ASUS

Sustaining an incredible future

2025 SUSTAINABILITY REPORT

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About This Report

The 2025 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 2025, 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 2025 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 2025 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, 2025). Any deviations from these principles are specified in the relevant sections.

Publication Date: August 2026 (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

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Message from the Chairman

The world is evolving at an unprecedented pace. Whether driven by geopolitical realignments, severe volatility in the global economic and trade landscape, or the physical threats posed by climate risks, enterprises must demonstrate their ability to respond to multifaceted challenges and seize the opportunities presented in times of change to forge competitive advantages. As technology enters an era of exponential evolution, 2025 marked a critical turning point in which generative AI became fully embedded in corporations and began driving transformation across the value chain.

For ASUS, our focus is not merely on the adoption of technology, but on how digital empowerment can address core challenges, transform technology into measurable sustainability outcomes, enhance the quality of decision-making, and reshape the resilience of corporate operations. ASUS is dedicated to the goal of becoming a "comprehensive AI company" and regards AI empowerment as the driving force behind operational advancement and sustainable development. This transformation extends beyond product and technology innovation into the evolution of our corporate governance and management practices. Through the establishment of the Generative AI Committee, we have systematically identified and planned for internal AI use cases and established mechanisms to empower employees with this technology. At the same time, by deeply integrating AI and ESG, ASUS has developed the "AI x ESG Platform," advancing sustainability governance from traditional management models toward a new paradigm of data-driven, intelligent decision-making. This enables management to respond quickly to risks and make decisions backed by reliable data when facing the multiple challenges of climate risk, evolving regulations, and market transformation.

In response to the evolution of international sustainability regulations and reporting frameworks, corporate sustainability management has entered a new stage of Group-wide governance. In 2025, ASUS formally established the Group-level Corporate Sustainability Committee as the highest governance body for advancing sustainability issues across the Group. Through this committee, ASUS comprehensively integrates Group resources, collaborates with subsidiaries to implement sustainability strategies, and enhances overall management synergies.

At the same time, the advancement of the IFRS Sustainability Disclosure Standards represents a significant shift in the corporate management mindset. Sustainability is no longer merely a demonstration of corporate image in response to external expectations. It must be deeply integrated into business models, products and services, and financial performance, becoming an inseparable part of our core corporate strategy. This means that enterprises must adopt a more comprehensive governance framework to accurately identify sustainability and climate-related risks and opportunities, and incorporate them into their blueprint for long-term value creation.In 2025, ASUS made full climate-related disclosures in accordance with IFRS S2, further strengthening the linkage between ESG performance and financial information. Through the assessment of the financial effects of climate-related risks and opportunities, we use authentic and transparent data to demonstrate to stakeholders how ASUS transforms climate mitigation and adaptation actions into a resilient foundation for addressing future challenges, while continuing to create stable long-term business value. Guided by our In Search of Incredible brand spirit, ASUS continues to strengthen our brand value through innovative technologies and sustainability actions, earning high recognition on the international stage. In 2025, ASUS was selected for the Global 100 Most Sustainable Corporations in the World for the first time, and once again received prestigious international honors, including Fortune magazine's World's Most Admired Companies, Best Taiwan Global Brands, and the Asia Sustainability Reporting Awards (ASRA). These recognitions demonstrate ASUS's ability to lead sustainable development across the industry while advancing digital transformation.

Looking ahead, ASUS will continue to build on technological innovation and strengthen the integration of digital empowerment and sustainability governance. We will work hand in hand with global value chain partners to build a resilient, competitive, and sustainable business model that creates lasting, positive value for society and the environment worldwide. Through these efforts, we advance toward our vision of becoming the world's most admired innovative leading technology enterprise in the new digital era.

ASUS Chairman
Jonney Shih

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Message from the Co-CEOs

In 2025, ASUS advanced toward a deeper, more comprehensive transformation in its sustainability journey. As global sustainability regulations and disclosure standards continue to evolve—including the EU Corporate Sustainability Due Diligence Directive (CSDDD), the IFRS Sustainability Disclosure Standards, and various requirements related to net zero and supply chain management—the responsibility of corporate sustainability management is no longer limited to a single enterprise, but has further extended to the entire ASUS Group and value chain.

ASUS regards its suppliers as important business partners. In addition to providing Responsible Business Alliance (RBA) engagement and counseling resources, ASUS also strengthens its suppliers' capabilities in risk response and management for environmental issues such as carbon reduction and water resource management, working with supply chain partners to jointly enhance sustainability resilience. This year, ASUS also published its first Responsible Value Chain Report, comprehensively disclosing progress across the supply chain in areas including human rights, environmental impact, responsible minerals, and value chain management. At the same time, in response to the trend of sustainability governance moving toward group-wide management, the ASUS Corporate Sustainability Committee integrates Group resources and practical experience to support subsidiaries in strengthening their sustainability management capabilities, promote more comprehensive implementation of sustainability strategies across the Group, and further enhance overall governance effectiveness and sustainability competitiveness.

As the boundaries of sustainability management continue to expand, ASUS faces increasingly complex management data and continues to upgrade its governance model. This includes developing a data-driven "AI x ESG Platform" that combines AI applications with data technology capabilities to integrate sustainability management information and audit results from subsidiaries and the supply chain. Through AI-enabled proactive analysis and risk identification functions, ASUS is upgrading reporting and verification processes that previously relied on manual work into a real-time, proactive, and intelligent governance model. This effectively enhances data management efficiency, information transparency, and the overall quality of Group-level decision-making and risk response capabilities.

In terms of climate action, ASUS passed the SBTi Science-Based Net-Zero Target validation in 2025, establishing the Company's long-term carbon-reduction pathway and governance commitment. Through concrete actions such as introducing renewable energy, enhancing product energy efficiency, and promoting supply chain decarbonization engagement and counseling, ASUS is working with value chain partners to jointly accelerate its net-zero transformation. ASUS also deploys renewable energy through diverse strategies, enabling its global operations centers to successfully meet the interim RE55 target and demonstrate concrete progress in fulfilling its net-zero commitment.

ASUS goes beyond passive compliance and continues to drive industry transformation through the momentum of innovation. In response to the stringent requirements of the latest Electronic Product Environmental Assessment Tool (EPEAT 2.0), ASUS made early investments in product design and actively participated in the standards discussion process. Leveraging our outstanding green design and low-carbon innovation capabilities, ASUS successfully enabled its flagship notebook computers to become among the world's first products to achieve EPEAT 2.0 Gold, while also earning the EPEAT Climate+ Champion distinction. These achievements demonstrate ASUS's leading position in developing and implementing global green product standards.

ASUS's outstanding ESG performance is also reflected in international evaluations and authoritative recognition. ASUS has been listed in the Clean200 for four consecutive years, selected for the S&P Global Sustainability Yearbook, and recognized with Leadership-level ratings in both CDP Climate Change and CDP Water Security. These achievements not only highlight ASUS's continued commitment to sustainability governance but also demonstrate concrete progress in transforming sustainability requirements into management capabilities and business outcomes. Looking ahead, ASUS will continue to deepen collaboration with value chain partners, steadily advance sustainability transformation, and move toward its vision of becoming a world-class green high-tech leader.

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2025 Award and Recognition

Recognized in Global 100 Most Sustainable Corporations in the World for the first time
2026

Recognized in Asia-Pacific 50 Most Sustainable Corporations for the first time
2026

Recognized in Corporate Knights Global 200 Ranking for 4 consecutive years
2023-2026

Recognized with EcoVadis Gold Rating
2025

Received Leadership Level ratings from CDP for both Climate Change and Water Security
2025

Received recognition at the Asia Sustainability Reporting Awards for the fifth time, including three distinctions such as Best Climate Report
2025

Received the SEAL Business Award for Sustainable Service
2025

Included in the S&P Global Sustainability Yearbook
2026

Selected as a constituent of the Financial Times FTSE4Good Emerging Index for 11 consecutive years
2016-2026

Selected as a constituent of the FTSE4Good Emerging Index and TIP Taiwan ESG Index for 10 consecutive years
2017-2026

Received Prime Level rating in the ESG Corporate Ratings from Institutional Shareholder Services (ISS) for 5 consecutive years
2021-2026

Recognized by TIME as one of the World's Best Companies for the second time

Selected as World's Most Admired Companies by Fortune Magazine for the 11th year

Best Taiwan Global Brands Interbrand for the 12th year

Ranked in the Top 5% in the 12th Corporate Governance Evaluation of Listed Companies
2026

Selected for the MSCI ESG-related indexes by Morgan Stanley
2021-2026

Company ESG Risk Rating: Low Risk-Technology Hardware
2021-2026

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

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CH01 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 16,940 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 2025, the ASUS Group reported consolidated revenue of NT$738.9 billion and a net profit after tax of NT$48.2 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.

DISPLAYS

NETWORKING

NOTEBOOKS

MOTHERBOARDS

GRAPHIC CARD

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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 safeguard the rights and interests of all stakeholders, including employees, customers, suppliers, the environment, and society.

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.

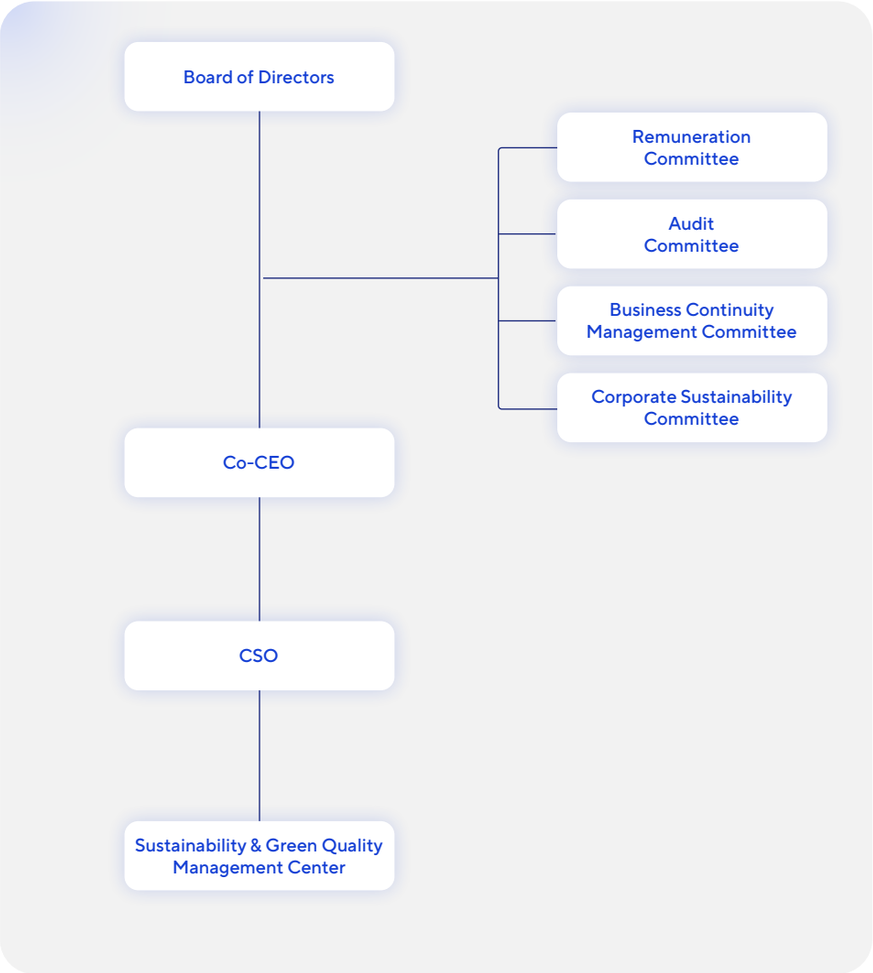
Board of Directors

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 May 2025 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 2025, a total of seven board meetings were held, with an average attendance rate of 97.14%.

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 2025, 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 page 8 in the 2025 Annual Report for the name and education of each Board member, as well as the holding positions of other companies.

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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 2025, 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 2025, 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)Alignment of Compensation with Operating Performance and Future Risk Management

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.

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Board Performance Evaluation

To implement corporate governance and enhance the functions and operational efficiency of the Board of Directors, the "Board of Directors Performance Evaluation Policy" has been established. This policy stipulates that the Board of Directors shall conduct a performance evaluation of the Board, individual directors, and functional committees at least once annually. The evaluation aspects include: the degree of participation in company operations, the grasp of corporate goals and missions, director selection and continuing education, and internal control. Furthermore, a performance evaluation of the Board of Directors shall be conducted by an external professional independent institution or a team of external experts and scholars at least once every three years; an external performance evaluation was conducted in October 2025. Based on the recommendations provided by this external evaluation institution, the Company's improvement measures are as follows:

1. The BCM Committee has planned to increase the frequency of regular meetings from at least once per year to at least twice per year. Meeting topics will incorporate the review of mid-to-long-term risk prevention strategies to strengthen the participation of independent directors in strategy formation and mid-to-long-term development.
2. The performance appraisal of the internal audit supervisor shall be reviewed by the Audit Committee before being submitted to the Chairman for evaluation, in order to strengthen the independence of internal audit and the Audit Committee's supervisory function over internal audit.

The internal evaluation of the 2025 Board of Directors performance was completed by board members through self-assessment questionnaires, and the evaluation results were reported to the Board of Directors in January 2026:

1. **Overall Board of Directors and individual board members:** The overall operation of the Board of Directors is excellent, complying with corporate governance standards and effectively fulfilling the functions of the Board of Directors.
2. **Functional Committees:** The overall operation of each committee is sound and complies with corporate governance. The members of each committee have fulfilled their duties diligently, effectively enhancing the functions of the Board of Directors.

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 2025, the Audit Committee convened a total of four meetings, with an average member attendance rate of 95%.

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 2025, the Compensation Committee convened three 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 2025, the BCM Committee convened once, with an average attendance rate of 100% among its members.

Corporate Sustainability Committee

The Corporate Sustainability 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.

For details on the operation of the Sustainable Development Committee, please refer to CH02 Sustainability Governance

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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 nd 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"Code of Conduct Compliance Declaration" 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.

Integrity Management Communication and Oversight

Board of Directors

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.

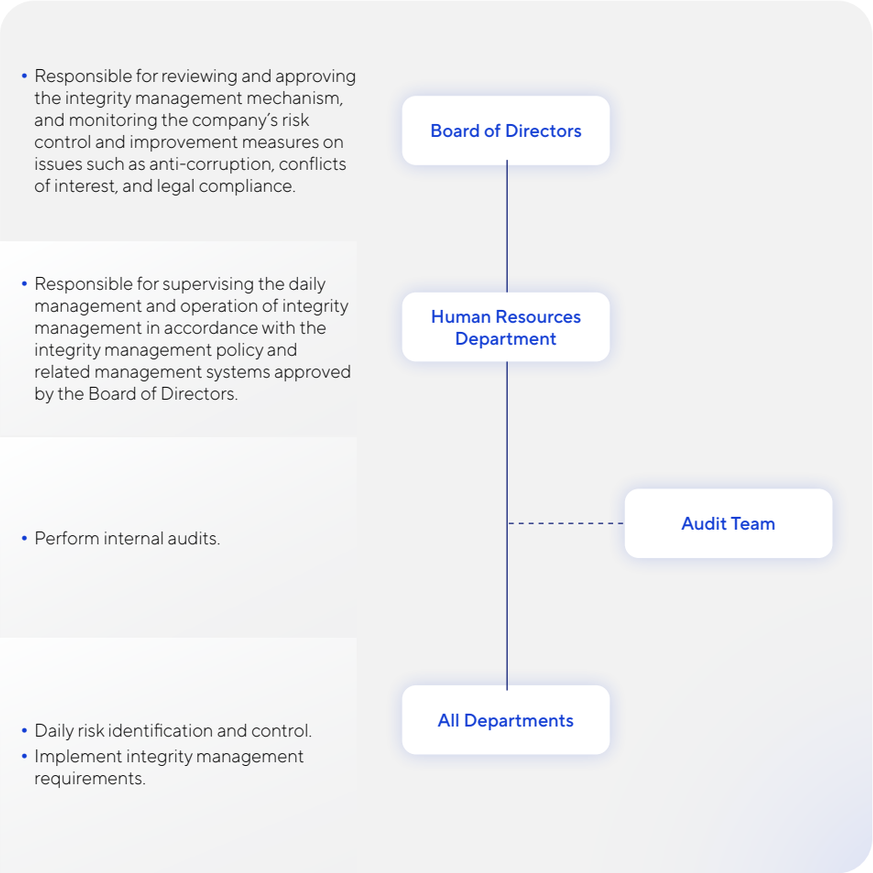
Employees

The "Code of Business Conduct and Ethics" (including anti-bribery and anti-corruption policies)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.

Suppliers

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.

Integrity Management Governance Structure and Responsibilities



Through the governance mechanism of Board supervision and management execution, the Company is committed to establishing a transparent, fair, and accountable corporate environment to maintain stakeholder trust and uphold sustainable business development.

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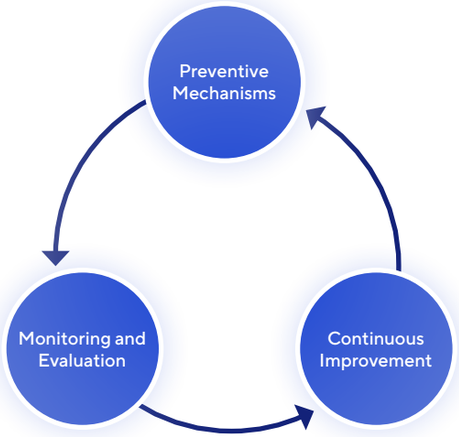
Integrity Management Structure

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.

2026 Action Plan:

Establish a one-stop anti-corruption management portal, consolidating the Code of Conduct, whistleblowing channels, and educational training onto the employee assistance platform. Through this centralized information management, we aim to enhance the effectiveness and agility of our integrity governance and reporting management.



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 Assessment

ASUS adheres firmly to the principles of integrity and strictly prohibits any form of unethical conduct. To ensure that our corporate operations comply with ethical standards, we comprehensively monitor and assess potential integrity risks, ensuring transparency in our business environment.

Assessment Item		Annual Target	2025 Achievement	2024 Achievement
Operational Site - Risk Assessment	Regular risk assessment for corruption and bribery; coverage rate of business sites	100%	100%	100%
Operational Site - Audit	Completion rate of internal audits on corruption and bribery for high-risk business sites	100%	100%	100%
Training	Percentage of employees who received business ethics training (including anti-corruption)	100%	100%	100%
Whistleblowing Incidents	Number of reported incidents related to corruption, bribery, anti-competition, or anti-trust	0	0	0
	Number of confirmed violations related to the above business ethics	0	0	0
Supply Chain Due Diligence	Coverage rate of anti-corruption and anti-bribery due diligence for suppliers	100%	100%	100%

Continuous Improvement

We actively participate in international organizations and industry alliances, such as the Responsible Business Alliance (RBA), and benchmark against industry best practices to continuously optimize our internal management mechanisms.

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

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Whistleblowing Channels and Procedures

Reporting items	Public Whistleblowing Channels	Clarification, Receipt, and Verification Audit & HR Units	Reporting and Adjudication HR Unit	Corrective and Preventive Measures Relevant Units & HR Unit
• Reports of Violations of Business Ethics	• (Ethics@asus.com)	• Investigation of reported cases • Evidence collection, clarification of facts, and verification.	• Convening meetings and reporting. • Adjudication and disciplinary actions based on the *Code of Business Conduct* and *Work Rules*. • Periodic reporting of investigation results and disciplinary measures to the Board of Directors.	• Requiring relevant units to conduct internal reviews of the causes of violations and submit improvement reports. • Revising internal and external management policies to improve internal processes. • Strengthening internal and external promotion and training to prevent recurrences.

ASUS has established and publicly disclosed whistleblowing channels on our official website. Both internal and external parties can report misconduct directly to the Company via the designated email addresses (Ethics@asus.com and 6666@asus.com) or the dedicated hotline (#26666). The Human Resources department is responsible for receiving reports involving internal employees, external suppliers, customers, and other stakeholders, as well as managing associated disciplinary actions and follow-up disclosures.

The head of the receiving unit evaluates the reported matter, notifies the relevant department head, and determines whether to initiate an investigation based on the nature of the report. In accordance with the Occupational Safety and Health Act and its enforcement rules, the Sexual Harassment Prevention Act, and the Personal Data Protection Act, we strictly maintain the confidentiality of the whistleblower's personal data and information that could identify their identity. Such information is not disclosed to third parties not involved in the investigation, unless necessary for investigative purposes, to prevent the whistleblower from suffering unfair or adverse treatment. Whistleblowers may also legally request necessary preventive measures for potential damages.

Annually, through the Code of Business Conduct training, we promote the whistleblowing mechanism, management processes, and public reporting channels to enhance employee awareness regarding the reporting of illegal activities. Adherence to the Code of Business Conduct is incorporated into the annual employee performance appraisal; any violations will impact performance ratings and the distribution of rewards. Cases involving violations of the Code of Business Conduct are addressed with appropriate measures based on the severity of the offense. ASUS maintains a zero-tolerance policy toward illegal activities and will, when necessary, refer cases to judicial authorities for investigation.

There were no incidents of violation of the ASUS Code of Business Conduct in 2024-2025. In 2023, there was one incident involving a violation of the Code of Business Conduct. An employee was found to have accepted improper benefits from a vendor. Following verification, the employee was dismissed in accordance with the ASUS internal Code of Business Conduct and Work Rules.

Legal Compliance

Operating in strict compliance with the law is the practice of social responsibility and a key factor in sustainable development. To ensure compliance with relevant global regulations, ASUS closely monitors the formulation and development of laws and regulations that may affect the company, and has established a compliance assessment system for laws, policies, and regulations to assist all units in implementing various requirements.

The "ASUS Internal Regulation Identification and Management Measures" identifies and manages laws and regulations regarding operations, environmental protection, and services. It implements regulatory monitoring and establishes the principle that significant incidents—including criminal or administrative legal cases involving fines of NT$1.5 million or more, or those that severely affect company operations—must be disclosed in the sustainability report to achieve balanced reporting and information transparency. There were no fines resulting from regulatory violations in 2025.

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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.
- **Governance Enhancement:** To ensure that risk management is closely aligned with long-term strategic objectives, ASUS has further elevated the supervisory function at the governance level. During the 2026 strategic formulation phase for risk issues, the BCM Committee was invited to participate in discussions on long-term development strategies. This initiative aims to strengthen the completeness and forward-looking nature of identifying material risk issues. Furthermore, by providing strategic-level guidance on response plans, we are promoting a shift toward strategy-oriented risk management, continuously enhancing our overall risk governance maturity and decision-making resilience.

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 Person:
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 Person:
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 April 2025, 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.

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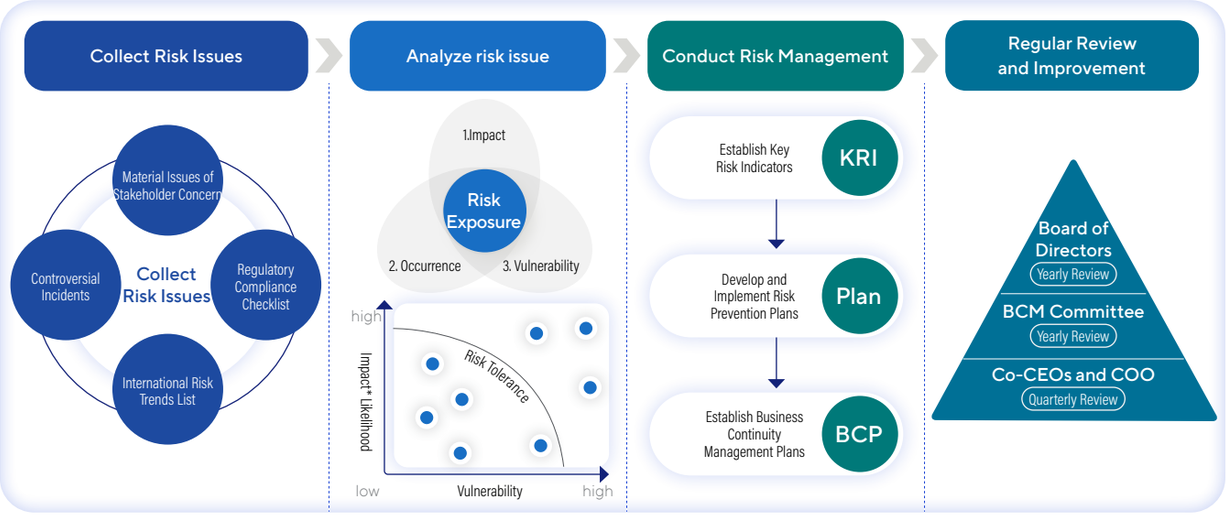
Enterprise Resilience

Risk Management Process

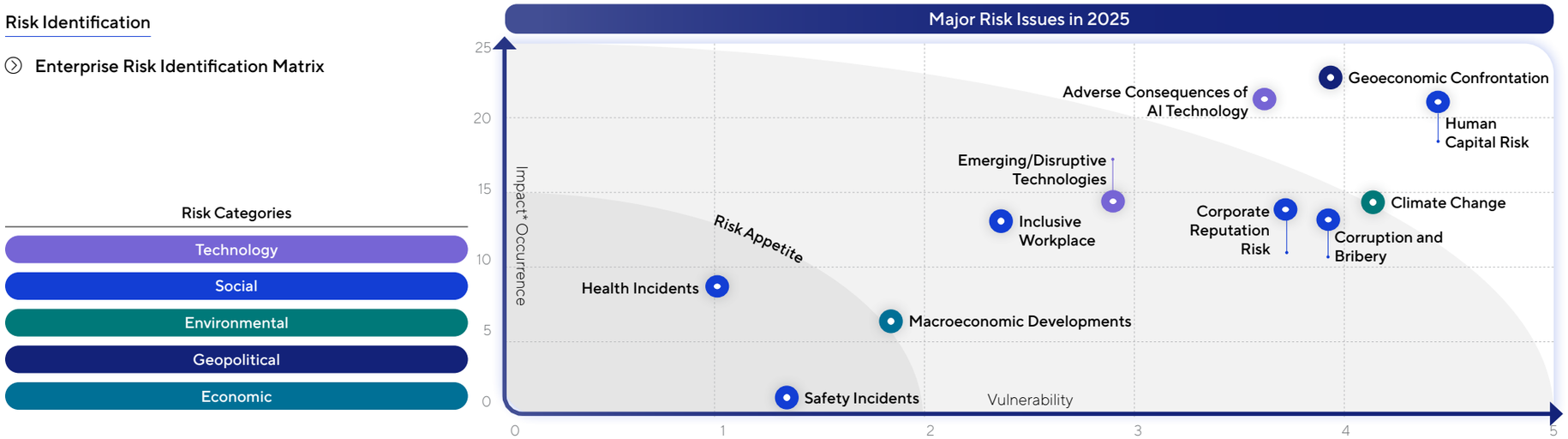
Integrating the ISO 22301 Business Continuity Management (BCM) System and relevant tools, we have developed a BCM management tool tailored to ASUS's practical needs and corporate development. We identify potential operational risks by comprehensively collecting data from four key sources: issues of concern to stakeholders, regulations, international risk trends, and controversial incidents. Following risk value analysis, 10 material risk issues were identified based on our risk appetite in 2025. We established 37 Key Risk Indicators (KRIs) and risk prevention plans targeting critical resource vulnerabilities, with quarterly reviews of risk management progress; the annual KRI achievement rate reached 97%.

Furthermore, beyond the existing KRIs identified by various Business Units (TUs) based on their functions, we have expanded our risk monitoring scope by introducing forward-looking internal and external risk prevention indicators to strengthen early warning capabilities. We also leverage artificial intelligence for risk data collection, anomaly detection, and trend analysis to enhance the efficiency and depth of our risk monitoring. Through these efforts, we are gradually building intelligent risk management capabilities and extending our "All in AI" strategy to the realm of corporate management.



Risk Identification

Enterprise Risk Identification Matrix



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2025 Material Risk Issues and Adaptation Actions

Risk Category	Risk Issue	Potential Impact	Adaptation Actions
Technological	Escalating AI-Driven Cybersecurity Risks	AI bias, data privacy, and other ethical challenges damage corporate reputation and client trust; advanced hacker groups utilize deepfake technology and AI automation to launch attacks, exacerbating risks of information leakage and operational disruption.	Implement GenAI architectural security reviews; strengthen External Attack Surface Management (EASM) monitoring and social engineering drills; deploy Cloud-Native Application Protection Platform (CNAPP) and multi-factor authentication; utilize AI-assisted threat intelligence analysis and security defense mechanisms to improve incident early warning and response efficiency.
Societal	Talent Retention Risks due to Inclusive Workplace Gaps	Lack of understanding of employee sentiment and insufficient communication on inclusion lead to a lower sense of belonging, exacerbating talent attrition and affecting organizational stability.	Regularly conduct employee engagement surveys to capture genuine sentiment; organize diversity and inclusion activities to implement inclusive practices in daily work; continuously monitor key talent turnover indicators and strengthen the analysis and application of employee experience and organizational performance.
	Damage to Brand Reputation from Corruption and Bribery	Inadequate internal controls on corporate integrity increase the risk of employee or supplier involvement in bribery, leading to litigation, fines, and restricted international investment, which damages brand reputation.	Implement ISO 37001 Anti-Bribery Management System, establish policies, management manuals, and procedures; initiate risk assessments, and conduct training and due diligence for high-risk departments.
Geopolitical	Supply Chain Restructuring Pressure from Geoeconomic Confrontation	Geopolitical conflicts necessitate local production for specific products, requiring industries to adjust supply chain planning; complex production and transaction models increase product costs and calculation difficulties.	Promote supply chain diversification to disperse geographic production risks; establish real-time cost calculation mechanisms to reflect true profitability and incremental expenses; evaluate and plan supply chain scenario analysis mechanisms to enhance responsiveness to geopolitical risks.
Economic	Macroeconomic Fluctuations and Inflationary Pressures	Changes in business, geopolitical, and economic landscapes, market demand, exchange rates, and supply chain fluctuations exacerbate inflationary pressures and drive up prices.	Dynamically review products and business models; regularly analyze profitability risk changes to support management decision-making; strengthen pricing and product adjustment capabilities; implement inventory reduction and raw material hedging against market volatility to mitigate inventory valuation losses and costs.
Environmental	Structural Compliance Gaps due to Expanding Sustainability Regulations	International sustainability regulations expand management boundaries to the entire group. Compliance gaps significantly impact the group's overall sustainability performance.	Establish a Sustainability Development Committee to strengthen oversight of group-wide initiatives; focus on promoting group SBT carbon reduction targets, sustainability reporting frameworks, RBA Code of Conduct, and controversial incident management.

Emerging Risks

Risk Category	Risk Issue	Potential Impact	Adaptation Actions
Technological	Structural Imbalance in the AI Talent Market	Concentration of core AI expertise and human resources in a few leading companies creates structural barriers. In the long term, failure to establish independent AI capability cultivation pipelines poses a continuous risk of weakening corporate innovation and operational resilience.	Monitor AI talent acquisition status; expand industry-academia collaboration and diverse recruitment channels; strengthen AI talent compensation competitiveness; systematically enhance AI capabilities for all employees.
	Systemic Long-term Vulnerabilities in Digital Supply Chain Cybersecurity	As supply chain digitalization and third-party integration deepen, cybersecurity attack surfaces will expand long-term. With evolving attacker techniques and potentially unprecedented infiltration methods, this could cause unforeseen collateral damage to brand trust, legal compliance, and partnership relationships.	Promote cybersecurity grading commitments for suppliers; integrate threat intelligence platforms; establish continuous External Attack Surface Management (EASM) capabilities; ensure participant authenticity and prevent unauthorized infiltration through enhanced identity verification and system controls.
	Long-term Financial Impact of GenAI Infrastructure Strategic Layout	GenAI triggers a paradigm shift in computing demand. Failure to timely adjust AI server and infrastructure layout may result in a gradual loss of market penetration opportunities. Simultaneously, as business models shift from hardware sales to integrated solutions, gross margin structures will face long-term compression pressure.	Strengthen AI infrastructure technical capabilities and product portfolios; enhance solution competitiveness through cross-domain technology integration; build AI critical risk capabilities and operational resilience.
Geopolitical	Long-term Supply Chain Restructuring Risk Triggered by Geopolitical Conflicts	Conflicts such as US-China confrontations and Red Sea crises indicate that global supply chain vulnerabilities will persist long-term. Failure to promptly establish diverse supply capabilities for critical components (High-end IC, PCB) will expose the enterprise to irreversible supply chain disruptions and financial impacts.	Simulate supply disruption scenarios across multiple environments; establish logistics dispatching, inventory optimization, and cost-locking solutions; promote the diversification of critical component sourcing.

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Risk Culture Development

Risk Awareness

Continuous Risk Education and Training: Build a company-wide risk management culture through ongoing education and daily advocacy.

- Company-wide Risk Awareness Training:
  Incorporate disclosed controversial incidents into training materials annually and conduct regular compliance risk awareness training for all employees.
- BCM Task Force Professional Training:
  Conduct regular professional training on international risk trends and risk assessment tools to strengthen risk management capabilities.
- Specialized Risk Awareness Training:
  Continuously host risk awareness training sessions covering areas such as occupational safety, information security, and anti-corruption/bribery to enhance risk prevention skills in specific domains.
- Ad-hoc Risk Awareness Campaigns:
  Utilize diverse channels to conduct periodic, unscheduled risk advocacy to heighten employee sensitivity to potential risks and risky behaviors.

Linking Risk Management Performance to Incentives: Integrate risk management deeply into corporate culture and compensation systems, establishing a dual-track mechanism of "positive incentives and negative constraints".

- Linking All Employees to Risk Management:
  Through performance appraisals, employee bonuses, and long-term incentive tools (such as restricted stock units and key talent retention programs), personal compensation is tightly linked to operating performance and key risk indicators (covering information security and occupational safety), encouraging employees to proactively identify and report risks.
- Professional Empowerment and Practice:
  Provide professional certification training and fee subsidies for information security; implement comprehensive advocacy and participation mechanisms for occupational safety; and establish award competitions, such as the "Design Thinking Awards," for innovation and development. Behavioral performance is incorporated into performance reviews, while major violations are subject to disciplinary action according to regulations.
- Executive Performance Linkage:
  Since 2023, variable compensation for Co-CEOs has been linked to sustainability performance; this was further expanded to include the COO, CSO, and senior executives in 2025. Based on the achievement rates of key sustainability targets, variable compensation is subject to a ±10% adjustment, incorporating medium-to-long-term risk management outcomes into compensation decisions to demonstrate the company's long-term commitment to sustainable operation and risk governance.

Group Resilience

Strengthen governance resilience regarding group-wide risk management through the following strategies:

- Multi-dimensional Dynamic Risk Monitoring:
  Utilize the "ASUS Group 360° Watch" mechanism to monitor group controversial incidents, covering four major dimensions: environment, business ethics, labor human rights, and sustainable procurement. Furthermore, plans are in place to introduce AI to monitor global negative sentiment regarding the group, providing real-time detection and early warnings for risks that may affect the group's reputation, thereby enhancing response speed.
- Implementation of a Group Risk Management Mechanism:
  Establish a group-wide controversial incident management mechanism to be reviewed and improved by the Sustainability Committee. Integrate this with management systems, standardize improvement measures, and include them in internal audit spot checks to ensure implementation.
- Deepening Group Risk Awareness:
  Extend the "Controversial Incident Risk Prevention" course from the parent company to all employees across subsidiaries to improve information transparency and enhance risk prevention awareness.

Monitoring and Identification of Controversial Incidents

- Utilize the "ASUS Group 360° Watch" mechanism to detect controversial incidents on a monthly basis.

Establishment of Tracking and Improvement Plans

- Track and improve upon group-wide controversial incidents.
- Standardize improvement actions and measures.

Supervision and Review

- Conduct reviews of improvement progress during the BCM quarterly meetings and the Group Sustainability quarterly meetings.

Implementation of Prevention and Education

- Conduct annual risk awareness training for all group employees.

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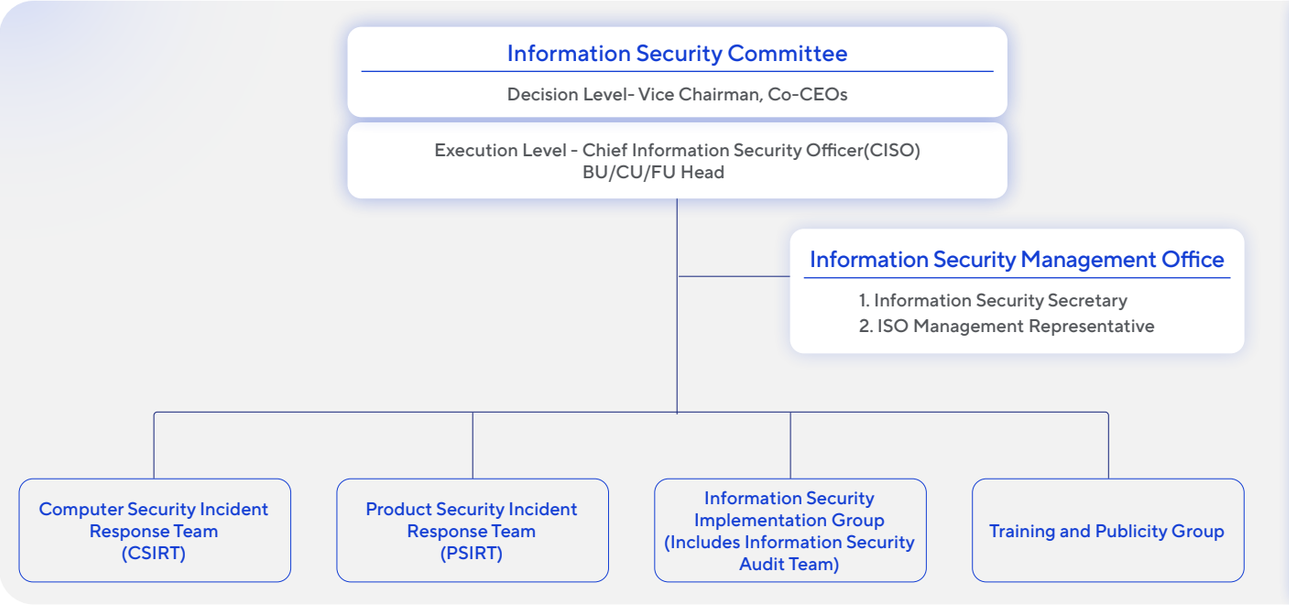
Information Security Management

Information Security Management Organization and Vision

Faced with the severe challenges posed by the weaponization of generative AI and geopolitical tensions in 2025, ASUS recognizes that operational stability is the cornerstone of sustainability. To address risks such as data breaches, operational disruptions, and critical human errors, we have established a comprehensive risk management system: internally, we deepen employees' cybersecurity awareness, while externally, we strengthen multi-layered protection for critical infrastructure and the supply chain. ASUS is committed to elevating cybersecurity governance; our Taiwan operations have implemented ISO 27001 (Information Security Management), ISO 27701 (Privacy Information Management), ISO 27017 (Information Security Controls for Cloud Services), and ISO 27018 (Protection of PII in Public Clouds), with the same control measures enforced across our global operational sites. Regarding product risk control and brand protection, we have successfully mitigated over 32% of unnecessary risk false positives through the Common Vulnerabilities and Exposures (CVE®) framework, effectively safeguarding our brand's technical reputation and consumer trust. Furthermore, ASUS continues to deepen its Secure Software Development Life Cycle (SSDLC) and expand cybersecurity training capacity for cross-departmental R&D personnel, thereby creating long-term business value characterized by high defensive resilience.

The Information Security Committee was established in May 2020 to formulate the ASUS Group Information Security Policy. In September 2021, the company appointed a Chief Information Security Officer (CISO) and established a dedicated information security unit—the Digital Security Center—to invest in the comprehensive planning and promotion of information and product security. With the vision of "Building Digital Resilience, Enhancing Brand Trust; Pursuing Excellence, Security Together," group cybersecurity initiatives are overseen by the Chairman, with the CISO reporting annually to the Board of Directors on group cybersecurity risks and progress.

Losses, potential impact, and countermeasures resulting from major information/cybersecurity incidents during fiscal year 114 (2025) and up to the printing date of this annual report: None.



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.

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Four Main Action Themes and Policies

Information Security Governance

- 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

Information Security Promotion

- 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

Digital Resilience

- 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

Information Security Risk Management

- 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, establishing management procedures that align with international standards. We plan, execute, and review internal cybersecurity activities, verifying all activities and their related outcomes to ensure they meet the objectives of the information security management system.

- As of March 2026, the committee has held 57 monthly information security meetings, totaling 114 hours, discussing 340 issues and conducting continuous improvement reviews with 33 teams.
- The Group Cybersecurity Meeting is held quarterly, supported by a dedicated instant messaging platform. ASUS has selected 10 subsidiaries to appoint dedicated cybersecurity personnel to participate, and 15 routine quarterly meetings have been completed as scheduled.
- The ISO 27 series certification scope has grown by 100%, participation has increased by 56%, and the overall annual risk exposure has been reduced by 68%, significantly enhancing the group's cybersecurity maturity.

Risk Management

We monitor various digital security risks, assisting internal units in implementing and executing Business Continuity Plan (BCP) risk assessments, risk management, and crisis management plans. We also oversee the status of various drills to enhance the cybersecurity incident response and handling speed of our operations and monitoring teams.

- In 2025, we conducted risk impact analyses for priority digital security concerns and formulated 5 corresponding risk prevention plans.
- We developed risk monitoring dashboards, utilizing automation and collaborative platforms to establish over 20 risk dashboards to systematically track digital security risk information.
- In 2025, we expanded the implementation of the External Attack Surface Management (EASM) tool to the entire group, enhancing the global website and network security posture of the ASUS Group; by the end of 2025, ASUS and 10 key subsidiaries all successfully achieved an "A" rating on the public EASM platform.

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Information Security Promotion

We conduct cybersecurity incident investigations, improvement, and response drills to assess the group's cybersecurity defensive capabilities. We utilize the standards of the National Institute of Cyber Security (NICS) under the Executive Yuan as our drill targets, implementing social engineering drills to prevent business email compromise (BEC). We strengthen the advocacy of the ASUS Group Information Security Ten Rules and promote global cybersecurity general knowledge training for both incumbent and new employees, completing versions in 18 languages.

If employees discover any security incidents or operational issues (such as cybersecurity incidents, anomalies, system vulnerabilities, or any suspicious behavior), they shall follow the established reporting mechanism to escalate the matter step-by-step to supervisors or relevant departments. This ensures that issues are addressed and followed up on in a timely manner, aiming to mitigate corporate risks as early as possible.

- In 2025, a total of 8 social engineering drills were conducted, using the standards of the National Institute of Cyber Security as targets, with all average indicators performing better than the passing standards.
- In 2025, approximately 15,000 employees globally achieved a 100% completion rate for online training and successfully passed the assessments, and long-hour mandatory cybersecurity courses were provided for new hires.
- We launched an internal cybersecurity certification subsidy and incentive mechanism to actively cultivate internal talent; as of the end of December 2025, a total of 276 major international cybersecurity certifications were held.
- In 2025, the Digital Security Center participated in the supplier conference held by the sustainability team to explain the information security requirements ASUS mandates for its suppliers.
- In 2025, we initiated collaboration between ASUS internal units and supply chain-related departments, requiring suppliers to sign the ASUS Information Security Commitment to strengthen Supply Chain Management, achieving a 100% signing rate among key suppliers.
- In September 2025, we hosted the third ASUS Information Security Week, integrating cybersecurity awareness culture into the daily activities of ASUS employees through multiple seminars and gamified approaches.

Digital Resilience

In 2025, the ASUS Group undertook several key national projects, covering digital infrastructure for the government, AI and cloud platforms, and management systems for user and sensitive data. We leveraged the group's cybersecurity capabilities to assist in the information security protection planning for these national-level projects, ensuring that vital national computing platforms meet the required protection levels for cybersecurity.

- For various cloud services utilized by ASUS, we implemented a Cloud-Native Application Protection Platform (CNAPP) to conduct configuration analysis and assessments across primary public cloud environments, enabling the early detection and remediation of configuration gaps.
- We regularly commission professional cybersecurity teams to conduct red team exercises that simulate real-world hacker attacks, allowing us to evaluate the company's cybersecurity defensive capabilities, identify potential threats, and implement improvements.
- The enterprise adheres to established internal processes requiring information systems and website services to pass relevant security tests (such as source code vulnerability scanning, application security testing, host vulnerability scanning, and open-source software security testing) before they can be officially launched.

Case Study

ASUS Pioneers Cybersecurity Patent Strategy and Receives CAVP Certification for Post-Quantum Cryptography

ASUS's self-developed Post-Quantum Cryptography (PQC) algorithm officially passed the Cryptographic Algorithm Validation Program (CAVP) under the U.S. National Institute of Standards and Technology (NIST) in June 2025.

The ASUS Group Chief Information Security Officer (CISO) stated, "As quantum computing technology advances rapidly, traditional cryptographic systems such as RSA and ECC increasingly face the threat of being compromised. Enterprises must proactively invest in Post-Quantum Cryptography (PQC) technology as a critical component of their cybersecurity strategy. ASUS's achievement in being the first to pass CAVP validation underscores our commitment to forward-looking cybersecurity planning and continuous innovation".

ASUS's patent strategy focuses on forward-looking innovative technology development, covering multiple key areas resistant to quantum computing attacks. By integrating advanced Zero Trust identity authentication architectures—such as multi-factor authentication (MFA) and biometric technology—ASUS further strengthens the security trust chain between users and systems. Simultaneously, through patent layouts in post-quantum transparent proxy modes, ASUS assists enterprises in seamlessly implementing post-quantum protection, enabling rapid resistance to quantum attacks without requiring large-scale modifications to existing information infrastructure. Moving forward, ASUS will actively promote the integration of these patented technologies into its networking products, storage devices, and enterprise-level solutions to help corporate and individual users build more comprehensive cybersecurity defense systems in response to the challenges posed by the rapid development of quantum technology.

Regarding external collaboration and recognition, ASUS has actively participated in over 10 international speaking engagements and engaged with more than 50 Computer Security Incident Response Teams (CSIRT) globally, effectively fostering industry collaboration. These outstanding achievements led to ASUS winning first place in the "Information Security Leadership Award" at the TCSA Taiwan Corporate Sustainability Awards in its debut entry, across the Service Industry, ICT Industry, and NGO categories—affirming ASUS's excellence in cybersecurity governance and sustainable development.

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Personal Data Protection Committee

To continuously promote the global management and protection of personal data, ASUS established the "Personal Data Protection Committee" (hereinafter referred to as the "Personal Data Committee") in 2012. Internally, the "General Personal Data Protection Policy" (hereinafter referred to as the "Personal Data Management Policy") serves as the guiding principle for the collection, processing, and utilization of personal data across ASUS products and services, such as ASUS computers, software, official websites, and customer support services. Externally, the "Privacy Policy" is published on the official website to inform the general public and consumers about how ASUS protects and manages their personal data. In instances where ASUS partners are involved in the collection, processing, or utilization of personal data, ASUS ensures their compliance with personal data protection regulations through the execution of personal data-related contracts.

The current risk management process of the Personal Data Committee includes regular data inventories, improvement actions, reviews of regulatory integrity, training programs, incident response and management, and annual internal audits. The committee executes and reviews its annual work during regular meetings and utilizes ad-hoc meetings to flexibly adjust execution methods and address personal data-related incidents, having held a cumulative total of 410 regular meetings by the end of 2025. ASUS employees are committed to managing personal data properly in accordance with the Personal Data Management Policy, and any material breach of these regulations is subject to disciplinary action as stipulated therein. To protect the privacy rights of data subjects, ASUS processes and utilizes all collected personal data solely within the scope defined by the "Privacy Policy" and will not use the data for any other purposes.

When an employee discovers a personal data incident or a suspected incident, they must immediately report it to the Personal Data Committee in accordance with the Personal Data Management Policy. The committee then coordinates the emergency response, root cause investigation, and the suggestion and progress tracking of subsequent improvement plans for the incident. If a personal data incident significantly impacts the personal data rights of data subjects, the Personal Data Committee will notify the competent authorities or the affected individuals in accordance with the requirements of relevant local personal data protection laws. In 2025, there were no personal data incidents that required notification to competent authorities or the affected individuals.

Key Achievements of the Personal Data Protection Committee in 2025

Compliance Management for Personal Data Regulations:

- **Data Inventory:**
  Continuously reviewed the nature of information items collected, processed, and utilized by the company to confirm the scope of regulatory compliance.
- **Process Improvement:**
  In response to updates in products or services, the Personal Data Committee held discussions with relevant departments to explain and adjust processes to comply with personal data protection laws.
- **New Regulatory Compliance Measures:**
  In response to newly implemented data protection and online safety regulations in certain overseas countries, the committee collaborated with relevant departments to conduct data inventories and interviews, reviewed existing management and operational processes, and assisted in implementing compliant management mechanisms to ensure business operations align with legal requirements.
- **Privacy Policy Reviews:**
  Adjusted privacy policies for various countries as necessary to reflect local legal requirements.
- **Regular Training:**
  Completed three educational training sessions for domestic and international colleagues in 2025, including annual cybersecurity awareness courses provided for all employees via in-person and online platforms.
- **Handling Requests and Inquiries:**
  The Personal Data Committee serves as the unified point of contact for requests and inquiries from data subjects and competent authorities. The committee works with relevant departments to respond to data subject requests within statutory timeframes to fulfill legal obligations and follows the same model for inquiries from competent authorities to mitigate legal risks.
- **Annual Internal Audit:**
  Integrated personal data management into the company's internal audit scope. Through unit self-assessments, department checks on partners, and auditor evaluations, non-conformities are addressed via corrective actions and improvement methods to ensure the implementation of company policies and management guidelines.

Primary Plans for the Personal Data Protection Committee in 2026

- Continuously monitor and adapt to adjustments in personal data-related laws across different countries to review and improve the company's level of regulatory compliance.
- Continue and strengthen personal data education, training, and communication for domestic and international units to enhance their cooperation with the company's personal data management policies and deepen the organization's awareness of personal data management.

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Product Safety and Responsibility

ASUS's product responsibility begins with rigorous quality compliance and culminates in warm care for people. Through systematic risk management, we ensure the safety of every product; simultaneously, through the continuous refinement of accessible design, we realize our vision of "Intelligent life that cares for people." Extending from hardware safety to digital inclusion, we make the sense of happiness brought by technology ubiquitous.

Product Safety Policy and Commitment

Upholding the strategy of "Focus on Fundamentals and Pragmatism," ASUS regards user safety as the cornerstone of brand trust. We are committed to strictly following global regulations during the R&D stage, covering regulatory requirements such as product safety and accessibility.

- **Safety Policy:** We commit to 100% compliance with local regulations in our areas of operation, including safety, electromagnetic compatibility (EMC), and all mandatory indicators.
- **Accessibility Policy:** Upholding our vision of "creating an intelligent life that cares for people and a ubiquitous sense of happiness for global users," ASUS is committed to ensuring that all users (including persons with disabilities and the elderly) can use our products and services equally and without barriers. This aims to bridge the digital divide and collectively build a more inclusive society.

Compliance Control in Production Processes

We integrate international certification standards into the ISO 9001 Quality Management System (QMS). Through this management mechanism, we ensure that the entire product development lifecycle meets international regulations and safety standards:

- **New Product Planning and Risk Assessment:** In accordance with the Management Procedures for New Product Planning, requirements such as electromagnetic interference (EMI) and safety regulations are mandatorily included in development specifications. This ensures safety factors are listed as requirements at the "concept stage." Furthermore, we execute New Product Development (NPD) risk management, where R&D evaluates risks from dimensions such as design, quality, safety, cost, delivery, service, and regulatory compliance. This establishes risk mitigation and improvement measures to prevent potential issues during development, reducing resource investment while safeguarding the rights and safety of product users.
- **New Product Development and Compliance Verification:** At every stage of product development, products must pass strict compliance reviews based on the Management Procedures for New Product Development for each product line, ensuring that finished products meet specific application and global market compliance standards before shipment. All outputs must undergo technical review by the responsible department before the EU Declaration of Conformity (CE DoC) can be signed.
- **Secure Software Development:** Based on the five core stages of the Security Software Development Life Cycle (SSDLC), we have established necessary development and testing process stages. By incorporating security considerations early into the SSDLC, we significantly reduce late-stage patching and maintenance costs, thereby enhancing overall product security.
- **Continuous Improvement and Dispute Incident Management:**
  - Corrective and Preventive Mechanisms: If product abnormalities occur during testing or in the market, cause analysis is conducted and corrective measures are implemented according to the Management Procedures for Corrective Actions to prevent the recurrence of the same issue.
  - Dispute Incident Management: If product abnormalities result in compliance violations involving fines, or incidents harmful to consumer health, safety, or the environment, the Dispute Incident Management Mechanism will be activated. These incidents are incorporated into ISO management system project audits or internal audits to verify the implementation of corrective measures and are listed for supervision and tracking by the Business Continuity Management (BCM) Committee to ensure risks do not continue to spread, thereby protecting consumer rights and brand reputation.

Product Safety Development Training

We promote a diversified product safety development training system, covering professional fields such as the management of hazardous substances in products, secure software development, and updates on regulatory trends. Through these courses, we ensure the R&D team masters international compliance trends and fulfills the responsibility of product safety control from the source of technology R&D.

Consumer Health Impact and Risk Prevention

We focus not only on hardware safety but also on the long-term impact of our products on consumer health:

- **Electromagnetic Wave Protection:** We monitor EMC and radiation indicators to ensure compliance with international non-ionizing radiation protection standards.
- **Chemical Substance Management:** We have established rigorous standards for hazardous substance-free products, covering global environmental regulations and the application of environmentally friendly materials. We prioritize the selection of environmentally friendly materials and, through source management, strictly limit hazardous substances in products and packaging to ensure consumers are protected from chemical residues and potential toxicity risks during use.
  For ASUS hazardous substance management, please refer to CH06 Circular Economy
- **Product Service and Handling:** ASUS provides diverse and transparent complaint and reporting channels, including customer service hotlines, online service platforms, and global service centers, ensuring consumers can report issues immediately. Cases involving suspected safety risks are escalated for assessment and handling by relevant technical units. The management process covers case tracking, cause analysis, and replies, and results are used to continuously optimize product design, service processes, and risk prevention measures. In 2025, ASUS did not experience any major safety incidents requiring a public product recall.

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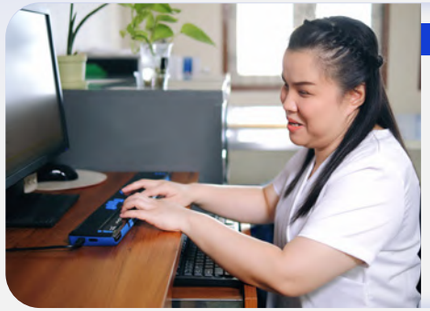
Product Accessibility Design Case Studies

Regardless of age, ability, or environmental differences, we are committed to ensuring that every interaction can be seen and heard. By actively implementing our accessibility policy, we ensure that technology benefits groups with diverse needs. We adhere to the EN 301 549 Accessibility Requirements for ICT Products and Services and the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA standards, committing to a "Focus on Fundamentals and Pragmatism" to ensure the spirit of accessibility is integrated into every aspect:

1. We develop accessibility plans for our products and services to ensure they meet the needs of diverse users.
2. We are committed to complying with global accessibility-related regulations and meeting WCAG requirements.
3. We have established a feedback mechanism and continuously optimize products and services based on user suggestions to achieve constant improvement in our accessible environment.

The following is a brief introduction to the primary accessibility features in our laptops:



Visual Aids

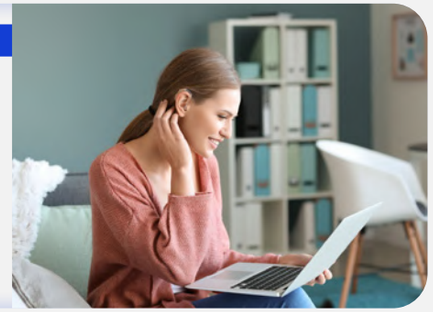
- Screen Magnifier
- Speech-to-text commands and control
- Color and contrast settings
- Higher contrast text suitable for low-vision users
- Caps Lock indicator light
- PC power cable connection LED indicator

Cognitive Aids

- Simple language instructions
- Compatibility with assistive technologies
- Read-aloud functionality

Auditory Aids

- Physical volume control for those with hearing loss
- Support for all Windows Accessibility options
- Read-aloud functionality



Mobility/Dexterity Aids

- Multiple modes, including tablet and touchscreen
- Voice control
- Single-handed device opening
- Adjustable display stand

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Customer Satisfaction and Service Quality Management

ASUS consistently regards customer experience as the core of sustainable corporate operation and uses the improvement of customer satisfaction as one of our key performance indicators (KPIs). Through diverse and real-time service touchpoints, we continuously collect customer feedback and translate it into key insights for service optimization and process improvement.

Customer Service Channels

Customer Support Platform

Customers can access technical support, product consultations, or service applications at any time through the ASUS official website's support platform. With diverse and convenient communication channels spanning 60 countries and supporting up to 39 languages—including phone, email, online forms, and live chat—we provide immediate and professional assistance.

AI Smart Chatbot

The ASUS support platform features a built-in AI smart chatbot that analyzes and interprets user intent and requirements. For technical issues, it immediately provides relevant FAQs, assisting users in step-by-step self-troubleshooting. If the issue remains unresolved, or if the AI chatbot identifies the case as unique, urgent, or requiring human intervention, it will proactively transition the inquiry to a live customer service agent. This ensures appropriate care and assistance, minimizing user anxiety and enhancing the overall service experience.

Repair Service Centers

ASUS maintains "ASUS Royal Club" locations in select countries, working alongside local authorized service centers to provide customers with product testing, repair, and professional consultation services.

Inclusive and Accessible Customer Service

To improve service accessibility for diverse groups, we continuously plan and provide appropriate accessible customer service measures based on local regulations, market needs, and service models. This assists individuals with disabilities, the elderly, and other customers in obtaining product information and after-sales service more conveniently.

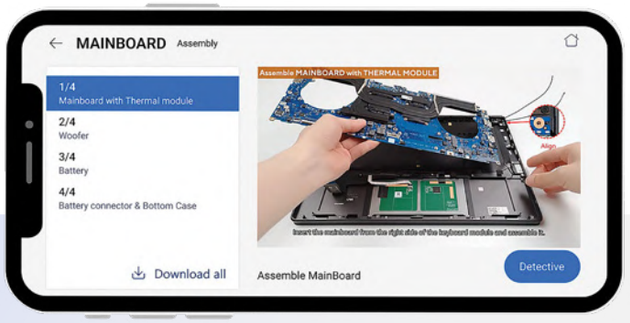
We are gradually promoting relevant practices based on regional operational needs, including:

- **Diverse Service Channels:** Providing phone, online customer service, and Remote Support, allowing customers to choose the service method that best suits their needs.
- **On-site and Logistics Services:** Providing on-site service at physical service centers in certain regions, and offering applicable product pick-up and delivery services based on local market service models, warranty conditions, and logistics arrangements.
- **MyASUS Integrated Digital Service Platform:** Providing clear and easy-to-understand product support information, including the "Digital Service Center + Device Management Platform + ESG Extension Tools." This platform offers product support information, self-service options, and digital tools to help customers obtain required information and services more quickly.
- **Accessibility Compliance:** Continuously promoting accessibility design for websites and digital services according to applicable market regulations, and gradually introducing relevant regulatory requirements—such as the EU's European Accessibility Act (EAA)—to applicable products.

Simultaneously, we are committed to ensuring that ASUS customer service webpages comply with the globally recognized Web Content Accessibility Guidelines (WCAG) 2.1 AA standards, as well as the European Accessibility Act (EAA) and the Americans with Disabilities Act (ADA), allowing all customers, especially the elderly and persons with disabilities, to obtain information and services smoothly and without barriers.

Smart Repair Innovation and Sustainable Product Value

In 2025, the "ASUS Repair Assistant" was honored with a Red Dot Design Award. This innovative service combines AI smart recognition technology with real-shot repair instructional content. By using device cameras to identify the progress of product disassembly and assembly, it automatically provides corresponding operational guidance, assisting users in completing parts replacement and product maintenance more quickly and accurately. By improving product repairability and the accessibility of repair information, the ASUS Repair Assistant helps extend product lifespans and reduces unnecessary product replacement caused by operational difficulties, further supporting the circular economy and sustainable resource utilization.



"ASUS Repair Assistant" wins the Red Dot Design Award.

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Customer Feedback and Improvement Mechanism

ASUS has established a comprehensive customer feedback collection system and corresponding standard operating procedures:

Customer Feedback Collection Channels

- Post-service repair order feedback
- Online chat support (Chat / Web)
- Interactive Voice Response (IVR) (Call Center)
- Built-in product feedback mechanism (MyASUS)

Customer Complaint Handling Process

- Upon receipt of a customer complaint, a dedicated case is immediately created within the service system. The case file records in detail the content of the complaint, customer contact information, and relevant historical interaction records.
- A confirmation message is sent automatically by the system or by a dedicated representative. This message includes a case number, which allows customers to inquire about the latest processing status of their complaint through customer service channels at any time.

Complaint Investigation and Improvement

- Relevant units will conduct in-depth investigations and analysis based on the content of the case. For any significant or recurring issues, we will actively implement improvement and preventive measures to fundamentally resolve the problems and effectively reduce the likelihood of similar situations recurring.

At the same time, we translate this customer feedback into concrete actions, integrating it into the following continuous improvement processes:

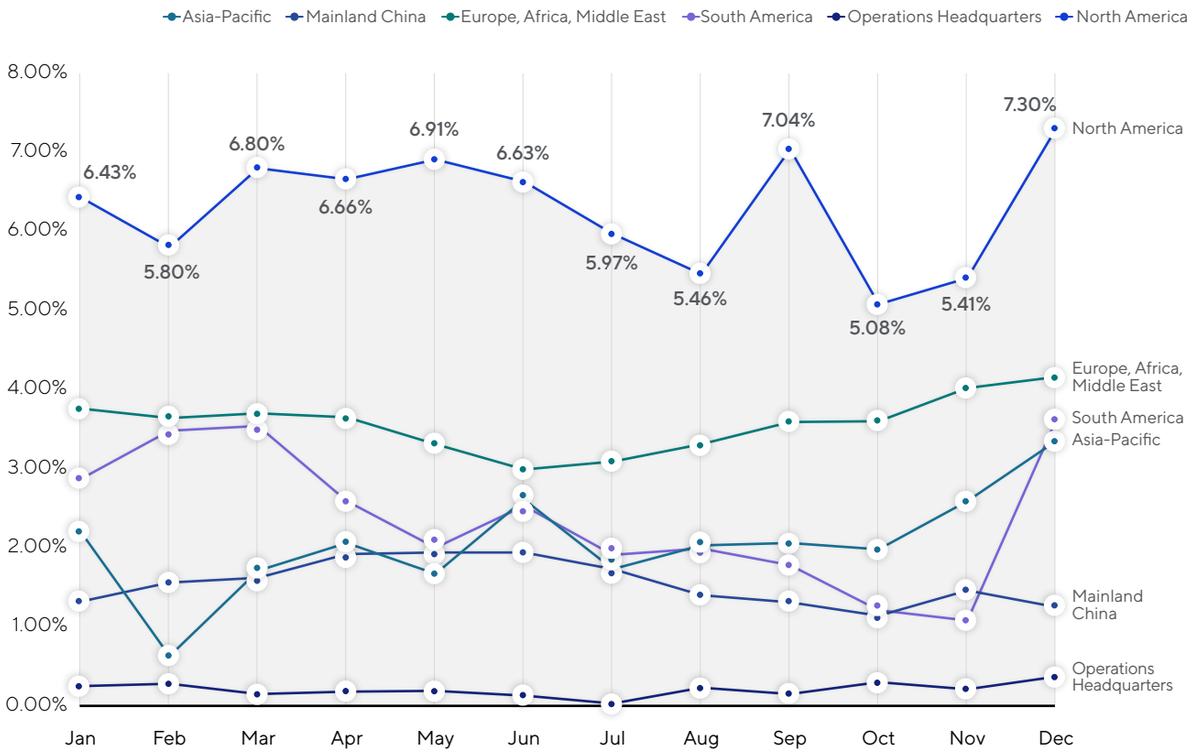
- **Optimization of Customer Service Processes:** Continuously refining service segments such as the quotation system to enhance efficiency and transparency.
- **Enhancement of Product User Experience:** Optimizing MyASUS functions, proactively prompting users to perform system updates and battery protection settings, and ensuring an optimal user experience.
- **Quality Management and Improvement Measures:** Deeply analyzing Dead on Arrival (DOA) rates for new products and taking improvement measures to enhance product reliability at the source.
- **Product Design and Quality Improvement:** Through early-stage market product recovery analysis and daily product analysis, we continuously monitor product quality performance, constantly optimizing product design and quality.

Customer Satisfaction Survey for Service Centers

ASUS's customer service system goes beyond merely responding to requests. Through a systematic global Customer Relationship Management (CRM) system and digital platforms, we actively collect valuable customer feedback and view this input as a key driver for innovation and refinement. To continuously enhance customer satisfaction, we have established a clear service quality goal of keeping customer dissatisfaction below 10%. Consequently, the customer dissatisfaction rate (DSAT) decreased effectively from 5.21% in 2024 to 4.68% in 2025. We seamlessly integrate the voice of the customer into our product design, quality improvement, and service optimization processes, forming a continuous cycle of sustainable development.

Throughout the full year of 2025 (52 weeks), dissatisfaction rates across global regions ranged between 0.03% and 7.3%, with all regions meeting their established targets. We continue to optimize service processes and response quality, ensuring that the service experience remains closely aligned with customer needs.

2025 Customer Service Center Satisfaction Survey – Dissatisfaction Rates (%)



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CH02 Sustainability Governance

Sustainability Strategy

As sustainability awareness grows, investment institutions increasingly regard corporate governance, environmental performance, and social performance as priority considerations when selecting investment targets. A McKinsey report notes[1] that 83% of corporate executives and investors believe that environmental, social, and governance programs will create greater value for shareholders.

ASUS established a dedicated sustainability management unit in 2000 and has incorporated sustainability into corporate operational decision-making. By reviewing governance, environmental, and social management structures, ASUS uses sustainability strategies to promote innovation and become a better enterprise. ASUS's sustainability approach begins with its business philosophy of "striving to be among the world-class green high-tech leaders and to provide valuable contributions to humanity." To achieve its vision of becoming a technology innovation leader admired in the digital era, ASUS believes that sustainability performance must move beyond traditional ethical and emotional appeals and be transformed into objectively measurable strategic indicators. ASUS therefore adopts the sustainability strategy of Using Digitized Data and Scientific Management Practices to Support Sustainable Value Creation through Core Competencies. Integrating environmental and social factors into every decision-making process to forge sustainable competitive advantage.

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

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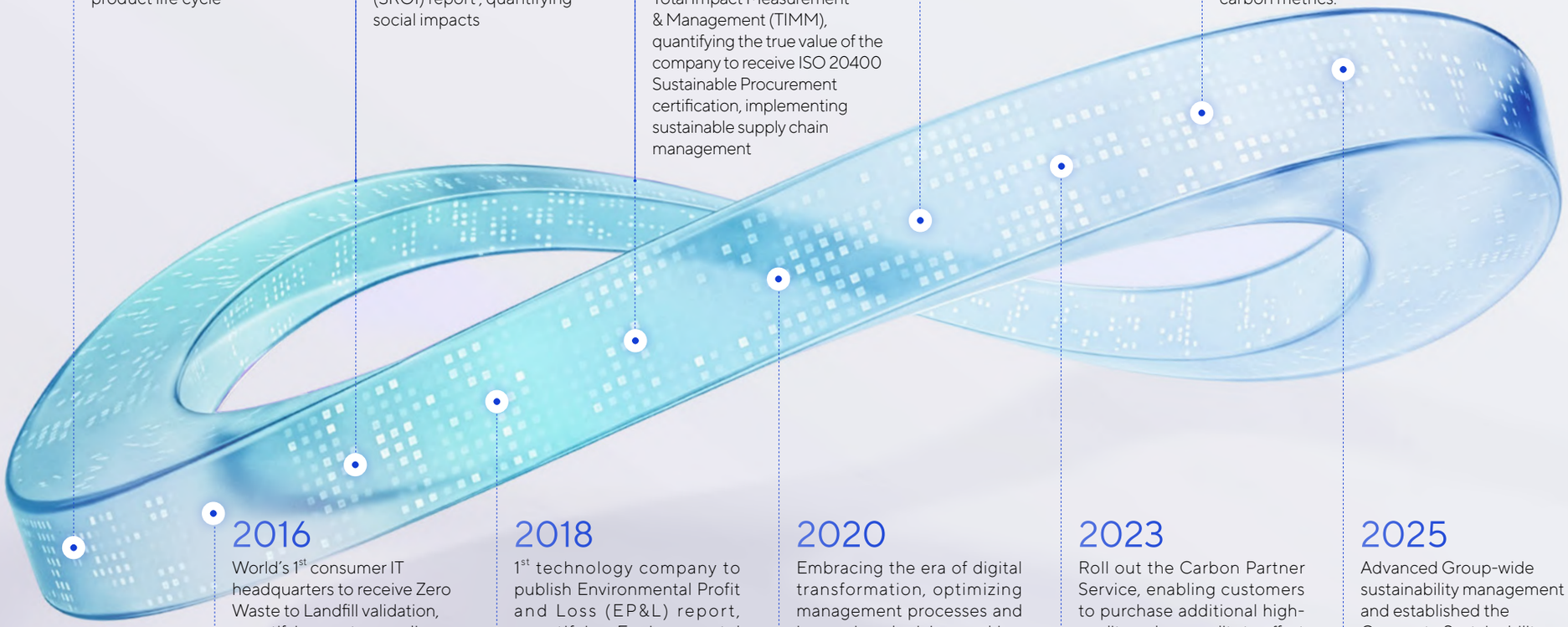
Using Digitized Data and Scientific Management Practices to Support Sustainable Value Creation through Core Competencies.

ASUS began considering the sustainability value of the digital era early on. In its transformation journey, ASUS started from passive compliance and gradually evolved sustainability into a core operational strategy and an integral part of value creation. ASUS promotes a practical sustainability strategy grounded in fundamentals, asserting that corporate sustainability is a concrete practice of corporate core capabilities and that sustainability performance, like business operations, must be measured and managed.

Through this sustainability strategy, ASUS has long promoted sustainability projects, quantified and managed performance, and gradually improved decision-making quality, thereby enhancing corporate value and positive impacts on society and the environment.



2009
World's 1st laptop to achieve carbon neutrality, with carbon emissions quantified in the product life cycle

2016
World's 1st consumer IT headquarters to receive Zero Waste to Landfill validation, quantifying waste recycling ratio

2017
1st consumer technology company in Asia to publish a Social Return on Investment (SROI) report , quantifying social impacts

2018
1st technology company to publish Environmental Profit and Loss (EP&L) report, quantifying Environmental impacts

2019
1st technology company to publish sustainable value integration report with Total Impact Measurement & Management (TIMM), quantifying the true value of the company to receive ISO 20400 Sustainable Procurement certification, implementing sustainable supply chain management

2020
Embracing the era of digital transformation, optimizing management processes and improving decision-making quality

2022
World's first carbon footprint and carbon-neutral verified commercial laptop

2023
Roll out the Carbon Partner Service, enabling customers to purchase additional high-quality carbon credits to offset their remaining emissions

2024
Establish a carbon data management platform, establish a trusted carbon data framework, and propel data-driven decision-making based on carbon metrics.

2025
Advanced Group-wide sustainability management and established the Corporate Sustainability Committee

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Sustainability Management Organization

Sustainability governance management structure

Sustainability topics reported to the Board of Directors in 2025

1. Progress toward Sustainability 2025 targets and annual performance.
2. Sustainability Report and materiality analysis results; theme reports including the climate-related financial disclosure report, natural impact assessment report, and responsible value chain report.
3. Climate action: greenhouse gas inventory, renewable energy use, and Supply Chain Decarbonization performance.
4. Responsible minerals programs, RBA supply chain human rights initiatives, carbon reduction, and other ESG programs.
5. Risk management operations of the Business Continuity Management (BCM) Committee.
6. Annual outcomes of social engagement projects.

Corporate Sustainability Committee

To address evolving sustainability trends, capitalize on emerging opportunities, and navigate associated challenges, ASUS established the Corporate Sustainability Committee in 2025. Composed of five independent directors and two Co-CEOs, it is ASUS's highest-level sustainability management organization. The Committee reviews Group sustainability management operations and implementation progress and reports to the Board of Directors annually. Under the Committee, the Sustainability Center convenes quarterly meetings with sustainability management representatives from each subsidiary to jointly formulate and implement action plans for Group-wide sustainability issues.

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To effectively realize synergies in Group sustainability management, ASUS further advances the four Group sustainability pillars through consistent Group-level sustainability strategy-setting and platform-based management. These efforts strengthen Group compliance resilience and enable subsidiaries to jointly create a sustainable value chain. For detailed information on the Group's sustainability initiatives, please refer to the 2025 Group Sustainability Performance Report

Use platform-based management for Group carbon data, assist subsidiaries in establishing carbon reduction targets and pathways, and integrate renewable energy demand at the Group level to reduce carbon across the value chain.

Introduce the RBA Code of Conduct, implement on-site audits and corrective action tracking for key subsidiaries, and manage RBA and environmental footprint data of key subsidiaries through a platform to ensure consistent high standards for labor, health and safety, and environmental protection across subsidiaries and suppliers.

Promote third-party assurance of sustainability reports for key subsidiaries, improve data completeness and credibility, align with international standards such as IFRS Sustainability Disclosure Standards, and establish consistent integrated financial and sustainability reporting across the Group.

Establish a consistent Group-wide controversy management mechanism and conduct real-time monitoring. Through real-time monitoring, internal audits, and employee training, ASUS transforms potential risks into momentum for operational improvement and optimized decision-making.

Sustainability and Green Quality Management Center

In 2009, ASUS established a dedicated sustainability unit to monitor global sustainability trends, analyze governance, environmental, and social issues, and combine operational core strengths with product innovation and services to define strategic sustainability directions and promote projects. Commissioned by the Chairman, the CEO serves as the highest management authority for the Sustainability & Green Quality Management Center, overseeing the implementation of projects and progress toward material topic targets. The Chief Sustainability Officer serves as the unit's management representative and is responsible for analyzing global sustainability trends and managing sustainability policy goals and concrete actions. Each year, policy goals, key sustainability plans, and performance results are submitted to the Board of Directors for review, with the Board providing supervision and recommendations.

GreenASUS and SERASUS Committee

To coordinate highly impactful product, supply chain, and organizational operation issues across units, ASUS established the GreenASUS Management Committee and SERASUS Management Committee. Senior management appoints management representatives 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 safety management system. In addition to regular meetings, newsletters are distributed periodically to keep all employees informed of company-wide sustainability and EHS (Environment, Health, and Safety) insights, upcoming management system activities, regulatory updates, and new institutional mechanisms or services. Committee members come from business operations, procurement, customer service, administration, legal affairs, and other departments. Through cross-functional horizontal communication and coordination, resources are effectively allocated, enabling all ASUS employees to work toward a consistent sustainability direction and integrate sustainability with operational core capabilities as part of corporate competitiveness.

Linking ESG Performance with Executive Compensation

To strengthen sustainability governance, the variable compensation of the Co-CEOs was linked to sustainability performance in 2023, using the achievement rates of ASUS's global RE100 target and Group SBT carbon reduction targets as evaluation indicators. In 2025, ASUS established an evaluation system linking the variable compensation of senior executives, including the Co-CEOs, COO, and Chief Sustainability Officer, to sustainability performance. The system expands the evaluation indicators to include the achievement rates of ASUS's four sustainability pillar targets and may increase or decrease the weighting of variable compensation by up to 10%.

Executive compensation ESG performance evaluation indicators

Climate Action	Circular Economy	Responsible Manufacturing	Value Creation
• Greenhouse gas reduction targets • Renewable energy use achievement rate	• Use rate of environmentally friendly materials • Revenue share from eco-label products	• Supplier RBA non-conformance improvement rate • Qualified smelter rate for responsible minerals	• Number of industry talents cultivated

Business unit leaders promote eco-friendly products and low-carbon supply chain management in line with ASUS's SBT carbon reduction pathway. The achievement rate of the 2030 target to reduce Scope 3 emissions from "purchased goods and services" and "use of sold products" by 30% serves as an evaluation indicator and may affect the weighting of variable compensation by up to 10%.

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ESG Impact

The concept of "creating shared value," proposed by strategy scholar Michael E. Porter in 2011, redefined the role sustainability should play in business. In the course of operations, companies focus on their impacts on stakeholders, society, and the environment, and use their unique core capabilities to meet real environmental and social needs while creating competitive advantages.

ASUS integrates strategic sustainability into operational plans and establishes mid- to long-term sustainability targets. ASUS believes that sustainability performance should be managed with the same rigor as financial performance, providing decision-makers with guiding principles while serving as a bridge for communication among stakeholders across different domains to jointly create sustainability for both the enterprise and society. Guided by a practical spirit and the strategy of "data-driven measurement and technology-enabled management," ASUS has built monetization-based assessment capabilities over the years through methodologies such as Social Return on Investment (SROI), Environmental Profit and Loss (EP&L), and Total Impact Measurement & Management (TIMM). ASUS has established a corporate sustainability value management model based on the Triple Bottom Line (TBL) of economic, environmental, and social value, systematically identifying the true value of corporate activities so overall sustainability performance can be tracked, managed, and continuously improved.

In recent years, with the publication of the IFRS Sustainability Disclosure Standards, the EU Taxonomy, and the Corporate Sustainability Reporting Directive (CSRD), financial and non-financial performance are becoming increasingly integrated, with emphasis on disclosing how a company's ESG impacts affect its financial performance.

As international sustainability disclosure requirements evolve and expectations rise, ASUS has planned ahead and implemented leading actions through a comprehensive sustainability management framework, responding to investor concerns and meeting stakeholders' expectations for meaningful sustainability information. Since 2019, ASUS has disclosed SASB metrics in its sustainability report. Since 2023, it has gradually disclosed information related to the taxonomy and IFRS Sustainability Disclosure Standards. This year, in line with CSRD requirements, ASUS is progressively improving the transparency and completeness of sustainability information disclosure, laying the foundation for full alignment.

Timeline of ASUS's ESG Impact Monetization Assessments

2009-2012

- Initiated the quantification assessment of product environmental impacts.
- Released a Type III environmental declaration and launched the world's first PAS 2050-verified 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.

2025

- Gradually aligned with IFRS Sustainability Disclosure Standards and disclosed financially quantified information on risks and opportunities

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Taxonomy Information Disclosure

To drive sustainable development, the European Commission introduced the "Action Plan: Financing Sustainable Growth" in 2018, aiming to establish a unified standard for sustainable finance and channel capital toward economic activities that deliver a substantial contribution to the green transition. The plan is built upon three core pillars: the EU Taxonomy, non-financial disclosure mandates, and tools for sustainable investment solutions. As a foundational classification system, the EU Taxonomy provides a common legal framework to evaluate whether economic activities are environmentally sustainable, thereby directly supporting the overarching objectives of the European Green Deal.

In 2020, the EU formally enacted the EU Taxonomy Regulation, establishing six environmental objectives alongside their respective Technical Screening Criteria (TSC). For an economic activity to be classified as "Taxonomy-aligned" (an environmentally sustainable economic activity), it must satisfy these TSCs by making a substantial contribution to at least one environmental objective, while ensuring it does no significant harm (DNSH) to the remaining objectives, all while strictly complying with the Minimum Safeguards (MS).

The Six Environmental Objectives Under the EU Taxonomy

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

Economic activities that correspond to the designated registry for each environmental objective are classified as Taxonomy-eligible ("Eligible"). Eligible activities are further classified as Taxonomy-aligned ("Aligned") if they satisfy the Technical Screening Criteria (TSC), comply with the Minimum Safeguards (MS), and fulfill the Do No Significant Harm (DNSH) principle regarding the remaining objectives. Companies are required to separately disclose financial metrics for both Eligible and Aligned activities, specifically the respective proportions of Turnover (Revenue), Capital Expenditure (CapEx), and Operating Expenditure (OpEx).

At the end of 2022, Taiwan's Financial Supervisory Commission (FSC) issued the '*Reference Guidelines for the Identification of Sustainable Economic Activities,*' followed by an updated second edition in 2024. These guidelines encourage voluntary corporate disclosures to foster green finance integration and accelerate the net-zero transition. Formulated in alignment with the EU Taxonomy architecture, the second edition requires an economic activity to make a substantial contribution to at least one of the six environmental objectives while causing no significant harm to the remaining dimensions or social safeguards. Falling under the business sector of 'Computers and Peripheral Equipment,' ASUS has proactively evaluated its primary operations. The assessment confirms that our core activities deliver a substantial contribution to Climate Change Mitigation and the Transition to a Circular Economy without harming other environmental or social pillars, thereby satisfying the criteria for sustainable economic activities.

Climate Change Mitigation

Based on the EU Taxonomy, ASUS assessed that its Taxonomy-eligible economic activities under the environmental objective of Climate Change Mitigation include: Electricity generation using solar photovoltaic technology; 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); and Installation, maintenance and repair of instruments and devices for measuring, regulation and control of energy performance of buildings. In 2025, ASUS's Taxonomy-aligned operations represented less than 1% of the Group's total CapEx and OpEx. Given the low materiality of these financial metrics, they are omitted from formal disclosure at this stage.

EU Taxonomy Compliance Details:

- **Electricity generation using solar photovoltaic technology:** Driving the deployment of self-generated solar photovoltaic (PV) power across global operating sites.
- **Storage of electricity:** Expanding rooftop solar PV installations and deploying energy storage systems at the operational headquarters.
- **Installation, maintenance and repair of energy efficiency equipment:** Replacing inefficient equipment to enhance energy efficiency at the operational headquarters.
- **Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings):** Installing EV charging stations at operating site parking lots to support electric vehicle adoption.
- **Installation, maintenance and repair of instruments and devices for measuring, regulation and control of energy performance of buildings:** Upgrading the central monitoring system to optimize energy consumption at the operational headquarters.

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Furthermore, in accordance with the Technical Screening Criteria (TSC) for Computers and Peripheral Equipment under the Climate Change Mitigation objective in the second edition of the Reference Guidelines for Identifying Sustainable Economic Activities, ASUS voluntarily discloses the alignment status and sustainability level of this activity.[2]ASUS has long invested in green product R&D, continuously scaling up the integration of environmentally sustainable materials, introducing low-carbon manufacturing processes, and enhancing product energy efficiency, thereby securing eco-product certifications through rigorous international eco-labeling standards. In 2025, ASUS's economic operations within the category of "Computers and Peripheral Equipment — Climate Change Mitigation" were evaluated as "Aligned," representing 53% of the Group's total Revenue.[3]

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 Environmental Labeling, 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	Products meet technical screening criteria through labels such as EPEAT, TCO, Green Mark, China Environmental Labeling, and ENERGY STAR®

Transition to a Circular Economy

Based on the EU Taxonomy, ASUS voluntarily assessed its Taxonomy-eligible economic activities under the environmental objective of Transition to a Circular Economy. These identified activities include: Manufacturing of electrical and electronic equipment; Repair, refurbishment and remanufacturing; Sale of spare parts; Product-as-a-service and other circular business models; and Production of alternative water resources for purposes other than human consumption. ASUS integrates circular design principles into its product and service development. By extending product lifecycles and cultivating closed-loop supply chains, the company seamlessly embeds these regenerative strategies into its operational foundation, complemented by the deployment of a rainwater harvesting system at its operational headquarters. In 2025, ASUS's Taxonomy-aligned economic operations under this objective represented less than 1% of the Group's total Turnover (Revenue).

EU Taxonomy Compliance Details:

- **Manufacturing of electrical and electronic equipment:** ASUS prioritizes the international EPEAT standard as its primary eco-label. Currently, the EU Ecolabel is applicable only to display products, and ASUS has not actively sought this certification. Under Taxonomy regulations, products lacking EU Ecolabel certification must fully satisfy all eight Technical Screening Criteria (TSC)[4]; currently, ASUS products partially meet these requirements.
- **Repair, refurbishment and remanufacturing:** ASUS provides comprehensive repair services to extend product lifecycles.
- **Sale of spare parts:** ASUS products incorporate modular designs for easy disassembly, complemented by the availability of spare parts to maximize product lifecycles.
- **Product-as-a-service and other circular business models:** ASUS offers leasing and subscription business models to optimize resource efficiency. Further details are provided in CH06 Circular Economy: Product Lifecycle Extension — Device as a Service.
- **Production of alternative water resources for purposes other than human consumption:** The ASUS operational headquarters has achieved LEED Platinum certification, actively enhancing water circularity through an integrated rainwater harvesting system.

The EU Taxonomy provides unified standards that address the core environmental priorities of investors and capital markets. It enables companies to clearly demonstrate activities and practices that meet rigorous alignment standards, thereby improving the transparency and integrity of environmental performance disclosures. In response to capital market interest in robust ESG information, ASUS will continue to strengthen the increasingly critical link between sustainability metrics and corporate finance. We remain committed to monitoring the evolution of the regulatory framework and its TSCs, while progressively refining the internal definitions and tracking methodologies for our CapEx and OpEx.

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 2025 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.

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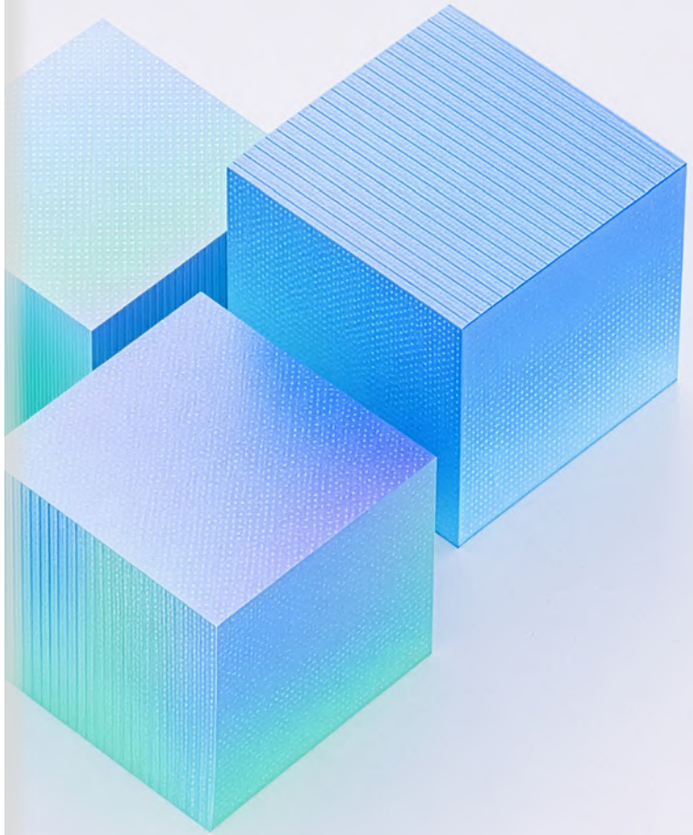

Leading a New Era in Sustainability: From Compliance Follower to Standard Setter, ASUS Earns One of the World's First New EPEAT Gold Certifications

In an increasingly demanding global landscape for sustainability standards, ASUS has chosen the most challenging and impactful path. As the Electronic Product Environmental Assessment Tool (EPEAT) was updated to EPEAT 2.0 in 2025, ASUS evolved from a "compliance follower" into a participating partner in standards consultation. Throughout the revision process, ASUS took part in discussions on standards development, proactively kept abreast of the direction of standard development, and put forward well-founded recommendations, demonstrating its expertise across multiple dimensions and its industry leadership

Compared with the previous version, the scoring requirements under EPEAT 2.0 are more rigorous. The criteria have expanded beyond product environmental performance to include corporate governance and responsible supply chain management. ASUS proactively addressed the management requirements across the four core aspects of EPEAT 2.0, embedding a carbon reduction mindset throughout the full product lifecycle and establishing a comprehensive governance structure:

Core Aspect	New Management Requirements	ASUS Actions
Climate Change Mitigation	• Manufacturer and supplier carbon reduction targets aligned with SBTi • Supplier adoption of renewable energy (RE)	• Established Group science-based targets (SBTi) and provided supplier assistance for carbon reduction • Reviewed supplier compliance status and assisted and promoted supplier adoption of renewable energy
Sustainable Use of Resources	• Use of recycled rare earth metals • Manufacturing-site water resource inventory requirements, including water quality and quantity	• Recycled rare earth metals accounted for 46.9% of the magnets used in the flagship PM3606 model • Included water-related requirements in suppliers' annual environmental inventories to strengthen identification and oversight of water resource risks
Reduction of Hazardous Chemicals	• Assessment of substances that may cause skin irritation or sensitization upon contact • Restrictions on and replacement of fluorinated chemicals (PFAS) • Strengthened process chemical management	• Established a risk assessment process to control the use of relevant substances at the front end of product design • Analyzed current usage and assisted product design teams and suppliers in selecting alternative materials • Assisted suppliers in reducing and phasing out high-risk chemicals
Responsible Supply Chain	• Supplier living wage assessment and gap remediation	• Focused on labor-intensive suppliers and required them to review whether wages are sufficient to support basic living needs

With outstanding green design, two ASUS flagship laptop models, the PM3406 and PM3606, were among the first to pass the rigorous review under the new version and became benchmark products among the first in the market to receive EPEAT 2.0 certification. In addition, to respond to EPEAT 2.0's more stringent responsible supply chain requirements, ASUS promoted digital data collection through its supply chain management platform and combined it with professional advisory resources to help supply chain partners strengthen their capabilities and address the more difficult challenges under the new standard.

2025 Performance Outcomes

- EPEAT 2.0 Launch Partner: Listed among the first global launch partners.
- EPEAT Climate+ Champion: Received Climate+ Champion recognition.
- Two flagship laptop models are registered the new EPEAT Gold certification.

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Connecting the Entire Value Chain through a Regionalized Strategy to Drive Group-wide Renewable Energy Transformation

ASUS follows science-based targets (SBTi) in setting its net-zero pathway and regards the adoption of renewable energy as a key strategy for reducing Scope 2 greenhouse gas emissions. Using the "entire Group" as the boundary, ASUS extends its efforts from operating sites to subsidiaries and the supply chain. Taking into account the locations of operating sites and electricity consumption patterns, ASUS drives green energy transformation through diversified energy procurement and carbon reduction strategy assistance, advancing toward the Group's 2050 net-zero target.

ASUS Operating Sites

ASUS joined RE100 in 2021 and has set a target of using 100% renewable energy across its global operating sites by 2035. Considering the differences in renewable energy market maturity between its Taiwan headquarters and overseas operating sites, ASUS has adopted a regionalized implementation strategy. In Taiwan, ASUS focuses on procuring renewable energy from diversified sources and developing self-built renewable energy generation capacity to accelerate the adoption of physical green electricity. Overseas sites purchase International Renewable Energy Certificates (I-RECs) and evaluate self-generation for self-consumption or the signing of green power purchase agreements based on local energy markets and regulatory environments. In 2025, ASUS promoted an onshore wind power wheeling partnership, with official power transfer expected in 2027. In addition to solar and wind power, ASUS will explore a third source of renewable electricity, evaluating diversified options such as small hydropower and geothermal energy to enhance the complementarity and cost-effectiveness of its renewable energy portfolio, ensure stable electricity supply, and achieve its RE targets.

Subsidiaries

Recognizing differences among Group subsidiaries in operating models, electricity consumption scale, and local energy market conditions, ASUS has developed renewable energy policies tailored to each subsidiary and provides resources such as market mechanisms, procurement models, and implementation experience. Through the Corporate Sustainability Committee as a communication platform, ASUS also holds Group carbon reduction strategy briefing sessions to help subsidiaries plan carbon reduction strategies and jointly achieve reduction targets. In parallel, ASUS reviews subsidiaries' electricity consumption patterns and scale to further plan a Group-wide joint renewable energy procurement strategy.

Supply Chain

In 2021, ASUS launched the Key Supplier Carbon Reduction Engagement and Counseling Program, aiming by 2025 for 75% of its key suppliers to set SBT-aligned carbon reduction targets and achieve renewable energy use of RE40 or above. Each year, ASUS holds a Sustainable Supplier Conference to share its climate action strategies and targets, helping suppliers build carbon emissions management capabilities through experience sharing. For suppliers requiring priority assistance, ASUS adopts a "Bringing up the small" model, visiting factories to review carbon emission hotspots, providing recommendations for process and equipment optimization, and developing carbon reduction actions and targets tailored to suppliers' business models. For details and performance of the Key Supplier Carbon Reduction Engagement and Counseling Program, please refer to CH07 Climate Actions.

2025 Performance Outcomes

- **ASUS operating sites:** Achieved the interim RE55 target and completed the signing of an onshore wind Corporate Power Purchase Agreement (CPPA), with the RE85 target expected to be achieved in 2027.
- **Subsidiaries:** Achieved RE10 overall, completed self-built solar photovoltaic installations at manufacturing sites, and gradually increased local renewable energy use capabilities.
- **Suppliers:** 61% of key suppliers used renewable energy, including solar, hydropower, and wind power, and 13.5% of key suppliers achieved RE40 or above.

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From Risk Identification to Continuous Improvement: Deepening Supply Chain Employee Human Rights Management Actions

Supply chain human rights are a core issue in supply chain management for the electronics industry, directly affecting workers' fundamental rights, dignity at work, operational stability, and brand trust. In accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the RBA Code of Conduct, and international labor standards, ASUS incorporates human rights due diligence, living wages, and employee engagement into its supply chain risk management process and establishes a mechanism for continuous improvement. At the same time, ASUS incorporates suppliers' human rights management performance into quarterly business reviews (QBR) and links the results to procurement decisions, encouraging suppliers to implement day-to-day human rights management and enhancing labor and human rights protection across the supply chain.

Conducting Supplier Human Rights Due Diligence to Identify High-risk Issues and Management Hotspots

Based on supplier location risk, industry characteristics, labor intensity, and operational importance, ASUS has established a supplier human rights risk identification and tiering management mechanism. Key human rights risks reviewed include forced labor, child labor, working hours management, compensation payments, discrimination and harassment, grievance mechanisms, freedom of association, and occupational health and safety.

The survey results show that high-risk issues are concentrated primarily in labor-intensive processes, management of foreign worker recruitment, working hours and overtime systems, wage structure transparency, and employee communication mechanisms. These have been designated as priority management areas. For suppliers identified as having high human rights risks, ASUS requires improvement plans and prioritizes strengthening recruitment fee management, working hours control, wage structure reviews, dormitory and dining conditions, grievance mechanism operations, and occupational health and safety protection. Through regular tracking and review mechanisms, ASUS drives deficiency improvement and institutionalized management.

Promoting Living Wages and Employee Engagement to Strengthen Labor Rights

For high-risk suppliers, ASUS further reviews living wage gaps, the reasonableness of compensation structures, and the operation of employee communication mechanisms. ASUS focuses on suppliers that are labor-intensive, have a large workforce, or are exposed to regional risks as priorities for subsequent management and assistance.

Since 2024, ASUS has promoted the "Living Wage Program" to help suppliers establish wage management mechanisms aligned with international standards. ASUS requires suppliers to establish assessments of compensation reasonableness and wage gap reviews. For suppliers whose wages differ from living wage benchmarks, ASUS assists them in developing wage improvement plans and continues to track progress. In addition to requiring suppliers to review whether wages are sufficient to support basic living needs, ASUS also encourages them to establish systems for regular employee feedback collection, labor-management dialogue, and grievance response. These efforts enhance employee engagement and the foundation of workplace trust while strengthening preventive management.

For more information on ASUS actions to protect human rights in the supply chain, please refer to CH08 Responsible Manufacturing

2025 Performance Outcomes

1. Completed living wage surveys for eight final assembly plants. Among them, the minimum wages at five plants have met the local living wage benchmark, while three plants still have wage gaps and have been required to develop living wage gap remediation plans.
2. Reviewed the effectiveness of grievance mechanisms at 23 suppliers. A total of 142 grievance cases and 80 employee suggestions were received, with a 100% grievance case closure rate and a 99% suggestion adoption rate.

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AI-empowered Sustainability Governance: Building a Data-driven AI x ESG Platform

In line with ASUS's sustainability strategy of "Using Digitized Data and Scientific Management Practices," and integrating the company's comprehensive deployment in AI, ASUS has built an AI x ESG platform centered on "data empowerment." Using a Platform as a Service (PaaS) model, ASUS has developed three core platforms: the Carbon Data Management Platform, the Supply Chain Management Platform, and the ESG Information Integration Management Platform, enabling data integration, analysis, and application.

At the core of the AI x ESG platform is "proactive AI," which upgrades ESG management from traditional compliance and report generation to proactive guidance and strategic direction. This effectively helps companies respond to increasingly stringent regulatory pressure and market challenges.

Carbon Data Management Platform: Fully integrating AI empowerment from data collection to decision management.

The platform has a built-in advanced reasoning AI Chatbot that serves as a carbon mentor, providing answers and guidance at any time while proactively recommending carbon emission factors. It also features one-click generation of annual carbon inventory reports and product carbon footprint reports, and provides management functions such as science-based reduction pathway simulation, renewable energy cost-benefit analysis, and internal carbon pricing. These capabilities support efficient and high-quality carbon data inventory and verification operations.

Supply Chain Management Platform: Upgrading from passive manual review to proactive risk governance.

Built on years of ASUS practical management experience, the platform creates an AI risk engine that uses daily web crawling to monitor suppliers' real-time risks, proactively identify high-risk suppliers, and generate customized management targets and audit forms, while automatically tracking deficiency improvement performance. After on-site audits are completed, the AI risk engine self-learns and dynamically adjusts risk weightings, ensuring more accurate audit prediction and identification in the next cycle. The platform can also automatically interpret international standards and customer requirements, support responses to customer questionnaires and audit requirements, and improve the efficiency of supply chain risk management and compliance operations.

ESG Information Integration Management Platform: A guided learning application system that responds in real time to diverse sustainability reporting frameworks.

As diverse sustainability frameworks continue to evolve, companies must respond to a vast range of ESG indicator requirements and adjust them in real time for different disclosure formats. Beginning in 2026, ASUS will build the ESG Information Integration Management Platform as an integrated platform for ESG data, indicators, reports, and the evidence chain. Through a guided learning application system, the platform will provide clear step-by-step report preparation guidance, indicator mapping, disclosure examples, and other real-time assistance, significantly improving the efficiency of the sustainability reporting workflow.

2025 Performance Outcomes

- ASUS's Carbon Data Management Platform and Supply Chain Management Platform were officially launched, integrating environmental data and audit results from subsidiaries and the supply chain. The data scope covers all subsidiaries included in the consolidated financial statements and all suppliers with transactions in the current year.
- The Carbon Data Management Platform uses AI-assisted factor recommendations to improve reporting efficiency by 80%. The Supply Chain Management Platform uses AI to automatically review supporting evidence, reducing review time by 85%.

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CH04 Materiality Assessment

Applying the Principle of Double Materiality

The principle of "Double Materiality," introduced by the European Union in 2019, means that when companies analyze material topics, they should consider both the impacts of their operations on the external environment and society (impact materiality) and the impacts of sustainability issues on corporate development, performance, and position (financial materiality). The EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) also require companies to use double materiality to identify material topics.

ASUS follows the four-step materiality identification process under the GRI Standards (2021) and applies the principle of double materiality to identify highly material topics that have significant impacts both on ASUS and on the external environment, economy, and people. By integrating the impacts of ASUS's operations on the external environment, economy, and people with the impacts of each issue on corporate profitability, reputation, and operational risks, ASUS identifies the topics that should be prioritized for management. This helps ASUS integrate sustainability strategy with business management policies and enables ESG performance to generate long-term impact for the company.

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Materiality Assessment Process

ASUS conducts a sustainability materiality analysis every year and reviews material topics and their impacts on a two-year cycle. In the first year, ASUS extensively collects changes in issues of external concern and stakeholder opinions, re-compiles the topics for materiality identification, and calculates the impact level of each issue. In the second year, ASUS applies qualitative research methods, such as interviews and data analysis, to gain deeper insight into stakeholder perspectives.

As 2025 is the second year of the materiality analysis cycle, ASUS continuously monitored sustainability-related regulations and rating trends and integrated views from peers, customers, media, and industry consultations on regulatory and standards revisions to understand stakeholders' level of concern for each topic. By consolidating stakeholder perspectives, ASUS identified changes in issue impacts. After considering views from all parties, the sustainability unit adjusted the impact index of each issue and ultimately identified eight material sustainability topics. The analysis results were submitted to the Board of Directors for review and approval.

At the same time, the annual material sustainability topics are incorporated into the ASUS risk management system. The Business Continuity Management (BCM) Committee collects information from four major sources—stakeholder concerns, regulations, international risk trends, and controversial incidents—to identify risk values, establish key risk indicators and prevention plans, and regularly review risk-control progress.

Identify topics → **Assess impacts** → **Confirm materiality** → **Regular review**

External standards and perspectives

1. Regulations
2. Sustainability ratings
3. Customer concerns
4. Peer concerns
5. Media interviews
6. Engagement with external organizations
7. Other external standards: OECD Guidelines for Multinational Enterprises

Prioritized for materiality assessment

Consolidated into **24** sustainability topics

Refer to stakeholder perspectives and adjust the impact index of sustainability topics

- Impact on "ASUS"
- Impact on "the environment, economy, and people"

Calculation sources

Impact index:

Consolidated and calculated by the sustainability team

Adjust the impact index based on stakeholder perspectives

- The sustainability team consolidates issue impact levels and impact index calculation results

A total of 8 highly material topics

- Establish management approaches and targets for highly material topics
- Review management and target progress every quarter

Review the analysis topics and process once a year

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Stakeholders Engagement

Based on the five attributes of AA1000 SES—dependency, responsibility, influence, diverse perspectives, and tension—ASUS established quantitative indicators to identify the stakeholders with the greatest influence on ASUS from among many stakeholder groups. Seven stakeholder categories were identified: employees, customers, supply chain and business partners, investors, government and NGOs, academic institutions, and society.

ASUS engages with stakeholders through diverse channels on both a regular and ad hoc basis to understand their expectations. The results also serve as information sources for sustainability topics and impact assessments:

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 promoter score" 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)

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

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

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

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

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

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Summary of Stakeholder Engagement Results

Category	Topic		Topic Aspect	Stakeholder Subtopics of Concern	Sources of Concern		Impact on ASUS Operations	Impact on Environment, Economy, and People
Increased topic importance	Environment	Climate Change	Negative topic	• Carbon reduction targets and climate transition plans, such as SBTi and net-zero targets • Scope 3 carbon emissions management • Energy management and energy efficiency	• Regulations • Customers • Sustainability rating standards	• Peers • Media • External organizations	Impact level↑	–
		Resource Use and Circular Economy	Negative topic	• Hazardous substance and chemical management • Green design and product lifecycle management • Resource recycling, product recycling, and waste management	• Regulations • Customers • Sustainability rating standards	• Peers • External organizations	Impact level↑	–
		Water Resources	Negative topic	• Water resource strategy and risk management	• Regulations • Customers • Sustainability rating standards	• Peers • External organizations	Impact level↑	Impact level↑ 【Impact assessment scope should cover the entire value chain】
		Biodiversity	Positive topic	• Ecosystem impact and restoration	• Regulations • Customers • Sustainability rating standards	• Peers • External organizations	Impact level↑	Impact level↑ 【Management actions cover operations and the supply chain】
	Social	Human Rights	Negative topic	• Human rights due diligence and grievance mechanisms • Child labor and forced labor	• Regulations • Customers • Sustainability rating standards	• Peers • Media • External organizations	Impact level↑	Impact level↑ 【Impact assessment scope should include downstream】
	Governance and Economic	Supplier Governance	Negative topic	• Supplier compliance with and audits of environmental and social standards • Supply chain resilience and management systems	• Regulations • Customers • Sustainability rating standards	• Peers • Media • External organizations	Impact level↑	–
New topic	Social	Product Safety and Responsibility	Positive topic	• Product quality and safety • Product information transparency	• Regulations • Customers	• Ratings • Peers	New topic; requires reassessment	New topic Requires reassessment

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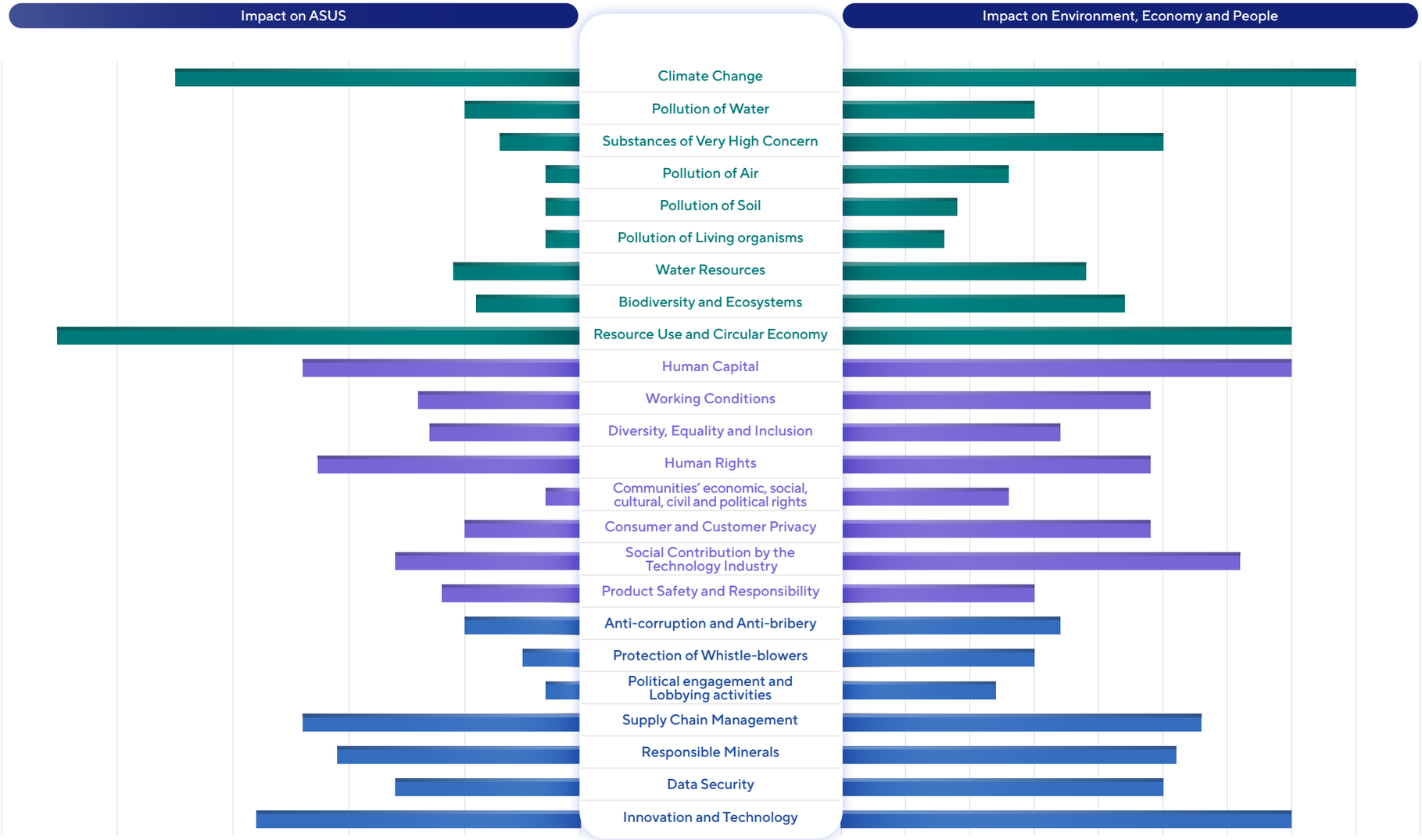
Identification Results of Material Issues

Impact Index Calculation Results



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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

Product Safety and Responsibility is a newly added topic in 2025. For management actions related to this topic, please refer to CH01 Corporate Governance.

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Impact of Material Issues

Primarily Positive and Negative Impacts of Material Issues

Material issues	Impact on ASUS—Financial Materiality (−) Risk (+) Opportunity	Impact on Environment, Economy, and People—Impact Materiality (−) Negative Impact (+) Positive Impact
Climate Change	(+) Launch low-carbon products and provide Carbon Partner 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	(+) 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

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For material topics, ASUS establishes management approaches and action plans, and sets targets and indicators based on its data-driven measurement strategy to regularly track results. For other non-material topics, ASUS discloses related indicators according to existing management processes and measures, enabling stakeholders to understand ASUS's overall sustainability outcomes.

Four Sustainability Pillars	Material Topics	GRI Topics	Value Chain Impact Hotspot				Management Actions	Related Chapters	Contributions to SDGs
			Upstream		Downstream				
			Raw Material Procurement / Product Manufacturing	Company Operations	Customer Usage	Recycling			
Climate Action	Climate Change	GRI 302 Energy GRI 305 Emissions	✓	✓	✓		• Science Based Targets initiative (SBTi • Greenhouse gas inventory • Supplier carbon reduction projects • Introduction of renewable energy in operations • Improvement of product energy efficiency and Carbon Partner Service	CH07 Climate Action CH06 Circular Economy	7 Affordable and Clean Energy, 13 Climate Action
Circular Economy	Resource Use and Circular Economy	GRI 301 Recycled Products and Packaging Materials	✓	✓	✓	✓	• Chemical management • Use of environmentally friendly materials • Easy-to-disassemble recycling design and modular design • Global recycling service system • Refurbished computer recycling	CH06 Circular Economy	3 Good Health and Well-Being, 8 Decent Work and Economic Growth, 12 Responsible Consumption and Production
Responsible Manufacturing	Data Security	–		✓	✓		• Establish an Information Security Committee • Introduce international information security standards into operations • Add information security clauses to supplier contracts	CH01 Corporate Governance	3 Good Health and Well-Being, 8 Decent Work and Economic Growth, 12 Responsible Consumption and Production, 17 Partnerships for the Goals
	Supply Chain Management	GRI 414 Supplier Social Assessment GRI 308 Supplier Environmental Assessment	✓			✓	• Supplier human rights due diligence • Supplier environmental investigation and management • Conflict minerals sourced from qualified smelters	CH08 Responsible Manufacturing	
	Responsible Minerals	–	✓						
Value Creation	Human Capital	GRI 404 Training and Education	✓	✓	✓	✓	• Industry-academia collaboration with universities and colleges • Employer brand campus program • Digital inclusion program • Development of AI and smart products and services	CH11 Inclusive Workplace	4 Quality Education, 8 Decent Work and Economic Growth, 9 Industry, Innovation and Infrastructure
	Social Contribution by the Technology Industry	GRI 413 Local Communities		✓		✓		CH10 Society Engagement	
	Innovation and Technology	–	✓	✓	✓			CH09 Value Creation	

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CH05

ASUS 2025 Sustainability Goals

Using 2020 as the baseline year, ASUS planned a five-year roadmap and launched the "ASUS 2025 Sustainability Goals." This year, we applied the principle of Double Materiality to identify material sustainability topics and integrate our core capabilities. Based on the identification results, we refocused our goals on four directions: "Climate Action," "Circular Economy," "Responsible Manufacturing," and "Value Creation." The 2025 Goals continue our commitment to the environment and society. Through ASUS's core capabilities and expertise, we strive to create positive impacts for people and the environment, enhance ASUS's green competitiveness, create shared value with society, and make substantive contributions to the SDGs.

Circular Economy | Climate Actions | Responsible Manufacturing | Value Creation

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Circular Economy

Goal Drivers

Bottlenecks of the linear economy model

Maintaining a take-make-dispose linear economy model may expose companies to long-term risks such as unstable raw material supply and higher product recycling costs.

Responding to growing customer demand for green products

Customer and market demand for low-carbon and environmentally friendly products continues to rise. Shifting to a more resource-efficient circular economy model enhances corporate green competitiveness.

Strengthening circular mechanisms and digital management

ASUS incorporates life cycle thinking into the product design stage, increases the use of environmentally friendly materials, strengthens producer recycling mechanisms, and uses digital tools to protect R&D environment security.

2025 Goals

Promote sustainable procurement and increase the use of environmentally friendly materials in products and packaging to 100%

Boost green competitiveness and increase the proportion of Eco Labels in revenue by more than 50%

Enhance safety in the R&D system and attain 100% coverage of international information security standards by 2025

Encourage a circular economy by achieving a global recycling rate of 20% for ASUS products

Action Strategies

- Inventory product application needs and introduce environmentally friendly materials in stages. ASUS first established an implementation model for commercial notebooks, then gradually expanded it to consumer and gaming notebooks, reaching a 30% use ratio for post-consumer recycled materials.
- Prioritize product structural components with higher weight proportions for the introduction of post-consumer recycled plastics (PCR), and gradually introduce post-industrial recycled metals (PIR) into internal components.
- Adopt lightweight and plastic-free packaging designs, using packaging materials with a high proportion of recycled pulp and Forest Stewardship Council (FSC)-certified paper.
- Assess the application potential of environmentally friendly materials, such as ocean-bound plastic, bio-based plastics, and recycled metals.

- Expand the product categories obtaining voluntary labels beyond system products. Motherboard products obtained a third-party voluntary Green Product Mark eco label.
- Pursue emerging international labels, becoming an EPEAT Climate+ Champion and one of the first pioneering brands to obtain EPEAT 2.0 certification.

- Identify units that need to adopt information security standards and assess the introduction of information security management regulations and procedures.
- Adopt international information security standards according to each unit's business and product characteristics.
- Extend the company's ISO 27001 management requirements to R&D teams that are not certification-oriented, expanding the scope of information security management.

- Expand diversified recycling service models, strengthen product trade-in mechanisms, and strategically add.
- Strategically add countries with recycling services to broaden recycling operations.

Key Performance

2025 target: ☑ Achieved

The total amount of environmentally friendly materials used in products and packaging increased by 100%:

- Recycled plastic usage increased by 986% compared with 2020
- Recycled paper usage in product packaging increased by 34% compared with 2020
- FSC-certified paper usage reached 9,167 metric tons in 2025
- Recycled metal usage reached 16 metric tons in 2025.

2025 target: ☑ Achieved

Revenue from Eco Labels products accounted for over 50%

- The revenue share of consumer and commercial notebooks with eco labels increased by 51% compared with 2020.

2025 target: ☑ Achieved

Coverage of international information security standards reached 100% in 2025.

- ASUS introduced ISO 27001:2022 (Information security management systems), ISO 27701:2019 (Privacy information management systems), ISO 27017:2015 (Security techniques), and ISO 27018:2019 (Guidelines for protection of personally identifiable information (PII) in public clouds acting as PII processors)
- ASUS completed the group transition to the ISO 27001:2022 information security management standard.

2025 target: ☒ Not achieved

- Compared with 2020, the number of countries with recycling services increased from 25 to 30.
- Coverage of global sales markets rose from 77% to approximately 83%.
- The annual recycling volume accounted for 16% of the total weight of products sold globally; considering the average product service life of five years, the recycling rate was 19%[1]. The 20% target was not met mainly because growth in server sales increased the volume of products placed on the market.

1 Calculated by dividing the total weight of end-of-life products recycled worldwide in the current year by the estimated weight of products sold worldwide in the same year based on an average product service life of five years, to reflect actual end-of-life recycling performance.

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2025 Goals

Promote sustainable procurement and increase the use of environmentally friendly materials in products and packaging to **100%**

Boost green competitiveness and increase the proportion of Eco Labels in revenue by more than **50%**

Enhance safety in the R&D system and attain **100%** coverage of international information security standards by 2025

Encourage a circular economy by achieving a global recycling rate of **20%** for ASUS products

Important Milestones

2021
Paper packaging materials used recycled pulp or FSC-certified paper.

2023
Expanded the scope of environmentally friendly materials to include recycled metals, including aluminum and magnesium alloys.

2024
Expanded the use of recycled materials in Mini PC product packaging.

2025
Expanded the introduction of environmentally friendly materials to gaming product lines.

- Introduced recycled rare earth metals into magnets.

2022
Promoted eco labels certification for consumer products.

2023
Gaming notebook products obtained eco labels.

2024
The revenue share of gaming notebooks with eco labels increased by 34%.

2025
Became one of the first companies globally to receive EPEAT 2.0 Gold certification.

- Became the world's first company whose motherboard products obtained the TÜV Green Product Mark voluntary eco label.

2023
Obtained international information security certifications:
- ISO 27701 (Privacy information management systems)
- ISO 27017 (Security techniques)
- ISO 27018(Guidelines for protection of personally identifiable information (PII) in public clouds acting as PII processors).

2025
Completed the ASUS Group transition to the ISO 27001:2022 Information security management systems.

2021
Subsidiaries established their own trade-in service platforms to promote product reuse and recycling services.

2023
Expanded recycling service models and strengthened product trade-in programs.

2024
Added new countries with recycling services and new recycling models.

2025
Built an EPR (Extended Producer Responsibility) compliance system for e-commerce operations in Europe.

2030 Action Directions

Develop new sustainable materials and promote low-carbon, low-hazard, environmentally friendly sustainable materials to facilitate resource circulation and reuse.

Build a sharing economy model, expand product leasing and recycling services, and increase product circulation rates.

Implement green design, expand product environmental certifications, and strengthen corporate green competitiveness.

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Climate Actions

Goal Drivers

SBTi science-based carbon reduction targets

As national net zero policies, carbon pricing systems, customer low-carbon procurement requirements, and investor attention to climate performance continue to increase, ASUS promotes SBTi science-based reductions to reduce operational risks and transition pressures brought by climate change.

Reducing climate risks and creating climate opportunities

As customers and investors increase their expectations for low-carbon transformation, climate issues are no longer merely compliance requirements. ASUS identifies climate risks and promotes climate actions to reduce operational risks associated with carbon emissions, energy use, and extreme weather, strengthening renewable energy deployment, low-carbon product innovation, corporate resilience, and long-term growth momentum.

2025 Goals

Reduce 50% of carbon emissions from ASUS global operationscenters by 2030	Use 100% renewable energy inTaiwan-based operations centers by 2030	Use 100% renewable energy in global operations centers by 2035	Ensure each year's key products demonstrate energy efficiency 30% above the ENERGY STAR® standard	Ensure that key suppliers achieve a 30% reduction in carbon intensity by 2025

Action Strategies

Reduce 50% of carbon emissions from ASUS global operationscenters by 2030

- Introduce the ISO 50001 energy management system and regularly identify high-energy-consumption hotspots and equipment.
- In 2023, ASUS launched a three-year energy-saving improvement plan to replace inefficient chillers at the operations headquarters and introduce a central smart energy management system.
- ASUS also cooperates with startups to introduce low-carbon transportation, using an all-electric fleet for business travel and official shuttle services.

Use 100% renewable energy inTaiwan-based operations centers by 2030

- Build solar photovoltaic systems at the operations headquarters.
- Diversify renewable energy sources: starting in 2024, Taiwan sites began receiving solar power wheeling, which will be expanded to include onshore wind power, while small hydropower and geothermal energy are assessed as third options.

Use 100% renewable energy in global operations centers by 2035

- Overseas operations sites mainly achieve their goals through the purchase of International Renewable Energy Certificates (I-RECs).
- Based on the energy market conditions and regulatory environment of each site, ASUS flexibly evaluates the introduction of self-generation and self-consumption renewable energy systems or the signing of green power purchase agreements.

Ensure each year's key products demonstrate energy efficiency 30% above the ENERGY STAR® standard

- Optimize power management modes to improve product energy consumption performance.
- All notebook computers use external power supplies with Level VI, currently the highest energy efficiency level on the market.

Ensure that key suppliers achieve a 30% reduction in carbon intensity by 2025

- Since 2021, ASUS has launched a key supplier carbon reduction assistance program, identifying supplier emissions hotspots, holding carbon reduction technology forums, and sharing carbon reduction decision-making methodologies and tools.
- Through the "Bringing up the small" technology development program, ASUS selected 10 priority suppliers for three-year, one-on-one carbon reduction coaching.

Key Performance

2025 target: ☑ Achieved

Carbon emissions at global operations sites (Scope 1 and Scope 2) decreased by 25%.

- Through the energy-saving improvement plan, ASUS replaced high-energy-consumption equipment, reducing a total electricity consumption by approximately 3.8 million kWh.
- The introduction of an all-electric fleet for business travel and official shuttles reduced fossil fuel use, cutting approximately 700 metric tons of CO_2e.

2025 target: ☑ Achieved

Taiwan operations sites achieved RE35

- Expanded the self-built solar photovoltaic capacity at the operations headquarters
- Renewable energy supply at Taiwan sites increased by nearly 1 million kWh
- Signed an onshore wind Corporate Power Purchase Agreement (CPPA), with power wheeling expected to begin in 2027

2025 target: ☑ Achieved

Global sites achieved RE55

- Taiwan sites reached RE37, and overseas sites reached RE100
- Installed rooftop solar power systems at U.S. sites
- Sites in the Netherlands and Switzerland signed clean energy power purchase agreements with local utilities to ensure a stable and low-carbon electricity supply.

2025 target: ☑ Achieved

- The energy efficiency of major products exceeded ENERGY STAR® standards by 46.6%.
- In 2025, a total of 20 monitor products received the 2025 ENERGY STAR® Most Efficient recognition.

2025 target: ☑ Achieved

- The greenhouse gas emissions intensity of key suppliers decreased by 30%.

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2025 Goals

Reduce 50% of carbon emissions from ASUS global operations centers by 2030

Use 100% renewable energy in Taiwan-based operations centers by 2030

Use 100% renewable energy in global operations centers by 2035

Ensure each year's key products demonstrate energy efficiency 30% above the ENERGY STAR® standard

Ensure that key suppliers achieve a 30% reduction in carbon intensity by 2025

Important Milestones

2023
Introduced a three-year energy-saving improvement plan, reducing annual electricity consumption by approximately 440,000 kWh.

2025
Passed SBT Net Zero target validation.

2024
Taiwan sites officially began receiving solar power wheeling, reaching 9.5 million kWh.

2022
Established ASUS's RE100 roadmap for global operations sites.

Established an optimal mix of wind, solar, and hydro renewable energy compliant with the RE100 definition.

2025
Global operations sites reached RE55.

2021
Established a product energy consumption management platform.

2024
The energy efficiency of major products exceeded ENERGY STAR® standards by 47.9%.

2021
Identified emission hotspots across 9 key manufacturing processes.

2023
Launched the "Bringing up the small" technology development program, providing one-on-one carbon reduction assistance to suppliers.

2025
Introduced AI Corporate Carbon Advisor into the Carbon Data Management Platform to improve carbon data management efficiency.

2030 Action Directions

Establish group-wide reduction strategies and actions in line with SBTi science-based reduction targets

Achieve 100% renewable energy use at global operations sites

Achieve carbon neutrality in operations.

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Responsible Manufacturing

Goal Drivers

Growing attention to labor and human rights

In response to global human rights regulations and customer requirements, ASUS strengthens labor condition management, reduces human rights risks, and protects labor rights and supply chain stability.

Increasing requirements for responsible mineral traceability

In responds to regulatory and market requirements for mineral traceability by promoting responsible minerals management, reducing procurement risks, and enhancing supply chain transparency and trust.

Strengthening supply chain information security management

In response to supply chain digitalization and rising information security risks, ASUS strengthens supplier information security management to ensure data security and operational resilience.

2025 Goals

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

Use responsible minerals, with 100% of tantalum, tin, tungsten, gold, and cobalt in the supply chain procured from qualified smelters.

Strengthen information security across the supply chain by ensuring that key suppliers demonstrate 100% compliance with information security regulations

Action Strategies

- Based on supplier risk level and business importance, ASUS includes 100% of key suppliers in the scope of RBA third-party audits, prioritizing audit management for high-risk issues and regions.
- ASUS also establishes finding classification and corrective tracking mechanisms, requires suppliers to submit corrective and preventive actions for priority findings, and verifies improvement effectiveness through follow-up reviews to ensure findings are corrected on schedule.
- Through supplier engagement, education and training, and management platforms, ASUS improves labor and human rights management capabilities and strengthens the implementation of key systems for working hours, compensation, freely chosen employment, and grievance mechanisms.

- Following the OECD due diligence framework and responsible minerals policy, ASUS surveys the sources of tantalum, tin, tungsten, gold, and cobalt in the supply chain, requires suppliers to report mineral source information, and regularly checks smelter compliance status.
- ASUS uses internationally recognized lists such as RMI and LBMA as management benchmarks and requires suppliers to submit replacement and improvement plans within a prescribed period if unqualified smelters are identified.
- ASUS strengthens supplier engagement and capacity building for responsible minerals, incorporating responsible minerals management into annual surveys, audits, and performance tracking.
- ASUS also voluntarily includes key minerals in its management scope, such as mica, which may involve risks of illegal practices including low-paid child labor.

- ASUS inventories the implementation status of supplier information security management systems (ISO 27001) to understand supplier information security management capabilities.
- ASUS identifies key suppliers, issues information security commitment letters to them, and requires signed returns.

Key Performance

2025 target: ☑ Achieved

- 100% of high-risk key suppliers completed RBA third-party audits.
- Working-hour-related findings were continuously tracked and reduced to a low-risk level acceptable under RBA standards, and 100% of other findings were corrected.
- ASUS completed 115 supplier corrective action assistance cases. These efforts helped suppliers strengthen working hours management, promote process chemical replacement plans, raise awareness of living wages, and improve grievance mechanisms and procedures.

2025 target: ☑ Achieved

- 100% of tantalum, tin, tungsten, gold, and cobalt were procured from qualified smelters.
- The proportion of cobalt procured from qualified smelters increased by 71% compared with 2019.

2025 target: ☑ Achieved

- All 412 key suppliers signed and returned information security contract clauses or information security commitment letters, achieving a 100% completion rate.

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2025 Goals

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

Use responsible minerals, with 100% of tantalum, tin, tungsten, gold, and cobalt in the supply chain procured from qualified smelters.

Strengthen information security across the supply chain by ensuring that key suppliers demonstrate 100% compliance with information security regulations

Important Milestones

2021
Strengthened labor and human rights protections and required suppliers to sign a declaration of no forced labor.

2024
Expanded management to the group scope, including key subsidiaries with more than 50% shareholding, operational control, and production involvement.

2025
Obtained SGS's first ISO 20400 "Sustainable Procurement Guidance Performance Evaluation Role Model" verification globally, receiving the distinction with a five-star full score.

2023
Voluntarily included mica in the scope of responsible minerals due diligence as a basis for setting qualified mica procurement targets.

2023
Completed a supplier classification methodology to identify key suppliers.

2030 Action Directions

Implement labor management and responsible minerals procurement to safeguard the core value of human rights

Promote low-carbon manufacturing and resource circulation, strengthen supply chain environmental resilience, and protect natural capital

Empower supply chain governance with digital tools, build platform-based management mechanisms, and improve data transparency and operational resilience.

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Value Creation

Goal Drivers

Responding to sustainability transformation trends and creating next-generation growth momentum

ASUS applies its core digital technology capabilities to respond to key environmental and social needs, viewing sustainability transformation as an important engine for driving innovation and developing new business models.

Strengthening key talent deployment to drive positive impacts for the organization and society

Key talent is the core driving force for corporate value creation. By cultivating and recruiting talent who share common values, ASUS strengthens organizational capabilities and innovation energy, further expanding its positive social impact and promoting the sustainable development of society as a whole.

2025 Goals

Intensify digital transformation and innovation efforts with the goal of a 100% increase in sustainable value creation

Strengthen industry/ academia cooperative projects to cultivate more than 1,000 talents

Action Strategies

Launch diverse sustainable digital transformation and innovation projects:

- ASUS works strategically with important business partners to discuss sustainable digital transformation and innovative circular development projects.
- ASUS also develops innovative sustainable services, including the ASUS Carbon Partner Service, through which customers may purchase high-quality carbon credits to offset remaining product emissions.
- Centered on "data empowerment," ASUS builds three major ESG management platforms to lead the dual-axis transformation of sustainability and digitalization.

- Industry-academia collaboration: ASUS works with multiple colleges and universities to build competency development mechanisms, focusing on key fields such as AI and electrical engineering to cultivate next-generation R&D talent, strengthening the industry talent base.
- Internship programs: Through long- and short-term internships and mentorship, ASUS provides practical experience and career guidance, building key future workforce capacity.
- Campus recruitment: Through career talks, campus fairs, corporate visits, and career counseling, ASUS deepens connections with campus talent and improves the recruitment and retention of high-potential talent.

Key Performance

2025 target: ☑ Achieved

- The Carbon Partner Service completed cumulative carbon credit offsets of 2,321 metric tons in the Australian and Singapore markets.
- ASUS's Carbon Data Management and Supply Chain Management Platforms were officially launched, integrating environmental data and audit results from subsidiaries and the supply chain to significantly improve data collection, inventory, and analysis efficiency.

2025 target: ☑ Achieved

- From 2021 to 2025, ASUS held 75 industry connection activities, engaging more than 6,000 industry talents.
- Since 2005, ASUS has invested in the "Campus Outstanding Manager" program, also known as ASUS Campus CEO, cultivating more than 1,000 outstanding participants over the years.
- ASUS has invested in industry talent cultivation and received the Taipei City Government "Elite Enterprise Award" for five consecutive years.

Important Milestones

- **2023** Evaluated an innovative technology project for recycling waste plastics.
- **2024** Launched the ASUS Carbon Partner Service to help customers achieve corporate carbon reduction goals.
- **2025** Established a group data management mechanism through the Carbon Data Management and Supply Chain Management Platforms.

- **2021** Established a joint R&D center with National Taiwan University, focusing on advanced electromagnetics, next-generation quantum computing, the Internet of Things, and AI, while offering corporate internship opportunities.
- **2024** Cooperated with National Taiwan University on the NTU Overseas Internship Program and NTU International Mentorship Program, using mentorship to help students gain valuable workplace opportunities.

2030 Action Directions

Develop low-carbon technologies and support investments in startups with carbon reduction potential.

Integrate AI and data empowerment to build ESG-enabled management platforms and create new sustainable business models.

Promote AI x R&D talent cultivation and development programs.

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CH06 Circular Economy

3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

According to the 2024 Circularity Gap Report, only 7.2% of materials worldwide are cycled back into use, down from 8.6% in 2022, underscoring the urgency and challenges of the global transition to a circular economy. As the global population continues to grow and demand for resources rises sharply, the traditional linear economy can no longer sustain current patterns of consumption and production. Against this backdrop, ASUS regards the circular economy as a key strategy for corporate sustainability transformation. Moving beyond passive pollution prevention, ASUS proactively rethinks the full lifecycle of products and services and redesigns materials, products, processes, and business models to extend the product lifecycle from "cradle to grave" to "cradle to cradle." This creates a circular model of "resources, products, and regenerated resources," maximizes resource efficiency, creates new business models, and gradually evolves into a core operational strategy that generates lasting value and opportunities for innovation.

Actions

- Became one of the first brands certified under the updated international eco label EPEAT, expanding green competitiveness.
- A motherboard product obtained the world's first third-party green label.
- Increased the use of paper certified by sustainable forestry standards, with all new monitor products adopting FSC-certified packing.
- Introduced recycled rare earth metals into magnets used in commercial laptops.
- Prioritized the adoption of the Digital Product Passport (DPP) for commercial laptops to strengthen consumers' right to know.

Performance

Eco-label products accounted for **50.2%** of revenue

Use of environmentally friendly paper materials increased by **87%** compared with the 2020 baseline

Halogen-free components accounted for **91.3%** of components in products

Global recovery rate for our end-of-life products has reached **16%**

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Circular Economy Model

The circular economy addresses the excessive resource waste and environmental pollution associated with the linear economy while supporting environmentally friendly business models. To advance toward this goal, ASUS applies the ISO 14040 and ISO 14044 Life Cycle Assessment (LCA) methodologies to quantify potential environmental impacts across each stage of the lifecycle, including raw material extraction, manufacturing, transportation, use, and final disposal, thereby assessing the level of risk and possible improvement opportunities. Based on the LCA results, ASUS identified that environmental impacts are mainly generated during the raw material extraction and product use stages. To reduce impacts throughout the product lifecycle, ASUS integrates circular economy thinking into product design and services and further advances product development toward "low carbon," "low energy consumption," and "low pollution" through hazardous substance management, the use of environmentally friendly materials, improved energy efficiency, and extended product lifecycles.

ASUS integrates circular economy thinking into product and service design across four dimensions: material selection, product design, consumer use, and circular utilization. This approach echoes the five circular economy business models summarized by Accenture: circular supply chains, product life extension, product-as-a-service, sharing platforms, and resource recovery. ASUS integrates these circular strategies into the economic foundation of its business.

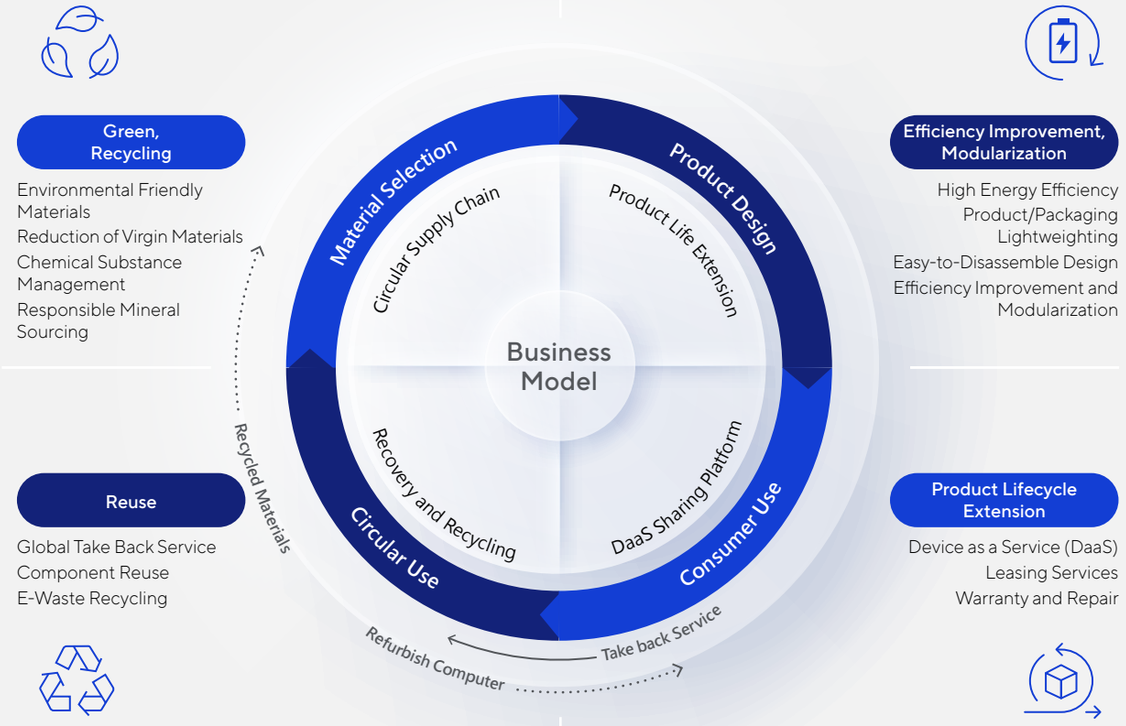
Circular Supply Chain:
Use environmentally friendly materials to reduce the percentage of virgin materials used in the products and adequately manage the chemical substances in the raw materials.

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 CH10 Society Engagement

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



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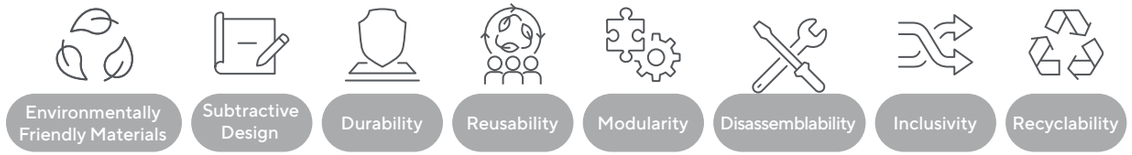
ASUS believes that the circular economy is the true driver of sustainable product development. Through design thinking, ASUS creates products that better meet user needs by considering consumer desirability, technological feasibility, and business viability. In parallel, ASUS applies its eight sustainable design principles and incorporates them into product design wherever appropriate based on product characteristics, thereby improving product circularity.



To ensure effective cross-functional deployment and communication of the Company's sustainability policies and the needs of different units, ASUS has established regular communication and training mechanisms through regulatory compliance briefing sessions and quarterly meetings with the Procurement and Outsourcing Management Center. These mechanisms support the implementation of sustainable product design and environmentally friendly material policies, share international sustainability trends and progress reports, consolidate the sustainability outcomes and needs of each unit, and strengthen resource integration and overall effectiveness.

Case Study

Launching the Digital Product Passport (DPP)

Enhancing consumers' "right to know" and "right to choose" is an important objective of ASUS's circular economy strategy. At CES 2025, ASUS officially launched the ExpertBook B Series, its first commercial laptop series to incorporate the Digital Product Passport (DPP). This initiative demonstrates ASUS's commitment and determination to embed the circular economy into the product lifecycle while proactively aligning with global trends and regulations. ASUS DPP provides detailed product specifications, repair history, and recycling information, extending product service life through transparent product information. Going beyond regulatory requirements, it also proactively provides product carbon footprint and lifecycle-related data, helping consumers and enterprises make environmentally responsible purchasing decisions. For ASUS, DPP is not merely a one-way channel for information disclosure; it is also an important means of gaining deeper insight into consumers' sustainability preferences and needs. By analyzing product sales, green product features, and customer feedback, ASUS can more accurately understand the importance consumers place on sustainability. Based on these insights, ASUS leverages its core technological strengths to develop differentiated green products, thereby creating greater business value and brand influence. In 2025, DPP was also introduced for selected monitor products. Going forward, ASUS will expand DPP to other product lines based on the characteristics of each product line and market demand, making it an important strategic direction for deepening product information transparency.

B5405CCA Product DPP

Circular Economy Applications: Product Carbon Footprint, Carbon Neutrality, and Carbon Partner Service

All ASUS product designs follow ISO 14040:2016 to conduct Life Cycle Assessment (LCA). The product lifecycle refers to the full cycle from raw material extraction and manufacturing to use and final disposal. Elements throughout the lifecycle, including raw materials, manufacturing, and supply chain operations, all affect a product's environmental impact index. To effectively reduce this impact, ASUS uses ISO 14067:2018 product carbon footprint verification to identify carbon emission hotspots across the product lifecycle, establish benchmarks for improving product design, and simultaneously formulate Supply Chain Decarbonization plans and targets.

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In 2022, ASUS completed third-party verification under ISO 14067:2018 for the world's first commercial laptop product carbon footprint, and in 2023 achieved product carbon neutrality with third-party verification under PAS 2060:2014.

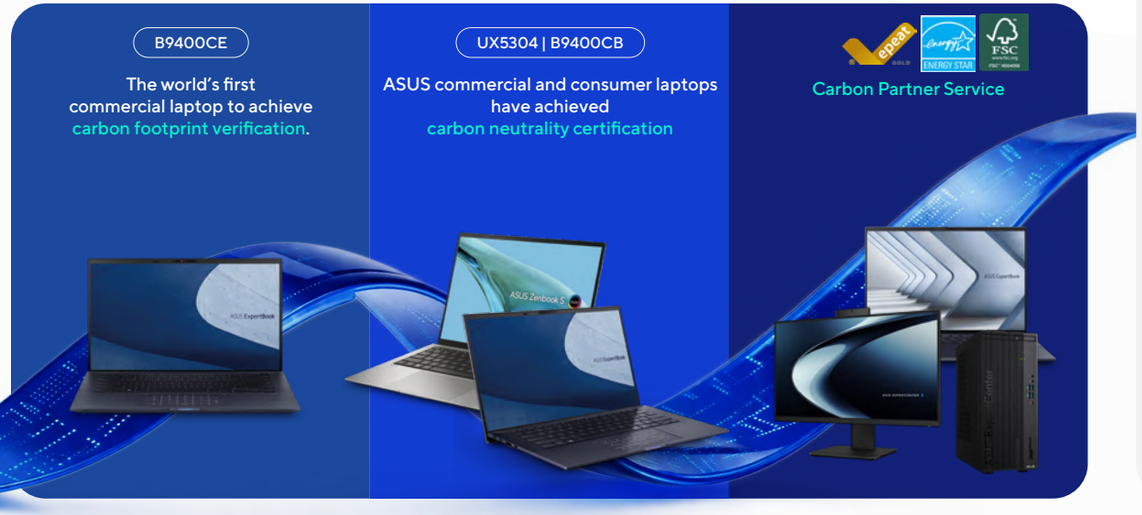
To achieve its low-carbon product goals, ASUS incorporates environmentally friendly concepts from the R&D and design stage, prioritizes low-carbon and recycled materials, introduces low-carbon processes through supply chain management, and continuously improves product energy efficiency.

In 2025, commercial laptops incorporated more than 5% recycled plastic, which can reduce overall carbon emissions by 25.5% compared with products that do not use recycled plastic. In terms of energy efficiency, overall product energy performance exceeded ENERGY STAR® standards by more than 40%. Compared with products that only meet ENERGY STAR® requirements, the average carbon footprint can be further reduced by 26%. ASUS continues to optimize product carbon reduction design to comply with the latest eco-label requirements and provide product users with optimal carbon reduction benefits.

Taking the next-generation 2025 commercial laptop PM3606 as an example, ASUS significantly increased the use of environmentally friendly materials, including recycled plastic and recycled magnesium-aluminum in the housing, recycled steel in the keyboard bracket, recycled neodymium magnets, and plastic-free packaging design. The product was also among the first models to receive EPEAT 2.0 and EPEAT Climate+ certifications, demonstrating ASUS's leading achievements in sustainable product design.

From a service perspective, ASUS launched the Carbon Partner Service in 2023, enabling customers to purchase high-quality carbon credits to offset the remaining carbon emissions of products and helping enterprises more flexibly achieve ESG performance and carbon reduction goals. Commercial customers purchasing ASUS commercial laptops can now combine their purchases with the Carbon Partner Service and ASUS-issued carbon reduction performance statements to enhance overall carbon management effectiveness. Since its launch, the Carbon Partner Service has completed a cumulative 2,321 metric tons of carbon credit offsets in the Australian and Singaporean markets, continuing to expand corporate carbon reduction impact.

Case study on ASUSTek's Low-Carbon Product Innovation Roadmap



Case Study

Commercial laptop PM3606 received EPEAT 2.0 Gold registry

Sustainable Packaging Materials

- Product paper packaging uses FSC™-certified paper
- The product's nonwoven bag uses 100% FSC mix

Chemical Substance Reduction

- Except for the power cord, plastic parts larger than 5 g contain no chlorine or bromine compounds
- PFAS are not used in plastic parts larger than 25 g

Environmental Performance

- Products achieve performance 31.7% above ENERGY STAR® standards
- External power supplies exceed the U.S. Department of Energy (DOE) Level VI efficiency standards by 1%
- Options to retain over 90% of original battery capacity after 300 charge cycles

Recycled Materials

- Post-Consumer Recycled (PCR) Plastics: Plastic structural parts, speaker enclosures, keyboards
- Pre-Consumer Recycled Steel Alloys: Touchpads, I/O interface brackets
- Pre-Consumer Recycled Aluminum Alloys: External metal chassis
- Recycled Rare Earth Magnets: Structural magnets, speakers

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Safer Chemicals

More than 80% of a product's environmental impact over its lifecycle is determined at the design stage. Integrating circular economy concepts into product design, introducing environmentally friendly design, and more proactively managing the use of chemicals in product manufacturing can improve the circular reuse of products and materials.

Chemical Substance Management in Products

As science advances, certain chemicals currently considered to fall within an acceptable risk range may in the future be determined to require control or prohibition, which could hinder the possibility of recycling products or components. In addition to complying with regulatory requirements, ASUS has introduced voluntary control requirements for the restriction and prohibition of hazardous substances. The goal is to use safer chemicals, support material circularity, reduce environmental pollution at the end of product life, and improve the safety of waste treatment personnel during handling.

ASUS introduced ISO 9001 Quality Management System certification in 1999 and complements it with IECQ QC 080000 for hazardous substance management. Internally, ASUS has established a Supply Chain Management (SCM) platform. Through rigorous procedures such as third-party laboratory testing, dedicated personnel review, management system audits, and follow-up reviews, ASUS effectively manages the traceability of components and materials. Through Full Material Disclosure (FMD) management, ASUS verifies the composition of components and materials, ensuring that products are designed from a genuinely environmentally friendly starting point and that safer products are provided to consumers.

Chemical substance management procedures

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

Full Material Disclosure is a method for increasing transparency in the chemical supply chain during product manufacturing. By investigating all substances used from the source of materials to the assembly line, ASUS can analyze data and assess material risks. Implementing FMD requires close collaboration with suppliers and further upstream supply chains. ASUS assists suppliers in establishing operating processes for material flows within their facilities and aligns these processes with ASUS's existing substance control system. Through FMD inventory operations, the FMD response rate for certain EPEAT products can reach more than 90%.

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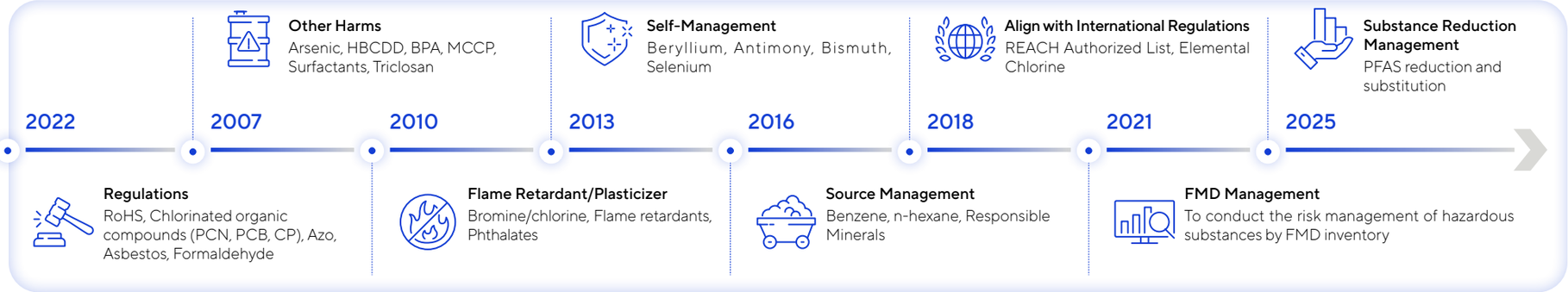
Electronic products are complex products composed of multiple substances. To achieve product functionality, quality, and user safety, various chemicals may be added. To ensure environmental and user safety throughout the manufacturing, transportation, use, and disposal stages of ASUS products, ASUS has established the Hazardous Substances Free (HSF) standard and has complied with the EU Restriction of Hazardous Substances Directive (RoHS) since 2002. To date, in addition to substances restricted or prohibited by regulations, all ASUS products also incorporate requirements from international eco labels, the electronics industry standard IEC 62474[1], the U.S. Environmental Protection Agency list, Japanese chemical substance control regulations, and other controlled substance lists from multiple countries. All products are subject to relevant substance use disclosure and reporting in accordance with IEC and regulatory requirements. From 2022 to 2025, 100% of ASUS products complied with mandatory directives, such as RoHS, and no products were recalled due to safety or health issues. In response to global concern over persistent organic pollutants, ASUS also controls per- and polyfluoroalkyl substances (PFAS). In 2025, ASUS launched comprehensive supply chain screening and assessed safer alternatives to reduce potential environmental pollution risks.



ASUS's Hazardous Substances (HSF) technical standards far exceed international mandatory regulations, and to date, it regulates well over 450 chemical substances. For detailed information on chemical substance regulations, please refer to ASUS 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.
Annual Performance	• Reduction of Skin Irritation and Allergens: Wearable and high-frequency contact products are 100% free of irritants and sensitizers listed by the European Chemicals Agency (ECHA), ensuring a high level of safety at contact interfaces. • PFAS Reduction: All textile products are 100% PFAS-free.			• Process Chemical Reduction: 100% elimination of chloroform used as a cleaning agent in the production process, achieving a safer and greener production process.	• Non-Toxic Packaging Implementation: Paper packaging is 100% chlorine-free; plastic packaging is 100% PVC-free.

1 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 andelectronic products to enhance the efficiency of data exchange in the world and the supply chain.

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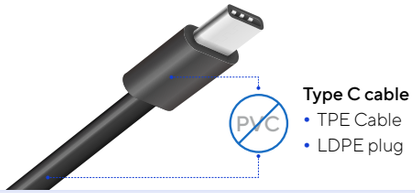
Halogen-Free Regulatory

The issue of plastic pollution continues to draw broad attention. To protect user safety, improve fire resistance, and maintain plastic recyclability, ASUS uses scientific assessment methods such as GreenScreen to evaluate flame retardants in plastic structural parts on product exteriors and adopts flame retardants that are safer for human health and less harmful to the environment, thereby increasing the feasibility of material recycling. Since 2010, ASUS has proactively promoted a halogen-free policy. As early as 2017, ahead of regulatory requirements, ASUS prohibited the use of halogenated flame retardants in product plastic housings. In 2025, components in ASUS shipped products that complied with IEC 61249-2-21 accounted for 91.3%.



2018
Prohibit the use of chlorine in the bleaching process for paper packaging manufacturing process

2019
Halogen-free hard drives, batteries

2020
PVC is removed from Type-C charging cables for mobile communication products

2021
Use halogen-free PCB laminate

2024
More than 90% of laptop components do not utilize halogenated flame retardants

2030
More than 95% of components are halogen-free

2035
Components of major products are 100% comply with halogen-free standards

PFAS chemical management

Because PFAS offer excellent hydrophobicity, oleophobicity, and thermal stability, they are often used in surface coatings for various electronic components as well as in flame retardants, adhesives, or insulating materials. However, due to their high environmental persistence, PFAS are internationally recognized as potential persistent organic pollutants. They may accumulate through the food chain and be absorbed by the human body, affecting the endocrine and immune systems and causing environmental pollution.

In response to the complex challenges of PFAS management, ASUS applies a rigorous risk assessment approach and incorporates PFAS into its hazardous substance control system. Through supply chain inventories and materials technology analysis, ASUS gradually identifies the potential scope of impact and plans phasing-out substitution solutions to continuously improve material safety as products move toward a circular economy:

2025
For skin-contact textile materials, such as laptop bags, began implementing PFAS-free requirements.

2026
Expand assessment of PFAS use in product surface coatings and develop safe substitution alternatives.

2035
For technically challenging key components, continue collaborative R&D with the goal of phasing out PFAS.

Chemical Substance Management in Packaging

In packaging chemical management, international hazardous substance regulations are evolving rapidly, and packaging materials are the first materials consumers come into contact with. In addition to complying with the EU Packaging and Packaging Waste Regulation (PPWR), ASUS has implemented multiple actions over the years to proactively respond to future international hazardous substance standards and reduce environmental hazard factors that consumers may directly contact:

2020
Gradually apply raw materials with low VOCs (Volatile Organic Compounds) into coatings and inks on packaging materials.

2021
Require suppliers not to use mineral oil as printing materials, and further control the use of plasticizers (Phthalates, Phthalates) and ban PVC materials.

2023
Phase-out of the use of PAHs (Polycyclic Aromatic Hydrocarbons).

2024
Prohibition of perfluoroalkyl and polyfluoroalkyl substances (PFAS) in packaging materials.

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Process Chemical Management

In addition to regulating hazardous substances in our products and packaging materials, ASUS is equally committed to identifying and mitigating potential risks associated with substances and auxiliary solvents used in our manufacturing processes that may pose implicit hazards to both our production personnel and the environment. Specifically, cleaning solvents used in manufacturing often possess volatile properties; prolonged exposure by production staff can lead to physical discomfort, such as dizziness, headaches, and nausea. To address these challenges, ASUS initiated strict controls in 2016, prohibiting the use of benzene and n-hexane in cleaning and degreasing solvents within our manufacturing processes. We remain proactive in monitoring international voluntary standards concerning toxic chemical exposure in electronics manufacturing, implementing stringent controls on substances that could potentially impact human health or indirectly cause environmental harm. This approach is highly aligned with the spirit of the Responsible Business Alliance (RBA) Code of Conduct, which explicitly requires enterprises to provide adequate protective equipment and training for workers regarding chemical management, while ensuring that the classification, storage, use, and disposal of all chemicals adhere to rigorous safety standards.

Moving forward, ASUS remains dedicated to monitoring the impacts of hazardous substances and exploring alternative technologies. We will adopt a systematic approach to expand the assessment of hazardous substances used in our manufacturing processes and implement a phased reduction program. Through these reduction initiatives, we aim to progressively expand our scope of restricted substances, thereby establishing a safer and more sustainable production environment. For details regarding the specific substances under our process chemical management program, please refer to our ASUS ESG website.

Phase-out Plan for Process Chemicals

The management of process chemicals is integral to ensuring occupational health and safety within our supply chain, preventing wastewater pollution, and managing operational risks. To enhance the assurance of occupational health and safety for workers in our supply chain and to mitigate the environmental impact of our manufacturing processes, ASUS actively promotes the management and substitution of high-risk process chemicals. We have established a identification and tiering management mechanism for high-risk chemicals, which is tailored according to product categories, process characteristics, and regional risk factors. Furthermore, we have integrated rigorous chemical management requirements into our supplier audit, engagement, and improvement tracking processes.

ASUS utilizes the Clean Electronics Production Network (CEPN) process chemical restricted substance list to identify high-risk suppliers who utilize regulated chemicals, prioritizing them based on process exposure risks and wastewater pollution load. Adopting a progressive management strategy of "reduction first, then substitution," we require suppliers to submit three-year plans for reduction, substitution, and process optimization. This approach aims to gradually reduce reliance on high-risk chemicals, collectively advancing toward the goal of safe and non-toxic manufacturing processes.

Simultaneously, ASUS has formally integrated process chemical substitution performance into our supplier Quarterly Business Review (QBR) metrics. By linking this to our procurement-based supplier performance management and cooperation evaluation mechanisms, we incentivize suppliers to incorporate chemical reduction, substitution, and phase-out requirements into their daily operational management, thereby enhancing supply chain effectiveness and the momentum for continuous improvement. In 2025, ASUS achieved the following milestones in our process chemical substitution plan:

Completion of critical supplier process chemical surveys to identify hotspots of high-concern chemicals:

ASUS successfully completed process chemical surveys for 85 key suppliers, covering an inventory of 25 regulated chemicals. High-concern chemicals currently in use within our supply chain are primarily concentrated in 7 categories[2]; notably, methanol and N-Methyl-2-pyrrolidone (NMP), which have higher usage volumes, have been designated as priority management targets.

Focusing on high-risk supplier groups to drive subsequent substitution and phase-out management:

Process chemical risks are primarily concentrated among five key supplier categories: panels, printed circuit boards (PCBs), IC memory, batteries, and power supplies, reflecting the high usage volume, high exposure levels, and high process dependency inherent in these sectors. Based on these findings, ASUS has targeted these high-risk chemicals and high-risk supplier groups as the primary focus for our ongoing management and collaborative assistance programs.

Roadmap for Key Supplier Process Chemical Substitution

2024	2025	2026~2027	2028
Identification of critical suppliers and classification of process chemical categories.	Assessment of high-concern chemicals and high-risk supplier groups based on usage purpose and volume.	Monitoring and tracking progress of process chemical reduction initiatives	Achieving the target of 50% of suppliers completing chemical phase-out

2 The seven categories of high-concern chemicals encompass: Methanol, N-Methyl-2-pyrrolidone (NMP), Dichloromethane, Toluene, Xylene, Methyl Isobutyl Ketone (MIBK), and Tetrachloroethylene.

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Environmentally Friendly Materials

In 2019, the European Commission released the European Green Deal, which aims to promote the circular economy, reduce material and resource consumption, and ensure that materials can be reused and recycled. Guided by its core business philosophy of "striving to be among the world-class green high-tech leaders and to provide valuable contributions to humanity," ASUS strengthens corporate competitiveness while upholding environmental accountability. ASUS promotes sustainable product design and circular materials to protect the planet's ecosystems and reduce environmental impact. To implement product sustainability, ASUS has established a Sustainable Raw Materials Policy to increase the use of environmentally friendly materials in products and packaging, prioritizing low-toxicity, renewable, recycled, or sustainability-certified materials as a concrete policy direction.

In material applications, rare earth elements and critical minerals are used in technology products such as permanent magnetic materials, fluorescent materials, precision ceramics, optical materials, semiconductors, and batteries, making them essential to the electronics industry. According to the International Energy Agency (IEA) report The Role of Critical Minerals in Clean Energy Transitions, released in 2021, net-zero policies announced by governments worldwide will significantly increase demand for rare earth metals and critical minerals by 2040.

Looking ahead, it is foreseeable that without proactive planning regarding the supply, recycling, and investment in rare earth elements (REEs) and critical minerals, future procurement costs and operational risks will inevitably escalate. To gain comprehensive visibility into the chemical substances contained within our products, ASUS leverages its robust Full Material Disclosure (FMD) capabilities. Building upon this extensive experience, we further analyze the current utilization of rare earth metals and critical minerals in our products, thereby facilitating the identification of recycled sourcing streams to achieve a sustainable circular economy model.

ASUS Major Product Raw Material Usage Statistics:

Category		Usage Amount (tons/year)
Non-renewable Materials (Technical Materials)	Metals and Non-metals (Plastics, Glass, Ceramics)	76,710
Renewable Materials (Biobased Materials)	Paper and Wood	38,350

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	>4,500	Product structural component	**Lithium**	<100	Battery
Cobalt	<1	Battery	**Tungsten**	<1	Connector
Copper	>3,000	Product structural component	**Gold**	>20	Power supply
Iron/Steel	>32,000	Product structural components	**Tin**	>250	Solder paste
Nickel	>250	Plating	**Tantalum**	<1	Electronic components and metal part

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Product Application

In ASUS products, plastics account for more than 30% of the total weight of mainstream products, making them the most widely used material. ASUS therefore works with major raw material suppliers to explore how third-party-certified recycled materials can be introduced without compromising product characteristics and durability while meeting ASUS's high-quality requirements. Through a complete Chain of Custody (CoC) traceability mechanism, ASUS ensures the authenticity of material sources and prevents uncontrolled recycled material sources from being mixed into the supply chain.

Leveraging strong innovation and R&D capabilities, ASUS has achieved an average of at least 5% third-party-certified post-consumer recycled plastic content in each commercial laptop. Going forward, ASUS will further expand green procurement and the proportion of such materials used, with a target to increase the share of sustainable materials in core products to 30% by 2030 and implement the transition toward low-carbon products.

In 2025, the use of post-consumer recycled plastic increased by 986% compared with the 2020 baseline

In 2025, ASUS used approximately 15,700 metric tons of plastic in core products, of which about 2,400 metric tons came from third-party-certified post-consumer recycled plastics, such as those certified by SCS Global Services. Since 2017, ASUS has cumulatively used more than 5,900 metric tons of post-consumer recycled plastics, reducing cumulative carbon emissions by approximately 41,300 tons CO_2e.[3]

Since 2022, ASUS has also explored the use of more diversified environmentally friendly materials in its products. In 2025, ASUS used more than 15 metric tons of third-party-certified pre-consumer recycled metals, including aluminum, magnesium, and steel. In the ExpertBook P Series of business AI laptops, ASUS introduced recycled steel, recycled aluminum, recycled magnesium-aluminum alloy, and post-consumer recycled plastic. In the PM3606 product, recycled rare earth metals were used in magnets, with recycled rare earth metals accounting for 46.9%. Regarding the recycling and application of other critical raw materials, ASUS has initiated strategic collaborations with our suppliers to pioneer the recovery of cobalt—a vital element in laptop batteries—and integrate this recycled cobalt back into our product battery supply chain.

Packaging Material Application

According to the 2021 study by the United Nations Environment Programme (UNEP), global plastic production reaches approximately 400 million tons annually, with roughly one-third mismanaged and discarded as waste, and packaging materials accounting for a significant 40% of the total volume. In addition to the global plastic reduction policies enacted since 2018 to realize a circular economy for plastics, the European Union formally adopted the Packaging and Packaging Waste Regulation (PPWR) at the end of 2024, institutionalizing strict packaging reduction and recycling targets.

Since 2019, ASUS has replaced polyethylene (PE) bags with polyethylene terephthalate (PET) non-woven fabrics and increased the utilization of recycled pulp in paper packaging to 90%. In 2025, recyclable packaging materials constituted 92% of our total packaging, with eco-friendly paper packaging used across major product lines reaching approximately 32,200 tons. Concurrently, to support resource conservation and ecological protection, ASUS has selected Forest Stewardship Council (FSC™) certified paper materials since 2020. Our FSC™ applications and design innovations have been formally recognized by the FSC, an international non-governmental organization. Starting from 2024, packaging materials for all new display products transitioned from recycled paper to a comprehensive deployment of FSC™-MIX certified paper, shifting from a recycling-centric approach to actively supporting responsible forest management. In 2025, ASUS utilized over 9,100 tons of FSC™ certified paper, representing an 87% increase in the total volume of eco-friendly paper materials compared to the baseline year (2020).

In 2025, the use of environmentally friendly paper materials increased by 87% compared with the 2020 baseline

Packaging Material Innovation History:

ASUS is redefining the value of product packaging. In addition to adopting eco-friendly materials and driving plastic-free designs, we embrace reuse as a core design philosophy, transforming packaging materials into highly functional accessories or devices to extend their lifecycles. Furthermore, while maintaining optimal transit safety, we continuously optimize packaging structures to minimize volumetric dimensions and reduce material consumption at the source. Our design considerations also focus on stacking efficiency during transit to reduce potential damage when shipping mixed-size products, thereby maximizing overall logistics efficiency.

2022

The ExpertBook B9 accessory box could be folded into a laptop stand, improving heat dissipation and user experience.

2023

ROG Phone 7 and ROG Harpe Ace Extreme Mouse packaging used sugarcane pulp to improve recyclability; VU Series monitor packaging was optimized and transformed into a desktop storage box and phone stand.

2024

Expanded the use of FSC™-certified paper materials, reduced virgin plastic use, and expanded packaging reuse design.

2025

Optimized packaging structure around reduction design while balancing transportation efficiency and product protection; gaming accessories adopted reusable designs and were transformed into functional storage devices for long-term use.

3 Data referenced from the Ecoinvent database ver. 3.8 (2021/11) in SimaPro.

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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. Circular Utilization: ROG Gaming Over-Ear Headsets

Centered around the gaming user experience, packaging is re-envisioned not merely as a consumable item, but as an extension of the product experience itself.

- Incorporating the classic ROG pegboard element, the aluminum box structure is transformed into a display and storage system tailored for mounting ROG headsets. This innovation elevates packaging beyond its traditional containment function, turning it into a functional accessory within the gaming lifestyle ecosystem.
- The inner packaging utilizes a 100% paper-based, eco-friendly design, implementing a minimalist structural approach to replace multi-material composites. This optimization significantly enhances recyclability and circular value while maintaining uncompromised protective performance during transit.

2. Plastic-Free Packaging: ASUS Zenbook A14

- The packaging architecture is constructed entirely from 100% FSC™-certified paper materials, featuring a pioneered, patented paper handle design. By completely substituting plastic components with paper alternatives, this initiative facilitates streamlined post-consumer recycling, significantly curtails single-use plastic consumption, and mitigates overall environmental impacts.
- Embracing the core design philosophy of "Simple made meaningful," the structural dimensions of the outer box have been optimized, resulting in a 5mm reduction in height and a 12% decrease in weight compared to the previous generation. This eco-design innovation successfully eliminated approximately 15 tons of packaging waste in 2025.

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3. Modular Packaging Design: ASUS IoT LAN/PoE/Expansion Card

- Facing the challenge of up to 12 different dimensional specifications in the Network Interface Card (NIC) product series, ASUS chose "modular integration" as its core design strategy to reconstruct the overall packaging standardization and dimensional integration optimization.
- By streamlining the 12 different sizes of network cards into 3 sets of core packaging modules, it successfully covered the entire product series, improving transportation efficiency in space utilization by 25%.

4. Lightweight Packaging Design: ROG Phone 9 Pro

- 100% of paper packaging adopts FSC™-MIX certified recycled paper materials and reduces the proportion of ink printing, mitigating environmental loads from the source.
- De-plasticization of internal accessories, removing PE protective films from chargers and cables as well as PE plastic bags for fan packaging, enhancing overall recycling friendliness.
- Through optimizing the internal layout and outer box shape, volumetric efficiency has increased by 33% compared to the previous generation, effectively enhancing the transportation cargo loading rate, thereby lowering logistics frequency and reducing transportation carbon emissions.

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Product Energy Efficiency

In IT products, energy efficiency determines the level of greenhouse gas emissions generated during the use phase. To effectively reduce the carbon footprint generated during product use, ASUS has established technical standards for product energy efficiency and energy consumption limits. Product energy-saving design strategies and carbon management standards are integrated into the product R&D process. ASUS set the 2025 sustainability target of having major products achieve average energy efficiency 30% better than ENERGY STAR® standards and uses ISO 14067:2018 product carbon footprint verification to quantitatively measure greenhouse gas emission hotspots across the product lifecycle, making targets more transparent and easier to track and measure. ASUS continues to invest R&D resources in green design and improves product energy efficiency through software and hardware innovation, further enhancing carbon reduction performance in product design and the supply chain.

Exceeding the ENERGY STAR® standard

The U.S. ENERGY STAR® Program is one of the world's most rigorous energy efficiency programs. Compared with baseline regulatory requirements, ENERGY STAR®-qualified products demonstrate a competitive advantage in energy efficiency and can also save more energy costs during the use phase. To achieve more ambitious goals, ASUS has adopted multiple optimized design measures, such as using external power supplies with the current highest market energy efficiency rating of Level VI for all laptops and setting internal standards for product off-mode power that are 10% stricter than regulations, thereby reducing power loss.

ASUS's newly launched commercial and consumer laptops in 2025 exceeded ENERGY STAR® standards by an average of 46.6%, reducing total energy consumption by 731,469,679 MJ/year[4], a 23.9% improvement over the previous year. In 2025, products meeting ENERGY STAR® standards accounted for 86%[5] of annual revenue. Under the U.S. Environmental Protection Agency's ENERGY STAR® Most Efficient program, monitor products in 2025 are required to achieve energy savings of 21 kWh/year, and only 10% of ENERGY STAR®-qualified products meet the program's requirements. Products recognized as Most Efficient can save more than 40% energy on average compared with general ENERGY STAR® products. In 2025, a total of 20 ASUS monitor products received ENERGY STAR® Most Efficient 2025 recognition.

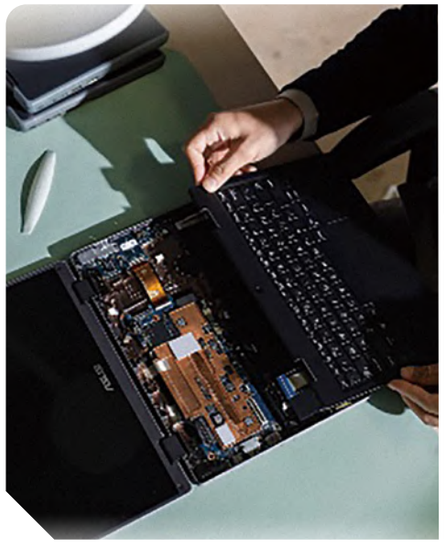
4 Reduction Calculation Methodology: (Typical Energy Consumption (E_{TEC}) based on ENERGY STAR® 8.0 standard – Maximum Energy Consumption Allowance (E_{TEC}_MAX)) X Total shipment volume of commercial and consumer notebooks

5 For the revenue share of products complying with ENERGY STAR® standards, please refer to: Basis for Calculating Environmental Indicators (P. Appendix A-13)

Product Lifecycle Extension

Easy to Disassemble and Repair

Considering recycling and reuse procedures at the design stage can improve resource efficiency and promote the circular economy. Through design for easy disassembly and recycling, consumers can upgrade components according to their needs when products require improved computing performance, without being forced to replace the entire product. When a product fails, it is also easier to disassemble, repair, and replace parts, extending the product's service life. When a product reaches the end of its useful life, such design helps recyclers sort materials, reduces recycling and processing costs, and increases the recycling value of waste electronics. ASUS products outperform other competing products in the market across evaluation criteria such as the provision of repair-related information, ease of product disassembly, years of spare parts availability, price differences between spare parts and finished products, and subsequent product maintenance and upgrades. In 2025, ASUS commercial laptops all achieved French Repairability Index scores above 9.0. For detailed information on the French repairability index of each product, please refer to the official website.



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Modular Design

As IT products continue to evolve rapidly, modular design is especially important for enabling products to maintain high quality and low cost within limited design timelines while also meeting user needs for diversity, interchangeability, and compatibility. In product design, components are structured by function and assembled into products through the integration and stacking of independent modules. Products with modular design can be quickly assembled or disassembled like building blocks, and functional components are easier to upgrade, replace, repair, or update when needed. This supports product assembly, servicing, reuse, and recycling, thereby extending the product lifecycle.

Device as a Service

In recent years, market research organization Euromonitor International has released reports on the "Top 10 Global Consumer Trends," noting that products or services with circular economy thinking, such as shared use and consumption models that replace ownership with leasing, are attractive to consumers. These models extend product lifecycles, reduce waste, enable proper use of resources, and create new sustainable business opportunities. ASUS offers Device as a Service (DaaS), replacing the traditional concept of "buy to own" with flexible leasing and subscription payment models. This helps enterprise customers reduce hardware expenditures, deployment costs, and support service costs, while providing a complete leasing solution for IT hardware and services. The advantages of ASUS Device as a Service (DaaS) are as follows:

- 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 study by three independent research organizations - Climate Neutral Group, CE Delft, and SGS Search - which calculated the carbon footprint impact of purchasing versus leasing across ten types of tools in Europe, leasing can reduce lifecycle carbon footprint emissions by 30% to 50%.

In 2025, equipment using the Device as a Service model among ASUS commercial products is estimated to save 40,590 kWh of electricity during the leasing period and reduce greenhouse gas emissions by 20 metric tons, continuously strengthening the practical results achieved by enterprise customers in sustainability and net-zero transformation. Looking ahead to 2026, to further enhance the environmental value of the Device as a Service model, ASUS will provide customers with environmental management reports that specifically present the environmental benefits generated by leasing and recycling services, helping enterprises fully understand and optimize their sustainability performance. Relevant indicators will cover electricity savings, reduced waste generation, water savings, and reduced greenhouse gas emissions. ASUS will continue to optimize the sustainability value of Device as a Service, combining circular economy concepts with digital management tools to work with customers in building low-carbon and highly efficient IT usage models.

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

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Resource Regeneration

With economic development and rapid technological progress, the volume of electronic waste continues to increase, placing pressure on the environment. Governments and companies around the world have therefore strengthened international supervision and cooperation and established comprehensive regulations to improve resource circulation efficiency and ensure that electronic waste is properly treated. The cross-border movement of global e-waste is also an issue of concern. When e-waste from developed countries is illegally transported to developing countries, it can negatively affect local environments and residents' health. To strengthen oversight of cross-border e-waste transportation, the 15th meeting of the Conference of the Parties to the Basel Convention adopted amendments in 2022 that expanded the scope of management for waste electrical and electronic equipment, including non-hazardous waste, and required a bilateral Prior Informed Consent (PIC) mechanism to prevent the cross-border transfer of illegal or improperly treated e-waste.

General electronic waste contains metals, plastics, and high-value or Critical Raw Materials.[6] When these materials are properly recycled, reused, and treated, resource regeneration processes can form a green circular industry with substantive significance for economic development, human rights, and environmental protection. ASUS follows the EU waste management hierarchy - reduction, reuse, recycling, energy recovery, and final disposal - prioritizing waste prevention, actively promoting reuse and recycling, and gradually transforming from a single recycling model into a diversified circular model.

Global Take Back Service

Facing the increasingly serious global challenge of e-waste and the widespread adoption of Extended Producer Responsibility (EPR) regulations, The Global E-Waste Monitor reports[7] that 72% of the global population lives in countries with e-waste regulations. Based on producer responsibility, ASUS is committed to promoting the circular economy and complying with waste recycling regulations in various countries. In major global sales markets, including Greater China, Europe, the Americas, India, and Oceania, ASUS has established free product recycling services and formulated ASUS Hardware Recycling Guidelines that go beyond regulatory requirements, ensuring proper resource reuse and avoiding improper disposal or illegal treatment.

The number of countries where ASUS provides recycling services has gradually expanded from 25 in 2020 to 30 in 2025. The share of covered global sales markets increased from 77% to more than 83%. ASUS provides diversified recycling services based on local sales and service models in different countries, including drop-off stations, mail-back programs, trade-in programs, and pick-up services. In 2025, ASUS recycled more than 12,891 metric tons of electronic waste. Annual recycling volume accounted for 16% of the total weight of products sold globally. Taking into account the average product lifespan, annual recycling volume accounted for 19% of the average weight of products sold globally over a five-year period.[8]

6 Critical Raw Materials are materials that are economically important, highly dependent on imports, subject to high supply risk, unique in application, and lacking viable substitutes.
7 The Global E-Waste Monitor 2024 was published by the Global E-waste Statistics Partnership (GESP), a collaboration among the United Nations University (UNU), the International Telecommunication Union (ITU), the International Solid Waste Association (ISWA), and the United Nations Environment Programme (UNEP).
8 The global product recycling rate is calculated by dividing the total weight of waste products recycled globally in the current year by the estimated weight of products sold globally in the current year based on the average product lifespan of five years, thereby reflecting actual recycling performance after products reach the end of their lifecycle.

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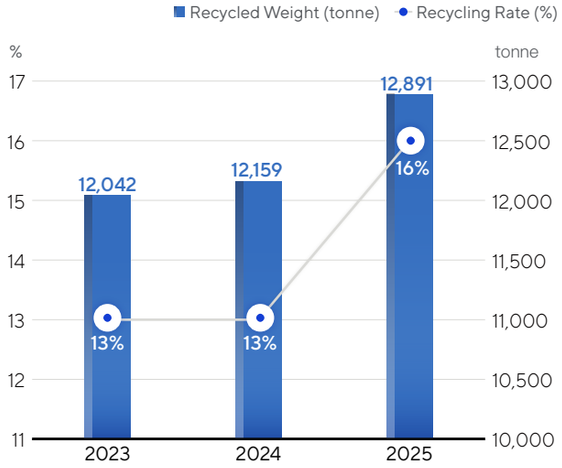
End-User Recycling Promotion and Outreach

ASUS promotes user recycling awareness through multiple channels to enhance consumer understanding of proper e-waste treatment and resource circulation. ASUS provides recycling channels and contact information through its official website, customer service channels, and product service processes. Customer service centers also provide recycling consultation and instructions, guiding consumers to local recycling sites and related services. At the same time, ASUS promotes internal mobile phone recycling activities, encouraging employees to value waste electronics recycling and deepening circular awareness within the Company.

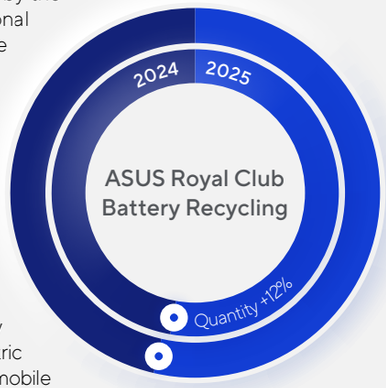
To more actively promote product reuse and recycling, ASUS established its subsidiary JOGEEK and built its own trade-in service platform. The platform provides repair, electronic component recycling, laptop and mobile phone refurbishment, and enterprise leasing and recycling services, integrating recycling, inspection, and reuse processes to promote resource circulation and reduce the environmental impact of e-waste. In Taiwan, ASUS has launched trade-in programs for tablets, mobile phones, and laptops, encouraging consumers to recycle idle products through qualified channels and providing cash rewards and shopping discounts after valuation, thereby implementing circular economy goals through diversified services. For details on recycling services, please refer to the ASUS ESG Website.

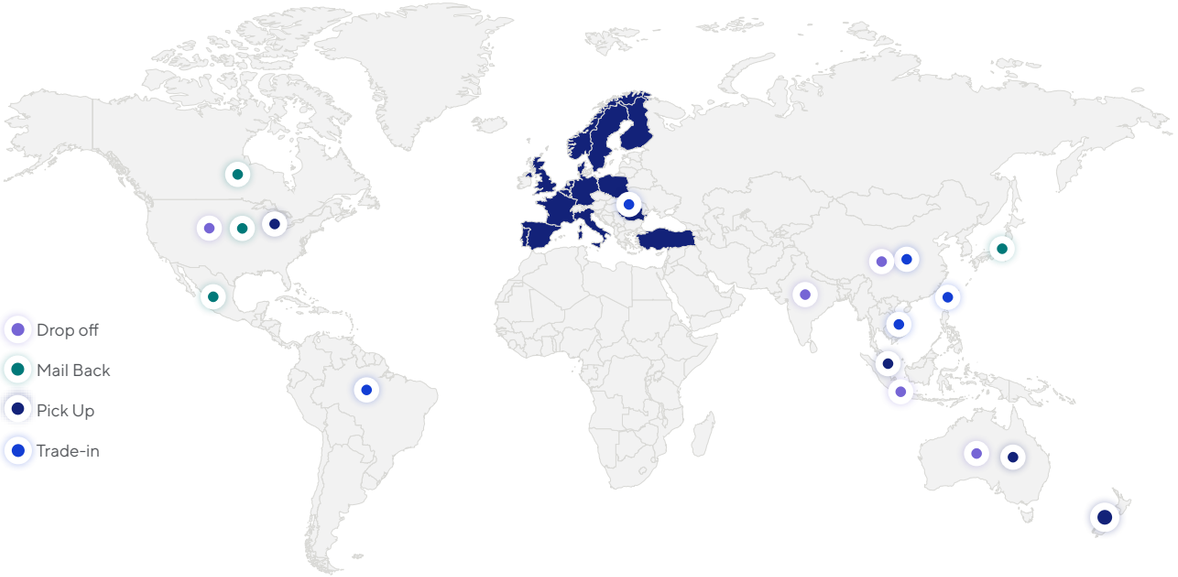


Case Study

Protecting Privacy and Ensuring Secure Recycling: The ASUS Mobile Device Recycling Program

In addition to continuously promoting the daily recycling of waste mobile devices, ASUS actively participates in the annual "Mobile Phone Recycling Month" campaign organized by the Ministry of Environment. To further alleviate consumer concerns regarding personal data leakage, ASUS has introduced information security equipment to ensure that the recycling process addresses both environmental and information security. Building upon existing compliance with the ASUS Privacy Policy and the Customer Property Protection Procedures, ASUS continued its collaboration with the Ministry of Environment in 2025 by installing information security processing equipment at three key ASUS Royal Club service centers: Taipei Guanghua, Taichung Yingcai, and Kaohsiung Jianguo. Through these professional devices, consumers and on-site service personnel can perform physical destruction of critical components (such as power buttons, charging ports, and SIM/SD card slots) of recycled mobile phones and tablets within a secure and controlled environment. This effectively prevents the risk of data leakage and enhances consumer trust in the recycling process.Through the joint efforts of ASUS and consumers, recycling achievements have grown year by year. From 2020 to 2025, ASUS Royal Clubs have cumulatively recycled over 4.5 metric tons of waste mobile devices and related products. Furthermore, the number of waste mobile phone batteries recycled in 2025 increased by 12.2% compared to 2024, reflecting a significant rise in consumer awareness regarding extending product lifespans and reducing resource waste. Extending the service life of devices by replacing batteries not only reduces the generation of electronic waste but also lowers the environmental burden associated with the manufacturing of new products.





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Recycling Company Management

To prevent improper treatment from causing serious impacts on human health and environmental pollution, ASUS has established the ASUS Recycler Management Specifications based on international recycling standards and created a recycler management process covering three stages: new vendor qualification review, ongoing risk management, and performance evaluation. Recycling and treatment providers that work with ASUS must comply with the Basel Convention and meet qualifications recognized by local governments or internationally recognized e-waste recycling standards. ASUS regularly audits and manages recycling and treatment plants with which it has ongoing cooperation, and vendors that fail to improve after audits are replaced. The key focus areas of ASUS's recycling vendor audit management include:

Step 1 Certified Partners

Certificate requirements: ISO 14001
Recycler qualifications: international recycler standards such as e-Stewards/ Responsible Recycling (R2)/ WEELABEX, or proof of compliance with local governments.

Step 2 Continue to Monitor

Annual audit: conduct on-site or document audits in accordance with international recycler standards.

Step 3 Evaluation

Manufacturers that do not pass the audit will be replaced

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.

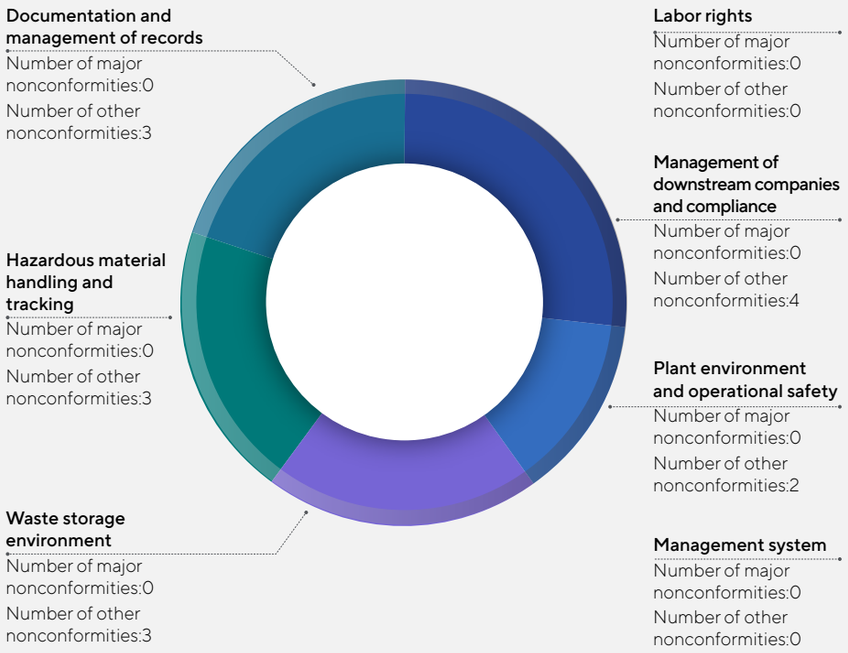
Waste storage environment:
Ensure proper storage of waste electronics and materials containing substances of very high concern.

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.

In 2025, 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.



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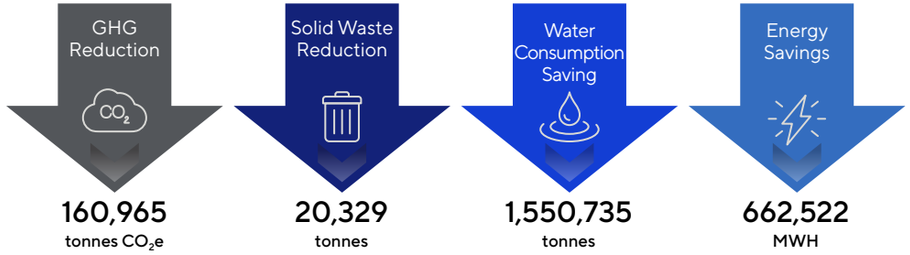
Eco Labels

ASUS has long invested in green product R&D. Through the use of safer chemicals, recycled and reused environmentally friendly materials, reduced packaging materials, outstanding product energy efficiency, and designs that enable easy disassembly and recyclability, eco-friendly products account for more than 90%[9] of ASUS's overall revenue. ASUS also demonstrates and validates its green competitiveness by obtaining rigorous international eco-label certifications. Through the Sustainability Accounting Standards Board (SASB) standards, ASUS measures the revenue share of products with important eco labels as one reference indicator for investors evaluating corporate sustainability performance and as an important part of ASUS's green competitiveness. In 2025, products meeting EPEAT or equivalent eco-label standards accounted for 50%[10] of annual revenue. To encourage products to actively obtain eco labels, ASUS links product business unit (BU) performance to this objective and has set a management target for core products with green labels to account for 70% of revenue.

EPEAT Environmental Performance

Among international eco labels, EPEAT (Electronic Product Environmental Assessment Tool)[11] is one of the most representative and rigorous product environmental standards worldwide. Its criteria cover substance management, material selection, product design, energy use, and product and corporate footprints, with the goal of reducing environmental impacts across the entire lifecycle. In 2025, the new EPEAT 2.0 standard expanded coverage across the electronics product value chain and focused on four key sustainability impact areas: climate change mitigation, sustainable use of resources, chemical reduction, and responsible supply chains. The updated standard introduced more stringent requirements. During the revision process, ASUS actively participated in standards development discussions and responded to the EPEAT Climate+ program launched by the Global Electronics Council (GEC), the body that manages EPEAT, by taking early and practical actions to mitigate climate change. In addition to passing SBTi Net-Zero validation in 2025, ASUS has continued to maintain its EPEAT Climate+ Champion recognition through actions such as renewable energy use, water footprint inventories, optimization of its Full Material Disclosure (FMD) management system, and supplier assistance. These efforts demonstrate the Company's leading achievements in low-carbon transformation and climate action as well as its determination to reduce carbon emissions.



9 Revenue percentage from Eco-Friendly Products; please refer to the Note: Basis for Environmental Indicator Calculations.
10 Revenue percentage from EPEAT or equivalent green products; please refer to the Note: Basis for Environmental Indicator Calculations. (P. Appendix A-13)
11 EPEAT (Electronic Product Environmental Assessment Tool): An environmental performance assessment tool for electronic products jointly launched by the U.S. Environmental Protection Agency (EPA) and the Institute of Electrical and Electronics Engineers (IEEE). It follows the ISO 14024 framework and is a representative global eco-label in the IT industry.

Case Study

Scaling our sustainable influence: ASUS motherboards secured the industry's first third-party green product eco-label.

Existing international eco labels for electronic and electrical products mainly focus on system-level product certification and have not yet established relevant certification standards for product components or board-level semi-finished products. This limits market development opportunities for component products in sustainable design. To break through this framework and expand the scope of green product certification, the ASUS sustainability team and motherboard business unit worked with an international third-party verification company to jointly develop the world's first environmental label for board-level products. In June 2025, the Pro WS W880-ACE SE successfully received the world's first third-party green product label certification. This innovative initiative not only demonstrates the Company's commitment to promoting sustainable development but also highlights ASUS's proactive efforts to lead the industry toward sustainable transformation.

Sustainability Criteria for Motherboard Eco-Labeling:

Corporate Social Responsibility (CSR)

Our corporate and manufacturing sites must implement comprehensive social responsibility management systems, such as SA8000, and fully comply with the Responsible Business Alliance (RBA) Code of Conduct. This demonstrates ASUS's proactive commitment to extended producer responsibility (EPR) throughout our supply chain.

Hazardous Substance Management

We uphold standards that exceed regulatory requirements, emphasizing environmental friendliness in both product design and manufacturing processes. This includes the use of halogen-free PCBs and the elimination of PFOA/PFOS. We ensure rigorous control over the entire product lifecycle—from material selection to production—to prevent the use of hazardous substances.

Circular Economy

We have achieved a recycled material content of over 90% in total product packaging to reduce carbon emissions. Furthermore, we provide a 4-year repair service guarantee following product phase-out to effectively extend product lifespans.

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CH07 Climate Actions

According to the Emissions Gap Report 2025: Off Target[1] released by the United Nations Environment Programme (UNEP), global greenhouse gas emissions reached a new historic high of 57.7 $GtCO_2e$ in 2024, and countries' latest climate pledges (NDC 3.0) contribute only marginally to limiting this century's temperature rise.[2] Estimates indicate that even with full implementation of current NDCs, global warming is still projected to reach 2.3-2.5C, far exceeding the Paris Agreement's 1.5C target ceiling; without more ambitious decarbonization action, warming could reach 2.8C - underscoring that the world faces an increasingly severe outlook of escalating climate risk.

The drivers of corporate climate action are undergoing a structural shift - moving from a predominantly "policy/compliance-driven" approach toward a "market-driven" one, centered on responding to the intensifying low-carbon expectations of customers, the supply chain, and investors. Guided by a pragmatic, strategy-based approach to sustainability, ASUS implements climate governance through "Data-driven Measurement, Technology-enabled Management." We support the requirements of the Paris Agreement and the Science Based Targets initiative (SBTi), and systematically disclose climate-related risks and opportunities in accordance with the IFRS Sustainability Disclosure Standards framework. By incorporating quantified risk assessment results into financial decision-making and resource allocation, we drive decarbonization to reduce the cost impact of transition and physical risks, while proactively capturing ESG issues with strategic growth potential - turning climate action into a source of innovation and competitive advantage. This achieves the dual goal of "managing downside risk while enhancing upside return," positioning sustainability as a key driver of long-term corporate competitiveness.

Actions

- Validated the SBTi Net-Zero Target.
- Implemented the Carbon Reduction Engagement and Counseling Program for key suppliers and group subsidiaries.
- Launched an AI chatbot, the "Corporate Carbon Advisor," on the Carbon Data Management Platform to provide real-time expert responses.

Performance

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

Newly launched laptop models sold achieved energy performance averaging **46.6%** better than the ENERGY STAR® standard.

ASUS global operations centers have achieved **RE55**.

Key suppliers' GHG emission intensity reduced by **30%** compared to the baseline year (2020).

1 Source: UNEP (2025), Emissions Gap Report 2025: Off Target.
2 UNEP notes that methodological updates suggest a potential 0.1°C reduction in average temperature; however, the U.S. withdrawal from the Paris Agreement is estimated to increase the global average temperature by 0.1°C, resulting in no net improvement in global warming.

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Climate Initiative

SBTi

ASUS passed the SBTi Net-Zero Target validation in 2025. Following the 1.5C reduction pathway, ASUS has committed to near-term targets for 2030 and long-term targets for 2050, covering its own operations (Scope 1 and Scope 2) as well as the supply chain and product use (Scope 3). ASUS is progressively advancing the value chain toward net zero by improving energy efficiency, expanding the use of renewable energy, and adopting innovative technologies.

RE100

ASUS joined RE100 in 2021, committing to 100% renewable energy use at its Taiwan operations by 2030 and at its global operations by 2035. In 2025, ASUS achieved RE55 renewable energy usage across its global operations centers. In Taiwan, locations including the headquarters and the AI Cloud Innovation Center receive wheeled solar power, and in the same year ASUS signed an onshore wind Corporate Power Purchase Agreement (CPPA), with wheeling delivery to formally commence in 2027, targeting RE85.

Taiwan Climate Partnership

As a founding member of the Taiwan Climate Partnership, ASUS is committed to leveraging its own experience to help upstream and downstream partners adopt renewable energy, digital carbon management, and improved energy efficiency to achieve carbon reduction goals. In 2025, ASUS Co-CEO Samson Hu was appointed Vice Chairman of the Partnership and hosted a 'Corporate Carbon Reduction Learning Event' in December of the same year, inviting Partnership members to visit ASUS. Through experience-sharing with sustainability benchmark enterprises, the Partnership accelerates carbon reduction actions and progress toward net-zero goals.

Taiwan Smart City Solutions Alliance

In 2025, ASUS Co-CEO Samson Hu became the 11th Chairman of the Alliance. Through cross-sector integration of Taiwan's smart energy technologies and industry resources, he aims to lead a dual-track transformation in digitalization and sustainability. ASUS also actively participates in the Alliance's newly established Virtual Power Plant (VPP) Working Group, serving as an integration team member to pool resources and technologies across industry, academia, and government, promoting policy support, standards development, and the exploration of innovative business models.

Net-Zero Green Lifestyle Alliance

Taiwan's Ministry of Environment established the 'Net-Zero Green Lifestyle Alliance' as a matching platform between government, businesses, and green-living solution providers, promoting resource integration and the spread of low-carbon lifestyle practices. Beyond becoming a participating company, ASUS Chief Sustainability Officer Charles Wu was invited to serve as an advisory committee member, providing recommendations from a business perspective and helping convey industry needs for adopting net-zero green living. ASUS's advocacy and legislative participation focuses on Taiwan, covering policy issues such as green consumption, low-carbon transportation, corporate green offices, sustainable procurement, and digital carbon management, aiming to help the government build a feasible and well-incentivized institutional environment that engages both businesses and the public in the low-carbon lifestyle transition.

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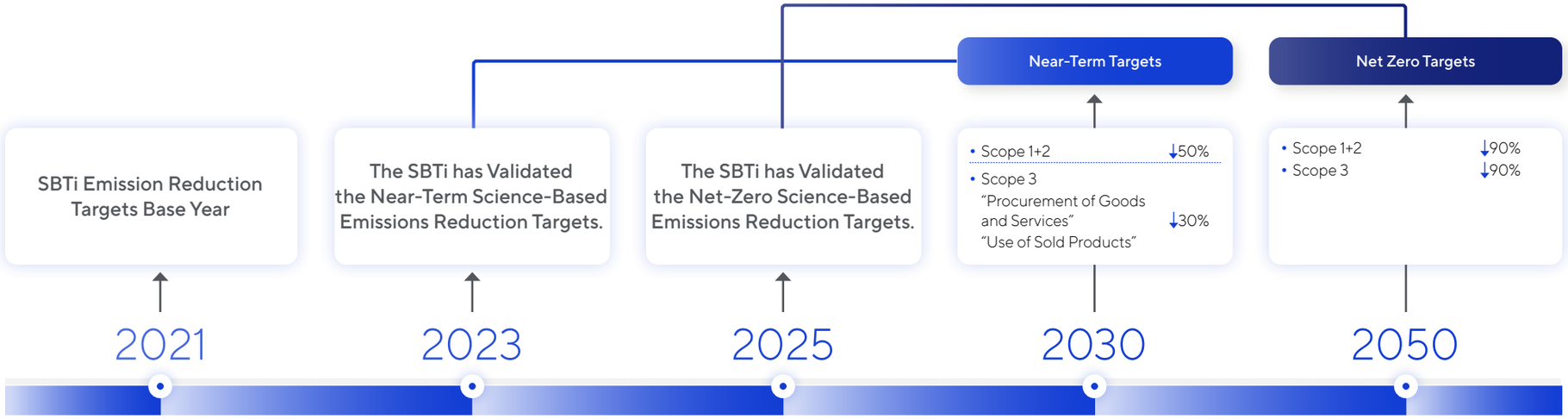
SBTi Science-Based Carbon Reduction Targets

ASUS, in accordance with the SBTi framework standards, aligns its scope with the subsidiaries covered under its consolidated financial statements, adopting the operational control approach and excluding subsidiaries established for investment or tax purposes. Following a reduction pathway aligned with the 1.5C scenario, ASUS commits to reducing Scope 1 and Scope 2 emissions by 50% and Scope 3 emissions from 'purchased goods and services' and 'use of sold products' by 30% by 2030. In 2025, based on the latest consolidated financial boundary, ASUS set and secured validation of a more ambitious SBTi Net-Zero target, 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.

ASUS follows the Net-Zero Standard of the Science Based Targets initiative (SBTi), adopting a decarbonization strategy that prioritizes substantive emissions reductions, with carbon offsetting used only to address residual emissions. In terms of reduction actions, ASUS prioritizes real reductions across the value chain, covering the adoption of renewable energy, improvements in energy efficiency, and the application of recycled materials. For residual emissions that cannot be eliminated within the planning period due to technical or commercial feasibility constraints, ASUS carefully evaluates the use of high-quality carbon credits for offsetting, ensuring the carbon offset mechanism serves only as a last resort for net-zero reduction, rather than a substitute for reduction actions.

To ensure the environmental integrity of carbon credits and reduce the risk of greenwashing, ASUS references international carbon credit quality initiatives (such as ICVCM[3] and VCMI[4]) to develop the 'ASUS Carbon Credit Quality Criteria' as the basis for carbon credit investment and procurement decisions. Carbon credits purchased must possess core quality attributes such as additionality, permanence, and measurability, and exclude project types with potential negative environmental or social impacts, in order to balance biodiversity protection with community co-benefits and ensure that carbon offsets generate verifiable, substantive climate benefits and sustainability gains.

To ensure that investors and all stakeholders fully understand ASUS's climate response actions, ASUS adopts the IFRS Sustainability Disclosure Standards (IFRS S1/S2), disclosing the four core elements for addressing climate change: 'governance, strategy, risk management, and metrics and targets.' ASUS regularly reviews its business model across operations and the supply chain, identifies and classifies short-, medium-, and long-term climate risks and opportunities, describes their potential impacts on the company and its suppliers, and quantifies financial impacts through scenario analysis to continuously strengthen corporate resilience.



3 The Integrity Council for the Voluntary Carbon Market (ICVCM) is responsible for establishing the Core Carbon Principles (CCPs) for high-quality carbon credits, setting environmental integrity benchmarks across methodology, registry systems, and verification standards. Carbon credits certified under the CCPs must meet stringent requirements such as additionality, permanence, measurability, and no double counting. CCPs are among the internationally recognized carbon credit quality standards in the current market.

4 The Voluntary Carbon Markets Integrity Initiative (VCMI) focuses on codes of conduct for corporate carbon credit procurement and use, to reduce the risk of greenwashing. VCMI's Claims Code of Practice requires companies to first complete ambitious reduction actions before purchasing high-quality carbon credits for residual emissions and making corresponding climate claims, ensuring carbon offset actions are credible and comparable.

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Governance

ASUS's Board of Directors serves as the highest governance body for climate action, with the Sustainable Development Committee established to review the Group's execution of climate risk and carbon reduction targets. The Sustainability and Green Quality Management Center coordinates the Group's progress, establishing a regular, tiered management mechanism to ensure consistency and effective implementation of the Group's climate goals and strategy.

Board of Directors

ASUS's corporate sustainability policy is approved by the Chairman, who serves as the Group's highest authority on sustainability-related matters, including approving climate change response strategies. Progress on climate action issues and goal management is reported to the Board regularly each year. Since 2022, reporting to the Board has been elevated to a quarterly basis to strengthen the Board's oversight of climate-related issues.

Sustainable Development Committee

In May 2025, the ASUS Board of Directors approved the establishment of the Sustainable Development Committee. Composed of five Independent Directors and two Co-CEOs, the Committee oversees four major sustainability issues across the ASUS Group (including all subsidiaries within the consolidated financial reporting boundary), including progress on SBTi carbon reduction targets. Each quarter, the Co-CEOs review the Group's climate risk management and subsidiaries' carbon reduction progress, which is reviewed by Committee members and reported to the Board.

Sustainability and Green Quality Management Center

The Chairman has instructed the CEO to serve as the highest-ranking management authority for climate change and sustainability, overseeing climate and other sustainability issues. The dedicated 'Sustainability and Green Quality Management Center' has been established, with a Chief Sustainability Officer analyzing global sustainability trends and executing sustainability initiatives. Sustainability has also been incorporated as one of the task units under the Business Continuity Management Committee. Progress on climate management issues is reported to the Co-CEOs each quarter and subsequently to the Board.

Strategy

The threat of climate change continues to intensify, and 'net-zero emissions by 2050' has become a core consensus in global climate action. According to UNEP's Emissions Gap Report 2025, global greenhouse gas emissions reached a new historic high in 2024, and if current national policies remain unchanged, warming this century could reach 2.8C - underscoring the urgency for industries worldwide to accelerate their low-carbon transition. ASUS follows the Net-Zero Standard of the Science Based Targets initiative (SBTi) and has established a three-stage climate transition pathway: the first stage prioritizes improving energy efficiency across its own operations and supply chain; the second stage expands the use of renewable energy, covering its own facilities; and the third stage addresses residual emissions constrained by technical or commercial feasibility through high-quality carbon credit offsets, driving the entire value chain toward net zero. This pathway uses 2021 as the SBTi base year and adopts the IEA Net Zero Scenario (NZE) and international carbon price trends as key planning assumptions, incorporating climate goal progress into annual financial planning and resource allocation.

Before implementing major climate transition measures - including carbon reduction requirements for subsidiaries and suppliers, the adoption of renewable energy, energy management, low-carbon product design, and investment in innovative technologies - ASUS proactively identifies affected stakeholders and conducts comprehensive potential impact assessments based on the nature and extent of each measure, in order to uphold the spirit of 'just transition.' Our assessment mechanism covers three core dimensions: first, assessing core capabilities and resource constraints to understand partners' limitations in manpower and cost; second, diverse engagement and communication, building mutual consensus through training or due diligence; and third, social and environmental risk control, ensuring transition actions do not place an unfair burden on vulnerable groups or local communities.

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

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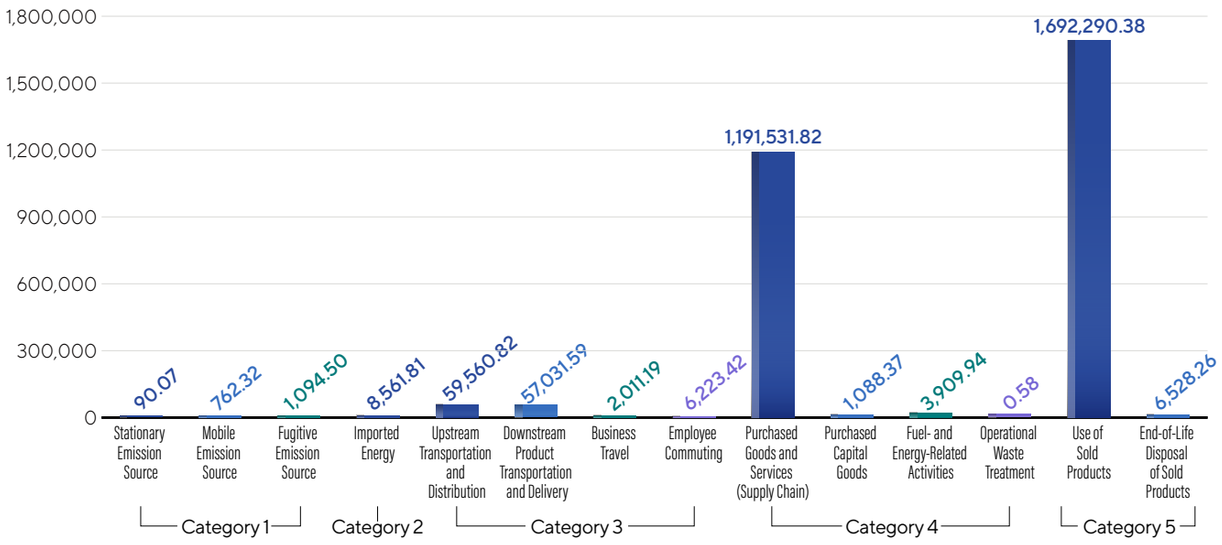
Greenhouse Gas Inventory

Since 2007, ASUS has conducted an annual GHG inventory using the operational control approach to define organizational boundaries, covering ASUS's global operations centers and excluding subsidiaries and their operating sites established for investment or tax purposes. The scope includes: direct GHG emissions; indirect GHG emissions from imported energy; indirect GHG emissions from the use of organizational products (supply chain, capital goods, fuel- and energy-related activities, operational waste generated); indirect GHG emissions associated with the use of organizational products (product use, end-of-life disposal of sold products); and indirect GHG emissions from transportation (upstream transportation and distribution, business travel, employee commuting, downstream transportation and distribution of products). Emissions are calculated using Global Warming Potentials (GWP)[5] from the IPCC AR6, with third-party verification to ISO 14064-1:2018 completed in April 2026.

The 2025 inventory results are disclosed below in accordance with ISO 14064-1. ASUS's total carbon emissions were 3,030,685.06 tonnes CO_2e, with an emission intensity of 150.58 tonnes CO_2e per million USD.

Greenhouse Gas Emissions

Unit: Tonnes CO_2e



Category 1: Direct GHG Emissions

ASUS calculates GHG emissions using the method of 'activity data x applicable emission factor,' converting results into CO_2 equivalent (CO_2e) based on Global Warming Potential (GWP). ASUS currently has no manufacturing factories; its main direct emission sources are fuel used by backup generators and company vehicles, refrigerant charging or fugitive leakage, and other related operational records. Emission factors are prioritized from those published by competent authorities, the IPCC, or other internationally credible sources, and GWP values are converted based on the most recent applicable IPCC assessment report.

Category	Energy Type	Activity Data
Stationary Emission Source	Diesel (Emergency generator)	836.74 L
	Natural Gas (Boiler)	26,721.00 M^3
	Natural Gas (Heating)	15,573.13 M^3
Mobile Emission Source	Diesel (Company Vehicle)	64,218.71 L
	Gasoline (Company Vehicle)	250,473.80 L
Fugitive Emission Source	Refrigerant-containing Equipment	11,958.63 Kg

Category	Carbon Dioxide (CO_2)	Methane (CH_4)	Nitrous Oxide (N_2O)	Hydrofluorocarbons (HFCs)	Perfluorocarbons (HFCs)	Sulfur Hexafluoride (PFCs)	Nitrogen Trifluoride (SF_6)	Carbon Emissions (tonnes CO_2e)
Stationary Emission Source	90.05	0.01	0.01	0.00	0	0	0	90.07
Mobile Emission Source	745.57	3.75	13.00	0.00	0	0	0	762.32
Fugitive Emission Source	0.00	0.00	0.00	1,094.50	0	0	0	1,094.50
Total	835.62	3.76	13.00	1,094.50	0	0	0	1,946.89

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

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Category 2: Indirect GHG Emissions from Imported Energy

ASUS calculates indirect GHG emissions from purchased energy using the method of 'energy consumption x applicable emission factor,' calculating CO_2 equivalent (CO_2e) under both the location-based and market-based methods. ASUS's purchased energy is primarily electricity, with activity data sourced from electricity bills, usage records, energy procurement records, and other relevant operational documentation at each site. Emission factors are prioritized from local grid-published factors or those released by competent authorities, supplemented where necessary by internationally credible sources, to ensure consistency, completeness, and verifiability.

ASUS's global electricity use and carbon emissions data are as follows:

	Taiwan Operations	Mainland China Operations	Other Overseas Locations	Total
Grid (Non-Renewable) Electricity Consumption (MWh)	18,062.90	8,730.70	4,327.44	31,121.04
Green (Renewable) Electricity Consumption (MWh)	10,435.69	0	775.97	11,211.66
Total Electricity Consumption (MWh)	28,498.59	8,730.70	5,103.41	42,332.70
Energy Attribute Certificates (MWh)	0	8,730.70	4,327.44	13,058.14
Location-Based Electricity Emissions (tonnes CO_2e)	13,508.33	4,583.20	2,138.96	20,230.49
Market-Based Electricity Emissions (tonnes CO_2e)	8,561.81	0	0	8,561.81

Category 3: Indirect GHG Emissions from Transportation

In accordance with ISO 14064-1, ASUS inventories and quantifies transportation-related indirect GHG emissions arising from organizational activities, covering logistics, business travel, employee commuting, and other transport-related sources. Relevant activity data are sourced from logistics records, transport distance/weight data, travel records, vehicle usage information, and employee commuting surveys or estimates. The distance-based method is used, multiplying activity data by the applicable emission factor to convert into CO_2 equivalent (CO_2e). Emission factors are prioritized from those published by competent authorities, supplier-provided factors, life-cycle databases, the IPCC, or other internationally credible sources.

Inventory Item	Statistical Coverage	Quantification Method	Carbon Emissions (tonnes CO_2e)
Upstream Transportation and Distribution	Covers notebooks, desktops, all-in-one PCs, and displays; measures transport distance and mode from component factories to hub warehouses, then to final assembly/contract manufacturing plants.	Quantified using the distance-based method, based on transport distance, mode, and applicable emission factors.	59,560.82
Downstream Product Transportation and Delivery [6]	Covers notebooks, desktops, all-in-one PCs, and displays; measures transport distance and mode from contract manufacturing plants to global sales regions.		57,031.59
Business Travel[7]	Covers transportation-related indirect GHG emissions from employee business travel; scope includes travel activities of employees at Taiwan locations.	Quantified using the distance-based method, based on travel records, vehicle type, trip distance, or other available activity data.	2,011.19
Employee Commuting	Covers transportation-related indirect GHG emissions from employee commuting at Taiwan locations, based on commuting activity data of ASUS employees in Taiwan.		6,223.42

6 ASUS references the EPEAT-CCM-2023_4.1.3 Optional - Product Transport Carbon Footprint and Goal methodology, verified under ISO 14064-1, using well-to-wheel emission factors for each transport mode to calculate carbon emissions based on product weight and shipping distance.
7 Domestic business travel and the overland portion of international business travel are excluded due to low materiality.

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Category 4: Indirect GHG Emissions from Products Used by the Organization

In accordance with ISO 14064-1, ASUS inventories and quantifies other indirect GHG emissions arising from the organization's procurement and use of products and services. This category covers the supply chain, purchased capital goods, fuel- and energy-related activities, operational waste generated, use of sold products, and end-of-life disposal of sold products. Depending on the activity characteristics, data availability, and materiality of each emission source, ASUS applies appropriate quantification methods including the supplier-specific method, spend-based method, average-data method, distance-based method, and factor-based method, multiplying activity data by the applicable emission factor to convert into CO_2 equivalent (CO_2e). Relevant activity data include supplier emissions data, procurement amounts, energy consumption, waste disposal and treatment data, product energy consumption and usage scenarios, and end-of-life product data. Emission factors are prioritized from those published by competent authorities, supplier-provided factors, life-cycle databases, the IPCC, or other internationally credible sources.

Inventory Item	Statistical Coverage	Quantification Method	Carbon Emissions (tonnes CO_2e)
Purchased Goods and Services (Supply Chain)	Quantified using the supplier-specific method, calculating carbon emissions from key suppliers[8] operational activities and allocating them to ASUS based on annual shipment or procurement share.	Uses the spend-based method, calculating carbon emissions based on annual contract manufacturing fees.	1,191,531.82
Purchased Capital Goods	Covers capital expenditure items purchased by ASUS during the year, including office equipment, machinery, buildings, and land.	Quantified using the spend-based method to inventory other indirect GHG emissions from purchased capital goods.	1,088.37
Fuel- and Energy-Related Activities	Uses Category 1 fuel consumption and Category 2 purchased energy consumption as activity data.	Quantified using the average-data method, combining applicable upstream fuel- and energy-related emission factors to estimate emissions from energy extraction, processing, transportation, and distribution.	3,909.94
Operational Waste Generated	Calculates transportation emissions from waste delivery to treatment facilities, and emissions generated during the waste treatment stage.	Quantified using the distance-based and factor-based methods, based on waste transport distance, mode, waste type, treatment method, and treatment volume.	0.58

Category 5: Indirect GHG Emissions Associated with the Use of the Organization's Products

In accordance with ISO 14064-1, ASUS inventories and quantifies other indirect GHG emissions associated with the use of organizational products. This category mainly covers emissions generated during the use phase and end-of-life disposal phase of sold products, including emissions from electricity consumption during the expected use period, and emissions from disposal, recycling, transportation to treatment facilities, or other end-of-life treatment processes. Using activity data such as product type, sales volume, product energy consumption, expected usage scenarios, service life, recycling or disposal volume, transport distance and mode, and end-of-life treatment method, ASUS applies the factor-based and distance-based methods, multiplied by the applicable emission factor to convert into CO_2 equivalent (CO_2e).

Inventory Item	Statistical Coverage	Quantification Method	Carbon Emissions (tonnes CO_2e)
Use of Sold Products	Inventories other indirect GHG emissions from the use phase of sold products; covers emissions from electricity consumption during the expected use period of products sold by ASUS during the year.	Quantified using the factor-based method, based on product type, sales volume, product energy consumption, expected usage scenario, and service life, multiplied by the applicable electricity emission factor.	1,692,290.38
End-of-Life Disposal of Sold Products	Inventories other indirect GHG emissions from the end-of-life disposal of globally sold products; covers the transport stage from collection points to treatment facilities, and emissions from disposal, recycling, or other treatment methods.	Quantified using the distance-based and factor-based methods, based on product type, recycling/disposal volume, transport distance and mode, and end-of-life treatment method.	6,528.26

8 Key suppliers include IC component (CPU, GPU), storage (SSD, HDD), panel, power supply, motherboard, and memory suppliers, as well as product assembly plants.

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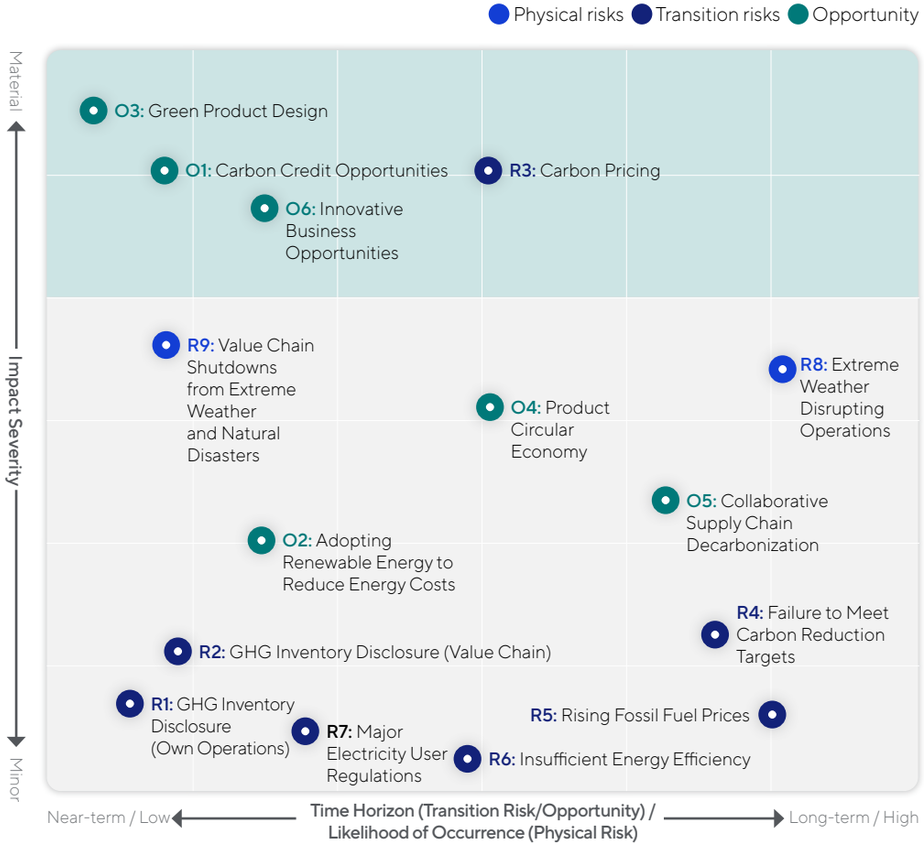
Risk Management

The World Meteorological Organization notes[9] that 'climate change is increasing the frequency and severity of extreme disasters, with severe losses and damage affecting people, society, and the economy.' Meanwhile, the world has reached consensus under the Paris Agreement to accelerate the transition to a low-carbon economy, aiming to limit global warming by the end of the century to 2°C above pre-industrial levels, with efforts to keep it below 1.5°C. The physical risks of climate change and the transition risks from increasingly stringent international decarbonization policies place companies in a 'climate risk dilemma': proactive action requires bearing substantial transition investment and related costs, while passive action risks severe physical risks and operational impacts.

Risk and Opportunity Identification

This year, ASUS adopted the IFRS Sustainability Disclosure Standards to establish a list of risk and opportunity issues and a financial materiality assessment methodology. Through the following process, material climate risks and opportunities within operations and the value chain are identified, with further assessment of their financial impact on ASUS.

Establish Risk and Opportunity List	Integrates SASB and other reporting frameworks and industry-focused issues to compile a list of climate-related risk and opportunity issues.
Qualitative and Quantitative Materiality Analysis	Uses regulatory, investor, and customer attention as qualitative considerations; financial impact and likelihood of occurrence as quantitative indicators.
Set Materiality Threshold	Sets thresholds for qualitative and quantitative materiality to identify material risk and opportunity issues with potentially high financial impact.
Collect Financial Impact Data	Compiles expenditures related to risks, opportunities, and response actions, collecting financial impact data and related accounting line items.



9 https://wmo.int/media/news/extreme-heat-and-rainfall-glacier-loss-and-record-ocean-heat-impact-asia-2025

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Material Climate-Related Risks and Opportunities

Based on the aforementioned identification process, ASUS has identified material risks and opportunities with high financial impact, including 'Carbon Pricing,' 'Carbon Credit Opportunities,' 'Green Product Design,' and 'Innovative Business Opportunities.' The following describes, by transition risk/opportunity type and time horizon, the impact of each issue on ASUS's operations and supply chain, assessing their impact on current and future financial performance through scenario simulation.

Climate Risk/ Opportunity	Type	Time Horizon[10]	Cause	Financial Impact	Value Chain Concentration Point
Carbon Pricing	Transition Risk	Medium-term	• EU ETS and China's expanding carbon market coverage • Supplier carbon tax costs passed through to procurement prices	• Increased procurement/contract manufacturing costs (operating costs)	Upstream supply chain
Carbon Credit Opportunities	Opportunity	Near-term	• Corporate net-zero commitments driving growth in demand for high-quality carbon credits • Limited supply of nature-based and technology-based carbon removal, leading to long-term price increases	• New revenue from carbon partner services/carbon credit sales • Long-term asset appreciation from carbon credit projects	Own operations
Green Product Design	Opportunity	Near-term	• EU and other regions continuously updating energy efficiency standards • Eco-label products becoming a requirement for corporate procurement	• High energy efficiency can command a product premium, boosting revenue • Attracting new customers, increasing green-product-related revenue	Own operations
Innovative Business Opportunities	Opportunity	Near-term	• Rapidly rising demand for climate disclosure, carbon management, and supply chain decarbonization is driving corporate demand for digitalized, AI-enabled ESG management solutions, enabling commercialization of ASUS's AI x ESG platform	• New revenue streams from SaaS and advisory services • Increasing the revenue share of climate-transition-related products and services	Own operations

Risk and Opportunity Scenario Simulation Methodology

Risk

ASUS follows the TCFD framework to incorporate strategic opportunities with both mitigation and adaptation benefits into its business model planning. Opportunity identification covers two categories: mitigation opportunities (creating competitive advantage by reducing GHG emissions) and adaptation opportunities (providing solutions in response to climate impact needs), assessing the financial scale, implementation timeline, and resource allocation required for each opportunity.

The financial scale of each opportunity is quantified using a market-estimation approach, based on publicly available data such as relevant industry market size, growth rate, and prices, combined with ASUS's existing product/service capabilities and estimated service scale, to estimate potential revenue. This assesses the scale of business opportunities as a basis for resource allocation and strategic prioritization.

IEA	Scenario Description	Corresponding Transition Risk Simulation Scenario
Stated Policies Scenario	Includes announced policy content, highlighting the impact of published policies on future global economic, environmental, and social systems.	STEPs Scenario
Net Zero Scenario	A scenario in which net-zero emissions are achieved by 2050.	NZE Scenario

10 Time horizon: near-term 1-3 years, medium-term 3-10 years, long-term over 10 years.

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The Intergovernmental Panel on Climate Change (IPCC) released its Sixth Assessment Report (AR6) in August 2021, providing the latest scientific evidence on climate change. The report uses the 'SSPx-y' scenario method, where SSP represents Shared Socioeconomic Pathways: x denotes different development modes (from Scenario 1's sustainable development to Scenario 5's high-energy-consumption development), and y represents the radiative forcing value (i.e., the degree of greenhouse effect impact). In the table below, five SSPx-y scenarios simulate warming under different pathways, ranging from 1.4C (sustainable development) to 4.4C (high-growth mode). These results show that socioeconomic development direction will determine future climate severity and affect corporate climate risk decisions. ASUS adopts the SSP5-8.5 (high-carbon development) scenario to assess the physical risks ASUS may face.[11]

Scenario (SSPx-y)	SSP Description	RCP Description	Near-term (2021-2040)	Medium-term (2041-2060)	Long-term (2081-2100)	Corresponding ASUS Physical Risk Simulation Scenario
SSP1-1.9	Sustainable Development	Mitigated Warming	1.5	1.6	1.4	-
SSP1-2.6			1.5	1.7	1.8	-
SSP2-4.5	Middle of the Road	Accelerated Warming	1.5	2.0	2.7	-
SSP3-7.0	Regional Rivalry		1.6	2.1	3.6	-
SSP5-8.5	High-Carbon Development		1.6	2.4	4.4	Most severe impact on operations

Analyzes the varying degrees of impact that transition risk and physical risk may have on sustainable operations, applying corresponding climate scenarios and assessment methodologies based on geographic scope.

- **Transition Risk:** Based on the IEA's annual World Energy Outlook, ASUS analyzes using the Stated Policies Scenario (STEPs) and Net Zero Scenario (NZE) to assess the financial impact of regulatory, market, and technology transitions on Group operations.
- **Physical Risk - Taiwan HQ and Major Sites:** Uses the IPCC AR6 SSP5-8.5 (high-carbon development) scenario (~4.4C warming) to assess physical risks such as typhoons, floods, and droughts that Taiwan HQ and major operations centers may face, and their financial impact.
- **Physical Risk - Supply Chain:** For product assembly supplier locations, also using the IPCC AR6 SSP5-8.5 scenario, ASUS assesses the potential financial impact of supply disruptions from extreme weather, including emergency alternative procurement costs and delivery-delay liability risk.
- **Physical Risk - Overseas Operations:** Due to a lack of site-specific high-resolution climate simulation data overseas, ASUS uses country-level physical risk probability data from the NGFS Climate Impact Explorer[12], covering the Net Zero 2050 (orderly transition) and Hot House World (worsening greenhouse effect) scenarios, to obtain disaster probabilities (typhoons, heavy rainfall, etc.) by country. Combined with fixed-asset allocation weighted by each site's electricity consumption, ASUS estimates potential asset impairment for 2030, 2040, and 2050 as the basis for assessing overseas physical risk financial impact.

Opportunity

ASUS follows the 'Climate Resilient Development' framework defined by IPCC AR6, incorporating strategic opportunities with both mitigation and adaptation benefits into its business model planning. Opportunity identification covers two categories: mitigation opportunities (creating competitive advantage by reducing GHG emissions) and adaptation opportunities (providing solutions in response to climate impact needs), assessing the financial scale, implementation timeline, and resource allocation required for each.

The financial scale of each opportunity is quantified using a market-estimation approach, based on publicly available industry market size, growth rate, and price data, combined with ASUS's existing capabilities and estimated market share, to estimate potential revenue ranges - assessing the order of magnitude of each opportunity for resource allocation and strategic prioritization.

Opportunities Under Climate Change	IPCC Definition
Risk Mitigation Opportunities	Anthropogenic reduction of greenhouse gas (GHG) sources
Risk Adaptation Opportunities	The process of adjusting to actual or expected climate and its effects, in order to avoid climate impacts and create opportunities that help improve outcomes related to climate change.

11 The World Climate Research Programme, under WMO, launched the Coupled Model Intercomparison Project (CMIP) in 1995, integrating climate modeling capabilities of major research centers worldwide under internationally recognized protocols; these results form the main scientific basis for IPCC assessment reports. AR6 uses the sixth phase of CMIP. Source: https://newsletter.sinica.edu.tw/1468/

12 The Climate Impact Explorer, developed by the Network for Greening the Financial System (NGFS), provides global climate impact projection data (e.g., expected annual flood losses, wildfire population exposure, crop failure) corresponding to various NGFS scenarios (including Net Zero 2050 and Hot House World) and warming levels (1.5C to over 3C). Tool: https://climate-impact-explorer.climateanalytics.org/

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Sources of Risk and Opportunity and Scenario Simulation Results

ASUS conducts financial impact assessments for climate-related transition risks, physical risks, and business opportunities based on the scenario methodologies described above, using ASUS's 2025 standalone revenue or cost as the calculation basis to ensure comparability of financial impacts and benefits across scenarios.

Transition Risks

Carbon Pricing - Rising Operating Costs/Expenses from Mainland China Carbon Tax

Governments use policy tools such as carbon taxes to comply with the Paris Agreement or meet their Nationally Determined Contributions. As most of ASUS's supply chain vendors are located in mainland China, if a carbon tax is imposed on suppliers, the cost would be passed on to ASUS, increasing product production costs.

Scenario Assumptions

Based on ASUS's historical carbon inventory, most emissions come from the supply chain and production/assembly (70% of total), with over 90% of suppliers in mainland China. China has pledged to reach 'peak carbon' by 2030 and 'carbon neutrality' by 2060. A report by China's State Information Center indicates that China has launched a national ETS for high-emission industries, with the period after 2030 seen as the likely time to introduce a carbon tax on carbon-emitting enterprises.

The 2030 carbon tax amount is estimated with reference to the IEA's 2024 World Energy Outlook (WEO), combined with a projection of ASUS's global sales growth driving supply chain carbon emissions growth in China. This estimates the financial impact under both a strict 2030 policy scenario (partial coverage, low carbon price) and the most strict scenario (full coverage, high carbon price), simulated under the STEPs and NZE scenarios.

Financial Impact

Estimates the financial impact on ASUS's operating costs from carbon tax costs generated by supply chain carbon emissions between 2030 and 2050.[13]

Strict Scenario Analysis

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
Electronics industry expected to be included in mainland China's carbon tax regulations; suppliers will pass carbon tax costs on to ASUS.	No actual impact currently.	• 2030: increased operating costs / decreased operating cash flow, equal to 0.03% of 2025 operating costs. • 2040-2050: as China's 2060 carbon neutrality goal approaches, carbon prices are expected to keep rising and coverage to expand, further increasing operating costs / decreasing operating cash flow.	• GHG Inventory • Set reduction targets • Supply chain management • Invest in and develop innovative business models

Most Strict Scenario Analysis

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
Electronics industry expected to be included in mainland China's carbon tax regulations; suppliers will pass carbon tax costs on to ASUS.	No actual impact currently.	• 2030: increased operating costs / decreased operating cash flow, equal to 0.16% of 2025 operating costs. • 2040-2050: as China's 2060 carbon neutrality goal approaches, carbon prices are expected to keep rising and coverage to expand, further increasing operating costs / decreasing operating cash flow.	• GHG Inventory • Set reduction targets • Supply chain management • Invest in and develop innovative business models

13 China has launched a national ETS but has not yet legislated a carbon tax. The financial impact estimates below are based on a forward-looking hypothetical scenario that China may introduce a carbon tax around peak carbon (~2030), passed on to suppliers and ASUS's procurement costs, with reference to China's announced ETS coverage progress, policy think-tank research, and IEA WEO STEPs/NZE carbon price pathways - used to gauge the magnitude of medium- to long-term climate risk and plan resource allocation. This assumption will be adjusted as China's carbon tax legislation, carbon price levels, and supplier decarbonization performance evolve. This analysis does not represent that ASUS's supply chain has incurred carbon tax costs under current regulations, nor is it a forecast or commitment regarding future financial results or regulatory changes.

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Carbon Pricing - Rising Operating Costs/Expenses from the Carbon Border Adjustment Mechanism (CBAM)

To ensure trading partner countries bear the same carbon costs as EU domestic industries and prevent carbon leakage to countries with laxer carbon regulations, the EU formally implemented CBAM in 2026, requiring importers of covered products to pay a carbon fee to sell into the European market.

Scenario Assumptions

- To achieve the climate neutrality goals of the European Climate Law, the EU has enshrined into law targets of reducing net GHG emissions by at least 55% by 2030 (vs. 1990) and 90% by 2040, reflecting continued use of carbon pricing to ensure consistent carbon costs for products within and outside the EU.
- To this end and to prevent carbon leakage, the EU introduced the Carbon Border Adjustment Mechanism (CBAM), requiring imported products to bear carbon costs comparable to EU domestic industries.
- CBAM formally took effect in January 2026; declarants must, from 2027, declare and surrender CBAM certificates based on embedded emissions of prior-year imports. Initial scope covers steel, aluminum, cement, fertilizers, electricity, and hydrogen, with the EU proposing to expand coverage from January 2028 to certain downstream steel and aluminum products. ASUS's anticipates that under the EU's 2040 target of a 90% carbon reduction, CBAM's scope may continue expanding to downstream components and end-product supply chains.
- ASUS's 2025 laptop products have an average carbon footprint of approximately 300 kg per unit; taking free-allocation policies into account, ASUS simulates the STEPs and NZE scenarios to assess the financial impact once ASUS products fall within CBAM's scope.

Financial Impact:

Estimates the financial impact on ASUS's operating costs from CBAM-related carbon costs between 2030 and 2050.[14]

Stated Policies Scenario Analysis

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
Electronic products may be included in CBAM's regulated scope; importers of covered products would need to pay carbon tax.	No actual impact currently.	• 2030: increased operating costs / decreased operating cash flow, equal to 0.08% of 2025 operating costs. • 2040-2050: as the EU's 2040 target of 90% carbon reduction approaches, CBAM's scope is expected to expand to downstream components and end-product supply chains, further increasing operating costs / decreasing operating cash flow.	• GHG Inventory • Set reduction targets • Use renewable energy • Supply chain management • Circular Economy

Net Zero Policy Scenario Analysis

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
Electronic products may be included in CBAM's regulated scope; importers of covered products would need to pay carbon tax.	No actual impact currently.	• 2030: increased operating costs / decreased operating cash flow, equal to 0.46% of 2025 operating costs. • 2040-2050: as the EU's 2040 target of 90% carbon reduction approaches, CBAM's scope is expected to expand to downstream components and end-product supply chains, further increasing operating costs / decreasing operating cash flow.	• GHG Inventory • Set reduction targets • Use renewable energy • Supply chain management • Circular Economy

14 CBAM's current (2026) scope covers steel, aluminum, cement, fertilizers, electricity, and hydrogen, and does not yet include end electronic products such as laptops. The financial impact estimates below are based on a forward-looking hypothetical scenario in which CBAM may gradually expand to downstream components and end-product supply chains in line with the EU's 2040 target of a 90% carbon reduction, using carbon price pathways from the IEA World Energy Outlook's STEPs and NZE scenarios together with assumptions such as ASUS's 2025 laptop carbon footprint, to assess potential risk and plan resource allocation. This assumption will be adjusted as CBAM's scope, legislative timeline, carbon prices, and product carbon footprint reduction performance evolve. This analysis does not represent that ASUS products have incurred a CBAM payment obligation under current regulations, nor is it a forecast or commitment regarding future financial results or regulatory changes.

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Climate Opportunities

Carbon Credit Opportunities - Providing Carbon Partner Services

Scenario Assumptions

145 countries worldwide have announced net-zero targets. Whereas trade in goods once focused solely on price competitiveness, countries and companies are now increasingly choosing low-carbon-footprint products to achieve net zero. In 2023, ASUS launched its Carbon Partner Service, helping commercial customers - as a supplementary option after reducing product emissions - participate in emission reduction and carbon removal projects beyond their value chain, using high-quality, nature-based carbon credits to retire the residual carbon emissions of their products.

Financial Impact

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
ASUS provides carbon partner services and sells carbon credits, helping customers - in support of global climate action, as a supplementary action following product decarbonization - increase ASUS's revenue; ASUS also directly sells high-quality carbon credits to companies with carbon offsetting needs, opening new revenue streams.	The Carbon Partner Service generates additional service revenue, increasing operating revenue; operating cash flow rises.	As global corporate net-zero commitments continue to expand, rigid demand for carbon credits keeps growing; carbon asset management scale and related service revenue are expected to keep expanding as the market matures, contributing positively to operating revenue and cash flow over the long term.	Participate in the carbon market

Green Product Design

Scenario Assumptions

Green product standards continue to rise globally, with green label certifications such as EPEAT and ENERGY STAR® becoming a prerequisite for corporate procurement. Through continued R&D investment, ASUS ensures core products meet the latest standards, satisfying customer procurement requirements to expand sales opportunities for green products and enhance product competitiveness and brand image.

Financial Impact

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
Continued R&D investment drives low-power, high-efficiency product design meeting the latest eco-design standards, expanding market share of Eco Certified Products.	2025: Eco-labeled product revenue accounts for 62.7% of 2025 operating revenue.	As global net-zero goals advance and consumer green awareness strengthens, eco-label requirements worldwide are expected to keep rising. ASUS continues to expand R&D investment to ensure core products meet the latest eco-label requirements, contributing positively to operating revenue and cash flow over the long term.	• GHG Inventory • Set reduction targets • Use renewable energy • Supply chain management • Circular Economy

• Calculation definitions refer to P. Appendix A-13: Calculation Basis for Environmental Indicators.

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Innovative Business Opportunities - Building an AI x ESG Platform

Scenario Assumptions

Amid intensifying global climate disclosure requirements, supply chain carbon management requirements, and the corporate net-zero transition trend, demand from customers, suppliers, and brand companies for carbon inventory, emissions data governance, reduction target tracking, product carbon footprint management, and supply chain collaboration platforms continues to grow. Drawing on its own carbon management practices and supply chain management experience, ASUS has developed a carbon management platform, a supply chain management platform, and an ESG information integration platform. Beyond internal carbon data management and supplier collaboration, ASUS will evaluate offering these platforms as external services, forming a commercializable low-carbon transition solution.

Financial Impact

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
ASUS is advancing the commercialization of its AI x ESG platform, increasing revenue from low-carbon transition solutions; service scope covers ESG platform subscriptions, carbon advisory services, and ESG education and training.	No actual impact currently.	As the scope of sustainability regulatory disclosure continues to expand, along with growing voluntary corporate ESG disclosure, demand for corporate carbon data management is expected to increase significantly, driving growth in the carbon advisory services and ESG training market. Platform service scale and related revenue are expected to continue expanding as the market matures, contributing positively to operating revenue and cash flow over the long term.	Invest in and develop innovative business models.

Physical risks

ASUS regularly reviews the potential impact of physical risk on the financial resilience of its operations centers and supply chain. Based on current assessment, physical risks such as heavy rainfall, typhoons, drought/water restrictions, and extreme heat have not yet had a material impact on ASUS's operations or financial performance. However, considering that climate change may increase the frequency and intensity of extreme weather events and potentially disrupt operational continuity and product logistics, ASUS continues to incorporate physical risk into its overall climate risk management and scenario analysis process, continuously strengthening business continuity management, site resilience, and supply chain adaptive capacity, to enhance the company's responsiveness and financial robustness in the face of long-term climate change.

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Extreme Weather Disaster - Assembly Plant Shutdown Due to Power Outage

Under a high-renewable-energy power supply mix, extreme weather events will affect regional power supply stability. Events such as heavy rainfall and drought cause uneven rainfall distribution, which significantly affects hydropower generation and can lead to unstable power supply.

Scenario Assumptions

Extreme weather events impact people and industries in environmentally vulnerable areas and pose negative impacts to ASUS's supply chain. Events such as heavy rainfall and drought cause uneven rainfall distribution, significantly affecting hydropower and easily causing unstable power supply or outages, in turn affecting suppliers' normal operations and supply - posing a non-negligible risk to ASUS's operations and reputation. ASUS's main revenue-generating assembly plant is located in Chongqing, China. Per China's '2050 High-Proportion Renewable Energy Development Scenario and Pathway Study,' renewable generation is projected to reach 86%, with hydropower at 14%, indicating hydropower will remain an important Chongqing power source. The power supply for ASUS's assembly plant comes from the Ertan Power Station; this case assesses the financial impact of shutdowns caused by power instability under extreme weather.

Financial Impact

Based on Zhao et al. (2022), using the CMIP6 model under SSP5-8.5, ASUS estimates the probability of a 15-day and 21-day power outage in Chongqing in 2025 and 2050 at 4.11% and 5.75% respectively. This estimates the proportion of ASUS laptop revenue loss from plant shutdowns between 2030 and 2050.

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
Events such as heavy rainfall and drought cause uneven rainfall distribution, significantly affecting hydropower and leading to unstable power supply or outages, which in turn affects suppliers' normal operations and supply.	No actual impact currently.	• 2030: revenue decline equal to 0.24% of 2025 laptop revenue. • 2040-2050: as climate change intensifies, the frequency and severity of extreme weather events are expected to keep rising; uneven rainfall distribution and drought risk in Chongqing are expected to worsen, increasing hydropower supply instability. Assembly supplier shutdown days are expected to increase, worsening the negative impact on product revenue and operating cash flow.	Supply chain management

Extreme Weather Disaster - Land Transport Disruption

Scenario Assumptions

ASUS's laptop assembly plants are located in Chongqing and other areas. Chongqing has a topography where multiple rivers converge, and flooding there is mainly caused by upstream river overflow from heavy rainfall, leading to flooding in many parts of the city. If heavy rainfall causes flooding that disrupts land transportation, this would result in revenue losses for ASUS. ASUS's laptop product line accounts for approximately 60% of revenue.

Financial Impact

Based on Wang et al. (2022), under SSP5-8.5, ASUS estimates the proportion of 2025 laptop revenue loss resulting from 3-day, 7-day, and 15-day consecutive flooding events in Chongqing between 2025 and 2050.

Source of Financial Impact	Current Financial Impact	Expected Financial Impact	Response Action Category
Extreme weather events such as heavy rainfall, floods, and typhoons often cause road flooding or waterlogging, preventing vehicles from passing and causing delivery delays.	No actual impact currently.	• 2030: revenue decline equal to 0.04% of 2025 laptop revenue. • 2040-2050: as climate change intensifies, the frequency and severity of heavy rainfall, floods, and typhoons in Chongqing are expected to keep rising, increasing road flooding and waterlogging risk. The frequency and duration of land transport disruptions are expected to increase, widening the impact on laptop delivery delays and revenue.	Supply chain management

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Extreme Weather Disaster - Typhoon-Induced Asset Impairment for ASUS

According to Taiwan's Central Weather Administration, an average of 4 typhoons make landfall in Taiwan each year, with intensity and scale trending upward in recent years. ASUS HQ, located in Taipei, may face asset impairment due to typhoons.

Scenario Assumptions

- ASUS HQ is located in Guandu, Taipei. Based on the NGFS Climate Impact Explorer under RCP8.5, typhoon probability in Taiwan is projected to rise from 7.4% in 2030 to 12.1% in 2050. Severe flooding at HQ would impair the value of 'property, plant and equipment' and 'right-of-use assets.'

Financial Impact

- Based on assessment, the financial impact of typhoon-induced asset impairment at HQ has not reached the materiality threshold; however, as typhoon probability rises, potential asset impairment risk will grow, increasing the negative impact on the balance sheet and cash flow.

Extreme Weather Disaster - Water Restrictions Disrupting Normal Office Operations at ASUS

According to Taiwan's Central Weather Administration, drought frequency in Taiwan has increased in recent years, with uneven rainfall distribution worsening water supply uncertainty. ASUS HQ in Taipei relies heavily on stable water supply for sanitation and drinking water; prolonged restrictions would directly affect employee working conditions and could disrupt operations.

Scenario Assumptions

- Per the Taiwan Climate Change Impact Assessment Report, under RCP8.5, Taipei's annual rainfall may polarize, with spring rainfall potentially decreasing ~15%, worsening water supply uncertainty. Northern Taiwan suffered a severe drought in 2002, with a 49-day rotating water rationing schedule (one day off every five).
- ASUS HQ relies heavily on stable water supply for sanitation and drinking water; prolonged restrictions would directly affect employee working conditions and could disrupt operations.

Financial Impact

- Based on assessment, the financial impact of water restrictions disrupting ASUS HQ operations has not reached the materiality threshold. However, as climate change intensifies, decreasing spring rainfall and rising drought frequency in the Taipei region are expected to increase the probability of water restriction events, further expanding the potential negative impact on employee working conditions and normal HQ operations.

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Internal Carbon Pricing

Internal Carbon Pricing (ICP) helps companies internalize external costs, incorporating carbon costs into decision-making and investment evaluation to manage their own GHG emissions. Both the IFRS Sustainability Disclosure Standards - Climate-related Disclosures (S2) and voluntary disclosure standards (CDP) treat a company's internal carbon price and its application as information that should be disclosed. According to PwC (2023)[15], the top three purposes for implementing ICP are: driving low-carbon investment, improving energy efficiency, and changing internal corporate behavior. The World Bank considers that companies implementing ICP can drive internal decarbonization.

ASUS continuously monitors international climate policy and carbon pricing developments, referencing UN Climate Change Conference resolutions, IPCC reports, and design trends in major carbon pricing systems as the basis for its internal carbon pricing mechanism. Given the representativeness of the EU carbon market, the price signal from the EU ETS - together with CBAM's impact on export-oriented supply chain costs - has become an important reference for global carbon risk management, which ASUS currently uses as a key basis for its internal carbon price.

Pricing Principles

Since ASUS's production relies mainly on outsourced manufacturing, GHG emissions concentrate in Scope 3 of the value chain, with supplier and product-use emissions over 90%. ASUS therefore prioritizes applying internal carbon pricing to product design, low-carbon procurement, and Supply Chain Decarbonization, combined with the SBT pathway, financially assessing the carbon footprint of major products to support low-carbon decisions. Referencing international carbon market prices and ASUS's own decarbonization pathway via an industry-benchmark approach, ASUS has set an internal carbon price of USD 80/ tCO_2e, used to evaluate product design, manufacturing mode, and decarbonization investment feasibility. The price and scope are reviewed regularly and dynamically adjusted per international carbon prices, regulatory changes, and abatement technology costs.

Carbon Pricing Management Application

Currently, ASUS uses the Shadow Pricing method, internalizing carbon costs into product design, supply chain management, and financial/management reporting for carbon reduction projects, as a decision basis for business units and product teams evaluating low-carbon options. ASUS discloses internal carbon pricing performance in management reports to track decarbonization performance, driving product energy-saving design and supply chain emission reduction. To further strengthen carbon management resilience, ASUS plans to progressively develop an Internal Carbon Fee mechanism, charging business units/product lines an internal carbon fee earmarked for renewable energy, energy efficiency, low-carbon process improvement, supply chain decarbonization guidance, and innovative technology investment, via departmental project proposals. A review panel of senior management (including the CEO), internal technical staff, and external experts determines funding priority based on decarbonization benefit, technical feasibility, and cost-benefit analysis. Funded projects must report progress regularly and provide performance evidence upon completion, which informs eligibility for future funding.

Carbon Pricing Review Mechanism

Going forward, ASUS will establish management and usage guidelines for effective management of internal carbon pricing funds, and set up a carbon reduction investment review mechanism evaluating decarbonization benefit, technical feasibility, commercial cost-effectiveness, payback, and contribution to the SBT pathway - prioritizing projects with scalable decarbonization potential such as renewable energy, resource efficiency, supply chain carbon management, and innovative low-carbon technologies. ASUS will also progressively integrate ICP outcomes with operational management, building supply chain carbon management capacity, including helping suppliers obtain ISO 14064 third-party verification, encouraging key suppliers to set science-based targets, and promoting ISO 50001 certification and greater renewable energy use among contract manufacturers and assembly plants. Through this dual-track mechanism of internal carbon pricing and fund reinvestment, ASUS expects to progressively reduce the carbon intensity of its major products and supply chain, supporting its medium- to long-term decarbonization and low-carbon transition goals.

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

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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, ASUS has cumulatively used over **5,900** tonnes of post-consumer recycled plastic, cumulatively reducing carbon emissions by approximately **41,300** tonnes CO_2e.

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.

The energy efficiency of ASUS's newly launched laptop models sold in 2025 averaged 46.6% better than the ENERGY STAR® standard, reducing emissions by approximately **90,651** tonnes CO_2e compared to products merely meeting the ENERGY STAR® standard.

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Supply Chain Decarbonization

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

Through its supplier tiering management mechanism, ASUS identifies resource gaps, capability shortfalls, and transition burdens that suppliers may face during the net-zero transition, to avoid placing excessive pressure on small and medium-sized suppliers, which could otherwise increase their risk of exclusion from ASUS's approved supplier list. The assessment covers suppliers' GHG inventory experience, maturity of carbon management systems, and reduction strategies and target-setting, and ASUS has established a grievance mechanism to protect suppliers' employees' labor and economic rights.

To drive proactive decarbonization among key suppliers, ASUS launched its Key Supplier Carbon Reduction Engagement and Counseling Program in 2021, committed to building a low-carbon supply chain and advancing the goal of a '30% reduction in key suppliers' GHG emission intensity by 2025.' ASUS aims for 75% of key suppliers to set SBT-aligned targets and achieve RE40 renewable energy usage by 2025, and for all contract manufacturers to obtain ISO 50001 certification.

Based on the assessment results, ASUS uses a supplier carbon reduction engagement mechanism - including the "Large Enterprises Leading SMEs" technology program, carbon management platform training, and the AI Carbon Advisor - to help resource-limited suppliers progressively build GHG inventory, carbon management, and decarbonization capabilities. ASUS's sustainability team also provides one-on-one coaching and key-issue forums, working with suppliers to develop decarbonization actions, targets, and pathways suited to their operations, reviewing progress annually.

2025 Program Results:

- ASUS held four 'ASUS Sustainable Supplier Conferences' to share ASUS's climate action strategy and goals, using its own experience to help suppliers build their own carbon management capabilities.
- 61% of suppliers have adopted renewable energy (solar, hydro, and wind); 26% of suppliers have set SBT-aligned GHG reduction targets; 60% have obtained ISO 14064 third-party verification; and 41% have obtained ISO 50001 certification.[16]
- ASUS's Carbon Management Platform launched an AI chatbot feature, the 'Corporate Carbon Advisor,' drawing on ASUS's internal expert knowledge base to provide real-time, professional responses.
- In 2025, key suppliers' carbon emission intensity was reduced by 30% compared to the baseline year.

Key Supplier Carbon Reduction Engagement 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 "Large Enterprises Leading SMEs technology program" 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.

2025
- Hold ASUS Sustainable Supply Chain Conference.
- Use AI collaboration to improve overall carbon data management efficiency.

16 Supplier statistics are based on the number of suppliers.

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Improving Energy Efficiency at Operations Headquarters

All of ASUS's global operational carbon emissions come from electricity used in office operations. To improve operational energy efficiency, ASUS introduced the ISO 50001 energy management system in 2015; both operations headquarters have obtained Platinum-level green building certification, targeting a 1% annual reduction in electricity use. ASUS regularly identifies high-energy hotspot areas and equipment, such as chillers, chilled/cooling water pumps, zone pumps, and cooling towers. Since 2023, ASUS has undertaken a three-year energy efficiency improvement program: headquarters sites (Beitou HQ, AI Cloud Innovation Center, Luzhu plant) replaced underperforming chillers with eco-friendly refrigerant units, added variable-frequency control to cooling pumps/towers, and introduced a central smart energy management system, with total investment of NT$27 million. Expected savings: ~3.8 million kWh/year[17], ~13% of HQ electricity costs annually (~NT$16 million), equivalent to ~1,800 tonnes CO_2e in Scope 2 reduction. In 2025, training courses (ISO 50001 internal auditor training, new chiller principles/operation) were held for 14 participants, with a 100% completion rate.

Expanding Renewable Energy

ASUS continues to reduce reliance on fossil-fuel electricity through diverse renewable energy projects. In 2024, ASUS began wheeling renewable power to its Taiwan operations centers and installed rooftop solar systems at U.S. sites under a 'self-generation, self-consumption' model; its Netherlands and Switzerland sites signed clean energy power purchase agreements with local utilities. Through these actions, non-renewable electricity consumption this year decreased by ~75,488 GJ vs. the baseline year, equivalent to a ~11,612 tonnes CO_2e reduction.

Renewable Energy Adoption Pathway

Following RE100's definitions of renewable energy, ASUS procures technologies such as wind, solar, geothermal, and hydro power, complying with renewable energy transfer/matching systems to achieve its RE100 goal. ASUS plans phased procurement targets based on its site layout and market conditions, partnering actively with renewable energy providers. Through adoption at overseas and Taiwan sites, ASUS's global operations achieved RE55 in 2025, targeting RE85 by 2027. ASUS continuously adjusts its procurement mix per technology trends, incorporating new commercially viable technologies to balance profitability with decarbonization obligations on the path to RE100.

Taking wind farm project evaluation as an example, to uphold the principle of just transition, ASUS considers not only power generation stability, contract terms, and environmental regulatory compliance, but also the impact of project development and operations on local communities, land use, ecological environment, noise, and local acceptance - ensuring climate actions align with a just transition.

Map of the ASUS Global RE100 Path

RE15

2022 RE15

- Procurement of Renewable Energy Certificates from Overseas Centers
- Promote Energy Transformation in Overseas Centers

RE30

2023 RE30

- Signed CPPA
- Procurement of Renewable Energy Certificates from Overseas Center

RE50

2024 RE55

- Signed CPPA to procure renewable energy through power wheeling (mainly solar photovoltaic)
- Procurement of Renewable Energy Certificates from Overseas Centers

2025 RE55-2026

- Signed CPPA to procure renewable energy through power wheeling (mainly solar photovoltaic)
- Expand on-site solar photovoltaic installations and deploy energy storage systems
- Procurement of Renewable Energy Certificates from Overseas Centers

RE85

2027-2029

- Signed CPPA to procure renewable energy through power wheeling (solar photovoltaic and wind power)
- Procurement of Renewable Energy Certificates from Overseas Centers

RE100

2030-2035

- **Attain RE100 Goal: Global Operations Centers RE100**

17 Data source: ASUS Low-Carbon and Smart Upgrade Program - Revised Full Implementation Report. Values estimated based on equipment operating efficiency and scenario assumptions.

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Renewable Energy Wheeling at Taiwan Operation Centers

By analyzing optimal renewable energy solutions for its global operations, ASUS has mapped out short-, medium-, and long-term renewable energy adoption pathways to progressively increase its renewable energy usage ratio. Since 2024, ASUS's Taiwan operation centers, including its headquarters and the AI Cloud Innovation Center, have formally adopted renewable energy through Corporate Power Purchase Agreements (CPPA), with approximately 10.4 million kWh wheeled in 2025. This year, ASUS also advanced an onshore wind power wheeling partnership, planned to formally commence wheeling delivery in 2027, to continue expanding renewable energy usage.

To ensure steady implementation of its renewable energy procurement plan, ASUS carefully collects and reviews environmental impact assessment data for power generation projects before planning, evaluating whether the procurement and partnership model could pose potential negative impacts on local communities, environmental resources, or project execution, to avoid social risks and disputes. ASUS also assesses power supply stability and contractual performance capability of each project as important bases for procurement decisions and risk control.

Going forward, ASUS will further develop a third source of renewable electricity, evaluating diverse options such as small hydropower and geothermal energy, to enhance energy mix diversity, ensure stable power supply, and steadily advance progress toward its RE targets.

Group Subsidiary Engagement Program

Since committing to SBT in 2022, ASUS has launched a Group GHG Inventory Engagement Program, alongside an upfront impact assessment to identify capability gaps, resource shortfalls, and management burdens subsidiaries may face during the net-zero transition - avoiding excessive implementation pressure from heightened Group climate management requirements, which could affect their operations, collaboration, and staff adjustment. The assessment covers subsidiaries' existing GHG inventory status, carbon management system maturity, internal resources, and cross-departmental collaboration, further evaluating the potential impact on daily operations after introducing inventory, verification, and reduction management mechanisms.

ASUS further employs a Group-wide consistent management and engagement mechanism to help subsidiaries progressively build complete inventory capabilities, and guides them in setting reduction targets and decarbonization pathways. By providing inventory and report generation functions through the Carbon Data Management Platform, ASUS helps subsidiaries improve data management efficiency and accelerate third-party verification preparation, reducing gaps and risks from capability and resource differences. Through the Sustainable Development Committee's Group issue management mechanism, ASUS also strengthens internal carbon management talent development, enhancing subsidiaries' capacity to independently drive climate governance. In 2025, ASUS held a Group Reduction Strategy Briefing to help subsidiaries plan decarbonization strategies, while reviewing electricity usage patterns to plan a Group joint renewable energy procurement strategy - preventing subsidiaries from falling behind in the Group's net-zero transition due to gaps in knowledge, tools, or talent.

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Innovative Technologies

Per the IEA's Net Zero Emissions scenario, among the key technologies needed for the 2050 net-zero goal, aside from wind power, solar PV, and EVs which already have commercial maturity, many decarbonization technologies remain at prototype, demonstration, or early-adoption stages, still requiring breakthroughs, cost reductions, and market maturation. ASUS continuously monitors global low-carbon technology trends and, through its Innovation Development Office, connects external resources from industry, academia, and research institutions to strengthen its forward-looking technology positioning.

In low-carbon transport, ASUS partners with innovative service providers such as ZEMO to introduce all-electric fleets for business travel and shuttle services, continuously assessing the feasibility of transitioning its official vehicle fleet via electrified vehicles, data-driven dispatching, and low-carbon transport models.

On the product side, ASUS matches external startup technologies through the "ASUS x NTU Taidah Entrepreneurship Cente Vertical Accelerator Platform," prioritizing innovative solutions with decarbonization potential and commercial viability, and researching applications such as waste plastic recycling for product design, materials, and circular business models. ASUS also provides startup teams with Proof of Concept (POC) testing grounds via a technology-matching mechanism, accelerating the transition of innovative technologies from concept to real-world application.

For carbon reduction projects beyond the value chain, ASUS references the BVCM (Beyond Value Chain Mitigation) guidance, with specific actions as follows:

1. Carbon credit projects invested in or procured must comply with ASUS's internal carbon credit guidelines, referencing IPCC, Oxford Offsetting Principles, ICVCM, and NGO reports to avoid greenwashing risk; these standards align with BVCM recommendations.
2. Innovative technologies like carbon capture/storage and clean tech, while contributing significantly to out-of-value-chain reductions, are limited by insufficient funding or technology bottlenecks, hindering economies of scale. ASUS continues monitoring innovative decarbonization tech, assessing feasibility of small hydropower, hydrogen, and others.
3. To safeguard the environmental and social welfare of carbon credit projects, ASUS evaluates project type, methodology, additionality, permanence, avoidance of double counting, environmental/social risks, stakeholder engagement, and grievance mechanisms via its carbon credit quality guidelines and due diligence. For projects involving community land, natural resources, or local livelihoods, ASUS confirms appropriate communication, necessary consent, and impact-mitigation measures, avoiding unfair burden on vulnerable or affected groups.
4. ASUS believes biodiversity richness also contributes to climate mitigation, and will collaborate with industry, government, and academia to increase domestic carbon sink and biodiversity restoration projects, contributing to out-of-value-chain reduction actions.

ASUS recognizes that in-value-chain reduction effectiveness may be affected by decarbonization technology maturity, commercial feasibility, and supply chain transition pace. To support the global net-zero transition, beyond continuing in-value-chain measures, ASUS also assesses the necessity of participating in out-of-value-chain reduction actions.

ASUS references SBTi's 2024 Beyond Value Chain Mitigation (BVCM) guidance, carefully evaluating participation in BVCM-compliant projects to support global GHG reduction and expand its climate impact.

ASUS also monitors SBTi v2.0 developments on high-quality carbon credits and net-zero pathways, evaluating climate investment opportunities with environmental integrity and long-term benefits, progressively positioning in potential 'yellow carbon' and 'blue carbon' projects as supplementary climate actions toward net-zero emissions.

Climate Transition Actions and Investment

To realize its net-zero vision and respond to climate-related risks and opportunities, ASUS continues to advance climate transition actions and project investments, including supplier decarbonization, renewable energy adoption at operations sites, green product design, carbon market participation, and investment in innovative business models. See Appendix P. A-12 for related financial impacts. Short-term investment target (2026-2029): ~NT$130 million/year; medium-term target (2030-2035): ~NT$150 million/year. ASUS continuously reviews resource allocation and investment effectiveness based on its transition pathway, decarbonization needs, renewable energy procurement progress, and technology developments, incorporating investments into internal tracking mechanisms to ensure capital effectively achieves net-zero goals.

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CH08 Responsible Manufacturing

According to the "2024 Sustainable Procurement Barometer" published by EcoVadis and Accenture, only about 27% of companies worldwide can track the sustainability performance of more than 75% of their direct suppliers, indicating that insufficient supply chain transparency remains a major management challenge. As global industrial specialization deepens, the value chain of technology products spans multiple countries and tiers of suppliers. In addition to ensuring product quality and delivery efficiency, companies must manage labor conditions, environmental impacts, and business ethics risks in the supply chain to reduce business interruption and reputational risks.

At the same time, international regulatory and market expectations continue to rise. The EU Corporate Sustainability Due Diligence Directive (CSDDD), forced labor-related regulations, and human rights due diligence (HRDD) requirements call on companies to identify, prevent, and mitigate environmental and human rights risks in their chain of activities, while strengthening supply chain transparency and systematic management mechanisms.

Under this trend, supply chain management has evolved from traditional procurement management into a strategic issue that integrates risk governance, corporate responsibility, and value creation. ASUS incorporates supplier ESG requirements into procurement and operational management processes, and enhances suppliers' sustainability management capabilities through supplier tiering, third-party audits, and capacity-building programs. ASUS has also introduced an ASUS Sustainable Supply Chain Management Platform to integrate supplier risk and performance information, using data analytics and AI risk models to support decision-making and continuously build a transparent and resilient supply chain network.

Actions

- Established an ISO 20400-aligned sustainable procurement policy, management procedures, and targets.
- Expanded the scope of management by implementing RBA audit management across Group subsidiaries.
- Strengthened labor and human rights protection by advancing a living wage improvement program.
- Focused on environmental impact hotspots and implemented carbon reduction and water management programs for key suppliers.

Performance

Awarded SGS's first five-star performance rating under the **ISO 20400** Sustainable Procurement Guidance .

Completed sustainability audits of **100%** high-risk suppliers .

Cumulatively benefited **490,000** workers through labor rights protection initiatives[1]

Achieved **100%** responsible sourcing of tantalum, tin, gold, tungsten, and cobalt from conformant smelters and refiners .

Reduced the carbon emission intensity of key suppliers by **30%** compared with the baseline year.

1 Cumulative period from 2013 to 2025

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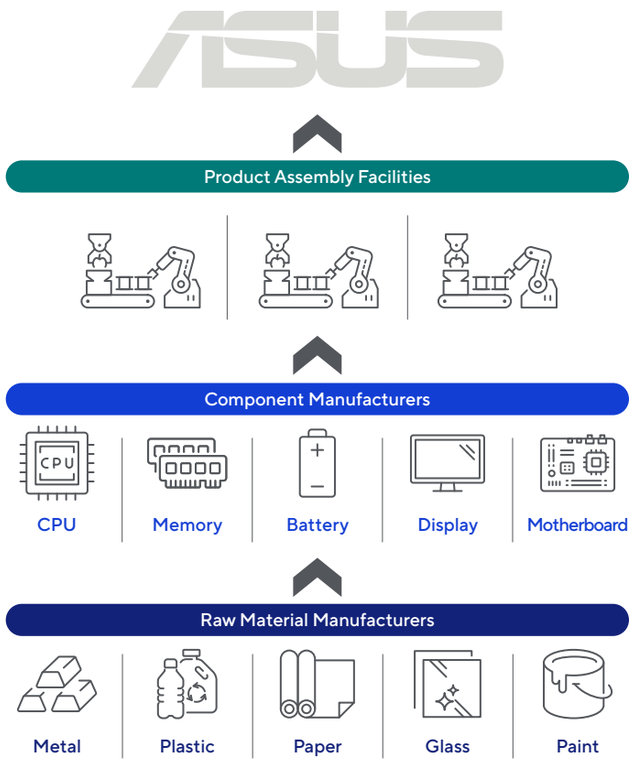
Sustainable Procurement

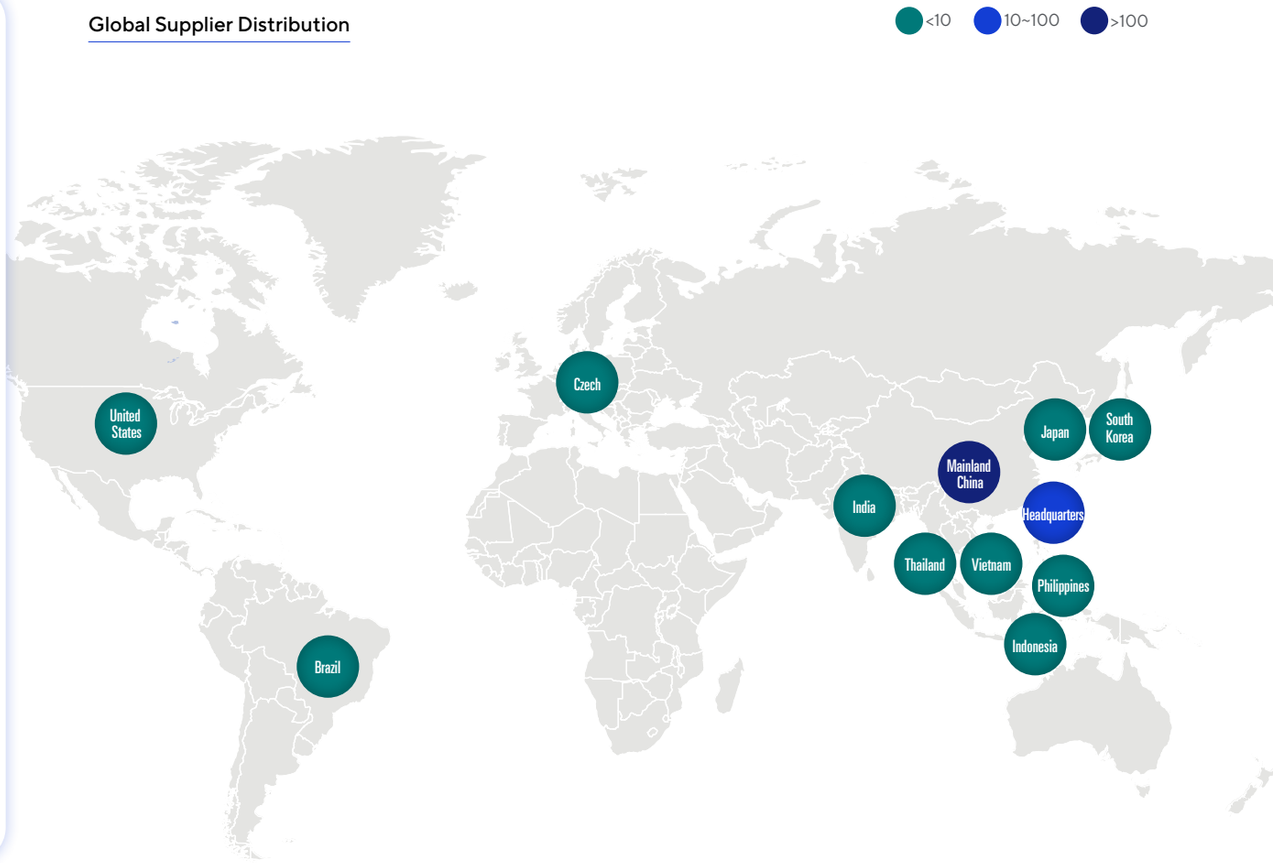
ASUS advances sustainable procurement, partnering with 599 suppliers worldwide to foster a multinational, multi-tiered, and highly specialized supply chain ecosystem. We have integrated sustainability principles into procurement decisions and supplier management processes, promoting responsible manufacturing and the implementation of sustainable practices across all stages of the product life cycle, from product design, raw material sourcing, and manufacturing to product use and end-of-life recovery. Through these efforts, we continue to strengthen supply chain resilience and transparency.

To address the complexity of Group operations and supply chain management, ASUS has, since 2024, incorporated key subsidiaries in which it holds more than 50% ownership, exercises operational control, and conducts manufacturing activities into a unified management framework. Through a Group-level governance mechanism, ASUS aligns supply chain management standards and operating procedures to ensure consistent and rigorous management requirements across the Group in relation to responsible manufacturing issues, including labor and human rights, environmental protection, and business ethics.

Supply Chain of ASUS



Global Supplier Distribution



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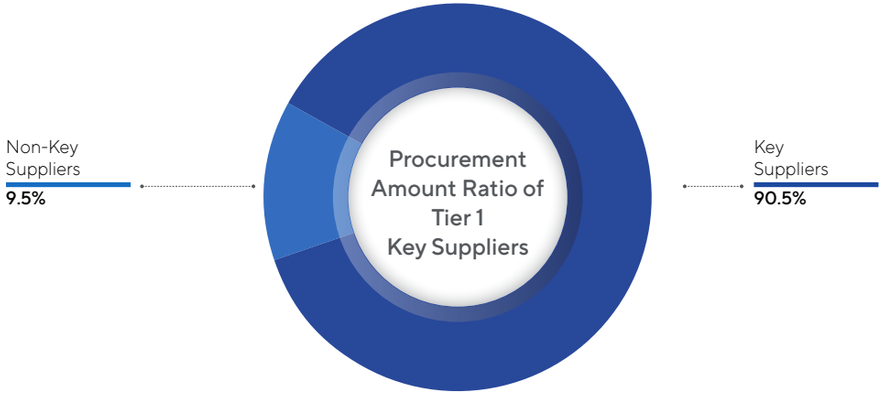
Suppliers are classified into three categories based on procurement type: raw material manufacturers, component manufacturers, and product assembly manufacturers.



Supplier Categories	Description	The Number of Suppliers
Tier 1 Suppliers	All continuously trading suppliers	599
Tier 1 Key Suppliers	Supplier categories[2] with potential sustainability risks, including high carbon emissions, environmental pollution, and labor and human rights issues, as well as suppliers that cumulatively account for 90% of the total procurement value.	163
Non-Tier 1 Key Suppliers	Key Plastic Manufactures	3

ASUS considers sustainable procurement a key priority by incorporating environmental, social, and economic indicators into supplier assessments and requiring suppliers to comply with applicable laws and regulations, thereby supporting the sustainable development of the supply chain. The measures implemented to advance sustainable procurement are as follows:

- Integrate sustainability principles into procurement decisions and establish a Sustainable Procurement Policy to embed sustainability considerations throughout the product life cycle, from design and raw material sourcing to manufacturing, use, and recycling. Define clear objectives and principles, with the sustainability, procurement, and outsourcing functions responsible for oversight and review.
- Incorporate sustainable procurement requirements into the Supplier Code of Conduct to communicate ASUS's expectations of suppliers.
- Establish a sustainable supplier management mechanism by incorporating sustainability criteria into supplier selection and risk management indicators, and promote continuous improvement through regular audits.
- Strengthen suppliers' sustainability management capabilities, reduce environmental impacts, improve labor rights, and enhance supply chain resilience and accountability.
- Enhance procurement personnel's awareness of sustainability by making sustainability trends and management practices mandatory training topics for procurement and outsourcing management functions.

Supplier Code of Conduct

ASUS became a Full Member of the Responsible Business Alliance (RBA) in 2018, demonstrating its strong commitment to sustainable supply chain management.

Based primarily on the RBA Code of Conduct, and with reference to the protections for female workers under SA8000 and the management requirements concerning child labor and forced labor under PAS 7000, ASUS established the ASUS Supplier Code of Conduct as a key framework for supply chain management. The Code covers five major areas: labor, health and safety, the environment, business ethics, and management systems. It explicitly requires suppliers to provide a safe, fair, and dignified working environment and to strengthen protection mechanisms for young and female workers. ASUS has also continued to expand the scope of its supply chain management by incorporating issues such as process chemical management, living wages, trade compliance, and export controls into its key supply chain governance priorities in response to increasingly stringent international regulatory and customer requirements.

ASUS requires suppliers to communicate the relevant requirements to their upstream supply chains and implement consistent management measures to ensure that the entire supply chain complies with the Supplier Code of Conduct and international sustainability standards. Through these efforts, ASUS continues to enhance supply chain transparency and management capabilities and to build a responsible and resilient supply chain network.

The ASUS Supplier Code of Conduct

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

2023	100%
2024	100%
2025	100%

2 Supplier categories covered include display panels, motherboards, IC components—including CPUs, SSDs, HDDs, RAM, and GPUs—and power supply units.

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Three-Phases Risk Assessment Management

ASUS's supply chain management framework encompasses three phases: new supplier qualification, continuous risk management, and performance evaluation. These phases apply to product assembly manufacturers, component manufacturers, and raw material manufacturers, ensuring 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

To ensure that the supply chain meets ASUS's requirements for quality, environmental management, and social responsibility, suppliers must satisfy the qualification criteria for ASUS-approved suppliers. This includes maintaining valid ISO 9001 and ISO 14001 management system certifications and signing the ASUS Code of Conduct Compliance Declaration, thereby committing to comply with the ASUS Supplier Code of Conduct and related management requirements governing labor and human rights, environmental protection, business ethics, and management systems. Suppliers are also required to comply with applicable trade compliance and export control laws and regulations and to ensure that their supply chains are not involved in any form of forced labor or human trafficking.

Phase 2: Continuous Risk Management

ASUS has established a supplier risk indicator system across four dimensions—geographic risk, product and industry risk, enterprise risk, and supplier criticality—to systematically identify supply chain risks. The assessment covers geopolitical and human rights risks, labor management, living wages, greenhouse gas emissions, water resources, waste, and process chemicals. Risk amplification factors, including supplier size, procurement value, and product criticality, are also incorporated to identify high-risk suppliers and prioritize management actions. Supplier risk self-assessments are conducted annually for all suppliers with ongoing business relationships, as well as suppliers and product assembly manufacturers with quarterly procurement values of NT$2.5 million or more. Suppliers identified as high risk through the self-assessment, or those associated with adverse environmental or social incidents, are subject to second-party or third-party on-site audits. Medium- and low-risk suppliers undergo thematic audits or desk audit. Through annual supplier risk assessments, audits, and continuous monitoring mechanisms, ASUS strengthens supply chain resilience and risk management capabilities.

	2023	2024	2025
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(%)	31.7%	34.9%	45.2%

Phase 3: Performance Evaluation

ASUS regularly reviews suppliers' overall operational and sustainability performance through its Quarterly Business Review (QBR) mechanism. In addition to core indicators such as quality, cost, technology, delivery, and service, the assessment also incorporates sustainability performance in areas including business integrity, environmental protection, labor rights, and occupational health and safety. The assessment results serve as an important basis for order allocation, resource investment, and long-term supplier relationship management, thereby linking sustainability performance with business decision-making.

Suppliers with strong performance are given priority for business opportunities, while ongoing improvement is supported through engagement and collaboration. Suppliers whose performance falls below expectations or for which major nonconformities are identified during audits are required to submit corrective action plans with clearly defined timelines and responsibilities. Where necessary, ASUS provides on-site guidance and conducts follow-up audits. ASUS reserves the right to suspend or terminate the business relationship at any time if a supplier violates corporate social responsibility requirements and causes significant environmental or social impacts in the country where it operates or fails to pass audits for two consecutive years.

QBR Tiered Management

Rating	Management Approach
A	Prioritized for procurement opportunities or other incentives.
B	Continued business relationship
C	• Required to submit corrective action measures and placed under a one-quarter monitoring period. • Suppliers rated C for two consecutive quarters will be downgraded to D
D	• Designated as suppliers with which no further business will be conducted. • Any necessary continuation of the business relationship requires approval from the head of the relevant procurement business unit.

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Audits and Continuous Improvement

To ensure that all suppliers with which ASUS maintains business relationships comply with its management requirements regarding human rights, occupational safety, and environmental protection, ASUS conducted 201 new supplier audits and 115 annual audits in 2025. The annual audits comprised second-party and third-party on-site audits conducted in accordance with the ASUS Supplier Code of Conduct. A total of 1,069 nonconformities were identified, with an overall corrective action completion rate of 90%. The remaining 10% consisted of working-hour-related improvement items under ongoing follow-up. The associated risks have been reduced to a low-risk level in accordance with RBA management standards. In addition, all ASUS auditors have completed RBA audit training and obtained the relevant certifications, further strengthening professional capabilities and execution effectiveness in supply chain management.

Analysis of the 2025 audit results showed that high-risk nonconformities were concentrated in three areas: labor recruitment and employment practices, occupational safety, and environmental management. These findings were most prevalent among labor-intensive suppliers, particularly product assembly manufacturers and suppliers of mechanical components, display panels, motherboards, power supply units, and batteries.

ASUS requires suppliers to remediate Priority nonconformities within 30 days, Major nonconformities within 90 days, and Minor nonconformities within 270 days. The nonconformity rates and corrective action completion rates by category are presented in the table below.

For working-hour nonconformities that have not yet been fully remediated, ASUS applies an ongoing monitoring and supplier support mechanism. Noncompliant suppliers are required to establish working-hour management and monitoring systems and report implementation results on a monthly basis for six consecutive months. These measures are intended to reduce the risk of excessive working hours and ensure compliance with local laws and regulations and the minimum requirements of the RBA.

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	2.2%	23.2%	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	1.1%	26.8%	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	0.1%	13.4%	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%	7.8%	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.

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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	0.1%	25.4%	0%	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%	54%	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%	46%	0%	100%	100%	
Eco-label Requirements		0%	0%	0%	0%	0%	-

Improvement Actions

ASUS supports supplier performance improvement through supplier guidance meetings by providing industry with best-practice examples and facilitating the exchange of management experience among peers. Sustainability performance is also incorporated into the Quarterly Business Review (QBR) indicators and serves as an important basis for order allocation and ongoing business relationship management, thereby strengthening suppliers' motivation to improve. For nonconformities identified through audits, ASUS requires suppliers to submit corrective action plans with clearly defined improvement timelines and assigned responsibilities. Through ongoing follow-up, verification, and supplier guidance where necessary, ASUS monitors and supports the effective implementation of corrective actions. Following continuous guidance, all audit nonconformities have been addressed. High-risk working-hours issues have also been reduced to a low-risk level recognized by the RBA and remain subject to ongoing monitoring.

Through its audit and management mechanisms implemented over the years, ASUS has conducted more than 3,000 employee interviews and cumulatively safeguarded the fundamental rights and interests of more than 490,000 workers. In 2025, no supplier was disqualified from doing business with ASUS due to any significant adverse incident.

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.

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Tiering Management

Using the RBA Code of Conduct and regulatory requirements as the basis for supplier management, ASUS has accumulated audit results, inventory data, and guidance feedback over the years to build a supplier management database that supports sustainable tiering management. Based on suppliers' sustainability management maturity and business relevance to ASUS, suppliers are categorized as Strategic, Potential, Evolving, and Developing suppliers.

The tiering management mechanism helps ASUS effectively allocate management resources and implement differentiated management strategies based on supplier type, improving communication efficiency and the effectiveness of improvement efforts. This mechanism also responds to increasingly stringent international regulations, brand customer requirements, and investor expectations regarding ESG risk management, demonstrating ASUS's proactive approach to advancing a responsible supply chain.

In 2025, ASUS introduced a sustainable supply chain management platform that integrates supplier basic information, risk tiering, audit results, inventory data, and improvement progress, gradually advancing digital governance across the supply chain. Through platform-based management, ASUS strengthens information integration, risk monitoring, and collaboration efficiency between the Group and its suppliers, improving the consistency, transparency, and decision quality of tiering management. ASUS uses a science-based and risk-oriented approach to strengthen supply chain management, working together with suppliers to implement human rights and environmental responsibilities and build a resilient, sustainable supply chain.

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Human Rights

Respect for human rights is a core value of ASUS and is incorporated into its corporate code of conduct, applicable to global operations and the entire supply chain. ASUS is committed to ensuring that all employees are treated with respect and fairness, while also requiring suppliers to comply with applicable laws and regulations as well as social and environmental standards. To strengthen human rights protection across the supply chain, ASUS reviews the labor employment conditions of its suppliers, sets high standards, and has issued the ASUS Human Rights Statement. ASUS strengthens suppliers' implementation of human rights responsibilities through the following concrete actions:

【 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 key factor in safeguarding employees' basic living conditions and dignity. It not only helps improve employee well-being and job stability but also strengthens the resilience and sustainability of the supply chain. To safeguard the basic living conditions of workers across its supply chain and implement responsible manufacturing, ASUS has launched the Supplier Living Wage Improvement Program to help suppliers establish wage management mechanisms that meet international standards.

Since 2025, ASUS has advanced its Living Wage Improvement Program based on RBA guidance and the Anker Research Institute's living wage methodology, conducting wage structure inventories and gap analyses for suppliers with ongoing business relationships and providing guidance to help them establish reasonable wage adjustment mechanisms. The program prioritizes the electronics assembly sector and other labor-intensive industries, using on-site visits and employee interviews to understand actual wage conditions and setting phased improvement targets. Suppliers are also required not to compensate for low wages through excessive working hours, thereby strengthening the transparency of working hours and wages and ensuring that compensation meets human rights standards.

In 2025, living wage surveys were completed for 8 final assembly plants, of which 5 had minimum wages that already met the local living wage benchmark, indicating that long-term suppliers have gradually established competitive wage systems aligned with market conditions. Some suppliers' wages are close to the living wage benchmark and require continued, gradual improvement through system adjustments, while a small number of suppliers still show wage gaps, reflecting differences in labor market conditions and wage structures across regions and industries.

For suppliers whose wages still fall short of the living wage benchmark, ASUS works with their management teams to review wage structures and develop improvement measures, including establishing wage adjustment mechanisms and improving the transparency of wage information, while requiring that wage shortfalls not be offset by excessive overtime. For suppliers with larger gaps, ASUS also provides guidance to help them develop three- to five-year wage improvement plans, raising wage levels in phases while continuously tracking improvement progress.

In 2026, ASUS will leverage its sustainable supply chain platform to strengthen data-driven monitoring and performance tracking, improving the transparency and effectiveness of implementation. ASUS will also evaluate the feasibility of collaborating with third-party organizations to verify results, thereby enhancing external trust and continuing to align supply chain labor conditions with international standards, achieving a sustainability goal that benefits both the company and workers.

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Environment

Natural Capital and Biodiversity

ASUS recognizes natural capital—encompassing land, water resources, biodiversity, and ecosystem services—as an important foundation for the company's sustainable operations. To reduce the impact of its value chain on the natural environment and progressively achieve its Nature Positive goal, ASUS has established a Biodiversity Policy as the guiding principle for natural capital protection and biodiversity management. This policy establishes a management framework covering risk identification, target management, management actions, and performance tracking, and advances a biodiversity strategy encompassing both management within the value chain and actions beyond the value chain, in alignment with the Kunming-Montreal Global Biodiversity Framework (GBF) and the United Nations Sustainable Development Goals (SDGs), to continuously advance the conservation and restoration of natural capital.

Within the Value Chain: Data-Driven Environmental Management

Through its supply chain management platform and carbon data management platform, ASUS collects suppliers' environmental footprint data, covering environmental factors such as greenhouse gas emissions, energy and resource use, water withdrawal, wastewater discharge, and waste management, establishing a data foundation for management decisions.

Building on this data foundation, ASUS uses Environmental Profit and Loss (EP&L) assessment, guidance from the Taskforce on Nature-related Financial Disclosures (TNFD), and the WWF Water Risk Filter to assess environmental transition risks in its supply chain. EP&L converts environmental impacts into monetized data to compare the relative significance of different environmental factors, while the TNFD and WWF water tools serve as risk-screening tools that help assess location-based risks at supplier sites. By integrating the results of these analyses, ASUS identifies high-risk suppliers and their risk types, providing a basis for subsequent target setting, tiering management, and resource allocation.

In addition, ASUS conducts biodiversity map-overlay analysis to identify suppliers located in or near ecologically sensitive areas, assess suppliers' biodiversity management capabilities, and drive follow-up improvement actions to enhance biodiversity management performance.

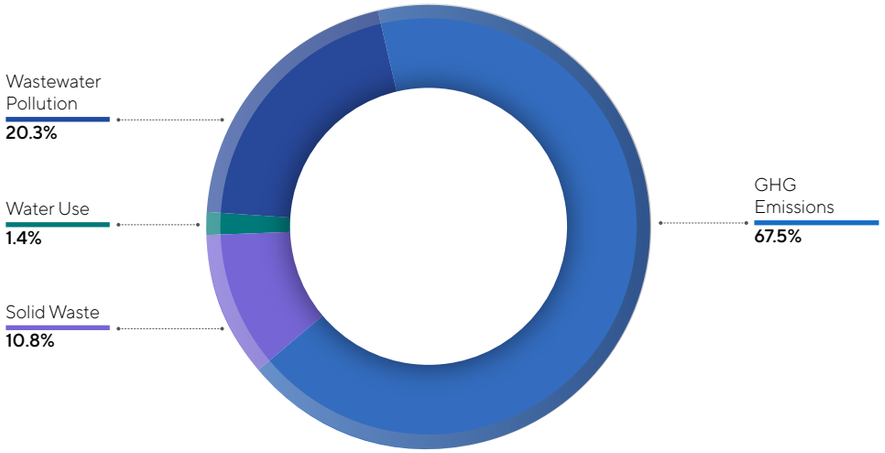
Beyond the Value Chain: Proactive Biodiversity Restoration

In addition to management within the value chain, ASUS also responds to the Nature Positive initiative through habitat restoration and species conservation projects that directly improve habitat quality, ecosystem integrity, and species diversity, extending corporate action beyond reducing environmental impact to actively promoting ecosystem recovery and enhancement.

Environmental Profit and Loss (EP&L) Assessment

Since 2018, ASUS has adopted Environmental Profit and Loss (EP&L) assessment, which incorporates a life-cycle perspective to quantify the environmental impacts of raw material extraction, component manufacturing, and product assembly through the operational stage, presenting these environmental impacts in monetized terms to improve comparability and support decision-making. The EP&L results indicate that priority should be given to issues such as greenhouse gases, water resources, waste, and water pollution,[3] with high-risk exposure concentrated among component manufacturers (such as display panels, motherboards, IC components [CPUs, SSDs, HDDs, RAM, and GPUs], and power supply units) and assembly plants.

The 2025 EP&L results show that total environmental impact reached US$564 million, with GHG emissions and water pollution as the primary hotspots. Within the supply chain, the largest contributions came from the Tier 3 raw material extraction stage and the Tier 2 component manufacturing stage.



3 Both academic theory and the Science Based Targets Network (SBTN) adopt a hydrological cycle perspective, viewing water withdrawal (quantitative use) and wastewater discharge (qualitative impact) as different stages of the same freshwater flow. Within this cycle, pollutant discharge reduces the usability of downstream water bodies and decreases the effective freshwater supply available within a watershed, thereby constraining a company's future withdrawal potential. From a risk management perspective, therefore, integrating water quality and water quantity into a single "freshwater resources" management objective allows for a more effective assessment of watershed water stress and the effective water resource loss caused by pollution, enabling the development of integrated management targets that achieve both water conservation and pollution reduction benefits.

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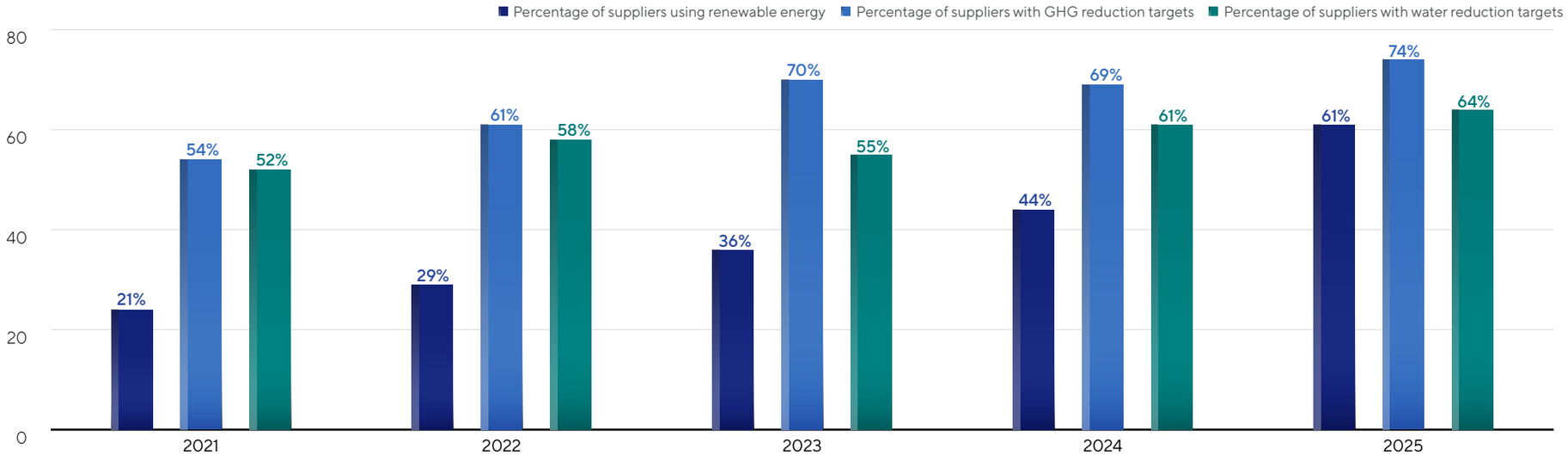
Inventory and Management

Based on the Carbon Disclosure Project (CDP) greenhouse gas and water resource indicators, ASUS conducts inventories of 163 key suppliers and analyzes more than 100,000 historical data points to formulate action plans and management targets, with regular reviews of implementation results driving year-over-year improvement in the achievement rate of key indicators. Historical management performance is presented in the table below.

	Action Plan / Management Target	2025 Management Performance
Management Systems	• New suppliers must have ISO 14001 certification	• 100% of new suppliers obtained ISO 14001 certification
GHG Emissions	• Reduce the carbon emission intensity of key suppliers by 30% by 2025	• 60% of key suppliers use renewable energy (solar, hydro, and wind power) • 72% of key suppliers have established GHG reduction targets • 60% of key suppliers obtained third-party verification under ISO 14064 • 41% of key suppliers obtained ISO 50001 certification
Water Resources and Water Pollution	• Motherboard manufacturers provide qualified wastewater testing reports annually • Key suppliers set water reduction targets	• 100% of motherboard manufacturers provided qualified wastewater testing reports • 63% of key suppliers have established water reduction targets
Hazardous Industrial Waste	• Extend ASUS headquarters' Zero Waste to Landfill experience to key suppliers and establish waste diversion targets • Using 2025 as the baseline year, at least 50% of key suppliers (by procurement value) will achieve a 90% waste diversion rate by 2026	• 24% of key suppliers have set waste diversion targets • 56% of key suppliers have established waste reduction targets

Supplier Environmental Management Performance Over the Years



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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

Map the manufacturing processes for key components and identify emission hotspots—such as equipment with high energy consumption and processes with high carbon emissions.

2023

Map carbon reduction paths for key components based on emission hotspots and suppliers' capacity for reducing carbon emissions.

2024-2025

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

ASUS Key Supplier Water Management Program

In the face of climate change and uneven distribution of water resources, ASUS places great importance on the impact of water resource management on supply chain operational resilience and environmental responsibility. Product manufacturing relies heavily on collaboration across a diverse supply chain, and many processes involve substantial water use and wastewater treatment, meaning that water risk is closely tied not only to supply stability but also to local communities and ecosystems. In 2023, ASUS incorporated water resources as a key focus of supply chain management, establishing a management mechanism covering production-line inventories, risk identification, and reduction targets. Analysis of the inventory results showed that approximately 80% of water consumption was concentrated among motherboard, panel, mechanical component, and battery suppliers, as well as product assembly plants, providing the basis for tiered management and guidance strategies to strengthen overall water resource management capabilities.

In 2025, using the World Wildlife Fund's (WWF) water risk assessment tool, ASUS identified the industrial zones surrounding Lake Tai as a high water-risk area and targeted water-intensive process suppliers—including IC, PCB, panel, and mechanical electroplating suppliers—as well as water-intensive assembly plants as priority targets for improvement.

The results achieved are as follows:

- Completed an inventory of high water-risk suppliers in the Lake Tai basin, identifying 21 key targets among water-intensive process suppliers—including IC, PCB, panel, and mechanical electroplating suppliers—as well as assembly plants' operational water use scenarios. This established a precise management list, transforming water risk from an abstract concept into an actionable starting point for management.
- Held a technical forum on water reduction guidance to introduce industry best practices in water conservation, accelerating suppliers' technology upgrades and on-the-ground implementation.

Engagement and counseling process

Conduct an inventory of key water-resource suppliers.

2023

- 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.

Develop risk awareness and management capabilities.

2024

- 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.

Establish reduction targets.

2025

- 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.

Track progress regularly.

2026

- 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.

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Biodiversity Management

Corporate focus has shifted from environmental pollution management to biodiversity protection, driven mainly by increasingly stringent international requirements for habitat protection. This trend has led national governments to strengthen habitat environmental management,[4] creating new risks and opportunities for corporate operations, including stricter water use standards, wastewater discharge standards, and land use controls under species habitat management policies.[5] In addition, IPCC research indicates that biodiversity protection makes an important contribution to net-zero decarbonization, primarily because habitat protection enhances natural carbon sink functions and increases carbon removal potential, further reducing the impact of climate change on businesses.

For ASUS, biodiversity scarcity does not directly affect production inputs such as component manufacturing and assembly, and the operations of the company and its suppliers do not directly disturb species survival or cause habitat fragmentation. However, as governments strengthen habitat protection regulations, ASUS's operations and suppliers are expected to be significantly affected. Accordingly, ASUS needs to proactively assess the potential impact of these policies on its operations and supply chain management and develop response strategies.[6]

On the other hand, the EP&L assessment results show that water withdrawal and wastewater discharge are ASUS's second-largest environmental impact, and suppliers' water withdrawal and discharge directly affect local habitat quality and species survival. ASUS has therefore begun conducting biodiversity risk identification and assessment for supplier categories with high water dependency,[7] using Key Biodiversity Area (KBA) mapping tools to identify whether supplier sites are located in or near ecologically sensitive areas such as water source protection zones and wetlands, and strengthening audits of these high-risk suppliers.

4 As most species primarily inhabit ecologically sensitive areas such as water sources, forests, and wetlands, protecting species depends on maintaining habitat integrity and quality. The Kunming-Montreal Global Biodiversity Framework, adopted in 2022, calls on national governments to actively protect biodiversity and sets the core "30x30" target: protecting at least 30% of the world's land and oceans and restoring 30% of degraded ecosystems by 2030.

5 ASUS's supply chain manufacturing sites are heavily concentrated in Mainland China, dominated by water- and emission-intensive process manufacturers such as PCB and IC suppliers. In 2024, China's Ministry of Ecology and Environment issued the "China Biodiversity Conservation Strategy and Action Plan (2023-2030)," which, under Priority Action 13, "Improving Environmental Quality," explicitly calls for strengthening wastewater collection and treatment in industrial parks and advancing key monitoring lists for new pollutants—measures expected to prompt local governments to impose stricter wastewater discharge standards and water use restrictions on manufacturing sites. In response to these policy trends, ASUS will continue to strengthen supplier environmental compliance management to reduce the risk of suppliers facing production restrictions or shutdowns due to noncompliance, thereby avoiding potential impacts on supply chain stability and procurement costs.

6 The electronics industry is highly dependent on water resources for processes such as cleaning and cooling. When governments impose stricter water withdrawal restrictions and wastewater discharge standards to protect watershed ecosystems, companies must install additional effluent treatment equipment or improve water recycling and reuse efficiency, both of which will directly increase operating costs.

7 That is, supplier categories such as IC design, panel, battery, and assembly plants.

Case Study

Supply Chain Biodiversity Management

To strengthen the management of the supply Mainland China's impact on the natural environment, ASUS has adopted the database of the Institute of Public and Environmental Affairs (IPE) to identify the spatial relationship between supplier operating sites and biodiversity-sensitive areas. In 2025, two suppliers were identified as being located near important wetland ecosystems and were designated as priority management targets.

- Supplier A is located in Zhongshan, Guangdong, near Cuiheng National Wetland Park. The wetland covers a total area of 625.6 hectares, with a wetland ratio of approximately 63%, encompassing diverse ecosystems such as estuarine waters, mangroves, perennial rivers, and herbaceous marshes. It serves as an important habitat for several Class II nationally protected animals in China, including the black kite, black-winged kite, and common kestrel. Supplier A is a manufacturer of IC packaging and storage devices, with processes including IC baking, solder paste printing, surface-mount placement, reflow soldering, burn-in testing, and assembly and packaging—all intensive processing operations. During ASUS's annual on-site audit, its environmental impact assessment report and pollutant emissions monitoring data (covering wastewater, exhaust gas, and noise) were reviewed and confirmed to comply with local regulatory requirements; the supplier remains under continuous tracking and management.
- Supplier B is located near Jiaogang Lake National Wetland Park, an area of approximately 3,267 hectares with rich lake and river wetland ecosystems that are home to Class I nationally protected animals in China, such as the Siberian crane and black stork, giving it high ecological value. Supplier B is a manufacturer of microphone modules; its production processes do not involve water use, and its wastewater discharge complies with local regulatory requirements. Its overall environmental risk assessment rating is low risk.

Management Actions

Considering that these suppliers' operating sites are located near ecologically sensitive areas, ASUS further requires them to establish systematic management mechanisms, including:

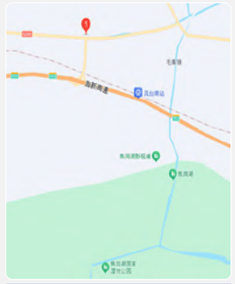
- Establishing a biodiversity management system: incorporating biodiversity policies into existing environmental management systems, setting specific protection targets and action plans, and regularly reviewing implementation results.
- Strengthening communication and information disclosure: incorporating biodiversity management requirements into internal training and supply chain communications, and assessing opportunities to enhance transparency and accountability through public disclosure.

2025 Management Performance

ASUS further uses water resource management as an entry point for managing ecological impacts, requiring suppliers to use their average water consumption over the past two years as a baseline, take stock of their operational water use scenarios, and set phased reduction targets:

- **Short-term (within 1 year):** Reduce total water consumption by 8-10% and increase the water reuse rate to 60%
- **Medium-term (within 3 years):** Reduce total water consumption by 15-20% and increase the water reuse rate to 70%
- **Long-term (within 5 years):** Reduce total water consumption by 25-30% and introduce water conservation and process optimization measures to reduce dependence on and impact on local water resources and ecosystems

Supplier A Location



Supplier B Location

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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.

	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.

Management of Other Critical Metals

As demand for high performance and low-carbon electronic products increases, critical minerals are becoming increasingly important within the supply chain. Under the survey framework of the Responsible Minerals Initiative (RMI), companies are expanding their management scope beyond traditional conflict minerals (i.e., 3TG: tin, tantalum, tungsten, and gold) to include critical metals highly relevant to batteries and electronic components, in response to the requirements for source transparency and risk management under the EU Battery Regulation and various countries' supply chain due diligence laws.

Lithium, nickel, and graphite are key materials for lithium-ion batteries, widely used in the battery modules of notebooks and mobile devices; copper is a core conductive material used in printed circuit boards (PCBs), power modules, and connection systems; and mica, with its excellent insulating and heat-resistant properties, is commonly used as an insulating material in electronic components. These metals are often mined in high-risk regions or processed at stages that are labor-intensive and carry significant environmental impact. Potential risks include financing sources for armed conflict, improper labor conditions (such as forced labor and child labor), environmental pollution, and supply chain opacity—risk characteristics highly similar to those of traditional conflict minerals.

In light of this, ASUS has proactively expanded its existing conflict minerals management mechanism to include lithium, nickel, graphite, mica, and copper within the scope of responsible minerals management, establishing an "Extended Conflict Minerals Management Framework." By requiring suppliers to complete Responsible Minerals Initiative survey templates (such as the CMRT and EMRT) to disclose mineral sources and smelter information, and cross-checking this information against the list of conformant smelters, ASUS strengthens upstream traceability and risk identification. ASUS also uses digital platforms for data management and continuous monitoring, and initiates due diligence and improvement mechanisms for high-risk supply chains.

By incorporating emerging critical metals into its extended conflict minerals management, ASUS not only responds to international regulations and industry trends but also strengthens human rights and environmental risk control across its supply chain, progressively achieving its goals of responsible sourcing and sustainable supply chain governance.

For responsible minerals management, ASUS follows the RMAP conformant smelter certification mechanism promoted by RMI and conducts upstream mine compliance risk assessments through third-party audits. Due to confidentiality principles, ASUS has not yet disclosed mine country-of-origin information. With RMI's expanded cross-recognition in 2025 to include the Copper Mark system, some certified smelters have begun indicating mineral source countries, showing gradual improvement in supply chain transparency toward a management direction where mineral source information can be disclosed.

ASUS Responsible Minerals Policy

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Mineral Traceability Mechanism

For responsible minerals management, ASUS follows the RMAP conformant smelter certification mechanism promoted by RMI and conducts upstream mine compliance risk assessments through third-party audits. Due to confidentiality principles, ASUS has not yet disclosed mine country-of-origin information. With RMI's expanded cross-recognition in 2025 to include the Copper Mark system, some certified smelters have begun indicating mineral source countries, showing gradual improvement in supply chain transparency toward a management direction where mineral source information can be disclosed.

Global Responsible Minerals Survey

Based on the five-step due diligence framework of the Organization for Economic Co-operation and Development (OECD), ASUS conducts investigations of smelters within its supply chain:

Establish Management Systems

ASUS Responsible Minerals Policy

- Suppliers procure 100% of tantalum, tin, tungsten, gold, and cobalt from conformant smelters.
- Comply with the ASUS Responsible Minerals Policy, establish their own responsible minerals policies, and communicate them 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.
- Conduct a Reasonable Country of Origin Inquiry (RCOI).
- Verify that smelters are conformant under the RMI's Responsible Minerals Assurance Process (RMAP).
- Identify at-risk suppliers that do not use certified smelters.

Design and Implement Risk Mitigation

Conformant Smelter Conversion Plan

- Communicated ASUS requirements through supplier engagement and support meetings.
- Required suppliers to transition to RMAP-conformant smelters and refiners. Supplier procurement records were reviewed during on-site audits to verify their sourcing practices and confirm the progressive adoption of conformant smelters and refiners.
- Conducted quarterly communications and follow-ups to monitor transition progress.

Conduct Independent Third-Party Audits

On-site Audits

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

Disclose Due Diligence Results

Disclosure of Smelter List

- Publish the list of smelters in ASUS's supply chain on the ESG website and in the Sustainability Report.
- Disclose the list of smelters/refiners used in the ASUS supply chain.

Based on the survey results of the Responsible Minerals Initiative (RMI) and the definition of Conflict-Affected and High-Risk Areas (CAHRAs) under the EU Conflict Minerals Regulation, which took effect in 2021, ASUS conducted an inventory in 2025 covering 599 product-sourcing smelters across a supply chain that accounts for 95% of total procurement value, and analyzed their geographic distribution and compliance status.

By region, smelters are concentrated primarily in Asia (57%), followed by the Americas (17%), Europe (16%), Africa (9%), and Australia (1%). Verification confirmed that all sources are conformant smelters recognized by the RMI, the London Bullion Market Association (LBMA), or the Responsible Jewellery Council (RJC), in compliance with responsible sourcing standards.

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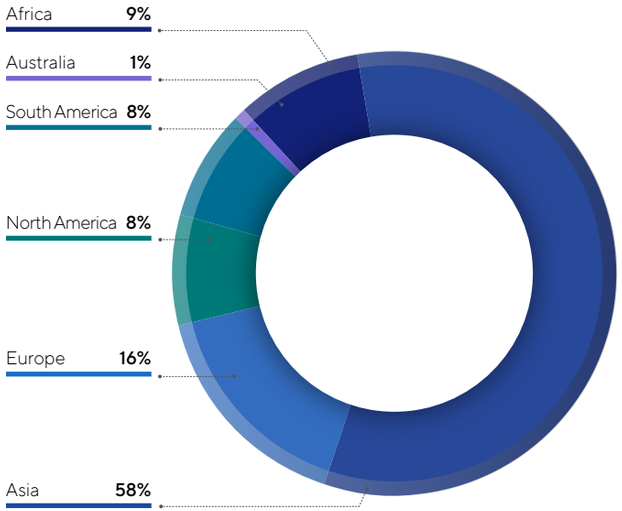
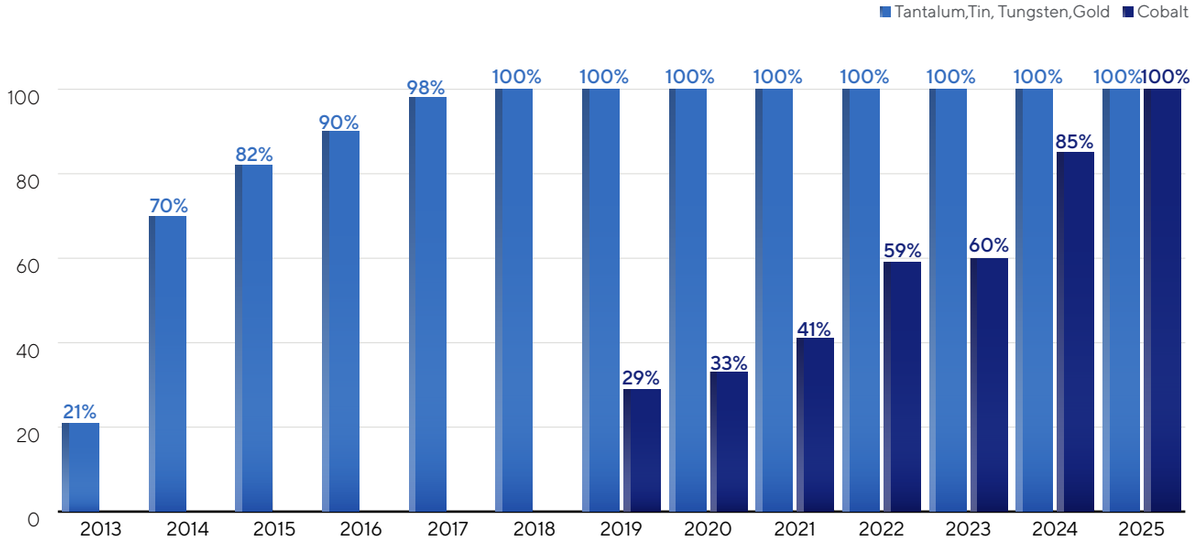
Global Supplier Smelters

- **Tantalum, Tin, Tungsten, and Gold:** ASUS participates in the RMI's quarterly conformant smelter certification working group meetings to stay informed of the latest developments and provides suppliers with guidance on conformant sourcing. ASUS assists suppliers in investigating and correcting nonconformities and applies the RMAP conformant smelter certification program to ensure that minerals comply with human rights and environmental standards from the point of mining through smelting, thereby implementing responsible sourcing. ASUS began advancing responsible sourcing in 2013, when the conformant procurement ratio for tantalum, tin, tungsten, and gold was only 22%. By 2018, ASUS had achieved the goal of sourcing 100% of these four metals from conformant smelters and has maintained this achievement ever since.
- **Cobalt:** According to an EU study on critical raw materials, about one-third of the world's cobalt is sourced from the Democratic Republic of the Congo and neighboring countries in Central Africa, where the risk of illegal mining activity is similarly high. In 2019, the Responsible Minerals Initiative designated cobalt as a fifth mineral subject to management. As a key material used in battery manufacturing, cobalt has also been included in ASUS's responsible minerals sourcing management scope. ASUS conducts annual due diligence and, through an on-site audit mechanism, reviews suppliers' progress in converting to conformant cobalt smelters while providing guidance resources. Compared with 2019, the proportion of suppliers sourcing cobalt from conformant smelters has increased from 29% to 100%.
- **Mica:** Through stakeholder engagement, ASUS learned that mica mining in certain countries involves illegal practices such as the low-wage employment of child labor, an issue that has drawn the attention of human rights organizations. Mica is a key ingredient in coatings and is widely used in the surface finishing of electronic products, and its mining poses supply chain management risks. Since 2023, ASUS has incorporated mica into the scope of its responsible minerals due diligence, taking stock of suppliers' current status as a basis for setting conformant mica sourcing targets.

Upholding its responsibility toward human rights and the environment, ASUS strictly avoids the use of conflict minerals sourced from illegal mining. ASUS has established a Responsible Minerals Procurement Policy, with oversight and review conducted by the sustainability, procurement, and outsourcing functions, to implement supplier management. Responsible minerals indicators have been incorporated into QBR scoring to promote sourcing from conformant smelters and to prevent risks such as labor exploitation, armed conflict, child labor abuse, and ecological damage. In addition, ASUS has taken stock of the use of recycled metals in its supply chain; the utilization rate reached 8.0% in 2025, which serves as the basis for setting medium- to long-term targets for recycled minerals.





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Product Responsible Minerals Analysis

Through Full Material Disclosure (FMD), ASUS tracks the distribution and usage of key metals—tantalum, tin, tungsten, gold, and cobalt—in its products, providing a basis for responsible minerals management and circular resource inventory. Based on 2025 total shipment volumes of major products, including notebooks, desktops, monitors, and all-in-one devices (AIO, NUC, and Mini PC), the combined usage of the five metals totaled approximately 444.4 metric tons. By precisely tracking the flow and content of raw materials, ASUS not only strengthens upstream supply chain management but also lays the foundation for promoting material recycling and reuse and reducing usage at the design stage, thereby implementing circular economy principles and reducing resource consumption and environmental impact.

The distribution and usage of these metals are detailed in the table below:

	Tungste	Gold	Tin	Tantalum	Cobalt
Primary components	Panels	IC chips	Motherboards	Capacitors	Batteries
Notebook computers (unit: grams)	37,002.4	17,165,603.8	287,059,249.8	16,303,121.1	136,557.7
Desktop computers (unit: grams)	5,693.0	418,024.4	24,991,782.8	7.9	116,648.4
Monitors (unit: grams)	19,213.8	3,822,185.6	78,911,041.1	329.7	15,518.5
All-in-one systems (AIO, NUC, Mini PC) (unit: grams)	7,148.3	252,175.0	13,208,452.3	1,666,786.6	148,566.5
Total usage (unit: metric tons)	0.1	21.7	404.2	18	0.4

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Partnerships

Supplier Conferences and Thematic Forums

To enhance suppliers' awareness of sustainability issues and their ability to respond to risks, ASUS regularly holds supplier conferences and guidance meetings to communicate management requirements and deepen partnerships. In 2025, ASUS held a total of 9 supplier conferences and thematic forums, inviting third-party experts to share insights on international human rights regulations and trends and challenges in carbon management.

The forums received a highly positive response from suppliers, with more than 90% of participants indicating that the sessions helped them grasp key issues and facilitated exchange. Following each event, forum summaries were also distributed via eNews to help those who did not attend obtain key information, thereby extending the reach and effectiveness of communication.

2025 Supplier Conferences and Thematic Forums

Participants	Conference Type	Topics	Sessions
Suppliers and assembly plants	General supplier conference	ASUS green product and sustainable supply chain requirements, carbon management capacity building, standardized site carbon inventory guidance.	4
Key suppliers, key assembly plants, and battery suppliers	Key topic forum	Overview of key environmental and human rights trends, including the EU Batteries Regulation, full material disclosure, water resource and process chemical management, living wages, and worker engagement.	4
Annually audited suppliers	RBA audit findings improvement meeting	Discussion of Corrective Actions for Supplier Audit Findings and Exchange of Feedback during ASUS Annual Supplier Audits	1

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.

Nonconformity Guidance Meetings

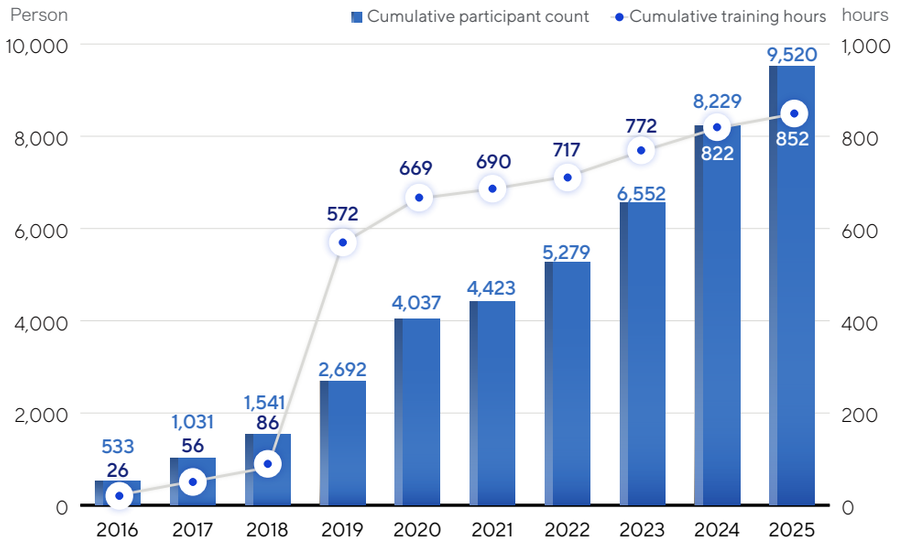
ASUS holds guidance meetings every year to help suppliers address audit nonconformities, achieving 100% attendance by audited suppliers in 2025. These meetings feature RBA-certified auditors who analyze the root causes of nonconformities and share industry best practices, thereby enhancing suppliers' management awareness and capacity for improvement.

Guidance topics cover overtime management, health protection for high-risk positions, carbon and water resource management, employee engagement, and privacy protection, among others. In addition to holding online meetings, ASUS has also established supplier WeChat groups to facilitate real-time experience sharing and exchange.

To date, ASUS's supplier conferences and training programs have cumulatively engaged more than 9,520 participants, with total training hours reaching 852 hours.

	2023	2024	2025
Percentage of suppliers participating in corrective actions or Nonconformity Guidance Meetings	100%	100%	100%

Historical performance of stakeholder engagements and communications with suppliers



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Value Creation

Innovation is the most important foundation for ASUS to reinvent and evolve, pursue sustainable development, and strengthen competitiveness. Guided by a people-centric philosophy, ASUS starts from user needs to create the best user experience, and the practice of design thinking is a key tool that enables ASUS to innovate. ASUS values the convergence of internal innovation capabilities while also emphasizing co-creation with external business partners, amplifying the value of innovation and shaping the blueprint for future development.

Actions

- Established an overall AI strategic roadmap to strengthen the development of intelligent products and services.
- Cultivated AI talent through industry-academia collaboration and promoted the implementation of technologies in industry.
- Expanded nature-positive actions outside the value chain in line with Nature-based Solutions.

Performance

Recognized as a **Best Taiwan Global Brand** by the Industrial Development Administration,Ministry of Economic Affairs for the 12th time

Named again as one of the
Clarivate Top 100 Global Innovators™

Participated in policy consultation for the
Forestry and Nature Conservation Agency's local guidance on corporate participation in biodiversity and nature-related financial disclosures

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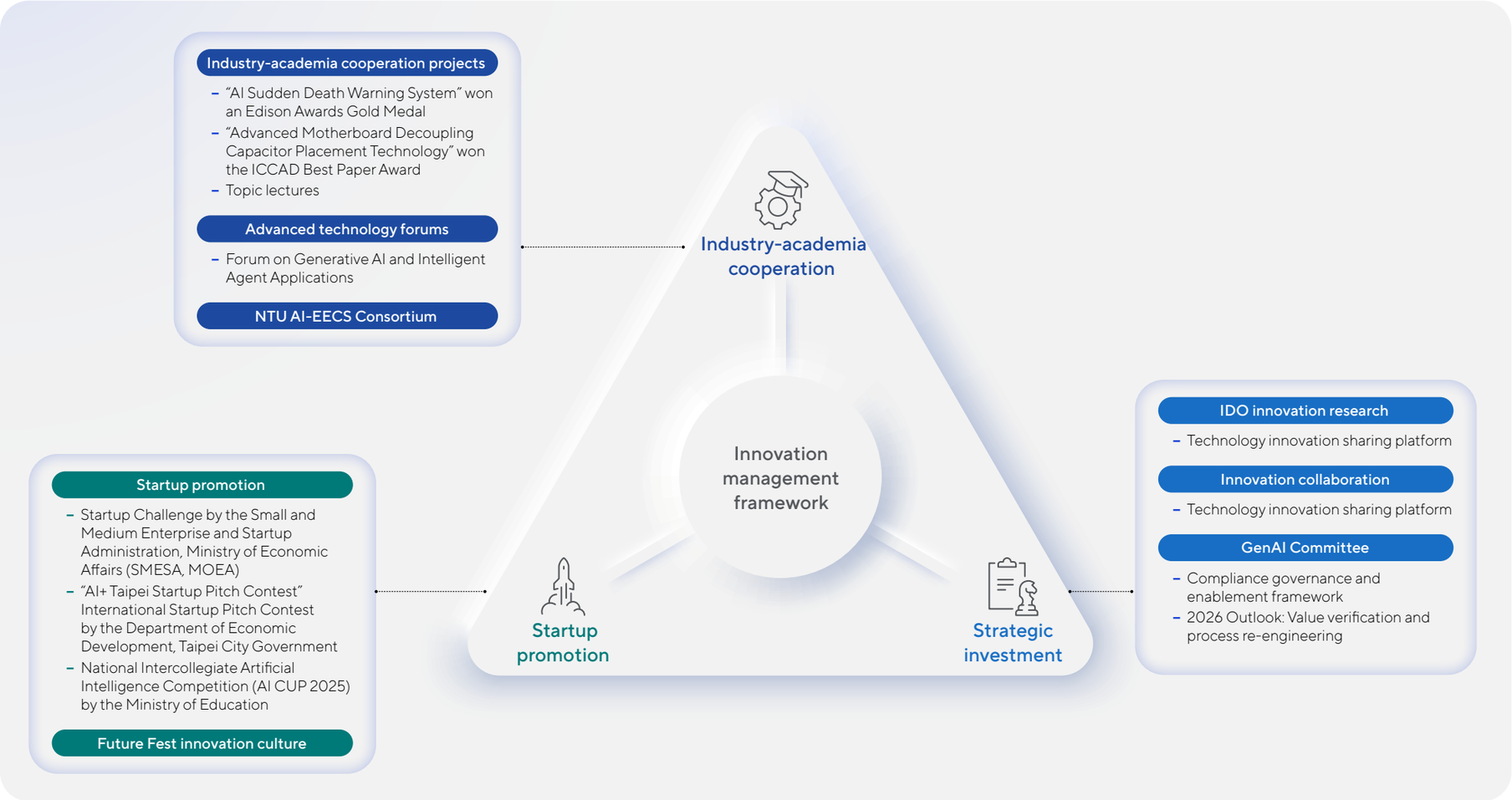
Innovation Management

Innovation is the most important core foundation for ASUS to reinvent and evolve, pursue sustainable development, and enhance competitiveness. Built on solid and refined technologies and a commitment to excellent quality, ASUS emphasizes a design-thinking strategy that translates user needs and experiences into the first step of innovation practice, focusing on creating truly thoughtful and intelligent lifestyles. ASUS uses "Industry-academia collaboration," "Startup promotion," and "Strategic investment" as the three pillars of its innovation management framework.



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Innovation Actions

Industry-Academia Collaboration

Research Project Collaboration

ASUS and the College of Electrical Engineering and Computer Science, National Taiwan University jointly established the ASUS-NTU Joint Research Center in 2021. The center brings together professors from the colleges of electrical engineering and computer science, engineering, medicine, management, and social sciences to conduct joint research on advanced technologies, product and technology pain points, and corporate sustainability. Research areas include applications of artificial intelligence, smart healthcare, smart manufacturing, thermal solutions, noise reduction, and process optimization. As of 2025, 30 projects had been conducted, integrating NTU's strong academic capabilities with ASUS R&D resources to drive breakthroughs in ASUS products and technologies and implement design thinking.

To expand the synergy and depth of exchange from joint research, each project team plans topic lectures or mid-to-senior management exchange meetings after project completion to share R&D outcomes and advanced technology trends. In 2025, ASUS held seven topic lectures with more than 500 managers and employees participating, promoting in-depth discussion and collaboration between industry-academia cooperation teams and across internal units.

"Advanced Motherboard Decoupling Capacitor Placement Technology" won the ICCAD Best Paper Award

The advanced motherboard decoupling capacitor placement technology jointly developed by ASUS and the research team led by Distinguished Professor Yao-Wen Chang of NTU's Department of Electrical Engineering and Graduate Institute of Electronics Engineering won the Best Paper Award at the IEEE/ACM International Conference on Computer-Aided Design (ICCAD), making it the first Taiwanese winner in ICCAD's 44-year history. This achievement not only represents a breakthrough in the field of electronic design automation (EDA), but also demonstrates ASUS's strong capabilities in innovative R&D and industry-academia collaboration. The research can significantly reduce capacitor usage by 72% and increase design speed by 6.9 times, which is important for improving the quality of advanced PCB design and reducing costs.

"AI Sudden Death Warning System" won a Gold Edison Award

"AI Sudden Death Warning System" won a Gold Edison Award: ASUS, National Taiwan University, and the National Science and Technology Council jointly promoted the "Next-Generation Intelligent IoT Key Technologies and Applications" industry-academia collaboration project, supporting multiple innovation projects. The "AI Sudden Death Warning System" led by Professor Chien-Chang Lee , Director-General of the Department of Information Management, Ministry of Health and Welfare, won a Gold Edison Award. The technology can detect sudden death, shock, and respiratory failure early and issue warnings six hours before patients face sudden death risk, allowing medical teams to respond early and potentially reducing sudden death occurrences by more than half.

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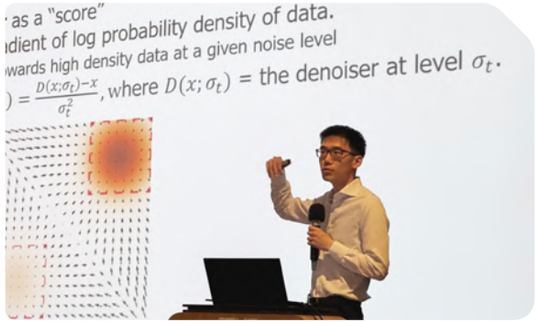
NTU AI-EECS Consortium

Guided by the core philosophy of foster collective wisdom and embrace idea meritocracy, ASUS joined the NTU AI Information and Electrical Engineering Alliance initiated by the College of Electrical Engineering and Computer Science at National Taiwan University. The alliance focuses on building a scalable and in-depth innovation talent development mechanism for the electrical engineering and computer science industries while expanding the international talent landscape. Through joint cultivation, retention, and recruitment of talent by academia and industry, it enhances the global competitiveness of high-potential talent and deepens channels for companies to engage with international students, direct-entry PhD students, and professors, creating an emerging ecosystem that benefits students, the college, and enterprises.

Advanced Technology Forum

To strengthen the bridge between industry and academia and promote deeper collaboration, the ASUS-NTU Joint Research Center and the Innovation Development Office have organized advanced technology forums since 2022 on trends of interest to the company. In 2025, two forums were held under the theme "Generative AI and Intelligent Agent Applications." Experts from industry, academia, and research institutes in Taiwan and abroad were invited to share the latest research trends, experiences, and insights on generative AI, large language model reasoning, and intelligent agents. More than 270 ASUS managers and employees participated, engaging in in-depth discussions on technology development and practical applications, and driving innovative thinking within ASUS.



> Participants said that the forum not only helped them understand trends in advanced technology development, but that the sharing of practical applications was also helpful for both the company and industry development.

> Speakers explained technical theories in an accessible way. The content was inspiring and very helpful for future business planning.

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Startup Promotion

Startup Expansion

ASUS continues to cultivate the external innovation ecosystem and participates in major domestic and international innovation and competition programs covering key areas such as AI, medical applications, and green technology. Through co-creation with government agencies, industry startups, and academic research institutions, ASUS puts innovative thinking into practice, accelerates technology implementation, expands diverse business opportunities, responds to global trends in AI development and sustainability transformation, and strengthens long-term competitiveness and sustainable operations.

Startup Challenge by the Small and Medium Enterprise and Startup Administration, Ministry of Economic Affairs (SMESA, MOEA)

In 2025, ASUS continued to support the Ministry of Economic Affairs' net-zero carbon policy by participating in the Startup Challenge. Through the competition mechanism, ASUS promoted corporate-startup collaboration to jointly drive green industrial transformation. This year, ASUS focused on carbon management solutions, aiming to assist enterprises in effectively tracking, managing, and disclosing carbon emissions data through the introduction of appropriate technologies, thereby further reducing carbon emission risks, strengthening sustainability governance, and enhancing overall competitiveness. After selection and matching, six startup teams submitted cooperation proposals, and one team was ultimately selected for follow-up collaboration to jointly promote the practical application of carbon management technologies.

"2025 AI+ Taipei Startup Pitch Contest" International Startup Pitch Contest by the Department of Economic Development, Taipei City Government

In 2025, the Department of Economic Development, Taipei City Government continued to focus on AI technology applications to promote international startup exchange programs, again inviting ASUS to serve as a judge and jointly participate in subsequent execution activities. Through the program, 40 startup teams from Malaysia, Thailand, South Korea, Singapore, and other countries were matched, aiming to enhance engagement and interaction between ASUS teams and domestic and international AI startups, in-depth explore AI technology innovation and diverse application scenarios, and foster potential collaboration opportunities.

National Intercollegiate Artificial Intelligence Competition Series (AI CUP 2025) by the Ministry of Education

ASUS responded to the Ministry of Education's talent cultivation program by participating in the National Intercollegiate Artificial Intelligence Competition Series (AI CUP 2025) in 2025 and serving as a judge for the "Medical Conversation Sensitive Personal Data Recognition Competition" Spring Season. The competition aimed to discover promising voice AI teams and translate academic creative ideas into practical application results. This competition focused on physician-patient voice record recognition and physician-patient voice privacy sensitive data recognition, guiding students to develop edge-computing and innovative-model solutions for practical pain points.

Canadian Technology Accelerator (CTA) "CTA AI & Deep Tech Cohort" Program

In response to Global Affairs Canada's initiative to support its domestic high-potential technology companies in exploring global development opportunities, ASUS was invited to participate in the "CTA AI & Deep Tech Cohort" program promoted by the Canadian Technology Accelerator (CTA) in 2025. Through technical sharing and topic setting in AI, ASUS guided Canadian startups to focus on the core technologies and market needs that ASUS prioritizes, further exploring the possibilities of deep collaboration. During the program, a total of 40 Canadian AI and deep-tech startup teams were matched, promoting cross-border technology exchange and collaboration.

CTA AI & Deep Tech Cohort

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Future Fest Innovation Culture

Since 2020, ASUS has held the annual internal innovation event "Future Fest" to continuously foster a corporate environment driven by innovation. In 2025, Future Fest entered its sixth year. By internalizing the "One ASUS" spirit, the event encourages the sharing of internal technological achievements, inspires product ideas, and serves as a key platform for showcasing team R&D capabilities, promoting cross-departmental trend sharing and technical exchange.

TechTalk thematic forum

The 2025 TechTalk forum was held as a three-day in-person lecture series. Internal business units shared advanced technologies, gathering diverse external perspectives. External partners such as the NTU academic research team, Plug and Play (PnP), and the Interuniversity Microelectronics Centre (imec) were invited to engage in in-depth discussions on trends in innovative technologies, providing employees with a blueprint for future development from academic, research, and market investment perspectives.

RoadShow technology exhibition

In 2025, 10 BU units participated in the technology exhibition, presenting a total of 57 R&D projects covering solutions to R&D pain points, product innovation, application-scenario expansion, and trend technology research. Through physical displays, interactions, and discussions, the event promoted internal technology exchange and integration. Furthermore, through the Joint Industry-Academia R&D Results Zone of National Taiwan University, it demonstrated the forward-looking innovative vitality nurtured by industry-academia-research collaboration, continuously inspiring creative breakthroughs among employees through technology exchange.

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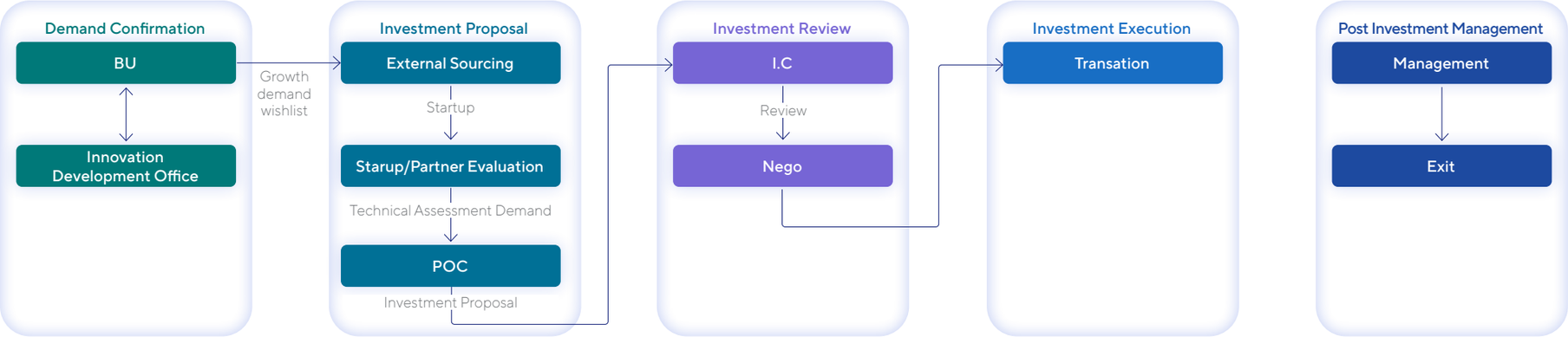
Strategic Investment

To strengthen the core business competitiveness of each business unit and fill development gaps, ASUS obtains external resources through strategic investments to develop emerging businesses or expand into emerging markets, promote overall Group revenue growth, explore industry development trends, and capture future opportunities. The Innovation Development Office has therefore established a strategic investment proposal process comprising five stages: demand confirmation, investment proposal, investment review, investment execution, and post-investment management. The office collaborates across units with the Investment Department and Accounting Department to maximize benefits.

Strategic Investment Proposal Process



IDO Innovation Research

In 2025, the Innovation Development Office continued to select 135 high-potential companies from more than 1,000 startup targets in domestic and international resource pools. It conducted in-depth analysis across four core areas—AI, future development, innovative technologies, and sustainability issues—to precisely translate external innovation resources into value. The following are representative startup collaboration cases in the four core areas.

Category	Total startups	Related plans	Startup collaboration case	
AI	58	Strengthen ASUS's deployment in AI and other key technologies; promote LLM and intelligent-agent applications in internal R&D and operations; enhance knowledge integration, automated decision-making, operational efficiency, and product innovation.	Case A	Introduced physical AI foundation models into product lifecycle management applications to support stocking and production planning decisions.
Future development	45	Identify intelligent-industry trends and emerging-market dynamics; deploy cross-industry technology integration and new market opportunities; strengthen forward-looking deployment and sustainable competitive advantages.	Case M	Integrated existing technologies for application deployment, accelerating commercialization in overseas markets and strengthening cross-border deployment and strategic cooperation.
Innovative technology	23	Focus on technology optimization and new product development; strengthen core technology upgrades and integrated applications; drive product-generation upgrades and value enhancement , establishing a more competitive technological foundation for ASUS.	Case C	Promoted edge AI computing technology integration, completed new module introduction and basic validation, and continued to optimize edge intelligence deployment.
Sustainability issues	9	Conduct research on materials, processes, and reuse to improve resource efficiency while reducing environmental burden and supporting more sustainable product lifecycles.	Case T	Introduced advanced composite materials into key component applications, optimizing long-term operation performance and supporting product durability improvement and commercialization assessment.

In the third year since the ASUS Innovation Development Office launched the Technology Innovation Sharing Platform, it has continued to strengthen the technological agility of R&D units through monthly reports on forward-looking trends. The platform aims to translate precise global intelligence into forward-looking deployment amid the wave of intelligent transformation, helping R&D teams capture future market dynamics and inspire deeper innovation and breakthrough momentum.

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AI Strategic Roadmap

Facing the rapid development of generative AI and the broad expansion of industrial applications, ASUS aims to become a "comprehensive AI company" and continues to promote cross-domain AI integration from infrastructure, workplace scenarios, and content creation to industrial applications and sustainability management. Under the strategic theme "Ubiquitous AI, Incredible Possibilities," ASUS extends its AI deployment from the cloud and edge computing to personal endpoints, gradually building a comprehensive blueprint with technological depth, application breadth, and implementation capabilities to address market demand for improved efficiency, intelligent experiences, and digital transformation.

At the same time, ASUS views AI as an important tool for driving sustainability transformation. Through data-driven assessment and technology-enabled management, ASUS strengthens decision-making quality, operational resilience, and resource management efficiency, creating product and service experiences with long-term value. Building on this direction, ASUS has formed seven AI strategic domains—AI infrastructure, everyday AI, workspace AI, creator AI, industrial AI, healthcare AI, and sustainability AI—to advance implementation across AI infrastructure, daily applications, business scenarios, creator tools, industrial fields, smart healthcare, and sustainability management, positioning AI as a core driver of future growth and sustainable competitiveness.

More ASUS AI Strategies

ASUS AI strategy

AI Infrastructure

Build secure, flexible, and scalable AI infrastructure integrating servers, storage, edge computing, management platforms, and software services to help enterprises deploy AI, optimize computing power and data management, protect critical data, lower adoption barriers and costs, and improve resilience and digital transformation efficiency.

Everyday AI

Popularize AI in daily use by integrating dedicated Neural Processing Units (NPUs), Copilot+ PCs, on-device AI applications, virtual assistants, and smart media management to improve efficiency and convenience in document processing, data organization, content creation, image management, and real-time interaction, naturally integrating artificial intelligence into work, creation, and communication scenarios as a practical boost to daily experiences.

Workspace AI

Strengthen workplace applications with AI by integrating high-performance computing devices, AI PCs, AI tools, and IT management and security support solutions, providing comprehensive solutions from individual work to enterprise deployment, naturally integrating artificial intelligence into work, creation, and communication scenarios as a practical boost to daily experiences.

Creator AI

Integrate AI into content creation workflows with high-performance hardware platforms and AI creative tools to support ideation, generation, editing, and asset management, improving efficiency and creative output. Through NVIDIA RTX AI, generative AI, and smart file management features, it supports multimedia content creation such as images and audio-visuals, lowering creative barriers and enhancing inspiration realization, content management, and diverse creative application capabilities.

ASUS AI

Industrial AI

Apply AI to real-time industrial scenarios such as manufacturing, logistics, transportation, and retail, combining edge computing and end-to-end AI solutions to help enterprises strengthen on-site decision-making capabilities and operational efficiency. Through applications such as machine vision, smart security, industrial automation, intelligent transportation, and real-time analytics, it supports enterprises in optimizing production processes, improving quality control, and driving smart manufacturing and industrial upgrades.

Healthcare AI

Integrate AI, IoT, and big-data analytics to help medical institutions improve diagnostic efficiency, clinical decision quality, and care effectiveness. Combining AI-assisted diagnosis, medical information platforms, server and cloud infrastructure, as well as smart medical devices and application services, it provides one-stop solutions spanning algorithms, hardware, and deployment support to optimize medical workflows and enhance diagnostic accuracy and care quality.

Sustainability AI

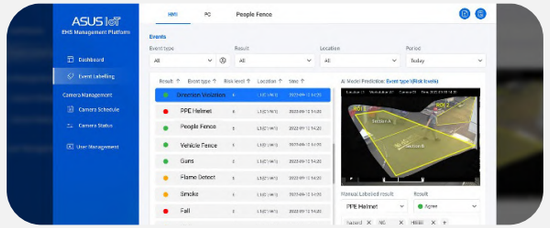
Use data-driven and technology-enabled management methods to assist enterprises in advancing sustainability transformation and ESG goals. Integrate carbon data collection, analysis, verification, and reporting through an AI-driven management platform, together with visualized dashboards and decarbonization pathway simulations, to improve carbon management efficiency and decision-making quality, responding to international sustainability standards and disclosure requirements, and transforming dispersed data into actionable management insights.

Case Study

AIEHS Intelligent Industrial Safety Protection Platform

The AIEHS Intelligent Industrial Safety Protection Platform provides security units with 24/7 AI detection for electronic fences, fire and smoke, dangerous items/behaviors, and personal protective equipment. It also supports large-scale global security deployments with a high number of cameras, helping plant management achieve more with less effort. It has supported the world's largest wafer foundry in deploying more than 1,000 cameras for large-scale global security deployment. Through AI models, the system enables personnel electronic fencing, recognition of whether personnel wear hard hats, masks, and other protective equipment, and has gradually expanded to industrial safety protection such as plant fire and smoke detection and protective suit recognition in chemical rooms.

ASUS continues to optimize AIEHS into an environmental, health, and safety (EHS) management platform designed for manufacturing. It has launched cloud, on-premises, and hybrid-cloud architectures, as well as multiple high-precision AI Missions, digitizing and visualizing processes such as risk identification, assessment, and correction. With advantages including local inference, rapid deployment, flexible configuration, and comprehensive management, the platform helps customers build a zero occupational accident workplace.



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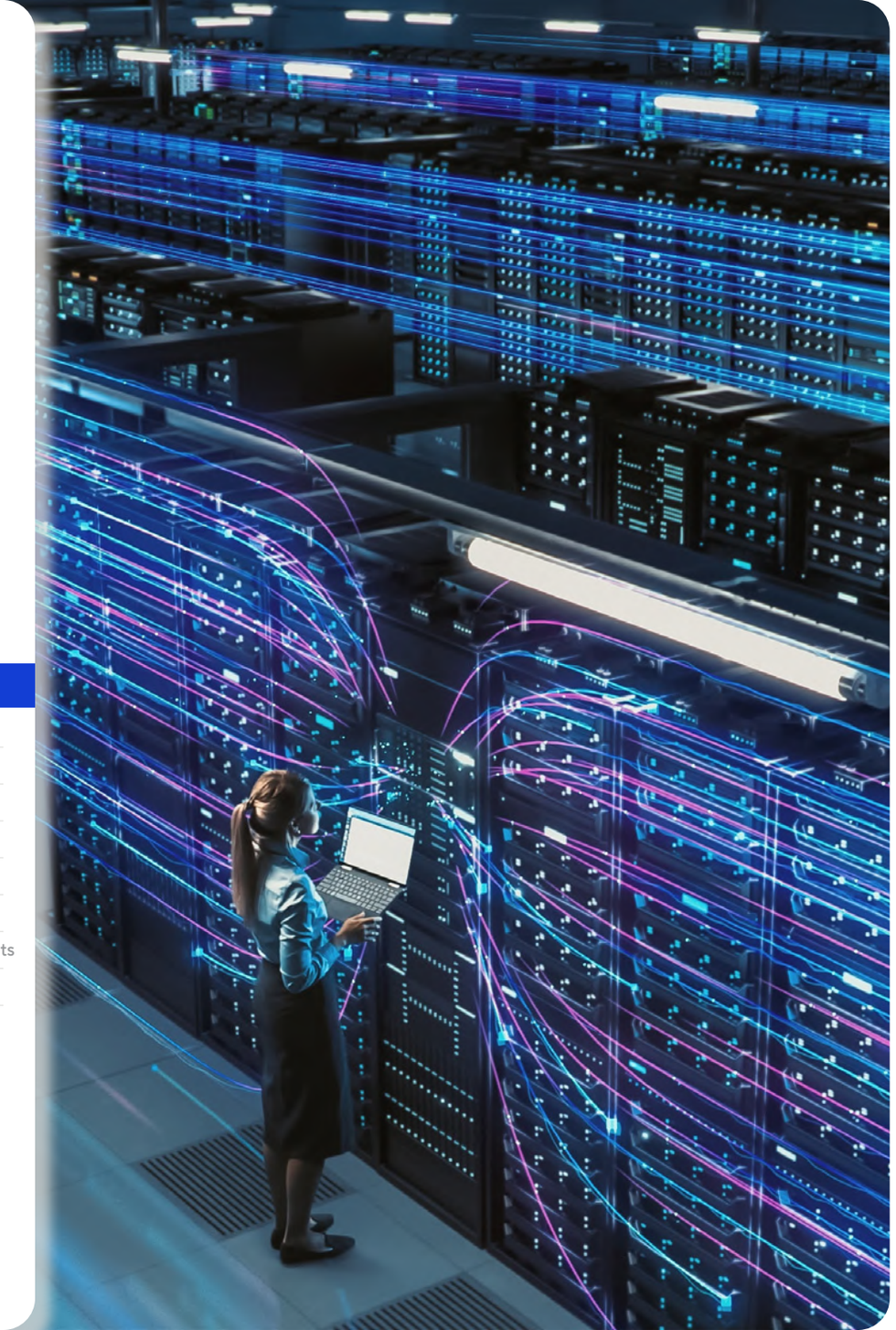

Generative AI (GenAI) Committee

In the new AI-driven era, ASUS is not only an observer of technology but also an active shaper. Through strategic governance, continuous learning, and cross-domain collaboration, ASUS continues to deepen the application and governance of generative AI and works with employees to build innovative, efficient, and forward-looking competitiveness.

ASUS established the Generative AI (GenAI) Committee in 2024, demonstrating forward-looking thinking toward technological innovation. Under the strategic leadership of the Office of the CEO, ASUS built a cross-departmental governance mechanism that integrates resources from R&D, IT, cybersecurity, human resources, and legal functions. The committee transforms GenAI adoption from isolated technology introduction into a Group-wide strategic hub, comprehensively advancing the application and management of generative AI, empowering employees, and enhancing corporate competitiveness and innovation momentum.

Strategic Governance Framework

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Compliance governance and empowerment system

Facing the increasingly stringent global digital regulatory environment, ASUS has demonstrated high organizational coordination resilience. In 2025, the GenAI Committee focused on establishing Group-wide AI usage regulations and deepening compliance layout for key markets, ensuring that technological innovation and risk management advance side by side.

Regional market compliance

To address regulatory requirements for generative AI in the China market, headquarters collaborated with local teams and established the "Huake AI Committee" and its subordinate "Algorithm Security Task Force" in April 2025.

- **Review and compliance processes:** Established rigorous processes that meet regulatory review standards; implemented technical requirements such as security assessments and test-question datasets for official registration of large models and GenAI compliance filings.
- **Establishment of a single responsible entity:** Established consistent Group-level responsibility and processes to ensure core products operate steadily under compliance requirements.

Responsible AI governance

- **Regulations formulation:** Issued the "Generative AI Security Management Regulations" to define requirements for protecting customer data and important company information assets when using AI technologies and tools, guiding employees to use AI tools within a secure framework.
- **Tiered protection:** Implemented tiered controls for data privacy and supply chain security, ensuring that employees understand usage boundaries under clear red-light/green-light rules.
- **Risk control:** Cybersecurity risk assessment and architecture design review are incorporated at the introduction stage for AI tools and services. In 2025, ASUS completed more than 130 GenAI application architecture reviews and proposed more than 270 optimization suggestions covering LLM applications, MCP, and AI coding tools.

Infrastructure sharing and resource optimization

- **Centralization and technology enablement:**
  Modularized and enabled core AI capabilities such as Chat, Image Studio, and Deep Research, allowing business units to quickly build applications.
- **Cost and efficiency governance:**
  Reduced trial-and-error costs for each unit through centralized procurement and unified scheduling of computing resources, while promoting cross-departmental knowledge-base and workflow integration for resource sharing.

Talent empowerment

In 2025, ASUS advanced a qualitative shift in talent development strategy, moving from one-way classroom communication to output-oriented practical training

- **Training performance:**
  Annual training exceeded 1,000 participants; course satisfaction reached 4.58 out of 5, with a recommendation rate of 98%.
- **Training focus:**
  Course design emphasizes hands-on practice and deep skill transformation, requiring participants to produce concrete tools after the course to ensure immediate application of learning.

2026 outlook

Over the past two years, ASUS has deeply empowered internal operations through AI applications. Looking ahead to 2026, the GenAI Committee will guide the Group into a new stage of "value validation." To avoid simply adding AI tools without process optimization—which would make it difficult to generate substantive returns—ASUS plans to promote project value reviews and process reengineering.

- **Project value review:**
  Evaluate whether AI truly solves pain points by reviewing the actual data gap before and after implementation.
- **Process reengineering (AI-Driven BPR):**
  Before expanding AI investment, review whether business processes themselves have been optimized. The goal is to shift from "using AI to support old processes" to "using AI to reshape new processes," ensuring that every unit of computing investment translates into substantive operational efficiency and business value.

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Industrial Talent Cultivation

ASUS is fully committed to cultivating technology talent. In response to international development, ASUS follows the principles of open recruitment, fair selection, and merit-based hiring, with transparent disclosure of job openings, requirements, and procedures. Demand for future technology talent is substantial. Amid global competition for talent, ASUS cultivates next-generation talent through industry-academia collaboration and implements technical training through industry practice. ASUS develops talent in AI, servers, networking, and AIoT while building an international employer brand.

Industry-Academia Talent Cultivation Program

As existing product lines and business scope expand, ASUS believes it must invest in cultivating next-generation high-level talent and enhance R&D capabilities in key technologies. By forming alliances with external strategic partners and connecting resources across sectors based on industry dynamics and international trends, ASUS helps build a more innovative and robust model for Taiwan's technology development.

ASUS-NTU Joint Research Center: Cultivating new-era R&D talent

Established with NTU in December 2021, the ASUS-NTU Joint Research Center focuses on advanced electromagnetics, next-generation quantum computers, IoT, and AI, connecting industry-academia resources and providing corporate internship opportunities. In 2025, ASUS continued industry-academia cooperation exchanges and internship programs with NTU departments, while partnering with the NTU Artificial Intelligence Application Club to jointly promote campus AI education and accelerate the implementation of related applications, combining ASUS's strong software-hardware integration capability with NTU's top-tier innovative energy. In the future, the two sides will use ASUS's self-developed software such as MuseTree and Multi-LM Tuner, as well as upcoming AI acceleration series products, to focus on hands-on operation, model optimization, and application of generative AI tools, cultivating more interdisciplinary talent with practical capabilities.

Continued collaboration with National Taiwan University, National Yang Ming Chiao Tung University, National Tsing Hua University, and National Taiwan University of Science and Technology

Cultivating outstanding international talent: ASUS continuously collaborates with these four universities to gain an early advantage in recruiting international talent, sponsoring scholarships for outstanding local and international students, providing winter and summer internships, on-the-job training, workplace coaching, and full-time job opportunities after graduation, allowing their talents to shine globally. Three previously admitted international interns successfully transitioned to full-time employees in 2025, jointly conducting R&D for ASUS products.

Academia and industry jointly build the "NTU AI-EECS Consortium"

In 2025, ASUS held 21 events across NTU, National Chengchi University, National Tsing Hua University, National Yang Ming Chiao Tung University, and National Cheng Kung University, including six fairs, nine information sessions, and six company visits, while also providing resume reviews and career counseling at National Chengchi University and NTU. Beyond helping students understand the differences between the workplace and academia, these sessions provide professional answers to workplace-related questions, enabling students to swiftly integrate into the industry upon graduation.

Cooperative education: Partnering with multiple universities to cultivate professional skills in students

ASUS works with selected departments at universities including National Taipei University of Technology, Tamkang University, China University of Technology, Asia Eastern University of Science and Technology, and Ming Chi University of Technology to cultivate talent in testing, design, and programming language development. In 2025, ASUS supported a total of 45 students, integrating classroom learning with practical work to achieve the goal of putting learning into practice and mastering professional skills early. Students whose performance

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Cultivating Employer Brand

Employer brand refers to the internal culture a company creates based on its brand strategy and how employees embody the company's brand value both inside and outside the organization. As a global technology leader, ASUS is committed to delivering incredible experiences and shaping a better digital life for people worldwide.

Campus Recruitment

Campus CEO Program

ASUS launched the Campus Executive Officer (CEO) Internship Program (ASUS Campus CEO) in 2005. Over the years, the program has cultivated more than 1,000 outstanding participants and has won the Taipei City Government Elite Enterprise Award for five consecutive years. Furthermore, through partnerships with the Taipei Employment Service Office since 2017, more students continuously enhance their workplace experience and capabilities through diverse training and practical work experience, thereby establishing personal career goals.

Overseas Internship Program and International Mentorship Program

Since 2024, ASUS has collaborated with NTU on the NTU Overseas Internship Program and NTU International Mentorship Program. Through mentor-led internships, students have opportunities to intern at overseas branches and domestic headquarters. During the internship, the mentorship system helps students gain valuable experience in domestic and international workplace environments, laying a solid foundation for future career development and opening up new interdisciplinary career horizons. More than 200 students applied, and 10 students participated in AI and marketing roles. In the future, ASUS will actively invite students to participate in the program, enhancing their workplace experience and capabilities through diverse training and practical work experience.

ASUS Adventurer Star

Launched in 2021, this year-long internship program pairs students with ASUS employee mentors for course learning, project participation, and results presentations. Seamlessly connecting theory and practice, the program allows students to understand work in the technology industry and gain early experience in practical planning and execution at an international brand enterprise, enabling them to transition smoothly from graduation to employment. Since 2021, 75 students have participated, and 16 have become full-time ASUS employees after completing the internship, working in fields such as marketing and sales to contribute their expertise.

Career lectures, counseling, and corporate mentors

In 2025, ASUS held 21 events across NTU, National Chengchi University, National Tsing Hua University, National Yang Ming Chiao Tung University, and National Cheng Kung University, including six fairs, nine information sessions, and six company visits, while also providing resume reviews and career counseling at National Chengchi University and NTU. Beyond helping students understand the differences between the workplace and academia, these sessions provide professional answers to workplace-related questions, enabling students to swiftly integrate into the industry 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 on the-job training for four to eight months. By 2025, 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.

NTU Career Fair

Managerial Insights Sharing

Company Information Session

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Management of Intellectual Property Rights

ASUS is committed to innovative R&D, and intellectual property rights are one of the key outcomes of R&D. As the number of patent applications continues to grow, ASUS has established internal Patent Management Regulations to govern patent proposal processes and has set up incentive measures such as application bonuses and award bonuses to encourage and promote patent protection for creative outcomes by R&D employees.

Project incentive measures

Application bonus	Issued after an official patent application is filed with the patent authority	A total of NT$5.71 million in patent incentives was issued during the year
Award bonus	Issued after the patent authority grants approval and issues a certificate	

By 2025, ASUS had obtained more than 7,853 patents worldwide. Other intellectual property-related achievements in 2025 are as follows:

- Obtained 479 patents globally, including 278 in Asia and 201 in Europe, the Americas, and other countries.
- ASUS Group regularly declares Standard Essential Patents (SEPs) to the European Telecommunications Standards Institute (ETSI). As of 2025, ASUS had cumulatively declared 416 patent families, and the number of communication SEPs continues to grow steadily.
- In Taiwan, ASUS filed 208 patent applications, ranking 13th in the "Top 100 Domestic Legal Entities for Three Types of Patent Applications in 2025" published by the Taiwan Intellectual Property Office.
- In Taiwan, ASUS obtained 178 patents, ranking 11th in the "Top 100 Domestic Legal Entities for Three Types of Patent Grants in 2025" published by the Taiwan Intellectual Property Office.
- Continued active deployment in the high-end communications market, with 321 patent applications in the communications field in 2025.
- In 2025, ASUS was once again named one of the Clarivate Top 100 Global Innovators™, demonstrating continued international recognition of ASUS's achievements in R&D innovation and global patent deployment.

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Nature-Positive Action Project

Nature trends and management actions

Over the past two centuries, the global economy has grown 110-fold, and enterprises have played an indispensable role in economic growth. However, these growth figures have not incorporated the value provided by nature into the overall financial system. The long-term neglect of natural ecological value has led to overuse of natural resources and a faster-than-expected loss of biodiversity. Since the emergence of the Kunming-Montréal Global Biodiversity Framework (GBF) in 2022, clearer implementation targets have been established. Target 2 aims to ensure that by 2030, at least 30% of degraded terrestrial, inland water, marine, and coastal ecosystems are under effective restoration to enhance biodiversity, ecosystem functions and services, ecological integrity, and connectivity.

As nature-related issues receive increasing attention, governments and enterprises are gradually launching nature restoration actions. ASUS's natural capital and biodiversity strategy map distinguishes between within the value chain management and actions outside the value chain, enabling comprehensive and systematic management of nature-related issues. For within the value chain management, ASUS builds on experience from previous Environmental Profit and Loss (EP&L) assessments to disclose environmental materiality, supporting appropriate management and resource allocation for value-chain environmental impacts based on resource allocation principles. Detailed analysis for 2025 is available in the ASUS 2025 Natural Impact Assessment Report.

In addition to streamlining within the value chain management to reduce environmental impacts, ASUS has developed actions outside the value chain and committed to implementing ecological restoration projects to support positive recovery of the natural environment.

Introduction to Nature-based Solutions

ASUS refers to the Nature-based Solutions (NbS) standard of the International Union for Conservation of Nature (IUCN) to design and manage projects outside the value chain, ensuring that the solutions deliver positive environmental benefits.

To address multiple global crises such as climate change, food and water security, ecosystem degradation, and biodiversity loss, and to encourage organizations to generate substantive social benefits through the protection, sustainable management, and restoration of nature, the IUCN developed the Guidance for using the IUCN Global Standard for Nature-based Solutions. The guidance emphasizes that restoration actions should not only enhance environmental recovery, but also take into account economic and social well-being, enabling true sustainable inclusion among nature, the economy, and society.

ASUS manages nature restoration projects in accordance with the Guidance for using the IUCN Global Standard for Nature-based Solutions. This year, the outcomes of the Daxue Mountain Middle-Altitude Pangolin Habitat Enhancement and Conservation Project were again certified by the Forestry and Nature Conservation Agency with a Biodiversity Certificate.

2024

Participating in the Forestry and Nature Conservation Agency's policy platform, "Carbon Sink and Biodiversity ESG project" to launch Daxue Mountain Middle-Altitude Pangolin Habitat Enhancement and Conservation Project

2025

Partnering with the Kuan-Shu Educational Foundation and Dr. Shih-Pin Huang from Academia Sinica on the "Oryzias chenglongensis Investigation, Research, and Conservation Project" to conduct population and genetic surveys on Taiwan's endemic fish species.

ASUS 2025 Natural Impact Assessment Report

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Daxue Mountain Middle-Altitude Pangolin Habitat Enhancement and Conservation Project

Problem identification: National forest leased land around 14K to 16K on the Daxueshan Forest Road faces soil degradation, which affects the habitat quality of endangered species, and the community also faces economic issues caused by changes in government policy.

Site background:

Due to Taiwan's high population density and limited cultivated land, agricultural development is mainly intensive. To improve crop quality, yield, and field-management convenience, farmers in the Daxueshan Forest Road area have adopted conventional farming methods that use chemical fertilizers, pesticides, and herbicides. Although pesticides and herbicides can prevent crop pests and diseases, chemical residues may remain in agricultural products and soil, and even affect higher trophic-level species through bioaccumulation, such as the critically endangered Chinese pangolin listed on the IUCN Red List.

Residents around 14K to 16K on the Daxueshan Forest Road can be traced back to the Japanese colonial period and the later opening of mountain areas for settlement by the Nationalist government. Residents prioritized high-value crops such as mushrooms, bananas, and more recently pears and sweet persimmons. As forest-land policies evolved, residents needed to work with the government to identify more environmentally friendly cultivation methods.

Tightening environmental policies created livelihood challenges, prompting the Forestry and Nature Conservation Agency to invite the Kuan-Shu Educational Foundation, which has experience guiding eco-friendly agriculture, to help local farmers transition to herbaceous cultivation. Compared with conventional farming, herbaceous cultivation does not use herbicides. Instead, it relies on frequent and regular mowing to retain non-obstructive weeds while removing harmful or overly tall weeds, reducing the impact of chemicals on the land.

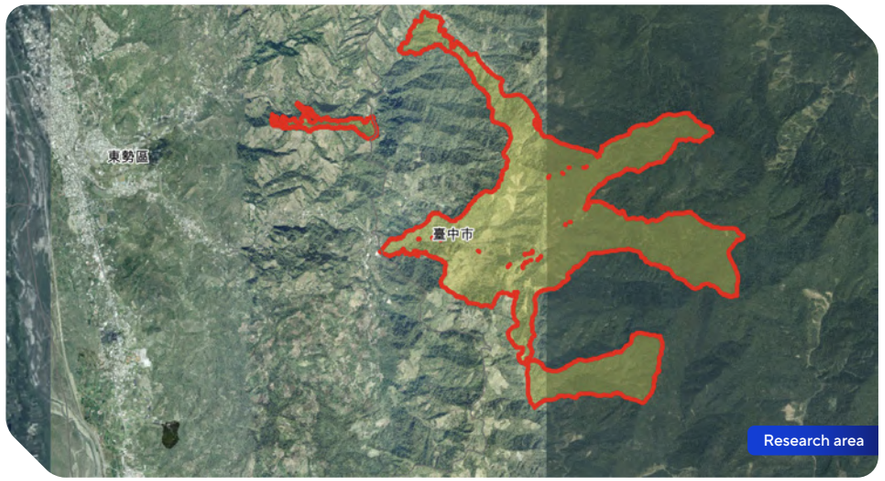
Research project content:

During the grass cultivation process, farmers continued to discover traces of Chinese pangolins. The Chinese pangolin is listed as critically endangered on the IUCN Red List, and there are stable resident reporting records around 14K to 16K on the Daxueshan Forest Road. ASUS therefore partnered with the Kuan-Shu Educational Foundation and invited Dr. Ching-Min Sun of National Pingtung University of Science and Technology to conduct a three-year research project. The project studies the effects of conventional farming and grass cultivation on pangolin habitat quality, food resources, and activity frequency in the selected 14K to 16K Daxueshan Forest Road area and nearby national forest leased land, covering approximately five hectares.

The ASUS nature-positive action project is aligned with the Carbon Sink and Biodiversity ESG Project Matching Platform policy and applied for the research project through a self-proposed approach. During proposal design, assistance was provided by the Forestry and Nature Conservation Agency headquarters and the Taichung Branch, and the project was aligned with the latest policy direction to ensure compliance with national requirements and international trends.

Research outcomes: Surrounding community and ecological surveys demonstrate that herbaceous cultivation holds potential for nature-positive growth

Since the project launched in 2024, interviews with farmers, pangolin activity-frequency monitoring, local vegetation sampling, and surveys of pangolin food resources have been used to understand the respective impacts of conventional farming and grass cultivation on habitat. Preliminary survey results show that grass cultivation has a positive impact on habitat.



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2025 phased research results

- **Analysis of soil pesticides and emerging pollutants:** Interviews with farmers using conventional farming methods showed significant discrepancies between the types and quantities of pesticides reported and the pesticides and emerging pollutants actually detected in the soil. There were also discrepancies with official crop-use pesticide guidance. A possible reason is that farmers use more pesticides, chemical fertilizers, or herbicides to maximize yield, affecting the ecological environment.
- **Ground vegetation survey:** herbaceous cultivation orchards had the highest number of species and vegetation coverage, followed by forest plots, while conventional orchards had the lowest. This indicates that the management approach of herbaceous cultivation orchards supports ground-cover species composition and growth, providing a favorable environment for ants and termites on the ground surface.
- **Pangolin activity-frequency monitoring:** From 2024 to 2025, 189 pangolin burrows were found, showing that pangolin activity in the Daxueshan area is indeed concentrated in middle-altitude areas, mostly above 1,000 meters, likely near forests or grass-cultivation areas.
- **Survey of pangolin food resources (ant species and quantity):** Lophomyrmex taivanae accounted for the largest number of ants, representing 80% of all ants counted. For termites, Reticulitermes flaviceps had the highest occurrence rate, but only one termite record was found in conventional orchards, indicating that conventional farming has a greater impact on termite populations, while herbaceous cultivation is more favorable than conventional farming for the habitat of pangolin food species.

Community training

In April 2025, the research team led by Dr. Ching-Min Sun delivered a pangolin conservation outreach lecture at Zhongkeng Elementary School in Heping District, Taichung City. In addition to covering pangolin ecology and the research process, the lecture strengthened practical aspects. First, because approximately 9.75% of existing burrow reports involved misidentification, the team focused on identifying the characteristics of pangolin burrows to improve reporting accuracy. Second, it shared rescue procedures and handling experience to help residents take proper actions when encountering pangolins and avoid secondary harm caused by panic or misunderstanding.

Training outcome:

When Mr. Hsieh, a forest farmer in the Daxueshan, encountered a pangolin near his home, he applied the outreach content to conduct an initial injury check. After confirming there were no external injuries, he placed the pangolin in a low-disturbance environment for observation and allowed it to leave on its own. This case shows that through local companionship and knowledge transfer, the project has successfully transformed conservation awareness into practical action by community residents, deepening citizen participation in conservation and strengthening mutual trust between the team and the local community.

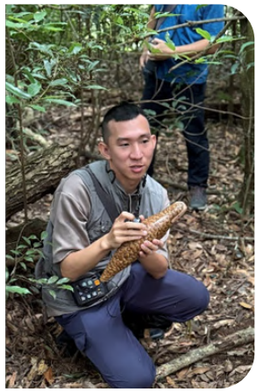
Project impact

Employee volunteer participation

Employees were brought into the research site for volunteering. With support from the locally rooted Kuan-Shu Educational Foundation, ASUS employees learned about the environmental history of Daxueshan near the Cinnamomum osmophloeum forest and Daxueshan suspension bridge and practiced pangolin field tracking using radio transmitters. ASUS also worked with the Daxueshan Ecotourism Association to use local ingredients and Cinnamomum osmophloeum in meals, helping employees understand the foundation's process of guiding farmers and the practical economic transformation of agricultural products into mature commodities.

Public Sector Policy Consulting

As a corporate partner of the Forestry and Nature Conservation Agency's **"Carbon Sink and Biodiversity ESG project"**, ASUS provides corporate perspectives. In 2025, ASUS participated in policy consultation for local guidance on biodiversity and nature-related financial disclosures, providing practical implementation suggestions as an Early Adopter of the Taskforce on Nature-related Financial Disclosures (TNFD).



Next steps

In addition to continuing to refine the project, ASUS will launch quantitative assessment of project impact. Based on the environmental and social outputs of the Daxueshan project, ASUS plans to use the Social Return on Investment methodology to integrate natural capital and social impact assessment and monetize their value, providing a reference for future project implementation and scaling.

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Chenglong Medaka Investigation, Research, and Conservation Project

Introduction to Chenglong Medaka

Chenglong Medaka (*Oryzias chenglongensis*) is a fish species endemic to Taiwan that was described in December 2024 with Chenglong Wetlands as its type locality. It is currently known only from Taiwan. Before its formal description, survey records of this fish species already existed in Chenglong Wetlands. Since 2015, it had been formally recorded by the Kuan-Shu Educational Foundation as a newly recorded medaka species.

The foundation uploaded relevant survey data to the Global Biodiversity Information Facility (GBIF) and the Taiwan Biodiversity Network. These data served as important evidence for recognizing the new fish species as first discovered in Chenglong Wetlands.

In October 2025, ASUS launched a research and conservation project for Chenglong Medaka, an endemic fish species. ASUS integrates stakeholder feedback and project progress. In addition to providing research funding, ASUS plans to support research surveys through employee participation. For project implementation, the research team led by Shih-Pin Huang of Academia Sinica is responsible for the research content and execution, in collaboration with the Kuan-Shu Educational Foundation.

Unlike the Daxueshan project, which focuses primarily on habitat restoration, the Chenglong Medaka research and conservation project focuses on species research and the development of restoration plans, aiming to protect rare species and enhance ecological health and biodiversity in Chenglong Wetlands.

Problem identification

Chenglong Wetlands are known to be the primary habitat of Chenglong Medaka. However, the species is currently known to be limited to the southern pond of Chenglong Wetlands, with only one population and habitat, making the overall status highly fragile. In the local ecosystem, Chenglong Medaka can remove organic matter such as phytoplankton to improve water quality and serve as a food source for predatory organisms in the aquatic ecosystem, making it valuable to the aquatic ecology and fisheries economy of Chenglong Wetlands.

Expected project outcomes

- **Chenglong Medaka research:**
  When conserving rare species, suitable conservation actions must be developed based on genetic diversity and genetic structure. Because Chenglong Medaka is a newly discovered species, its population genetic information has not yet been established. The project team is therefore responsible for analyzing the genetic diversity of Chenglong Medaka in the southern pond of Chenglong Wetlands. Preliminary research outcomes have been obtained and will serve as scientific reference for restoration work. Detailed population surveys will be conducted from June to August 2026, and subsequent survey results are expected to be disclosed in the 2026 Sustainability Report.
- **Local community engagement and environmental education:**
  Withassistance from the Kuan-Shu Educational Foundation, the project plans to coordinate community participation in Chenglong Medaka population conservation and interpretation work, and to hold a special medaka exhibition in Chenglong Wetlands. The exhibition will not only showcase research and conservation outcomes for Chenglong Medaka, but also present, for the first time in Taiwan, three rare native medaka species, making it significant for science and environmental education.

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CH10 Society Engagement

According to the 2025 research report by Chief Executives for Corporate Purpose (CECP)[1], corporate social investment has gradually shifted after the pandemic from short-term and emergency-based contributions toward a more strategic, long-term-impact model of social engagement. More companies are systematically integrating social investment into corporate sustainability development and operational resilience strategies through clear social engagement policies, community partnership programs, and quantitative management mechanisms. Guided by the concept of strategic corporate social responsibility, ASUS pursues operational growth while investing in diverse social engagement projects in Taiwan and overseas under three pillars: Digital Inclusion, Community Involvement and Environmental Conservation. By integrating these initiatives with its core business, ASUS aims to respond to social needs, strengthen community resilience, and create shared prosperity for both the company and society.

Actions

- ASUS established "AI Smart Classrooms" by introducing AI PCs and smart teaching applications to create innovative learning spaces. The initiative helps teachers enhance their digital teaching capabilities, guides students to explore and learn proactively, and strengthens the digital learning environment across campuses.

Performance

ASUS's[2] total annual social investment reached NT$**62,807,023**.

In 2025, ASUS established 64 new computer classrooms and donated **2,752** computers.

In 2025, ASUS volunteers participated in diverse volunteer services, with total annual service hours exceeding **4,000**.

In 2025, the Refurbished Computer and Digital Training Program benefited **205,514** beneficiary person-times.

1 Chief Executives for Corporate Purpose (CECP) is a global organization composed of CEOs from Fortune Global 500 companies. It aims to harness the power of chief executives to achieve sustainable and positive impact goals; CECP Giving in Numbers: 2025 Edition.
2 Sources of donations include ASUS, ASUS TECHNOLOGY INCORPORATION, and the ASUS Foundation.

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Social Issues and Social Investment Strategy

In 2025, the ASUS Foundation continued to collaborate with nonprofit organizations, educational institutions, and government agencies in Taiwan and overseas. Focusing on local social issues and community needs, the Foundation leverages ASUS resources to connect industry, government, and academia in promoting social projects that advance sustainable development. ASUS's three core areas of social engagement are Digital Inclusion, Community Involvement, and Environmental Conservation. To continuously promote sustainable social development, ASUS has long carried out social projects such as the Refurbished Computer and Digital Training Program, ASUS Digital Happy Learning Camp, ASUS i-Taiwan Digital Volunteer Project, and ASUS International Volunteer Program. These projects are planned by the ASUS Foundation, managed and measured through systematic methods, and regularly reported to the Board of Directors to review project performance. ASUS adopts the globally recognized Business for Societal Impact (B4SI) methodology as the framework for evaluating social impact. Using an input-output model, ASUS assesses long-term project outcomes across three stages: input, output, and impact.

Strategies, Targets, and Results:

The ASUS Foundation will continue to use technology as its core strength to deepen digital inclusion and education support, enabling AI and digital technologies to become important forces for advancing educational equity and social progress. Through the establishment of smart classrooms, promotion of digital learning courses, and cultivation of volunteer capabilities, the Foundation hopes to help more children broaden their horizons and develop innovation capabilities with the support of technology. The Foundation also continues to focus on disadvantaged groups, community development, and environmental sustainability. Through long-term investment and cross-sector collaboration, ASUS aims to create public welfare initiatives with lasting impact and generate more positive change for society at the intersection of technology and humanities.

Strategy		2025 Targets	2025 Results	2026 Targets	2030 Targets
Digital Inclusion	Reduce the digital divide through the Refurbished Computer and Digital Training Program and volunteer initiatives.	• Total volunteer participation: ≥500 person-times • 20 volunteer service sessions • Establish 1 AI Smart Classroom • Annual digital inclusion reach ≥200,000	• Total volunteer participation: 559 person-times • 25 volunteer service sessions • 1 AI Smart Classroom established • Annual digital inclusion reach: 355,819	• Total volunteer participation: ≥500 person-times • Volunteer team service sessions organized or supported: 23 • Establish 1 AI Smart Classroom • Annual digital inclusion reach ≥200,000	• Total volunteer participation: ≥500 person-times • Volunteer team service sessions organized or supported: 25 • 5 AI Smart Classrooms established cumulatively • Annual digital inclusion reach ≥200,000
Community Involvement	Partner with arts and social welfare groups to nurture talent and support disadvantaged communities.	• Sponsor 8 teams • Total investment in arts talent cultivation and arts sponsorship ≥NT$3 million	• Sponsored 12 teams • Total investment in arts talent cultivation and arts sponsorship: NT$3,774,720	• Sponsor 8 teams • Total investment in arts and cultural talent development and sponsorship: ≥NT$3 million	• Sponsor 10 teams • Total investment in arts and cultural talent development and sponsorship: ≥NT$3 million
Environmental Conservation	Organize environmental activities to raise employee awareness and understanding of environmental sustainability issues.	• Participation in "Environmental Classroom" activities: ≥35,000 person-times • Beach cleanup volunteer events organized: ≥1 session • Environmental education activities organized: ≥5 sessions	• Participation in "Environmental Classroom" activities: 44,411 person-times • Beach cleanup volunteer events organized: 1 session • Environmental education activities organized: 11 sessions	• Participation in "Environmental Classroom" activities: ≥37,000 person-times • Beach cleanup volunteer events organized: ≥1 session • Environmental education activities organized: ≥5 sessions	• Participation in "Environmental Classroom" activities: ≥40,000 person-times • Beach cleanup volunteer events organized: ≥1 session • Environmental education activities organized: ≥10 sessions

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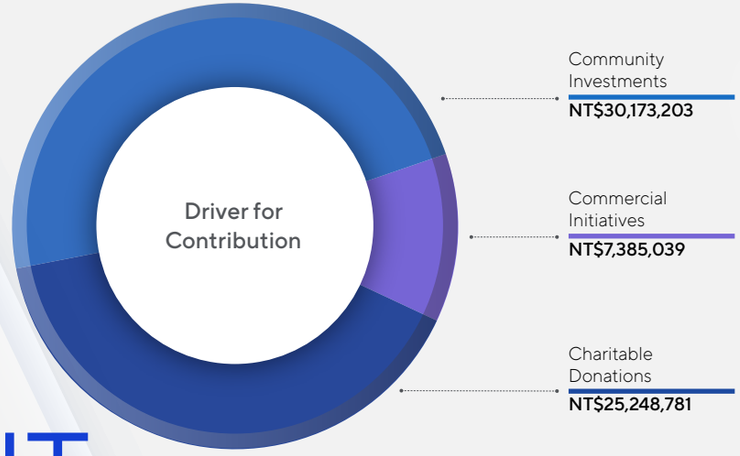
Our Inputs

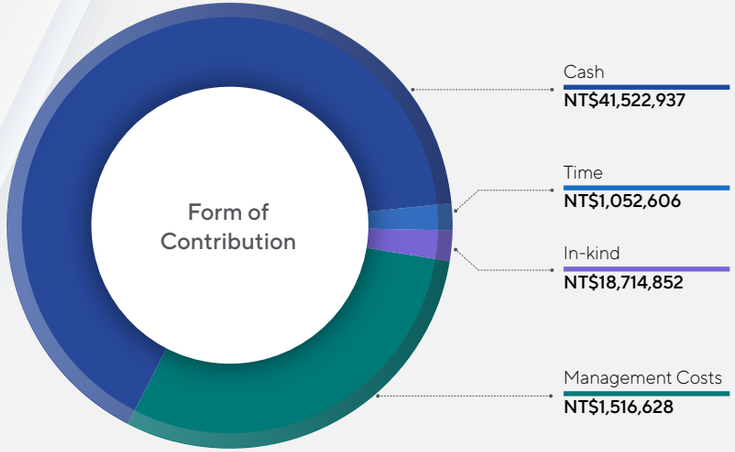
INPUT

Total Investment Amount NT$62,807,023



Explanations:

- Charitable donations include charity donations, one-time emergency relief for the Mataian Barrier Lake incident in Hualien, and arts and cultural talent cultivation programs.
- Community investment and commercial initiatives are centered on the three major pillars and include the ASUS International Volunteer Program, ASUS Digital Happy Learning Camp, and other projects.
- In 2025, community investment, charitable donations, and commercial initiatives accounted for 48%, 40%, and 12%, respectively.



Explanations:

- The main form of input in 2025 was sponsorship funding, accounting for 66%. Key recipients included the Kids' Bookhouse, TFCF Matsu Service Center, Children's Hearing Foundation, Chung Yi Social Welfare Foundation, and Puli Christian Hospital.

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OUTPUT

Our Outputs

IMPACT

Our Impacts

Digital Inclusion

Beneficiary
- Domestic and International Non-Profit Organizations
- Vulnerable Groups
- Primary and Secondary School Students
- University Students

Measures
- Refurbished Computer and Digital Training Program
- Digital Opportunity Centers
- ASUS Digital Happy Learning Camp
- ASUS i-Taiwan Digital Volunteer Project
- ASUS AI Smart Classroom
- ASUS International Volunteer Program
- "Heartfelt 99" Project of Public Television Service

Outputs

Community Outputs
- The Refurbished Computer and Digital Training Program recorded more than 200,000 beneficiary participations
- Digital opportunity centers were established in 50 countries
- The ASUS i-Taiwan Digital Volunteer Project reached 7 elementary and junior high schools and served 601 teachers and students.
- ASUS International Volunteer Program has served more than 30,000 teachers and students in rural areas
- 6 "Heartfelt 99" campus lectures attracted 756 students

Business Outputs
- 192 employee volunteer participations in digital inclusion project activities

Leverage
- 243 youth volunteer participations in digital inclusion project activities

Impacts

Community Impacts
- The assessed SROI of the Refurbished Computer and Digital Training Program increased from 3.61:1 in 2016 to 5.9:1.
- The program helps disadvantaged groups learn computer skills, provides digital learning opportunities, strengthens digital capabilities, and improves quality of life.
- Encouraged young people to participate in diverse international exchange and service activities, strengthened youth volunteers' knowledge and skills in international service, and cultivated globally minded talent.

Business Impacts
- The AI Smart Classroom at Wen Shing Elementary School served as a demonstration case, attracting attention and study visits from government agencies, which are evaluating future collaboration based on the model.
- Students who previously joined the ASUS International Volunteer Program developed a positive impression of ASUS's public welfare activities, proactively applied for ASUS internship programs, and later joined the company after graduation.
- A winner of "Heartfelt 99" became a professional animation director and was invited in 2025 to serve as a lecturer and judge for campus roadshow lectures, while also designing advertising animations for ASUS products.

Community Involvement

Beneficiary
- Children Are Us Foundation
- Vulnerable Groups
- School Children
- Society

Measures
- Children Are Us Foundation Growth and Training Program
- Dream x Art Project
- ASUS partnered with Tzu Chi Foundation to hold a e-sports competition for environmental protection and disaster prevention
- Shoe Donation Initiative

Outputs

Community Outputs
- Provided stable employment environments for 9 individuals with intellectual disabilities
- Supported 30 students in the Dream x Art Project

Business Outputs
- The Children Are Us Bakery engaged with 8,000 ASUS headquarters employees

Leverage
- Raised more than NT$8.5 million in donations from ASUS employees
- The Shoe Donation Initiative collected 2,200 pairs of shoes, 300 backpacks, and 400 items of clothing

Impacts

Community Impacts
- Enhanced the work skills of individuals with intellectual disabilities and improved the well-being of their families.
- Empowered disadvantaged children and strengthened their confidence and creativity.
- Enhanced students' environmental knowledge and awareness of climate change.

Environmental Conservation

Beneficiary
- ASUS Employees

Measures
- Corporate plastic reduction
- Employee environmental charity sale event
- Monthly environmental education
- Beach cleanup conservation activities

Outputs

Community Outputs
- 1 beach cleanup event was held

Business Outputs
- A total of 122 volunteers participated in the beach cleanup event

Leverage
- 5 environmental charity bazaars were held

Impacts

Community Impacts
- Encouraged employees to participate in environmental actions, thereby raising environmental awareness and generating positive changes for people and the environment.

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Digital Inclusion

Building on its core technological strengths, ASUS has long invested in digital inclusion initiatives and is committed to ensuring that no one is limited by a lack of digital resources or learning opportunities due to educational background, gender, ethnicity, or urban-rural conditions. Over the years, ASUS has connected diverse projects such as the Refurbished Computer and Digital Training Program, the establishment of Digital Opportunity Centers, ASUS Digital Happy Learning Camp, ASUS i-Taiwan Digital Volunteer Project, ASUS International Volunteer Program, and the "Heartfelt 99" Project of Public Television Service. By integrating equipment resources, volunteer expertise, and cross-sector collaboration, ASUS gradually strengthens the basic capabilities of digitally disadvantaged groups in Taiwan and overseas, making technology an important force for advancing educational equity.

In 2024, ASUS and the Tzu Chi Foundation signed a Memorandum of Cooperation for Common Good in the spirit of altruism and shared benefit. The two parties agreed to jointly enhance digital education and sustainable environmental education, invest learning resources for students in Taiwan and overseas, and use smart technology to open diverse learning pathways. Starting with the April 3, 2024 Hualien earthquake, ASUS donated computer and information equipment to disaster-affected areas through the Tzu Chi Foundation. Overseas, computer classrooms were also established in Mozambique, Türkiye, Nepal, Myanmar, India, South Africa, the Philippines, and other countries to deliver information technology courses.

In 2024, the ASUS Foundation launched the "AI Smart Classroom" project, combining ASUS AI PCs with smart teaching applications and integrating hardware deployment, digital curriculum design, and innovative teaching models to create forward-looking, AI-centered learning spaces. Centered on the experiences of teachers and students, the project uses real-time interactive mechanisms and optimized instructional design to guide students from passively receiving knowledge toward active exploration and inspire their potential through diverse learning journeys. At the same time, the curriculum emphasizes independent thinking, helping students understand and effectively use AI tools and strengthen their ability to engage in dialogue with AI. Technology therefore serves not only as a medium for learning, but also as an important driver of creativity and critical thinking, creating a more resilient and future-ready learning environment for the next generation.

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Highlight story

ASUS AI Smart Classroom: Digital Empowerment for the AI Generation — Building a Human-centered Smart Learning Ecosystem

Project origin

In response to the educational transformation opportunities brought by the rapid development of generative AI, the ASUS Foundation launched the "AI Smart Classroom" project in 2024. Centered on students, the project emphasizes interactive participation and self-directed exploration. It integrates ASUS AI PC devices, cloud management systems, and AI teaching applications to help schools create digital learning environments that are both stable and forward-looking. Based on the "Thinking Chain for Learning and Teaching" framework, the project begins with teachers' practical needs and applies design thinking to optimize curriculum content and the deployment of teaching tools. It connects competency-based curricula, classroom management, and bilingual learning scenarios, while using learning process data analytics to support differentiated instruction and gradually establish a long-term teaching support model.

In 2024, the Foundation first created the "Yixue Classroom" at Taipei Yixian Elementary School, opening an application site for integrating digital technology into teaching. In 2025, the Foundation further partnered with the Taoyuan City Department of Education, Google for Education, and Qian Yi Edutech to establish the "AI Thinking Chain Smart Classroom" at Wen Shing Elementary School in Taoyuan City, demonstrating the results of industry-government-academia collaboration in educational innovation. Through diverse learning tools such as Chromebooks, programming devices, and robots, combined with interdisciplinary and hands-on curricula, the project guides students to cultivate computational thinking and problem-solving skills through operation and exploration. With volunteers providing teaching support, the initiative continues to deepen the foundation for digital learning on campus, making technology not just an auxiliary tool but an important partner that supports students' thinking, creating, and learning, gradually cultivating the key capabilities and learning resilience needed to face future challenges.

AI Smart Classroom

Taipei Yixian Elementary School — Yixue Classroom:

With design thinking at its teaching core, the Yixue Classroom integrates digital devices and smart classroom hardware and software to create a learning space for exploration, hands-on practice, and co-creation. It works with the school to realize the Taipei City Department of Education's vision of "interdisciplinary learning, self-directed learning, and innovative learning." In 2025, it further incorporated the fifth-grade social studies unit "Understanding My Hometown," using PINBO robots to design cultural walking tours. Based on robot travel routes, students gave in-depth introductions to distinctive local sites in Beitou and presented interdisciplinary learning outcomes at the end of the semester, demonstrating comprehensive capabilities in computational thinking, innovative expression, digital literacy, and teamwork.

Yixian Elementary School students learn with ASUS Zenbo Junior II

Teachers at Wen Shing Elementary School guided students in using Chromebooks for personalized learning

Wen Shing Elementary School, Taoyuan City — AI Thinking Chain Smart Classroom:

The Foundation partnered with the Taoyuan City Department of Education, Google for Education, and other partners to introduce Chromebook devices and create an integrated AI smart teaching environment. Centered on the Thinking Chain for Learning and Teaching the project begins with teachers' instructional needs and integrates curriculum design, digital tools, ChromeOS cloud management, Google AI application functions, and learning data analytics. It helps teachers naturally incorporate technology into daily teaching, improve teaching efficiency and system stability, and support differentiated instruction and personalized learning, gradually forming a positive cycle of more precise lesson preparation, more impactful teaching, and more personalized learning.

Executive Director of the ASUS Foundation:

ASUS has long been deeply engaged in educational settings and has seen that , with a little more support and one more opportunity, children can move toward very different futures. Facing the AI wave, the Foundation continues to consider how to create learning spaces that are truly empowered by AI. Building on existing smart campus foundations, the Foundation is promoting AI Thinking Chain Smart Classrooms that integrate hardware, software, and teaching services, enabling teachers to teach more effectively and accompanying children as they build confidence and a sense of achievement through learning, opening up more possibilities for development.

Principal of Wenxin Elementary School:

Within a campus culture of truth, goodness, and beauty, the school hopes that children can encounter technology in a natural and safe way and understand energy and environmental sustainability. Adding an AI Smart Classroom to the school not only gives teachers more room for teaching imagination, but also gives students more opportunities to explore the world.

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Highlight story

ASUS International Volunteer Program

Project origin

The ASUS Foundation has long promoted digital learning and international volunteer action, working to bridge the global digital divide and cultivate young talent with international perspectives. Since launching the international volunteer program in 2009, the Foundation has continued the program for 16 years. Since 2011, it has recruited youth international volunteer groups from universities and colleges across Taiwan and partnered with ASUS corporate volunteers to deliver global digital education services. In 2025, youth volunteer teams from six universities and colleges joined the program and traveled to India, Malaysia, Cambodia, Thailand, Kenya, Eswatini, Tanzania, Mozambique, and other locations to carry out volunteer services. To date, the program has connected more than 100 university teams, served communities in 14 countries, benefited more than 30,000 teachers and students in rural areas, and brought together 1,143 university youth volunteers and 116 ASUS corporate volunteers, continuously expanding the impact of digital inclusion.

Over the years, volunteer teams have used refurbished computers donated by ASUS to offer information and communications technology courses at local elementary schools, high schools, and universities, guiding students to explore the possibilities of digital learning while training local teachers to build sustainable teaching systems. National Tsing Hua University teams in Tanzania and Kenya have trained local university students as seed teachers to continue information education programs. To date, more than 1,800 refurbished computers have been donated and installed, gradually improving local digital learning environments. Chung Yuan Christian University's team has also long promoted information education in Khon Kaen, Thailand, introducing courses such as AI, VR, and programming and combining cultural exchange with interactive learning to help students enhance information capabilities and cross-cultural understanding while balancing educational continuity and technological innovation.

Annual Inputs

- Volunteers from 6 universities and colleges
- 10 volunteer teams
- 113 youth volunteers, 11 ASUS volunteers
- 222 refurbished computers, 2 refurbished projectors
- 50 new computers

Project Outcomes

124,879
Beneficiary visits

From digital learning to rural healthcare, extending care beyond borders

Volunteer physicians used ASUS handheld ultrasound devices to examine and provide medical care for a Nepalese schoolchild experiencing abdominal pain.

ASUS international volunteers assisted schoolchildren in Nepal with basic health checkups

In 2025, the ASUS Foundation partnered with the National Defense Medical University's "ShiNepal" Nepal International Volunteer Team to reach rural areas such as Kathmandu, Pokhara, and Gorkha, bringing medical services to mountain communities with relatively limited resources. The volunteer team provided local residents and students with basic health checks, including blood pressure, vision, height, and weight measurements, and offered diagnosis and medication recommendations based on individual conditions. The team also introduced ASUS handheld wireless ultrasound equipment to help physicians perform real-time interpretation and diagnosis, allowing technology to play a critical role on the front line and improve the overall efficiency of diagnosis and treatment.

During service at Lotus Primary School in Kathmandu, the team found that several students had symptoms such as itchy skin and rashes. After Dr. Lee of Taipei Veterans General Hospital's Department of Dermatology diagnosed the condition as scabies, the team immediately worked with the school to establish cleaning and isolation procedures and provided sufficient ointment and oral medication to help all students receive treatment, successfully preventing the infection from spreading. In addition to medical services, the volunteer team designed diverse courses for different age groups. Through interactive games, role-playing, and visual teaching materials, they guided children and residents in learning about daily hygiene, sun protection, trauma first aid, and cardiopulmonary resuscitation (CPR). The initiative aims to promote health education in rural areas, enabling local residents to perform basic health care and improving their quality of life as well as physical and mental well-being over the long term.

Volunteer reflection:

The children in remote villages were deeply grateful for the computer donations. They sincerely expressed that they hoped to learn more professional knowledge, find better jobs in the future, and improve their families' lives. This simple and genuine hope allowed me to see their aspirations and efforts for the future, and it made me cherish even more the convenience and happiness we enjoy in Taiwan. This volunteer journey was not only a sharing of resources, but also a cleansing experience for the heart. It reminded me that education and health are truly the foundations that support life and change destiny.

Learn More About Past Volunteer Projects

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Refurbished Computer and Digital Training Program

Since 2008, the ASUS Foundation has combined environmental sustainability with social care by promoting computer equipment recycling and reuse. At ASUS headquarters in Taiwan, the Foundation established a reverse logistics recycling mechanism in accordance with government regulations and accepts equipment from all brands. Recovered equipment is professionally refurbished and transformed into computers suitable for reuse, which are then deployed in educational and public welfare settings in Taiwan and overseas. These devices are used by nonprofit organizations and campus sites to support the establishment of computer classrooms, digital learning centers, and after-school tutoring spaces. They also help young people develop information skills, support women in building the capabilities needed to participate in the digital economy, and open new learning pathways for seniors and people with disabilities.

In 2025, the Foundation collected used equipment from 1,383 organizations, recycling a total of 92,020 computer devices (including laptops, desktops, and monitors), 5,985 tablets, 1,547 mobile phones, and 3,920 peripheral devices (including servers and other 3C products). The Foundation commissioned refurbishment factories to repair the devices into refurbished computers, which were then donated to public welfare organizations. In total, 2,103 refurbished computers and devices were donated to 104 schools and nonprofit organizations. The donations were combined with digital courses and teaching resources provided by the Foundation, covering topics from community management and file management to office document processing and design applications, thereby improving beneficiaries' digital learning capabilities. Through the dual approach of device regeneration and educational empowerment, the program recorded 205,514 direct and indirect beneficiary person-times throughout the year.

To address the urban-rural digital divide, the ASUS Foundation has participated in the "Indigenous Communities Digital Care" refurbished computer donation program since 2019. In partnership with the Institute for Information Industry, the Foundation established a cooperation model to continuously support rural education and community digital infrastructure. In 2025, ASUS deployed 120 refurbished computers in Zhongpu, Liujiao, and Dongshi in Chiayi County to support local schools and community sites in building digital learning environments. Since the program began, cumulative donations have exceeded 1,000 devices, gradually improving the accessibility of digital learning and technological application capabilities in indigenous areas. The program also incorporates circular economy concepts by extending product life cycles through equipment recycling, refurbishment, and reuse. It expands educational resources while reducing the environmental impact of electronic waste, balancing environmental sustainability with social value creation.

Following its sustainability approach of "data-driven measurement and technology-enabled management," ASUS introduced the concept of Social Return on Investment (SROI). In 2017, ASUS released the "ASUS Refurbished Computer and Digital Training Program Social Return on Investment Report," becoming the first SROI report in Asia's technology industry and in Taiwan to be certified by Social Value International. In the 2025 impact assessment, using the same calculation basis, the SROI evaluation result increased from 3.61:1 in 2016 to 5.9:1.

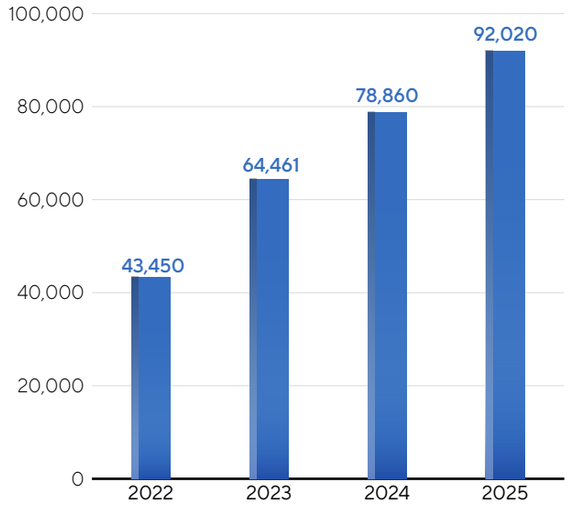
Through coordination by Taipei City Council, refurbished computers were donated to five NPOs

Refurbished Computer Donations

- 104 Partner Organizations
- 2,103 Refurbished Computers Donated

Refurbished Computer and Digital Training Program

Number of computers recycled



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Digital Opportunity Centers

Students in Cambodia learn using refurbished computers

Since 2009, with support from the APEC Digital Opportunity Center (ADOC) and Taiwan's Ministry of Foreign Affairs, the ASUS Foundation has participated in the APEC ADOC 2.0 project, helping local nonprofit organizations in ADOC member economies and Taiwan's diplomatic allies establish digital learning centers. In 2015, the project was renamed the Taiwan Digital Opportunity Center (TDOC). It continues to combine the strengths of government and private enterprises to share Taiwan's care and resources with rural or disadvantaged groups around the world, helping local disadvantaged children and nonprofit organizations enhance their digital capabilities.

Since 2019, through the Refurbished Computer and Digital Training Program, the Foundation has connected nonprofit organizations in Taiwan and overseas, including Tzu Chi and the DePu Cultural and Educational Association, while also working with international volunteer service teams. By donating refurbished computers and new equipment to build computer classrooms and simultaneously introducing IT volunteer teaching services, the Foundation systematically promotes digital learning. In addition to hardware resources, the program cultivates local seed teachers through curriculum design and digital teaching materials, strengthening teaching capabilities and increasing computer usage, so that information education can expand to more regions and gradually build a sustainable education support system. Over the past 16 years, ASUS has helped establish digital learning centers in 50 countries and donated more than 30,000 pieces of information equipment. Beneficiaries include rural children, youth, women, and seniors. The program continues to narrow digital divides among countries, between urban and rural areas, and across generations, making technology an important force for expanding educational opportunities and improving quality of life.

ASUS Digital Happy Learning Camp

Since 2017, the ASUS Foundation has promoted the "ASUS Digital Happy Learning Camp," which aims to bring programming and technology education into schools through the core capabilities of ASUS employees and to bridge gaps in digital education resources. In course design and implementation, volunteers independently contribute ideas and designs, repeatedly test and optimize content, and continuously improve teaching quality across robotics assembly, programming language instruction, and applied courses. In 2025, 181 ASUS volunteers visited seven elementary and junior high schools, serving approximately 1,718 teacher and student participations. Centered on STEAM education, the courses used teaching tools such as PINBO programming robots, programming exercises, and robot assembly to guide students through a complete hands-on process from parts assembly and circuit configuration to coding. Through repeated testing and adjustment, students developed problem-solving skills, logical thinking, and teamwork. The camps also integrated local culture and aesthetic education, including indigo dyeing, archery experiences, millet mochi making, and diverse handicraft courses, allowing students to connect life experiences with cultural contexts through hands-on creation.

To date, the program has reached 11 cities and counties across Taiwan, creating opportunities for students to engage with digital technology. Beyond classroom instruction, the Foundation has established a mechanism for leaving teaching materials and equipment at participating schools. Programming modules, teaching resources, and devices remain on campus to help teachers continue incorporating them into their teaching, thereby building a sustainable learning support system.

Volunteers guided elementary school students in an ASUS PINBO robot competition

Volunteers demonstrate an indigo dyeing hands-on activity

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ASUS i-Taiwan Digital Volunteer Project

The ASUS Foundation continues to promote the fifth edition of the ASUS i-Taiwan Digital Volunteer Project, using its technological expertise to address the social issue of unequal access to educational resources between urban and rural areas. The Foundation brings together teams of university, college, senior high school, and vocational high school students from across Taiwan to bring digital learning into schools, while also connecting with university USR (University Social Responsibility) programs. The project encourages young people to participate in volunteer service and helps address shortages of information technology teachers in some elementary and secondary schools. Through digital technology education and diverse information experience activities, technology learning gradually takes root across Taiwan.

In 2025, a total of 130 youth volunteers from seven schools, including Feng Chia University, National Taiwan Normal University, National Taipei University of Business, New Taipei Municipal Tamsui Vocational High School, National Chin-Yi University of Technology, Taichung Municipal Taichung Industrial High School, and Providence University, participated in the initiative. They visited nine elementary and junior high schools and served 601 teachers, students, and community residents. Course highlights focused on AI tool applications, STEAM maker courses, ASUS PINBO robots, and technology-based crafts, while incorporating topics such as media literacy, information security, and health education into the curriculum. Through hands-on learning-by-doing, the project guides children to integrate interdisciplinary knowledge, stimulate creative thinking and problem-solving skills, and develop the learning resilience and confidence needed to respond to future technological and social changes.

Since its launch, the project has served 12 counties and cities, engaged 671 volunteers, and reached over 10,000 beneficiary visits. It is gradually building a more sustainable local learning support network. The initiative not only promotes equitable access to educational resources, but also cultivates younger generations' awareness of social issues and motivation to participate in public service. The ASUS Foundation will continue to connect resources from diverse stakeholders and deepen support for schools, ensuring that digital learning is not merely a one-time intervention, but can continue to take root in campuses and communities, accompanying students as they grow steadily and embrace greater possibilities.

Volunteer teams designed an interactive challenge game using ASUS PINBO robots

"Heartfelt 99" Project of Public Television Service

Award Ceremony for the 16th "Heartfelt 99" Project

"Heartfelt 99" Project of Public Television Service

- 6 campus lectures
- 756 students participated in campus lectures
- 15 media mentions
- 933 television airings
- NT$3,710,902 invested in the event

Since 2009, the ASUS Foundation has partnered with Public Television Service to promote the "Heartfelt 99" Project of Public Television Service, encouraging younger generations to record the small yet profound moments of emotion in everyday life through visual storytelling, and allowing sincere feelings to be seen and shared through the lens. Centered on the theme of "heartfelt moments," the project invites students to create short films ranging from 99 seconds to three minutes, encouraging them to draw inspiration from daily life and document genuine emotions, sincere and grounded ways of living, and humanistic stories rooted in simple kindness. Entering its 16th edition in 2025, the project has seen increasingly diverse forms of creative expression amid the growing prevalence of digital creation and generative AI technologies. This year's entries incorporated animation and digital technologies, demonstrating creative energy at the intersection of technology and the humanities. The 2025 project attracted a total of 399 submissions from 152 schools and academic departments, with 1,197 students participating.

To deepen the learning journey of film education, the Foundation invited professional directors to campuses for six lectures, where they shared creative experiences face-to-face with students and guided them in understanding the power of visual storytelling. This helped turn "creating impact through images" from a concept into a practical ability. The Foundation also held a two-day ASUS volunteer video workshop to help university and college students systematically develop filmmaking skills and knowledge before engaging in service learning and overseas volunteer work. The workshop strengthened their ability to record and share stories through video, enabling participants to bring back more moving stories from the front line of volunteer service and expand the impact of public welfare actions. Overall, the activities recorded more than 12,000 instances of participation among teachers, students, and audience members, further extending visual storytelling education into schools. Since its launch, the competition has accumulated 5,203 submissions and engaged 13,684 students. Each video capturing a heartfelt moment has become a bridge connecting people, making creative expression not only a means of communication but also an important way to understand others and care for society, leaving a warm and lasting impact on the younger generation.

"Heartfelt 99" Youtube Channel

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Community Involvement

Highlight story

ASUS employees voluntarily formed teams to serve as "volunteers with shovels" and support post-disaster reconstruction in Hualien.

In September 2025, Typhoon Ragasa severely affected Guangfu Township in Hualien. Flooding caused by the Mataian Barrier Lake inciden sent floodwaters rising to approximately the height of a one-story building, leaving residents' homes inundated with mud. In response to the sudden disaster, the ASUS Foundation quickly mobilized support. ASUS employees voluntarily answered the call, forming two groups totaling 51 volunteers who traveled to the affected area to assist with recovery efforts. The Foundation also launched a charitable fundraising campaign, raising NT$3,445,000 to support the rebuilding of local homes and communities through concrete action.

"As the train approached Guangfu, the greenery outside the window gradually turned into devastation." Employees recalled that this visual impact strengthened every volunteer's determination to participate in recovery work. After arriving on site, volunteers followed the arrangements of Tzu Chi members and team leaders, put on rain boots, carried shovels, and quickly divided responsibilities. Becoming "volunteers with shovels," they entered the disaster area to clear mud and transport supplies. Some pushed wheelbarrows to move soil, while others unclogged blocked drains by hand. Through repeated bending, shoveling, and hauling, they gradually cleared living spaces for residents. Even when a breach warning required emergency evacuation, volunteers returned to the site after safety was confirmed and continued the recovery efforts. This brief yet profound engagement not only demonstrated mutual support and resilience among teams, but also allowed residents in the disaster area to feel the support and companionship of companies and society during difficult times, putting compassionate and inclusive social care into practice.

ASUS volunteers participated in post-disaster reconstruction efforts

Ms. Huang, ASUS Volunteer:

When volunteers covered in mud and dragging tired steps boarded the return train, we also felt the thoughtfulness and understanding of Taiwan Railway staff. The official website said, 'The mud is the warmest footprint.' Thank you all; everyone worked so hard.

Mr. Chung, ASUS Volunteer

When we arrived on the first day, what we saw was mud and scattered furniture. Although the residents were exhausted, they still thanked us warmly. We put on rain boots and gloves and quietly began moving and cleaning. Everyone was drenched in sweat, but no one complained. When the buried floor gradually appeared, that sense of grounded accomplishment made every effort worthwhile.

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Children Are Us Growth and Training Program

Through an innovative employment partnership model with the Children Are Us Foundation, ASUS has employed individuals with intellectual disabilities as full-time employees since 2008 and established a permanent "Children Are Us Bakery" counter in its employee cafeteria. All profits from the counter are contributed to the Children Are Us Foundation to help more intellectually disabled individuals. The nine employees in this program benefit from a stable employment environment and receive professional vocational rehabilitation and job coaching, along with ongoing individualized development plans. The bakery has also expanded product offerings, broadening the employees' work skills, slowing the effects of aging, and enhancing their work capabilities. Stable employment income also helps ease the financial burden on their families.

Dream x Art Project

In 2025, the ASUS Foundation and the Taipei Orphan Welfare Foundation held the "Dream Character Art Camp" under the theme "An Art Journey with Childlike Wonder," inviting 30 bereaved children and youth from Taichung, Changhua, Yunlin, Chiayi, and other regions to participate. ASUS Design Center employees served as volunteers, accompanying the children into a colorful world of art. Through courses such as "Expressing Emotions with Colors" and "Finding Myself," the camp guided children to recognize their inner feelings, learn to express themselves through color and creation, and cultivate creativity and confidence through diverse media such as cement vessels and handmade figurines.

During a collaborative art session, the children progressed from initial unfamiliarity and hesitation to actively communicating and integrating their ideas. Together, they completed three large canvases, demonstrating their growing rapport and connection. Through the creative process, the children learned to understand and express their emotions. With mutual support, they also rediscovered innocence and hope, creating warm and meaningful memories along their journeys of growth.

The artworks created during the camp were later exhibited and sold at an internal charity sale, giving employees an opportunity to pause during their busy workdays, appreciate the children's creations, and support their efforts and dreams through concrete action. The charity sale raised NT$30,820, and the proceeds will be used to support ongoing care services for bereaved children and youth. In this way, the warmth of creativity is transformed into sustained companionship, providing tangible and heartfelt support throughout the children's journeys of growth.

Permanent Children Are Us Bakery Counter

ASUS Design Center employees served as volunteers, engaging in art creation with students

Partnering with the Tzu Chi Foundation to Host the e-Sports Competition for Environmental Protection and Disaster Prevention

Award Ceremony for the e-Sports Competition for Environmental Protection and Disaster Prevention

Competition Results
126,376
students participated

With the goal of "deepening digital learning on campus and jointly enhancing sustainability literacy," the ASUS Foundation has partnered with the Tzu Chi Charity Foundation for four consecutive years to promote the Environmental Protection and Disaster Prevention Warrior Development Project. Combining the PaGamO online learning platform with esports-style learning experiences, the program integrates environmental protection and disaster prevention education. Through online courses, hands-on learning, and competition mechanisms, it guides students to understand key issues such as climate change, resource circulation, and disaster response through interaction and challenge, gradually building correct knowledge, attitudes, and values. The program also combines online learning with offline experiences, extending environmental protection and disaster prevention concepts from campuses to families and communities, putting sustainable actions into practice in daily life and cultivating citizen literacy with future resilience.

In 2025, the program was jointly guided by the Ministry of Education, Ministry of Environment, National Fire Agency of the Ministry of the Interior, Water Resources Agency of the Ministry of Economic Affairs, and the Agency of Rural Development and Soil and Water Conservation of the Ministry of Agriculture. Academia also built a multilingual knowledge platform covering 12 environmental protection and disaster prevention topics, enhancing both the depth and breadth of learning. Throughout the year, the program attracted 124,592 students in Taiwan, 1,525 in Malaysia, and 259 in Thailand. Through cross-border learning and competition exchange, it cultivated students' sense of responsibility to care for the environment and protect the planet.

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Public Welfare Donations and Sponsorships

Inspired by the theme of "volunteers with shovels," youth from World Vision designed superhero-shaped cookies and cookies featuring action slogans, which were well received by employees.

2025
Employee Fundraising
NT$ 5,071,929

In addition to actively engaging in various social engagement actions, ASUS also continues to support diverse social issues through institutionalized annual public welfare budgeting. In 2025, ASUS organized charity donations and a fundraising campaign for post-disaster care following the Hualien Matai'an landslide-dammed lake incident. By connecting the goodwill of employees, ASUS sent warmth to different corners of society and donated funds to organizations such as the Kids' Bookhouse, TFCF Matsu Service Center, Children's Hearing Foundation, Chung Yi Social Welfare Foundation, and Puli Christian Hospital. The donations supported diverse areas including child and youth care, assistance for disadvantaged families, and supplementation of medical resources. Since launching employee charity fundraising in 2012, ASUS has cumulatively supported 38 social welfare organizations and raised more than NT$40 million, continuously accompanying students, families, and seniors through challenges at different stages of life.

Since 2015, the ASUS Foundation has continued to promote an internal corporate charity bazaar mechanism. Each month, social welfare organizations are invited to ASUS, where handmade goods, cultural and creative products, and co-branded items serve as a bridge for interaction between employees and public welfare groups. Each purchase becomes not only a daily consumption choice, but also a concrete action to support disadvantaged groups, integrating goodwill into corporate culture. In 2025, 16 social welfare organizations were invited to participate.

Arts and Cultural Talent Cultivation Program and Arts Sponsorship

The ASUS Foundation has long invested in arts and cultural talent cultivation. Through collaboration with domestic art groups, schools, and nonprofit organizations, it continues to promote diverse arts education initiatives, enabling children and youth from different backgrounds to discover potential and build confidence through music and creation. In 2025, ASUS invested more than NT$3.7 million and partnered with 15 organizations, providing support ranging from teachers and teaching resources to living assistance. The program accompanies students in rural and indigenous areas as they continue participating in arts and cultural learning, while also promoting the inheritance and development of local culture. At the same time, through private film screenings, other screening events, and cultural exchanges, the Foundation brings the arts into more people's daily lives and deepens public attention to social issues.

In the cultivation of performing arts, the Foundation supports the long-term teaching and training of groups such as the Chin-ai String Orchestra, Nantou Fazhi Elementary School Tong-Yun Choir, Xindian Guishan Elementary School Samba Drum Team, and Guandu Elementary School Lion Dance Troupe. Through stable teaching resources and ongoing companionship, the Foundation helps students build confidence and teamwork skills through learning music and traditional performing arts, while deepening their sense of identification with local culture. In 2025, ASUS invited the orchestra to perform for employees, allowing them to witness the children's sustained efforts and growth through music and experience the transformative impact of arts education.

In artistic creation and cultural equity, the Foundation continues to support the artistic development of youth on the autism spectrum. By steadily investing in teachers and teaching resources for the Taiwan D.B. Art Collective, the Foundation helps the team focus on teaching quality and student development. The Foundation also supports the development of film, television, and cultural and creative industries through concrete actions, including sponsoring private and internal screenings of the domestic documentaries "A Chip Odyssey" and "Guardians of Our Planet." These activities attracted more than 1,800 participants to view the films and attend director talks, using visual media to deepen understanding of climate change and the development of Taiwan's ICT industry. In addition, ASUS provided mobile devices to support drama production. In 2025, ASUS assisted with the production of "The Wedding I Owed You" and "Supernatural Pampers," continuing to respond to the development needs of cultural and creative industries with corporate resources and promoting a positive cycle between art and society.

ASUS invited the Chin-ai String Orchestra to deliver a pop-up performance at its corporate headquarters

Promoting an Age-friendly Care Environment

As Taiwan approaches becoming a super-aged society and faces growing care challenges, the ASUS Foundation continues to focus on local long-term care needs. It donated a long-term care shuttle vehicle to the Daoxiang Community Long-term Care Institution in Beitou District, Taipei City, helping improve the convenience and safety of seniors traveling to and from community care sites. Beyond donating the vehicle, the Foundation values the "warmth of transportation" and actively recruits and trains drivers with empathy and professional qualities as volunteers. Each ride becomes a meaningful act of companionship and care. The Foundation also donated handheld ultrasound equipment to Taipei Veterans General Hospital. Combined with information and communications technology and cloud applications, the equipment helps improve real-time diagnostic efficiency and the quality of health management. Through the complementary support of transportation services and medical technology resources, the Foundation continues to strengthen the completeness of community care and create a safer, more dignified living support environment for seniors.

ASUS volunteer drivers provide daily transportation services for seniors at Daoxiang Community Long-Term Care Institution.

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Environmental Conservation

ASUS continues to promote environmental conservation through three dimensions: environmental actions, employee education, and public welfare participation.

Through these efforts, ASUS gradually builds a corporate culture that integrates environmental friendliness with social care. The promotion of each activity emphasizes not only internal management and employee participation, but also its extended social value and long-term impact. Environmentally, ASUS reduces environmental burdens from the source through plastic reduction, resource circulation, and low-carbon actions, responding to global issues such as climate change and resource depletion. In education, continuous environmental education and experiential learning cultivate correct sustainability concepts and behavior patterns among employees, further spreading these values to families and society. In public welfare, ASUS combines resource reuse with community participation, transforming corporate resources into concrete social support and promoting common good.

In addition, ASUS integrates sustainability concepts into daily operations and employee life. Through institutionalized measures and diverse activity design, ASUS guides employees from passive participation toward active practice, making environmental protection and social care part of its corporate culture.

Environmental Actions

Source reduction and plastic reduction management

Since 2019, ASUS has fully implemented a plastic reduction policy. Disposable tableware has been completely banned in employee cafeterias, convenience stores, coffee shops, and other areas, with reusable or environmentally friendly alternatives adopted instead. These actions reduce plastic waste from the source and gradually change the culture of using disposable items.

Ecological conservation and environmental maintenance

ASUS has long been committed to coastal environmental protection and continues to participate in coastal adoption and cleanup initiatives. Since 2017, ASUS has adopted a roughly 500-meter stretch of coastline at the Wazihwei Nature Reserve in New Taipei City for conservation and cleanup. The area is adjacent to a mangrove ecosystem and is of high biodiversity value. In April 2025, ASUS organized a beach cleanup at Jiabao Coast in Linkou, mobilizing employees to remove marine debris and thereby fulfilling its commitment to marine ecosystem conservation.

ASUS volunteers participated in beach cleanup activities.

Low-carbon lifestyle and green actions

ASUS promotes low-carbon living through diverse measures and implements energy conservation and carbon reduction into employees' daily routines:

- **Stair-climbing points-for-charity activity:**
  Employees are encouraged to walk instead of taking elevators. In 2025, cumulative participation reached 16,276 person-times, with 1,732,209 floors climbed. The activity was linked to a public welfare mechanism, sponsoring 10 children and donating NT$100,000 to social welfare institutions.
- **Promotion of Vegetarian Living:**
  Weekly vegetarian days were implemented from March to September, with cumulative participation of 26,336 person-times, reducing the carbon footprint of food consumption.
- **Small farmers' market:**
  36 sessions were held throughout the year, supporting local agriculture and reducing carbon emissions from food transportation.
- **Minimalist lifestyle diet and zero-carbon market:**
  Promoted eco-friendly tableware and low-carbon consumption, reaching 21,304 person-times.
- **Food-sharing and enjoyment activity:**
  Environmentally friendly products were promoted each quarter, encouraging employees to practice green consumption.

Green workplace and sustainable practice

ASUS established the rooftop "Happiness Farm," providing employees with a farming experience and stress-relief space while promoting cross-departmental interaction as well as physical and mental health. In 2025, two sessions were held with participation from 85 departments, and a vegetable charity sale raised NT$53,500 for public welfare. ASUS also held eco-friendly handicraft activities, 3C product recycling activities, and interactive events to enhance employees' environmental knowledge and participation, strengthening its green workplace culture.

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Employee Education

Promotion of environmental education

ASUS holds the monthly "Environmental Learning Corner," sharing environmental issues and sustainability trends through internal communication channels. Topics cover resource circulation, energy conservation and carbon reduction, waste reduction, and recycling and waste sorting. The program guides employees to internalize environmental concepts as daily behaviors. In 2025, cumulative participation reached 44,411 person-times, demonstrating that employee attention to and participation in environmental issues continued to increase and effectively promoting the establishment of an internal sustainability culture.

Monthly environmental education Workshops

Experiential learning and promotion

Through diverse environmental activities such as handicraft courses and interactive games, ASUS enhances employees' understanding of and practical capabilities in environmental issues. It also extends educational promotion to communities, expanding sustainability impact.

Public Welfare Participation

Combining resource reuse with public welfare

- **Shoe Donation Campaign in partnership with Step30 International Ministries:** Reusable shoes and supplies were collected, sorted, and redistributed to extend their product life cycle and reduce waste. The initiative not only promoted resource circulation, but also transformed donated materials into tangible social support, expanding the Company's impact on environmental sustainability and social care.

Employees worked together to sort and organize the donated supplies.

Campaign collection results

- **2,200** pairs of shoes
- **300** backpacks
- **400** pieces of clothing

Charity sale donations:
5 charity sale activities.

- **Secondhand Charity Sale:** Employees were encouraged to donate unused items for a charity sale, with all proceeds donated to junior high schools, elementary schools, nursing homes, and other organizations, putting both environmental protection and public welfare into practice.

At the secondhand charity sale, employees demonstrated their commitment to resource reuse and charitable care through concrete action.

Community service and local care

ASUS actively participates in community environmental maintenance, assisting with cleanup and reducing mosquito breeding to improve community living quality and promote positive interaction between the company and local communities. ASUS also organizes eco-friendly handicraft activities for seniors in the community, promoting the concept of resource reuse while enhancing seniors' mental health and life satisfaction through companionship and interaction. In 2025, cumulative participation reached 215 person-times.

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Community Involvement

As a world-class corporate citizen, ASUS overseas subsidiaries also responded to the three core pillars of Digital Inclusion, Community Involvement, and Environmental Conservation in 2025. Through diverse project content, they empowered youth and employees while assisting residents in regions around the world and putting community care into practice.

Asia

India

Digital Inclusion

In an era of rapid digital development, technology should not be an advantage for only a few people, but rather a starting point for every child to pursue their dreams. Facing challenges in parts of India where disadvantaged regions lack digital resources and skills, ASUS partnered with The VIDYA Foundation[1] in 2025 to promote a digital literacy and skills empowerment program. ASUS established 11 digital learning centers in western India and used campus digital labs to help children and young people from low-income families learn basic digital capabilities. The curriculum aligns with the UNESCO digital literacy framework and covers computer operation, digital creation, programming, and digital ethics. The program has supported more than 12,700 learners cumulatively and continues to expand into Maharashtra, deepening digital empowerment for disadvantaged children and youth.

ASUS established Digital Opportunity Centers in India

Mainland China

Digital Inclusion | Community Involvement

1. ASUS e-Innovation Volunteer Actions

In 2025, ASUS e-Creative Public Welfare continued to deepen technology-for-good actions under the theme "AI for an e-Future." Since 2009, ASUS has worked with the China Association for Science and Technology to promote the ASUS Popular Science Library Program, donating books and computer equipment worth more than NT$50 million in total. The program has established 1,107 ASUS Love Science libraries, serving 31 provincial-level administrative regions and more than 8,000 townships and communities. It has further upgraded these spaces into "ASUS Science & Technology Learning Hub" that combine AI teaching with digital learning resources, bringing AI aesthetic education courses to rural campuses. In addition to continuously investing equipment resources, ASUS has long cultivated public welfare talent. It has promoted the e-Creative Volunteer Action for 17 consecutive years, cumulatively training more than 80,000 university and college volunteers, and has encouraged young people to participate in social care through creative work via public welfare video projects. The initiative has gradually formed a public welfare practice model that advances both technology and talent.

2. Sunflower Project - ASUS Lecturers in Schools

Since 2023, ASUS has implemented the Sunflower Project, under which a team of employee lecturers independently plans and develops courses covering diverse topics such as technology, environmental protection, and the arts. The lecturers visit schools to teach and engage with students. In 2025, ASUS delivered a total of 14 community outreach courses, recording 263 student participations among elementary and secondary school students. Through these courses, ASUS continues to broaden students' horizons, enrich their learning experiences, and support the diverse and balanced development of young people.

ASUS e-Innovation Volunteer Actions – AI Classroom Experience for Rural Elementary Schools

1 The VIDYA Foundation (Vidya Integrated Development for Youth and Adults, VIDYA), established in 1985, is an Indian nonprofit organization with more than 40 years of history. It has long been dedicated to grassroots education and community development, providing educational support, digital literacy, and vocational skills training for disadvantaged children and youth. It also promotes local empowerment initiatives in multiple cities to help improve learning and employment opportunities and advance long-term community development.

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Europe

France
Community Involvement

Employees Actively Participate in Breast Cancer Awareness Month Activities

In support of Breast Cancer Awareness Month, known as "Octobre Rose," ASUS employees voluntarily organized a charity bazaar, raising funds through the sale of homemade cakes and desserts. A total of EUR 1,000 (approximately NT$36,000) was raised and donated in full to the local French cancer support organization Association La maison autour to support companionship and psychological support services for cancer patients and their families.

Oceania

Australia
Environmental Conservation

For the third consecutive year, ASUS participated in the NSW National Television and Computer Recycling Scheme. In 2025, ASUS recycled a total of 20.52 metric tons of electronic waste. Through proper recycling and resource reuse, ASUS reduced the environmental impact caused by electronic waste.

Asia

Thailand
Digital Inclusion

ASUS partnered with T-Dai Computer to donate 51 desktop computers and 23 monitors to schools in Thailand, creating a more stable and efficient digital learning environment on campuses and making technology a bridge for children to explore the world.

Donated computers to schools in Thailand

Indonesia
Community Involvement

Guided by its long-term commitment to local communities, ASUS visited an orphanage in Indonesia and donated IDR 5,000,000 (approximately NT$9,400) in cash, while also providing basic necessities to help meet the children's daily living and nutritional needs. The team also interacted with the children, providing sincere companionship and emotional support.

Employees interacted and engaged with children from the children's home

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CH11 Inclusive Workplace

Talent is an important cornerstone of sustainable business operations. ASUS places employees at the center and is committed to creating an inclusive and developmental workplace that supports continuous professional and career growth. Through a sound talent development mechanism, key skill cultivation, and an open and innovative R&D culture, ASUS enables individuals and teams to fully demonstrate their creativity. ASUS implements its business philosophy of "inspiring, motivating, and nurturing employees," using it as the foundation of its human resources development strategy. The Company has established a competitive compensation and benefits system and continues to promote a diverse and inclusive workplace to create long-term shared value for both ASUS and its employees.

Actions

- Integrated Design Thinking talent development with a coach certification system to implement innovation.
- Conducted a global employee engagement survey to listen to employees' authentic voices.
- Established one of Taipei City's first corporate volunteer fire brigades to actively support disaster prevention.

Performance

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

Named among Fortune's **World's Most Admired Companies** for ten consecutive years

Twice ranked among TIME's **World's Best Companies**

Selected by Newsweek as one of the **World's Most Trustworthy Companies**

Awarded Best **IT Employer at the IT Matters Awards**

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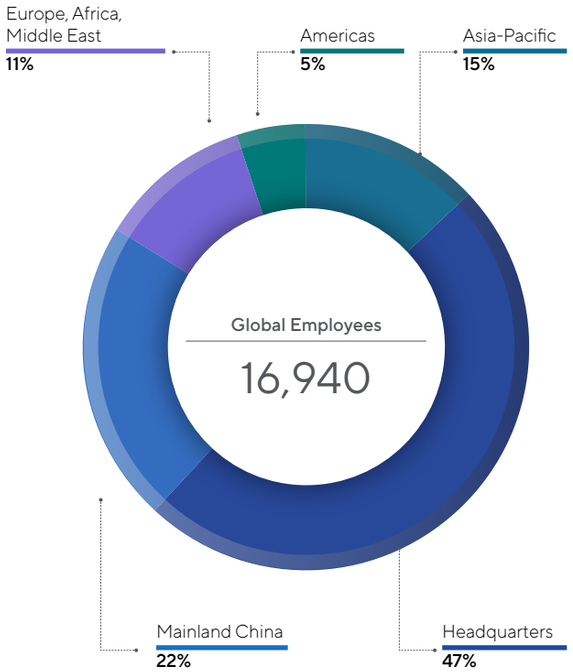
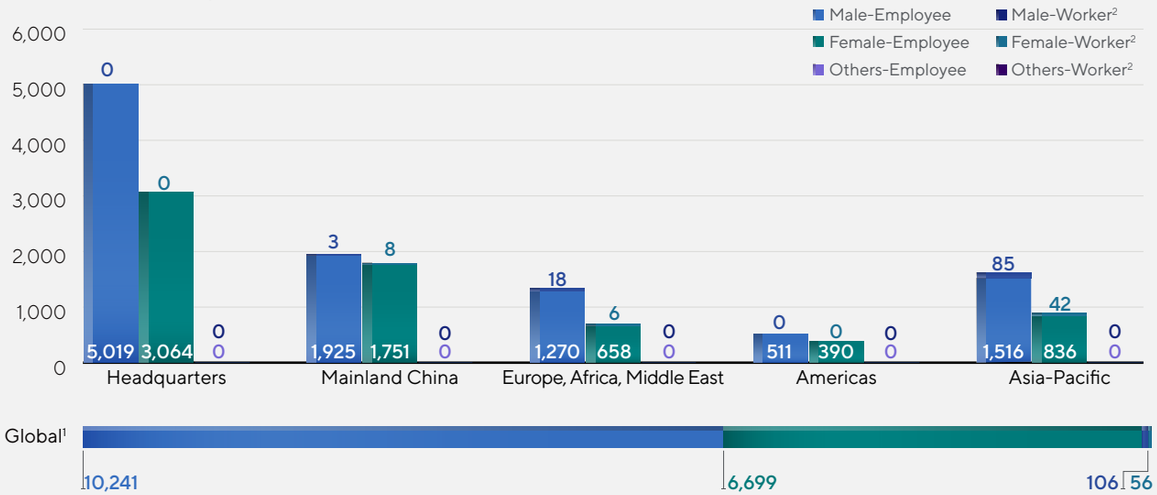
Employee Policy

Structure of Manpower

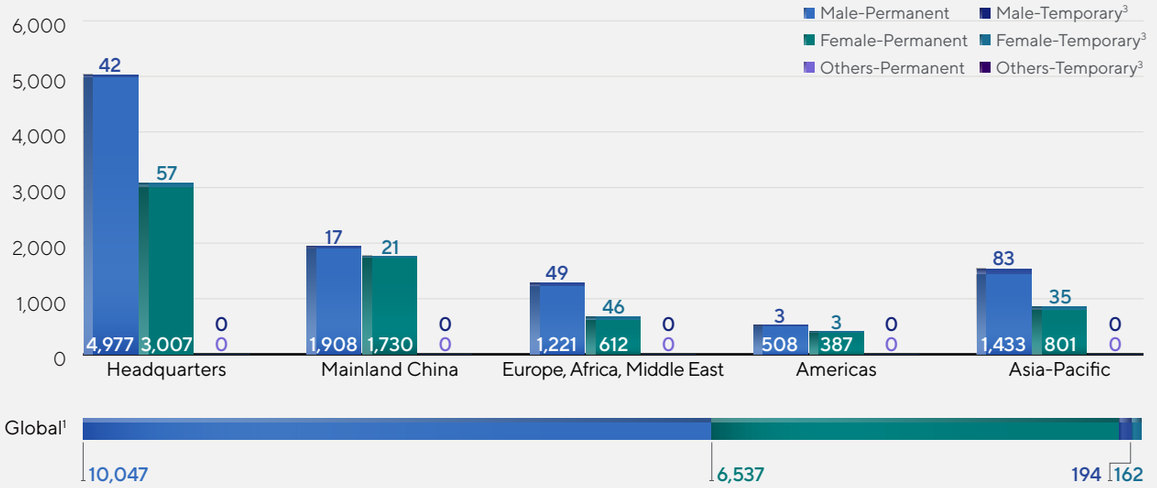
ASUS continues to attract diverse talent worldwide, with operations in more than 70 countries across Asia-Pacific, Europe, the Americas, and Africa. In 2025, ASUS had 16,940 employees globally, including 8,083 employees at the headquarters and 8,857 employees in other overseas regions. The regional composition of employees is shown below.



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.

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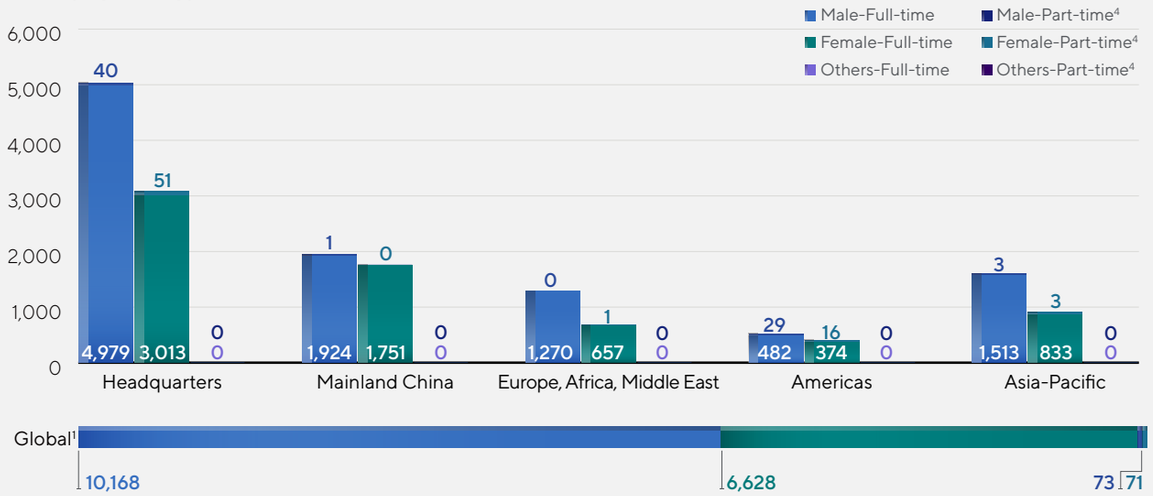
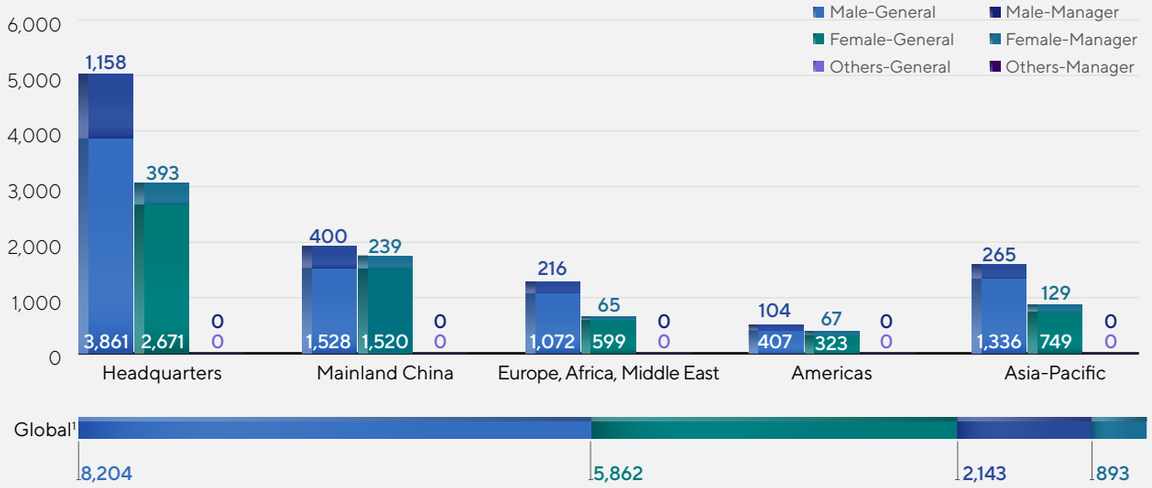
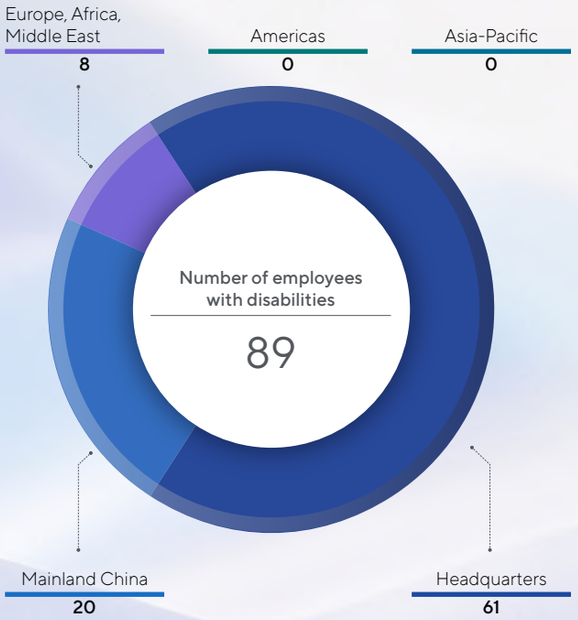
Employment Type



Employee Type



Employees with disabilities



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

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Employee Communication

Open Communication

ASUS continues to actively expand diverse communication channels to promote harmonious labor-management relations. To facilitate labor-management dialogue, create a stable and harmonious work environment, improve employee satisfaction, and strengthen corporate competitiveness, ASUS convenes labor-management meetings every quarter. These meetings are jointly composed of employee and management representatives. Employee representatives are elected by employees to represent the entire workforce and engage in two-way communication with management on matters such as employee rights and corporate policies and systems, thereby promoting positive labor-management relations. In July 2023, ASUS established the ASUS Union. Through regular monthly meetings, ASUS puts authentic and transparent communication between the Company and employees into practice, uses employee suggestions as a driving force for continuous improvement, and protects the rights and interests of every employee.

"Ask HR" AI Chatbot for Real-Time Employee Support

In response to AI application trends, the Human Resources and IT departments jointly established the "Ask HR" AI Chatbot. Through the service request system, ASUS created a real-time consultation and response mechanism that improves the convenience of employee self-service inquiries and the overall service experience, enabling employees to ask questions at any time and quickly obtain assistance.

Ask HR AI Chatbot

Employee Communication Activities

Employee communication activities include CEO on Live, ASUS DNA Stories, and internal communication meetings.

- Communicate major internal company matters and convey the Company's vision and corporate culture
- From 2022 to 2025, CEO on Live was held once every quarter, with global full-time employees as participants

Employee Care

At the Taiwan headquarters, ASUS has established internal and external EAP (Employee Assistance Program) hotlines, an employee care website, an employee care hotline, and a 24-hour employee emergency service hotline. ASUS is currently actively evaluating the expansion of EAP services to global employees by 2027.

- Assist employees with work, life, and health-related issues

Employee Opinion Survey

In 2025, ASUS commissioned Qualtrics to conduct the survey. The survey targeted global full-time employees, achieving a 100% coverage rate. A total of 8,877 valid responses were collected, with a response rate of 57%.

- Gain deeper insights into employees' actual work experience

Labor-Management Meetings

At the Taiwan headquarters, ASUS regularly convenes labor-management meetings, Occupational Safety and Health Committee meetings, and union meetings.

- Discuss labor conditions and promote harmonious labor-management relations
- Hold regular quarterly / monthly meetings

Employee Feedback and Grievance Channels

ASUS provides channels including the global HR system, whistleblowing mailbox, workplace misconduct complaint hotline and mailbox, and employee feedback mailbox. Due to differences in local regulations, employee feedback mailboxes are currently managed by each region independently.

- Communicate company systems, management regulations, and specific issues

Workplace Sexual Harassment Prevention Awareness

At the Taiwan headquarters, ASUS has established the employee care website HR Ally and the learning platform ASUSchool. In 2026, ASUS plans to organize supervisor sharing sessions on workplace bullying prevention, invite lawyers to provide training on relevant legal frameworks and prevention measures, and invite psychologists to deliver seminars on workplace unlawful infringement.

- Sexual harassment and violence prevention awareness courses
- Understanding, responsibilities, and prevention of workplace misconduct

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Employee Engagement Survey

ASUS is committed to improving employees' workplace experience by continuously listening to their voices. Building on the experience of introducing the employee survey at headquarters in 2023, ASUS formally expanded the survey globally in 2025, establishing a two-way communication channel to ensure that every employee's voice can serve as a foundation for organizational growth. To support long-term tracking, ASUS will conduct the global employee survey every two years to monitor organizational dynamics.

To ensure fairness and objectivity, ASUS commissioned Qualtrics, an independent international professional organization, to conduct the global questionnaire survey. Through anonymous mechanisms and benchmarking against industry standards, ASUS can more accurately understand employee needs.

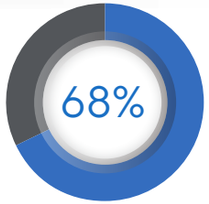
- Survey Period: June 2–13, 2025, targeting full-time employees across all global operating sites
- Participation: The survey was distributed to employees worldwide, achieving a 100% coverage rate. A total of 8,877 valid responses were collected, representing a global response rate of 57%
- Questionnaire Content: The questionnaire covered 25 key drivers, including job satisfaction, purpose, happiness, stress, corporate culture, and sustainability responsibility

Key Indicator Summary

Survey results show that employees are confident in ASUS's future development, particularly demonstrating strong cohesion in retention intention and willingness to recommend the Company.

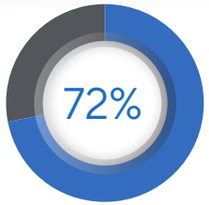
Overall Engagement

Compared with the high-tech industry benchmark, there remains a 3 percentage-point room for improvement. ASUS will continue to optimize management practices and enhance the employee experience.



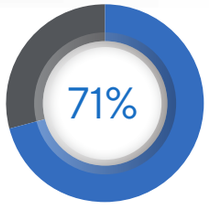
Retention Intention

More than 70% of employees expressed their willingness to stay with ASUS for more than three years, exceeding the global high-tech industry benchmark by 14 percentage points.



Recommendation Rate

More than 70% of employees are willing to proactively recommend ASUS to family and friends, recognizing ASUS as a quality workplace.



Key Strengths

Survey results also show that employees expressed strong recognition in the following three areas, with performance exceeding industry benchmarks:

- **Goal Clarity (90%):**
  90% of employees have a clear understanding of their job responsibilities and work expectations, ensuring precise alignment in execution.
- **Responsible Business Conduct (85%):**
  Employees highly recognize the Company's commitment to ethical business practices and workplace safety, reflecting a shared commitment to social sustainability.
- **Future Outlook (83%):**
  Employees have confidence in the Company's future prospects and leadership team, indicating strong organizational cohesion for continued growth.

Continuous Improvement

Based on the analysis results of this survey, ASUS has identified two key improvement directions: enhancing career development planning and strengthening authentic and transparent communication, in order to actively respond to employee expectations:

- **Enhancing Career Development Planning:**
  The Human Resources team will build a more systematic and transparent career development framework to help employees plan their career paths and support their continued growth and self-realization at ASUS.
- **Strengthening Authentic and Transparent Communication:**
  Upholding the corporate culture of "authenticity and transparency," ASUS will promote open dialogue through cross-departmental project teams, enhance information transparency and effective communication, and strengthen a collaborative team atmosphere.

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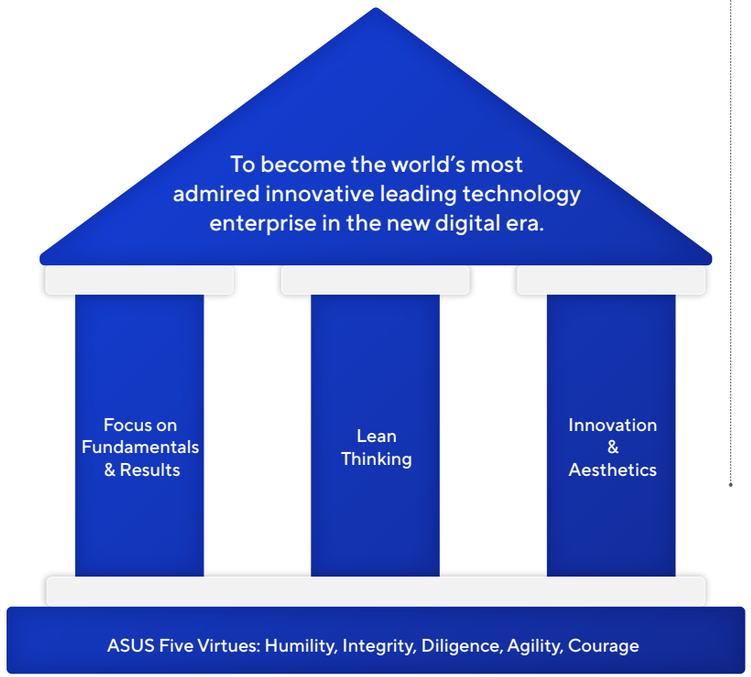
Talent Cultivation and Development

ASUS regards employees as its most important asset. Guided by a people-oriented belief, ASUS provides diverse learning resources and training development mechanisms to support sustainable career development. The Company aims to enable every employee to fully embody the ASUS DNA—ASUS Five Virtues, Focus on Fundamentals & Results, Lean Thinking, and Innovation and Aesthetics. ASUS also encourages employees to leverage their strengths in the right roles, helping the Company realize its vision of becoming "the world's most admired innovative leading technology enterprise in the new digital era," join the ranks of world-class green high-tech leaders, and create tangible benefits for 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 2025, ASUS successfully achieved its annual post-training satisfaction target of 4 out of 5, with an annual average satisfaction score of 4.54. The Company also achieved its annual target of 20 average learning hours, with average learning hours reaching 22.9 hours for the year. ASUS's talent development resources cover all employees, with a total of 16,940 employees as of the end of 2025, including part-time and fixed-term contract employees. Total training hours amounted to 387,112 hours, and the average training investment per employee was NT$2,291, including various training expenses and talent development incentives. The overview is as follows:

Management Goal

Average Learning Hours 20 hours

Goal Achievement Status

2023:	2024	2025
17.8 hours	26.9 hours	22.9 hours

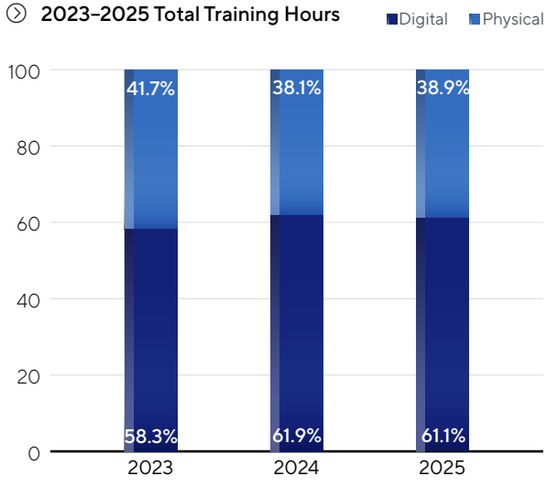
Management Goal

Average Post-Training Satisfaction: 4.0

Goal Achievement Status

2023:	2024:	2025:
4.67	4.32	4.54

2023–2025 Total Training Hours



	Category	Training Hours per Employee
Age	<30	17.24
	30~50	22.78
	>50	7.34
	Others	2.29
Gender	Male	22.73
	Female	16.40
Employee Category	General employee	19.65
	Junior management	32.57
	Mid-level management	14.08
	Senior management	6.48
Training Category	Physical courses	8.90
	Online courses	13.95

Note: 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

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Talent Cultivation and Development Framework

Linking corporate culture, core values, and global strategy and vision, the ASUS talent development system is divided into three competency dimensions: "Core Values," "Leadership and Management," and "Professional Skills." ASUS provides various blended courses and digital self-learning resources for senior, middle, and junior managers, as well as general employees. The Company has also designed a dual-track talent development structure to cultivate a diverse talent pool. To encourage employees to enhance their work-related and professional skills, ASUS provides subsidies for degree programs to employees with at least three years of service, supporting their continuing education while working.

Core Competencies

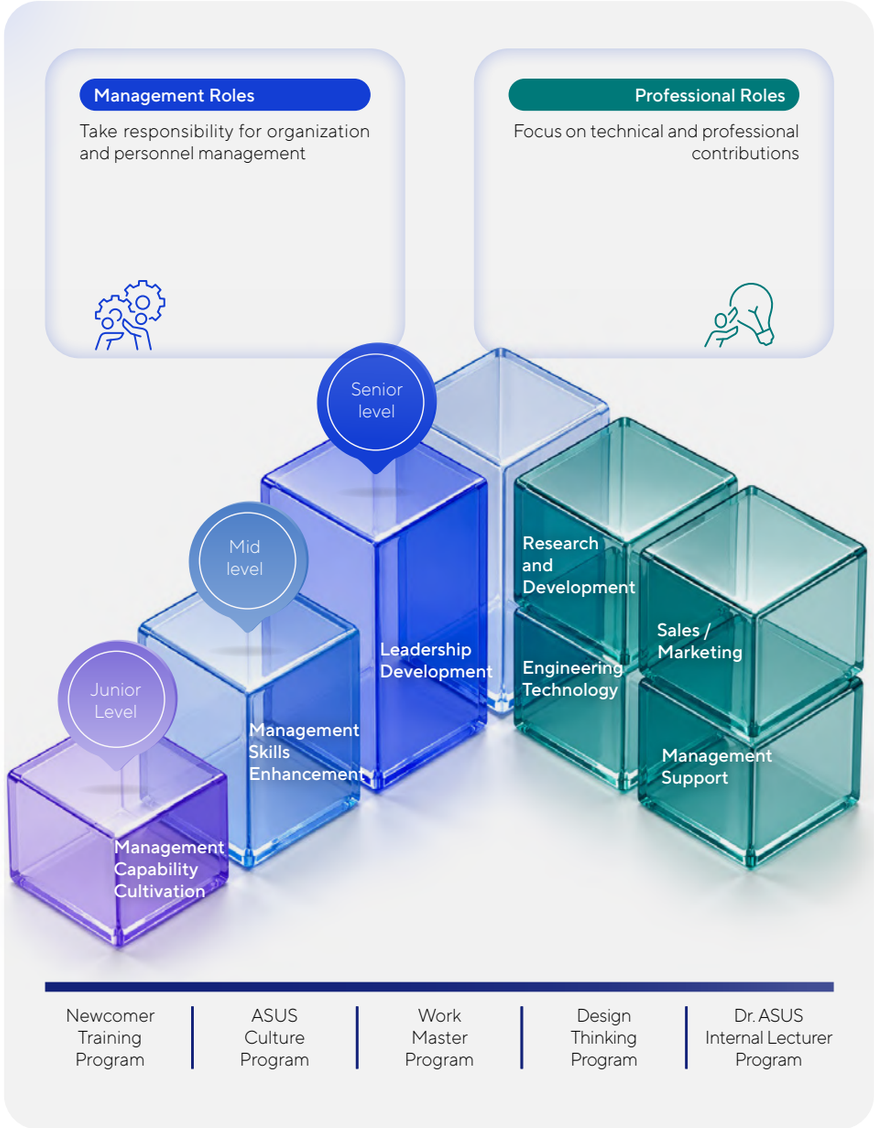
ASUS cultural transformation focuses on the Wisdom for a Complete Corporate Transformation of "Transform and Evolve, Trust in Radical Truth and Transparency, and Embrace Idea Meritocracy and Foster Collective Wisdom." In terms of talent empowerment, ASUS not only continues to deepen the ASUS DNA, but also rolls out various core culture programs globally through its global culture communication website, diverse training programs, online and offline activities, and integration with daily management mechanisms. These efforts communicate the Company's business philosophy and shared values. ASUS also embeds Design Thinking into its company-wide culture and applies it to real work scenarios, designing tiered, human-centered development programs based on different levels of application depth and target audiences.

In 2025, the Newcomer Training Program, ASUS Culture Program, Design Thinking Program, and Internal Lecturer Program totaled 131,243 training hours.

Since 2007, a total of 360 full-time employees have been certified as Dr. ASUS internal trainers, jointly passing down ASUS's internal expertise and experience.

Dr. ASUS Internal Instructor Training Program

Dr. ASUS instructors understand ASUS's internal business processes and corporate culture. By incorporating real workplace cases into their teaching, they apply "learning by doing" and a mentorship system in practical work contexts, fully empowering supervisors to maximize the value of their capabilities and experience. In 2025, Dr. ASUS conducted a total of four instructor training cohorts, including 8 instructors specializing in management topics and 35 instructors specializing in professional knowledge. The training program was also expanded to the Suzhou subsidiary, helping 15 local employees obtain instructor certification. This enabled the localization of training while also integrating local experience and case studies into the teaching materials.



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Management Competencies

Based on the competency standards established for each management level and global job evaluation, ASUS has developed a comprehensive management training roadmap. The roadmap covers management competencies for supervisors at all levels, the transfer of senior executives' management experience, and management trend topics.

In 2025, ASUS accumulated **146,104** training hours in management thinking and leadership. The Company also optimized course structures and promoted knowledge and skill transfer for newly promoted managers and overseas middle managers. Focusing on key management behavior indicators, these programs strengthened core management capabilities, while facilitating cross-domain knowledge integration and cross-departmental collaboration to help participants maintain competitiveness in a rapidly changing market.

ASUS New Leader Program, ANLP

In 2025, ASUS promoted the ASUS New Leader Program (ANLP) to systematically develop key management capabilities for new managers, including recruitment interviews, performance coaching, and talent development. Designed as a Learning Journey, the program spans five months and integrates pre-course needs assessments, in-person courses, online learning, and mobile learning. Aligned with the 70-20-10 learning principle, the program adopts a progressive course structure and practice-oriented design to help new managers apply what they have learned in real management scenarios, driving behavioral change and internalizing management capabilities.

Management Readiness+

In-Person Course Completion Rate: **80%**

Overall Score: **4.75**

Helpful in Establishing the Right Management Mindset: **4.70**

Helpful in Providing Practical Tools or Techniques: **4.63**

Participants generally indicated that the program was highly helpful in two key areas: "establishing the right management mindset" and "providing practical tools and techniques." This demonstrates that the New Leader Program effectively responds to the practical challenges faced by new managers during the early stage of role transition. Through pre- and post-course competency self-assessments, qualitative feedback collection, and follow-up observation of action-based application, the program continuously tracks learning outcomes and feeds the results back into talent development and retention indicators, serving as an important basis for further optimizing training design and management support mechanisms.

Professional Competencies

ASUS classifies professional skills into four major domains: Research and Development, Engineering Technology, Sales and Marketing, and Management Support. The Company defines the required skills for each position and develops professional training roadmaps for key roles, technology and trend seminars, and strategic training programs.

In 2025, ASUS offered **1,786** professional competency training courses, totaling **109,765** training hours. By training-hour percentage, Research and Development accounted for 53.9%, Engineering Technology 4.0%, Sales and Marketing 20.5%, Management Support 21.4%, and Others 0.2%.

Company-wide GenAI Empowerment Training

To support ASUS in becoming a Comprehensive AI Company and advancing its transformation, a series of AI-related empowerment training programs was launched in 2025. To support ASUS in becoming a Comprehensive AI Company and advancing its transformation, a series of AI-related empowerment training programs was launched in 2025.

- **Internal Expert Courses:**
  Throughout the year, 21 topics were planned and 33 sessions were held, with a cumulative total of 1,037 training completions. Course satisfaction reached 4.6, and the overall learning recommendation rate reached 98%.
- **Microsoft M365 Copilot Rapid Adoption Program:**
  A total of 51 promotion ambassadors were trained to support application adoption across departments. Cumulative learning hours reached 458 hours, with 419 users participating. Each user saved an average of 19 working hours per month.
- **AI Self-Learning Resource Program:**
  LinkedIn Learning was introduced to help employees more quickly access the latest GenAI technologies. AI-related courses recorded 1,975 views, with total learning hours reaching 729 hours.

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Key Talent Cultivation Project

Design Thinking Talent Cultivation

In alignment with ASUS's Brand Golden Triangle Strategy, Design Thinking (DT) embodies a people-centered design spirit and methodology. Through years of concerted efforts across the organization, DT has gradually become embedded in ASUS's internal innovation culture, building shared capabilities and a common language across teams. ASUS has also designed tiered cultivation programs based on different levels of application depth and target audiences. In 2025, ASUS continued to cultivate seed coaching talents across departments, extending the DT mindset at both headquarters and overseas sites. Starting from user needs, employees apply divergent and convergent thinking from different perspectives, and embody these approaches in product development and service design processes through repeated prototyping, experimentation, and refinement. By embracing bold innovation and an appreciation of aesthetics, ASUS continues to create delightful full-life experiences for users.

Tiered Coach Certification

Since 2023, ASUS has continued to cultivate Design Thinking coaches and seed instructors, aiming to embed the DT mindset into implementation across departments and gain broad internal recognition. ASUS has also designed a supporting tiered coach certification mechanism and the Design Thinking High Potential Talent (HiPo) Program to provide greater career development opportunities for talents and departments committed to practicing DT.

In its third cohort, the program cultivated 31 entry-level (Blue Badge) coaches, 3 advanced (Silver Badge) coaches, and 2 Design Thinking High Potential Talents (HiPo). The HiPo participants were sponsored for a one-week study journey at Stanford d.school in the United States to broaden their international perspectives and engage with renowned companies and institutions. After completing the program, they returned to lead their departments in comprehensively promoting innovative thinking and practical methodologies, serving as cultivators, drivers, and connectors of DT while amplifying business value.

Coach Learning Community

To encourage ASUS employees to apply Design Thinking in their daily work, ASUS has established a tiered coaching mechanism and "Coach Meetups." These in-person sessions are held periodically each year to share experiences and exchange insights on the application of Design Thinking at work. HiPo talents are also assigned to serve as facilitators on a rotating basis, enabling structured and methodology-based learning in line with the 70-20-10 learning model. ASUS has also established an online coaching community, "Design Thinking Coach," where coaches can receive real-time updates on the latest Design Thinking trends, raise questions, and share extended ideas. This community puts the spirit of collective wisdom and idea meritocracy into practice by unlocking the potential of Design Thinking and deepening a people-centered corporate culture. In addition, various units, including business units, technical departments, and support functions, organize monthly or quarterly application-sharing sessions, along with annual competitions, selection processes, and reward mechanisms. These initiatives create opportunities for internal professional exchange, foster an innovative atmosphere, and embed the spirit of bold experimentation and experiential learning into daily work, continuously encouraging ASUS employees to challenge themselves and pursue personal growth.

Key Performance in 2025:

1. **Design Thinking Talent Training Framework:** ASUS has established a comprehensive development journey "from intern coach to Silver Badge Coach." The progression from intern coach to Blue Badge Coach and Silver Badge Coach forms a rigorous coach development path. As of 2025, ASUS had cultivated a total of 68 Blue Badge Coaches and 13 Silver Badge Coaches, who have become key drivers of Design Thinking within ASUS. The training content has also been continuously optimized. In 2025, ASUS assigned three Design Thinking coaches to participate in a five-day intensive facilitation training program held by the internationally renowned facilitation organization AJ&Smart in California, United States. The program will serve as an important reference for optimizing and internalizing coach training in 2026.
2. **Design Thinking New Hire Training:** To cultivate a Design Thinking mindset among all ASUS employees, ASUS incorporated a one-hour Design Thinking course into the company-wide New Hire Training Program in 2025. The course guided participants through an experiential learning process from "divergent" to "convergent" thinking. A total of 13 classes were held throughout the year, with 716 participants completing the training. The average overall post-training survey score was 4.6 on a 5-point scale.
3. **High Potential Talent Development:** Two Design Thinking (DT) High Potential Talents were selected to attend an advanced program at Stanford University d.school, broadening their international perspectives and enabling them to apply Design Thinking methodologies to daily work and management practices. As of 2025, ASUS had cultivated a total of 11 DT High Potential Talents.
4. **Design Thinking Training Programs:** In 2025, Design Thinking training programs engaged 2,798 participants across all sessions, totaling 3,313.5 training hours. The average overall post-training survey score was 4.5 on a 5-point scale.
5. **Annual Design Thinking Practice Award:** In 2025, a total of 28 teams from headquarters and 3 teams from overseas sites participated in the selection process. Both the total number of participating teams and the number of overseas participating teams increased compared with the previous year, and one overseas team was selected as a winner. This demonstrates that the influence of Design Thinking has continued to expand within the Company, enabling teams across headquarters and overseas sites, business groups, and internal and external customer service units to jointly practice innovation in products and services. The two winning teams in the finals applied a user-centered approach to create products, services, and customer experiences, achieving 218% growth in sales volume and a 35% market share, securing a market-leading position.

Employee Transition Program

ASUS has designed a series of supportive measures, resources, and information to help employees smoothly adapt to resignation or retirement, while continuing to maintain physical and mental well-being, social connections, and productivity after retirement. Guided by a holistic view of employees' lives, the program supports employees in transitioning seamlessly to a quality personal life after leaving the workplace, while building genuine and meaningful connections with others. The program includes a career development platform, financial planning seminars, and guidance on communication with family members or elders. It was launched in the fourth quarter of 2025. The first financial planning seminar recorded 352 participants, and related activities will continue to be held on a quarterly basis.

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Individual Performance Management and Development

Global System-Supported Management Process

To strengthen consistency in global governance and enhance management effectiveness, ASUS has introduced a global human resources management system. Through a systematic performance management mechanism, employees can flexibly set and adjust performance goals and individual development plans in response to the rapidly changing operating environment. Supervisors can also track progress in real time, thereby improving communication and collaboration efficiency.

The system integrates goal setting, task tracking, and feedback mechanisms to support greater transparency in intra-departmental and cross-departmental collaboration. It also facilitates professional exchange and resource connections, helping align individual development directions with corporate goals and further enhancing overall organizational effectiveness.

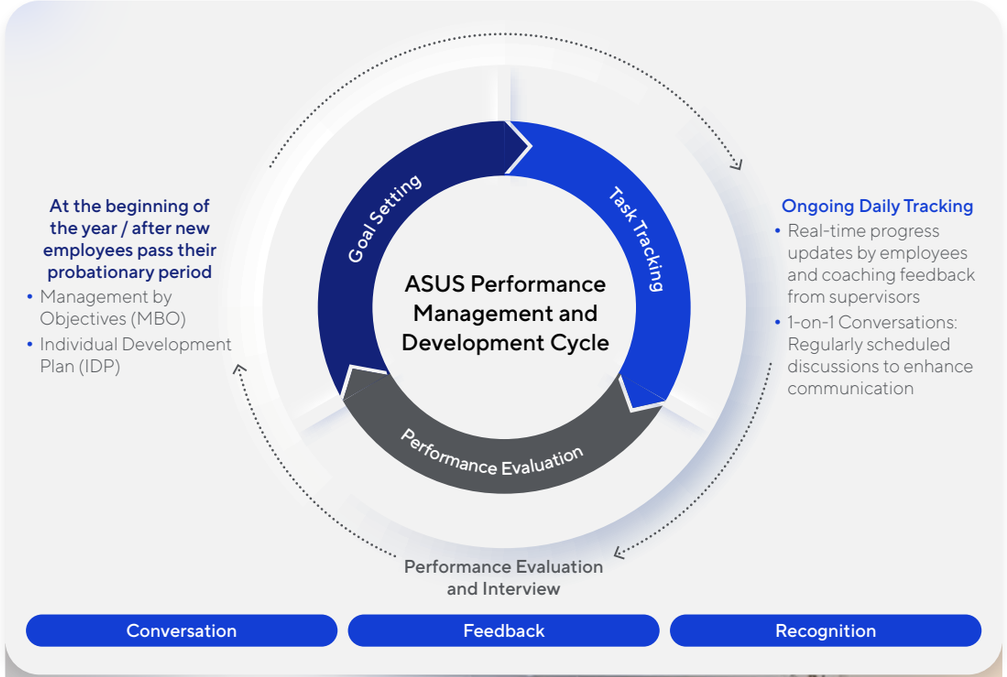
Performance Management Cycle

ASUS conducts company-wide performance management annually to assess and review employee outcomes. With reference to global performance management trends and the practical needs of supervisors, employees, and human resources management, ASUS has designed a globally applicable performance management system. The system gradually establishes a management cycle that connects "goal management, progress tracking, and performance evaluation," laying the foundation for continued optimization and deeper application. The "Request/Provide Feedback" feature supports one-on-one Agile Conversations and 360-degree feedback tools, enhancing professional and interpersonal connections while helping employees gain access to the resources and support they need. Performance evaluation results are linked to annual bonuses, reflecting employees' contributions and commitment. The Human Resources Center has established communication and reminder mechanisms to improve implementation, consistency, and operational efficiency. In addition, ASUS has incorporated Individual Development Plans (IDPs) into its performance management framework, ensuring that performance management not only focuses on the achievement of annual goals, but also takes into account employees' medium- and long-term career planning. By integrating work performance with competency development, ASUS seeks to achieve a win-win outcome for both employee self-improvement and organizational development.

Implementing the System to Promote Employee Development

In 2025, ASUS organized performance management workshops during the HR Annual Meeting, providing systematic training for human resources partners in the Asia-Pacific, Americas, and Europe regions. Through structured instruction, simulated case exercises, and experience sharing, the courses helped each region deepen its understanding of the performance management system and supported all employees in understanding the core value of performance management.

The system also emphasizes relationship-building and effective communication between supervisors and employees to enhance employee engagement and intrinsic motivation. As a result, performance management serves not only as an evaluation tool, but also as an important mechanism for promoting employee growth and development.



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Compensation and Benefits

Compensation System

In accordance with the "New Hire Starting Salary Guidelines" and the "Annual Salary Adjustment Rules," ASUS determines salary standards based on position, capabilities, educational background, work experience, and professional knowledge. Starting salaries and rewards do not differ based on gender, religion, political affiliation, marital status, or other factors. ASUS reviews the Company's compensation conditions and market salary levels each year and makes adjustments as needed. At the operations headquarters, starting salaries for entry-level employees are higher than statutory requirements. Starting from 2026, ASUS expects to set the benchmark at no less than 5% above statutory requirements, and annual salary adjustments worldwide will take effect uniformly in April each year. To retain employees in key positions as well as high-performing talent with strong development potential, cultivate ASUS management and professional talent, and further enhance corporate competitiveness, ASUS has established a key talent retention bonus program. Based on comparisons within the same job grade, the male-to-female remuneration ratio is approximately 1:0.81 for general employees and 1:0.57[5] for management-level employees.

Executive compensation is evaluated and reviewed based on the Company's overall operating performance, management effectiveness and profit contribution of each department, achievement of targets, and individual performance. Reasonable bonuses for each executive are reviewed by the Remuneration Committee and submitted to the Board of Directors for approval. The variable compensation of the Co-CEOs is linked to financial performance indicators, including sales revenue, net income, total shareholder return, and return on equity.

Benefit Package Beyond the Statutory Requirement

ASUS provides a diverse and flexible benefits system. In addition to statutory social insurance, the Company offers comprehensive group insurance and extends its coverage to employees' family members. ASUS also provides various allowances and subsidies, including meal subsidies, birthday gifts, and health checkup subsidies. In terms of leave benefits, in addition to paid sick and personal leave, ASUS employees are also entitled to Happiness Leave each year, allowing them to arrange their own time off. Through its benefits programs, ASUS supports employees in "Work Happily, Live Earnestly." In addition, ASUS plans to allow parental leave without pay to be applied for in units of one day at its operations headquarters, without affecting the calculation of years of service. This arrangement is expected to be implemented in 2026.

Stable Retirement Contribution System

In accordance with the provisions of the "Labor Standards Act" and the "Labor Pension Act," ASUS contributes 6% of employees' monthly salaries to individual accounts under the new labor pension system, as required by law. The Company also allocates retirement funds on a monthly basis to a dedicated account under the supervision of the Labor Retirement Reserve Supervisory Committee for custody and use. From the launch of the Employee Stock Ownership Trust in 2023 through 2025, employee participation exceeded 79.6%. Applications are opened regularly each year, demonstrating ASUS's commitment to sustainable operations and employee retention, while providing additional support for employees' retirement planning.

For foreign professionals who are employed after the implementation of amendments to the Act for the Recruitment and Employment of Foreign Professionals and are subject to the Labor Standards Act, they will also be eligible to participate in individual accounts under the new labor pension system. This is expected to be implemented in 2026.

5 In 2022–2023, the male-to-female compensation ratios were 1:0.78 and 1:0.81 for general employees, and 1:0.79 and 1:0.91 for management. In 2024, the ratios were approximately 1:0.81 for general employees and 1:0.88 for management. Before 2024, total compensation was calculated on an annual salary basis. Starting in 2025, total compensation is calculated based on actual amounts paid; therefore, the male-to-female compensation ratio differs significantly from previous years.

Group Insurance

- Comprehensive group insurance, including life insurance, accident insurance, medical insurance, cancer insurance, etc.
- Preferential add-on group insurance plans are available for parents, parents-in-law, spouses, and children.
- 2023–2025: All employees covered by group insurance

Paid Annual Leave, Personal/Sick Leave, and Happiness Leave

- Paid annual leave is provided in accordance with laws and regulations.
- Eligible employees are entitled to 30 days of paid sick leave and 14 days of paid personal leave, including 7 days of family care leave.
- Employees are granted 7 days of Happiness Leave each year, with some arranged by the Company and some scheduled by employees.

Welfare Activities

- Subsidies for departmental engagement activities.
- Diverse clubs covering sports, leisure, arts, and other interests.
- ASUS Happiness Farm.
- Family Day, arts and cultural activities, and farmers' markets.

Subsidy

Meal subsidies, birthday gifts, childbirth subsidies, wedding and funeral subsidies, recreational coupons, health checkup subsidies, children's education subsidies, employee parking subsidies, etc.

Flexible Working Hours

- Flexible working hours at headquarters: flexible start time from 07:30 to 09:30 and flexible end time from 16:30 to 18:30.
- Overseas subsidiaries implement a Hybrid Work Model. Each subsidiary may adopt up to two work-from-home days per week based on local needs, significantly enhancing overall work flexibility and supporting employees' autonomy and work-life balance.
- Headquarters continues to promote its flexible work policy, providing 24 working days of flexible work-from-home arrangements each year. Employees may apply based on the nature of their roles, helping reduce commuting costs and carbon emissions while improving work flexibility. In 2025, approved usage reached 54,809 person-times, an increase of 69% compared with 2024, demonstrating strong employee recognition of the policy and its effective support for work-life balance. Participating units also noted that the flexible work arrangement not only improved employees' work-life balance, but also enhanced team collaboration and overall job satisfaction, reflecting the Company's continued commitment to workplace well-being and sustainable workplace development.

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Diversity, Equity, and Inclusion

ASUS works with partners from many different countries worldwide and is committed to creating and encouraging a workplace culture of diversity, equity, and inclusion. ASUS welcomes employees from diverse backgrounds and ensures equal work and compensation rights regardless of nationality, race, class, skin color, place of birth, gender, language, marital status, age, disability, family status, sexual orientation, appearance, religion, or political affiliation. ASUS eliminates unlawful discrimination and ensures equal opportunities in recruitment, promotion, and other employment matters, thereby building a diverse and inclusive workplace.

ASUS firmly believes in the value of a diverse and inclusive workplace. A diverse workforce brings different perspectives and opportunities for improvement. By building a diverse and inclusive workplace culture, ASUS helps employees apply their strengths at work and enhances the value that individual uniqueness brings to the Company. This becomes a key driver of corporate growth and strengthens corporate advantages and competitiveness.

Category	2023[6] Percentage	2024 Percentage	2025 Percentage	2025 Goal
Share of women in total workforce	38.8%	40.0%	39.6%	39%
Share of women in all management positions, including junior, middle and top management	28.5%	28.6%	29.4%	29%
Share of women in junior management positions	33.7%	33.9%	34.8%	34%
Share of women in top management positions	8%	12.5%	12.1%	10%
Share of women in management positions in revenue-generating functions	27.7%	27.8%	33.3%	28%
Share of women in STEM-related[7] positions	19.1%	19.6%	16.9%	20%

Human Rights Policy

In accordance with the United Nations Universal Declaration of Human Rights, ASUS publicly discloses the "ASUS Human Rights Policy", on its website. The ASUS Human Rights Policy is supervised and managed by the Director and Co-CEO, with the Human Resources Center regularly monitoring and reviewing its implementation. ASUS emphasizes gender equality. In 2025, women accounted for 39.6% of ASUS's global workforce and 29.4% of global management positions. Due to the characteristics of the technology industry and labor market supply and demand, R&D and technical roles are predominantly held by men. However, ASUS does not tolerate employment discrimination or any unfair treatment based on gender, and remains committed to building a friendly and equal workplace.

6 Statistical data has been compiled since 2023
7 STEM-related Positions (Science, Technology, Engineering, Math)

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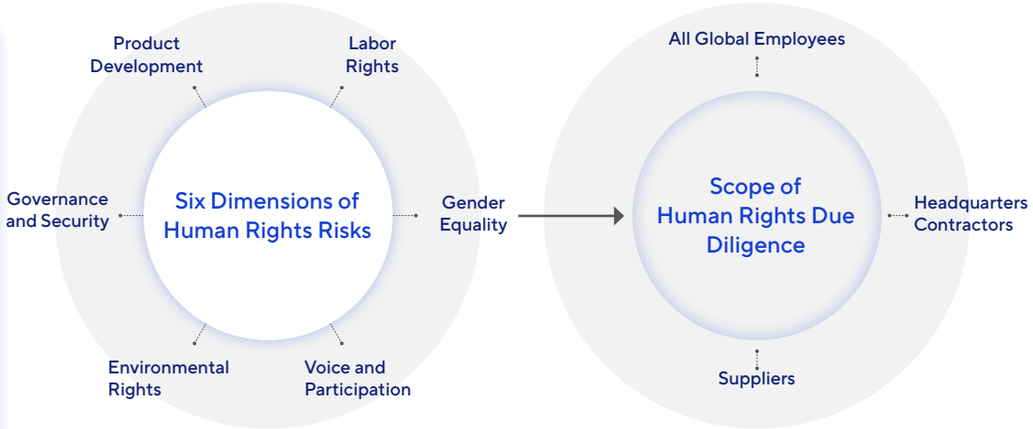
Human Rights Due Diligence and Management

To implement the ASUS Human Rights Policy, ASUS referenced the "Human Rights Risks in Business Operations" proposed by the United Nations Development Programme (UNDP) and conducted an annual investigation of human rights risk incidents to assess the level of human rights risks related to its operations. The scope of the investigation covered employees and contractors at the operations headquarters and all overseas operating sites. In 2025, human rights risk incidents occurred at the operations headquarters and Americas sites, with the affected population accounting for 4% of the global total workforce. All human rights risk incidents have been investigated and improved, with ongoing follow-up on improvement progress. No medium- or high-risk human rights incidents 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 2025 Human Rights Due Diligence

Dimension	Risk Issues	Stakeholders	Human Rights Risk Incidents	Severity	Likelihood	Risk Level	Mitigation Plan
Labor Rights	Health and Safety	Employees	584 employees were placed under health monitoring based on health checkup results	Low	Low	Low	• In accordance with the Regulations of Labor Health Protection, employees with Level 3 or Level 4 abnormal health checkup results are regularly tracked and managed. ASUS provides care for employees' health status and health education, and promotes health newsletters and health promotion activities based on annual risk assessment results. • For employees under blood pressure monitoring who also have abnormal monthly working hours, ASUS provides health education and recommends that, if no improvement is seen after two months, supervisors be notified to provide support. Based on annual risk assessment results, ASUS also promotes health newsletters and health promotion activities. This practice exceeds legal requirements.
	Compensation and Working Hours	Employees	1 labor service requirement dispute	Low	Low	Low	• Establish transparent management regulations that clearly define responsibilities and work assignment principles.
	Workplace Misconduct	Employees	15 workplace misconduct cases	Medium	Medium	Medium	• Convene meetings of the Workplace Misconduct Committee and submit reports. • Adjudicate and discipline violations in accordance with the "Employee Code of Ethical Conduct" and "Work Rules."
Gender Equality	Sexual Harassment	Employees	2 sexual harassment cases	Medium	Low	Low	
Product Development	Product R&D Testing	Employees	• 0 injuries related to R&D testing operations • 3 injuries related to other operational activities	Low	Low	Low	• Conduct on-site inspections and audits. • Incorporate cases into employee occupational training materials.
Governance and Security	Hazardous Working Environment for Contractors	Contractors	1 violation of operational safety regulations	Low	Low	Low	Work was ordered to stop immediately upon occurrence of the incident and was resumed only after improvements were confirmed.

Note: Human rights due diligence for the supply chain is assessed through RBA audits. For details, please refer to CH08 Responsible Manufacturing—Audits and Continuous Improvement
The scope of the health and safety risk assessment for employees and contractors covers only the operations headquarters.

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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 the "Administrative Measures for the Administration of Complaints and Corrections in the Execution of Duties" and the "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 Consultation Hotline • "I Have Something to Say" Information Platform • Health Consultation Hotline • Safety and Health Committee • Environmental and Safety Employee Opinion Mailbox Information Platform
Diverse Channels for Expression and Participation	• Establishment of diverse communication channels, organizing events such as CEO On-Live for employee communication. • Quarterly labor-management council; Establishment ASUStek Union in 2023.	• Employee Opinion Mailbox • Labor-management council
Chemical Management and Environmental Protection	• A dedicated department has been established to oversee environmental protection management. • Company-wide Environmental Education Project awareness activities are held annually. • Professional and qualified contractors are regularly engaged to handle waste, waste liquids, and other materials in accordance with applicable regulations.	Administrative Management Center Service Platform

Achievements of 2025 Human Rights Protection Measures:

①100% of human rights risk incidents were investigated and subject to mitigation actions
②100% of global employees completed human rights education and training, including awareness and prevention of workplace unlawful infringement, sexual harassment, and discrimination.

Global Employee Human Rights-Related Training Hours and Completion Rate:

Region	Headquarters	Mainland China	Overseas[8]
Total Training Hours	25,960	10,866	15,157
Employee Training Completion Rate	100.0%	100.0%	100.0%

8 Overseas includes Asia-Pacific, the Americas, Europe, Africa, and the Middle East.

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Diverse and Inclusive Workplace Environment

To foster an inclusive workplace culture and deepen the practice of diversity, equity, and inclusion, the ASUS France subsidiary launched a talent development program centered on "Leadership au féminin". The program emphasizes that leadership is not limited by position or gender. One does not need to be in a management role to become a true leader; leadership can be demonstrated in both career and life through influence, responsibility, and sincere interaction. During the two-day course, employees were guided to develop self-awareness and reflect on their personal values, intrinsic motivations, and the possibilities of diverse leadership styles. The program encouraged female employees to express themselves freely and reconnect with their authentic selves, while avoiding the use of gender stereotypes to define what leadership should look like. This training created a space for "awareness and flourishing" rather than confrontation. Regardless of gender, employees can demonstrate different forms of leadership based on their own values, personalities, and energy. Through a learning environment that supports differences and respects individuals, the program helps employees express their authentic selves while expanding diverse career development pathways.

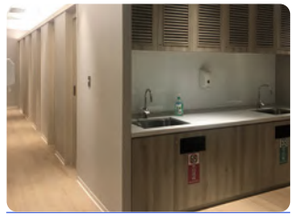
In addition, ASUS is committed to creating a friendly and inclusive workplace environment. In addition to providing barrier-free ramps, elevators, restrooms, and parking spaces in accordance with laws and regulations, ASUS has gone beyond regulatory requirements by adding inclusive restrooms, including facilities for people with limited mobility, parents and children, and gender-friendly use, fully implementing accessible spaces. In response to the needs of employees with different religious beliefs, ASUS has also thoughtfully installed toilet rinse facilities. The Company also organizes friendly workplace culture activities from time to time to ensure that all employees receive comprehensive care and can grow together with ASUS.

Caring for Female Employees

ASUS provides well-equipped lactation facilities for employees, including refrigerators, sterilizers, and sinks. To enhance privacy and safety, access to the lactation rooms is controlled by access cards, and the rooms are equipped with individual private lactation spaces and emergency call phones. The lactation rooms have also received the Excellent Lactation Room Certification. In 2025, ASUS completed workplace safety and health risk assessments, as well as health education and awareness communication, for 3,050 women of childbearing age. In addition, ASUS completed operational risk identification, health education, and physician consultation services for 60 pregnant employees. The Company also provides benefits such as pregnancy care gifts, dedicated rest chairs for pregnant employees, and priority parking spaces, creating a caring and supportive environment for expectant mothers.

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 parental leave and 7 days of paid family care leave in accordance with regulations, ASUS offers various family-friendly support programs, including childbirth and education subsidies, childcare tuition and extended-care discounts, quarterly children's fitness camps, and winter and summer day camps. ASUS also holds annual Parent-Child Day and Family Day events to support employees in balancing work and family. In 2024, ASUS received the Corporate Childcare-Friendly Enterprise Award – Benchmark Enterprise Category.

Family Care Initiative	Number of Participants in 2025
Childcare Discount Program	37
Winter and Summer Children's Camps	125
Weekend Children's Half-Day Camp	100
Parent-Child Day / Family Day	7,252

Prevention and Emergency Response Mechanism for Workplace Unlawful Infringement

ASUS publicly discloses its commitment on the official website to building a friendly working environment, enhancing employees' awareness of gender equality, protecting its personnel, job applicants, and service recipients from the threat of sexual harassment, and preventing sexual harassment incidents from occurring. ASUS has also established the "Administrative Measures for the Administration of Complaints and Corrections in the Execution of Duties" and the "Guideline for Prevention, Complaint and Discipline of Sexual Harassment," as well as grievance channels to assist individuals affected by workplace violence or sexual harassment in filing complaints or pursuing subsequent legal procedures. Investigations and follow-up handling are conducted by Human Resources personnel who have received training on the prevention of workplace misconduct and sexual harassment. If a complaint is verified by the Committee, the Committee may refer to the Company's Work Rules and impose disciplinary actions according to the severity of the case. If the facts involve criminal liability, the Committee may also refer the case to the judicial authorities.

In 2025, a total of 17 workplace misconduct cases were substantiated, and the resolution rate of workplace misconduct complaints reached 100% during 2023–2025. The grievance handling process for workplace misconduct is as follows:

Reporting → Clarification, Acceptance and Investigation → Reporting and Adjudication → Corrective and Preventive Measures

Workplace Unlawful Infringement and Sexual Harassment Complaints
- 6666@asus.com
- Hotline: #26666

Unlawful Infringement Committee
- Case Investigation
  - Including acts such as workplace violence, sexual harassment, discrimination, and bullying.
- Evidence search, clarification, and verification

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".

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.

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Healthy Workplace

Five-Heart Employee Support Resources

Employee Assistance Program and Hotline

ASUS has established internal and external Employee Assistance Program (EAP) hotlines to provide employees with access to professional consultation services. These services cover a wide range of topics, including workplace adaptation, emotional management, interpersonal relationships, stress adjustment, and coping with anxiety. Employees can seek professional support through internal and external hotlines to receive counseling and referral resources, ensuring that they feel supported by the Company across all aspects of work, life, and health, thereby enhancing their sense of belonging and workplace security.In 2025, EAP services reached 1,310 service instances. According to the service satisfaction results, 96% of employees who used the service were satisfied and believed that it helped resolve their issues. ASUS also periodically organizes employee care seminars to foster a friendly workplace, enhance employees' communication skills, and cultivate managerial sensitivity and empathy, jointly promoting work-life balance.

Employee Care Website

ASUS established HR-Ally, a one-stop Employee Care Website that enables employees to independently access the support and resources they need. The website provides information related to workplace systems and legal requirements applicable to all employees, workplace misconduct awareness and training, statements and grievance channels for workplace misconduct, employee communication channels, Employee Assistance Program (EAP) services, consultation appointment information, and other relevant resources. It also integrates channels for workplace misconduct complaints and labor-management communication, ensuring that employees can receive timely resources and assistance when needed. Through a digital, convenient, transparent, and open communication platform, ASUS provides a friendly and supportive workplace environment, while promoting employees' mental well-being, workplace trust, and work-life balance.

Emergency Care and Assistance Mechanism

For special circumstances such as accidental injuries, hospitalization due to illness, and major disasters, ASUS has established a humanistic care function under the Corporate Development Office to provide emergency assistance and care based on individual case needs. In addition to offering emergency consolation payments, ASUS also develops customized support plans for employees requiring long-term care, ensuring that employees and their dependents receive continuous assistance and psychological support. Through this mechanism, ASUS aims to provide necessary assistance and support to individuals, allowing employees and their dependents to feel the care and concern of the ASUS family.

Employee Opinion Mailbox

To promote internal communication and employee participation, ASUS has set up an employee suggestion mailbox on the homepage of its internal system (EIP), providing a smooth, safe, and responsive communication channel. Employees may freely express opinions and provide suggestions, allowing the organization to promptly understand employee needs and ideas. ASUS is committed to building an authentic and transparent corporate culture, ensuring that every employee's voice is respected, heard, and considered in decision-making, thereby promoting a more inclusive and sustainable workplace environment.

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Health Promotion

Employee Health Check

Guided by the business philosophy of "inspire, motivate, and nurture employees," ASUS has long provided employee health checkups that exceed regulatory requirements and implemented health risk classification management. Through partnerships with nearby medical institutions, ASUS provides convenient free dedicated clinic services and actively assists employees with follow-up and treatment for abnormal health results. At the same time, dedicated units provide physical and mental well-being support as needed and promote diverse health promotion activities to safeguard employees' health from multiple aspects.

To implement labor health protection, ASUS provides on-site consultations with occupational medicine physicians and has introduced a digital health management platform. The Company strictly implements classification management for ergonomic hazards, maternity protection, overwork, and special health examinations for specific operations, including ionizing radiation, dust, organic solvents, and noise. Through cross-departmental teams comprising occupational safety personnel, medical and nursing staff, and human resources personnel, ASUS proactively identifies at-risk cases and intervenes to support improvement.

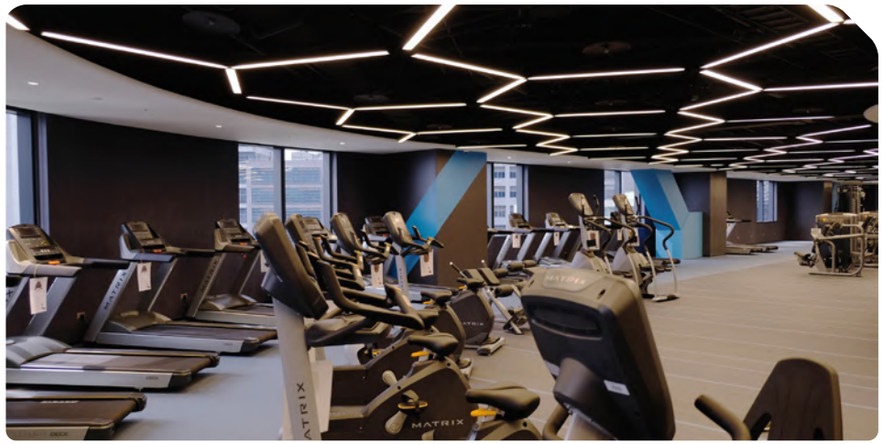
In 2025, all employees with abnormal findings completed improvement plans and follow-up under the care and assistance of the above teams, ensuring workplace health and safety for employees.

In addition, the Company promoted diverse health promotion activities, including stair-climbing initiatives, healthy eating promotion, sports participation reward programs, various ball game competitions, health seminars, and newsletters, to help employees develop healthy lifestyle habits. In 2025, approximately 4,260 employees participated in Company-organized health promotion activities, with an overall participation rate exceeding 56%.

Employee Health Check

Management Goal	Goal Performance		
Health Check Participation Rate Target for the Taiwan Region 90%	2023: 96%	2024: 91%	2025: 94%

Management Goal	Goal Performance		
Individuals with high abnormality in health examination completed reexamination, treatment or improvement	2023: 78.7%	2024: 53.8%	2025: 77.2%



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.

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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 safety and health hazard identification, training and awareness programs, and disaster prevention simulation drills. To encourage participation and enhance workplace safety awareness, ASUS organizes the "Workplace GO Safety Points Reward Program," encouraging employee engagement and supporting the goal of zero incidents while fostering workplace harmony. In 2025, the program recorded 17,178 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 and discusses occupational safety and health matters with labor representatives in accordance with the Occupational Safety and Health Act, ensuring effective communication, strengthening labor-management relations, and fostering a diverse, inclusive, and friendly workplace culture.

Occupational Safety and Health Training

New employees receive basic safety and health training on their first day, covering matters related to the Occupational Safety and Health Act, emergency response information, and prevention and grievance procedures for workplace unlawful infringement. Current employees attend annual general safety and health education, hazard communication training, and hearing protection training. Employees serving as safety and health committee members, laboratory supervisors, or members of self-defense fire response teams must attend additional specialized training, including basic management system operation training, environmental aspect and safety and health risk assessment, and emergency response handling.

In addition to receiving hazard communication training before commencing work, regular contractors are invited to ASUS each year to attend the annual contractor communication and coordination meeting. Through the meeting, ASUS communicates its social and environmental responsibility and occupational safety and health policies, relevant safety and health requirements, and the latest regulatory updates to strengthen mutual communication and maintain a safe working environment. In addition, dedicated environmental protection personnel and personnel holding safety and health-related certifications are managed by designated personnel, who arrange initial and refresher training each year based on operational needs and certificate validity periods to continuously enhance workers' knowledge and ensure regulatory compliance.

Occupational Safety and Health Risk Identification

In the fourth quarter of each year, ASUS invites safety and health committee members from each department and occupational safety personnel to jointly conduct "Environmental Aspect and Occupational Safety and Health Risk Identification." Through objective, two-way assessments, the process reviews past incidents, potential hazards, current issues, annual audit findings, and issues raised by stakeholders in each department. Based on comprehensive scoring, ASUS determines the "Annual Significant Environmental Considerations and Intolerable Risks."

In 2025, ASUS completed risk identification activities across 38 departmental groups and identified four safety- and health-related "Significant Environmental Considerations and Intolerable Risks." ASUS continues to improve and control these risks through training and awareness communication, unscheduled inspections and patrols, and the provision of protective equipment.

Source of Hazard	Environmental Impact or Hazard Factor	Mechanisms of the Control, Protection or Prevention
Emergency response – fire	Obstructed evacuation routes	• Regular evacuation route advocacy and drills • Regular self-defense fire response training • Night patrol mechanism for security personnel
Product testing operations	Short circuit and sparks caused by improper assembly or disassembly	• Departments reinforced communication of the device disassembly SOP • Require standardized tools for machine disassembly
Testing operations	Loud testing noise may damage employee hearing	• Regularly monitor noise exposure levels in work areas and provide hearing hazard training for employees • Install sound-absorbing materials on work area walls and require earmuffs in noisy areas • Reduce prolonged employee presence in work areas by using remote equipment monitoring • Install large-display noise meters to monitor noise levels in real time
Impact testing machine operations	Unacceptable sound generated during test machine operation	• Regularly monitor noise dose levels • Follow internal standard operating procedures • Provide training, awareness communication, and appropriate personal protective equipment • Install on-site safety mechanisms to immediately stop equipment when personnel enter work areas • Regularly arrange special health examinations for relevant personnel

Occupational Safety and Health Emergency Drill

In 2025, in addition to cooperating with local fire departments to conduct fire drill activities, ASUS independently completed approximately 19 training and simulation drills covering five scenarios: earthquakes, air-raid incidents, chemical disasters, indoor swimming pool drowning, and charging pile fires. ASUS also promoted emergency response knowledge through monthly company-wide announcements. Topics included firecrackers and fireworks, earthquake evacuation, electrical fire prevention, installation and use of residential fire alarms, lithium battery use and storage, vehicle spontaneous combustion prevention, power bank use, and Mid-Autumn Festival barbecue safety. A total of 3,919 participations were recorded in emergency response knowledge activities.

In 2025, under the guidance and training of the Taipei City Fire Department, ASUS established one of Taipei City's first corporate volunteer fire brigades, marking a new milestone in corporate participation in disaster prevention in Taipei and demonstrating ASUS's commitment to fulfilling corporate social responsibility.

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Operation Environment

ASUS has established an Environment, Safety, and Health (ESH) team to assess operational environmental impacts and ensure regulatory compliance. To enhance environmental protection performance, the Company continues to promote improvement initiatives. In 2025, 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 safety and health hazards, achieving a 100% assessment completion rate at its operational sites in 2025. 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 ultimately incinerated. Hazardous industrial waste, which is part of industrial waste, primarily comes from R&D materials and various types of electronic waste generated from internal use, such as obsolete IT equipment, phones, and batteries. Through strict classification and management mechanisms, such waste is handed over to qualified recyclers for recycling and reuse, with no waste disposed of through landfill. In addition, ASUS promotes waste reduction and raises employee awareness of proper waste sorting and recycling through online training and educational materials.

Since 2015, ASUS has implemented a Zero Waste to Landfill initiative at its operations headquarters, following the UL 2799 Zero Waste to Landfill standard (ULECVP 2799). The initiative uses quantitative indicators to track waste flows and ensure that waste is properly recycled, reused, or converted, rather than directly sent to landfill.

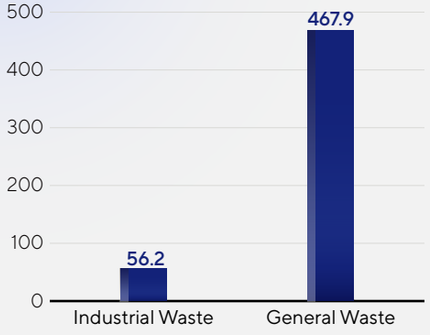
ASUS continues to implement waste reduction, recycling, and reuse measures. In 2025, a total of 518 pallets were recycled, reducing approximately 6 metric tons of waste sent for incineration, and 5.8 metric tons of foam material were recycled and reused. The employee cafeteria no longer provides single-use containers, and efforts have been made to reduce the use of paper receipts and plastic bags, adopt recycled paper towels, and promote the recycling and reuse of equipment and instruments.

Water Resource Management

ASUS primarily uses water at its operational sites for basic domestic needs in office operations. In 2025, total water withdrawal was 290.7 ML, mainly sourced from municipal water supply systems, with only the Suzhou site using surface water as its water source. Total water discharge for the year was approximately 262 ML, all of which was properly treated through sewage systems and wastewater treatment plants. The risk of business operations being impacted by water resources 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 reducing water usage by 1% was set.

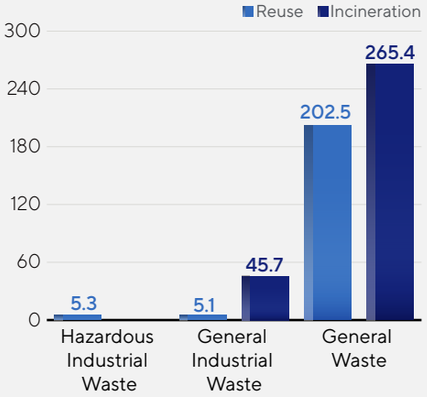
To strengthen the professional capabilities of departments related to water resource management, ASUS held training courses in 2025, including ISO 46001 internal auditor training, with a total of 9 participants and a 100% completion rate. To achieve effective water resource management, improve water use efficiency, and reduce water waste, ASUS has implemented multiple hardware and software measures. Water meters have been installed in pipelines to monitor and analyze water usage, allowing the Company to identify opportunities for improving water efficiency. Alerts are issued to relevant personnel in the event of abnormal water usage to reduce water waste. In addition, a water recycling facility has been established at the corporate headquarters to reuse overflow water for toilet flushing, air conditioning cooling, and landscape irrigation. Wastewater is primarily domestic sewage from office operations and is discharged into designated wastewater treatment systems in accordance with government regulations; therefore, it is excluded from the scope of disclosure.

Total Waste Unit: metric tons

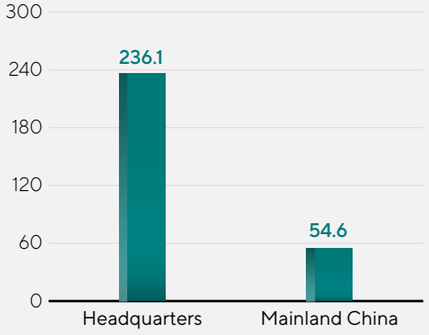


Note: Waste statistics cover ASUS headquarters.

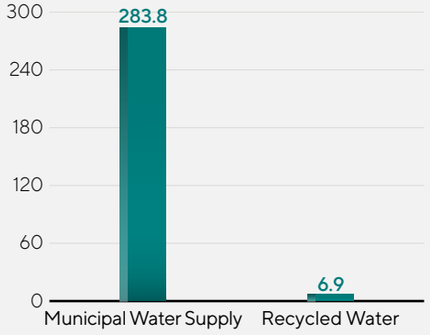
Waste Disposal Method Unit: metric tons



Water Withdrawal Unit: ML



Water Source Unit: ML



Note: Water withdrawal statistics cover ASUS headquarters and Mainland China operating sites, representing 70% of total employees.

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Appendix 1: GRI Content Index

Statement of use	The 2025 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, 2025.
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
		2025 Annual Report		121-123
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		001 G-1
Activities and workers				
2-6	Activities, value chain and other business relationships	Corporate Governance: About ASUS		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 2025 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

GRI 2				
GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
2-11	Chair of the highest governance body	Corporate Governance: Management Organization 2025 Annual Report The Chairman also serves as Chief Branding Officer, driving the Company's brand spirit and building an internal culture rooted in ASUS DNA and design thinking		1-2 – 1-4 6 – 7
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 2025.		2-3 – 2-4
2-17	Collective knowledge of the highest governance body	Corporate Governance: Management Organization 2025 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

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GRI 2				
GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
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 ASUS 2025 Sustainability Goals		2-1—2-2 5-1—5-8
2-23	Policy commitments	Sustainability Governance: Sustainability Strategy Responsible Manufacturing: Sustainable Procurement • Related Policies: ASUS Human Rights Policy 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 Society Engagement Corporate Governance: Information Security Management		6-1 7-1 8-1 9-1 11-6 10-1 1-11—1-14
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance: Integrity Management		1-5
2-27	Compliance with laws and regulations	In 2025, there were no fines incurred due to regulatory violations. Environmentally related fines over the past four years: - In 2022, 2024 and 2025, 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
Stakeholders EngagementStakeholder engagement				
2-29	Approach to stakeholder engagement	Materiality Assessment: Stakeholders Engagement		4-3

GRI 2				
GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
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	Materiality Assessment: Materiality Assessment Process		4-2
3-2	List of material topics	Materiality Assessment: Identification Results of Material Issues		4-5
3-3	Management of material topics	Materiality Assessment: Identification Results of Material Issues ASUS 2025 Sustainability Goals Society Engagement: Social Issues and Social Investment Strategy Inclusive Workplace: Talent Cultivation and Development		4-5 5-1—5-8 10-2—10-4 11-6—11-9

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		7-17—7-22
	302-5 Reductions in energy requirements of products and services	Circular Economy: Product Energy Efficiency Climate Actions: Actions Taken		6-13 7-18

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GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
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		7-7—7-8
	305-4 GHG emissions intensity	Climate Actions: Greenhouse Gas Inventory		7-5
	305-5 Reduction of GHG emissions	Climate Actions: Actions Taken		7-17—7-22
Supply Chain Management				
3-3 Management of material topics		Responsible Manufacturing		8-3—8-7
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 2025, a total of 115 suppliers were audited to identify negative environmental impacts, and improvements were completed with ASUS's 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 In 2025, 100% of the 201 new suppliers signed 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 2025, a total of 115 suppliers were audited to identify negative environmental impacts, and improvements were completed with ASUS's assistance and no partnerships were terminated due to the nonconformities found in audit results.		8-4—8-7

GRI Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
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 = 76,710tons Renewable materials = 38,350 tons		
	301-2 Recycled input materials used	22%		
	301-3 Reclaimed products and their packaging materials	Circular Economy: Resource Regeneration		6-15—6-16
Human Capital				
3-3 Management of material topics		Inclusive Workplace: Talent Cultivation and Development		11-6 — 11-10
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	Inclusive Workplace: Talent Cultivation and Development		11-6
	404-2 Programs for upgrading employee skills and transition assistance programs	Inclusive Workplace: Talent Cultivation and Development		11-9
	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		Society Engagement		10-2—10-4
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Society Engagement: Digital Inclusion Society Engagement: Community Involvement		10-5—10-13
	413-2 Operations with significant actual and potential negative impacts on local communities	Society Engagement: Digital Inclusion Society Engagement: Community Involvement		10-5—10-13
Innovation and Technology				
3-3 Management of material topics		Value Creation		9-8—9-10
Data Security				
3-3 Management of material topics		Corporate Governance: Information Security Management		1-12—1-14
Responsible Minerals				
3-3 Management of material topics		Responsible Manufacturing: Responsible Minerals		8-13—8-16

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General Topics				
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	2025 Annual Report: Consolidated Financial Statement		151
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Actions: Risk Management		7-11 – 7-16
	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	Society Engagement: Digital Inclusion		10-5 – 10-10
	203-2 Significant indirect economic impacts	Society Engagement: Digital Inclusion		10-5 – 10-10
GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2025 Annual Report: Overview of Business Operation (Supply of major raw materials)		121-122
GRI 205 Anti - corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Corporate Governance: Integrity Management		1-5 – 1-6
	205-3 Confirmed incidents of corruption and actions taken	Corporate Governance: Integrity Management		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	Inclusive Workplace: Safe Workplace		11-18
	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		11-17
	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

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GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Inclusive Workplace: Employee Policy 2025 Annual Report		11-2—11-3 8—9
	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		11-12—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		
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	There were no incidents of forced or compulsory labor at any operational sites or among suppliers.		
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 Content Index	Disclosure	Disclosure Section or Description	Ommission	Page Number(s)
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—6-7
	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 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 2025		

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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's involvement.

In 2025, a total of NT$5,228,779 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
Headquarters	1.05	1.05	1.05
Mainland China	2.08	2.08	2.08
Africa & Middle East & Europe	2.25	2.08	2.08
Americas	2.19	1.96	1.96
Asia- Pacific	1.84	1.89	1.84

- 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.

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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
Headquarters	Number and Rate of New Employee	<30	242	31.99%	302	37.47%	0	–
		30~50	226	5.87%	138	6.60%	0	–
		>50	14	3.31%	3	2.08%	0	–
	Number and Rate of Employee Turnover	<30	168	21.29%	192	22.38%	0	–
		30~50	331	8.69%	234	11.34%	0	–
		>50	33	7.88%	11	7.75%	0	–
Mainland China	Number and Rate of New Employee	<30	152	28.36%	102	26.53%	0	–
		30~50	58	4.27%	29	2.19%	0	–
		>50	0	0.00%	1	4.76%	0	–
	Number and Rate of Employee Turnover	<30	166	30.46%	95	23.81%	0	–
		30~50	77	5.67%	31	2.33%	0	–
		>50	0	0.00%	4	19.05%	0	–
Africa & Middle East & Europe	Number and Rate of New Employee	<30	56	34.57%	33	33.33%	0	–
		30~50	80	8.44%	53	11.42%	0	–
		>50	5	3.41%	3	3.51%	0	–
	Number and Rate of Employee Turnover	<30	19	10.73%	11	10.38%	0	–
		30~50	51	5.36%	32	6.84%	0	–
		>50	8	5.63%	4	4.76%	0	–
Americas	Number and Rate of New Employee	<30	19	35.85%	14	41.79%	0	–
		30~50	37	20.50%	17	13.88%	0	–
		>50	7	16.67%	0	0.00%	0	–
		Other	44	20.51%	35	16.99%	0	
	Number and Rate of Employee Turnover	<30	7	12.50%	7	18.42%	0	–
		30~50	33	17.55%	13	10.32%	0	–
		>50	3	6.82%	2	14.29%	0	–
		Other	35	15.70%	30	14.15%	0	–
Asia- Pacific	Number and Rate of New Employee	<30	97	38.57%	79	36.49%	0	–
		30~50	159	13.76%	66	11.33%	0	–
		>50	6	8.51%	0	0.00%	0	–
		Other	1	100.00%	0	0.00%	0	–
	Number and Rate of Employee Turnover	<30	64	23.19%	47	19.67%	2	0%
		30~50	171	14.67%	82	14.04%	0	–
		>50	10	13.70%	4	30.77%	0	–
		Other	0	0.00%	0	0.00%	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

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401-3 Parental Leave

ASUS Group

Region	Item	Male	Female	Other
Headquarters	Number of employees eligible for parental leave in 2025	123	73	0
	Number of employees applied for parental leave in 2025	13	71	0
	Number of employees who actually returned to work after parental leave ended in 2025	4	32	0
	Return to Work Rate in 2025	57%	76%	0
	Number of employees who worked 12 months after their return from parental leave by 2025	4	16	0
	Retention Rate in 2024	100%	80%	–
Mainland China	Number of employees eligible for maternity/paternity leave in 2025	274	289	0
	Number of employees applied for maternity/ paternity leave in 2025	103	110	0
	Number of employees who actually returned to work after maternity/paternity leave ended in 2025	99	96	0
	Return to Work Rate in 2025	100%	100%	–
	Number of employees who worked 12 months after their return from maternity/paternity leave by 2025	83	79	0
	Retention Rate in 2024	90%	89%	–
Africa & Middle East & Europe	Number of employees eligible for parental leave in 2025	26	8	0
	Number of employees applied for parental leave in 2025	2	18	0
	Number of employees who actually returned to work after parental leave ended in 2025	1	2	0
	Return to Work Rate in 2025	100%	100%	0
	Number of employees who worked 12 months after their return from parental leave by 2025	0	0	0
	Retention Rate in 2024	–	–	–
Americas	Number of employees eligible for parental leave in 2025	5	9	0
	Number of employees applied for parental leave in 2025	0	1	0
	Number of employees who actually returned to work after parental leave ended in 2025	0	0	0
	Return to Work Rate in 2025	–	–	–
	Number of employees who worked 12 months after their return from parental leave by 2025	0	0	0
	Retention Rate in 2024	–	–	–
Asia- Pacific	Number of employees eligible for parental leave in 2025	46	20	0
	Number of employees applied for parental leave in 2025	6	7	0
	Number of employees who actually returned to work after parental leave ended in 2025	4	2	0
	Return to Work Rate in 2025	100%	100%	0
	Number of employees who worked 12 months after their return from parental leave by 2025	0	1	0
	Retention Rate in 2024	–	100%	–

- There is no parental leave in Mainland China, thus we took maternity/paternity leave as parental leave for calculation.
- In Taiwan, number of Employees qualified for parental leave = Numbers of Employee who applied for paternity leave in the period of year 2023-2025.
- Return to Work Rate for Male (Female) Employees = Number of Male (Female) Employees who returned to work after parental (maternity/paternity) leave in 2025/Number of Male (Female) Employees who should return to work after parental (maternity/paternity) leave in 2025 X 100%
- Retention Rate for Male (Female) Employees = Number of Male (Female) Employees took the parental (maternity/ paternity) leave in 2024 and returned to work for at least 12 months in 2025/Number of Male (Female) Employees who should return to work after parental (maternity/paternity) leave in 2024 X100%

403-9 Work-related Injuries

In 2025, there were no work-related fatalities at the headquarters. The work-related injury statistics are as follows:

ASUS Taiwan: Employees
Total working hours in 2025:15,503,256

Indicator	Overall	Male	Female
Calculation base	7,877	4,953	2,924
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	0	3
Rate of recordable work-related injuries	0.19	0.00	0.52
Near Miss Frequency Rate (NMFR)	0	0	0

ASUS Taiwan: Contractor
Total working hours in 2025: 628,232

Indicator	Overall	Male	Female
Calculation base	319	115	204
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
Near Miss Frequency Rate (NMFR)	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)
- Near Miss Frequency Rate (NMFR): (Number of Near Miss Incidents / Total Work Hours) × 1,000,000

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Historical Occupational Injury Records

Year	Number of recordable work-related injuries	Total Lost Time Days	Description
2023	3	7	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.
2024	3	0	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
2025	3	0	Number of recordable work-related injuries: A total of 3 cases. Accidental injuries during work processes: Hit by a freezer door while inspecting a refrigerator (1 case); slipped and fell in the lobby lounge area due to insufficient footwear friction (1 case); slipped and injured at a staircase corner (1 case). Environmental improvements and SOPs have been completed and implemented for all cases.

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
2023	14.46	0
2024	17.09	0
2025	36.23	8.4

- Prior to 2024, total compensation was calculated based on the "annual salary basis." To enhance the transparency and representativeness of the disclosed information, starting from 2025, total compensation is calculated based on the "actual amount paid." As a result, the ratio between the highest compensation and the median annual salary shows a significant difference compared with previous years.
- Total compensation includes salary, bonuses, overtime pay, meal allowances, health examination expenses, employee welfare committee-related benefits, and other approved subsidies.
- Employees with less than six months of service and hourly-paid personnel are excluded.

[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)
2024	7,160	1,837,344	1,472,673
2025	7,237	1,928,220	1,538,975
Difference Compared to 2024	77	90,876	66,302

- 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 and Remuneration Ratio

	Executive Level		Other Management Level		Non-Management Level
	Base Salary	Compensation	Base Salary	Compensation	Base Salary
Male	1	1	1	1	1
Female	0.82	0.60	0.52	0.58	0.81

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
Headquarters	General Employee	91.92%	88.02%	-
	Management Level	96.11%	97.20%	-
Mainland China	General Employee	90.84%	94.34%	-
	Management Level	99.25%	100.00%	-
Africa & Middle East & Europe	General Employee	71.36%	62.44%	-
	Management Level	94.91%	90.77%	-
America Region	General Employee	25.06%	19.25%	-
	Management Level	28.85%	20.90%	-
Asia- Pacific	General Employee	74.48%	75.83%	-
	Management Level	95.47%	98.45%	-

- 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
- The data for the Americas region is relatively lower because the global performance management system has not yet been implemented in North America; therefore, the data mainly reflects South American countries where the system has been implemented.

405-2 Ratio of Basic Salary and Remuneration of Women to Men

ASUS Group

Region	Category	Male	Female	Other
Headquarters	General Employee	1	0.72	-
	Management Level	1	0.73	-
Mainland China	General Employee	1	0.83	-
	Management Level	1	0.2	-
Africa & Middle East & Europe	General Employee	1	0.79	-
	Management Level	1	0.8	-
America Region	General Employee	1	0.9	-
	Management Level	1	0.86	-
Asia- Pacific	General Employee	1	1.05	-
	Management Level	1	0.8	-

- Salary data includes standard fixed salary and standard variable salary, excluding other benefits and actual variable salary payments.

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Percentage of Employees Represented by an Independent Trade Union

Region	Headquarter	Mainland China	Africa & Middle East & Europe	Americas	Asia- Pacific	Global
Percentage of employees represented by an independent trade union	0.49%	36.29%	46.94%	15.70%	0.0%	13.45%

- 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	2022	2023	2024	2025
Absentee rate	1.85	1.47%	0.08%	0.88%

- 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
- Since 2023, the calculation scope has covered all global employees.

Average Years of Employment

Region	Headquarters	Mainland China	Africa & Middle East & Europe	Americas	Asia- Pacific	Global
Male	8.54	8.6	8.5	5.5	6.0	8.0
Female	8.35	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

	2022	2023	2024	2025
Total employee turnover rate	14.10%	14.69%	10.02%	12.36%
Voluntary employee turnover rate	12.00%	9.65%	7.61%	8.97%

Overall Employee Turnover Rate by Age

	2024	2025	Year-on-Year Difference
<30	19.79%	24.22%	4.43%
30~50	8.30%	9.25%	0.95%
>50	7.12%	9.44%	2.32%
Other	13.73%	15.40%	1.67%

Overall Employee Turnover Rate by Gender

	2024	2025	Year-on-Year Difference
Male	10.88%	12.16%	1.28%
Female	12.50%	12.63%	0.13%
Other	-	-	-

- Based on the turnover trend analysis, improvement actions will be implemented to strengthen talent retention and further optimize organizational management.

Overall Employee Turnover Rate by Management Level

	2024	2025	Year-on-Year Difference
Junior Management	3.53%	4.58%	+1.05
Mid-level Management	2.96%	3.24%	+0.28
Senior Management	5.98%	5.45%	-0.53

Internal Transfer Ratio of Employees over the Years

	2022	2023	2024	2025
Percentage of open positions filled by internal candidates	31%	28%	33%	9%

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Energy Usage and GHG Emissions over the Years

Energy Usage: MWh
Energy Intensity: (MWH/ Million USD)

Category		2021		2022		2023		2024		2025	
Energy Usage	Scope1&2	Energy Usage	Energy Intensity	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	21,158.22	1.41	34,390.50	1.71

Carbon Emission: (tonnes CO_2e)
Emission Intensity: (tonnes CO_2e / Million USD)

Category		2021		2022		2023		2024		2025	
GHG Inventory	Scope1&2	Carbon Emission	Emission Intensity	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	10,508.70	0.52
	Scope 3	Carbon Emission		Carbon Emission		Carbon Emission		Carbon Emission		Carbon Emission	
		1,460,112		2,502,095		1,905,467.46		2,518,262.52		3,020,176.36	

2-1 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	3,409.84	3.87
Gasoline	7,880.83	
Natural gas	1,539.54	
Electricity	65,026.44	

Outside the Organization	
Energy consumption (GJ)	Energy Intensity (GJ/ Million USD)
11,754,783.76	584.04

Fuel Categories and Total Consumption of Non-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
	2025	87,371.29	4.34

- Energy consumption within the organization: The total usage of stationary and mobile emission sources in ASUS's 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 2025 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 2025.
- Energy intensity outside the organization: Energy consumption outside the organization is the numerator and ASUS 2025 major product revenue is the denominator.

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Climate transition investments and capital allocation

Response measures	Specific Actions	Financial Impacts of the Response Measures	Affected financial statement line items	Current-period (2025) capital allocation (NT$ thousand per year)	Short-term (2026–2029) estimated capital allocation (NT$ thousand per year)	Medium-term (2030–2035) estimated capital allocation (NT$ thousand per year)
Greenhouse Gas (GHG) Inventory	• Outsourcing third-party verification of greenhouse gas emissions • Operation and maintenance of carbon data platform	Increase in operating expenses	• Verification fees • Software service expenses • Employee benefit expenses	6,605	6,745 ~ 7,182	7,336 ~ 8,148
Setting Emission Reduction Goals	• SBTi target validation • Engagement of SBT consultants	Increase in operating expenses	• Verification fees	1,042	552 ~ 587	1,157~1,285
Use of Renewable Energy	• Installation of self-owned solar power systems • Purchase of renewable energy certificates • Entering into renewable power purchase agreements (PPAs)	• Increase in operating expenses • Increase in electricity procurement costs • Increase in non-current assets	• Renewable energy certificate expenses • Utilities expenses – renewable electricity procurement costs • Property, plant and equipment (PPE) • Depreciation expenses • Employee benefit expenses	80,610	127,998 ~136,297	165,876~184,206
Supply Chain Management	• RBA certification • Supplier audits	Increase in operating expenses	• Verification expenses • Employee benefit expenses	7,217	7,370 ~ 7,848	8,018 ~ 8,904
Circular Economy	• Product carbon footprint assessment • Application for eco-label certification • Use of recycled materials and FSC-certified materials	• Increase in operating expenses • Increase in cost of sales	• Software service expenses • Verification expenses • Recycling and disposal expenses • Licensing expenses • Raw materials expenses • Employee benefit expenses	19,289	19,698 ~ 20,974	21,425 ~ 23,794
Participation in Carbon Market	• Purchase of carbon credits • Carbon credit platform management	• Increase in operating expenses • Increase in intangible assets / inventories	• Intangible assets / Inventories • Transaction fees • Platform management expenses • Employee benefit expenses	3,166	3,233 ~ 3,443	3,516 ~ 3,906
Investment in and Development of Innovative Business Models	• Sale of carbon data platform	• Increase in operating expenses • Increase in capital expenditures (CapEx)	• Software development costs • Employee benefit expenses	9,646	9,850 ~ 10,489	10,714 ~ 11,900

- This report uses the annual growth rate of the Core Consumer Price Index (Core CPI) of 2.12% (Directorate-General of Budget, Accounting and Statistics, Executive Yuan, May 2026) as the basis for long-term capital allocation estimation. As defined by the Directorate-General of Budget, Accounting and Statistics, Core CPI excludes short-term volatile items and reflects medium- to long-term structural price trends, serving as a reference indicator for estimating operating costs and capital expenditures.
- The estimated capital allocation is based on the actual 2025 capital allocation and a Core CPI annual growth rate of 2.12% as the basis for long-term estimation. The anticipated financial impacts reflect the potential cost impacts of ASUS's response measures over the short term (2026–2029) and medium term (2030–2035). Actual capital allocation may differ from these estimates due to changes in business development, regulatory requirements, and market conditions.

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Waste Statistics for Headquarters and Repair Centers in Taiwan

Unit: Tonnes

	2021	2022	2023	2024	2025
General Waste	274.0	373.7	433.7	445.3	467.9
Industrial Waste	56.2	98.4	109.8	52.8	56.2
Waste Recycling	-	119.2	142.0	187.5	212.9

Water Consumption of Headquarters and Offices in Headquarters

Unit: ML

	2021	2022	2023	2024	2025
Tap water	139	166	189	197	283.8
Recycled water	4	51	8	9	6.9

- Starting in 2025, water consumption from Mainland China operating sites has been included in the calculation.

Raw Materials and Recycled Materials used in Products

Materials	Total usage in products in 2025 (tonnes)	Recycled percentage in 2025
Plastic	15,784	15.4%
Aluminum	4,431	0.2%
Cobalt	0.4	-
Copper	4,543	-
Iron/Steel	22,220	-
Nickel	472	-
Lithium	97	-
Titanium	52	-

- 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.

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 2025
Denominator	Number of all components used in products available for shipment in 2025
Eco Certified Product	
Numerator	Revenue of products that are or have been certified with national eco-labels, or that comply with voluntary environmental performance programs or standards verified by impartial third-party accredited organizations, including but not limited to ENERGY STAR®, as of December 31, 2025.
Denominator	ASUS standalone revenue in 2025
The Ratio of Revenue of Products Complies with EPEAT or Equivalent Standards	
Numerator	Revenue of products are or have been certified with EPEAT, TCO, Taiwan Green Mark and China Environment Labelling as of December 31, 2025
Denominator	Total revenue of products that could apply for EPEAT, TCO, Taiwan Green Mark and China Environment Labelling in 2025
The Ratio of Revenue of Product Complies with ENERGY STAR®	
Numerator	Net revenue from products that are or have been ENERGY STAR® certified as of December 31, 2025.
Denominator	Total revenue of products that could apply for ENERGY STAR® in 2025
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 2025
Denominator	Total weight of delivered products in 2025
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	

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Appendix 2: SASB Index

SASB Index: Hardware

Code	Accounting Metric	Content or Description
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	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.
TC-HW-330a.1	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	1. Percentage of Gender Group Representation of Global Employees (%)

Global	Female	Male	Other
Senior management	0.36%	1.70%	0.00%
Non-senior management	12.97%	19.23%	0.00%
Technical employees	7.67%	24.77%	0.00%
All other employees	79.00%	54.30%	0.03%

2. Percentage of Diversity Group Representation of Global Employees (%)

Global	<30	30~50	>50	Other
Senior management	0.00%	1.01%	6.56%	2.75%
Non-senior management	0.98%	19.96%	32.21%	19.72%
Technical employees	22.91%	18.01%	8.41%	0.46%
All other employees	76.11%	61.02%	52.82%	77.06%

TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	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.
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Eco-label products certified under EPEAT or equivalent standards accounted for 50.2% of annual revenue. *For calculation definitions, please refer to Appendix—GRI Content Index P.A-13: Calculation Bases for Environmental Indicators.
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Products certified under the ENERGY STAR® energy-efficiency program accounted for 86% of annual revenue. *For calculation definitions, please refer to Appendix—GRI Content Index P.A-13: Calculation Bases for Environmental Indicators.
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	1. Weights of end-of-life products and electronic waste: 12,891(t) 2. The total volume of products recycled during the year represented 16% 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 19%. Based on available audit reports from countries reporting WEEE 3R ratios, recyclers achieved a 99% material recovery rate.
TC-HW-430a.1	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	(a) Number of suppliers audited through the Validated Audit Process (VAP) or an equivalent audit process / Total number of continuously trading suppliers = 163/599=27.2% (b) Number of third-party Customer Managed Audit (CMA) audits / Number of high-risk suppliers = 8/115=7.0%

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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	25% (2/8)	12.5% (1/8)	12.5% (1/8)	0% (Unidentified deficiency)	0% (Unidentified deficiency)
Other Non-conformance Rate	100% (8/8)	87.5% (7/8)	75% (6/8)	12.5% (1/8)	87.5% (7/8)

(2a) Number of Remediated Priority Deficiencies / Total Priority Deficiencies = 5/5=100%
(2b) Number of Remediated Other Deficiencies / Total Other Deficiencies = 64/64=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 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.

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Appendix 3: IFRS Sustainability Disclosure Standards Index

IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Informatio

Core Content	Metrics	Disclosure Section or Description	Page Number(s)
Governance	S1.27	• Climate Actions: Governance • Sustainability Governance: Sustainability Management Organization	7-4 2-3 – 2-4
Strategy	S1.29	• Sustainability Governance: Sustainability Strategy • Climate Actions: Risk Management	2-1 – 2-2 7-8 – 7-14
• Sustainability-related risks and opportunities	S1.30	• Climate Actions: Risk and Opportunity Identification, Material Climate-Related Risks and Opportunities	7-8 – 7-9
• Business model and value chain	S1.32	• Climate Actions: Climate Risk and Opportunity Identification, Material Climate-Related Risks and Opportunities	7-8 – 7-9
• Strategy and decision-making	S1.33	• Climate Actions: Climate Opportunities, Actions Taken	7-13 – 7-14, 7-18
• Financial position, financial performance and cash flows	S1.34	• Climate Actions: Climate Opportunities	7-13 – 7-14
	S1.35	• Climate Actions: Climate Opportunities	7-13 – 7-14
• Resilience	S1.41	• Climate Actions: Climate Opportunities, Actions Taken	7-13 – 7-14, 7-18
Risk management	S1.44	• Climate Actions: Climate Risk and Opportunity Identification	7-8
Metrics and targets	S1.50	• ASUS 2025 Sustainability Goals: Circular Economy	5-2 – 5-3
	S1.51	• ASUS 2025 Sustainability Goals: Circular Economy	5-2 – 5-3

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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	2-1—2-2 7-8—7-14
Strategy	S2.9	• Climate Actions: Risk Management	7-8—7-14
• Climate-related risks and opportunities	S2.10	• Climate Actions: Climate Risk and Opportunity Identification, Material Climate-Related Risks and Opportunities	7-8—7-9
• Business model and value chain	S2.13	• Climate Actions: Climate Risk and Opportunity Identification, Material Climate-Related Risks and Opportunities	7-8—7-9
• Strategy and decision-making	S2.14	• Climate Actions: Transition Risks, Climate Opportunities, Actions Taken	7-11—7-14, 7-18—7-22
• Financial position, financial performance and cash flows	S2.15	• Climate Actions: Transition Risks, Climate Opportunities	7-11—7-14
	S2.16	• Climate Actions: Transition Risks, Climate Opportunities	7-11—7-14
	S2.21	• Climate Actions: Transition Risks, Climate Opportunities	7-11—7-14
• Climate resilience	S2.22	Climate Actions: Risk and Opportunity Scenario Simulation Methodology Climate Actions: Transition Risks, Climate Opportunities, Actions Taken	7-9—7-10, 7-11—7-14, 7-18 — 7-22
Risk management	S2.25	• Climate Actions: Climate Risk and Opportunity Identification	7-8
Metrics and targets	S2.28	• Climate Actions: Climate Initiative • Climate Actions: Strategy	7-3—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 • ASUS 2025 Sustainability Goals: Climate Actions	7-3 5-3—5-4
	S2.34	• ASUS 2025 Sustainability Goals: Climate Actions	5-4—5-5
	S2.36	• ASUS 2025 Sustainability Goals: Climate Actions	5-4—5-5

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—7-7
• Climate-related Transition Risks	S2.29(b)	• Climate Actions: Transition Risks	7-11—7-12
• Climate-related Physical Risks	S2.29(c)	• Climate Actions: Physical Risks	7-14—7-16
• Climate-related opportunities	S2.29(d)	• Climate Actions: Climate Opportunities	7-13—7-14
• Capital deployment	S2.29(e)	• Climate Actions: Risk and Opportunity Sources and Scenario Simulation Results	A-12
• Internal Carbon Pricing	S2.29(f)	• Climate Actions: Internal Carbon Pricing	7-17
• Remuneration	S2.29(g)	• Sustainability Governance: Sustainability Management Organization	2-4

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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 2025 Annual Report Detailed climate information is drawn from the ASUS 2025 Climate-related Financial Disclosures Report. Supply chain environmental impact assessment is based on the ASUS 2025 Natural Impact Assessment Report.	001 A-6 – A-13
	Governance	GOV-1 – The role of the administrative, management and supervisory bodies	• Sustainability Governance: Sustainability Management Organization	2-3 – 2-4
		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 • ASUS 2025 Sustainability Goals	2-3 – 2-4 1-8 – 1-11 5-1 – 5-8
		GOV-3 - Integration of sustainability-related performance in incentive schemes	• Sustainability Governance: Sustainability Management Organization	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
		GOV-5 - Risk management and internal controls over sustainability reporting	• Sustainability Governance: Sustainability Management Organization	2-3
	Strategy	SBM-1 – Strategy, business model and value chain	• About ASUS • ESG Case Study • Materiality Assessment: Identification Results of Material Issues • Circular Economy: Circular Economy Model • Climate Actions: Actions Taken	1-1 3-1 – 3-4 6-2 – 6-4 7-17 – 7-22
		SBM-2 – Interests and views of stakeholders	• Materiality Assessment: Stakeholders Engagement	4-3
		SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	• Materiality Assessment: Impact of Material Issues	4-7 – 4-8
	Disclosures on the materiality assessment process	IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities	• Materiality Assessment: Materiality Assessment Process • Climate Actions: Climate Risk and Opportunity Identification	4-2 7-8
		IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	• Materiality Assessment: Materiality Assessment 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

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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 • Climate Actions • Circular Economy • Responsible Manufacturing • Value Creation	2-6 – 2-7 7-18 – 7-22 6-9 – 6-18 8-4 – 8-17 9-3 – 9-13
	Metrics and targets	MDR-M – Metrics in relation to material sustainability matters	• ASUS 2025 Sustainability Goals	5-2 – 5-8
		MDR-T – Tracking effectiveness of policies and actions through targets	• ASUS 2025 Sustainability Goals	5-2 – 5-8
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: Transition Risks, Climate Opportunities, Physical Risks	7-11 – 7-16
		Disclosure Requirement related to ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction of with strategy and business model	• Climate Actions: Transition Risks, Climate Opportunities, Physical Risks • Climate Actions: Actions Taken	7-11 – 7-16 7-18 – 7-22
	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	• Materiality Assessment: Identification Results of Material Issues • Climate Actions: Climate Risk and Opportunity Identification	4-5 – 4-6 7-8
		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: Actions Taken	7-18 – 7-22
	Metrics and targets	E1-4 – Targets related to climate change mitigation and adaptation	• Climate Actions: Strategy • ASUS 2025 Sustainability Goals: Climate Actions	7-4 5-2
		E1-5 – Energy consumption and mix	• Climate Actions: Greenhouse Gas Inventory	7-5 – 7-7
		E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	• Climate Actions: Greenhouse Gas Inventory	7-5 – 7-7
		E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	• No related action	
		E1-8 – Internal carbon pricing	• Climate Actions: Actions Taken	7-17
		E1-9 – Anticipated financial effects from material physical and Transition Risks and potential climate-related opportunities	• Climate Actions: Transition Risks, Climate Opportunities, Physical Risks	7-11 – 7-16
ESRS E5 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	• Materiality Assessment: Identification Results of Material Issues • Climate Actions: Climate Risk and Opportunity Identification	4-5 – 4-6 7-4
		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 6-12 – 6-13 6-15 – 6-17
	Metrics and targets	E5-3 – Targets related to resource use and circular economy	• ASUS 2025 Sustainability Goals: Circular Economy	5-2 – 5-3
		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	• Climate Actions: Climate Opportunities	7-13

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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	6-5 – 6-18
		Climate Actions	7-2 – 7-22
	Undertake initiatives to promote greater environmental responsibility	Circular Economy	6-5 – 6-18
		Climate Actions	7-2 – 7-22
	Encourage the development and diffusion of environmentally friendly technologies	Circular Economy	6-5 – 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

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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: 165,227.94 GJ 2. Percentage of purchased electricity: 98.17% 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: 12,891(t) 2. The annual volume of recovered products accounted for 16% 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 19%. Based on available audit reports from countries with WEEE 3R ratios, recyclers achieved a recycling efficiency rate of 99%.	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 2025	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

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SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ASUSTEK COMPUTER INC.'S SUSTAINABILITY REPORT FOR 2025

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 2025. The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 2 high level during 2026/3/20~2026/5/21. The boundary of this report includes ASUS Taiwan and oversea operational and service sites as disclosed in ASUS's Sustainability Report of 2025. 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 stated in the Sustainability Report for 2025.

RESPONSIBILITIES

The sustainability information in the ASUS's Sustainability Report of 2025 and its presentation are the responsibility of the directors or governing body (as applicable) and management of ASUS. SGS has not been involved in the preparation of any of the material included in the Report.

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:

Reporting Criteria Options	
1	AA1000 Accountability Principles (2018)
2	Reporting in Accordance with GRI Universal Standards (2021)
3	SASB Hardware Sustainability Accounting Standard (Version No.2023-12)

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- The evaluation of the reliability and quality of specified sustainability performance information in ASUS's 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.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

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 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
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 surveyed in industry related activity Provision of Carbon Partner Service to client
Data Security	The coverage of international information security standards management among operational sites. Gaining key suppliers' commitment on compliance with information security regulations

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Appendix

Appendix 1: GRI Content Index

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Appendix 5: The Ten Principles of the United Nations Global Compact

Appendix 6: Sustainability Disclosure Indicators - Computer and Peripheral Equipment Industry

Appendix 7: AA1000AS & SASB Assurance Statement

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop 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, and Social Return on Investment assessments (SROI), scenario analysis of IFRS S2 Climate-related Disclosures and non-material topics and the related performance indicators have not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. 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 professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, 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, sustainability 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.

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MATERIALITY

ASUS has executed 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, the assurance team checked the information and records including but not limited to minutes of meetings of BOD and committees, management documents, certification system reports, consolidated data file among regions, BPM system, training records, organization official website, internal audit plans and execution records etc.. 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 2025, is reporting 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.

The organization has established the capability to identify and assess risks, and senior management and the Sustainability Committee take the leadership in the execution and oversight of relevant management actions to ensure the effective operation of the risk management and operational framework. For future reporting, ASUS is recommended to undertake comprehensive due diligence, incorporating stakeholder perspectives and expectations, to ensure a holistic assessment within its impact management processes. This should encompass the organization's activities and operations, as well as those of its business partners across the value chain.

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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 ASUS' sustainability report of 2025. Process to identify, assess, and manage SASB-topic-related risks and opportunities were integrated into ASUS's overall management process.

Signed:
For and on behalf of SGS Taiwan Ltd.

AA1000
Licensed Report
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Stephen Pao
Business Assurance Director
Taipei, Taiwan
22 June, 2026
WWW.SGS.COM

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