

CODE OF BUSINESS CONDUCT AND ETHICS

(Amended and Restated Oct 1st, 2024)

Value Statement

ASE is committed to conducting all of its business in a professional and ethical manner, and expects all employees to comply with the standards of behavior described in this policy.

Scope

This policy describes ASE's code of business conduct and ethics and applies to all ASE Malaysia employees.

Procedure

1. INTRODUCTION

This Code of Business Conduct and Ethics helps ensure compliance with legal requirements and our standards of business conduct. All employees are expected to read and understand this Code of Business Conduct and Ethics, uphold these standards in day-to-day activities, comply with all applicable policies and procedures, and ensure that all agents and contractors are aware of, understand and adhere to these standards.

Because the principles described in this Code of Business Conduct and Ethics are general in nature, you should also review all applicable Company policies and procedures for more specific instruction, and contact the Human Resources Department if you have any questions.

We are committed to continuously reviewing and updating our policies and procedures. Therefore, this Code of Business Conduct and Ethics is subject to modification. This Code of Business Conduct and Ethics supersedes all other such codes, policies, procedures, instructions, practices, rules or written or verbal representations to the extent they are inconsistent.

Please sign the acknowledgment form at the end of this Code of Business Conduct and Ethics and return the form to the Human Resources Department indicating that you have received, read, understand and agree to comply with the Code of Business Conduct and Ethics. The signed acknowledgment form will be located in your personal file. This policy will be distributed periodically to all employees. Each year, we will ask managers, directors, officers and certain contractors to sign the acknowledgement at the end of this policy indicating your continued understanding of the Code of Business Conduct and Ethics.

COMPLIANCE IS EVERYONE'S BUSINESS

Ethical business conduct is critical to our business. As an employee, your responsibility is to respect and adhere to these practices. Many of these practices reflect legal or regulatory requirements. Violations of these laws and regulations can create significant liability for you, the Company, its Directors, Officers and other employees.

Part of your job and ethical responsibility is to help enforce this Code of Business Conduct and Ethics. You should be alert to possible violations and report possible violations through Human Resources Department / Employee Relations Section that protects the confidentiality and anonymity of all reports. You must cooperate in any internal or external investigations of possible violations. Reprisal, threats, retribution or retaliation against any person who has in good faith reported a violation or a suspected violation of law, this Code of Business Conduct or other Company policies, or against any person who is assisting in any investigation or process with respect to such a violation, may be illegal and is prohibited by this policy.

Violations of law, this Code of Business Conduct and Ethics or other Company policies or procedures by employees can lead to disciplinary action up to and including termination, at the Company's sole discretion.

Keep these steps in mind when reporting possible violations:

- Obtain all relevant facts;
- Assess the responsibilities and roles of those involved;

- Using your judgment and common sense, evaluate whether the action seems unethical or improper;
- Seek guidance.

In all cases, if you are unsure about the appropriateness of an event or action, please seek assistance in interpreting the requirements of these practices by contacting the Human Resources Department / Employee Relations Section.

2. YOUR RESPONSIBILITIES TO THE COMPANY

A. General Standards of Conduct

The Company expects all employees, agents and contractors to exercise good judgment to ensure the safety and welfare of employees, agents and contractors and to maintain a cooperative, efficient, positive, harmonious and productive work environment and business organization. These standards apply while working on our premises, at offsite locations where our business is being conducted, at Company-sponsored business and social events, or at any other place where you are a representative of the Company. Employees, agents or contractors who engage in misconduct or whose performance is unsatisfactory may be subject to corrective action, up to and including termination, at the Company's sole discretion.

B. Applicable Laws

All Company employees, agents and contractors must comply with all applicable laws, regulations, rules and regulatory orders of local laws. Each employee, agent and contractor must acquire appropriate knowledge of the requirements relating to his or her duties sufficient to enable him or her to recognize potential dangers and to know when to seek advice from the Human Resources Department on specific Company policies and procedures. Violations of laws, regulations, rules and orders may subject the employee, agent or contractor to individual criminal or civil liability as well as to discipline by the Company. Such individual violations may also subject the Company to civil or criminal liability or the loss of business.

C. Conflicts of Interest

Each of us has a responsibility to the Company, and to each other. Although this duty does not prevent us from engaging in personal transactions and investments, it does demand that we avoid situations where a conflict of interest might occur or appear to occur. The Company is subject to scrutiny from many different individuals and organizations. We should always strive to avoid even the appearance of impropriety. A conflict of interest may make it difficult for an employee to perform his or her work objectively and effectively. An employee shall recuse himself or herself as soon as he is aware of the conflicts of interest, and must fully disclose such conflict of interest to his or her manager prior to engaging in any business or related activity that may lead to a conflict of interest. What constitutes conflict of interest. A conflict of interest exists where the interests or benefits of one person or entity conflict with the interests or benefits of the Company. Examples include:

i. Employment/Outside Employment. In consideration of your employment with the Company, you are expected to devote your full attention to the business interests of the Company. You are prohibited from engaging in any activity that interferes with your performance or responsibilities to the Company or is otherwise in conflict with or prejudicial to the Company. Our policies prohibit any employee from accepting simultaneous employment with a Company supplier, customer, developer or competitor, or from taking part in any activity that enhances or supports a competitor's position. Additionally, you must disclose to the Company any interest that you have that may conflict with the business of the Company. If you have any questions on this requirement, you should contact your supervisor or the Human Resources Department.

ii. Outside Directorships. It is a conflict of interest to serve as a director of any company that competes with the Company. Although you may serve as a director of a Company supplier, customer, developer, or other business partner, our policy requires that you first obtain approval from the Company's Human Resources Department before accepting a directorship. Any compensation or improper personal benefits you or your family members receive should be commensurate to your responsibilities and not your position in the Company. Such approval may be conditioned upon the completion of specified actions.

iii. Business Interests. If you are considering investing in a Company customer, supplier, developer or competitor, you must first take great care to ensure that these investments do not compromise your responsibilities to the Company. Many factors should be considered in determining whether a conflict exists, including the size and nature of the investment; your ability to influence the Company's decisions; your access to confidential information of the Company or of the other company; and the nature of the relationship between the Company and the other company.

iv. Related Parties. As a general rule, you should avoid conducting Company business with a relative or significant other, or with a business in which a relative or significant other is associated in any significant role. Relatives include spouse, sister, brother, daughter, son, mother, father, grandparents, aunts, uncles, nieces, nephews, cousins, step relationships, and in-laws. Significant others include persons living in a spousal-type (including same sex) or familial fashion with an employee.

If such a related party transaction is unavoidable, you must fully disclose the nature of the related party transaction to the Human Resources Department. If determined to be material to the Human Resources Department, the Company's Audit Committee must review

and approve in writing in advance such related party transactions. The most significant related party transactions, particularly those involving the Company's directors or executive officers, must be reviewed and approved in writing in advance by the Company's Board of Directors.

The Company discourages the employment of relatives and significant others, in positions or assignments within the same department and prohibits the employment of such individuals in positions that have a financial dependence or influence (e.g., an auditing or control relationship, or a supervisor/subordinate relationship). The purpose of this policy is to prevent the organizational impairment and conflicts that are a likely outcome of the employment of relatives or significant others, especially in a supervisor/subordinate relationship. If a question arises about whether a relationship is covered by this policy, the Human Resources Department is responsible for determining whether an applicant's or transferee's acknowledged relationship is covered by this policy. The Human Resources Department shall advise all affected applicants and transferees of this policy. Willful withholding of information regarding a prohibited relationship/reporting arrangement may be subject to corrective action, up to and including termination, at the Company's sole discretion. If a prohibited relationship exists or develops between two employees, the employee in the senior position must bring this to the attention of his/her supervisor. The Company retains the prerogative to separate the individuals at the earliest possible time, either by reassignment or by termination, if necessary and at the Company's sole discretion.

v. Other Situations. Because other conflicts of interest may arise, it would be impractical to attempt to list all possible situations. If a proposed transaction or situation raises any questions or doubts in your mind you should consult the Human Resources Department.

D. Corporate Opportunities

Employees, officers and directors may not exploit for their own personal gain opportunities that are discovered through the use of corporate property, information or position unless the opportunity is disclosed fully in writing to the Company's Board of Directors and the Board of Directors declines to pursue such opportunity.

E. Protecting the Company's Confidential Information

The Company's confidential information is a valuable asset. The Company's confidential information includes, but is not limited to, product architectures; source codes; product plans and road maps; names and lists of customers, dealers, and employees; business plans; and financial information. This information is the property of the Company and may be protected by patent, trademark, copyright and trade secret laws. The Company complies with all applicable intellectual property laws and regulations, and respects legitimate intellectual property of third parties. Any inventions and ideas related to the business of the Company and created by an employee during his or her employment shall be the Company's proprietary property and protected under applicable laws, and transfer of technology, trade secret or know-how is to be done in a manner that well protects intellectual property right incurred therefrom. All confidential information must be used for Company business purposes only. Every employee, agent and contractor must safeguard it. THIS RESPONSIBILITY INCLUDES NOT DISCLOSING THE COMPANY CONFIDENTIAL INFORMATION SUCH AS INFORMATION REGARDING THE COMPANY'S PRODUCTS OR BUSINESS OVER THE INTERNET. This responsibility includes the safeguarding, securing and proper disposal of confidential information in accordance with the Company's policy on Maintaining and Managing Records set forth in Section 2.G of this Code of Business Conduct and Ethics. This obligation extends to confidential information of third parties, which the Company has rightfully received under Non-Disclosure Agreements. See the Company's policy dealing with Handling Confidential Information of Others set forth in Section 3.D of this Code of Business Conduct and Ethics

i. Proprietary Information and Invention Agreement. When you joined the Company, you signed an agreement to protect and hold confidential the Company's proprietary information. This agreement remains in effect for as long as you work for the Company and after you leave the Company. Under this agreement, you may not disclose the Company's confidential information to anyone or use it to benefit anyone other than the Company without the prior written consent of an authorized Company officer.

ii. Disclosure of Company Confidential Information. To further the Company's business, from time to time our confidential information may be disclosed to potential business partners. However, such disclosure should never be done without carefully considering its potential benefits and risks. In addition, all Company materials that contain Company confidential information, including presentations, must be reviewed and approved by the Company's Spokespeople (defined in subparagraph (iv) below) prior to publication or use. Furthermore, any employee publication or publicly made statement that might be perceived or construed as attributable to the Company, made outside the scope of the employee's employment with the Company (including but not limited to statements posted on the Internet), must be reviewed and approved in writing in advance by the Company's Spokespeople and must include the Company's standard disclaimer that the publication or statement represents the views of the specific author and not of the Company.

iii. Requests by Regulatory Authorities. The Company and its employees, agents and contractors must cooperate with appropriate government inquiries and investigations. In this context, however, it is important to protect the legal rights of the Company with respect to its confidential information. All government requests for information, documents or investigative interviews must be referred to the Company's outside counsel. No financial information may be disclosed without the prior approval of the Company's outside counsel.

iv. Company Spokespeople. All inquiries or calls from the press and financial analysts should be referred to the Vice President of Finance. The Company has designated its President and Vice President of Finance as official Company spokespeople for financial matters. The

Company has designated its Vice President of Customer Service and Sales as its official Company spokesperson for marketing, technical and other such information. These designees are the only people who may communicate with the press on behalf of the Company.

v. Avoidance of Insider Trading

All employees shall strictly abide by the Securities and Exchange Act and the Company's Administrative and Practice Procedures to Prevent Insider Trading, and shall not disclose or use any information which is not readily available to the public that an investor would consider important in deciding whether to buy or sell a company's stock, such as unannounced mergers and acquisitions, unannounced product strategies, marketing plans and contracts, and shall not share such information with anyone.

F. Use of Company's Assets

i. General. Protecting the Company's assets is a key fiduciary responsibility of every employee, agent and contractor. Company assets include, without limitation: your time, work and work product; cash and accounts; physical assets such as inventory, equipment, vehicles, computers, systems, facilities and supplies; intellectual property, such as patents, copyrights, trademarks and trade secrets; and other proprietary or nonpublic information. When using company assets, we shall ensure that they can be effectively and lawfully used for official business purposes, and shall avoid any theft, negligence in care, or waste of the assets which will impact the Company's profitability directly or indirectly. Care should be taken to ensure that assets are not misappropriated, loaned to others, or sold or donated, without appropriate authorization. All Company employees, agents and contractors are responsible for the proper use of Company assets, and must safeguard such assets against loss, damage, misuse or theft. Employees, agents or contractors who violate any aspect of this policy or who demonstrate poor judgment in the manner in which they use any Company asset may be subject to disciplinary action, up to and including termination of employment or business relationship at the Company's sole discretion. Company equipment and assets are to be used for Company business purposes only. Employees, agents and contractors may not use Company assets for personal use, nor may they allow any other person to use Company assets. Employees who have any questions regarding this policy should bring them to the attention of the Company's Human Resources Department.

ii. Physical Access Control. The Company has and will continue to develop procedures covering physical access control to ensure privacy of communications, maintenance of the security of the Company communication equipment, and safeguard Company assets from theft, misuse and destruction. You are personally responsible for complying with the level of access control that has been implemented in the facility where you work on a permanent or temporary basis. You must not defeat or cause to be defeated the purpose for which the access control was implemented.

iii. Company Funds. Every Company employee is personally responsible for all Company funds over which he or she exercises control. Company agents and contractors should not be allowed to exercise control over Company funds. Company funds must be used only for Company business purposes. Every Company employee, agent and contractor must take reasonable steps to ensure that the Company receives good value for Company funds spent, and must maintain accurate and timely records of each and every expenditure. Expense reports must be accurate and submitted in a timely manner. Company employees, agents and contractors must not use Company funds for any personal purpose.

iv. Computers and Other Equipment. The Company strives to furnish employees with the equipment necessary to efficiently and effectively do their jobs. You must care for that equipment and to use it responsibly only for Company business purposes. If you use Company equipment at your home or of site, take precautions to protect it from theft or damage, just as if it were your own. If the Company no longer employs you, you must immediately return all Company equipment. While computers and other electronic devices are made accessible to employees to assist them to perform their jobs and to promote Company's interests, all such computers and electronic devices, whether used entirely or partially on the Company's premises or with the aid of the Company's equipment or resources, must remain fully accessible to the Company and, to the maximum extent permitted by law, will remain the sole and exclusive property of the Company. Employees, agents and contractors should not maintain any expectation of privacy with respect to information transmitted over, received by, or stored in any electronic communications device owned, leased, or operated in whole or in part by or on behalf of the Company. To the extent permitted by applicable law, the Company retains the right to gain access to any information received by, transmitted by, or stored in any such electronic communications device, by and through its employees, agents, contractors, or representatives, at any time, either with or without an employee or third party's knowledge, consent or approval.

v. Software. All software used by employees to conduct Company business must be appropriately licensed. Never make or use illegal or unauthorized copies of any software, whether in the office, at home, or on the road, since doing so may constitute copyright infringement and may expose you and the Company to potential civil and criminal liability. In addition, use of illegal or unauthorized copies of software may subject the employee to disciplinary action, up to and including termination, at the Company's sole discretion. The Company's IT Department will inspect Company computers periodically to verify that only approved and licensed software has been installed. Any non-licensed/supported software will be removed.

vi. Electronic Usage. The purpose of this policy with regard to software, computers and other equipment is to make certain that employees utilize electronic communication devices in a legal, ethical, and appropriate manner. This policy addresses the Company's responsibilities and concerns regarding the fair and proper use of all electronic communications devices within the organization, including computers, e-mail, connections to the Internet, intranet and extranet and any other public or private networks, voice mail, video conferencing, facsimiles and telephones. Posting or discussing

information concerning the Company's products or business on the Internet without the prior written consent from the Human Resources Department is prohibited. Any other form of electronic communication used by employees currently or in the future is also intended to be encompassed under this policy. It is not possible to identify every standard and rule applicable to the use of electronic communications devices. Employees are therefore encouraged to use sound judgment whenever using any feature of our communications systems. The complete set of policies with respect to electronic usage of the Company's assets is located on the Company's Intranet. You are expected to review, understand and follow such policies and procedures.

G. Maintaining and Managing Records

The purpose of this policy is to set forth and convey the Company's business and legal requirements in managing records, including all recorded information regardless of medium or characteristics. Records include paper documents, CDs, computer hard disks, email, floppy disks, microfiche, microfilm or all other media. The Company is required by local, state, federal, foreign and other applicable laws, rules and regulations to retain certain records and to follow specific guidelines in managing its records. It is the Company's policy to comply with all such legal requirements. Civil and criminal penalties for failure to comply with such guidelines can be severe for employees, agents, contractors and the Company, and failure to comply with such guidelines may subject the employee, agent or contractor to disciplinary action, up to and including termination of employment or business relationship at the Company's sole discretion.

H. Protection of Employee Personal Data

The Company complies to the Personal Data Protection Act (PDPA) 2010 with regards to the collection, recording, holding or storing of personal data as well as maintaining confidentiality in usage of information related to employee's personal data. The Company will manage and use personal information properly, as well as carefully emphasize privacy security in the collection, processing, storage, usage and transmission of personal information.

I. Records on Legal Hold

A legal hold suspends all document destruction procedures in order to preserve appropriate records under special circumstances, such as litigation or government investigations. The Company's outside counsel determines and identifies what types of Company records or documents are required to be placed under a legal hold. Every Company employee, agent and contractor must comply with this policy. Failure to comply with this policy may subject the employee, agent or contractor to disciplinary action, up to and including termination of employment or business relationship at the Company's sole discretion.

The Company's outside counsel will notify you if a legal hold is placed on records for which you are responsible. You then must preserve and protect the necessary records in accordance with instructions from the Company's outside counsel and the Human Resources Department. RECORDS OR SUPPORTING DOCUMENTS THAT HAVE BEEN PLACED UNDER A LEGAL HOLD MUST NOT BE DESTROYED, ALTERED OR MODIFIED UNDER ANY CIRCUMSTANCES. A legal hold remains effective until it is officially released in writing by the Company's outside counsel. If you are unsure whether a document has been placed under a legal hold, you should preserve and protect that document while you check with the Company's outside counsel. If you have any questions about this policy, you should contact the Human Resources Department.

J. Payment Practices

i. Accounting Practices. The Company's responsibilities required that all transactions be fully and accurately recorded in the Company's books and records in compliance with all applicable laws. False or misleading entries, unrecorded funds or assets, or payments without appropriate supporting documentation and approval are strictly prohibited and violate Company policy and the law. Additionally, all documentation supporting a transaction should fully and accurately describe the nature of the transaction and be processed in a timely fashion.

ii. Political Contributions. The Company reserves the right to communicate its position on important issues to elected representatives and other government officials. It is the Company's policy to comply fully with all local, state, federal, foreign and other applicable laws, rules and regulations regarding political contributions. The Company's funds or assets must not be used for, or be contributed to, political campaigns or political practices under any circumstances without the prior written approval of the Company's Board of Directors.

K. Corruption Practices

The Company requires full compliance of Corruption Practices all of its employees, agents, and contractors. The anti-bribery and corrupt payment provisions make illegal any corrupt offer, payment, promise to pay, or authorization to pay any money, gift, or anything of value directly or indirectly to any official, or any political party, candidate or official, for the purpose of: influencing any act or failure to act, in the official capacity of that official or party; or inducing the official or party to use influence to affect a decision of a government or agency, in order to obtain or retain business for anyone, or direct business to anyone. Employee shall conform to the general practice of common business decorum when accepting any type of business reception or arranging any activities, and must avoid accepting any gift. All Company employees, agents and contractors are responsible for compliance and the procedures. All managers and supervisory personnel are expected to monitor continued compliance with the highest moral, ethical and professional standards of the Company. Compliance includes the Company's policy on Maintaining and Managing Records in Section 2.G of this Code of Business Conduct and Ethics. Local Laws prohibit or restrict government officials or employees of government agencies from receiving payments,

entertainment, or gifts for the purpose of winning or keeping business. No contract or agreement may be made with any business in which a government official or employee holds a significant interest, without the prior approval of the Company's outside counsel.

The U.S. Foreign Corrupt Practices Act ("FCPA") sets up special principles of anticorruption, which prohibits offering, authorizing, giving, or promising anything of value to a foreign official including any official or employee of a foreign government or public international organization, or any foreign political candidate, political party or party official, for the purpose of obtaining or retaining business or to secure an improper advantage. All employee shall know and comply with the provisions of FCPA. Prior to engaging in any activity that may lead to any concerns about corruption, employee shall report to his or her manager and confirm that there is no violation of the Code. We shall collectively avoid making any business decisions what would cause negative consequences to ASE's reputation or create the appearance of impropriety.

L. Fair Competition and Antitrust

The Company affirm the spirit of fair competition and antitrust and devote ourselves to maintaining trading order and protecting the interests of all customers. All employees shall strictly comply with the spirit of fair competition and observe all relevant laws and regulations on Competition Law, as well as the Advanced Semiconductor Engineering Inc. Fair Competition and Antitrust Laws Compliance Policy. The Company shall never gain illegal benefits by unfair means or violate antitrust laws.

M. Integrity and Honesty

The Company's most valuable assets is our reputation for integrity, professionalism and fairness. Employees should fulfill their work responsibilities with honesty and integrity.

N. Quality of Public Disclosures

We must endeavor to ensure that information is presented in a full, accurate and timely manner when we disclose company information required by laws. Individuals involved in the preparation of the Company's financial statements must prepare those statements in accordance with our internal accounting principles, which comply with generally accepted accounting principles in the R.O.C., other applicable accounting standards and rules and applicable laws and regulations. For documents that the Company's files with or submits to any governmental or regulatory entity (including the R.O.C. Securities and Futures Bureau, TWSE, the U.S. Securities and Exchange Commission (the "SEC") and NYSE), the Company's accountants or other professional advisers shall contain no misrepresentations or nondisclosures. Employees are prohibited from knowingly: making or causing others to make a materially misleading, incomplete or false statement to the Company's accountants or other professional advisers; directly or indirectly taking action that could reasonably result in rendering the Company's financial statements, filings with or submissions to any governmental or regulatory authority, or other public communications misleading.

The integrity of the financial information of the Company is paramount. If employees raise concerns regarding questionable accounting, internal accounting controls, or auditing matters, or reporting of fraudulent financial information, the Company should not discriminate, retaliate or harass the employees who make a good-faith report regarding such concerns.

3. RESPONSIBILITIES TO OUR CUSTOMERS, EMPLOYEES AND OUR SUPPLIERS

A. Customer Relationships

If your job puts you in contact with any Company customers or potential customers, it is critical for you to remember that you represent the Company to the people with whom you are dealing. Act in a manner that creates value for our customers and helps to build a relationship based upon trust. The Company and its employees have provided products and services for many years and have built up significant goodwill over that time. This goodwill is one of our most important assets, and Company employees, agents and contractors must act to preserve and enhance our reputation.

B. Anti-Gratification Policy

It has been our company's principle and practice to conduct business dealings with impartiality. The Company and its employees shall not receive any sort of gratification from vendors, suppliers, contractors, sub-contractors, customers, potential employees, potential vendors or suppliers, or any other individual or organization, under any circumstances which might be perceived as intended, directly or indirectly, to improperly influence any business decision, any act or failure to act, any commitment of fraud, or opportunity for the commission of any fraud. Upon being offered any inappropriate gratification, the employee must notify the gratification giver of this policy and graciously decline or return the gratification.

Definition of Inappropriate Gratification: -

1. Money, vouchers, donation, gift, loan, fee, reward, valuable securities, property or interest in property of any description whether movable or immovable, financial benefit, or any other similar advantage
2. Any payment, release, discharge or liquidation of any loan, obligation or other liability, whether in whole or in part
3. Any valuable consideration of any kind, any discount, commission, rebate, bonus, deduction or percentage

4. Any offer, undertaking or promise, whether conditional or unconditional, of any gratification within the meaning of any of the preceding paragraphs (1) to (3)

Examples of Acceptable Gratification: -

ASEM understands that reasonable business meals included in the agenda of (or which immediately precede or follow) a business meeting may be acceptable. However, such meals may not be lavish or frequent. Others include:

- a) Winning or receiving a gift which is open to the community in general.
- b) Gifts of nominal value (not more than RM500) such as door gift given at industry or trade fairs, forums, seminars, conferences, etc, with frequency of no more than three times per year
- c) Attending annual dinner/ company dinner of supplier as a representative of the company.
- d) Festive gifts of nominal value (not more than RM500) such as hampers and mandarin oranges which are to be shared among the whole department, with frequency of no more than three times per year.

If you are uncertain, please refer to HR department on the company's Anti-Gratification Policy.

C. Publications of Others

The Company subscribes to many publications that help employees do their jobs better. These include newsletters, reference works, online reference services, magazines, books, and other digital and printed works.

Copyright law generally protects these works, and their unauthorized copying and distribution constitute copyright infringement. You must first obtain the consent of the publisher of a publication before copying publications or significant parts of them.

D. Handling the Confidential Information of Others

For the purposes of this Code, "Confidential Information" means all non-public information that could be useful to competitors or harmful to the Company, its customers or its suppliers if disclosed, which includes not only tangible documents, equipment and facilities, but also technology, trade secret, know-how or other intangible assets. All employee must maintain the confidentiality of Confidential Information they obtain from or through the Company, its customers or suppliers, and refrain from disclosing or using Confidential Information for personal or third party interest, except where disclosure is mandated by applicable laws, rules or regulations or authorized by the Company's executive officers. The Company has many kinds of business relationships with many companies and individuals. Sometimes, they will volunteer confidential information about their products or business plans to induce the Company to enter into a business relationship. At other times, we may request that a third party provide confidential information to permit the Company to evaluate a potential business relationship with that party. Whatever the situation, we must take special care to handle the confidential information of others responsibly. We handle such confidential information in accordance with our agreements with such third parties. See also the Company's policy on Maintaining and Managing Records in Section 2.G of this Code of Business Conduct and Ethics.

i. Appropriate Nondisclosure Agreements. Confidential information may take many forms. An oral presentation about a company's product development plans may contain protected trade secrets. A customer list or employee list may be a protected trade secret. A demo of an alpha version of a company's new software may contain information protected by trade secret and copyright laws. You should never accept information offered by a third party that is represented as confidential, or which appears from the context or circumstances to be confidential, unless an appropriate nondisclosure agreement has been signed with the party offering the information.

Even after a nondisclosure agreement is in place, you should accept only the information necessary to accomplish the purpose of receiving it, such as a decision on whether to proceed to negotiate a deal. If more detailed or extensive confidential information is offered and it is not necessary, for your immediate purposes, it should be refused.

ii. Need-to-Know. Once a third party's confidential information has been disclosed to the Company, we have an obligation to abide by the terms of the relevant nondisclosure agreement and limit its use to the specific purpose for which it was disclosed and to disseminate it only to other Company employees with a need to know the information. Every employee, agent and contractor involved in a potential business relationship with a third party must understand and strictly observe the restrictions on the use and handling of confidential information.

iii. Notes and Reports. When reviewing the confidential information of a third party under a nondisclosure agreement, it is natural to take notes or prepare reports summarizing the results of the review and, based partly on those notes or reports, to draw conclusions about the suitability of a business relationship. Notes or reports, however, can include confidential information disclosed by the other party and so should be retained only long enough to complete the evaluation of the potential business relationship. They should be treated just as any other disclosure of confidential information is treated: marked as confidential and distributed only to those the Company employees with a need to know.

E. Selecting Suppliers

The Company's suppliers make significant contributions to our success. To create an environment where our suppliers have an incentive to work with the Company, they must be confident that they will be treated lawfully and in an ethical manner. The Company's policy is

to purchase supplies based on need, quality, service, price and terms and conditions. The Company's policy is to select significant suppliers or enter into significant supplier agreements through a competitive bid process where possible. Under no circumstances should any Company employee, agent or contractor attempt to coerce suppliers in any way. The confidential information of a supplier is entitled to the same protection as that of any other third party and must not be received before an appropriate nondisclosure agreement has been signed. A supplier's performance should never be discussed with anyone outside the Company without the supplier's permission. A supplier to the Company is generally free to sell its products or services to any other party, including competitors of the Company. In some cases where the products or services have been designed, fabricated, or developed to our specifications the agreement between the parties may contain restrictions on sales.

F. Government Relations

It is the Company's policy to comply fully with all applicable laws and regulations governing contact and dealings with government employees and public officials, and to adhere to high ethical, moral and legal standards of business conduct. This policy includes strict compliance with all local, state, federal, foreign and other applicable laws, rules and regulations. If you have any questions concerning government relations, you should contact the Company's outside counsel.

G. Lobbying

Employees, agents or contractors whose work requires lobbying communication with any member or employee of a legislative body or with any government official or employee in the formulation of legislation must have prior written approval of such activity from the Company's President. Activity covered by this policy includes meetings with legislators or members of their staffs or with senior executive branch officials. Preparation, research, and other background activities that are done in support of lobbying communication are also covered by this policy even if the communication ultimately is not made.

H. Government Contracts

It is the Company's policy to comply fully with all applicable laws and regulations that apply to government contracting. It is also necessary to strictly adhere to all terms and conditions of any contract with local, state, federal, foreign or other applicable governments. The Company's outside counsel must review and approve all contracts with any government entity.

I. Anti-Money Laundering and Counter-Terrorism Financing

The Company shall not hide any illegally-gained proceeds or terrorism financing, or support transforming the foregoing into ostensibly legitimate money or other assets.

J. Improper Political or Charity Donations

The Company's political or charity donation shall be contributed in accordance with relevant laws and regulations to ensure its reasonableness and legitimacy and to avoid surreptitiously engaging in bribery. The Company's political or charity donations will be disclosed to the public.

4. ENVIRONMENT

The Company has a final goal for "Zero", that is, zero waste and zero pollution as the ultimate goal. The Company will fully protect the Earth's environment, reduce the negative impact on the surrounding communities and ensure public health and safety. For the implementation of environmental protection, in addition to compliance with local laws and relevant regulations, the Company will also comply with the standards set forth in the RBA Code of Conduct, establish environmental management systems in each plant, and, using the best control technology and pollution control, actively ensure the normal operation and disposal of material resources so as to effectively reduce their impact on the environment.

As a responsible service provider for semiconductor and electronic devices, the Company continuously strive to improve its manufacturing process and services to prevent pollution to the environment. We are committed to:

- i. Reduce environmental impact by more efficient usage or better technologies
- ii. Reduce environmental pollution by progressively using green package design and green materials in our manufacturing processes
- iii. Consistently meet or exceed Malaysian environmental laws, regulations and other requirements
- iv. Have environmental and green product management program for achieving our objectives and targets
- v. Provide awareness training in environmental and green product and give recognition for employees' participation
- vi. Make available our environmental and green product policy to our customers, suppliers and other interested parties.
- vii. Reduce power consumption.
- viii. Improve the water recycling process.
- ix. Reduce greenhouse gas.

The Company is committed to reducing environmental impact through the following:

- i. Noise Control: We attach great importance to coexistence between the plant and the neighborhood and residents, and we implement noise monitoring and control in our plants.
- ii. Air Pollution Control: ASE has optimized air pollution control equipment and uses multiple sets of mutually redundant processing equipment.

- iii. **Water Pollution Control:** The main source of ASE's wastewater is industrial process wastewater, and we attach great importance to water pollution control and water management.
- iv. **Waste Management:** We aim to "maximize utilization of resources" and "implement clean production" by reducing processed waste and actively seeking recyclable projects.

5. SAFETY AND HEALTH

The Company is committed to provide employees with a safe, comfortable and healthy working environment which is in compliance with the applicable workplace safety and health law regulations. The Company will take the following measures to enhance the safety and health and to reduce injuries and diseases:

- i. **Safety & Health Management System** with preventive measures and early warning Mechanisms
- ii. **Emergency preparedness** with a variety of contingency measures and procedures in the event of disaster incidents and abnormal events
- iii. **Routine machine maintenance** and scheduled machine preventive maintenance to avoid any harm to employees
- iv. **Provide employees with best health diagnosis and medical care**
- v. **Improve workplace with health promotion programs and activities**
- vi. **Provide employees with a clean sanitation, clean water and clean food**

As part of ASE's culture, creating a "risk free" environment for employees is the ultimate goal of ASE. We are committed to providing employees with a safe, comfortable and healthy working environment which is in compliance with the applicable workplace safety and health laws and regulations and standards set forth in the RBA Code of Conduct. ASE promises to establish and maintain a long-term safety and health management system to ensure safety and health management and control of operational procedures, and to monitor, implement and continuously improve safety and health performance.

ASE will take the following measures to enhance safety and health and reduce injuries and diseases:

- i. **Enhancement of Industry Plants Safety and Health Management, Prevention and Early Warning Mechanisms:** We designed the system based on ASE's safety and health management and combined it with extended operational commanders, in order to construct a more effective ASE plant safety and health management system and to implement preventive measures and early warning.
- ii. **Emergency Preparedness:** In terms of security, ASE designed the system based on prevention, early warning and response mechanisms to strengthen security protection in case of disaster incidents and abnormal events. We created a variety of contingency measures and procedures based on various types of disasters and accidents and their degree of harm and danger.
- iii. **Machine Maintenance and Protection:** As to the machines operated by the employees, they should be timely and properly inspected and maintained to avoid any harm to employees.
- iv. **Provide Employees with the Best Health Diagnosis and Medical Care:** Procedures and systems are to be in place to manage, track and report occupational incidents and illnesses.
- v. **Improve Workplace Health Promotion Programs and Activities:** ASE shall continuously push for workplace health promotion and improvement programs based on the framework of preventive medicine.
- vi. **Sanitation and Employee Canteen:** ASE shall provide employees with clean sanitation, clean water, and clean food.

6. LABOUR

The Company will comply with the laws and regulations on the legal minimum age for employment or apprenticeship programs. We are also committed to:

- i. **Recruit, hire, promote and provide other conditions of employment** without any discrimination on national origin, race, color, religion, gender, age or other characteristic under the law
- ii. **Provide employee with benefits** such as competitive salaries and welfare programs
- iii. **Career development and training** to meet our employees' learning needs
- iv. **Provide an avenue for employees to communicate or bargain collectively** with management team for working conditions without fear, reprisal and intimidation or harassment

The Company has introduced the social responsibility management system as well as related social responsibility policies, and provided a socially responsible regulation and protection system for employee benefits, so as to create a safe and comfortable working environment.

Specifically, The Company is committed to complying with local laws and standards set forth in the RBA Code of Conduct:

- i. **Freely Chosen Employment:** We ensure that all work is voluntary and workers are free to leave work or terminate employment at any time. Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons shall not be used.
- ii. **Not to Hire Child Labor:** ASE will not hire any child who is under the age of 16, or under the age for completing compulsory

education, or under the minimum age for employment in the countries where ASE's operations exist, whichever is greatest, and ASE's use of legitimate workplace apprenticeship programs will comply with applicable laws and regulations in the countries where ASE's operations exist.

- iii. **Uphold Diversity and Equal Opportunity:** We are committed to recruiting, hiring, promoting and providing other conditions of employment without discrimination based on national origin, race, color, religion, gender, age or other characteristic protected under the law.
- iv. **Wages and Benefits:** ASE takes employee benefits seriously, and provides competitive salaries and welfare programs.
- v. **Respect Human Rights:** We prohibit any harsh and inhumane treatment, including any harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse, and we will clearly define disciplinary policies and procedures and communicate them to employees.
- vi. **Career Development and Training:** ASE uses fully educational resources and training to meet the learning needs from employees.
- vii. **Freedom of Association:** ASE shall respect the rights of employees to associate freely and decide to join or not join labor unions in accordance with local laws. Employees shall be able to communicate or bargain collectively with the management team for working conditions without fear, discrimination, reprisal, intimidation or harassment. The Company will not interfere with and will not finance worker representation/ union.
- viii. **Other Measures to Protect Human Rights:** To protect human rights, ASE and its suppliers shall avoid using conflict minerals which are listed in SEC rules of "Requirement of report regarding disclosure of registrant's supply chain information regarding conflict minerals". We will conduct rigorous review on the purchase of those minerals and the chain of custody.

7. COMPLIANCE WITH LAWS, RULES AND REGULATIONS AND CORPORATE GOVERNANCE

We are strongly committed to conducting our business affairs with honesty and integrity and complying with all applicable laws, rules and regulations. No ASE Members shall commit an illegal or unethical act, or instruct others to do so, for any reason. In order to seek corporate sustainability growth and enhance corporate value, ASE constantly maintains operational elasticity. These efforts are all derived from an effective corporate governance structure which clearly defines and enhances management capabilities, and also ensures that ASE can meet expectations of customers, shareholders and other stakeholder.

Specifically, ASE's commitments on compliance with laws and an effective corporate governance system include:

- i. **Operation Risk Control and Management:** Using effective operational management and sophisticated risk control and crisis management, ASE will implement appropriate programs and physical controls according to every risk and its importance level.
- ii. **Legal and Customer Requirements:** Regularly identifying and understanding the applicable laws, including customer requirements.
- iii. **Communication and Issue Management:** We focus on communication with stakeholders and proactively communicate implementation of key issues, in order to continue to enhance communication and cooperation mechanisms between ASE and stakeholders.
- iv. **Compliance with Laws, Rules and Regulations:** All ASE members shall comply with related international rules and applicable laws and regulations in the countries and regions where ASE operates, including the Corporate Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Personal Information Protection Act, related environmental protection laws and regulations.

If you believe that any practice may give rise to noncompliance with any applicable laws, rules or regulations, or, if you otherwise have questions regarding any laws, rules or regulations, please contact your manager or the Human Resource Department.

8. SOCIAL PARTICIPATION

ASE fully acknowledges the social responsibility of being a corporate citizen. For the regions where ASE operates, we promise as follows to fulfill corporate social responsibility:

- i. To maintain community involvement and feedback, and improve employability.
- ii. To endeavor to maintain the local environmental ecology.
- iii. To assist community development and welfare.
- iv. To strengthen our contributions to the region through NGOs.
- v. To encourage our employees to participate in community activities and take the initiative in arranging community activities.

ASE hopes to exert our influence over the supply chain, in order to lead and supervise ASE's suppliers, contractors, service providers and subcontractors to comply with this Code. We request suppliers to comply with the RBA Code of Conduct, ASE Supplier Code of Conduct and applicable laws and regulations, in order to jointly fulfill corporate social responsibility requirements.

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9. REPORTING AND PROCEDURES

Reporting

To discover, prevent and avoid any unethical behaviors and violations to this Code, ASE encourages ASE Members and any third party to collect relevant material and contact the Human Resource Department, or use the Code of Conduct compliance hotline codecompliance@aseglobal.com or other channel which is further announced to report any violation, suspected violation or any conduct that could result in a violation of the Code. Each of ASE's subsidiaries, including joint venture, shall establish its channels for reporting. For ASE Malaysia, employees are encouraged to use the in-house channels to report on any code of violation such as: whistleblower hotline (1800-88-8898) or whistleblower email (whistleblower@asemal.com.my).

Situations that may involve a violation of ethics, laws, rules, regulations or this Code may not always be clear and may require difficult judgments. Therefore, any concerns about violation should be reported promptly to the Human Resource Department, and the Human Resource Department shall notify the Board of Directors, as appropriate. Any such concerns involving the Human Resource Department should be reported to the Board of Directors. Any such concerns relating to accounting, internal accounting controls or auditing matters should be reported in accordance with the procedures established by the Audit Committee of the Board of Directors.

Procedures

ASE adopts a zero-tolerance policy to any violation of this Code and prohibits any and all forms of bribery, corruption, extortion and embezzlement. ASE will thoroughly investigate any good faith reports of violations, and any violation will be dealt with immediately. ASE Members are required to cooperate in internal investigations of misconduct and unethical behavior.

After investigation, individuals who are found to be in noncompliance with this Code, including those who act in a supervisory capacity but fail to report wrongdoing, shall correct such violation in accordance with ASE's instructions. ASE may, according to employment contract, internal disciplinary policies and procedures, impose disciplinary actions on such violator, including the possibility of dismissal. ASE shall have the right to claim indemnification against such violator pursuant to applicable laws and regulations. Meanwhile, the title and name of such violator, and date, content and status of the violation, will be promptly disclosed on our internal website.

No Retaliation

We will not tolerate any kind of retaliation for reports or complaints regarding violation of the Code that were made in good faith. Open communication of issues and concerns by all ASE Members without fear of retribution or retaliation is vital to the successful implementation of this Code. ASE will keep confidential the identity of the person reporting violation of this Code, and protect him/her from any unfair retaliation or treatment. Once one report is found to be factual, suitable rewards will be given to the reporter.

10. DISCIPLINARY ACTIONS

The matters covered in this Code of Business Conduct and Ethics are of the utmost importance to the Company, its stockholders and its business partners, and are essential to the Company's ability to conduct its business in accordance with its stated values. We expect all of our employees, agents, contractors and consultants to adhere to these rules in carrying out their duties for the Company.

The Company will take appropriate action against any employee, agent, contractor or consultant whose actions are found to violate these policies or any other policies of the Company. Disciplinary actions may include, at the Company's sole discretion, oral or written reprimand, suspension or immediate termination of employment or business relationship, or any other disciplinary action or combination of disciplinary actions as deemed appropriate to the circumstances. A record of the disciplinary action will be retained in the employee's personal file.

In determining what disciplinary action is appropriate in a particular case, the Company will take into account all relevant information, including the nature and severity of the violation, any history of warnings and violations, whether the violation appears to have been

intentional or inadvertent and whether the violator reported his or her own misconduct. The Company will strive to enforce the Code in a consistent manner while accounting for all relevant information. An alleged violator may make a written request for reconsideration within 14 days of notification of the final disciplinary decision. You should review the Company's policies and procedures on the Intranet for more detailed information.

Where the Company has suffered a loss, it may pursue its remedies against the individuals or entities responsible. Certain violations of this Code may also be subject to civil or criminal prosecution by governmental authorities and others. Where laws have been violated, the Company will cooperate fully with, and report violators to, the appropriate authorities.

11. COMPLIANCE WITH THE CODE

All ASE Members shall understand and comply with all provisions of this Code, and this Code shall be applied equally to every ASE Members. ASE will enforce this Code rigorously. The commitment and performance of ASE Members related to compliance with this Code will be integrated into the performance appraisal system, and linked to the determination of his or her remuneration and compensation.

The Human Resource Department will have primary authority and responsibility for the enforcement of this Code, subject to the supervision of the Board of Directors, or, in the case of accounting, internal accounting controls or auditing matters, subject to the supervision of the Audit Committee of the Board of Directors. ASE will devote the necessary resources to enable the Human Resource Department to establish such procedures as may be reasonably necessary to create a culture of accountability and to facilitate compliance with this Code. If you have questions concerning this Code, you should contact Human Resource Department, direct your questions via the Code of Conduct compliance hotline codecompliance@aseglobal.com or any other channel which is further announced. Each of ASE's subsidiaries, including joint venture, shall establish its channels for consultation. For ASE Malaysia, employees are encouraged to use the in-house channels to report on any code of violation such as: whistleblower hotline (1800-88-8898) or whistleblower email (whistleblower@asemal.com.my).

12. WAIVERS AND ADMENDMENTS

Any waiver of any provision of this Code of Business Conduct and Ethics for a member of the Company's Board of Directors must be approved in writing by the Company's Board of Directors and promptly disclosed along with the reason for the waiver. The Company's President must approve any waiver of any provision of this Code of Business Conduct and Ethics with respect to any other employee, agent or contractor in writing. Amendments to this Code must be approved by the Board of Directors.

ACKNOWLEDGMENT OF RECEIPT OF ASE'S

CODE OF BUSINESS CONDUCT AND ETHICS

I have received and read the Company's Code of Business Conduct and Ethics. I understand the standards and policies contained in the Company Code of Business Conduct and Ethics and understand that there may be additional policies or laws specific to my job. I further agree to comply with the Company Code of Business Conduct and Ethics, and to report any violations of this policy through the Human Resources Department / Employee Relations Section.

If I have questions concerning the meaning or application of the Company Code of Business Conduct and Ethics, any Company policies, or the legal and regulatory requirements applicable to my job, I know I can consult my manager or the Human Resources Department knowing that my questions or reports to these sources will be maintained in confidence.

Employee Name

Employee Number

Signature

Date

Please sign and return this form to the Human Resources Department.