



ASUS Group Human Rights Policy

Purpose:

“People-Centric” is core value of ASUS. We firmly believe that respecting and protecting human rights is fundamental to achieve sustainable development. In accordance with international human rights standards and labor regulations across all its global operations, ASUS has established this Human Rights Policy and its management guidelines. This framework is dedicated to eliminating all forms of discrimination, harassment, forced labor, and any other human rights violations, thereby embodying our commitment to sustainable and inclusive business practices.

Coverage:

ASUS Group’s employees, suppliers, contractors and partners.

Commitment:

ASUS is committed to ensuring that employees, suppliers, contractors, and partners including agents, work in a safe, fair, diverse, and dignified environment in all business activities. We support and adhere to international standards such as the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights, the International Labour Organization (ILO), and the Responsible Business Alliance (RBA), establishing and implementing guidelines to continuously practice human rights protection policies.

1. Management Principles: Provide a healthy and safe work environment founded on mutual trust and respect, with labor rights and benefits that meet or exceed local legal standards.
2. Comply with occupational safety and health regulations, continuously enhance workplace safety and health conditions, strive to mitigate occupational hazard risks, and create an employee-friendly environment to safeguard physical and mental wellbeing.
3. Foster a harmonious labor-management relationship and workplace, furnish diverse and accessible communication channels, while ensuring freedoms of assembly, association, collective bargaining, and privacy.
4. Foster a culture of respect for diversity, upholding labor rights for vulnerable groups, and ensuring equal opportunities for all regardless of nationality, race, or social background.
5. Support professional development by providing training programs, facilities, time, and subsidy for self-development.
6. Eliminate all forms of discrimination, harassment, or unfair treatment, ensuring that recruitment, remuneration, and promotions are not influenced by gender, religion, politics, or marital status.
7. Prohibit child labor, eliminate all forms of forced labor, including human trafficking, and prevent any



violations of human rights.

8. Implement due diligence, regularly assess potential human rights risks in operations, engage with stakeholders, establish measures for the prevention and mitigation of human rights risks, and set up complaints procedure.

Chairman: 

Date: 2025/06/25