

華碩電腦股份有限公司

社會環境責任與安全衛生政策(SERASUS 政策)

華碩以「躋身世界綠色高科技領導群，對人類社會真正做出貢獻」為核心理念，為善盡企業之社會環境責任，強化企業競爭力的同時與環境和社會共融，設立以下政策與執行方針，適用對象包含華碩全體員工、供應商、承攬商等合作夥伴。

遵行法令標準	降低營運風險
創新綠色產品	開創競爭優勢
推動永續採購	減少環境衝擊
珍惜自然資源	實現綠色企業
提升人文關懷	落實人員照護
深植永續文化	善盡社會責任
建立多元溝通	全員參與改善

同時承諾採取以下執行方針：

- 一、遵守或超越全球永續責任、環保、職安衛法規及標準，建立環境管理系統與安全衛生管理系統，以降低營運風險與保障工作者權益。
- 二、整合產品研發、採購、營運、物流、銷售、回收等所有營運活動，降低產品生命週期中潛在的負面環境影響，引領創新綠色產品與服務，展現綠色競爭優勢。
- 三、關注全球氣候變遷趨勢，制定管理政策與目標，推動風險調適與減量方案。
- 四、珍惜自然資源，落實資源減量及回收再利用，加強污染源與風險管理的監督與改善，降低對環境及人員之衝擊。
- 五、建立供應商與承攬商等合作夥伴篩選制度，落實盡責調查與管理，持續推動永續採購。
- 六、落實供應商管理並採購來自於合格冶煉廠的礦產，避免非法作業造成欺壓勞工、武力脅迫、濫用童工。
- 七、提供工作者安全衛生工作環境，建立良好自主管理，鑑別急迫性制定計劃與量化目標，持續提升環安衛績效，落實持續改善之承諾，防止職業災害發生。
- 八、關懷珍惜員工，提供健康安全的工作環境，注重員工健康管理調查與管理，持續提升環安衛意識，進行員工環境責任與安全衛生培訓，落實企業經營理念。
- 九、建立利害關係人溝通機制、進行勞資協商與參與議題討論，持續強化環境與安全與衛生績效。

ASUS Computer Co., Ltd.

Social Environmental Responsibility and Safety and Health Policy

(SERASUS Policy)

ASUS takes "striving to be among the world-class green high-tech leaders and to provide valuable contributions to humanity." as its business philosophy. In order to fulfill its corporate social and environmental responsibilities while strengthen its competitiveness, ASUS has established the Social Environmental Responsibility and Safety and Health Policy and guiding principles, applying to all ASUS employees, suppliers, contractors, and outsourcing partners.

Our Policies:

- Compliance with legal standards to reduce operational risks
- Innovate green products to create competitive advantage
- Promote sustainable procurement to reduce environmental impact
- Value natural resources and accomplish a green enterprise
- Enhance humanistic care and implement personnel care
- Cultivate a sustainable culture and fulfill social responsibility
- Establish multiple communication channels and involve all for improvement

Our Guiding Principles:

1. Comply with or surpass international sustainability, environmental, occupational safety and health regulations and standards, establishing an environmental management system as well as a safety and health management system to reduce operational risks and protect labor rights.
2. Integrate all operating activities including product research and development, procurement, operations, logistics, sales, recycling to reduce potential negative environmental impacts throughout the product lifecycle, leading innovative green products and services to demonstrate its green competitive advantage.
3. Monitor global climate change trends, formulate management policies and goals, and promote climate risk adaptation and carbon reduction plans.
4. Commit to valuing natural resource by reducing, reusing and recycling resources as well as supervising pollution sources and risk management to alleviate the impact on the environment and personnel.
5. Establish a screening system for suppliers, contractors, and outsourcing partners, and implement due diligence and management, continuing to promote sustainable

procurement.

6. Implement supply chain management and source from qualified smelters to avoid labor oppression, force, and child labor abuse.
7. Provide a safe and healthy working environment and establish self-management. After identifying the priority, we formulate management plans as well as set quantitative targets to improve the performance in environment, health, and safety (EHS) and fulfill the commitment in order to prevent occupational disasters.
8. Every employee counts. We provide employee health management programs to enhance awareness of EHS as well as conduct environmental responsibility, safety and health training.
9. Communicate and collaborate with stakeholders to improve our EHS performance.

董事長 Chairman : 施崇豪
日期 Date : 2024/02/27