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Sustainability Management

ASUS is a global technology leader delivering incredible experiences that enhance the lives of people everywhere. World renowned for continuously reimagining today's technologies for tomorrow, ASUS puts users first. In Search of Incredible to provide the world's most innovative and intuitive devices, components, and solutions. Today's ASUS is more ambitious than ever, unleashing remarkable gaming, content-creation, AIoT, and cloud solutions that solve user needs and infuse delight.

ASUS had about 70 operation offices located worldwide with a total of around 16,300 employees that included around 5,000 R&D professionals, and we are driven to become the world's most admired innovative leading technology enterprise. ASUS is world-renowned for continuously reimagining today's technologies for tomorrow, and is ranked among Fortune's World's Most Admired Companies. ASUS Group consolidated revenue for 2022 was NT\$537.2 billion, and net profit after tax was NT\$16.8 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



LAPTOPS



MOTHERBOARDS



GRAPHIC CARD



Sustainability Strategy

With the concept of sustainability, investment institutions consider the performance in corporate governance, environment and social as one of the prioritized evaluation items when selecting investment targets. In 2020, a report issued by the McKinsey group pointed out that 83% of corporate executives and investors believe that environmental, social and governance programs will create higher value for shareholders.

ASUS has a designated sustainability unit that has been responsible for related efforts since 2000. At ASUS, we strive to be among the world-class green high-tech leaders and to provide valuable contributions to humanity. In order to fulfill the ASUS vision of becoming the world's most admired innovative leading technology enterprise, we advocate that sustainability performance should involve strategic indicators that can be objectively measured. By adopting the sustainability strategy of "digitize data, adopt scientific management practices and optimize core competencies," every decision-making process incorporates environmental and social factors to help keep our competitive advantages focused on sustainability.

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Our Philosophy

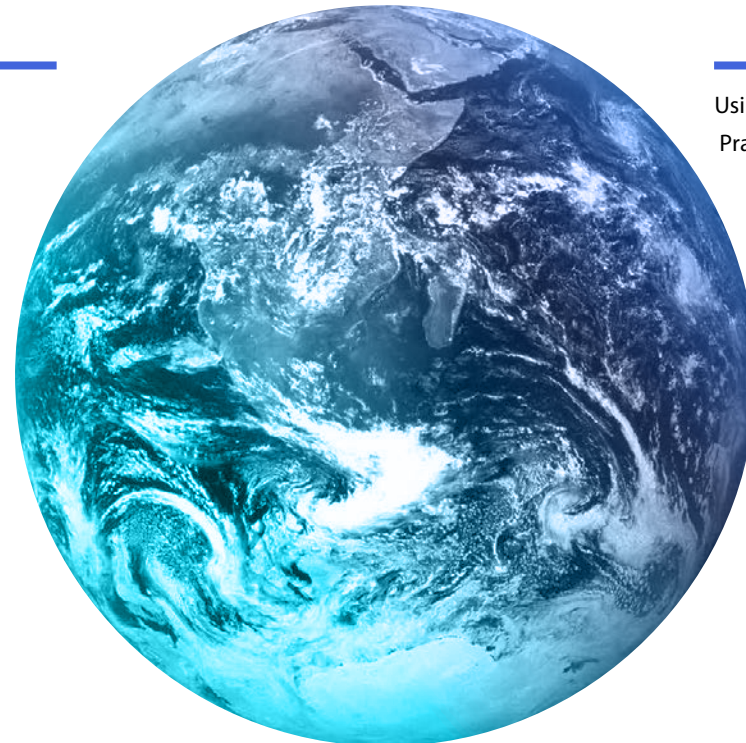
Strive to be among the world-class green high-tech leaders and to provide valuable contributions to humanity.

Our Vision

To become the world's most admired innovative leading technology enterprise.

Our Support for SDGs

Through cooperation with partners in scientific technology and value chains, work toward positive impacts.



Our Strategy

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

Our Priority

Align material topics with latest trends in global sustainability and take proactive action.

Our Goals

Integrating core competencies, focusing on the sustainability goals of Circular Economy, Responsible Manufacturing, Climate Action and Value Creation.



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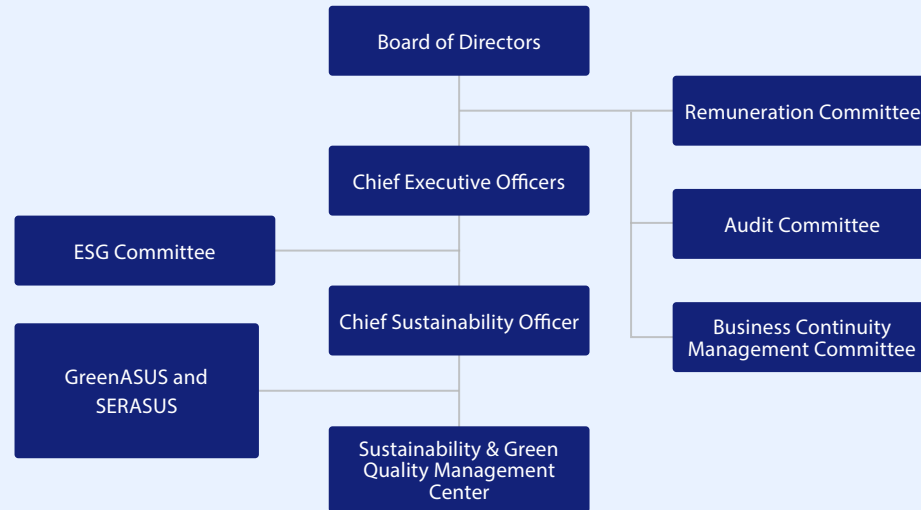
Using Digitized Data and Scientific Management Practices to Support Sustainable Value Creation through Core Competencies

ASUS has long been thinking about the sustainable value of the new digital generation. In terms of sustainable transformation, ASUS progressively evolved from being passively "compliant" to fusing sustainability into the core strategy of operation and a part of value creation. ASUS promotes grounded sustainability strategies, claiming the belief that a corporate's core competencies is embodied in corporate sustainability and that just like economic performance, sustainability performance should be measured and managed. We are following our sustainability strategy of "digitize data, adopt scientific management practices and optimize core competencies to create sustainable value creation" in order to implement long-term environmental and social projects. In this way, we are gradually improving the quality of decision-making and are able to estimate the true value of corporate activities.



Management Organization

The foundation of an enterprise's sustainable management is built on a robust governance system, which we believe coming from ASUS DNA - humility, integrity, diligence, agility, and courage. ASUS value governance and safeguard the rights and interests of various stakeholders in the environmental and social dimensions. In order to strengthen the corporate governance, ASUS formulated its own "[Best Practice Principles of Corporate Governance](#)" according to "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies" and corporate governance principles by OECD¹. Besides the provision and regulation regarding the governance, it also covers the contents such as protecting the rights of shareholders, strengthening the functions of the board of directors, exercising the functions of a supervisor, respecting the rights and interests of stakeholders, and enhancing information transparency.



¹ OECD : Organization for Economic Cooperation and Development
² Please refer to P.32-41 in the [2022 Annual Report](#) for the name and education of each Board member, as well as the holding positions of other companies.

Corporate Governance

Board of Directors

The Board of Directors of ASUS takes high efficiency, transparency, diversity, and professionalism as key measures for strengthening corporate governance. Our Board of Directors consider professional skills such as business judgments, accounting and financial analysis, operation and management, crisis response, knowledge of the industry, international market perspectives, leadership, and decision-making, avoid blind spots in decision making.

All members of the Company's Board of Directors are elected based on a candidate nomination system. In the shareholders' meeting held in June 2022, according to the "[Rules for Election of Directors](#)", the 13th Board of Directors were elected, which was formed by 15 Directors²(includes 13 male and 2 female), and among which 5 were Independent Directors. We aim to leverage the professional knowledge of outstanding members of the industry to introduce the viewpoints of external stakeholders, and to improve the quality of business operations. All board members are male. The Chairman Jonney Shih does not serve as the President. ASUS requires an average attendance rate of 85% of board members, based on the Corporate Governance Evaluation Indicators. A total of 7 board meetings were held in 2022, with an average attendance rate of 95.96%.

The board members uphold high levels of self-discipline and avoids conflicts of interest as specified in the "[ASUS Rules and Procedures of Board of Directors Meetings](#)". In case the Directors or Managers of ASUS undertake the business operation within the scope of business run by ASUS for themselves or in favor of a third party, they are required by law to obtain the approval of the shareholders' meeting in advance.



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Remuneration Policy for Directors and Managers

For the Directors' compensation, Article 17 of the Company's Articles of Incorporation states that "The Company shall pay remuneration to the directors of the Company for the performance of the duties of the Company regardless of profit or loss of the Company. The Board of Directors is authorized to determine the amount of such remuneration based upon the extent of his/her participation and contribution to the Company." and the compensation is provided accordingly. In accordance with Article 20 of the Company's Articles of Incorporation, which states that "The current year's profit, if any, should be used first to cover accumulated deficit, and then the remaining balance shall be distributed : no more than 1% as directors' remuneration.", the actual ratio allocated in 2022 is 0.3%. Article 18 of the Company's Articles of Incorporation states that "The Company may establish managers whose appointment, dismissal and remuneration shall be in accordance with Article 29 of the Company Act, and whose compensation shall be paid in accordance with the provisions of the Company's personnel management regulations. In accordance with Article 20 of the Company's Articles of Incorporation, which states that "The current year's profit, if any, should be used first to cover accumulated deficit, and then the remaining balance shall be distributed: no less than 1% as employees' compensation, and no more than 1% as directors' remuneration.", the actual ratio allocated in 2022 is 5.7%. Each manager's remuneration is evaluated on the common standards of remuneration and benefits in the industry, the Company's operating conditions, the profit contribution of each business unit, and the achievement of targets.

(1) Procedures for remuneration establishment

The Company conducts performance evaluation of the Board of Directors and functional committees on an annual basis in accordance with the Rules for "Self-Evaluation Evaluation of the Board of Directors" and reports the evaluation results to the Board of Directors. Directors' remuneration is considered in the context of their overall participation in the Company and performance evaluation.

The managers' compensation is determined by evaluating the manager's responsibilities, position level, professional competency and making reference to the salary level of their peers. The managers' bonus is evaluated and reviewed based on the Company's overall operational performance, departmental management effectiveness and profitability contribution, target achievement rate and individual performance. Each manager's reasonable compensation shall be proposed by the Human Resources Center, reviewed by the Compensation Committee and submitted to the Board of Directors for approval.

(2) Linkage between the compensation and business performance and future risk exposure

The Company's remuneration policy and related payment standards and system are reviewed based on the Company's overall operating conditions, future risks and development trends of the industry, and sustainable operation of the enterprise, and the payment standards are approved based on the performance achievement rate and contribution, in order to enhance the effectiveness of the Board of Directors and the Company's overall organizational team.

The Company's managers' performance objectives are integrated with risk management to ensure that possible risks within their responsibilities are managed and prevented. Important decisions at the management level are made after weighing various risk factors, and the performance of the related risk management is reflected in the company's profitability, which leads to correlation. The Company's Remuneration Committee also regularly reviews and evaluates the remuneration system of directors and managers and submits relevant proposals to the Board of Directors for deliberation in order to maintain a balance between operational performance and risk management of the Company.

Board Evaluation

ASUS formulates the "Self-Evaluation of the Board of Directors" and requires the Board of Directors to organize the performance evaluation among itself, board members, and functional committees at least once each year, to implement corporate governance and improve its operation efficiency. The evaluation includes: the participation level in the operation of the Company, election and continuing education of the Directors, and internal control. The evaluation shall be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years. The results of the 2022 board performance evaluation presented to the Board of Directors in Jan. 2023, were as follows :

- Board of Directors : The Board of Directors as a whole functioned smoothly and met the spirit of corporate governance.
- Individual Directors : The Board members received positive evaluations on each evaluation indicator.
- Functional Committees : The Functional Committees operated smoothly and met the spirit of corporate governance.

We commissioned Taiwan Corporate Governance Association for the external evaluation of board performance in 2022 with a report prepared and submitted to the Board of Directors in January 2023. The results are as follows:

- 01 The Chairman of the Board of Directors has an open leadership style that allows Board members to fully express their opinions. The Chairman fully respects and adopts the opinions and suggestions made by Board members, which demonstrates the corporate culture of the Company that values collective wisdom. The five independent directors are active and responsible, interacting frequently with the management team outside of the board and committee meetings, communicating well and providing adequate consultation and guidance.
- 02 The Audit Committee communicates with the internal audit unit and the certified public accountant without any issue. The Company takes responsibility for supervision and provides timely and helpful professional advice, and actively responds to such suggestions with a serious attitude so that the function of guidance and supervision can be effectively performed.
- 03 The Remuneration Committee and the Board of Directors regularly review the policies, systems and standards for performance evaluation and compensation of directors and managers, and connect the Company's performance, individual performance and future risks to fulfill their functions.
- 04 The Company has expanded the Corporate Risk Management Platform into the Business Continuity Management Committee to identify possible future risks, establish a good protection mechanism, and report regularly on risk management operations, facilitating board members to control the Company's overall risk and strategic direction.



Audit Committee

To promote quality and integrity in the supervision of accounting, auditing, the financial reporting process, and the financial control of board members, ASUS established the Audit Committee composed of five independent Boards of Directors.

▶ There were a total of 4 Audit Committee meetings in 2022, with an attendance rate of 100%

Remuneration Committee

ASUS established the Remuneration Committee composed of three independent Boards of Directors. The Remuneration Committee aims to assist the Board of Directors in the implementation and evaluation of the company's overall remuneration, benefits policies, and remunerations of Directors and Managers and to ensure that the company's remuneration arrangements comply with the relevant laws and are sufficient for attracting talented people.

▶ There were a total of 4 Remuneration Committee meetings in 2022, with an attendance rate of 100%

Business Continuity Management Committee

Business Continuity Management Committee (BCM) is designed to identify and manage the various risks that we may encounter and could lead to business interruption. In 2022, ASUS strengthened its risk governance structure by having more than half of the independent directors as committee members and an independent director as chairmen, and also establishes a BCM office to assist each unit in risk control. In 2022, the Business Continuity Management Committee conducted regular reviews on a quarterly basis and identified a total of 21 risk registration management and controls.

For the organizational structure and management effectiveness of the BCM Committee, please refer to [CH11 Governance](#)



Sustainability Governance

Sustainability and Green Quality Management Center

ASUS established a unit dedicated to sustainable development in 2009 to monitor global sustainable development trends, analyze sustainability issues in governance, environment, and society. It integrated the core of operation with our innovation in product and service to form strategic sustainable direction to execute relevant programs. The unit is led by the Chief Sustainability Officer (CSO) who is responsible for analyzing the trend of global sustainability, managing sustainability policy, objectives, and actions. The CSO regularly reports to the Board of Directors each year and submits the policies and targets, key sustainability projects and the performances for review.

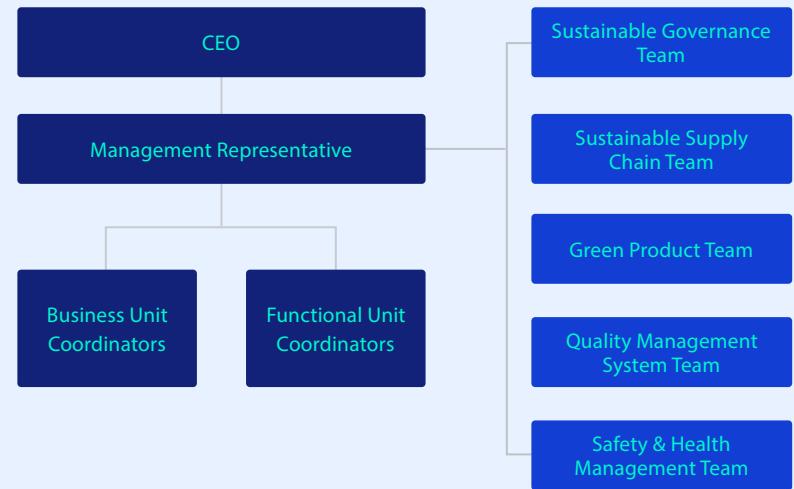
It is reported in the 2022 Q3 Board Meeting that We identify material issues and respond to the United Nations Sustainable Development Goals (SDGs) through stakeholders engagement, as well as reporting the performances of sustainability goals of sustainable innovation projects, with the Board of Directors supervising the promotion direction and suggestions.

GreenASUS and SERASUS Committee

In order to communicate across the units on key issues such as products, supply chain and organization operations that are highly influential to corporate sustainable operation, ASUS establishes the "GreenASUS & SERASUS Steering Committee" with Chief Sustainability Officer (CSO) as the management representative is authorized by the CEO.

It holds periodic meetings and sends e-newsletters with contents including but not limited to company-wide sustainable development information, the recent activities of management system, and the latest legal announcements. The members of the Committee come from the business units, procurement department, customer service, administration, legal and other departments. The communication and coordination are carried out across the units, and the resources can be effectively allocated throughout the company. All ASUS people can work together in a consistent direction to combine the sustainability and core of operation to become one of the competitiveness advantage.

To strengthen horizontal cross-unit communication within the company, ESG Committee was established in 2022. Committee members were from each business unit as well as the design center, certification, marketing, sales and other support units. With regular communication mechanism, we can effectively focus on the overall product, marketing and design sustainability issues of the Company.



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ESG Impact

In 2011, the term "creating shared value" proposed by Michael E. Porter, known as the father of modern management theory, redefined the role that "sustainability" should play in an enterprise. Enterprises must pay attention to all stakeholders in operations and their impact on the society and environment. Enterprises must use their core competencies to satisfy the real needs of the environment and society and create greater advantages.

ASUS integrated sustainability strategy into our operational plans and set mid- to long-term sustainability goals. We believe that managing sustainability performance should be the same as managing financial performance, using a quantified assessment tool to understand and measure the progress of the plan to provide guidelines to decision makers, as well as establishing a communication bridge among stakeholders from different fields to jointly create the sustainability of the enterprise and society. ASUS follows the sustainability strategy of "digitizing data, adopting scientific management practices, and optimizing core competencies", and builds up the basic evaluation capability for monetization by quantifying the impacts of our environmental and social projects over the years³, together to construct the sustainable value management model based on the Triple Bottom Line (TBL) which consists of society, economic, and environmental factors. The true value of corporate activities surveyed by a systematic management makes the overall sustainable performance easy to track, manage, and seek for continuously improve.

In recent years, the major international global impact measurement organizations have been working to develop standardized methodologies to ensure and optimize the transparency and comparability of sustainability impact across companies. The core of impact evaluation is Impact Measurement and Management (IMM). Although there is no unified impact evaluation tool in the international community at this stage, there are certain academic bases for impact evaluation methods from authoritative institutions in the international community. We used comprehensive influence evaluation for create a corporate overview methodology framework that captures all positive and negative impacts of business activities. And by integrating the results, we can focus our daily operations on a specific and detachable strategy, and then broke through established practices to generate strategic actions in creative ways and paired with coordinated internal operations to break through the reality of the dilemma. We are thus able to maximize net sustainable value creation.

³ In 2009, ASUS began to quantify the impact of products on the environment since we announced the type III environmental declaration and the world's first laptop to achieve carbon neutrality. In 2016, in accordance with the Social Return on Investment (SROI) guidelines published by the British government, we monetized the social impact of the digital inclusive program, and in 2017 published the SROI report which was the first in Asia and in Taiwan technology company certified by the Social Value International. In 2018, we referred to the Natural Capital Protocol to monetize the impact of the supply chain on the environment and society, and released the environmental profit and loss assessment (EP&L) report of laptop, leading the industry to monetize the natural environment. And finally we became the 1st in the information technology company to publish the Total Impact Measurement & Management (TIMM) report, which quantifying the true value of the company.

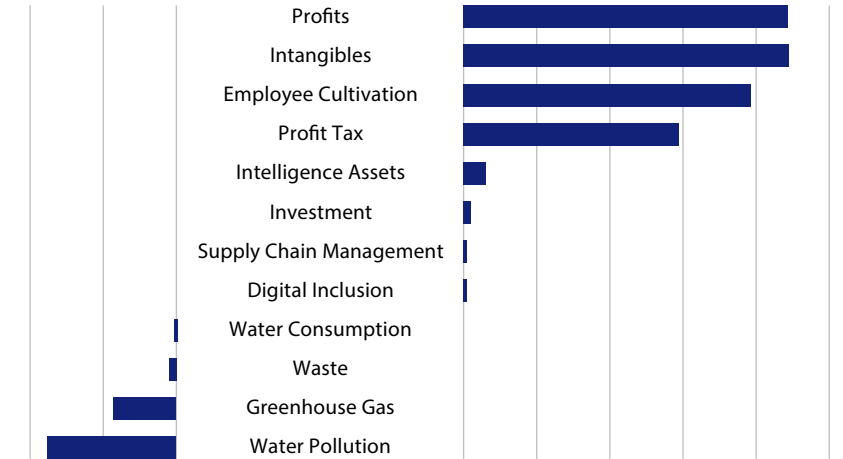
⁴ ASUS' influence in sustainable development was converted into a monetary value to measure and express the performance from the perspective of stakeholders. It is very different from the preparation of financial statements and the measurement of financial performance used in the past, present, and future. Data related to sustainable value creation in 2022 are not applicable to analysis or forecast using the perspective of financial statements, nor as benchmarks for investment targets or stock measurement and judgment.

In 2021, ASUS benefited from the epidemic, and the overall sustainable value creation hit a record high. In 2022, after the world has experienced many challenges such as the Russian-Ukrainian War and China Lockdown, the terminal demand in the personal computer market is weak and coupled with the excessive conservative attitude of the distributors and distribution partners. Under the challenges of multiple pressures, although the overall sustainable value was lower than that of the previous year, it still created a performance of nearly NT\$34.5 billion. The positive impact increase mainly comes from the continuous investment in the research and development of positive impact factors; In addition, because new suppliers are required to obtain the ISO 14001 environmental management system, the negative impact of water resources and waste have dropped significantly.

2022 Impact Creation

Negative Impact

Positive Impact



Shared Value

In the beginning, ASUS only focused on legal compliance and then gradually integrated sustainability goals and core competencies such as technologies, innovation, and data, which led to further transformation and will now continuously promote sustainability strategies. In the past, we included compliance with local laws and regulations as one source of the sustainable values of ASUS. After optimizing value identification, legal compliance has become the baseline for basic sustainable development of ASUS and we no longer assign positive value to legal compliance results in routine management and audits. However, this does not mean that we will exclude compliance from our management model. Instead, legal compliance in the value chain will be regarded as the most basic core management data. We continue to optimize and redefine the essence of shared value creation, assessing the sustainability of those created under ASUS' actions and management activities. We help stakeholders and ASUS management in observing and tracking the changes in corporate shared values.



In the social aspect, with the continuous development of supply chain integration, smart medical and refurbished computer recycling programs, the positive impact on the value chain from the supply chain, consumers to society continues to ferment, with a total impact value of NT\$242,032 thousand.



In the environmental aspect, ASUS continues to focus on the negative impact of greenhouse gases on the supply chain and consumers, and expand the establishment of impact methodology and strengthening the objectivity of data through sustainable actions such as circular economy, responsible manufacturing and climate action, with a total impact value of NT\$201,141 thousand.

In summary, ASUS has committed to one of its sustainability goals of creating value while driving revenue growth through the different dimensions of overall sustainable value and core shared value, and aims to achieve a 100% increase in sustainable value creation benefits by 2025.

In combination of a parallel approach of TIMM assessment and shared value, we portray the overall sustainable value and core shared value. We portray the performance and value of overall corporate operations with the TIMM assessment; and in addition, we portray each aspect of impact value creation and relevant stakeholder group in conjunction with ASUS's core business and sustainability goals. We are thus able to identify the results of ASUS' contributions to sustainable development and the impact on the economics, environment and society.





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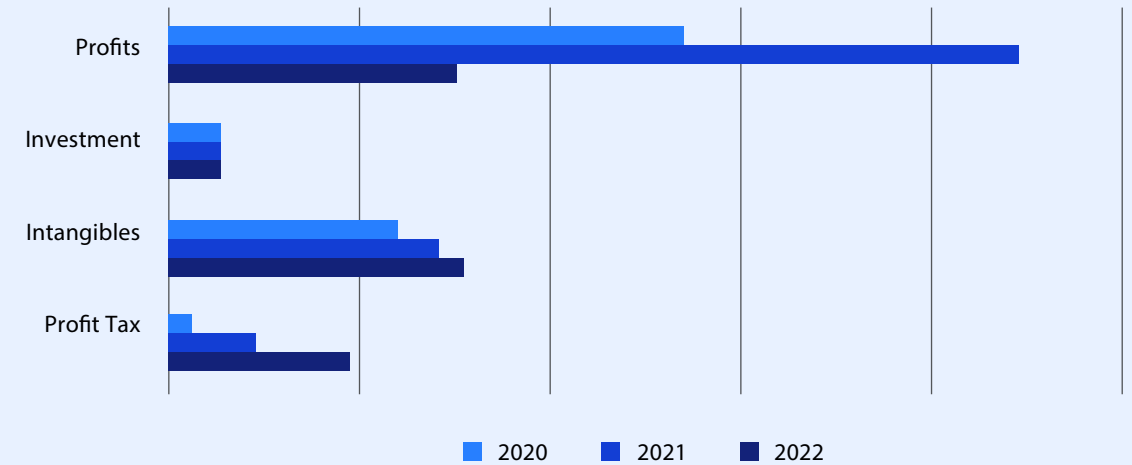
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Economy



In December 2021, ASUS and NTU College of Electrical Engineering and Computer Science jointly established the ASUS-NTU Joint R&D Center to encourage business units to actively lay out key technologies and expand new business fields through industrial-academic cooperation or strategic alliances. It is expected to focus on the fields of advanced electromagnetism, next-generation computers, Internet of Things and artificial intelligence. We hope to set a new example of industrial-academic cooperation in Taiwan, not only to lead Taiwan to enhance its R&D capabilities and establish its international technological status, but also to nurture new-generation technological R&D talents. We launched the phase 2 non-AIR research idea proposal event at ASUS-NTU Joint R&D Center in 2022 to extend core technologies and new innovative functions of products and services, strengthen the Company's capacity for independent R&D, and continue to support industry-academic cooperation and overall resources.

Positive Impact Over the Years



Six Main Capitals	Input	Outcome/Output	Impact Factor	Impact Creation	Impact Summary	Stakeholder	Reference
Finance	<ul style="list-style-type: none"> Total assets : NTD \$471,164,714 thousand Number of shares issued : 742,760,280 shares 	<ul style="list-style-type: none"> Taiwan's International Brand Value : USD \$2.163 billion Consolidated revenue NTD \$537.2 billion 	Profits	NTD \$39,174,566 thousand	The overall performance in 2022 is lower than last year due to changes in customer demand in the post-pandemic era and international political and economic changes. However, our employee payroll, capital expenditures, tax contributions and financial investment activities generate economic benefits for employees, government and industry, and still drive the overall economic development of the society.	Shareholders Customers Supply chain Employees	Please refer to ASUS Annual Report
			Investment				
Intangibles							
Profit Tax							
Intelligence	<ul style="list-style-type: none"> 5,000 R&D talents Invest NTD \$14.42 billion in R&D Established a joint R&D center with National Taiwan University 	<ul style="list-style-type: none"> Cash dividend per share NTD \$15 EPS NTD \$19.78 				Government	



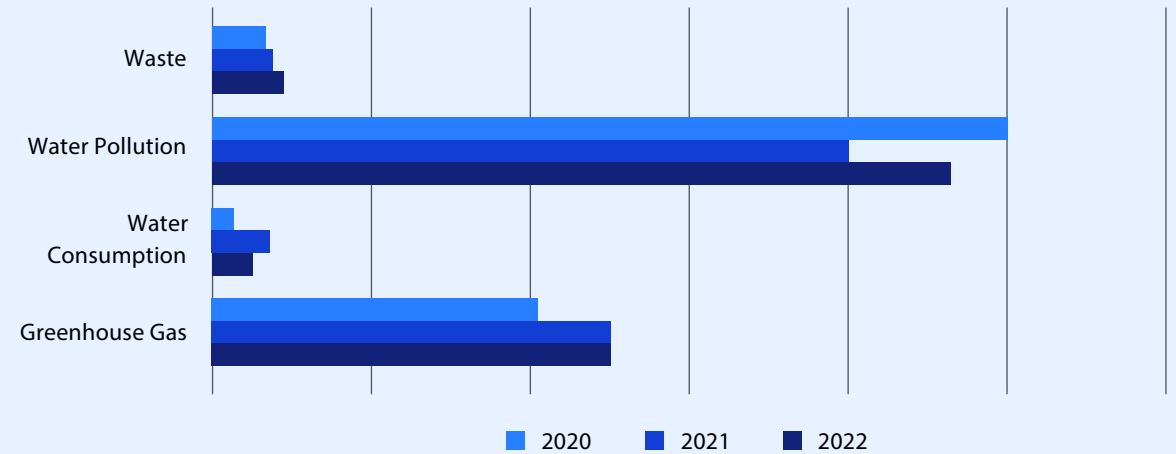
Environment



Among ASUS products, mainstream products contain more than 30% plastic of total weight. Therefore, we cooperate with the suppliers to explore the opportunities that increase the use of post-consumer resin (PCR) as much as possible without compromising quality, function, and durability. The average PCR content of ASUS's business laptops is 5%. ASUS's advantages in innovative R&D are used to develop PCR with antibacterial functions. Since 2017, we have used more than 1,689 tonnes of PCR and reduced carbon emissions by 1,915 tonnes CO2e.

Starting from 2019, ASUS has replaced PE bags with PET non-woven fabric. We increased the use of recycled pulp for the paper packaging of certain products to 90%. Approximately 21,039 tonnes of recycled paper was used for main products in 2022, which was an increase of 2% from 2021. To become more active in resource protection and the ecology, ASUS has started to use paper materials certified by the Forest Stewardship Council (FSC) since 2020. We used 71.7 tonnes in 2022.

Negative Impact Over the Years



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Six Main Capitals	Input	Outcome/Output	Impact Factor	Impact Creation	Impact Summary	Stakeholder	Reference
Environment	<ul style="list-style-type: none"> Since 2017, we have used more than 1,689 tonnes of PCR plastics Main products use 90% recycled paper, totaling more than 20,000 tonnes 41,242 MWh of electricity consumed in global operations 	<ul style="list-style-type: none"> Average energy efficiency of laptops exceeded ENERGY STAR® by 34.6% LEED Green Building certification at Corporate Headquarters 	Greenhouse Gas	-	ASUS also invested in the development of energy-saving software and hardware to increase the energy efficiency of products. The laptops launched in 2021 have an average energy efficiency 34.6% better than laptops that followed the minimum ENERGY STAR® requirements. By adopting the ENERGY STAR® standard, we can reduce total carbon emissions in the use of products by 53,190 tonnes this year.	Supply chain	Please refer to 06 Climate Actions
Intelligence	<ul style="list-style-type: none"> R&D on Green Eco-Design Products 	<ul style="list-style-type: none"> The total weight of recycled products was 11.2% of the total weight of products sold worldwide 	Water	- NTD \$19,163,925 thousand		Employees Consumers Society	Please refer to 10 LOHAS Workplace
Manufacturing	<ul style="list-style-type: none"> Implementation of green product management and low carbon manufacturing Implement sustainable value chain management 	<ul style="list-style-type: none"> Eco Friendly Product revenue exceeded 87.2% 	Waste		New suppliers need to obtain ISO 14001 environmental management system.		Please refer to 10 LOHAS Workplace



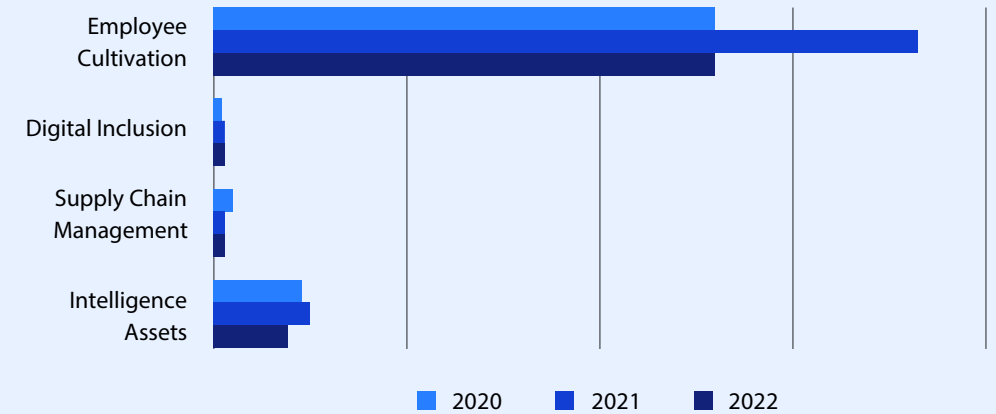
Society



ASUS became a full member of Responsible Business Alliance (RBA) in 2018. We demonstrated our resolve for supply chain management and take on greater responsibilities as the producer. ASUS requires suppliers to comply with the Code of Conduct and adopt the same management for their upstream suppliers. All new suppliers must sign the "ASUS Code of Conduct Compliance Declaration" in order to be qualified for cooperation, ensuring that suppliers understand ASUS' sustainability requirements and actually follow their commitments.

To enhance suppliers' awareness of sustainability issues and their ability to respond to risks, ASUS organizes supply chain conferences and training for individual suppliers on a regular basis to convey its management requirements in the interests of strengthening the partnership with the supply chain. ASUS also organized quarterly support meetings to help suppliers improve audit deficiencies. We invited qualified RBA auditors from impartial third-party institutions to analyze the causes of deficiencies and share best-practice cases in the industry to increase the suppliers' management awareness and help suppliers implement improvements. The supplier conference and training have benefited more than 4,423 person-times and in more than 690 hours.

Positive Impact Over the Year



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Six Main Capitals	Input	Outcome/Output	Impact Factor	Impact Creation	Impact Summary	Stakeholder	Reference
Intelligence	<ul style="list-style-type: none"> 5,000 R&D talents Invest NTD \$14.42 billion in R&D 	<ul style="list-style-type: none"> Top 100 Global Innovators, Clarivate As of the end of 2022, we have obtained 5,978 intellectual property rights worldwide Salary and benet were beyond the regulations, ranked among the top 100 high-paying companies in Taiwan 	Intelligence Assets		Smart Medical Care Flagship Team was an important innovation for ASUS in the next-generation products as it combined the two-phase arrangement of infrastructure and data platform in the past and launched the wearable smart medical watch and a handheld ultrasound for medical application in order to create satisfaction for the quality of life from autonomous health management and reduce wasted medical resources by using the financial proxy as a value transformation.		Please refer to 08 Value Creation
Society	<ul style="list-style-type: none"> Provide 2-day full-paid leave for volunteer services Donated 2,016 refurbished computers in the Digital Inclusion program 	<ul style="list-style-type: none"> Conferred Social Education Contribution Award by the Ministry of Education for endeavors in digital inclusion 	Digital Inclusion	NTD \$14,467,146 thousand	The Digital Inclusion program addressed the key social issues arising from the digital gap and was monetized based on the SROI methodology.	Supply chain Employees Community	Please refer to 09 Society
Human Resource	<ul style="list-style-type: none"> Global employees 16,340 Key talent development and succession plans Academic-industry collaborations and human cultivation 	<ul style="list-style-type: none"> More than 500 digital opportunity centers and computer classrooms have been established in more than 39 countries and more than 20,000 computers have been donated 					
Manufacturing	<ul style="list-style-type: none"> Partnering with more than 700 suppliers globally Implementation of sustainable procurement management such as human rights protection in the supply chain 	<ul style="list-style-type: none"> Receive ISO 20400 Sustainable Procurement Certification 100% Key suppliers pass audit 100% of gold, tantalum, tin and tungsten sourced from qualified smelters 	Supply Chain Management		ASUS requires the supply chain to establish the ISO 14001 environmental management system to measure the impact on the supply chain in terms of the procurement policy, effectiveness of energy conservation, and employee conduct.		Please refer to 07 Responsible Manufacturing