



## ASUS Human Rights Statement

Respect for Human Rights is an ASUS core value reflected in our corporate Code of Conduct policies, which apply to all global operations, including our supply chain. All ASUS employees are respected and treated fairly, and ASUS requires its suppliers to comply with all relevant legal, social and environmental standards.

The California Transparency in Supply Chains Act of 2010, the United Kingdom Modern Slavery Act 2015, and the Australia Commonwealth Modern Slavery Act 2018 together require business to disclose information relating to their efforts to address the risks of modern slavery in their operations and supply chains. This statement outlined ASUS's efforts in Human Rights during the fiscal year ended December 31, 2021 reaffirms that ASUS has established and implemented auditing and monitoring operations to prevent slavery and/or human trafficking across the Company and in the supply chain, and makes the commitment to prevent these events from occurring in the future.

### Organization structure

ASUSTEK COMPUTER INC. is a Taiwan-based, multinational computer hardware and consumer electronics company that was established in 1989. Dedicated to creating products for today's and tomorrow's smart life, ASUS is the world's No. 1 motherboard and gaming brand as well as a top-three consumer notebook vendor. ASUS works with more than 700 suppliers worldwide to manufacture products and provide customer service. The majority of ASUS suppliers are located in Asia, including component suppliers, product assembly plants and software vendors. For further information, please visit [about ASUS](#).

### Corporate policy

ASUS is committed to making life better through innovation, and the ASUS *In Search of Incredible* brand promise extends beyond product design and development to include corporate social responsibility. All ASUS employees are protected by the Company's Statement of Human Rights, which declares that all employees are equal and will not be discriminated against based on race, sex, age, party, religion, physical or mental disability, etc. All employees are legal persons and work voluntarily. ASUS endeavors to ensure that there is no forced, bonded or involuntary prison labor involved in the direct suppliers that produce for ASUS products or services.

ASUS understands the challenges related to tracking suppliers in a complex enterprise organization. To help in this effort, ASUS has joined the Responsible Business Alliance (RBA) in order to collaborate with other companies to collectively standardize social responsibility practices and enforcement.



ASUS requires all suppliers to comply with the RBA Code of Conduct, which is a set of standards that address labor, social and environmental issues across the electronics industry supply chain. The RBA Code of Conduct includes the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, and ISO and SA standards. To complement the RBA guidelines, ASUS has created a set of internal standards known as the ASUS Supplier Code of Conduct, which further strengthen female employees' rights and protections of child labor and of forced labor. All suppliers are required to sign the Code of Conduct Compliance Declaration, Statement of Assurance Regarding Prison or Forced Labor, and adhere to the ASUS Supplier Code of Conduct.

## Due diligence

ASUS human rights due diligence program considers our business activities and potential risks to rights-holders consistent with the UN Guiding Principles for Business and Human Rights. ASUS manages risks in operations and supply chain where could cause or contribute to negative human rights impacts through conducting annual risk assessment and audits.

## Risk Assessment

New suppliers are required to sign an ASUS Code of Conduct Compliance Declaration in order to formally demonstrate their commitment to maintaining compliance with all relevant ASUS policies, including labor rights, health and safety regulations, as well as environmental standards. In additions, direct suppliers are required to sign the Statement of Assurance Regarding Prison or Forced Labor, and ASUS reviews suppliers' employment processes to confirm no violation of forced labors.

For suppliers with continuous business, ASUS has established a grading system in accordance with the RBA self-assessment questionnaire, hazardous substances management, brand management, brand reputation, labor protection, continuous improvement, management system, and labor intensity to identify the risk level of more than 700 suppliers and outsourced service providers and further to determine a list of high-risk suppliers to conduct the onsite audits and provide supervisions.

## Audit management

ASUS conducts on-site audits executed by independent third-party organizations and/or by ASUS auditors on high risk suppliers. These audits seek to ensure enforcement of the ASUS Supplier Code of Conduct. If necessary, auditors help develop plans to help suppliers meet all requirements to be in full compliance. All audit results are taking into consideration in quarterly business review process in order to provide management units with information that may affect procurement strategy.



### *Management and labor Interview*

*To strengthen the management of labor human rights, ASUS has expanded the confidential one-on-one interviews between managers and employees. After the interview, ASUS provides direct contact information to avoid retaliation.*

If suppliers violate the corporate social responsibility and caused significant impact on the environment and society of the applicable countries, ASUS Group is entitled to, at its sole discretion, terminates or rescinds any agreements and/or cooperation between ASUS Group and suppliers.

In 2021, a total of 36 onsite audits were performed, among which high risk suppliers were audits conducted by independent third-party auditors. The average audit finding correction rate were 98%. ASUS required suppliers to correct the priority findings within 30 days and other findings within 90 days. After the suppliers had made the improvements, ASUS verified the completion of corrections. Further information can be found at [Supply Chain Management Performance](#).

### **Training**

ASUS has "[Human Rights Declaration](#)" which is in line with the UN Global Compact (UNGC), the UN Universal Declaration of Human Rights and the International Labor Organization (ILO) and other international guidelines. ASUS formulates the "[Employee Code of Conduct](#)" that ASUS global employees are trained annually. It includes provisions prohibiting the use of child, prison, forced or trafficked labor in ASUS's operations.

For suppliers, ASUS organizes and hosts [annual supply chain conferences](#) to build suppliers' capabilities responding to relevant international laws and regulations pertaining to human and labor rights. During these conferences, ASUS demonstrates examples of best practices and encourages suppliers to share experiences and to learn from others. The conferences help build relationships while raising awareness and improving the understanding of labor rights issues.

### **Signature**

Signed on the Board's behalf by:

S.Y. Hsu

Co-CEOs, ASUSTEK COMPUTER INC.

Date: October 20, 2022