


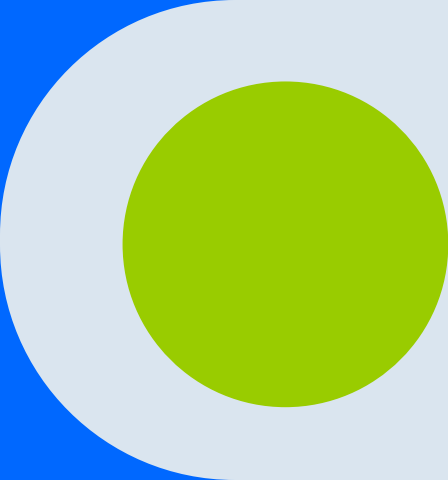
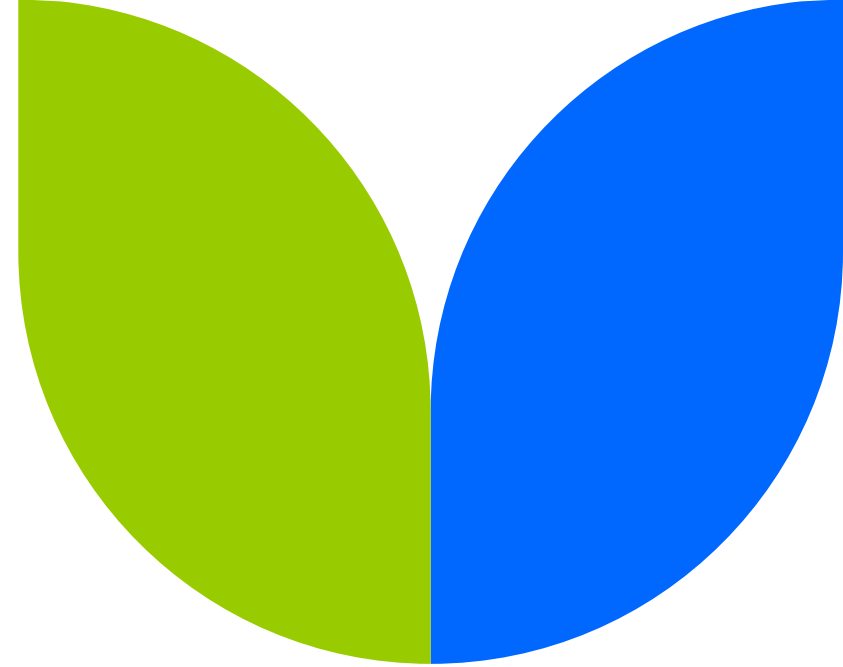
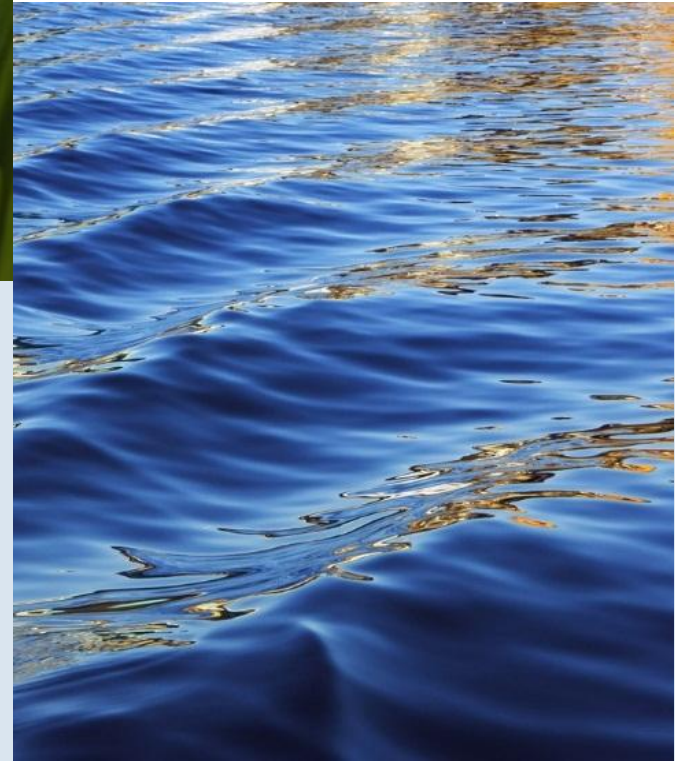


# **2024 ASIX Electronics Corp. Sustainability Report**

Issue Date : July 2025



THIS WAS A TRANSLATION OF THE REPORT FOR THE 2024 SUSTAINABILITY REORT ("THE REPORT") OF ASIX ELECTRONICS CORPORATION ("THE COMPANY"). THE TRANSLATION WAS INTENDED FOR REFERENCE ONLY AND NO OTHER PURPOSE. THE COMPANY HEREBY DISCLAIMS ANY AND ALL LIABILITIES WHATSOEVER FOR THE TRANSLATION. THE CHINESE TEXT OF THE REPORT SHALL GOVERN ANY AND ALL MATTERS RELATED TO THE INTERPRETATION OF THE SUBECT MATTER STATED HEREIN.



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# About This Report

**ASIX Electronics Corporation** (here in after referred to as **ASIX**) issues and publishes the 2024 Corporate Sustainability Report. The content of the report adheres to the principles of pragmatism, integrity, openness and transparency, allowing all stakeholders who care about ASIX to have a clearer understanding of ASIX investment and results in Environmental, Social and Governance aspects.

## Reporting Scope

The scope of information disclosure in this report covers the operations of ASIX's Taiwan Hsinchu headquarters in 2024 (from January 1 to December 31, 2024), including actions and performance results related to corporate governance, R&D innovation, environmental sustainability, social participation, partners prosperity, and friendly workplace across environmental, social, and governance (ESG) aspects.

## Writing Principles

This report collects ASIXs' ESG and other related issues and conducts materiality analysis to understand the issues of concern to stakeholders. The writing follows the Core option of the Sustainability Reporting Standards (GRI Standards), and also refers to the Semiconductor Industry Disclosure Standards of the Sustainability Accounting Standards Board (SASB) for the preparation and disclosure of the report content. °

The statistical data disclosed in the report are compiled and provided by each unit of ASIX ever year. Financial performance data is public information certified by accountants and is consistent with the annual report.

# Report Audit and Verification

- Internal Audit : The contents of the report were submitted by relevant departments and reviewed by the unit supervisor, and then complied by the corporate governance unit.
- External Verification : The financial data was audited and confirmed by KPMG; in terms of management system: The Company has obtained ISO 9001 and ISO 14001 international quality certifications.

## Feedback

In order to continue to maintain good communication with stakeholders, we sincerely welcome you to contact us to provide us with your valuable opinions and advice.

- Contact : Mini Tsai, Head of Corporate Governance of ASIX Electronics Corp.
- Contact Address : 4F, No. 8, Hsin Ann Rd., Hsinchu Science Park, Hsinchu, Taiwan
- Contact Number : 886-3-5799500
- Email : [csr@asix.com.tw](mailto:csr@asix.com.tw)
- Official Website : <https://www.asix.com.tw>

# Message from the Management

**To Our Partners and Friends who continue to pay attention to the sustainable development of ASIX,**

At **ASIX Electronics Corporation**, we remain steadfast in the commitment to our founding principles of “*Advanced Development, Sincere Services, Improve Continuously, and Xtra Quality*”. These core values are the cornerstone of our operations, reflecting our dedication to innovation, excellence, and responsibility.

In an era of accelerated global change and increasingly diverse stakeholder expectations, ASIX upholds the highest standards of integrity as we pursue long-term sustainable growth. Sustainability is no longer confined to creating economic value -- it requires the integration of “Environmental, Social, and Governance” (ESG) considerations into our strategic vision. We recognize our responsibility to society, the environment, and the industry ecosystem, and we view sustainability as a vital foundation for our long-term development. We are actively constructing a sustainability management framework aligned with international standards to fulfill our corporate social responsibilities and contribute to a sustainable and prosperous future.

## **Corporate Symbiosis Partners**

ASIX firmly believes that sustainable corporate development is rooted in strong, transparent, and mutually beneficial partnerships. We are committed to fostering enduring relationships built on trust, integrity, and fairness. We actively engage with partners across our value chain, cultivating an ecosystem that supports mutual growth and success.

In light of growing global scrutiny of supply chain practices, ASIX is dedicated to enhancing collaboration with both upstream and downstream partners. Through constructive engagement, we aim to embed sustainability principles throughout our supply network, jointly addressing emerging challenges and creating a resilient, future-oriented supply chain.

## **Environmental Sustainability**

Climate change, resource depletion, and the pursuit of net-zero emissions are the defining challenges of our time. ASIX embraces environmental responsibility as a core aspect of our corporate mission. We continuously strengthen our internal environmental governance, implement robust management systems, and foster a culture of shared accountability for environmental protection.

ASIX incorporates environmental sustainability into its operational decision-making, adopting a proactive and preventive approach. By aligning with global green and low-carbon transformation trends, we aim to mitigate environmental impacts and establish a solid foundation for co-prosperity between business and nature.

## **Friendly Workplace**

Human capital is the driving force behind our sustainable development. ASIX is committed to building an inclusive, respectful, and growth-oriented workplace culture. We continuously refine our talent development strategies to strengthen organizational resilience, cohesion, and competitiveness.

ASIX believes that employee well-being is essential to long-term success. We strive to provide a safe, equitable, and empowering work environment where individuals can reach their full potential. Through comprehensive policies and support systems, we uphold employee rights and foster a culture that connects people with purpose, ensuring sustainable growth for both our workforce and our company.

## **Taking Responsibility for Social Participation**

As a responsible corporate citizen, ASIX actively engages with society and contributes to the communities in which we operate. By leveraging corporate resources and encouraging employee participation, we aim to amplify our social impact and deliver meaningful, long-lasting value.

Rooted in a spirit of compassion and shared progress, ASIX promotes social inclusion and deepen community involvement. We strive to create a positive ripple effect through our actions, working collaboratively with stakeholders to advance collective well-being and sustainable development.

## **Looking Ahead**

Amid tightening global sustainability standards and evolving regulatory landscapes, ASIX remains committed to deepening its sustainability strategy with a disciplined and forward-looking approach. We are focused on enhancing our resilience, governance, and adaptability to navigate complexity and seize future opportunities.

Looking forward, ASIX will remain anchored in its core values while proactively responding to stakeholder expectations. Through continuous governance enhancement, strategic resource integration, and impactful execution, we aim to co-create a sustainable future for both business and society.

President

James

Chairman

David



# About ASIX



ASIX Electronics Corporation is a professional IC design company specializing in industrial/embedded networking and I/O interface solutions. The company's main products include industrial Ethernet ICs, USB Ethernet ICs, embedded Ethernet ICs, I/O interface ICs, RS-232/RS-485 UART transceivers, and network microcontrollers / USB KVM SoCs. ASIX was founded in May 12, 1995 and has been listed on Taiwan OTC Stock Exchange (TAIEX code 3169) since November 2009. As of December 31, 2024, the company employs 77 people.

At its inception during the rise of the internet, ASIX focused on developing traditional networking control chips, launching a series of related products. With the evolution of demand and technology, users increasingly required various network applications, bandwidth, speed, synchronization, and real-time capabilities. During this period, ASIX acquired MosChip I/O interface product line and Zywyn. These acquisitions accelerated the company's entry into the industrial Internet of Things (IoT) field.

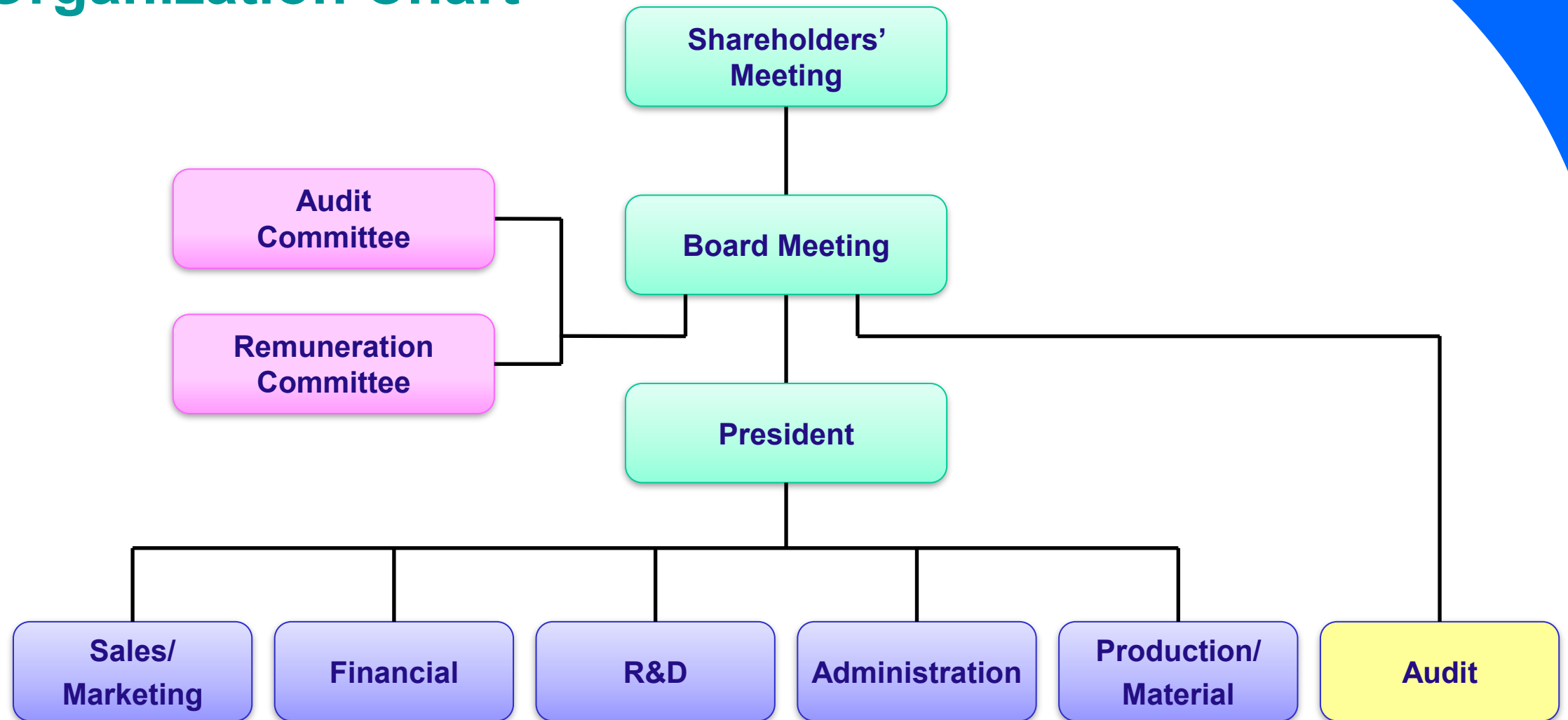
With core competencies in both hardware and software technology development, ASIX is committed to providing high-quality networking control chips that meet customer needs. Through years of solid experience, the company aims to offer more economically efficient products and services to its customers in the future.

# ASIX Milestones





# Organization Chart



# Operating Locations

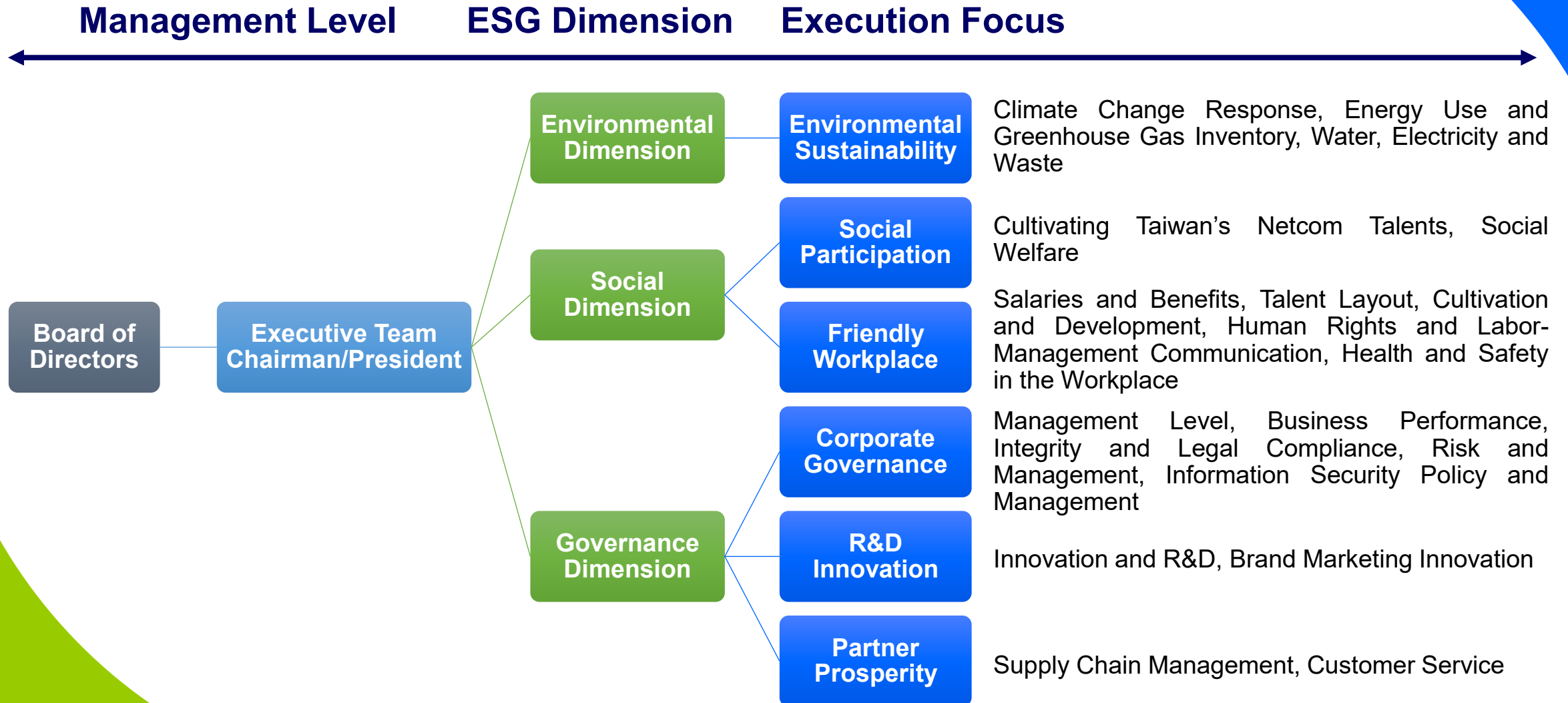
4F, No. 8, Hsin Ann Rd., Hsinchu Science Park, Hsinchu, 30078, Taiwan

## Participate in Associations

- Taiwan Science and Industry Park Science and Industry Association
- National Federation of Small and Medium Enterprises of the ROC.
- Taiwan Intelligent Automation and Robotics Association
- USB-IF Association
- PCI-SIG Association
- EtherCAT Technology Group (ETG)
- Taiwan Industrial Network Association - ProfiBus & ProfiNet International
- Taiwan RISC-V Alliance



# ASIX Sustainable Architecture



# Stakeholder Engagement

Stakeholders were individuals or groups whose interests were or may be affected by the company's economic activities. To ensure that the content of the report was precisely focused and facilitates analysis for report users, the management of ASIX identifies seven common types of stakeholders -- investors, customers, employees, suppliers, government agencies, academic research institutions, and non-governmental organizations -- based on the five principles (dependency, responsibility, influence, diverse perspectives, and tension) of the AA1000 Stakeholder Engagement Standard (SES).

To provide diverse communication channels, ASIX has established a dedicated mailbox ([csr@asix.com.tw](mailto:csr@asix.com.tw)) in the stakeholder section of the company's website for all stakeholders to contact. The company welcomes suggestions from all stakeholders and explains the interactions with stakeholders as follows:

| Stakeholders | Significance to the Company  | Communication Methods and Frequency   | Major Issues   | Company Responses  |
|--------------|------------------------------|---|--|--|
| Investors    | Providers of company capital | <ul style="list-style-type: none"><li>* Shareholders' Meeting (annually)</li><li>* Investor briefings (irregular, at least once a year)</li><li>* Phone/Email (irregular)</li></ul> | <ul style="list-style-type: none"><li>* Economic performance</li><li>* R&amp;D innovation</li><li>* Brand and market image</li><li>* Corporate governance and legal compliance</li><li>* Risk management</li></ul> | <ul style="list-style-type: none"><li>* Held one shareholders' meeting and one investor briefing in 2024</li><li>* Immediate responses to investors' various inquiries</li></ul> |

| Stakeholders                          | Significance to the Company   | Communication Methods and Frequency  | Major Issues   | Company Responses   |
|---------------------------------------|---|--|--|---|
| Customers                             | Partners in adding value and profit for mutual growth                         | <ul style="list-style-type: none"> <li>* Phone/Email (daily)</li> <li>* Meetings (irregular)</li> <li>* Customer satisfaction surveys (annually)</li> <li>* Distributor meetings (biweekly)</li> </ul>   | <ul style="list-style-type: none"> <li>* Customer relations</li> <li>* Economic performance</li> <li>* Brand and market image</li> <li>* Information security and privacy protection</li> </ul>  | <ul style="list-style-type: none"> <li>* Achieved a customer satisfaction score of 4.75 out of 5 in 2024</li> <li>* Immediate responses to customer inquiries and complaints</li> <li>* Utilized multiple channels to promote products/brand/market image</li> </ul>  |
| Employees                             | Most important asset, cornerstone for creating maximum value                  | <ul style="list-style-type: none"> <li>* New employee training (irregular/quarterly)</li> <li>* Department meetings (weekly)</li> <li>* Performance reviews (annually/biannually)</li> <li>* Labor meetings (quarterly)</li> <li>* Welfare committee meetings (irregular/quarterly)</li> <li>* Bulletin boards/Email suggestion boxes (irregular)</li> <li>* Complaint and whistleblower channels (irregular)</li> </ul> | <ul style="list-style-type: none"> <li>* Salary and benefits</li> <li>* Talent attraction and development</li> <li>* Training and development</li> <li>* Economic performance</li> <li>* Occupational health and safety</li> <li>* Human rights and labor relations</li> <li>* Waste management</li> </ul> | <ul style="list-style-type: none"> <li>* The average non-supervisory salary in 2024 announced in 2025 is NT\$1.591 million and the median is NT\$1.399 million</li> <li>* Held four labor meetings in 2024</li> <li>* Provided 36 diverse training courses (264 hours total) in 2024</li> <li>* Spent NT\$3.163 million on employee welfare in 2024, including events like annual parties, road runs, domestic and international trips, team building, and birthday celebrations</li> </ul> |
| Suppliers                             | Partners in providing high-quality products and services for sustained growth | <ul style="list-style-type: none"> <li>* Phone/Email (daily)</li> <li>* Meetings (irregular)</li> <li>* Supplier audits (annually)</li> <li>* Other complaint channels (irregular)</li> </ul>  | <ul style="list-style-type: none"> <li>* Supplier management</li> <li>* Brand and market image</li> <li>* Economic performance</li> <li>* Information security and privacy protection</li> <li>* Human rights</li> </ul>   | <ul style="list-style-type: none"> <li>* Completed supplier evaluations for 2024</li> <li>* Conducted environmental material surveys for suppliers in 2024</li> </ul>   |
| Government Agencies                   | Regulatory bodies ensuring compliance with laws and infrastructure            | <ul style="list-style-type: none"> <li>* Announcements on public information platforms (irregular)</li> <li>* Phone/Email (irregular)</li> <li>* Government briefings (irregular)</li> <li>* Official correspondence (irregular)</li> </ul>  | <ul style="list-style-type: none"> <li>* Corporate governance and legal compliance</li> <li>* Waste management</li> <li>* Environmental regulatory compliance</li> <li>* Risk management</li> </ul>  | <ul style="list-style-type: none"> <li>* Won the 7th Potential Taiwan Mittelstand Award</li> <li>* Attended four government briefings</li> <li>* Completed periodic/irregular announcements and filings</li> <li>* Passed ISO14001 audit in 2024</li> </ul>   |
| Academic and Research Institutions    | Sources of technology and talent development                                  | <ul style="list-style-type: none"> <li>* Industry-academic collaborations (irregular)</li> <li>* Summer internships (annually)</li> </ul>  | <ul style="list-style-type: none"> <li>* Industry-academic cooperation</li> <li>* Salary and benefits</li> <li>* Talent attraction and development</li> <li>* Information security and privacy protection</li> </ul>   | <ul style="list-style-type: none"> <li>* Signed industry-academic cooperation agreements with universities</li> <li>* Offered summer internship positions</li> <li>* Conduct information security vulnerability scanning and penetration testing in 2024</li> </ul>   |
| Non-Governmental Organizations (NGOs) | Recipients of the company's social welfare efforts                            | <ul style="list-style-type: none"> <li>* Public welfare activities (regular/irregular)</li> </ul>  | <ul style="list-style-type: none"> <li>* Economic performance</li> <li>* Risk management</li> <li>* Information security and privacy protection</li> </ul>   | <ul style="list-style-type: none"> <li>* Regular donations to children's education in mountain areas</li> </ul>   |



# Identification of Major Issues

ASIX identifies the major issues for 2024 through discussions in internal meetings involving management and cross-departmental teams. These discussions consider the boundaries of ASIX's risk assessments and the risk evaluations of various management systems. Following the three steps listed on the right, a materiality matrix was created to clearly present the significance of each major issue to stakeholders and the impact on ASIX. This allows for continuous monitoring of trends and developments related to these issues, timely adjustments of major issues, and the development of response strategies.

The steps for identifying major issues were as follows:

## Step 1

- Understand the industry/ Organizational context
- Identifying stakeholders impacting the organization

## Step 2

- Based on the regulations issued by the competent authorities for the preparation and submission of sustainability reports, the Sustainability Reporting Standards, and the SASB Standard, various issues were summarized and listed across different dimensions.
- The impact of these summarized issues on stakeholders and the organization was considered.

## Step 3

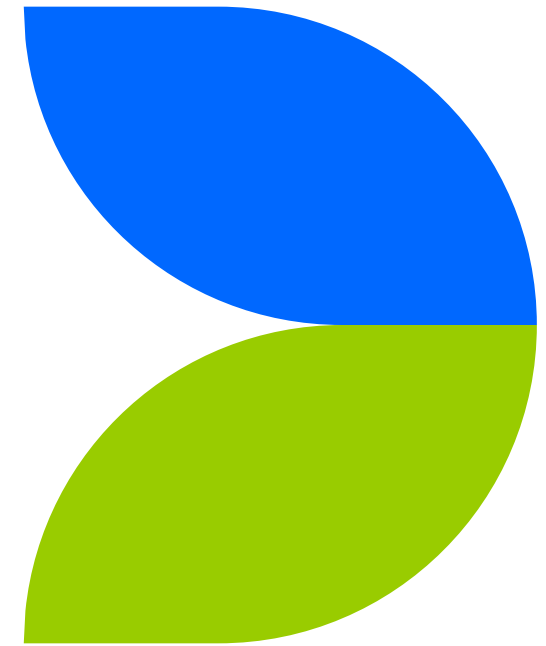
- Based on the results of step 2, the listed issues were ranked according to the degrees of importance to stakeholders, the degree of impact on the organization, and their materiality.
- Nineteen major issues for ASIX in 2024 were selected, and a materiality matrix was completed.

# Major Issues Matrix



# Corporate Governance

- 1.1 Management Level
- 1.2 Business Performance
- 1.3 Integrity and Legal Compliance
- 1.4 Risk and Management
- 1.5 Information Security Policy and Management



# 1.1 Management Level

## Board of Directors Selection

The articles of incorporation of ASIX stipulate that the Board of Directors shall consist of nine members (with at least three independent directors). Directors are elected through a candidate nomination system, with shareholders electing from a list of director candidates at the shareholders' meeting for a term of three years. The professional qualifications, shareholding, concurrent positions, nomination, and selection methods for independent directors shall be handled in accordance with the Company Act and the Securities and Exchange Act. All members of the Board of Directors generally possess the necessary knowledge, skills, and qualities required for their duties.

## Board of Directors Members

To enhance the functions of the Board of Directors, ASIX considers diversity and independence in the composition of its board members, without restrictions on gender, race, or nationality. The shareholders' meeting elected nine directors for the 11th board of directors (including three independent directors). The professional backgrounds of the members include engineering, management, and finance, excelling in the semiconductor industry with cross-national management experience, technological expertise, supply chain management, marketing and business development, risk management, and financial expertise. The Board of Directors discusses the critical major events faced by the company and supervises and manages various potential challenges through regular and ad-hoc meetings.

# List of Nine Members of the 10<sup>th</sup> Term of Directors :

|   |   |   |  |   |  |
|---|---|---|--|---|--|
| <b>Chairman</b><br><b>Wang</b><br><b>Chun-Chi</b> | <b>Education/Experience</b><br>Chairman of ASIX Electronics Corporation<br>National Taiwan University<br>EMBA                                     | <b>Director</b><br><b>Yao</b><br><b>Te-Chang</b>    | <b>Education/Experience</b><br>Chairman of Yung Chuang Investment Co., Ltd.<br>Master's in Electrical Engineering, University of Southern California               | <b>Independent Director</b><br><b>Wei</b><br><b>Jian-Ming</b> | <b>Education/Experience</b><br>Independent Director of Dachan Great Wall Group<br>PhD in Computer Science, University of Connecticut   |
| <b>Director</b><br><b>Zhan</b><br><b>Yong-Da</b>  | <b>Education/Experience</b><br>General Manager of ASIX Electronics Corporation<br>Master's in Business Administration, National Taiwan University | <b>Director</b><br><b>He</b><br><b>Xu-Feng</b>      | <b>Education/Experience</b><br>Deputy General Manager of Airoha Technology<br>MBA, University of Southern California   | <b>Independent Director</b><br><b>Lin</b><br><b>Xiu-Li</b>    | <b>Education/Experience</b><br>Independent Director of Siang Ming Technology<br>EMBA, National Chiao Tung University                   |
| <b>Director</b><br><b>Li</b><br><b>Mao-Sheng</b>  | <b>Education/Experience</b><br>Chairman of ZYWYN<br>Bachelor's in Electrical Engineering, Tatung University                                       | <b>Director</b><br><b>Tsai</b><br><b>Bing-Hsien</b> | <b>Education/Experience</b><br>Deputy Director of Finance Department, MediaTek Inc.<br>Master's in Technology Management, National Yang Ming Chiao Tung University | <b>Independent Director</b><br><b>Hsu</b><br><b>Xi-Yuan</b>   | <b>Education/Experience</b><br>Director of IC PLUS Corp.<br>Master's in Electronics Research Institute, National Chiao Tung University |

Note: Directors have not yet completed relevant ESG education and training courses this term and plan to do so next year.



# Governance Structure of the Board of Directors

|                               | Board of Directors  | Audit Committee  | Remuneration Committee  |
|-------------------------------|---|--|---|
| <b>Organization</b>           | 9 directors (including 3 independent directors)   | Established in May 2019<br>Members: 3 independent directors  | Established in October 2011<br>Members: 3 independent directors   |
| <b>Responsibilities</b>       | <ul style="list-style-type: none"> <li>*Maintain smooth communication with the management team</li> <li>*Hold regular (quarterly) and irregular meetings to fulfill supervisory responsibilities</li> <li>*Assist management in setting corporate goals</li> <li>*Establish short-, medium-, and long-term regulations that align with the interests of stakeholders</li> </ul> | <ul style="list-style-type: none"> <li>*Ensure proper presentation of the company's financial statements</li> <li>*Confirm the effectiveness of internal controls</li> <li>*Appoint or remove certified public accountants and determine their remuneration</li> <li>*Ensure compliance with relevant laws and risk control</li> </ul> | <ul style="list-style-type: none"> <li>*Review and evaluate the company's employee remuneration system</li> <li>*Regularly evaluate the salaries and remuneration of directors and managers</li> <li>*Regularly review managers' performance evaluations and salary assessment principle</li> </ul> |
| <b>Operations</b>             | Held 5 meetings in 2024, with 100% attendance rate  | <ul style="list-style-type: none"> <li>*Meet at least once each quarter, with ample communication with certified public accountants and internal audit units</li> <li>*Held 5 meetings in 2024, with 100% attendance rate</li> </ul>   | <ul style="list-style-type: none"> <li>*Meet at least twice a year</li> <li>*Held 2 meetings in 2024, with 100% attendance rate</li> </ul>  |
| <b>Important Meetings</b>     | Information can be found on the Public Information Observatory and the company's annual report disclosed on the company website   | Information can be found on the Public Information Observatory and the company's annual report disclosed on the company website  | Information can be found on the Public Information Observatory and the company's annual report disclosed on the company website   |
| <b>Performance Evaluation</b> | Board performance scored 4.9 (Excellent) based on this year's reviews and self-evaluations.   | Audit committee's performance scored 4.9 (Excellent) based on this year's reviews and self-evaluations.  | Remuneration Committee's performance scored 4.9 (Excellent) based on this year's reviews and self-evaluations.  |

# Management Team

ASIXs' management team is composed of professional managers who were deeply engaged in various fields. They can gather the centripetal force of the company's employees, undertake the business indicators of the board of directors, and regularly report to the board of directors to achieve company goals and create maximum benefits for all shareholders.

## **Wang Chun-Chi** Chairman

Education  
National Taiwan University  
EMBA

## **Zhan Yong-Da** General Manager

Education  
Master's in Business  
Administration, National Taiwan  
University

## **Fan Zhen-Feng** Vice President

Education  
Master's from the Institute of  
Technology Management,  
National Chiao Tung University

## **Zhong Yong-Ji** Vice President of R&D

Education  
EMBA, National Yang-Ming  
Chiao Tung University

## **Wang Chuan-Jie** Director of Sales

Education  
Bachelor's in Information  
Systems, Chinese Culture  
University

## **Chou Hung-Chang** Director of Marketing

Education  
Bachelor's in Engineering,  
National Cheng Kung University

## **Tsai Min-Ling** Director of Finance

Education  
Bachelor's in Financial  
Management, Chung Hua  
University

# 1.2 Business Performance

## 2024 Operating Results ( Using Consolidated Financial Report Information )

Unit : NT\$1,000

| Items                  | 2024    | 2023    | Increase (decrease)<br>Amount |
|------------------------|---------|---------|-------------------------------|
| Revenue                | 852,618 | 887,618 | -35,000                       |
| Gross Margin           | 51%     | 53%     | -2 pts                        |
| Operating Expenses     | 218,820 | 225,928 | -7,108                        |
| Operating Margin       | 25%     | 28%     | -3 pts                        |
| Non-operating Expenses | 36,336  | 20,745  | 15,591                        |
| Income tax             | 37,956  | 38,966  | -1,010                        |
| Net Income             | 215,439 | 230,329 | -14,890                       |
| Net Income rate        | 25%     | 26%     | -1 pts                        |
| Basic EPS(NT\$)        | 3.42    | 3.67    | -0.25                         |

# Financial Revenue, Expenses and Profitability in 2024

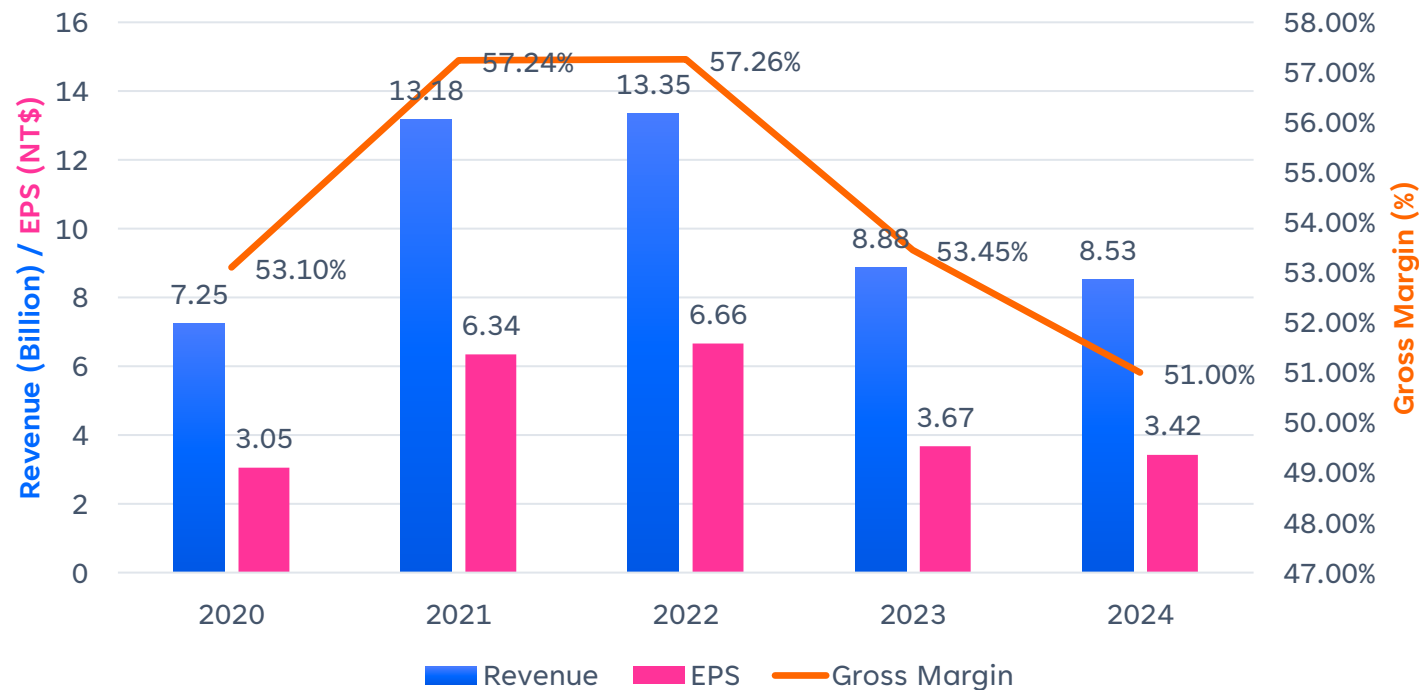
Unit : NT\$1,000

| Items                               | 2024     | 2023     | Increase (decrease)<br>Amount |
|-------------------------------------|----------|----------|-------------------------------|
| Cash Flow from Operating Activities | 323,135  | 293,385  | 29,750                        |
| Cash Flow from Investing Activities | -224,086 | -36,035  | 188,051                       |
| Cash Flow from Financing Activities | -221,445 | -346,479 | -125,034                      |

| Items                               | 2024  | 2023  |
|-------------------------------------|-------|-------|
| Return on Assets (%)                | 11.13 | 11.4  |
| Return on Equity (%)                | 12.26 | 12.95 |
| Net Profit Margin (%)               | 25.27 | 25.95 |
| Earnings after tax Per Share (NT\$) | 3.42  | 3.67  |

# Diligently Cultivating the Blue Ocean Market, Achieving Consecutive Profits for 25 Years

ASIX was dedicated to **Designing Value-oriented, Technologically Innovative, Highly Integrated, and Cost-effective Chip Solutions**. The company focuses on cultivating high-niche blue ocean markets for industrial/embedded/USB Ethernet chips, **achieving an outstanding performance of 25 consecutive years of profitability**. At the same time, ASIX was actively investing in research and development and creating job opportunities.





# Dividend Policy

ASIX's dividend policy, as stipulated by the company's articles of incorporation, was determined based on factors such as the company's capital and financial structure, operating conditions, profits, and the characteristics and cycles of the industry it belongs to, adopting a prudent principle for distribution. The amount distributed shall not be less than 30% of the annual after-tax profits, with cash dividends comprising no less than 10% of the total dividends distributed. If there is any profit after the annual final accounts, it shall first be used to pay taxes and cover previous losses, followed by a 10% allocation to the legal reserve. However, if the legal reserve has reached the company's paid-in capital, this allocation is not required. Additionally, special reserves shall be allocated or reversed in accordance with the company's operational needs and legal requirements. The remaining profit, after dividend distribution and the inclusion of any undistributed profits from the beginning of the year, shall be proposed by the Board of Directors and submitted to the shareholders' meeting for approval.

**On February 19, 2025, the Audit Committee reviewed and submitted the 2024 profit distribution plan, which was approved by the Board of Directors and proposed for the shareholders' annual meeting's approval, distributing NT\$3 per share in cash dividends.**

## EPS and dividend distribution status over the year:

| Unit : NT\$ | 2020 | 2021 | 2022 | 2023 | 2024 |
|-------------|------|------|------|------|------|
| EPS         | 3.05 | 6.34 | 6.66 | 3.67 | 3.42 |
| Dividend    | 2.5  | 5    | 5.5  | 3.5  | 3    |



# 1.3 Integrity and Legal Compliance

Integrity in business operations was fundamental for directors and managers. ASIX has always prioritized transparency in information and principled management as its core operating principles. The company has established guidelines for ethical business conduct and a code of ethical behavior, providing a framework for the management team and employees to follow. Internally, ASIX has a comprehensive internal control mechanism, with regular reports to the Board of Directors supervised by internal audits. The results of various internal control audits for 2024 were deemed reasonable and effective, with no major anomalies or risks identified. The company has maintained fair trading practices, with no lawsuits arising from anti-competitive behavior.

Regular and ad-hoc training sessions were arranged for employees and new hires on ethical behavior standards, intellectual property management, insider trading prevention, personal data protection, and safeguarding trade secrets. Additionally, the company's external website provides contact emails for the spokesperson and supervisors for submitting complaints; to date, no complaints have been received.

ASIX's operations comply with the "Company Act," "Securities and Exchange Act," "Business Accounting Act," "Political Donations Act," "Anti-Corruption Act," "Government Procurement Act," and "Public Officials Conflict of Interest Avoidance Act," among other relevant regulations for listed companies. Due diligence is conducted before engaging in transactions with upstream and downstream companies to minimize risks. The company also has a hotline for reporting conflicts of interest, and all directors signed integrity declarations in 2024. For more information, please refer to the relevant sections of the annual report available on the company's website and the Market Observation Post System (MOPS). °

# 1.4 Risk and Management

Operating a business often requires facing opportunities and risks from both internal and external sources. Companies must have a proactive approach to risk management, identifying and addressing potential economic, environmental, and social crises that may impact operations. Effective risk management enables stable business operations, reduces the impact and loss from significant risk events, ensures sustainable business practices, protects the rights and interests of all stakeholders, and further maintains the company's image.

ASIX manages enterprise risks, including operational management, strategic planning, financial operations, climate change, and other risks, through a five-step process: hazard identification, risk assessment, decision-making, implementation, and supervision and review. This comprehensive approach ensures that the company can mitigate the impact on its operations during emergencies while maintaining personnel safety and protecting shareholders' interests.



# Risk Issues and Responses

## Issues

- Changes in interest rates, exchange rates, and inflation
- Financial investments
- Strategic investments

## Responses

- The finance department conducts natural hedging for foreign positions.
- Adopts a conservative investment policy and handles according to internal regulations, such as asset acquisition or disposal procedures, to reduce risk.

## Issues

- Customer or supplier compliance
- Talent recruitment, training, and development
- Information security and intellectual property rights

## Responses

- Implement diverse and equal employment policies, provide comprehensive professional training, and offer competitive salaries and benefits to attract talent.
- Strengthen information security awareness, establish information security policies, and enhance supervision and control of asset protection
- Operate with integrity as the core principle, and prioritize communication with customers and suppliers

## Issues

- Low-carbon related policies and regulations
- Increased supply chain costs due to climate change
- Green products and research and development

## Responses

- Develop low-power chips and design products that reduce energy consumption and waste
- Actively manage the supply chain
- Continuously promote energy and water conservation, and improve resource use efficiency

## Issues

- Technological development, industry trends, and competitors
- Market changes and policy or legal changes
- Global political and economic situations

## Responses

- Regularly monitor technological and industry developments, and establish short 、medium, and long-term development strategies
- Actively invest in R&D to deepen technical expertise, launch excellent products, and keep an eye on competitors
- Meet customer demands, enhance market competitiveness, and maintain and create outstanding operational performance

## Issues

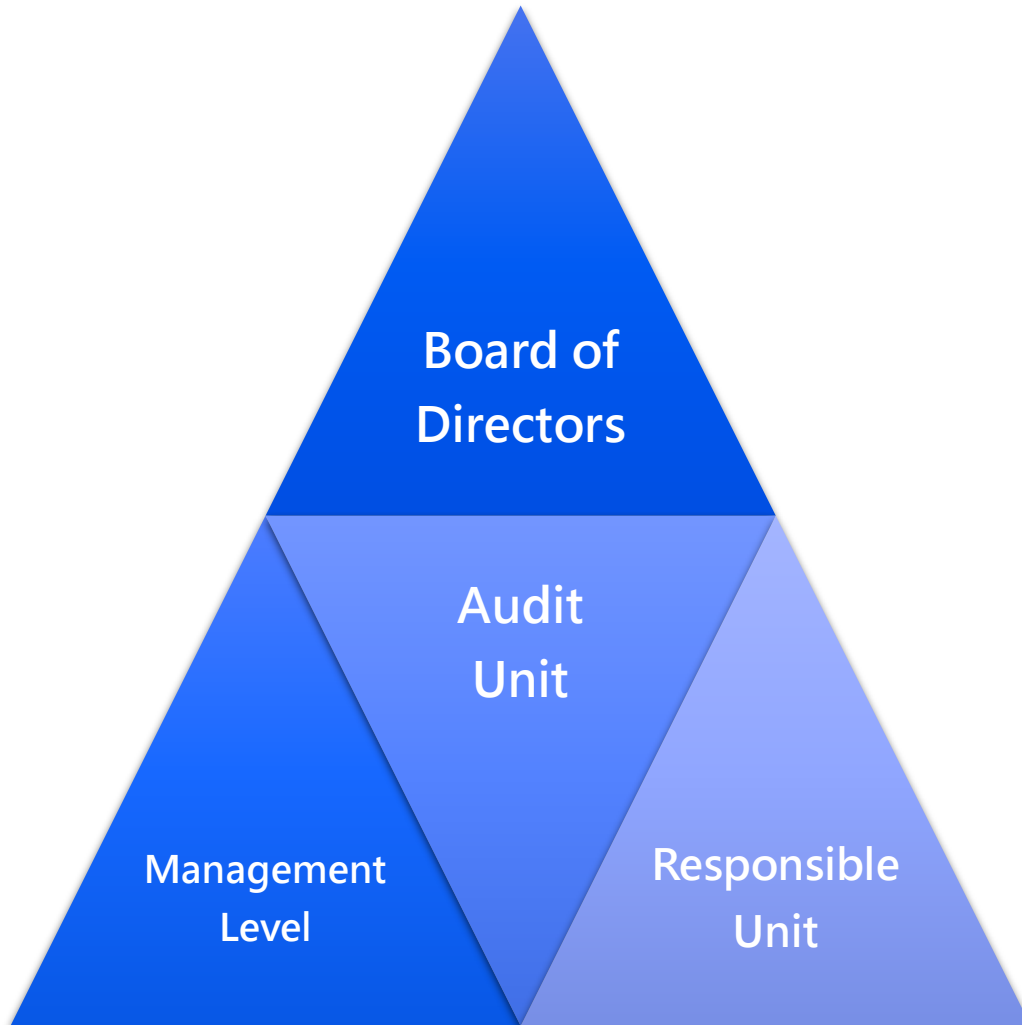
- Risks not listed above that could cause significant losses when they occur

## Responses

- Management maintains a high level of sensitivity in business operations to respond to various potential risks



# Risk Management Organization and Responsibilities



## Board of Directors

- To comply with laws, promote policies, and maintain operations, it was essential to identify the risks associated with sustainable operations and ensure effective risk management.



## Audit Unit

- An independent audit department, which reports directly to the Board of Directors, assists the board and management in auditing the company's internal control system deficiencies. It also provides improvement recommendations to ensure the effectiveness of internal controls.



## Management Level

- Executing the decisions of the Board of Directors, responsible for evaluating risks and auditing various responsible units and projects or plans, while also controlling progress and providing adaptive command.



## Responsible Unit

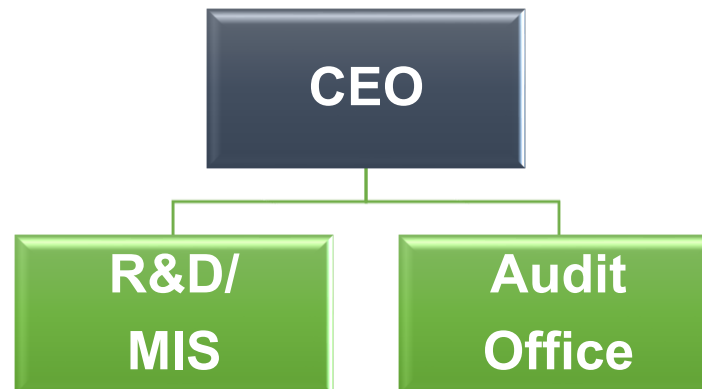
- The person in charge of daily operations was the first-line person in charge of facing risks. He must prevent, analyze and control risks in the work he was responsible for, so that the relevant work can be carried out effectively.



# 1.5 Information Security Policy and Management

## Information Security Policy and Organization

To ensure the company's sustained growth and uphold the core value of sustainable operations, ASIX has established a clearly defined information security policy and an information security management organization, specifying related responsibilities and operational procedures. By strengthening all employees' awareness of information security and implementing effective management of security equipment and environments, ASIX ensures the confidentiality, integrity, and availability of its information assets. These measures effectively reduce information security risks and protect operational stability and corporate reputation.



# Information Security Management Measures and Resources

ASIX is committed to implementing robust internal information security management by strictly enforcing detailed security protocols and continuously investing in cybersecurity equipment to enhance information system safety and data protection, thereby achieving effective risk control.

An annual information security risk assessment is conducted regularly, followed by information security management meetings chaired by the Chief Information Security Officer (CISO). These meetings comprehensively review risk assessment results and discuss relevant cybersecurity issues. When necessary, ad hoc meetings may be convened to promptly address potential security risks and incidents.

In addition, through an internal audit mechanism, ASIX conducts regular annual information security audits. Based on the results of risk assessments and audit findings, concrete improvement measures are proposed and implemented to ensure continuous enhancement and enforcement of the information security management system.

# Information Security Incident Handling and Notification

ASIX has established information security incident handling and notification procedures. Designation of personnel are responsible for handling major information security incidents and taking necessary countermeasures. In 2024 and as of the date of this Annual, ASIX has no major information security incidents, and there is no financial or operational impact caused by major information security incidents.

## Specific Information Security Management, Measures and Results

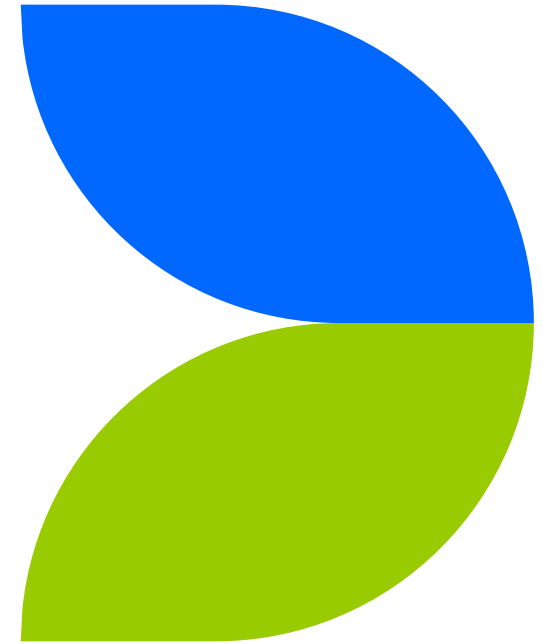
1. To strengthen the security of its information systems, the company conducted vulnerability scanning and penetration testing in 2024 to comprehensively identify potential risks and promptly implement patching and defensive measures, thereby reducing cybersecurity threats.
2. The company has initiated a feasibility assessment and planning for the implementation of the ISO/IEC 27001 Information Security Management System (ISMS). Follow-up implementation and guidance mechanisms are being developed to enhance the institutionalization of information security management and align with international standards.

| Items                                    | Description   | Measures  | Results   |
|--|---|---|---|
| Personnel Security Management            | To ensure information security and prevent confidential information leakage or system damage caused by human factors.   | <ul style="list-style-type: none"> <li>◎ Regular cybersecurity awareness campaigns</li> <li>◎ Establishment of the "Personnel Information Security Code of Conduct"</li> <li>◎ Conduct information security education and training</li> </ul> | <ul style="list-style-type: none"> <li>◎ No incidents of information leakage caused by human negligence in the past year</li> <li>◎ Employees proactively report suspicious emails, demonstrating continuous improvement in cybersecurity awareness</li> </ul>  |
| Assets management                        | Effectively identify, classify, inventory, assess risks, and implement protective measures for all information assets to ensure proper management and control.  | <ul style="list-style-type: none"> <li>◎ Establish and classify an information asset inventory</li> <li>◎ Conduct regular risk assessments to analyze potential threats and vulnerabilities</li> </ul>  | <ul style="list-style-type: none"> <li>◎ Perform regular inventory checks and updates of information assets</li> <li>◎ Implement risk mitigation and continuous improvement for information assets</li> </ul>   |
| Computer security management             | Implement computer information security measures to ensure operational stability and protect information assets.  | <ul style="list-style-type: none"> <li>◎ Secure configuration of computer devices</li> <li>◎ Operating system and software updates</li> <li>◎ Legally licensed computer software</li> <li>◎ Endpoint protection</li> </ul>                    | <ul style="list-style-type: none"> <li>◎ All in-use computers are configured according to standard security settings</li> <li>◎ Operating systems and software are regularly and properly updated</li> <li>◎ Endpoint protection is installed</li> <li>◎ External device control is effectively enforced</li> </ul> |
| Network security management              | Protect the company's network and data from damage, intrusion, and threats.   | <ul style="list-style-type: none"> <li>◎ Establish the "Network Usage Control Policy" to enforce employee internet usage management</li> <li>◎ Implement firewall systems</li> </ul>  | <ul style="list-style-type: none"> <li>◎ Strengthen network access controls to reduce the risk of malware incidents</li> </ul>  |
| System security management               | Prevent the leakage of company business information.  | <ul style="list-style-type: none"> <li>◎ Implement responsibility-based access control for personnel in each department</li> <li>◎ Legally authorized</li> <li>◎ Implement backup mechanisms</li> </ul>                                       | <ul style="list-style-type: none"> <li>◎ Implement the principle of least privilege and ensure the availability of data to avoid data leakage.</li> </ul>   |
| Files management                         | Ensure company records were properly managed and protected.   | <ul style="list-style-type: none"> <li>◎ Data file version control management</li> <li>◎ Files permission management</li> <li>◎ Implement backup mechanisms</li> </ul>  | <ul style="list-style-type: none"> <li>◎ Enforce the principle of least privilege and ensure files availability.</li> </ul>   |
| Physical Environment Security Management | Protect information equipment, system resources, and personnel to prevent risks such as data leakage, equipment damage, or service disruption caused by natural disasters, human interference, or environmental factors | <ul style="list-style-type: none"> <li>◎ Control physical access</li> <li>◎ Deploy environmental monitoring equipment</li> <li>◎ Ensure power supply and disaster recovery support</li> </ul>   | <ul style="list-style-type: none"> <li>◎ Effectively prevent unauthorized personnel from entering</li> <li>◎ Maintain operation of critical systems during disasters through backup and UPS mechanisms</li> <li>Enhance personnel safety</li> </ul>   |

# Innovation and R&D

2.1 Innovation and R&D

2.2 Brand Marketing Innovation

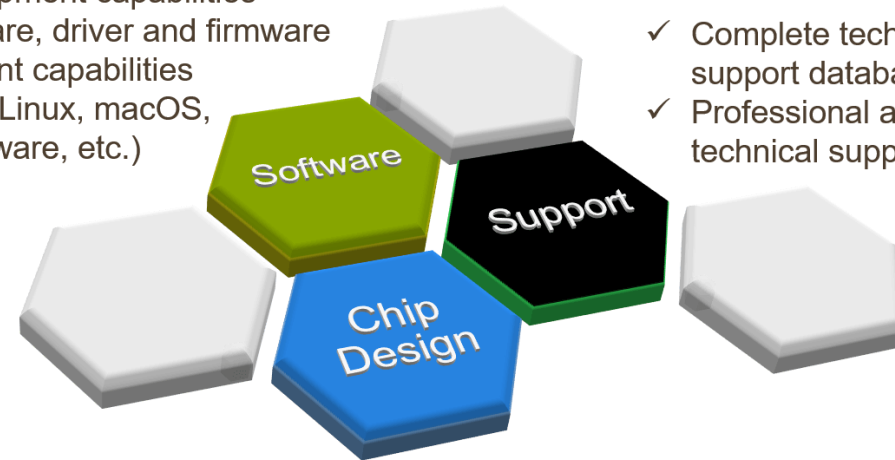


# 2.1 Innovation and R&D

## Core Competencies

ASIX's R&D team is well-equipped with key core technologies in industrial and embedded network chip design, hardware I/O interface bridging, and software and firmware development, ensuring ASIX's leading position in the industrial and embedded Ethernet chip market.

- ✓ Good system software integration and development capabilities
- ✓ Rich software, driver and firmware development capabilities (Windows, Linux, macOS, UEFI, firmware, etc.)

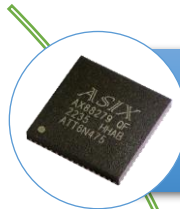


- ✓ Complete technical support database
- ✓ Professional and efficient technical support team

- ✓ Core technologies for network chip design
- ✓ Various peripheral interface bridge controllers design technologies
- ✓ Various digital, analog, and mixed-signal single-chip design technologies



# ASIX's Latest Key Technologies



USB 3.2 to 2.5G Ethernet Chip Key Technologies

• AX88279



Industrial Ethernet EtherCAT chip Key Technologies

• AX58400/AX58200/AX58100



The Latest Industrial Ethernet TSN Key Technologies

• AXM57104A TSN NIC/IPC

TSN



IO-Link Master/Device Software Stack Key Technologies

• AX58400 EtherCAT to IO-Link Gateway, IO-Link Master/Device Stacks



Latest TSN + EtherCAT to IO-Link Gateway over TSN Overall Solution

• AXM57104A TSN IPC + AX58400 EtherCAT to IO-Link Gateway over TSN Solution

# Innovative R&D Strategy

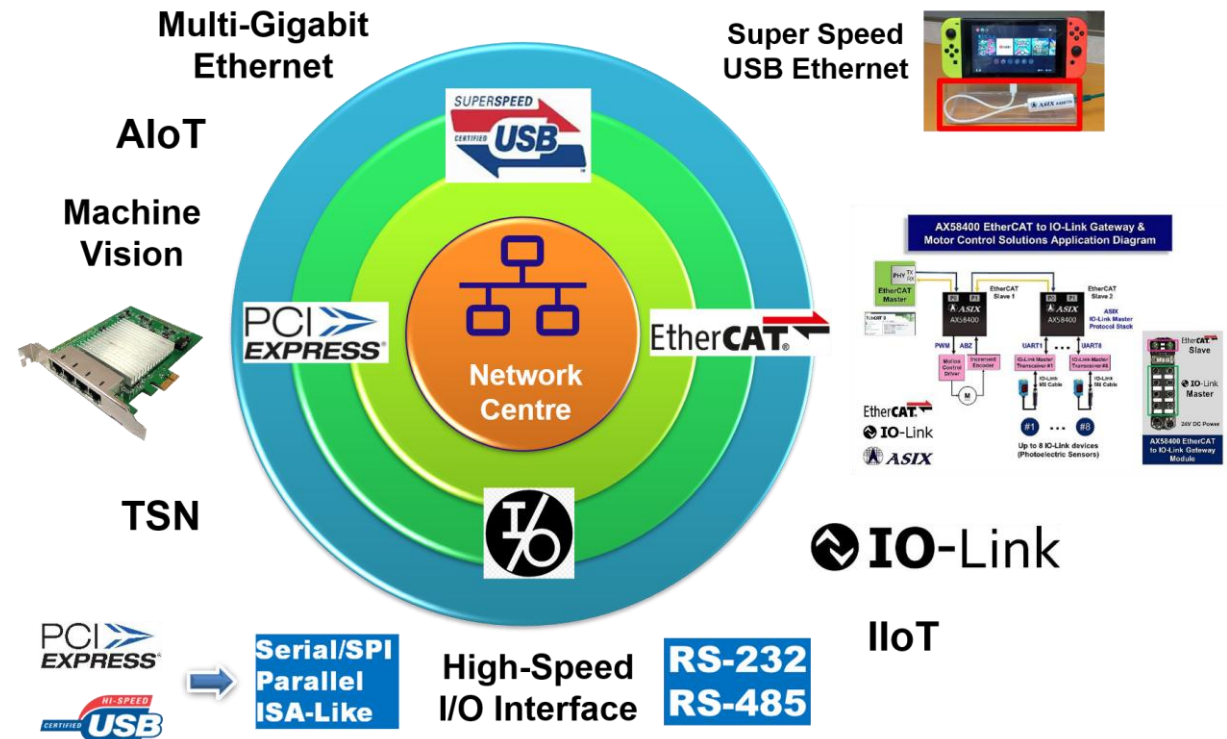
ASIX continues to innovate and develop the latest key technologies and product applications of industrial and embedded Ethernet chip market

Develop new generation Multi-Gigabit Ethernet chips with high-speed transmission interface

Develop new generation of highly integrated and high-performance EtherCAT & TSN industrial Ethernet chips

Develop the latest technologies for IO-Link smart sensor communication software stack

Develop new generation of I/O interface chips with high-speed transmission interface



# Intellectual Property Strategy

## Strategic Objectives

- Strengthen protection of R&D achievements to ensure sustained innovation
- Leverage intellectual property to enhance market competitiveness and accelerate commercialization
- Motivate research teams to improve innovation efficiency

## Core Strategies

- IP Management
  - Establish a comprehensive intellectual property rights database for enhanced protection
  - Implement a global patent portfolio to secure competitive advantage
- R&D Team Incentives
  - Project bonus system to encourage employees to propose innovative ideas
  - Patent reward programs to drive technological breakthroughs

## Expected Impact

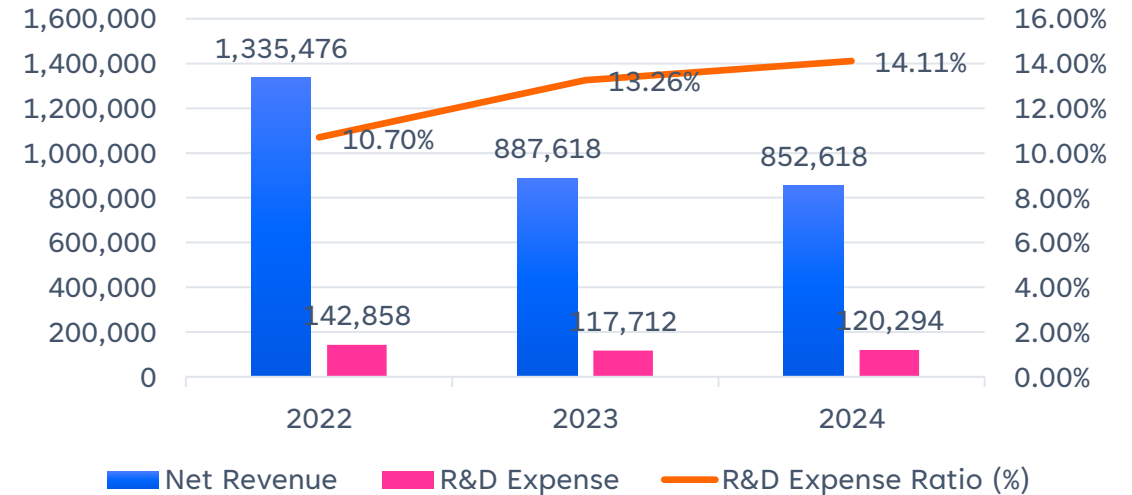
- Enhance technological innovation capabilities
- Improve market competitiveness

## ASIX's R&D Patent Portfolio

| Country         | Taiwan | US | China |
|-----------------|--------|----|-------|
| Patents Granted | 17     | 7  | 4     |

# Innovation R&D Investment and Results

ASIX is actively investing in the innovative research and development of the latest key technologies and product applications of industrial and embedded Ethernet chip market. Here are the specific results of ASIX's recent innovative R&D investments and outputs in new products and technological innovations.



| Year | Research and Development Achievements  |
|------|--|
| 2022 | Launched New EtherCAT to IO-Link Gateway Solution with ASIX's Own IO-Link Master Software Stack  |
| 2023 | Launched AXM57104 TSN Development Platform<br>Launched AX88279 USB 3.2 to 2.5G Ethernet Controller<br>Launched AX88179B/AX88772E Driverless USB Ethernet Controllers |
| 2024 | Launched ASIX IO-Link Device Software Stack Solution<br>Launched AX99100A PCIe to Multi I/O (4S, 2S+1P, 2S+SPI, LB) Controller                                       |

## 2.2 Brand Marketing Innovation

### Expanding Global Market Through Digital Marketing

ASIX leverages social media and content marketing strategies to enhance brand influence and deepen customer engagement. Through diverse digital platforms, the company shares technical innovations, product information, and sustainability-related content to boost market awareness and customer interaction. Real-time communication mechanisms enable ASIX to listen to customer needs and provide expert support, fostering long-term trust.

Integrating ESG principles into its content strategy, ASIX not only elevates brand value but also promotes sustainable applications of smart IoT technologies, co-creating impactful market value with its partners and customers. The company actively manages its official social media channels to strengthen ASIX's professional image and global product visibility. Through digital marketing, it expands its presence in the global industrial automation sector while optimizing resource utilization and minimizing waste.

By adopting innovative marketing approaches, ASIX reinforces brand momentum, drives the adoption of intelligent IoT solutions, and balances long-term sustainability with competitive market performance.





# Leveraging Social Media to Build the Company's Professional Brand Image

Managing ASIX's global social media presence across platforms including Facebook, Instagram, LinkedIn, X, YouTube, YOUKU, LINE, and WeChat to strengthen brand professionalism, boost product visibility, and support industrial automation market expansion with a focus on sustainability.

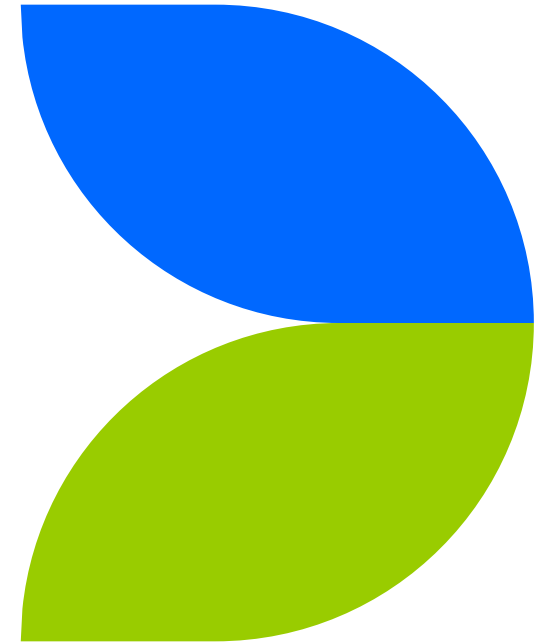


# Environmental Sustainability

3.1 Climate Change Response

3.2 Energy Use and Greenhouse Gas Inventory

3.3 Water, Electricity and Waste





# 3.1 Climate Change Response

## Greenhouse Gas Reduction Policy

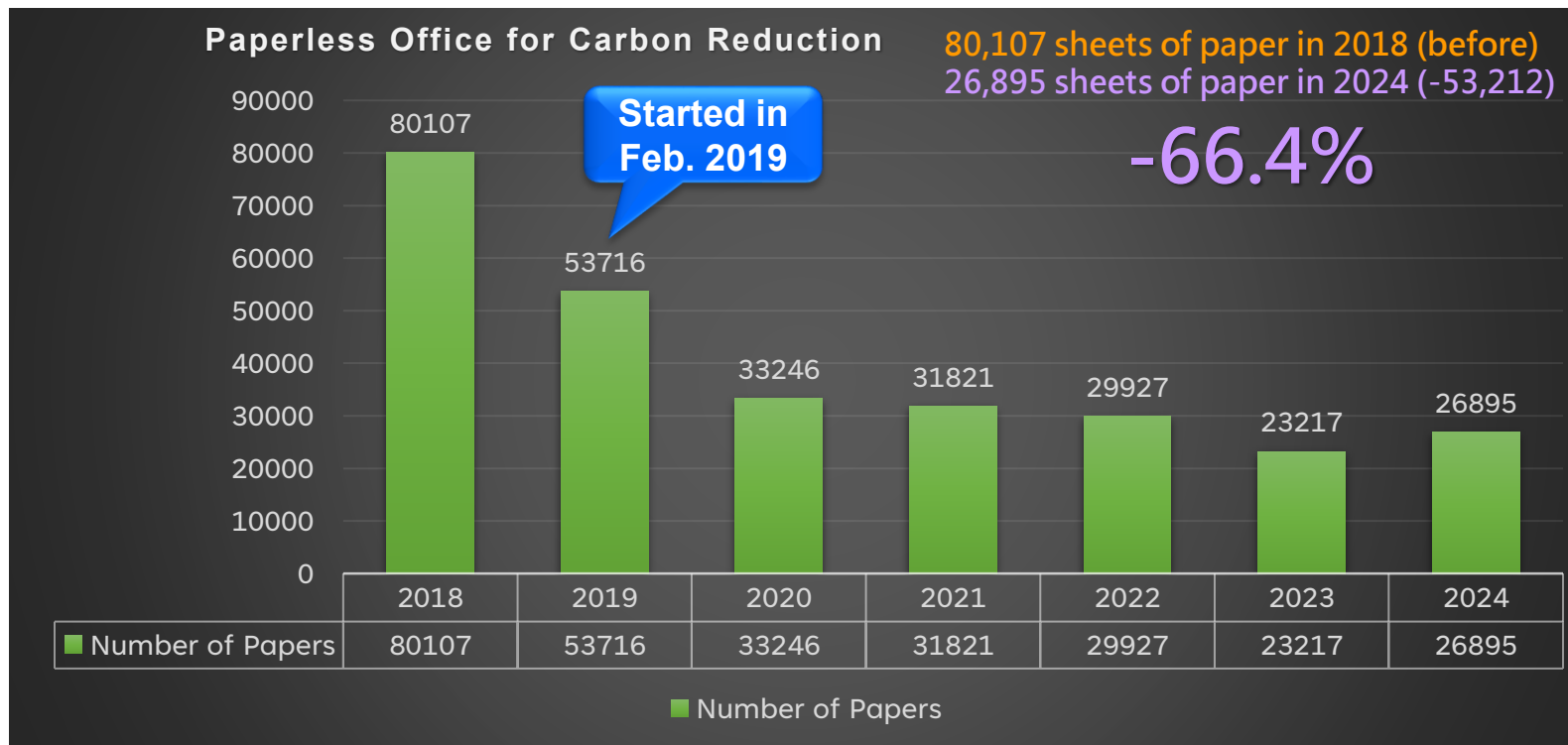
In response to growing global concern over climate change and greenhouse gas emissions, ASIX recognizes the urgent environmental and societal challenges posed by climate change and embraces sustainability as a core value for long-term business development. We believe that true sustainability is only possible when businesses thrive in harmony with society and the environment. To meet increasingly stringent carbon regulations and global supply chain expectations, ASIX is redefining its corporate values. Beyond focusing on core business growth, we are committed to the 3R principles -- Reduce, Reuse, and Recycle -- integrating environmental responsibility into product design and operations to help build a better future.

**We are committed to achieving net-zero carbon emissions by 2050, aligned with the Paris Agreement and Science Based Targets initiative (SBTi).** Our strategy includes low-carbon design innovation, renewable energy procurement, supply chain collaboration, and data-driven carbon management. To support this transition, we have launched GHG inventory efforts in line with international standards and **aim to complete third-party verification by Q2 2026.** We also continue to promote energy efficiency, green office practices, and environmental stewardship as part of our corporate social responsibility.

**In line with the IAF/ISO joint communiqué, we integrated climate-related requirements into our ISO Quality and Environmental Management Manual on April 24, 2024,** and are developing KPIs to systematically monitor climate issues and enhance operational resilience and sustainable governance.

# Paperless Office Implementation for Carbon Reduction

To advance digital transformation and support office decarbonization, **ASIX has implemented paperless office measures since February 2019**. These include launching an electronic approval system and promoting digital documentation. **In 2024, paper usage was reduced by 53,212 sheets compared to 2018, cutting an estimated 327.78 kg CO<sub>2</sub>e** -- equivalent to over 1,600 km of vehicle emissions or the annual carbon absorption of 27 trees. This achievement reflects ASIX's ongoing commitment to low-carbon operations and sustainable development.



# 3.2 Energy Use and Greenhouse Gas Inventory

## Energy Resource Management Policy

ASIX was a professional chip design company, engages in product design, research, development, and sales, while the production and manufacturing of chips are outsourced to professional foundries. During the company's operations, the required energy is mostly for air conditioning and lighting, which are common daily necessities, with electricity being the primary energy used.

Before any external guidance on inventory, the company conducted its inventory and statistical analysis, which showed that the main source of emissions was electricity, accounting for over 99% of total emissions. Therefore, the company's plan to reduce greenhouse gas emissions focuses on reducing energy usage, improving efficiency, and minimizing energy waste.

## Energy Reduction Policy

The consensus on energy-saving and carbon reduction not only enhances global industrial competitiveness but also significantly contributes to reducing greenhouse gases. The primary electricity usage at ASIX was for air conditioning systems. Due to climate change causing annual temperature increases in recent years, the load on air conditioning equipment has indirectly increased, leading to higher electricity consumption for air conditioning. However, the company continues to promote various energy-saving measures and more efficient energy use to minimize negative environmental impacts. Therefore, a good office environment and the concept of employees saving electricity resources, along with practical actions like turning off unused equipment, help conserve electrical resources.

## Promotion Measures:

When replacing and purchasing new equipment, priority could be given to energy-efficient design products such as:

1. Chilled water main units for air conditioning systems.
2. Replacing lighting sources with LED lamps.
3. Computers and network equipment in IT server room.
4. High-efficiency UPS (Uninterruptible Power Supply) systems.
5. Continuously keeping up with the latest energy-saving technologies and products.



Replacing lighting sources with LED lamps

## Energy Usage and Energy-Saving Goals :

Future energy-saving plans will continue to be promoted, with electricity savings measured per employee each year. **In accordance with the company's set goals, individual inventory information will be completed and disclosed by 2026, and reduction targets, strategies, and related specific action plans will be disclosed by 2027.**

# Energy-Efficient Lighting Upgrade Toward Net-Zero Emissions

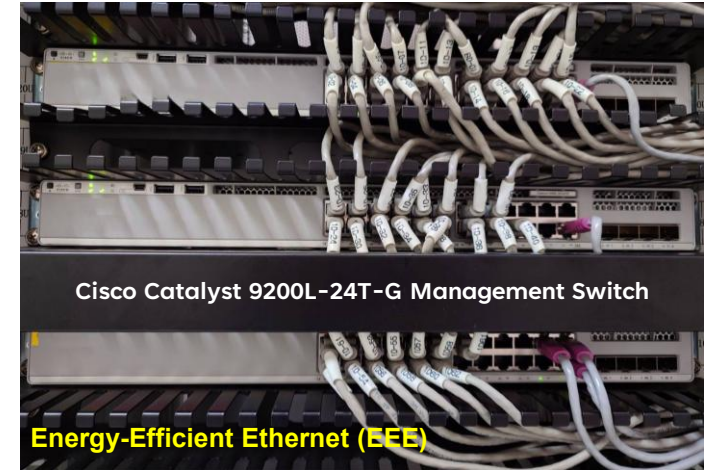
To enhance energy efficiency and support low-carbon operations, **ASIX continued its efforts to enhance energy efficiency by replacing traditional fluorescent tubes with LED lighting across office areas in 2024. This upgrade reduced total power consumption by approximately 548 watts and is expected to lower annual carbon emissions by 714.46 kg CO<sub>2</sub>e — equivalent to over 3,500 kilometers of vehicle travel or the yearly carbon absorption of 60 trees. The initiative lowered electricity costs and reinforced our commitment to energy efficiency, carbon reduction, and progress toward net-zero operations.**

| Number of LED Lamp Replacements | 2023 | 2024 |
|---------------------------------|------|------|
| 4-foot LED Lamp                 | 3    | 6    |
| 2-foot LED Lamp                 | 6    | 7    |

\* 4-foot traditional lamps (38W\*3) replaced with 4-foot LED lamps (20W\*3)  
\* 2-foot traditional lamps (18W\*4) replaced with 2-foot LED lamps (10W\*4)

# Driving Sustainable Upgrades with Green-Certified IT Equipment

In line with our commitment to environmental sustainability, **ASIX invested NT\$5 million in 2024 to upgrade its IT server room infrastructure.** This initiative included the deployment of the **NetApp FAS2750 storage system, certified with the NetApp Green Label, and the Cisco Catalyst 9200L-24T-G managed switch with Energy Efficient Ethernet (EEE) support.** These upgrades replaced outdated, energy-intensive equipment, enhancing network stability and data security while demonstrating our dedication to low-carbon operations throughout digital transformation.





# Greenhouse Gas Carbon Emissions Inventory

Scope of Inquiry :4F, No.8, Hsin Ann Rd., Hsinchu Science Park, Hsinchu, Taiwan

Greenhouse gas self-inventory results over the past three years

| Year 2022          | CO2    | CH4 | N2O | HFCs  | SF6 | NF3 |
|--------------------|--------|-----|-----|-------|-----|-----|
| Emissions (tcno2e) | 264.1  | 0   | 0   | 0.121 | 0   | 0   |
| %                  | 99.90% | 0   | 0   | 0.1%  | 0   | 0   |
| Year 2023          | CO2    | CH4 | N2O | HFCs  | SF6 | NF3 |
| Emissions (tcno2e) | 267.4  | 0   | 0   | 0.121 | 0   | 0   |
| %                  | 99.90% | 0   | 0   | 0.1%  | 0   | 0   |
| Year 2024          | CO2    | CH4 | N2O | HFCs  | SF6 | NF3 |
| Emissions (tcno2e) | 278.2  | 0   | 0   | 0.121 | 0   | 0   |
| %                  | 99.90% | 0%  | 0%  | 0.1%  | 0%  | 0%  |

| Attribute | Category        | Items                 |   | Unit   | 2022   | 2023  | 2024   |
|-----------|-----------------|-----------------------|---|--------|--------|-------|--------|
| Input     | Energy          | Gasoline              |   | Liters | 2      | 2     | 2      |
|           |                 | Liters                |   | Liters | 300    | 300   | 800    |
|           |                 | Diesel                | Non-renewable energy generation equipment production                              | kWh    | 518.34 | 525   | 541.8  |
|           |                 | Purchased Electricity | Renewable energy generation equipment production (also know as green electricity) | kWh    | None   | None  | 無      |
|           |                 | Refrigerant (R22)     |   | KG     | 128    | 128   | 128.63 |
|           |                 | Refrigerant (410A)    |   | KG     | 12     | 12    | 12     |
|           | Water Resources | Tap Water             |   | tons   | 1,498  | 1,985 | 2,157  |



| Attribute | Category                    | Regulatory or International Standard Identification | Items   | Unit             | 2022                             | 2023                             | 2024                             |
|-----------|-----------------------------|---|---|------------------|----------------------------------|----------------------------------|----------------------------------|
| Output    | Greenhouse Gas              | ISO14064-1  | (a)Direct greenhouse gas emissions and removals (Category 1)              | ton CO 2 e       | 0.826                            | 0.552                            | 1.735                            |
|           |                             |   | (b)Indirect greenhouse gas emissions from imported energy (Category 2)    | ton CO 2 e       | 263.83                           | 267.22                           | 277.88                           |
|           |                             |   | (c)Indirect greenhouse gas emissions from transportation (Category 3)     | ton CO 2 e       | No need to disclose at this time | No need to disclose at this time | No need to disclose at this time |
|           |                             |   | (d)Indirect greenhouse gas emissions from product use (Category 3)        | ton CO 2 e       | No need to disclose at this time | No need to disclose at this time | No need to disclose at this time |
|           |                             |   | (e)Indirect greenhouse gas emissions related to product use (Category 3)  | ton CO 2 e       | No need to disclose at this time | No need to disclose at this time | No need to disclose at this time |
|           |                             |   | (f)Indirect greenhouse gas emissions from other sources (Category 3)      | ton CO 2 e       | No need to disclose at this time | No need to disclose at this time | No need to disclose at this time |
|           | Water Pollution Control Act | Water Pollution Control Act                         | Process wastewater  | Metric tons/year | None                             | None                             | None                             |
|           |                             |   | Domestic water  | Metric tons/year | 1,498                            | 1,985                            | 2,157                            |
|           |                             |   |   | ton CO 2 e       | 0.27                             | 0.355                            | 0.353                            |
|           | Waste                       | Waste Disposal Act                                  | Industrial waste - general  | ton              | 0.17                             | 0.17                             | 0.27                             |
|           |                             |   | Industrial waste - hazardous  | ton              | 0.0386                           | 0.0101                           | 0.00874                          |
|           |                             |   | Recyclable waste: paper / iron, aluminum / plastic, including PET bottles | ton              | 0.451                            | 0.5687                           | 0.366                            |
|           | Recycling                   | Wastewater recycling                                |   | km3              | None                             | None                             | None                             |

# 3.3 Water, Electricity and Waste

## Disclosure of Water and Electricity Usage

During the company's operations, the energy required was mostly for air conditioning and lighting, which were general civil needs, with electricity being the primary energy used. The water and electricity usage for the past three years was as follows:

| Category        | Items                 |   | Unit | 2022   | 2023  | 2024  |
|-----------------|-----------------------|---|------|--------|-------|-------|
| Energy          | Diesel                | Non-renewable energy generation equipment production                              | kWh  | 518.34 | 525   | 541.8 |
|                 | Purchased Electricity | Renewable energy generation equipment production (also know as green electricity) | kWh  | None   | None  | None  |
| Water Resources | Tap Water             |   | tons | 1,498  | 1,985 | 2,157 |



# Water Resource Management Policy

Valuing and protecting water resources was a priority for ASIX. As a non-manufacturing company, we do not use water in production processes. During company operations, water was sourced from the municipal water supply, without the use of groundwater or other sources, and only generates general domestic wastewater. Therefore, water usage was not a major issue for our company.

## **Promotion measures were as follows :**

1. Educate employees on the concept of saving water resources and encourage practical actions such as turning off taps.
2. Implement an immediate reporting mechanism to promptly repair any damaged or leaking water supply equipment to avoid water wastage.
3. Adjust the water output of supply devices or use water-saving valves, and adopt sanitary equipment with water-saving certification.
4. Maintain water quality in cooling towers by adding chemicals, thereby reducing the frequency of cleaning the towers and minimizing large-scale water usage.

## **Water Resource Energy-saving Goals :**

The goal was to reduce water usage per employee each year.

# Waste Management Policy

The main waste generated was domestic waste. Management and reduction measures include entrusting general domestic waste to professional and qualified disposal companies, which transport it to incineration plants for burning. Recyclable resource waste was handed over to recycling companies for resource recovery and reuse, reducing environmental pollution and harm.

According to the results of our self-inventory, the greenhouse gas emissions from waste treatment were a very small portion of the company's total greenhouse gas emissions. The inventory results show that the company's waste mainly consists of recycled cardboard boxes and photocopy paper.

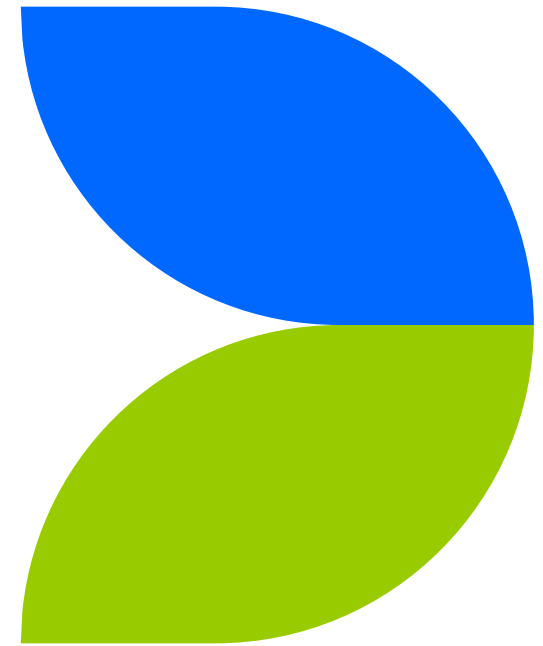
The waste statistics for the past three years were as follows :

| Category | Regulatory or International Standard Identification | Items   | Unit | 2022   | 2023   | 2024    |
|----------|---|---|------|--------|--------|---------|
| Waste    | Waste Disposal Act                                  | Industrial waste - general  | ton  | 0.17   | 0.17   | 0.27    |
|          |   | Industrial waste - hazardous  | ton  | 0.0386 | 0.0101 | 0.00874 |
|          |   | Recyclable waste: paper / iron, aluminum / plastic, including PET bottles | ton  | 0.451  | 0.5687 | 0.366   |

# Social Participation

4.1 Cultivation Taiwan's Netcom  
Talents

4.2 Social Welfare



## 4.1 Cultivating Taiwan's Netcom Talents

Through **industry-academia cooperation** and joint project development with domestic universities and related academic institutions, ASIX aims to continue expanding employment opportunities and cultivating more outstanding network communication talents in Taiwan, thereby enhancing Taiwan's network communication capabilities.



### Industry-Academia Cooperation with NYCU

ASIX officially launched an industry-academia collaboration project with National Yang Ming Chiao Tung University at the end of 2023. , aiming to drive innovation and advancements in network communication through **technology research and talent development**. This collaboration integrates **corporate industry expertise** with **academic research capabilities**, enabling joint research initiatives that enhance industry competitiveness and cultivate outstanding network communication professionals.

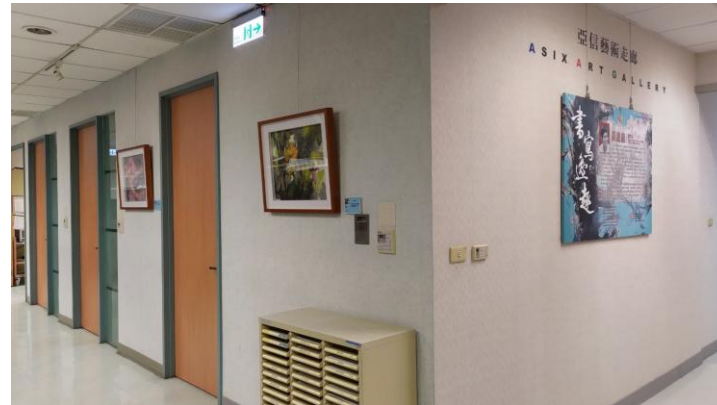






## 4.2 Social Welfare

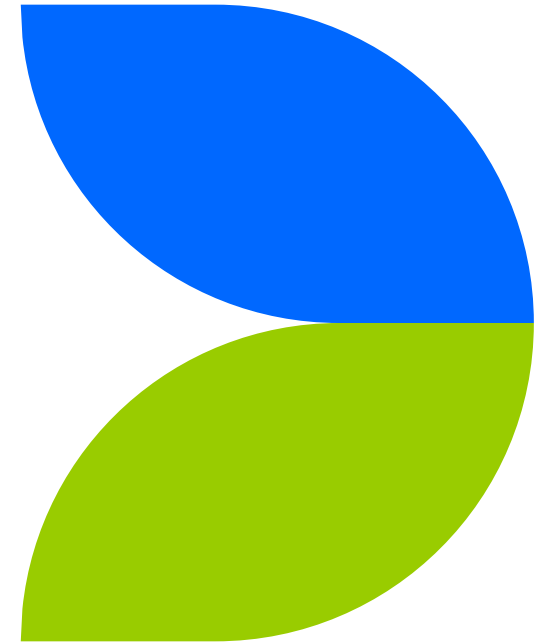
ASIX regularly donates to local mountain area kindergarten children and irregularly purchases coffee from Man Fair social Enterprise Limited Company and Children Are Us Foundation, the charity organization, as well as Mid-Autumn Festival gifts from disadvantaged groups. In cooperation with the Advantech Foundation, the company has established an art corridor and set up an invoice donation box for charity organizations, encouraging employees to donate invoices generously.



# Partners for Common Prosperity

5.1 Supply Chain Management

5.2 Customer Service



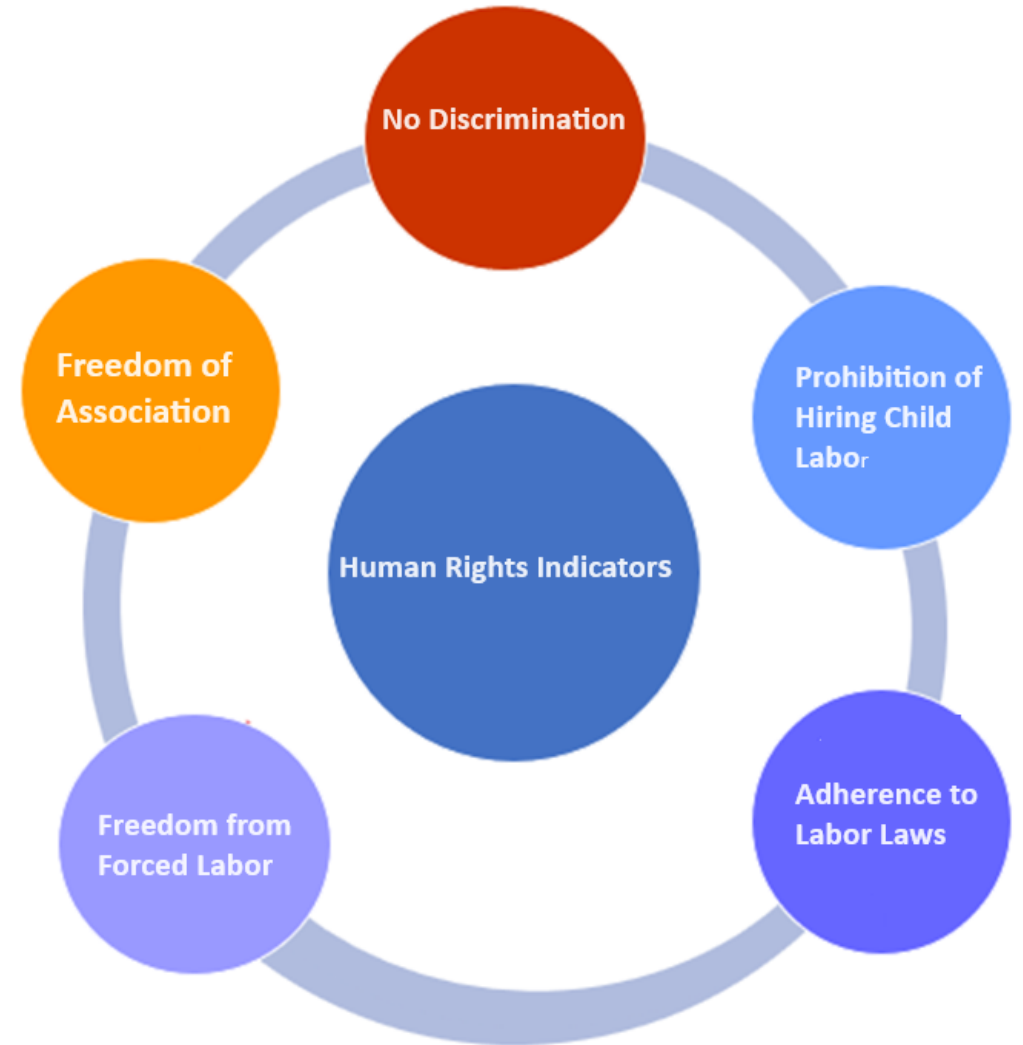
# 5.1 Supply Chain Management

ASIX is adhere to the principle of sustainable operation, upholding beliefs such as compliance with regulations, fulfilling social responsibilities, and coexisting in an environmentally friendly manner. The company establishes positive interactions with its supply chain based on these principles. ASIX supply chain management policies focus on aspects such as human rights conduct guidelines, procurement policies, supply product quality management, green product management (including hazardous/restricted substances), and responsible minerals. Suppliers are required to protect labor rights, monitor supply quality, avoid using minerals sourced from armed conflict and human rights violation areas (Conflict Affected and High-Risk Areas (CAHRAs)), comply with green product regulations, and refrain from using hazardous substances, as well as sign related assurance declarations. The company prioritizes local sourcing and has an emergency response mechanism of the second sources to build a sustainable supply chain, reducing impacts on nature and the environment. This approach fosters close professional collaboration and creates a win-win long-term partnership with suppliers.



# Supplier Code of Conduct Management

ASIX place great importance on human rights issues among suppliers, monitoring and investigating whether suppliers treat their workers well and maintain ethical standards between employers and employees. Suppliers are required to ensure non-discrimination, prohibition of child labor, no forced labor, freedom of association, compliance with labor laws, and no exploitation of worker wages, while also providing a safe working environment. To safeguard the safety of the working environment, ensure employees are treated with dignity and respect, and adhere to ethical standards, we conduct supplier investigations based on the Responsible Business Alliance (RBA) standards and require compliance with relevant regulations. In 2024, the investigation results showed 100% compliance, with no reported incidents of human rights violations between employers and employees. In 2025, we will continue to monitor and ensure that suppliers adhere to these conduct guidelines.



# Procurement Policy

- ASIX is an IC design company, so our primary procurement method involves ordering ICs and commissioning the production of finished IC products. Our supply chain is mainly composed of renowned domestic wafer foundries, assembly and testing factories. At the same time, our suppliers hold various management standard certifications, such as ISO 9001 Quality Management System, IATF 16949 Automotive Quality Management System, ISO 14001 Environmental Management System, QC 080000 Hazardous Substance Process Management System, and ISO 45001 Occupational Health and Safety Management System, among others. This indicates that . ASIX supply chain possesses sufficient resources, product technology capabilities, environmental management (green factories), and occupational safety measures to meet ASIX needs.
- ASIX is adhere to the principle of local sourcing, procuring from locations within or near our operational areas. This approach helps reduce the carbon footprint from material and product transportation and lowers energy consumption. To mitigate the risk of potential procurement shortages, our supply chain also has a Second Source mechanism in place to ensure 100% on-time delivery and customer satisfaction.





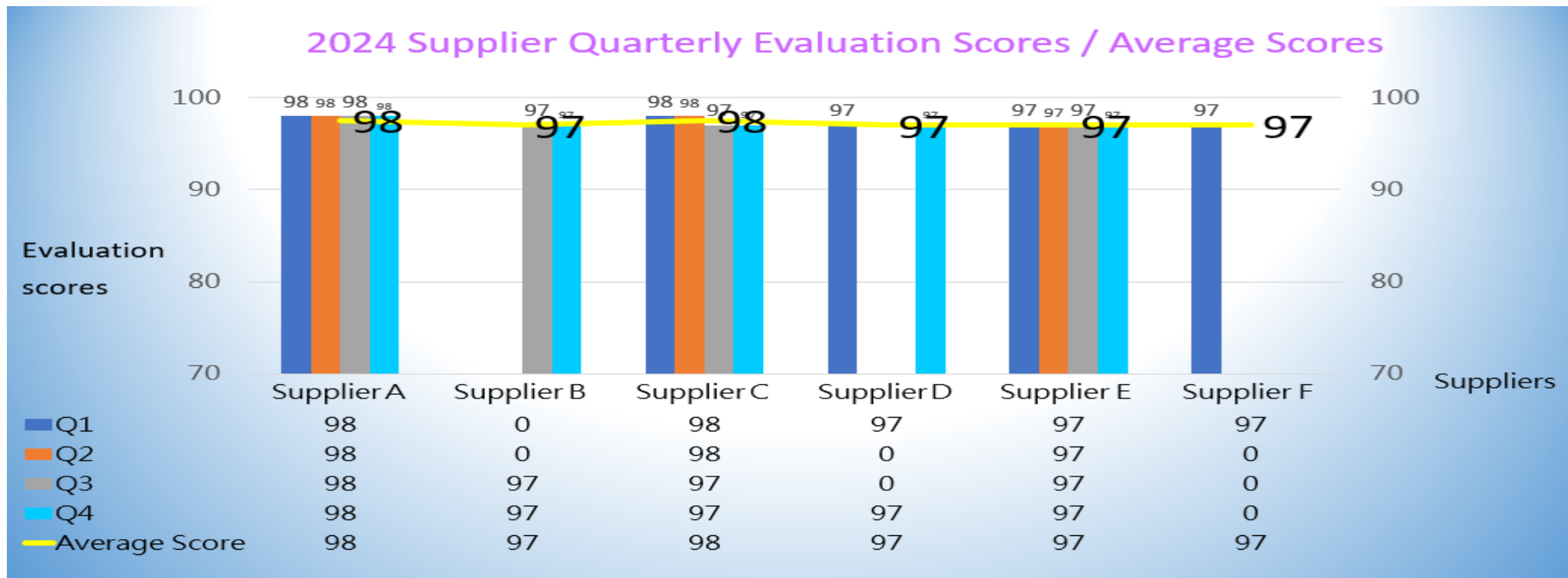
# Supplier Evaluation Criteria

- ASIX implements a strict evaluation process for the procurement goods delivered by suppliers. Evaluations are conducted quarterly and annually, and are included in indicators such as quality objectives, KPIs, risk assessments, and opportunity evaluations.
- The content and weight of the quarterly supplier performance evaluation are as follows:
  1. Product Quality (50%)
  2. Issuance of Non-Conformance Reports or Corrective and Preventive Action Reports (20%)
  3. Compliance with Green Product Regulations (20%)
  4. Supplier Cooperation and Service Attitude (10%)
- Evaluation Criteria:
  1. Excellent Supplier (Above 91 points)
  2. Qualified Supplier (81 to 90 points)
  3. Reassessment Required (70 to 80 points)
  4. Non-Qualified (Below 69 points)



# Supplier Evaluation Results

The 2024 annual statistical report, the evaluation scores for each supplier were compiled by each assessment item, including quarterly scores and average scores per quarter. **The results show that all suppliers are rated as Excellent Suppliers (above 91 points), with outstanding performance in all evaluation categories.**



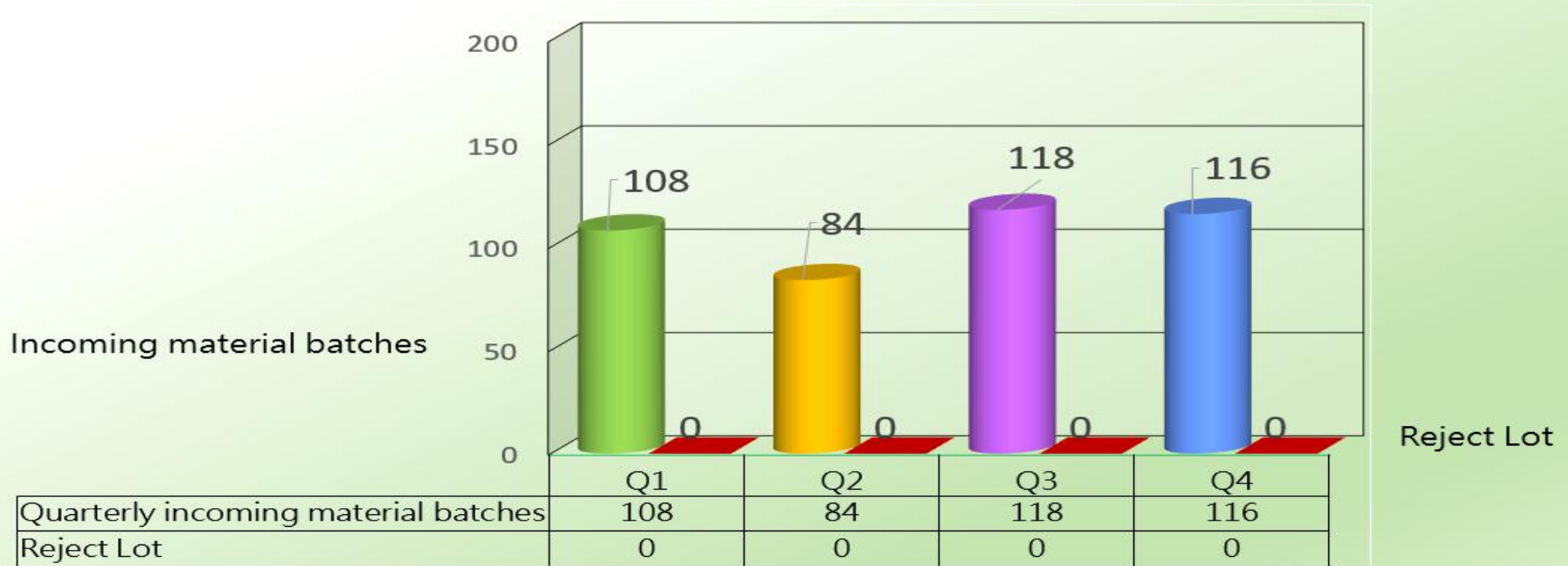
Note: 0 means that there were no shipments in the current quarter.



# Supplier Delivery Quality

The 2024 annual statistical report, the statistical results of Incoming Quality Control (IQC) for supplier shipments by quarter show that there were no returns of batches for any supplier. **The number of rejected Lot was 0 ( Reject Lot Rate = 0%)**

2024 Supplier Quarterly Incoming Material Inspection Statistics



# Evaluation items for outsourcing

ASIX implements a rigorous evaluation system for key outsourcing regarding the delivery of outsourced products. Evaluations are conducted on a quarterly and annual basis and are incorporated into quality objectives, KPIs, and risk and opportunity assessments.

The performance evaluation criteria and their respective weightings for quarterly assessments of outsourced products are as follows:

1. Outsourcing product quality (25%)
2. Whether nonconformity reports or corrective/preventive actions have been issued (15%)
3. Whether the outsourcing has any violations of green product regulations (25%)
4. Outsourcing on-time delivery rate (25%)
5. Outsourcing company cooperation and service attitude (10%)

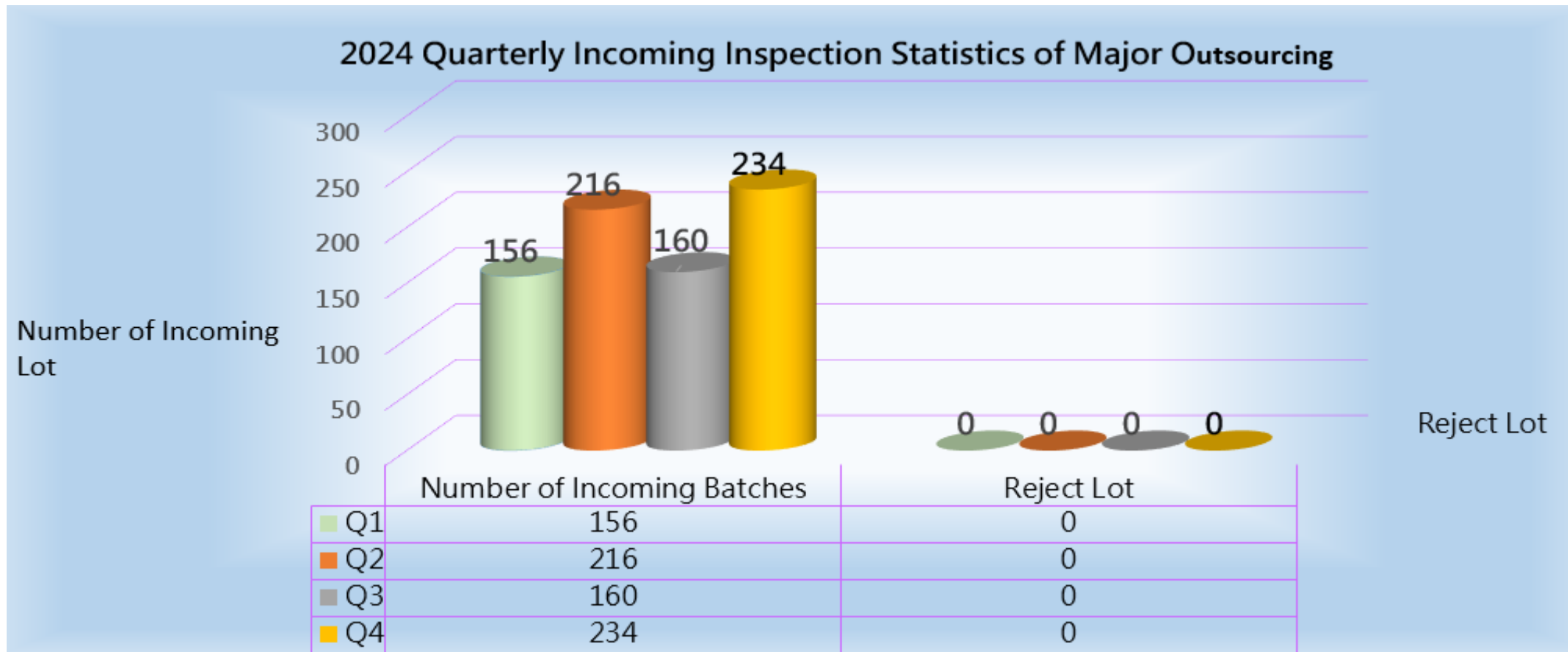
- Rating Explanation:

1. Excellent Qualified Contractor (91 points and above)
2. Qualified Contractor (81–90 points)
3. Re-evaluation Needed (70–80 points)
4. Not Qualified (Below 69 points)



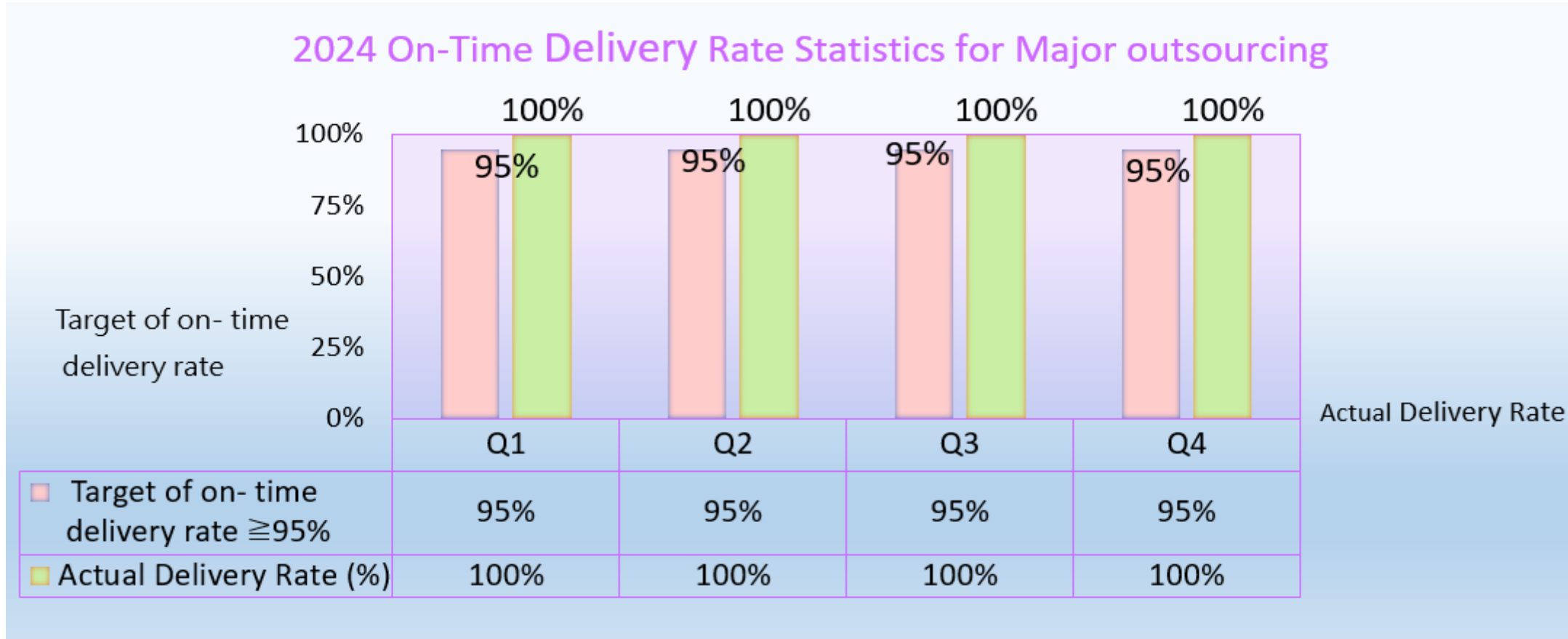
# Outsourcing Delivery Quality

The 2024 annual statistics of incoming quality control (IQC) for major outsourcing purchase batches **by quarter show that no batches were rejected each quarter, with zero rejected batches (rejection rate 0%).**



# Outsourcing Delivery Assessment

In 2024, the delivery rate of major outsourcing production batch of the on-time delivery rate was evaluated in each quarter, and **the statistical results showed that the actual delivery rate in each quarter was 100%.**



# Annual Supplier Evaluation

ASIX focuses on the operational status, quality system management, and engineering capabilities of its key suppliers. Therefore, each year, self-assessment checklists or on-site audits at the suppliers' locations are utilized. **In the 2024 evaluation, the average score of the 5 major suppliers was 88.8 points. Among them, two suppliers were rated as Excellent Suppliers, and three suppliers were rated as Qualified Suppliers.**

The annual evaluation items and their respective weightings for suppliers are as follows:

- 1. Operational Status (30%)
- 2. Quality System Management (40%)
- 3. Engineering Capabilities (30%)

**Evaluation Criteria:**

- 1. Excellent Supplier (Above 91 points)
- 2. Qualified Supplier (81 to 90 points)
- 3. Reassessment Required (70 to 80 points)
- 4. Non-Qualified (Below 69 points)

| Suppliers     | Evaluation Score | Evaluation results |
|---------------|------------------|--------------------|
| Supplier A    | 96.1             | Excellent Supplier |
| Supplier B    | 91.3             | Excellent Supplier |
| Supplier C    | 87.6             | Qualified Supplier |
| Supplier D    | 87.3             | Qualified Supplier |
| Supplier E    | 81.7             | Qualified Supplier |
| Average score | 88.8             |                    |

# Green Product Management

- ASIX ensures compliance with international green product regulations by establishing the Green Product Management Procedure (S0202QA04) and Material Approval Procedure (S0102QA03). This procedure rigorously controls compliance from the product design phase through to the use of raw materials, manufacturing processes, and packaging materials, adhering to regulations on hazardous substances and restricted materials, with the aim of eliminating the use of harmful substances.
- The raw materials used in ASIX supply chain and the products manufactured are 100% compliant with the European Union's Restriction of Hazardous Substances Directive (Directive 2011/65/EU and Directive (EU) 2015/863) and the EU REACH Regulation: "Registration, Evaluation, Authorization, and Restriction of Chemicals" (REACH). This ensures compliance with customer green product requirements and international green product standards, contributing to environmental protection and reducing the environmental impact of products, while enhancing product competitiveness.



# EU RoHS 2.0 Restricted Substances Survey

ASIX regularly reviews third-party test reports (e.g., from SGS) for the raw materials used in the IC (integrated circuit) products provided by suppliers, to ensure compliance with the EU RoHS 2.0 Restriction of Hazardous Substances Directive. The regulated concentration limits are as shown in the table below. After review, it has been confirmed that all raw material test reports for products in 2024 are 100% compliant; no restricted substances exceeding concentration limits were found, meeting regulatory requirements.

| Restricted Substances |  | Maximum Allowable Concentration |
|-----------------------|--|---------------------------------|
| 1                     | Lead / Lead compounds                  | 0.1% (1000ppm)                  |
| 2                     | Cadmium / Cadmium compounds            | 0.01% (100ppm)                  |
| 3                     | Mercury / Mercury compounds            | 0.1% (1000ppm)                  |
| 4                     | Chromium VI (Cr6+) compounds           | 0.1% (1000ppm)                  |
| 5                     | Polybrominated Biphenyls (PBBs)        | 0.1% (1000ppm)                  |
| 6                     | Polybrominated Diphenyl Ethers (PBDEs) | 0.1% (1000ppm)                  |
| 7                     | Di-(2-ethylhexyl)phthalate (DEHP)      | 0.1% (1000ppm)                  |
| 8                     | Butyl benzyl phthalate (BBP)           | 0.1% (1000ppm)                  |
| 9                     | Dibutyl phthalate (DBP)                | 0.1% (1000ppm)                  |
| 10                    | Diisobutyl phthalate (DIBP)            | 0.1% (1000ppm)                  |





# EU REACH SVHC Survey

ASIX regularly audits the IC (integrated circuit) products provided by suppliers to determine if they contain SVHCs (Substances of Very High Concern). SVHCs are chemicals that pose significant risks to the environment and human health due to their high toxicity. According to Article 58 of the REACH Regulation, the European Chemicals Agency (ECHA) identifies SVHCs among:

- Category 1 and 2 carcinogens, mutagens, and reproductive toxins (CMR substances)
- Persistent, Bioaccumulative, and Toxic substances (PBT) and very Persistent and very Bioaccumulative substances (vPvB)
- Substances with similar hazards, such as endocrine disruptors

These substances are selected through a review and assessment process conducted by ECHA.

**The regulation requires that if a product meets both of the following conditions, it must be reported to ECHA :**

- 1. The concentration of SVHCs (Substances of Very High Concern) in the product exceeds 0.1% (w/w).**
  - 2. The total amount of SVHCs manufactured or sold within the EU exceeds one ton per year.**
- As of 2024, there are 242 SVHCs listed (the 32th update of the REACH Candidate List.). The audit results confirm compliance, with no instances of SVHC concentrations exceeding the limit or quantities exceeding one ton that would necessitate reporting.**

# Conflict-Free Minerals Policy

- To achieve responsible mineral sourcing, ASIX has established a Conflict-Free Minerals Policy. We commit to thoroughly investigating our supply chain to ensure that metals such as Gold (Au), Tantalum (Ta), Tungsten (W), Cobalt (Co), and Tin (Sn) are not sourced from conflict zones or obtained through illegal smuggling by non-state armed groups or illegal factions from the Democratic Republic of the Congo (DRC) or surrounding conflict-affected regions. Additionally, metals exported from the following countries do not meet the "Conflict-Free" standard: Democratic Republic of the Congo (DRC), Rwanda, Uganda, Burundi, Tanzania, and Kenya (as recognized by the United Nations Security Council as sources of minerals from the DRC).
- ASIX declares that all metals used in products sold to customers and in our downstream supply chain comply with Conflict-Free Minerals standards (DRC Conflict-Free). We continuously monitor supplier mineral sources using the Conflict Minerals Reporting Template (CMRT) and the Extended Mineral Reporting Template (EMRT). We conduct a 100% investigation of products and will fully re-evaluate and adhere to our commitment to responsible mineral sourcing whenever there are updates to the investigation templates or changes to the smelter lists. This ensures diligent due diligence in compliance with the Conflict-Free Minerals standards.

# Responsible Minerals Investigation

ASIX conducts responsible mineral sourcing investigations based on the Conflict Minerals Reporting Template (CMRT) and the Extended Conflict Minerals Reporting Template (EMRT) issued by the Responsible Minerals Initiative (RMI). **In 2024, investigations of suppliers showed 100% compliance, with all used metal minerals listed on the approved smelter list.** In 2025, we will continue to perform due diligence and require suppliers to regularly update their investigation information. If any non-compliant smelters are identified, we will strictly monitor the suppliers' corrective actions and ensure that they switch to compliant smelters.



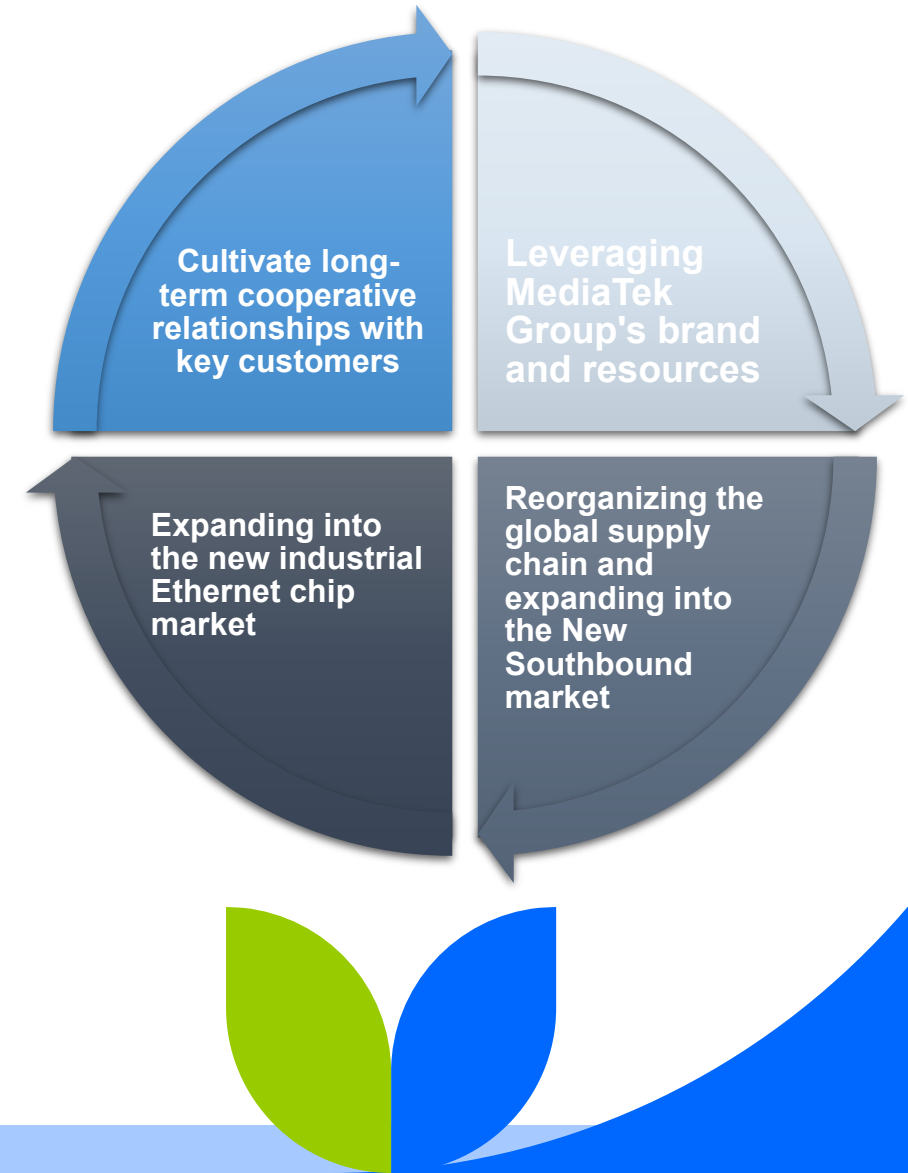
## 5.2 Customer Service

ASIX places long-term collaboration at the core of its customer relationship management policy, working closely with supply chain partners—including foundries, design service providers, and packaging and testing houses—to ensure stable chip supply, high quality, and competitive pricing.

The company is committed to building lasting relationships with key customers by delivering high-performance, cost-effective chip solutions along with prompt and professional technical support to meet customer needs efficiently.

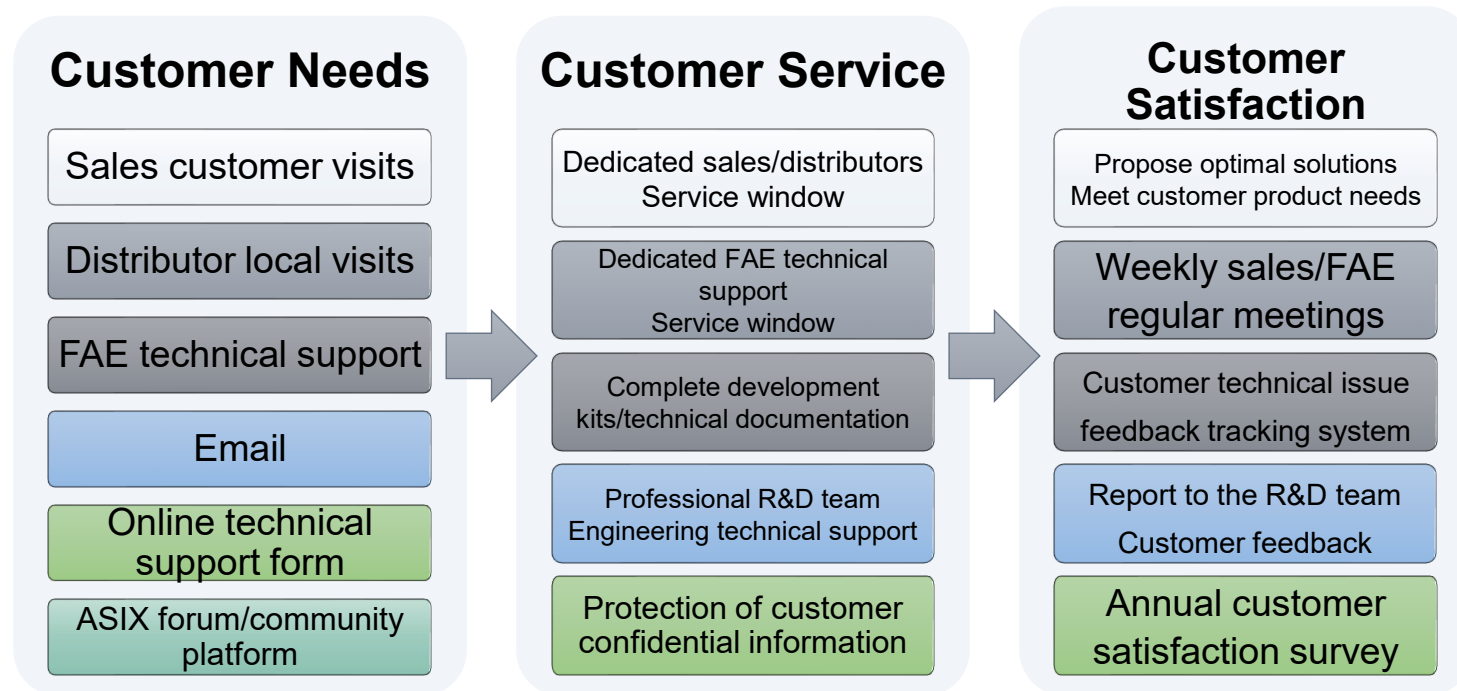
To enhance customer service, ASIX has implemented a feedback tracking system for technical issues, ensuring that its sales, support, and R&D teams can respond in real time to customer input. Weekly cross-functional meetings are held to review and resolve issues, significantly improving the effectiveness of technical support. **According to ASIX's 2024 customer satisfaction survey, overall customer satisfaction exceeded 90%.**

ASIX's market channel strategy targets Taiwan, Mainland China, Europe, the Americas, and Japan. Centered on customer value, the company continues to expand its market competitiveness through innovative product technologies and timely technical support that earn customer trust.



# Customer Relationship Management Strategy

ASIX is driven by customer needs, delivering high-value, competitively priced products through a stable supply chain, innovative technologies, and professional services. The company has established a customer feedback system that enables the sales, technical support, and R&D teams to promptly capture and respond to customer needs, ensuring consistent service quality. Annual customer satisfaction surveys are conducted, covering areas such as service performance, delivery lead time, product quality, and environmental practices. ASIX continuously refines its technical support processes to enhance customer satisfaction and strengthen long-term partnerships.



# Customer Satisfaction Survey

ASIX conducts annual customer satisfaction surveys covering key areas such as service quality, delivery lead time, product quality, and environmental initiatives to assess how well customer needs are being met and to continuously enhance its services. The insights gathered are used to improve technical support, supply chain management, and product development, ensuring the delivery of high-quality and competitive solutions.

In addition, the company actively responds to customer feedback by optimizing delivery schedules and environmental measures, thereby improving overall satisfaction and strengthening long-term partnerships.

**According to the 2024 survey responses, ASIX achieved an average customer satisfaction score of 4.75 out of 5 points. No complaints regarding breaches of customer privacy were reported during the year.**

| Service Quality        |                     |                        | Delivery Lead Time |                        |                            | Product Quality |                          |                                  |            | Environmental Initiatives                 |   |  | Total Score | Average (Out of 5 Points) |
|------------------------|---------------------|------------------------|--------------------|------------------------|----------------------------|-----------------|--------------------------|----------------------------------|------------|---|---|--|-------------|---------------------------|
| Sales Service Attitude | Instant FAE Service | Effective FAE Services | Delivery On Time   | Flexible Delivery Date | Delivery Date Satisfactory | Product Quality | Product Delivery Quality | RMA/ Customer Complaint Handling | QA Support | Environmentally Friendly Operation Indeed | Compliance with International Regulations | Environmental Protection Operations Satisfactory |             |                           |
| 4.78                   | 4.74                | 4.65                   | 4.78               | 4.83                   | 4.78                       | 4.83            | 4.83                     | 4.78                             | 4.78       | 4.65                                      | 4.65                                      | 4.70   | 61.78       | 4.75                      |

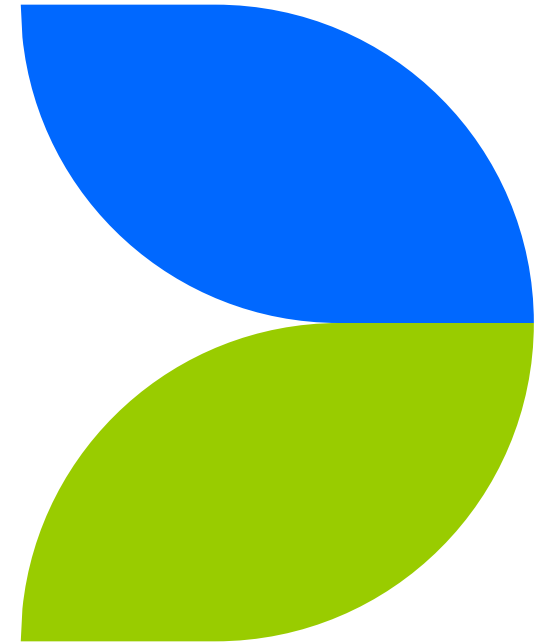
# Friendly Workplace

6.1 Salaries and Benefits

6.2 Talent Layout, Cultivation and Development

6.3 Human Rights and Labor-  
Management Communication

6.4 Health and Safety in the  
Workplace





# 6.1 Salaries and Benefits

## Compensation System

ASIX plans comprehensive performance evaluations annually to serve as the basis for promotions and salary adjustments. According to the Company's Bylaws, 10% to 25% of the pre-tax net profit was allocated for employee compensation, sharing business results with all employees to provide an incentive-based compensation system. Employee salaries standards do not differ based on race, gender, age, or other factors.

Please refer to Page 15 of the Annual Report for the remuneration policy of the highest governance unit and senior management.

In 2025, the Taiwan Stock Exchange announced the 2024 average and median salaries of full-time employees in non-supervisory positions for listed companies. **ASIX reported amounts of 1,591 thousand NTD and 1,399 thousand NTD, respectively. Overall, the company's employee compensation has ranked well within the semiconductor industry in recent years.**

Unit : NT\$1,000

| Salary and benefits information categories                                | 2023    | 2024    | Difference |
|---|---------|---------|------------|
| Employee benefits expenses  | 169,048 | 167,927 | -1,121     |
| Total salaries of full-time employees not holding supervisory positions   | 98,558  | 101,797 | 3,239      |
| Average salaries of full-time employees not holding supervisory positions | 1,590   | 1,591   | 1          |
| Median salaries of full-time employees not holding supervisory positions  | 1,392   | 1,399   | 7          |

\*Due to the decrease in revenue in 2023, employee remuneration provisions would decrease, resulting in a decrease in wages and benefits.

# Employee Welfare Measures

- Gifts and condolences for major holidays, Labor Day, birthdays, weddings, and childbirth.
- Tea time break / birthday parties, club activities, regular and occasional gatherings, year-end parties, employee raffles, and discounts at partner stores.
- Regular health check-up subsidies, labor and health insurance, and group insurance for all employees.
- Domestic and international employee travel.
- Regular subscriptions to various books, magazines, and newspapers; guaranteed parking spaces for all employees.
- Flexible work hours, family care leave, parental leave when necessary, and subsidies for further education





| Items  | 2023      | 2024      |
|--|-----------|-----------|
| Gifts for employees  | 305,000   | 521,736   |
| Weddings and funerals/emergency relief funds and birthday celebrations for employees | 78,400    | 71,100    |
| Year-End party expenses*   | 1,566,823 | 1,716,910 |
| Travel subsidy for employees   | 753,813   | 853,709   |
| Team building expenses   | 626,905   | -         |
| Total  | 3,330,941 | 3,163,455 |





# Retirement System and Implementation

ASIX has established an employee retirement plan in accordance with labor standards laws and labor retirement regulations. The application, payment standards, and payment methods for pensions are handled in accordance with the Labor Standards Act. The old pension system, processed under the Labor Standards Act, was fully settled and paid off between 2017 and 2020 to 2024.

Additionally, since July 2005, the company has been consulting employees and contributing pensions to employee retirement accounts according to the Labor Pension Act. All matters related to employee retirement are handled in compliance with relevant regulations.

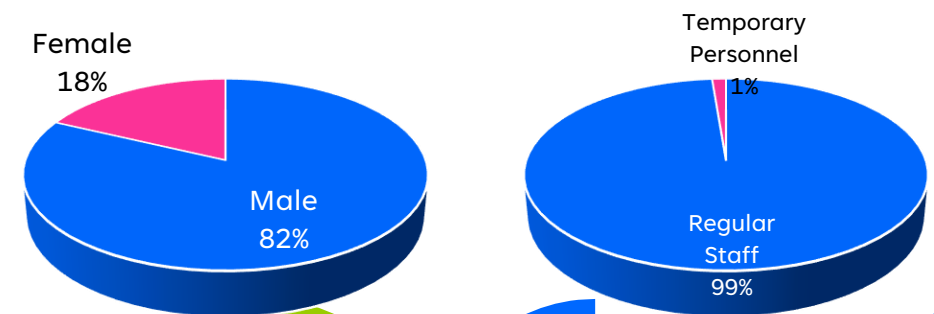
# 6.2 Talent Layout, Cultivation and Development

## Talent Deployment

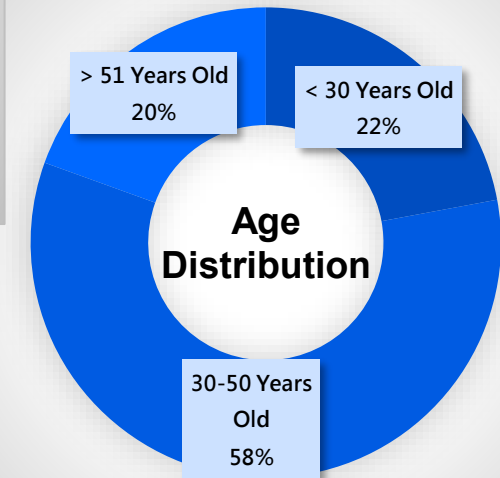
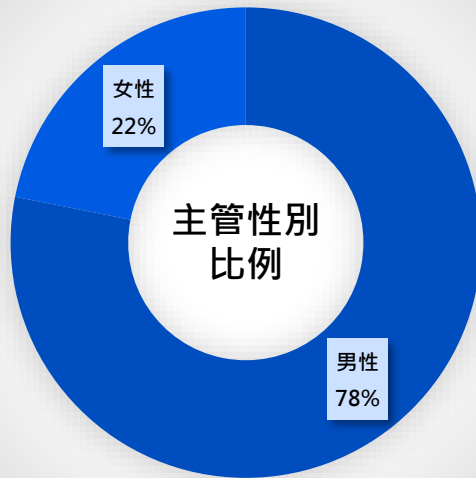
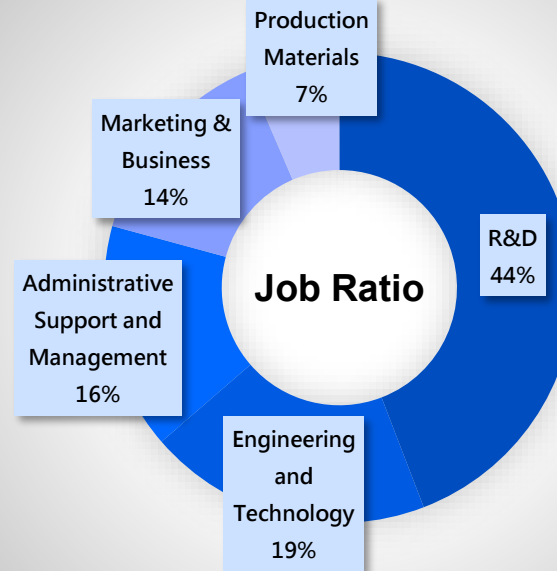
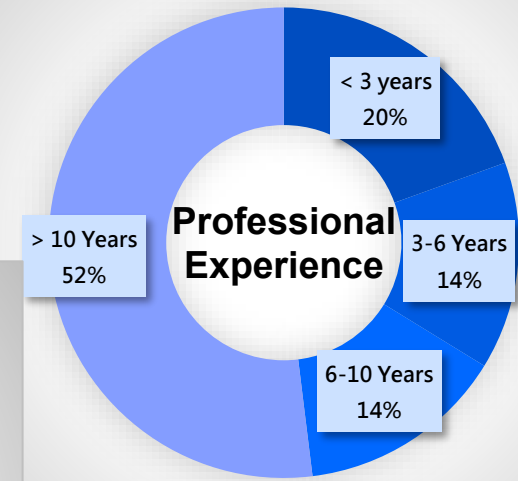
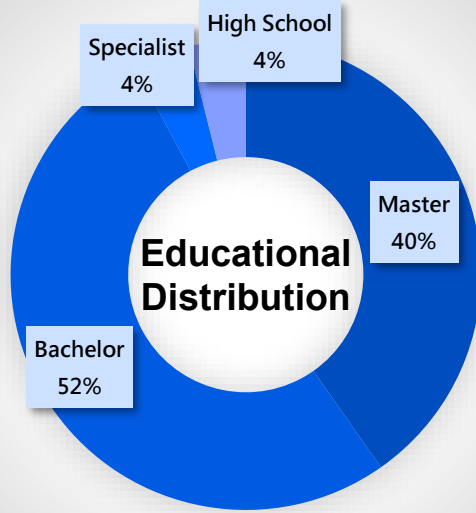
In 2024, ASIX had 77 employees, all of whom were full-time personnel. To strengthen its R&D and management capabilities, the company has always regarded a robust human resources layout and structure as the cornerstone of advancing R&D technology and the principle of generational management, with a particular emphasis on the quality of its workforce. The company appropriately employs local personnel to enhance community recognition. Regarding workplace distribution, 92% of employees are located at the company's operation base in Hsinchu, while the remaining 8% are overseas employees mainly providing business and technical support.

### 2024 ASIX Employee Information:

| Employment contract | Employment type | Male | Female | Total |
|---------------------|-----------------|------|--------|-------|
| Regular staff       | Full time       | 63   | 14     | 77    |
|                     | Part time       | 0    | 0      | 0     |
|                     | Sub-total       | 63   | 14     | 77    |
| Temporary personnel | Full time       | 0    | 0      | 0     |
|                     | Part time       | 1    | 0      | 1     |
|                     | Sub-total       | 1    | 0      | 1     |



# 2024 Employee Analysis Situation



# Talent Cultivation and Development

ASIX provides comprehensive employee training programs, with well-planned pre-job training, on-the-job training, and further education tailored for each type of job function. In line with the company's operational goals and the career development plans of its employees, the company aims to cultivate various professional and managerial talents needed for the future organization. Employees were encouraged to pursue further education and enhance their foreign language skills, with subsidies provided. Additionally, diverse learning methods are offered, including internal and external physical and digital materials and courses, giving employees more opportunities for learning.

## Training Situation in 2024:

| Items                        | Number of Sessions | Total Participants | Total Hours |
|------------------------------|--------------------|--------------------|-------------|
| New Employee Training        | 0                  | 0                  | 0           |
| Professional Skills Training | 30                 | 41                 | 189         |
| Managerial Skills training   | 2                  | 15                 | 45          |
| General training             | 4                  | 11                 | 30          |
| <b>Total</b>                 | <b>36</b>          | <b>67</b>          | <b>264</b>  |

\*No new employee in 2024, and each employee receives 3.5 hours of training on average





# 6.3 Human Rights and Labor-Management Communication

## Human Rights Management and Key Issues

The core principles of equality, non-discrimination, and international human rights law were indispensable elements of corporate social responsibility. To align with global standards and ensure human rights protection, ASIX has adopted various international human rights conventions to formulate its human rights policies. These policies include promoting anti-discrimination and equality, protecting privacy rights, preventing forced labor and managing working hours, prohibiting child labor, and assisting employees in maintaining their physical and mental health as well as work-life balance.

| Item for Human Rights  | Targets                 | Specific Practices   |
|--|-------------------------|--|
| Anti-Discrimination and Advocacy for Equality  | Employees/<br>Suppliers | <ul style="list-style-type: none"><li>*Eliminate discrimination in externally published job vacancy information to ensure equal employment opportunities.</li><li>*Comply with labor laws and regulations set by the government and competent authorities, and implement relevant norms and policies.</li><li>*Strengthen internal promotion and adherence to international human rights conventions, such as the right to work and gender equality, and prohibit discrimination.</li><li>*Hiring units only provide selection criteria (without requirements on race or gender) and do not discriminate against applicants.</li></ul>                         |
| Privacy Protection   | All Stakeholders        | <ul style="list-style-type: none"><li>*Implement security protection measures for the collection, processing, and management of stakeholders' personal data, such as access control, theft prevention, and leakage prevention.</li><li>*Conduct regular information security education and awareness programs.</li><li>*Restrict access to personal resume-related data (files).</li><li>*Set access permissions for the employee personal database (system).</li></ul>  |
| Prevention of Forced Labor and Working Hours Management                              | Employees/<br>Suppliers | <ul style="list-style-type: none"><li>*Comply with labor laws and regulations set by the government and relevant authorities. If overtime is required, obtain consent from the employees and relevant unit supervisors, and apply for overtime or compensatory leave according to the law to ensure that employees are not forced to work.</li><li>*Regularly review the employee attendance system and send notifications to remind supervisors to be aware of employees' working conditions, managing abnormal working hours.</li><li>*Require suppliers not to violate labor laws and regulations set by the government and relevant authorities.</li></ul> |
| Prohibition of Child Labor   | Employees               | Ascent Electronics only accepts applicants aged 18 and above for interviews. After hiring, the company verifies the employees to ensure that no child labor is employed.   |
| Supporting Employees in Maintaining Physical and Mental Health and Work-Life Balance | Employees               | <ul style="list-style-type: none"><li>*Encourage employees to participate in club activities to increase interpersonal interactions.</li><li>*Organize domestic and international travel, team-building activities, and family day events to promote work-life balance.</li><li>*Implement monthly on-site occupational health services and annual on-site occupational medical services.</li></ul>  |

# Labor-Management Communication

Harmonious labor-management relations are ASIX's most important asset. The company creates a harmonious work environment by providing employees with opportunities for continuous learning, a safe and enjoyable workplace, meaningful work, and excellent compensation and benefits. In addition to informal communication channels, ASIX has established diverse formal communication methods, enabling employees to fully express their opinions and receive prompt responses from relevant departments. Together, they work to create a better work environment. Since its establishment, the company has not experienced any major labor disputes.

| Communication Channels      | Email                    | Labor-Management Meetings              | Employee Welfare Committee | Complaints or Reports        |
|-----------------------------|--------------------------|--|----------------------------|------------------------------|
| Issues                      | Company-related Opinions | Labor Relations and Working Conditions | Employee Welfare           | Dishonest Business Practices |
| Frequency                   | Anytime                  | Quarterly                              | Quarterly                  | Anytime                      |
| Number of Instances in 2023 | 71                       | 6                                      | 6                          | 0                            |
| Number of Instances in 2024 | 80                       | 6                                      | 6                          | 0                            |

# 6.4 Health and Safety in the Workplace

## Healthy Workplace Environment

ASIX provides fitness equipment and space for employees to exercise, regularly organizing various activities (such as birthday parties, dinners, domestic and international trips, year-end parties, road runs, and team-building events) to encourage employees to stay active and healthy. The company arranges for contracted medical units to offer monthly one-on-one professional consultations on-site, and employees are entitled to health check leave and health check subsidies.



Mid-Autumn Festival  
Barbecue



Department Dinner



The medical units to offer one-on-one  
professional consultations on-site





Foreign travel



Year-End party



Camping



Marathon run



Domestic travel



# Safe Working Environment

## (1) Maintenance and Inspection of Equipment:

- a. According to the Labor Safety and Health Regulations, CO2 concentration and other work environment tests must be conducted every six months by qualified contractors. In 2024, these tests were completed in April and October, with a detected value of 653 ppm, complying with the regulation of being below 5,000 ppm.
- b. In compliance with fire safety regulations, a certified fire safety inspection company was commissioned on May 24, 2024, for a fire safety inspection, and the results were reported to the competent authority on May 26.
- c. A qualified electrical consulting firm was commissioned in January and July 2024 to conduct high and low voltage power system inspections. The results met the regulations, and the relevant data was communicated to Taiwan Power Company ( Taiwan Power Company ).
- d. The building management committee has engaged a qualified contractor to perform monthly elevator maintenance, ensuring safe and normal use at all times.

## (2) Insurance :

- a. In January 2024, the renewal process for free group accident insurance, medical insurance, occupational injury insurance, and major medical insurance for employees was completed.
- b. In October 2024, the renewal of commercial fire insurance and public area liability insurance for the office premises was completed. Property and inventory insurance was also renewed to ensure the safety of the company and its employees.

# Appendix – GRI Index

| GRI 2 General Disclosures 2021      |   |
|-------------------------------------|---|
| GRI Universal Standards Declaration | Following the GRI standards, the 2023 sustainability report was published, covering the period from January 1, 2023 to December 31, 2023. |
| GRI1 Version Used                   | GRI1: Foundation 2021   |
| GRI Industry Standards Application  | Not applicable  |

| Material Topic                       | GRI Standards Indicator  | Corresponding Chapter/ Explanation  | Omit Explanation | Pages    |
|--------------------------------------|--|---|------------------|----------|
| Organization and Reporting Practices |  |   |                  |          |
| 2-1                                  | Organizational details   | <a href="#">Preface- About this report</a>  |                  | 3        |
| 2-2                                  | Entities included in the organization's sustainability reporting | <a href="#">Preface- About this report</a>  |                  | 3        |
| 2-3                                  | Reporting period, frequency and contact point                    | <a href="#">Preface- About this report</a>  |                  | 3        |
| 2-4                                  | Restatements of information                                      |   | Not applicable   |          |
| 2-5                                  | External assurance   | <a href="#">Preface- About this report</a>  |                  | 4        |
| 2-6                                  | Activities, value chain and other business relationships         | <a href="#">Preface-About ASIX</a><br><a href="#">5.1 Supply chain management</a> |                  | 12<br>58 |
| 2-7                                  | Employees  | <a href="#">6.2 Talent layout, cultivation and development</a>                    |                  | 81       |
| 2-8                                  | Workers who are not employees                                    | <a href="#">6.2 Talent layout, cultivation and development</a>                    |                  | 81       |

| Material Topic | GRI Standards Indicator  | Corresponding Chapter/ Explanation                 | Omit Explanation  | Pages |
|----------------|--|--|---|-------|
| Governance     |  |  |   |       |
| 2-9            | Governance structure and composition   | <a href="#">1.1 Management Level</a>               |   | 17    |
| 2-10           | Nomination and selection of the highest governance body                      | <a href="#">1.1 Management Level</a>               |   | 17    |
| 2-11           | Chair of the highest governance body   | <a href="#">1.1 Management Level</a>               |   | 17    |
| 2-12           | Role of the highest governance body in overselling the management of impacts | <a href="#">1.1 Management Level</a>               |   | 17    |
| 2-13           | Delegation of responsibility for managing impacts                            | <a href="#">1.1 Management Level</a>               |   | 17    |
| 2-14           | Role of the highest governance body in sustainability reporting              | <a href="#">1.1 Management Level</a>               |   | 17    |
| 2-15           | Conflicts of interest  | <a href="#">1.3 Integrity and Legal compliance</a> |   | 25    |
| 2-16           | Communications of critical concerns  | <a href="#">1.1 Management Level</a>               |   | 17    |
| 2-17           | collective knowledge of the highest governance body                          | <a href="#">1.1 Management Level</a>               |   | 19    |
| 2-18           | Evaluation of the performance of the highest governance body                 | <a href="#">1.1 Management Level</a>               |   | 19    |
| 2-19           | Remuneration policies  | <a href="#">1.1 Management Level</a>               |   | 19    |
| 2-20           | Process to determine remuneration  | <a href="#">1.1 Management Level</a>               |   | 19    |
| 2-21           | Annual total compensation ratio  |  | Salary information was confidential to ASIX and therefore not disclosed |       |



| Material Topic                   | GRI Standards Indicator                            | Corresponding Chapter   | Omit Explanation | Pages    |
|----------------------------------|--|---|------------------|----------|
| Strategy, Policies and Practices |  |   |                  |          |
| 2-22                             | Statement on sustainable development strategy      | <a href="#">Preface- Message from the Management</a>  |                  | 5        |
| 2-23                             | Policy Commitments                                 | <a href="#">1.3 Integrity and Legal compliance</a><br><a href="#">6.3 Human Rights and Labor-Management Communication</a> |                  | 25<br>84 |
| 2-24                             | Embedding policy commitments                       | <a href="#">1.3 Integrity and Legal compliance</a><br><a href="#">6.4 Health and Safety in the Workplace</a>              |                  | 25<br>86 |
| 2-25                             | Process to remediate negative impacts              | <a href="#">Preface- Message from the Management</a><br><a href="#">1.3 Integrity and Legal compliance</a>                |                  | 5<br>25  |
| 2-26                             | Mechanisms for seeking advice and raising concerns | <a href="#">Preface- About this report</a>  |                  | 3        |
| 2-27                             | Compliance with laws and regulations               | <a href="#">1.3 Integrity and Legal compliance</a>  |                  | 25       |
| 2-28                             | Membership associations                            | <a href="#">Preface- About ASIX</a>   |                  | 7        |
| Stakeholder Engagement           |  |   |                  |          |
| 2-29                             | Approach to stakeholder engagement                 | <a href="#">Preface-About ASIX</a>  |                  | 12       |
| 2-30                             | Collective bargaining agreements                   | ASIX does not have a labor union ( Since the company was small, there was no need to establish a trade union. )           |                  |          |

### GRI 3 Material Topics 2021

| Material Topic | GRI Standards Indicator              | Corresponding Chapter/ Explanation  | Pages |
|----------------|--------------------------------------|-------------------------------------|-------|
| 3-1            | Process to determine material topics | <a href="#">Preface- About ASIX</a> | 14    |
| 3-2            | List of material topics              | <a href="#">Preface- About ASIX</a> | 14    |
| 3-3            | Manage of material topics            | <a href="#">Preface- About ASIX</a> | 14    |

### GRI Standard Disclosure: Material Topics

| Material Topic                              | GRI Standards Indicator |  | Corresponding Chapter/ Explanation  | Pages    |
|---|-------------------------|--|---|----------|
| Economic Performance                        | 201-1                   | Direct economic value generated and distributed  | <a href="#">1.2 Business Performance</a>  | 21       |
|   | 201-3                   | Defined benefit plan obligations and other retirement plans  | <a href="#">6.1 Salaries and Benefits</a>   | 80       |
| Talent attraction and development           | 401-1                   | New employee hires and employee turnover   | <a href="#">6.1 Salaries and Benefits</a>   | 77       |
|   | 401-2                   | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <a href="#">6.1 Salaries and Benefits</a>   | 77       |
|   | 404-1                   | Average hours of training per year per employee  | <a href="#">6.2 Talent layout, cultivation and development</a>  | 81       |
| Salary and benefits                         | 202-1                   | Ratios of standard entry level wage by gender compared to local minimum wage                       | <a href="#">6.1 Salaries and Benefits</a>   | 77       |
| Corporate governance and legal compliance   | 205-1                   | Operations assessed for risks related to corruption  | <a href="#">1.3 Integrity and Legal compliance</a>  | 25       |
|   | 205-2                   | Communication and training about anti-corruption policies and procedures                           | <a href="#">1.3 Integrity and Legal compliance</a>  | 25       |
|   | 205-3                   | Confirmed incidents of corruption and actions taken  | <a href="#">1.3 Integrity and Legal compliance</a>  | 25       |
| Talent development                          | 401-1                   | New employee hires and employee turnover   | <a href="#">6.2 Talent layout, cultivation and development</a>  | 81       |
|   | 404-1                   | Average hours of training per year per employee  | <a href="#">6.2 Talent layout, cultivation and development</a>  | 83       |
| Information security and privacy protection | 418-1                   | Substantiated complaints concerning breaches of customer privacy and losses of customer data       | <a href="#">1.5 Information Security Policy and Management</a><br><a href="#">6.3 Human Rights and Labor-Management Communication</a> | 29<br>84 |
| Risk management                             | 3-1                     | Process to determine material topics   | <a href="#">Preface- About ASIX</a><br><a href="#">1.4 Risk and Management</a>  | 14<br>26 |
|   | 3-2                     | List of material topics  | <a href="#">Preface- About ASIX</a><br><a href="#">1.4 Risk and Management</a>  | 14<br>26 |
|   | 3-3                     | Manage of material topics  | <a href="#">Preface- About ASIX</a><br><a href="#">1.4 Risk and Management</a>  | 14<br>26 |

| Material Topic       | GRI Standards Indicator |  | Corresponding Chapter/<br>Explanation   | Pages    |
|----------------------|-------------------------|--|---|----------|
| R&D and innovation   | 3-1                     | Process to determine material topics                                     | <a href="#">Preface- About ASIX</a><br><a href="#">2.1 Innovating and R&amp;D</a> | 14<br>34 |
|                      | 3-2                     | List of material topics  | <a href="#">Preface- About ASIX</a><br><a href="#">2.1 Innovating and R&amp;D</a> | 14<br>34 |
|                      | 3-3                     | Manage of material topics  | <a href="#">Preface- About ASIX</a><br><a href="#">2.1 Innovating and R&amp;D</a> | 14<br>34 |
| Ethics and integrity | 205-1                   | Operations assessed for risks related to corruption                      | <a href="#">1.3 Integrity and Legal compliance</a>                                | 25       |
|                      | 205-2                   | Communication and training about anti-corruption policies and procedures | <a href="#">1.3 Integrity and Legal compliance</a>                                | 25       |
|                      | 205-3                   | Confirmed incidents of corruption and actions taken                      | <a href="#">1.3 Integrity and Legal compliance</a>                                | 25       |

| GRI Standard Disclosure: Voluntary Disclosure Topics |   |   |          |
|--|---|---|----------|
| GRI Standards Indicator                              |   | Corresponding Chapter/<br>Explanation   | Pages    |
| 306-1  | Waste generation and significant waste-related impacts  | <a href="#">3.2 Energy use and Greenhouse gas inventory</a>                                       | 44       |
| 306-2  | Management of significant waste-related impacts   | <a href="#">3.2 Energy use and Greenhouse gas inventory</a>                                       | 44       |
| 306-4  | Waste diverted from disposal  | <a href="#">3.2 Energy use and Greenhouse gas inventory</a>                                       | 44       |
| 403-1  | Occupational health and safety management system  | <a href="#">6.4 Health and Safety in the Workplace</a>  | 88       |
| 403-2  | Hazard identification, risk assessment, and incident investigation  | <a href="#">1.4 Risk and Management</a><br><a href="#">6.4 Health and Safety in the Workplace</a> | 26<br>88 |
| 403-3  | Occupational health services  | <a href="#">6.4 Health and Safety in the Workplace</a>  | 86       |
| 403-4  | Worker participation, consultation, and communication on occupational health and safety                       | <a href="#">6.4 Health and Safety in the Workplace</a>  | 88       |
| 403-5  | Worker training on occupational health and safety   | <a href="#">6.4 Health and Safety in the Workplace</a>  | 88       |
| 403-6  | Promotion of worker health  | <a href="#">6.4 Health and Safety in the Workplace</a>  | 86       |
| 403-7  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <a href="#">6.4 Health and Safety in the Workplace</a>  | 86       |
| 403-8  | Workers covered by and occupational health and safety management system                                       | <a href="#">6.4 Health and Safety in the Workplace</a>  | 86       |

※For sustainability and climate-related issues that must be disclosed in accordance with Article 4-1, Paragraph 1 of the Sustainability Reporting Regulations: Please refer to Pages 22-23 of the annual report.



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ASIX Electronics』



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