

## ASUS Human Right\_Assessment and Administration

	Eliminate discrimination and ensure equality in workplace/ No Child Labor Allowed	Assist employees in keeping work-life balance
Administration Action	<ol style="list-style-type: none"> <li>ASUS has established its human right policies in accordance with international standards including United Nations Global Compact (UNGC) and International Labour Organization (ILO). No employees would be discriminated for the ethnicity, gender, age, political orientation, religious belief, or physical disability. ASUS follows the local laws and EICC regulations regarding legal working age when hiring staff while revealing its human right policy.</li> <li>Relevant rules are specified in Guidelines for Employees' Ethical Conducts &amp; Work Regulations, which shall be followed by all employees. (Human rights)</li> <li>It is clarified on the hiring letter that the employee's ID shall be reviewed on first day at work. (Child Labour)</li> </ol>	<ol style="list-style-type: none"> <li>Professional physicians periodically visits the work site in prevention of potential risks in the workplace</li> <li>The company reviews the health check results and arrange a budget to encourage employees to participate in health promotion activities.</li> <li>Providing well-balanced and healthy meals (low in oil and salt) and promoting health and hygiene education. Additionally, organizing regular farmer's markets to encourage colleagues to adopt a balanced diet and consume more dietary fiber..</li> <li>The company offers EAP services. The employees can consult problems about work, life, and health for the purpose of reaching a work-life balance. Employees are informed about this service on their registration day, and it is reviewed during the orientation course for novice workers.</li> <li>The company participates in the "Work-Life Balance Project" organized by the Ministry of Labour, and it hosts relevant lectures each season.</li> <li>The company hosts various activities, including art exhibition, sports event, happy farms, community interactions, and clubs.</li> <li>The company cooperates with the day care center and offers the service of picking up toddlers for workers with kids.</li> </ol>
Risk prevention and Management	<ul style="list-style-type: none"> <li>Establish "Prevention and Emergency Mechanism of Unlawful Infringement"</li> </ul>	<p>ASUS offers the welfare superior to what is specified in Regulation for Protecting Employees' Health.</p> <ul style="list-style-type: none"> <li>Offer health checks, and the company actively reviews the result to trace and manage the employees' health condition so as to lower the risks of diseases.</li> </ul>
Review	Hiring Part-time Child Labor: NO	There were a total of 262 employees with extremely abnormal health check results, out of which 173 have already made improvements or undergone treatment.

## Human Right\_Assessment and Administration (Conti.)

	<b>Pregnant Woman/female friendly</b>	<b>Rights of persons with Disabilities</b>
Administration Action	<ol style="list-style-type: none"> <li>1. The company has established Mothers' Health Protection Projects in accordance with the "Gender Equality in Employment Act" and "Occupational Safety and Health Act.</li> <li>2. Conduct "Work-related Risk Assessment for Women of Childbearing Age" and provide "Health Awareness Advocacy" to ensure that employees (or those preparing for pregnancy) can work with peace of mind.</li> <li>3. Establish "Maternity Health Protection System" to conduct work environment and health risk assessments. We provide professional consultations, mother-friendly rest seats, dedicated parking spaces and well-equipped lactation rooms for the use of pregnant employees.</li> <li>4. When employees encounter health, psychological, or work-related issues, the company listens and takes relevant measures (e.g., providing maternity leave according to the physician's advice, referring to EAP counseling for psychological support, and adjusting work arrangements).</li> </ol>	<ol style="list-style-type: none"> <li>1. The company hires physically challenged employees in accordance with the "Person with Disabilities Rights Protection Act."</li> <li>2. ASUS hires individuals with intellectual disabilities and set up a "Children Are Us" Bakery within the employee cafeteria, we also work with "<a href="#">children are us foundation</a>" in terms of health management, education and training, emergency response, pressure relief, and merit of effectiveness.</li> <li>3. Employ visually impaired massage therapists and provide them with job coaching and appropriate accommodations, allowing our differently-abled colleagues to have an income and providing our employees with a place to relieve stress.</li> <li>4. The company applied for the service of redesigning work tasks for physically challenged employees, which was offered by the Ministry of Labour. The professional will help to improve the workplace surroundings or design auxiliaries so that the employees can work in a more secured and less harsh environment.</li> </ol>
Risk Prevention and Management	<ul style="list-style-type: none"> <li>• On-site evaluation of the working environment</li> <li>• Survey on Mothers' Right Protection</li> <li>• Evaluation of risks on health and hygiene education</li> <li>• Periodical lectures of parent-child relationship</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate arrangement (assignment) of tasks</li> <li>• Assistance for workers depending on their situations</li> <li>• Establish "Prevention and Emergency Mechanism of Unlawful Infringement"</li> </ul>
Review	In 2021, a total of 74 pregnant Woman/ New Mother were traced actively. (A total of 2 cases received and arranged for doctors to intervene. After continuous care and follow-up, all cases have been closed.)	In 2022, 54 disabled persons hired and traced directly.

## Human Right\_Assessment and Administration (Conti.)

	<b>Create a safe, healthy, and comfortable working environment</b>
Management	<ol style="list-style-type: none"> <li>1. Set up "Occupational Safety and Health Department" and formulate occupational safety and health management methods and various management plans in accordance with laws and regulations.</li> <li>2. Organizing education and training for new employees and on-the-job employees, covering topics such as industrial safety, health, fire protection and sustainable concepts, etc., while strengthening employees' self-protection and risk elimination concepts.</li> <li>3. Each department forms an "Environmental Consideration and Safety and Hygiene Risk Assessment Team" to comprehensively identify the risks of each site every year, and at the same time establish a "risk control management platform" to report to the Audit Committee on the management of major risks response strategies, with zero major accidents as the role security management goals.</li> <li>4. Import ISO 45001 (2018) management system, and implement internal audit, external audit and automatic inspection with PDCA concept.</li> <li>5. Set up an occupational safety consulting service line, implement the workplace GO safety reward activity system, and encourage all employees to participate in occupational safety and health related activities.</li> <li>6. Implement "work environment monitoring", "collect special hazard health work roster" and "plan on-site visits by occupational disease specialists", etc., to master the work patterns of employees, eliminate possible hazards and risks in the work environment, and provide appropriate personal protective equipment and education and training Advocacy to improve employee safety and health.</li> <li>7. Set up a "Wrongful Infringement Investigation Team in the Workplace", notify the consultation hotline and mailbox, and hold educational training and publicity courses to build a friendly workplace environment.</li> <li>8. Regular drinking water quality inspection and water tower cleaning to ensure hygienic water quality.</li> <li>9. Pass the "Security Inspection of Fire-fighting Hardware Equipment" every year, hold "Fire Emergency Response Training Activity" and "Adopt BCM Concept to Make Response Plan and Drill Activity" every six months to improve personnel and environmental safety.</li> <li>10. When a public injury or emergency occurs, relevant personnel will immediately carry out "accident notification", "accident investigation and analysis", "care and health education for the injured", and "assisting the injured to return to work", so that employees can recuperate from their injuries in peace and smoothly return to work.</li> <li>11. Appoint 4 full-time nutritionists to provide professional food hygiene management, and regularly cooperate with professional inspection units to conduct food hygiene inspections in the company's restaurants.</li> </ol>
Risk Prevention and Management	<ul style="list-style-type: none"> <li>• Conduct the "Environmental Consideration and Safety and Health Risk Identification" and determining the "Annual Material Environmental Considerations and Intolerable Risks".</li> <li>• Establish an Emergency Operations Team, consisting of representatives from administration, engineering, occupational safety and health, human resources, and self-defense firefighting teams on each floor.</li> <li>• Implement emergency response plans according to event categories and incorporate them into corrective measures for improvement</li> </ul>
Review	<p>Non-commuter traffic accidents in 2022: 0</p> <p>2022 Workplace Unlawful Infringement Strengthening Workplace Abnormalities: 0 Cases</p> <p>2022 Workplace Wrongful Infringement Complaint Established: 1 (1 internal, 0 external)</p> <p>2022 Workplace Unlawful Assault Training: 1,273</p>

## Human Right\_Assessment and Administration (Conti.)

	Prevent Force labor
Management	<ol style="list-style-type: none"> <li>1. Establish the "Preventive Plan for Abnormal Workload and Health" and regularly review its appropriateness. The plan is jointly implemented by the Human Resources and Occupational Safety and Health departments.</li> <li>2. Develop the "Management System for Abnormal Overloading" to monitor the reasonableness of overtime work across the company on a monthly basis. If necessary, medical consultations will be arranged to ensure the well-being of employees.</li> <li>3. Proactively notify department supervisors on a monthly basis through system reports regarding the overtime data of their subordinates to help supervisors understand the labor situation and adjust manpower accordingly.</li> <li>4. Implement a flexible working hours system (allowing employees to start and finish work within 60 minutes before or after the designated hours), enabling employees to plan their commuting time according to their individual needs.</li> <li>5. Offer a more generous and flexible paid leave system than required by law, including 30 days of paid sick leave (including menstrual leave), 14 days of paid personal leave (including 7 days of family care leave), and variable number of "happiness leave" days each year.</li> <li>6. Utilize health check reports (such as hypertension cases) to identify high-risk groups and provide tailored health education. Involve supervisors in showing concern for the health status of employees.</li> </ol>
Risk Prevention and Management	<ul style="list-style-type: none"> <li>• Through the "Management System for Abnormal Overloading," we monitor the overtime status of all employees monthly. We also conduct comprehensive assessments, combining work questionnaires with a ten-year cardiovascular risk evaluation, to identify the middle and high-risk groups. Based on the comparison results, we arrange consultations with physicians as necessary.</li> <li>• In addition to the system's automatic comparison, our occupational safety personnel verify the content of each work questionnaire. If there are any abnormalities related to mental health, they will refer the case to the Human Resources department for follow-up care.</li> <li>• Regularly promote safety and health concepts through training programs for new and existing employees.</li> <li>• Plan to implement a flexible telecommuting system for 24 days (annually), allowing employees to have a more flexible work arrangement, reduce commuting stress, and enhance commuting safety.</li> </ul>
Review	In 2022, abnormal workload needs to arrange a doctor interview: 2 people

### Conclusion:

For eliminating discrimination, keeping work-life balance, being friendly to women and employees with disabilities, creating a safe working environment and preventing Force labor, ASUS has established a complete management plan and set up a dedicated department to implement the management measures. In order to reduce the occurrence of incidents that may cause violations of employees' human rights, we regularly implement performance inspections and audits. The main risk events discovered in 2022 include: maternal protection, traffic accidents, abnormal health checks, workplace wrongful infringement. We took improved actions on medical care, work adjustment, and internal punishment, the incident has been closed and further reduce risks that may happen in the future.