	Carbon Emission		Carbon Emission		Carbon Emission		Carbon Emission	
		1,460,112		2,502,095		1,905,467.46		2,518,262.52	

Energy Usage : MWh

Energy Intensity : (MWH/ Million USD)

Category		2021		2022		2023		2024	
Energy Usage	Scope1&2	Energy Usage	Energy Intensity	Energy Usage	Energy Intensity	Energy Usage	Energy Intensity	Energy Usage	Energy Intensity
		33,006.48	2.00	43,516.34	3.23	30,459.42	2.36	21,362.81	1.42

302-1 Energy Consumption Within the Organization | 302-2 Energy Consumption Outside of the Organization | 302-3 Energy Intensity

Fuel Categories and Total Consumption of Non-renewable Energy

Within the Organization		
Fuel Categories	Energy consumption (GJ)	Energy Intensity (GJ/ Million USD)
Diesel	4,125.83	5.12
Gasoline	5,784.04	
Natural gas	1,988.96	
Electricity	65,006.32	

Outside the Organization	
Energy consumption (GJ)	Energy Intensity (GJ/ Million USD)
9,524,567.33	634.16

Fuel Categories and Total Consumption of Renewable Energy

Within the Organization			
Fuel Categories	Year	Energy consumption (GJ)	Energy Intensity (GJ/ Million USD)
Wind Power / Hydropower	2022	22,687.20	1.69
Solar Power / Wind Power	2023	44,083.09	3.42
	2024	79,248.06	5.28

- Energy consumption within the organization: The total usage of stationary and mobile emission sources in ASUS' global operations centers, considering the conversion of heating value to energy units (GJ) in that country. The total amount of electricity used by ASUS's global operating locations converted into energy units (GJ).
- Energy intensity within the organization: Energy consumption within the organization is the numerator and ASUS 2024 revenue is the denominator.
- Energy consumption outside the organization: Calculate the total power consumption during the lifespan of the sold products and convert them into energy units based on the main products sold by ASUS in 2024.
- Energy intensity outside the organization: Energy consumption outside the organization is the numerator and ASUS 2024 major product revenue is the denominator.

Waste Statistics for Headquarters and Repair Centers in Taiwan

Unit: Tonnes

	2021	2022	2023	2024
General Waste	274.0	373.7	433.7	825.3
Industrial Waste	56.2	98.4	109.8	105.7
Waste Recycling	-	119.2	142.0	391.9

Water Consumption of Headquarters and Offices in Headquarters

Unit: ML

	2021	2022	2023	2024
Tap water	139	166	189	197
Recycled water	4	51	8	9

Raw Materials and Recycled Materials used in Products

Materials	Total usage in products in 2024 (tonnes)	Recycled percentage in 2024
Plastic	13,635	9.5%
Aluminum	5,060	0.2%
Cobalt	16.9	-
Copper	3,559	-
Iron/Steel	5,232	-
Nickel	432	-
Lithium	93	-
Tungsten	21	-

- The scope of these statistics covers ASUS's core products: notebook computers, desktop computers (including mini PCs), All-in-One PCs, and monitors.
- Calculation method: The amount used in products multiplied by the shipment volume of the year.
- Recycled materials include PCR (Post-Consumer Recycled), PIR (Post-Industrial Recycled), and biobased plastics used in the products.
- In 2023, recycled plastics accounted for 6.6% of total plastics used, and recycled aluminum accounted for 0.2% of total aluminum used.
- Statistical data have been compiled from 2023 onward.

Remark: The Calculation Base of Environmental Indicators

The Ratio of Halogen-free Components	
Numerator	Number of Halogen-free components used in products available for shipment in 2024
Denominator	Number of all components used in products available for shipment in 2024
Percentage of revenue of Eco Friendly Products	
Numerator	Net revenue of Eco Friendly Products that have obtained or once obtained labels defined by ASUS as of December 31, 2024
Denominator	Net revenue of all products in 2024 minus products that are not eligible for applications for labels defined by ASUS (accessories and assembled semi-finished products)
Definition of Eco Friendly Products	EPEAT, TCO, Taiwan Green Mark, China RoHS, Japan ECO mark, China Environmental Labeling, ENERGY STAR®, Taiwan Energy Label, etc.
The Ratio of Revenue of Products Complies with EPEAT or Equivalent Standards	
Numerator	Revenue of products are eligible for EPEAT, TCO, Taiwan Green Mark and China Environment Labelling up to December 31, 2024
Denominator	Total revenue of products that could apply for EPEAT, TCO, Taiwan Green Mark and China Environment Labelling in 2024
The Ratio of Revenue of Product Complies with ENERGY STAR	
Numerator	Revenue of products are eligible for the ENERGY STAR® up to December 31, 2024
Denominator	Total revenue of products that could apply for ENERGY STAR® in 2024
Recycling Rate	
Numerator	The weight of recycled equipment, which sourced from governments/recycling vendors, estimation on ratio of responsible recycling charge, weighted collected from customer service centers recycling in 2024
Denominator	Total weight of delivered products in 2024
The Reduction in Carbon Footprint for Recycled Plastic	
(Total weight of recycled plastic used X percentage of recycled materials)X Reduction in carbon footprint of recycled plastic per kilogram	

Appendix 2: SASB Index

SASB Index：Hardware

<table>
<tr><th>Code</th><th>Accounting Metric</th><th>Content or Description</th></tr>
<tr><td>TC-HW-230a.1</td><td>Description of approach to identifying and addressing data security risks in products</td><td>1. In 2024, ASUS's Digital Security Center managed and drove product security engineering to strengthen the information security of all ASUS products and services.
2. ASUS is committed to enhancing its information security governance by fully implementing ISO 27001 Information Security Management, ISO 27701 Privacy Information Management, ISO 27017 Cloud Service Information Security Controls, and ISO 27018 Public Cloud Personal Data Protection.
3. Throughout the product development lifecycle, we adopt international best practices—Secure Software Development Life Cycle (SSDLC) and Secure Hardware Development Life Cycle (SHDLC)—to enhance overall digital operational resilience.
4. In September 2024, ASUS was authorized by the U.S. Cybersecurity and Infrastructure Security Agency (CISA) to serve as a Common Vulnerabilities and Exposures (CVE) Numbering Authority (CNA). By managing and disclosing vulnerabilities in ASUS products, we ensure timely identification and accurate reporting of security issues, thereby addressing potential product security risks and upholding our highest security commitments.</td></tr>
<tr><td>TC-HW-330a.1</td><td>Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees</td><td>1. Percentage of Gender Group Representation of Global Employees (%)
<table><tr><th>Global</th><th>Female</th><th>Male</th><th>Other</th></tr><tr><td>Senior management</td><td>12.50%</td><td>87.50%</td><td>0.00%</td></tr><tr><td>Non-senior management</td><td>29.67%</td><td>70.33%</td><td>0.00%</td></tr><tr><td>Technical employees</td><td>16.76%</td><td>83.24%</td><td>0.00%</td></tr><tr><td>All other employees</td><td>48.82%</td><td>51.15%</td><td>0.03%</td></tr></table>
2. Percentage of Diversity Group Representation of Global Employees (%)
<table><tr><th>Global</th><th><30</th><th>30~50</th><th>>50</th><th>Other</th></tr><tr><td>Senior management</td><td>0.00%</td><td>57.07%</td><td>36.41%</td><td>6.52%</td></tr><tr><td>Non-senior management</td><td>0.68%</td><td>84.79%</td><td>11.51%</td><td>3.02%</td></tr><tr><td>Technical employees</td><td>24.82%</td><td>72.55%</td><td>2.63%</td><td>0.00%</td></tr><tr><td>All other employees</td><td>22.10%</td><td>70.01%</td><td>4.95%</td><td>2.93%</td></tr></table></td></tr>
<tr><td>TC-HW-410a.1</td><td>Percentage of products by revenue that contain IEC 62474 declarable substances</td><td>In addition to complying with regulatory bans and restrictions on substances, we integrate the requirements of international eco-label programs and the electronic industry standard IEC 62474 . All products undergo substance usage disclosure and declaration in accordance with IEC requirements and legal mandates. In 2024, all ASUS products were fully compliant with mandatory directives, such as the Restriction of Hazardous Substances Directive (RoHS) , and none were recalled due to safety or health issues.</td></tr>
<tr><td>TC-HW-410a.2</td><td>Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent</td><td>Eco-label products certified under EPEAT or equivalent standards accounted for 47% of annual revenue.
*For calculation definitions, please refer to Appendix 1 – GRI Content Index P.A-12: Calculation Bases for Environmental Indicators.</td></tr>
<tr><td>TC-HW-410a.3</td><td>Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria</td><td>Products certified under the ENERGY STAR® energy-efficiency program accounted for 78% of annual revenue.
*For calculation definitions, please refer to Appendix 1 – GRI Content Index P.A-12: Calculation Bases for Environmental Indicators.</td></tr>
<tr><td>TC-HW-410a.4</td><td>Weight of end-of-life products and e-waste recovered, percentage recycled</td><td>1. Weights of end-of-life products and electronic waste: 12,159 t.
2. The total volume of products recycled during the year represented 13% of the total weight of ASUS products sold worldwide, and after accounting for the average product lifecycle when devices are traded in for new ones or directed to recycling, the calculated recycling rate is 18%. Based on available audit reports from countries reporting WEEE 3R ratios, recyclers achieved a 95% material recovery rate.</td></tr>
<tr><td>TC-HW-430a.1</td><td>Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent (Customer Managed Audit, CMA), by (a) all facilities and (b) high-risk facilities</td><td>(a) Number of suppliers audited through the Validated Assessment Program (VAP) or an equivalent audit process / Total number of continuously trading suppliers = 143 / 639 = 20.6%
(b) Number of third-party Customer Managed Audit (CMA) audits / Number of high-risk suppliers = 8 / 100 = 8.0%</td></tr>
</table>

Code	Accounting Metric	Content or Description
TC-HW-430a.2	Tier 1 suppliers (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent (CMA), and (2) associated corrective action rate for (a) priority non conformances and (b) other non-conformances	(1a) and (1b) Deficiency occurrence rates for third-party CMA audits: Total deficiencies by audit category / Total number of audits

Deficiency Category \ Audit Aspect	Labor	Health and Safety	Environment	Ethics	Management System
Priority Non-conformance Rate	50% (4/8)	0% (Unidentified deficiency)	0% (Unidentified deficiency)	0% (Unidentified deficiency)	12.5% (1/8)
Other Non-conformance Rate	87.5% (7/8)	100% (8/8)	25% (2/8)	0% (Unidentified deficiency)	62.5% (5/8)

(2a) Number of Remediated Priority Deficiencies / Total Priority Deficiencies = 4 / 5 = 80%
(2b) Number of Remediated Other Deficiencies / Total Other Deficiencies = 44 / 44 = 100%

TC-HW-440a.1 — Description of the management of risks associated with the use of critical materials

According to the analysis report The Role of Critical Minerals in Clean Energy Transitions published by the International Energy Agency (IEA), global demand for rare earth metals and critical minerals is projected to grow significantly by 2040 as governments worldwide progressively announce net-zero policies. ASUS has established a management process for critical minerals to ensure stable product manufacturing and business operations.

Establish a Risk Assessment Mechanism →	Diversify and Optimize the Supply Chain →	Innovate and Substitute Materials →	Monitor Policy Developments and International Collaboration →	Ongoing Management and Adaptation
Based on the Full Material Declaration (FMD) system, survey the types of critical minerals used in components and the geographic locations of suppliers to identify risks such as geopolitical tensions, price fluctuations, and supply disruptions.	Establish multiple sourcing channels, maintain strategic reserves, and enter into long-term agreements with suppliers to secure supply. Utilize a supply chain management platform to monitor risks across the supply chain in real time.	Reduce reliance on critical minerals by identifying alternative materials and establishing recycling mechanisms to repurpose waste materials, thereby fostering a circular-economy model.	Track domestic and international policy trends related to critical minerals to ensure compliance with relevant regulations and standards (e.g., trade restrictions). Participate in international industry alliances to share resources with other stakeholders and advance supply chain sustainability and transparency.	Regularly review management processes and supply chain operations, leveraging data analytics and market monitoring to make swift adjustments, ensuring strategies remain effective and resilient.

Code	Activity Metric (IFRS S2: Climate-related Disclosures)	Section
TC-HW-000.A	Number of units produced by product category	ASUS's primary economic activities are the sales and customer service of computers and peripheral equipment. Consequently, product sales volume is the main focus of their information disclosure. The company publicly discloses the sales volume and revenue proportion of each product in its annual reports and investor conferences: ASUS Investors Relation Our products are divided into: • System products: PCs and smartphones • Open platform: motherboards, graphics cards, servers and other component products • AIOT products: Mini PC, Industrial Computer (IPC) & AI solutions
TC-HW-000.B	Area of manufacturing facilities	All ASUS products are manufactured by EMS. Given that not all production lines in EMS are dedicated to ASUS products, statistics on area of manufacturing facilities are not representative.
TC-HW-000.C	Percentage of production from owned facilities	All ASUS products are manufactured by EMS.

Appendix 3: IFRS Sustainability Disclosure Standards Index

IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information

Core Content	Metrics	Disclosure Section or Description	Page Number(s)
Governance	S1.27	• Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management • Sustainability Governance: Sustainability Management Organization	4-8 2-3-2-4
Strategy	S1.29	• Sustainability Governance: Sustainability Strategy • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	2-1 4-8
• Sustainability-related risks and opportunities	S1.30	• Identification of Material Issues and Sustainability-related Risk Management: Stakeholders Engagement、Identification Results of Material Issues • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-3-4-6 4-8
• Business model and value chain	S1.32	• Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-8
• Strategy and decision-making	S1.33	• Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-8
• Financial position, financial performance and cash flows	S1.34	• Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-8
	S1.35	• Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-8
• Resilience	S1.41	• Corporate Governance: Risk Management	1-8-1-10
Risk management	S1.44	• Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management • Corporate Governance: Risk Management	4-8 1-8-1-10
Metrics and targets	S1.50	• 2025 Sustainability Goals: Circular Economy、Climate Action	5-1-5-2
	S1.51	• 2025 Sustainability Goals: Circular Economy、Climate Action	5-1-5-2

IFRS S2 Climate-related Disclosures

Core Content	Metrics	Disclosure Section or Description	Page Number(s)
Governance	S2.6	• Climate Actions: Governance • Sustainability Governance: Sustainability Management Organization	7-4 2-3-2-4
Strategy	S2.9	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-8-7-11
• Climate-related risks and opportunities	S2.10	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-8-7-11
• Business model and value chain	S2.13	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-8-7-11
• Strategy and decision-making	S2.14	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results • Climate Actions: Actions Taken	7-11 7-12-7-16
• Financial position, financial performance and cash flows	S2.15	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-8-7-11
	S2.16	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results • Climate Actions: Actions Taken	7-8-7-11 7-12-7-16
	S2.21	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-8-7-11
• Climate resilience	S2.22	• Climate Actions: Scenario Simulation Methodology for Climate Change Risks and Opportunities • Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-7-7-8 7-8-7-11
Risk management	S2.25	• Climate Actions: Climate Risk and Opportunity Identification • Climate Actions: Scenario Simulation Methodology for Climate Change Risks and Opportunities	7-7-7-8
Metrics and targets	S2.28	• Climate Actions: Climate Initiative • Climate Actions: Strategy	7-2 7-4
• Climate-related metrics	S2.29	• Refer to the IFRS S2 Climate-related Disclosures — Cross-industry metric	C-2
• Climate-related targets	S2.33	• Climate Actions: Strategy • 2025 Sustainability Goals: Climate Action	7-4 5-1
	S2.34	• 2025 Sustainability Goals: Climate Action	5-1
	S2.36	• 2025 Sustainability Goals: Climate Action	5-1

IFRS S2 Climate-related Disclosures — Cross-industry metric

Core Content	Metrics	Disclosure Section or Description	Page Number(s)
Climate-related metrics (S2.29)			
• Greenhouse gases	S2.29(a)	• Climate Actions: Greenhouse Gas Inventory	7-5-7-6
• Climate-related transition risks	S2.29(b)	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-9
• Climate-related physical risks	S2.29(c)	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-10
• Climate-related opportunities	S2.29(d)	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-10
• Capital deployment	S2.29(e)	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	7-11
• Internal Carbon Pricing	S2.29(f)	• Climate Actions: Internal Carbon Pricing	7-12
• Remuneration	S2.29(g)	• Sustainability Governance: Sustainability Management Organization	2-4

Appendix 4: European Sustainability Reporting Standards (ESRS) Index

ESRS	Disclosure		Disclosure Section or Description	Page Number(s)
ESRS 2 General disclosures	Basis for preparation	BP-1 – General basis for preparation of sustainability statements	• About This Report	001
		BP-2 – Disclosures in relation to specific circumstances	• About This Report • Appendix • Other Information References: Board-related information is referenced from the ASUS 2024 Annual Report. Detailed climate information is drawn from the ASUS 2024 Climate-related Financial Disclosures Report. Supply chain environmental impact assessment is based on the ASUS 2024 Natural Impact Assessment Report.	001 A-6 – A-12
	Governance	GOV-1 – The role of the administrative, management and supervisory bodies	• Sustainability Governance: Sustainability Management Organization • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	2-3 – 2-4 4-8
		GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	• Sustainability Governance: Sustainability Management Organization • Corporate Governance: Risk Management • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management • 2025 Sustainability Goals	2-3 – 2-4 1-8 – 1-11 4-8 5-1 – 5-4
		GOV-3 - Integration of sustainability-related performance in incentive schemes	• Sustainability Governance: Sustainability Management Organization	2-3 – 2-4
		GOV-4 - Statement on due diligence	• Circular Economy: Safer Chemicals • Responsible Manufacturing: Sustainable Procurement、Human Rights、Environment • Inclusive Workplace: Diversity, Equity, and Inclusion	6-5 – 6-8 8-2-8-12 11-12 – 11-15
		GOV-5 - Risk management and internal controls over sustainability reporting	• Sustainability Governance: Sustainability Management Organization • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	2-3 4-8
	Strategy	SBM-1 – Strategy, business model and value chain	• About ASUS • ESG Case Study • Identification of Material Issues and Sustainability-related Risk Management: Identification Results of Material Issues • Circular Economy: Circular Economy Model • Climate Actions: Actions Taken	1-1 3-1 – 3-4 4-4 – 4-5 6-2 – 6-4 7-13-7-16
		SBM-2 – Interests and views of stakeholders	• Identification of Material Issues and Sustainability-related Risk Management: Stakeholders Engagement	4-3
		SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	• Identification of Material Issues and Sustainability-related Risk Management: Impact of Material Issues	4-6 – 4-7
	Disclosures on the materiality assessment process	IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities	• Identification of Material Issues and Sustainability-related Risk Management: Identification Process • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-2 4-8
		IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	• Identification of Material Issues and Sustainability-related Risk Management: Identification Process	4-2
	Minimum disclosure requirement on policies and actions	MDR-P – Policies adopted to manage material sustainability matters	• Climate Actions • Circular Economy • Responsible Manufacturing • Value Creation	7-4 6-2 8-2 – 8-4 9-2

ESRS	Disclosure		Disclosure Section or Description	Page Number(s)
ESRS 2 General disclosures	Minimum disclosure requirement on policies and actions	MDR-A Actions and resources in relation to material sustainability matters	• Sustainability Governance: Taxonomy Information Disclosure • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management • Climate Actions • Circular Economy • Responsible Manufacturing • Value Creation	2-6 4-8 7-12 – 7-16 6-9 – 6-18 8-5 – 8-17 9-3 – 9-16
	Metrics and targets	MDR-M – Metrics in relation to material sustainability matters	• 2025 Sustainability Goals	5-1 – 5-4
		MDR-T – Tracking effectiveness of policies and actions through targets	• 2025 Sustainability Goals	5-1 – 5-4
ESRS E1 Climate change	Governance	Disclosure Requirement GOV-3 - Integration of sustainability-related performance in incentive schemes	• Sustainability Governance: Sustainability Management Organization	2-4
	Strategy	E1-1 – Transition plan for climate change mitigation	• Climate Actions: Risk Management	7-7 – 7-11
		Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction of with strategy and business model	• Climate Actions: Risk Management • Climate Actions: Actions Taken	7-7 – 7-11 7-12 – 7-16
	Impact, risk and opportunity management	Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	• Climate Actions: Risk Management	7-7 – 7-11
		E1-2 – Policies related to climate change mitigation and adaptation	• Climate Actions: Strategy	7-4
		E1-3 – Actions and resources in relation to climate change policies	• Climate Actions: Risk Management	7-7 – 7-11
	Metrics and targets	E1-4 – Targets related to climate change mitigation and adaptation	• Climate Actions: Strategy • 2025 Sustainability Goals	7-4 5-1 – 5-4
		E1-5 – Energy consumption and mix	• Climate Actions: Greenhouse Gas Inventory	7-5 – 7-6
		E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	• Climate Actions: Greenhouse Gas Inventory	7-5 – 7-6
		E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	• No related action	
		E1-8 – Internal carbon pricing	• Climate Actions: Actions Taken	7-12 – 7-16
		E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	• Climate Actions: Risk Management	7-7 – 7-11
ESRS E5 Resource use and circular economy	Impact, risk and opportunity management	Disclosure requirement related to ESRS 2 IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	• Identification of Material Issues and Sustainability-related Risk Management: Identification Results of Material Issues • Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-4 – 4-5 4-8
		E5-1 – Policies related to resource use and circular economy	• Circular Economy: Environmentally Friendly Materials • ASUS Sustainable Raw Materials Policy	6-9 – 6-12
		E5-2 – Actions and resources related to resource use and circular economy	• Circular Economy: Environmentally Friendly Materials • Circular Economy: Product Lifecycle Extension • Circular Economy: Resource Regeneration	6-9 – 6-12 6-13 – 6-14 6-15 – 6-17
	Metrics and targets	E5-3 – Targets related to resource use and circular economy	• 2025 Sustainability Goals: Circular Economy	5-2
		E5-4 – Resource inflows	• Circular Economy: Environmentally Friendly Materials	6-9 – 6-12
		E5-5 – Resource outflows	• Circular Economy: Resource Regeneration	6-15 – 6-17
		E5-6 – Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	• Identification of Material Issues and Sustainability-related Risk Management: Sustainability Risk Management	4-8

Appendix 5: Top 10 Principles of the United Nations Global Compact

Category	10 Principles	Section(s)	Page Number(s)
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	ESG Website: Human Rights Policy Responsible Manufacturing: Human Rights Inclusive Workplace: Diversity, Equity, and Inclusion	8-8 11-12 – 11-15
	Make sure that they are not complicit in human rights abuses	ESG Website: Human Rights Policy Responsible Manufacturing: Human Rights Inclusive Workplace: Diversity, Equity, and Inclusion	8-8 11-12 – 11-15
Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Each subsidiary complies with the collective bargaining agreement in accordance with national laws and regulations.	
	The elimination of all forms of forced and compulsory labour	ESG Website: Human Rights Policy	
	The effective abolition of child labour	ESG Website: Human Rights Policy	
	The elimination of discrimination in respect of employment and occupation	ESG Website: Human Rights Policy	
Environment	Businesses should support a precautionary approach to environmental challenges	Circular Economy	6-9-6-18
		Climate Action	7-2 – 7-18
	Undertake initiatives to promote greater environmental responsibility	Circular Economy	6-9 – 6-18
		Climate Action	7-2 – 7-18
	Encourage the development and diffusion of environmentally friendly technologies	Circular Economy	6-9 – 6-14
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	Corporate Governance: Integrity Management	1-5 – 1-7

Appendix 6: Sustainability Disclosure Indicators - Computer and Peripheral Equipment Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	1. Total energy consumption: 156,249.81GJ 2. Percentage of purchased electricity: 97.79% 3. Utilization rate of renewable energy: RE55	Gigajoules (GJ), percentage (%)
2	Total water withdrawn, total water consumption	Quantitative	Inclusive Workplace: Operation Environment Appendix 1: GRI Content Index	Thousand cubic meters (1,000 m^3)
3	Total hazardous waste generated and percentage recycled	Quantitative	Inclusive Workplace: Operation Environment	Metric tons (t), percentage (%)
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Appendix 1: GRI Content Index	Quantity, percentage (%)
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled	Quantitative	1. Weights of scraps and electronic waste: 12,159 (t) 2. The annual volume of recovered products accounted for 13% of the total weight of ASUS products sold globally. Taking into account the average product usage cycle and subsequent product replacement or recycling, the recovery rate was calculated at 18%. Based on available audit reports from countries with WEEE 3R ratios, recyclers achieved a recycling efficiency rate of 95%.	Metric tons (t), percentage (%)
6	Description of the management of risks associated with the use of critical materials	Qualitative description	Appendix 2: SASB Index: Hardware	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	No legal proceedings related to anti-competitive behavior regulations in 2024	Reporting currency
8	Production by product category	Quantitative	ASUS's primary economic activities are the sales and customer service of computers and peripheral equipment. Consequently, product sales volume is the main focus of their information disclosure. The company publicly discloses the sales volume and revenue proportion of each product in its annual reports and investor conferences: ASUS Investors Relation Our products are divided into: • System products: PCs and smartphones • Open platform: motherboards, graphics cards, servers and other component products • AIOT products: Mini PC, Industrial Computer (IPC) & AI solutions	Varies by product category

Appendix 7: AA1000AS & SASB Assurance Statement

SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ASUSTeK Computer Inc.'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by ASUSTeK Computer Inc. (hereinafter referred to as ASUS) to conduct an independent assurance of the Sustainability Report for 2024 (hereinafter referred to as the Report). The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 2 High level during 2025/03/19 to 2025/05/12. ASUS Taiwan and oversea operational and production or service sites as disclosed in ASUS's Sustainability Report of 2024. The boundary is not the same as ASUS's consolidated financial statements.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all ASUS's Stakeholders.

RESPONSIBILITIES

The information in the ASUS's Sustainability Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and the management of ASUS.
Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP,2018).

Assurance has been conducted at a type 2 high level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Select specific reporting criteria included in the contract

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	GRI (In Accordance with)
3	SASB Hardware Sustainability Accounting Standard (Version 2023-12.)

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- The evaluation of the reliability and quality of specified sustainability performance information in ASUS's Sustainability Report is limited to determined material topics or those clearly marked in the report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a high level of scrutiny for ASUS and moderate level of scrutiny for its subsidiaries or joint ventures.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.

Material Topics	Corresponding Sustainability Performance
Climate Change	302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions
Resource Use and Circular Economy	301-1 Materials used by weight or volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials
Supply Chain Management	308-1New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken
Responsible Minerals	The percentage of responsible mineral (tantalum, tin, tungsten, gold, and cobalt) sourced from qualified smelters.
Human Capital	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews
Social Contribution by the Technology Industry	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities
Innovation and Technology	The number of Industry talents cultivation. Projects of matching external start-up company.
Data Security	The coverage of international information security standards. Key suppliers demonstrate compliance with information security regulations

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SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

1.The specified performance information includes the data for 2024, which is related to GRI 2, GRI 3, GRI 200, 300 and 400 series claimed in the GRI content index as material in ASUS's Sustainability Report.

2.The specified performance information includes the data for 2024, claimed in the content index of the SASB Hardware Standard, version 2023-12, in ASUS's Sustainability Report.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts, Social Return on Investment assessments (SROI), Task Force on Climate-related Financial Disclosures (TCFD), and The Taskforce on Nature-related Financial Disclosures (TNFD) have not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

SGS affirm our independence from ASUS, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

ASUS has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, ASUS may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY

ASUS has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

ASUS has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements. For future reporting, measurements and evaluations on potential impacts, such as direct and indirect, intended and unintended, and positive and negative impacts and the relevant management process to address these impacts are to be further described in future report.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

On the basis of the verification work performed, we checked Sustainability Committee minutes of meetings, Supplier evaluation management documents, Human resources statistics system reports, ISO 14001, 50001 and 45001 certifications). We have confidence that the specified performance information included in the scope of assurance is reliable at a high level of scrutiny for ASUS and at a moderate level of scrutiny for its subsidiaries or joint ventures.

ADHERENCE TO GRI

The report, ASUS's Sustainability Report of 2024, is reporting with in accordance with the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with in accordance with the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to ASUS's contributions to sustainability development.

For future reporting, it is recommended to have more descriptions on how the organization has applied due diligence as a method for the identification and the evaluation of its impacts on the economy, environment, and people, including impacts on their human rights as well as the role of the highest governance body in overseeing these processes.

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ADHERENCE TO SASB

ASUS has referenced with SASB's Standard, Hardware, VERSION 2023-12 to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed SASB information correspond to the financial data reported in ASUS's audited Sustainability Report of 2024. Process to identify, assess, and manage SASB-topic-related risks and opportunities were integrated into ASUS's overall management process. It is recommended to continue active and effective statistics and disclose relevant information to investors.

Signed:
For and on behalf of SGS Taiwan Ltd.

AA1000
Licensed Report
000-8/V3-CS4LZ

Stephen Pao
Business Assurance Director
Taipei, Taiwan
18 June, 2025
WWW.SGS.COM

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