



ASUS Group Anti-Corruption and Anti-Bribery Policy

Purpose:

“Integrity” is a core value at ASUS. We are dedicated to fostering a sound corporate culture with a zero-tolerance attitude towards any form of corruption and bribery. To ensure our conduct aligns with ethical standards and legal requirements, we have established Anti-Corruption and Anti-Bribery Policies along with a Code of Conduct. This provides guidance to prevent corruption and bribery, thereby protecting corporate assets, safeguarding shareholder interests, and upholding the public good.

Coverage:

ASUS Group’s employees, suppliers, contractors, clients and business partners with contractual relationships.

Commitment:

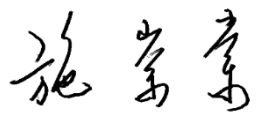
Employees and business partners are strictly prohibited from offering or accepting any form of bribery or corrupt practices. This includes, but is not limited to, facilitation payments, illegal political contributions, illegal charitable donations, money laundering, fraud, improper commissions, collusion, embezzlement, deception, theft, and any other conduct intended to obtain undue advantage through improper means. The Company is committed to preventing all forms of corruption and bribery, in order to comply with international anti-corruption conventions and applicable legal requirements.

Management Principles:

1. **Due Diligence:** Conduct due diligence on employees and business partners to ensure alignment with the company’s ethical standards.
2. **Whistleblowing Mechanism:** Establish a confidential reporting channel to ensure that all reports are promptly and fairly investigated. Appropriate disciplinary actions shall be taken against any violations. The company adopts a zero-tolerance attitude toward any form of retaliation and will take serious measures to address such behavior, in order to protect the rights and safety of whistleblowers. Employees who violate the company's ethical standards will face disciplinary actions based on the severity of the violation. In serious cases, in addition to termination of employment, those who incur civil liability will be subject to legal claims for damages. Those who incur criminal liability will be prosecuted according to law.



3. Risk Assessment: Conduct regular risk assessments to identify and evaluate both internal and external corruption and bribery risks, and implement corresponding risk management measures.
4. Training: Provide regular training on this policy and related procedures to enhance employees' understanding and awareness of anti-corruption and anti-bribery.
5. Monitoring and Improvement: Establish regular monitoring and internal review mechanisms to oversee the implementation of anti-corruption and anti-bribery policies and measures. Based on investigation results, risk assessments, and audit findings, review and amend relevant policies and procedures in a timely manner to ensure continuous improvement, and to strengthen the system's risk mitigation capabilities.

Chairman: 

Date: 2025/06/25