

The ASPEED logo is located in the top left corner. It features the word "ASPEED" in a white, italicized, sans-serif font. The background behind the logo is a dark blue and purple gradient.

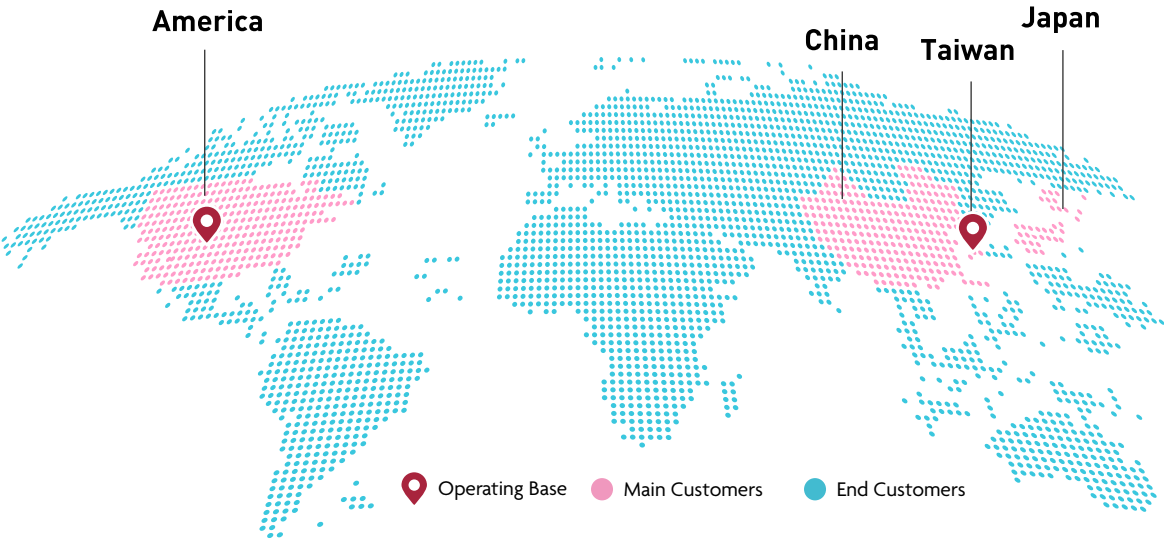
ASPEED

The title "2021 ESG Summary" is centered on the right side of the page. It is written in a large, bold, blue sans-serif font. The background is a light blue gradient with a faint, white circuit board pattern.

2021 ESG Summary

About ASPEED Technology

ASPEED Technology Inc. is a leading fabless IC design company and a top pioneer of SoC solutions. As the world's largest BMC SoC solution supplier by market share, ASPEED Technology is devoted to leveraging innovative R&D as our core advantage to contribute to global sustainable development while quickly responding to market needs. Our mission is to provide global enterprises and people with outstanding technologies.



ASPEED Technology Inc.



Time of Establishment
2004/11/15



Headquarter Location
Hsinchu, Taiwan



Public Status
Taiwan-listed Company
(Over-the-counter market)



Industry
Semiconductors



Employees
96
(As of 2021/12/31)

Product & Technology



**Cupola360
Multi-Image Stitching SoC**

Teleconferencing equipment, smart factory navigation, immersive and metaverse applications



**Baseboard Management
Controller SoC**

Data center server and storage equipment, switches, AI service devices, 5G edge computing equipment, Bridge IC, and PRF SoC

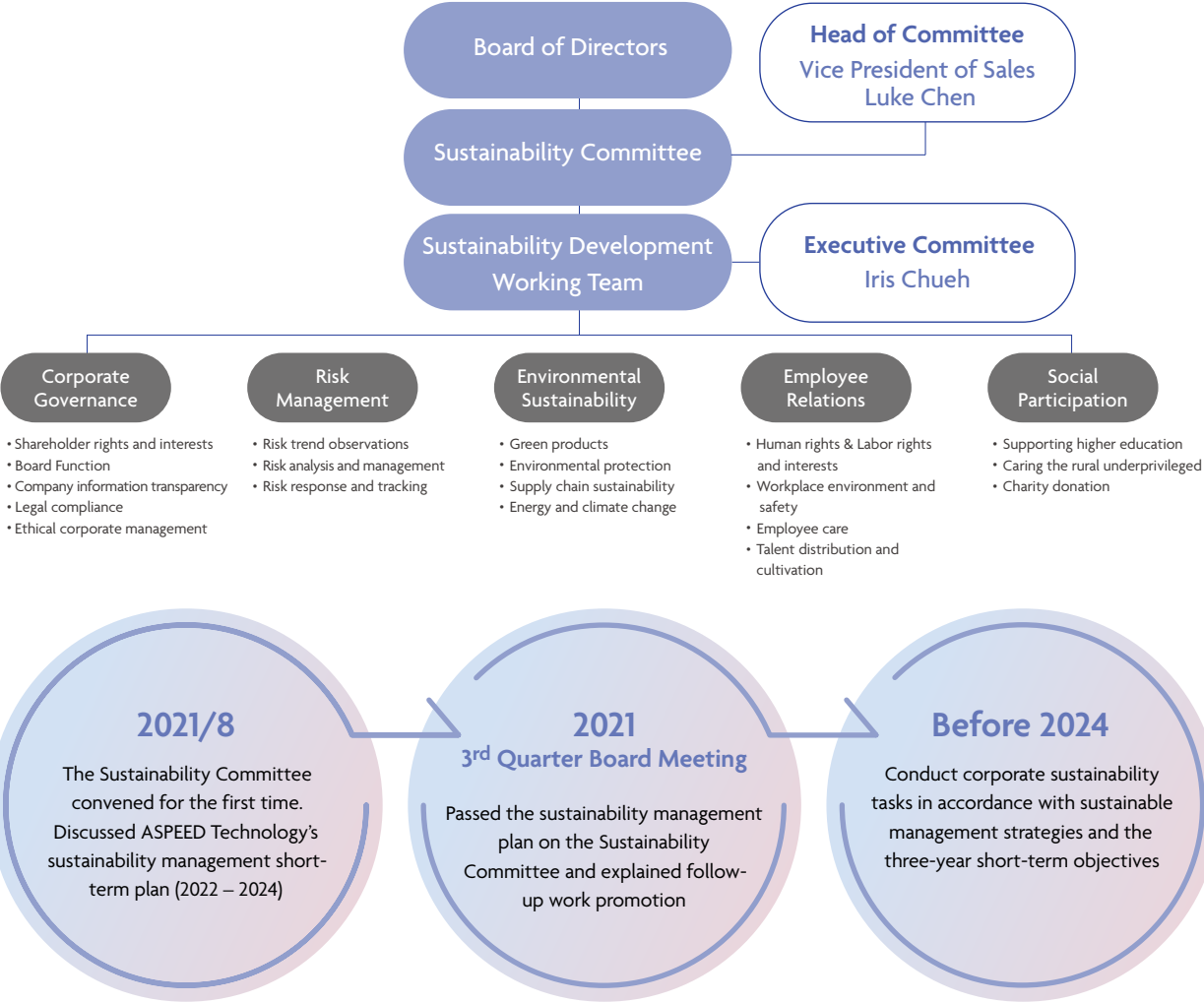


**PC/AV
Extension SoC**

AVoIP 1G/2.5G AV applications and ProAV fields

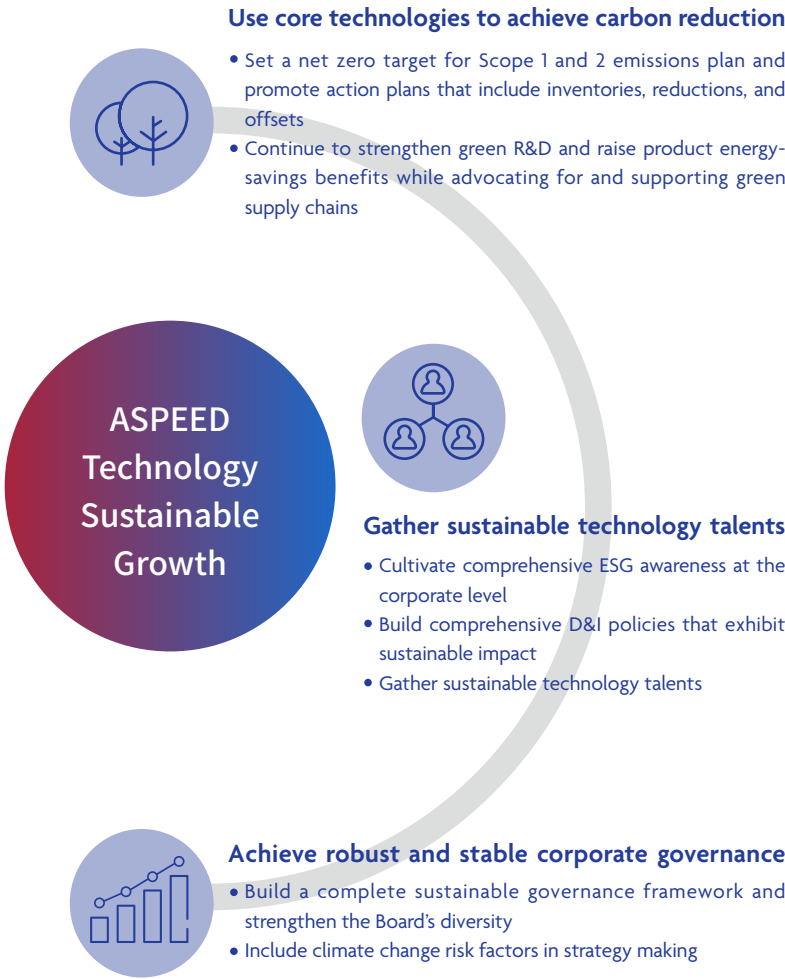
Corporate Sustainability Management Framework

In 2021, ASPEED Technology established the Sustainability Committee as a new functional committee that is under the Board of Directors and both led and convened by the vice president of sales. Under the committee is the Sustainable Development Working Team, which includes the marketing and PR manager as executive council. The working team, which incorporates sustainable development into business operations and critical strategic decision-making, oversees five work teams: corporate governance, risk management, environmental sustainability, employee relations, and social participation. The Sustainable Development Working Team is responsible for overall implementation of sustainable development and meets biannually for each work team to report on implementation status and future planning.



Sustainability Strategies and Objectives

ASPEED Technology uses core technologies to enhance green, energy-saving R&D. By focusing on building a talented local workforce that is adept at sustainable technology, a robust system of corporate governance, and an inclusive society with shared benefits, the Company supports the next stage of sustainable growth.



A Letter from the President



Chairman and President



In 2021, the world remained mired in a pandemic. Economic unrest accompanied lifestyle and work pattern changes. Despite having to reckon with this environment and tight capacity in the global semiconductor industry, ASPEED Technology's operational performance still reached new heights. We set records for annual revenues and profits. As we enter the post-pandemic age and global industry undergoes a digital transformation, ASPEED Technology will continue to place the health and well-being of employees first. Under this precondition, we will prudently respond to industrial and market changes. We will strengthen our response capabilities and flexibility to ensure stable operations and provide customers with high-quality, reliable services.

Our future strategy calls for advancing from product selling to platform building. Our BMC SoC will increase product application variety and expand customer groups while stabilizing and strengthening customer relations. It will offer deeper, broader development with limitless possibilities. Our Non BMC product lines are also advancing towards synergistic platform development, ranging from smart factories and AR/VR to immersive experience. In the future, ASPEED Technology will continue to follow a dual platform development model, consisting of stable growth of BMC products and gradual flourishing of Non BMC product lines (PC/AV Extension SoC and Cupola360 Multi-Image Stitching Processing SoC). This approach will ensure the Company's advance.

After ASPEED Technology released the Company's first sustainability report in 2020, we examined areas where sustainability advances were needed then planned an ESG blueprint. We aim to establish goals and policies that are more accountable to stakeholders, and hope that everyone better understands results of the Company's investments in ESG. Our continued efforts will earn investors' confidence, strengthen market competitiveness, and improve social impact. In terms of corporate governance, ASPEED Technology emphasizes improvements to our management system, sustainable governance framework, and strategic goals, while also implementing the Task Force on Climate-related Financial Disclosures (TCFD) framework. In terms of the environment, ASPEED Technology seeks to solidify the Company's low carbon positioning by focusing on emissions and green R&D. In this way, we can respond to climate change wishes of investors, customers, and society. Our social efforts, meanwhile, are based on the core concept of "sustainable talent in Taiwan." Initiatives to strengthen talent retention and cultivation range from better employee welfare and training to active social participation. Finally, we will participate in international initiatives such as the Carbon Disclosure Project (CDP) in order to meet stakeholder expectations.

Since founding, ASPEED Technology has sought to leverage R&D innovations to enable all companies and people in the world to enjoy the conveniences that advanced technology brings. In the future, we will continue to focus on our technological core advantages and green products with low power consumption. ASPEED Technology will continue to invest in technology R&D to raise competitiveness while strengthening green R&D for use in product design. In the semiconductor industrial chain, we will grow with our upstream and downstream partners as well as our customers. At the same time, we will focus on cultivating elite semiconductor talents. We will actively invest in making our operations sustainable, scrupulously adhere to good corporate governance standards, and optimize the Company's organization and management. In the future, we will continue to innovate in ways that lead to the sustainable, vigorous development of the Company. As we maintain operational profits, we will cultivate new talents, promote a diverse and inclusive workforce, advance corporate governance, and give back to society. We will be both a contributor and a founder towards the movement to make technology civilized.

A Letter from the COO



Chief Operating Officer



At the beginning of 2022 I joined ASPEED Technology as Chief Operating Officer, and the semiconductor supply chain still faced challenges. Fortunately, the Company already had a foundation of 18 years of successful operations. It was ready for me to apply the more than 30 years of experience I accumulated in the IC design and semiconductor industries to make operations even more resilient. I will closely monitor sustainability topics and adhere to international sustainability frameworks. Future goals will focus on three main areas: sustainable supply chain management, digital transformation and stronger information security, and low carbon green operations. These changes will move ASPEED Technology into the future. During the past two years, as the world was tested by the COVID-19 pandemic, ASPEED Technology saw not only challenges but also opportunities. Prioritizing the health and safety of employees, we launched flexible work policies that will become new corporate models to follow in the post-pandemic age. The movement toward green practices to protect the environment has led to a decrease in paper use, and we have responded by integrating more digital practices. We will systematically build digital operations and cloud-enabled remote offices while strengthening digital management of our supply chain and numeric analysis of our databases. These changes will maximize value for both the Company and our customers. At the same time, we will focus on stronger information security. In 2021, we already completed the Cortex XDR 2.0 information security protection system. In 2022, we will integrate ISO 27001 information security certification, which will further enhance our information security defenses.

With widespread attention paid to sustainability topics, ASPEED Technology will act as a responsible member of the semiconductor industrial chain. We will explore the limitless possibilities presented by new products and applications. Smart, innovative thinking will identify ways of unlocking new features during product development, including ways of reducing carbon production and making products greener. In our interactions with customers, we will respond to international initiatives. We participate in the Carbon Disclosure Project (CDP), the Responsible Business Alliance (RBA), and the Task Force on Climate-related Financial Disclosures (TCFD) framework. In 2022, we incorporate ISO 14064-1 GHG inventories and will formulate carbon reduction goals as part of our contributions to environmental protection. As a fabless IC design company, we will focus on strengthening cooperation and management of our sustainable supply chain partners. We will jointly shoulder the CSR burden as part of our supplier management strategies. For ESG, we will make green audits a key element of our supply chain. Furthermore, we will cooperate with suppliers to research ways of lowering environmental pollution during manufacturing. Our green operations will focus on reducing carbon. Making sustainability a core part of our daily operations will advance our vision of fostering green partnerships.

Soon after joining ASPEED Technology, I fully identified with the corporate philosophy of “Innovation Without Boundaries.” Expressing core advantages of technology and building optimized products that make technology more civilized builds trust among customers. Following human-oriented management principles means that our deeply valued employees will grow together with the Company. Holding onto these beliefs, I will work hard with everyone at ASPEED Technology. As we challenge ourselves, we will open up limitless possibilities. As we promote green products and smart applications, we will thrive with our sustainable supply chain partners. While providing the world with outstanding technology, we will put our sustainable values into practice.

ESG Highlights



Core Technologies Strengthen Green R&D

- Acquired **ISO 14064-1:2018** GHG inventory certification
- Implemented a digital transformation plan that reduces carbon emissions generated by the Company's operations
- Flagship BMC AST2600 reduces energy use by **61%** or more



Operational Performance Sets New Records

- In 2021, operating revenue rose by **18.74%**, marking the 16th consecutive year of record revenues
- Acquired **49** patents from around the world and formulated a trade secret policy
- Customer satisfaction rate of **94.27%**



Shared Employee Benefits and Social Prosperity

- In 2021, we ranked **13th** among Taiwan's 1,744 listed firms for average salary of non management employees
- Overall employee benefit fees increased by **19.44%** compared to 2020
- Social contributions reached NTD**10.76** million
- Implemented the four-year Junior Chair Professor Sponsorship Program

ES G Promises and International Responses

Ethical Corporate Management and Fair Trade	Following the Principles of International Human Rights Conventions	Responsible Business Alliance (RBA) Code of Conduct	Taiwan Climate Partnership
<ul style="list-style-type: none"> • Anti-corruption • Anti-bribery • Anti-improper benefits • Anti-unfair practices • Antitrust and anti-monopoly practices 	<ul style="list-style-type: none"> • Oppose all forms of hiring discrimination • Diverse and inclusive • Child labor shall not be used • Equal remuneration for equal work • Forced labor shall not be used • Open and unobstructed communications between labor and management • Uphold employees' freedom to assemble or form associations • Anti-bullying and anti-harassment 	<ul style="list-style-type: none"> • Require all our suppliers to adhere to the RBA Code of Conduct and include adherence results in annual supplier audits 	<ul style="list-style-type: none"> • Join the Taiwan Climate Partnership and cooperate with upstream and downstream supply chain members to respond to carbon reduction efforts and resist changes to the environment and climate
Responsible Minerals Initiative		Carbon Disclosure Project (CDP)	
<ul style="list-style-type: none"> • Require all our suppliers to only purchase from conflict-free mineral suppliers 		<ul style="list-style-type: none"> • Respond to the Carbon Disclosure Project and publicly disclose our carbon emissions each year on the CDP website 	

ISO International Standards



ISO 14001:2015
Environmental Management System Certification



ISO 9001:2015
Quality Management System Certification



ISO 27001
Information Security Management System Certification



ISO 14064-1:2018
Greenhouse Gas Verification

Material Sustainability Topics and Objectives

2021 Key Achievements	Material Topics	2024 Short-Term Objectives
<ul style="list-style-type: none"> Established the Sustainability Committee The Company's ranking in the TWSE corporate governance evaluations rose to a higher bracket for two consecutive years, reaching the 21-35% bracket for OTC listed companies Zero corruption-related incidents and did not face any lawsuits relating to anti-competitive or monopoly practices 	Corporate governance and ethical corporate management	<ul style="list-style-type: none"> Solidify corporate governance and ethical corporate management policies while establishing a corporate governance supervisor who will support oversight Strengthen the operational efficiency of various functional committees and implement external Board performance assessments Develop a corporate culture based on ESG, including formulating mid-term and long-term ESG development blueprints as well as implementation strategies Identify climate change risks and opportunities based on the Task Force on Climate-related Financial Disclosures (TCFD) framework, increase disclosure transparency of non-finance related information, and acquire external certifications
<ul style="list-style-type: none"> For 16 consecutive years since founding, the Company achieved record revenues and profits Operating revenue rose by 18.74% and net profit after tax rose by 30.68% Successfully expanded BMC product diversification and increased new product application fields 	Operational achievements and financial performance	<ul style="list-style-type: none"> Maintain double digit growth in operating revenue and profit Achieve a strong product portfolio while expanding new products, new markets, and new application fields Formulate carbon management strategies and carbon reduction goals while developing a low carbon corporate image
<ul style="list-style-type: none"> Integrated ISO 27001 information security management systems and increased recruitment of information security talents Responded to COVID-19 remote and flexible work models by raising information security protection systems 100% of employees signed an NDA 	Information security and privacy	<ul style="list-style-type: none"> Formulate comprehensive information security management policies and strengthen information security talent cultivation plans Pass ISO 27001 information security management system certification Formulate a digital transformation plan that incorporates digital signatures and paper-free systems
<ul style="list-style-type: none"> Global patents reached 49 Specialists assigned to manage intellectual property enhanced overall deployment Developed systems for patent proposals and trade secret registration and management Patent applications increased significantly to a total of 24 in 2021 	Intellectual property rights protection and deployment	<ul style="list-style-type: none"> Build an intellectual property portfolio for new products and ensure that technology is completely protected during development Create a plan to cultivate people who show the potential to develop into experts while increasing R&D capacity Annually increase patent application quantity and countries
<ul style="list-style-type: none"> Customer satisfaction rate of 94.29% and the customer survey return rate increased to 70% No major customer complaints and no customer privacy infringements or information leaks Achieved all ISO 9001 quality management goals and continued to maintain certification 	Product quality and customer satisfaction	<ul style="list-style-type: none"> Maintain a customer satisfaction rate of over 90% and continue to achieve no major customer complaints Respond to sustainable development topics that are of material concern to customers
<ul style="list-style-type: none"> The flagship AST2600 BMC is 61.34% more efficient than the previous generation R&D expenses were NTD547 million 	Technological and R&D innovations	<ul style="list-style-type: none"> Achieve annual increases in our R&D budget and continue to invest in green and energy-saving R&D Maintain quality management system operations and the validity of our ISO 9001 certification Work with suppliers to strengthen green manufacturing
<ul style="list-style-type: none"> Ranked 13th among listed firms in Taiwan for average salary of non-management employees Spent NTD344 million on employee benefit fees In 2021, there no major incidents of employee dissatisfaction and the employee turnover rate was 5.88% 	Employee benefits and care	<ul style="list-style-type: none"> Establish an ESG training system and implementation plan while cultivating sustainability talents and raising sustainability awareness Raise employees' guaranteed wages while offering compensation and benefits that are competitive in the industry and fair within the Company Provide a sustainability talent cultivation plan that is professional and meets the Company's future development needs

Four Key Plans

Sustainable Operations Strategies and Deployment

In the future, ASPEED Technology will continue to strengthen product and operational deployment while expanding platform synergies, with an emphasis on enhancing core technologies. The Company's overall operational deployment will begin from product marketing and sales. By surveying the platform building market, we will satisfy a more diverse set of market needs, ranging from smart factories and AR/VR to immersive metaverse applications. While heeding operational profits, we will plan and implement core sustainability plans.



2022~2024

Short-Term Planning of Intellectual Property Rights Protection

- Assign specialists to strengthen intellectual property deployment
- Build an intellectual property portfolio and development processes for new products
- Develop systems for patent proposals and trade secret registration and management
- Develop diverse mechanisms to encourage innovation and procedures for classification, investigation, and evaluations
- Increase patent application quantity and countries annually to expand intellectual property rights protection and global deployment



2022/5~2023/4

TCFD Integration Project

- Considering the increasing importance of climate change towards operations, in 2022 ASPEED Technology plans to identify climate change risks and opportunities in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework. The Board of Directors will oversee a cross-departmental risk management task force and the Sustainability Committee will provide guidance. Related departments will join regular climate risk discussions and evaluate data gathering



2022/3~2022/12

Net Zero Strategy - 1st Year GHG Inventory Project

- Implement ISO 14064-1 :2018 GHG inventory to obtain the Company's GHG emissions data
- 2021 will serve as the Company's base year for formulating carbon reduction goals
- Carry out digital transformation, including digital signatures and paper reduction to support energy savings and carbon reduction efforts
- Program lighting to automatically turn off in office areas and support internal advocacy of energy savings and carbon reduction



2022/9~2024/10

ASPEED Sustainability Branding Project

- Connect public welfare to corporate core developments to help cultivate IC design talents
- Cultivating Diverse Technology Talents: In 2022, ASPEED Technology began to plan and implement a sustainability branding project. Social participation will be linked to industrial topics, corporate values, and development. The Company will invest in sustainability, diversity, and inclusion, as well as the advancement of women in technology

Corporate Governance

Board of Directors Operations

Members of ASPEED Technology's seventh Board of Directors have diverse professional backgrounds, with both practical and academic research experiences, ranging from operations, semiconductor technology, and finance to network and communications information security as well as international M&A. The Board oversees the Audit Committee, Remuneration Committee, and Sustainability Committee. It convenes at least once per year, and in 2021 met eight times, with an attendance rate of 100%.

To increase the Board's effectiveness and raise information transparency, the Company conducted 2021 internal performance self-evaluations, in accordance with the "Rules for the Performance Evaluation of Board Members," which were passed by the Board in 2020. The self-evaluations are conducted every January and reported to the Board during the first quarter of each year. The 2021 internal self-evaluations were completed in January 2022 and reported to the Board before the end of the first quarter of 2022.

7th Board of Directors: Term from July 30th, 2021, to July 29th, 2024

Name	Position	7th Board	Functional Committees	Industrial Knowledge					Professional Capabilities				Number of Publicly Listed Companies Concurrently Serving as an Independent Director
				IC Design	Semiconductor	Network Communications/ Information Security	Silicon IP	International M&A	Operations and Management	Marketing	Finance and Accounting	Legal	
Chris Lin	Chairman/President	Re-elected		✓	✓				✓	✓	✓		0
Arnold Yu	Director	Re-elected				✓		✓	✓				1
Luke Chen	Director/Vice President of Sales	Re-elected	Sustainability	✓	✓					✓			0
Ted Tsai	Director	Re-elected					✓	✓					0
Hung-Ju Huang	Director/Vice President of R&D	New		✓	✓								0
Chyan Yang	Independent Director	Re-elected	Audit/Remuneration						✓	✓	✓		3
Dyi-Chung Hu	Independent Director	Re-elected	Audit/Remuneration		✓								0
Sheng-Lin Chou	Independent Director	New	Audit/Remuneration	✓	✓	✓							0
John C. Lin	Independent Director	New	Audit/Remuneration					✓	✓			✓	0

0

Complaints Or Penalties Relating To:

- Corporate governance or ethical corporate management
- Information security
- Customer privacy
- The environment
- Human rights or labor

100%

Operations Of The Board Of Directors And Functional Committees

- Board of directors attendance
- Remuneration committee and audit committee independent directors ratio and attendance rate
- Sustainability committee attendance rate

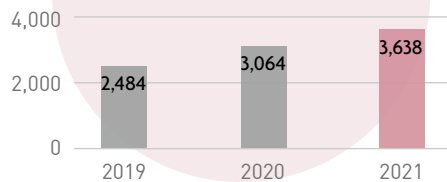


- The company's ranking in the twse corporate governance evaluations rose to a higher bracket for two consecutive years
- In 2021 the company's ranking rose to the 21-35% bracket

Corporate Governance

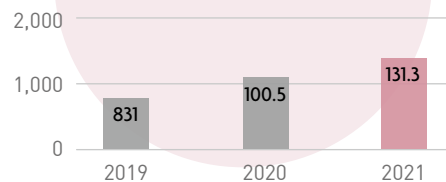
+18.74%

YoY Annual Operating Revenue
NTD million



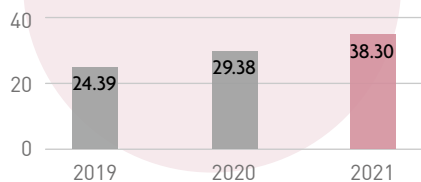
+30.68%

YoY Net Profit
NTD million



+30.36%

YoY EPS
NTD



In 2021, for the 16th consecutive year ASPEED Technology achieved new records for annual operating revenue and profit. Compared to 2020, the Company's 2021 operating revenue rose by 18.74% to reach NTD3.638 billion, net profit after tax rose by 30.68% to reach NTD1.313 billion, and earnings per share rose by 30.36% to reach NTD38.30. The Company set new records in these key metrics and achieved higher growth rates than the previous year.

Awards Recognition



Asia's 200 Best Under a Billion
Selected **eight consecutive** years



The Financial Times and Nikkei
Asia "High-Growth Companies
Asia Pacific 2021"



Ranked 67th for Business
Performance in the China
Credit Information Service
Taiwan Top 5,000 Large
Enterprises list



Chairman Chris Lin Won a 2021
ICT Month Outstanding ICT Elite
Award

Environmental Protection

As a fabless IC design company, ASPEED Technology passed ISO 14001 environmental management systems certification, which supports systematic management of internal environmental protection systems. In line with prioritizing legal compliance and adherence to green production, we ensure that the Company does not violate any safety regulations. In line with our carbon reduction goals, we integrated ISO 14064-1:2018 certification to support GHG inventories. For internal environmental management, the Company primarily focuses on general water and electricity use as well as waste disposal and management. For external environmental management, the Company focuses on expansion of sustainable supply chain management and cooperation with suppliers.



2021	• 100% Legal Compliance: Air, water, waste, energy management, noise, RoHS, REACH, HF
	• Zero violations of environmental safety regulations
	• Continued to implement ISO 14001:2015 environmental management systems and established related environmental management procedures
	• Acquired ISO 14064 GHG emission certification

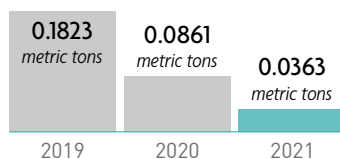
Water Resource Management

	Water use (metric tons)	Water use intensity (metric tons/million piece)
2019	892	101.24
2020	3,531	307.93
2021	2,572	193.53

* Since ASPEED Technology does not operate a factory, the Company's water use primarily consists of water consumed by employees for personal use.



Commercial Waste Management



ASPEED Technology's industrial waste primarily consists of ICs, BGA IC substrates, and PC boards. Each year the Company commissions a licensed waste management operator to dispose of these items in accordance with government procedures.

* Discrepancies between 2019 and 2020 industrial waste and the numbers disclosed in the 2020 Sustainability Report are primarily due to the addition of IC waste and declared weight of computer equipment.

GHG Inventory and Carbon Reduction Planning

In 2021, ASPEED Technology began to take inventories of internal GHG emissions. In August 2022, the Company passed ISO 14064-1:2018, which supports third-party inventories and increases emissions transparency and disclosures. 2021 will serve as the Company's base year for formulating carbon reduction goals, making this year the basis for future carbon emissions reduction targets and solidifying carbon reduction as a long-term operations and management goal.

Total GHG Emissions and Intensity

GHG Emissions Categories	GHG Emissions (tCO ₂ e)	GHG Emissions Intensity (tCO ₂ e/million piece)
Scope 1 Total Emissions	16.37	1.23
Gasoline	7.76	0.58
Refrigerant	2.17	0.16
Septic tank methane	6.43	0.48
Carbon dioxide (fire extinguisher)	0.0045	0.0003
Scope 2 Total Emissions	293.84	22.11
Emissions from imported electricity	293.84	22.11
Scope 3 Total Emissions*	8,407.79	632.64
Emissions from purchased goods	8,391.84	631.44
Emissions from upstream transportation and distribution for goods	15.95	1.20
Total	8,718.00	655.98

Emissions of Scope 1 and Scope 2

GHG Type	Emissions Volume (tCO ₂ e)	Total Emissions Volume (tCO ₂ e)
Carbon Dioxide (CO ₂)	301.29	310.20
Methane (CH ₄)	6.51	
Nitrous Oxide (N ₂ O)	0.23	
Hydrofluorocarbons (HFCs)	2.17	
Sulfur hexafluoride (SF ₆)	0	
Nitrogen trifluoride (NF ₃)	0	
Perfluorocarbons (PFCs)	0	

* Notable indirect emissions in ISO 14064-1:2018 include emissions from imported electricity, upstream transportation and distribution for goods, and purchased goods.

* GHG emissions intensity data are calculated based on the Company's yearly product deliveries (unit: millions of pieces).

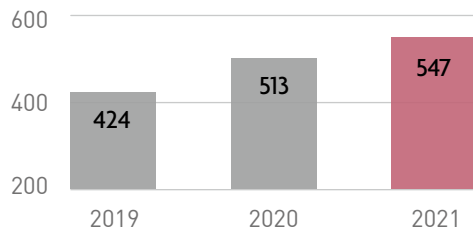
Green Breakthrough

To support environmental protection and energy savings, ASPEED Technology seeks to strengthen sustainability management of suppliers while reducing environmental risks from our own operations. We emphasize product R&D by using our design capabilities to make more energy efficient products, contributing towards the goal of reducing overall carbon production in the industry. For example, in 2020 our AST2600 7th generation BMC SoC can achieve the same work output as the AST2000 1st generation model with 93.21% lower energy use. The AST2600 BMC is also 61.34% more efficient than the previous generation AST2500.

2021 R&D Expenditures

15.04%

NTD million



Compared to the AST2500, the AST2600 can reduce total carbon emissions by

5,981 metric tons per year



Absorbency of
7,078 acres
of US forests

* Based on the 2021 electricity carbon emission factor of 0.509 kg of CO₂e per kWh, as announced by the Bureau of Energy, Ministry of Economic Affairs
* Used 2021 AST2600 deliveries to calculate total carbon emissions savings for the year
* Used the Greenhouse Gas Equivalencies Calculator, from the US Environmental Protection Agency, to calculate carbon absorption capacity

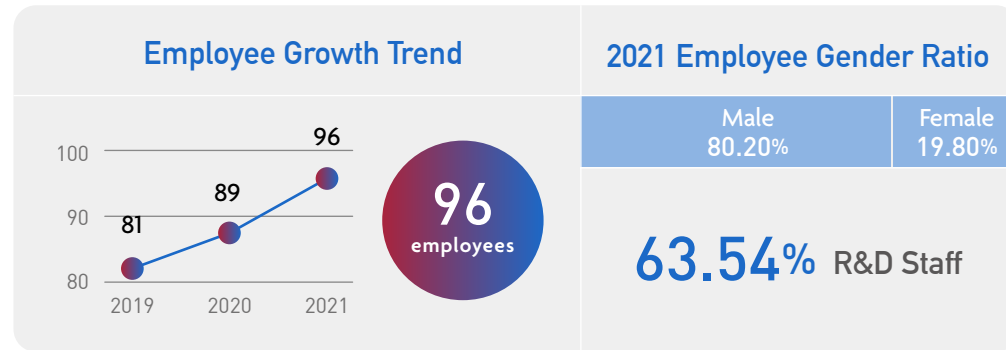


Corporate Culture and Wellbeing

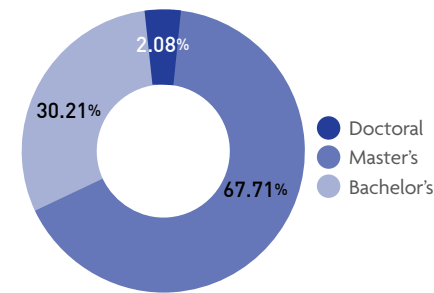
ASPEED Technology scrupulously abides by the laws and regulations of each jurisdiction where the Company operates while following the principles of international human rights conventions, including upholding employees' freedom to form associations and opposing any behaviors that infringe on or violate people's rights. In employment, the Company opposes all forms of discrimination. ASPEED Technology's work regulations explicitly state that hiring managers shall not discriminate against candidates on the basis of their race, class, language, views, religion, political party, place of ancestry, gender, marital status, appearance, facial features, disability, astrological sign, blood type, or past participation in a union. All forms of workplace bullying and harassment are prohibited. The objective is to foster a workplace environment that is equal, diverse and inclusive.

ASPEED Technology uses fair and friendly employee recruitment procedures. Considering the gender imbalance in the talent market, notably that the pool of women in technology is insufficient, ASPEED Technology formulated a plan to launch a sustainability branding project in 2022. The Company will invest in sustainability, diversity, and inclusion, as well as the development of female talent in technology while selecting top female performers for promotion.

The work environment at ASPEED Technology is lively and harmonious, which fosters a combination of creativity and stability. Employees' average time of service is 5.78 years, and the employee turnover rate of 5.88% is far below the industry standard. R&D staff make up 63.54% of our workforce, and 69.79% of staff have either a master's degree or Ph.D., underlining the Company's commitment towards developing innovative technologies.



Employee Education Distribution



Full-Time Employees

100%

Turnover Rate

5.88%

Average Years of Service

5.78

Human Rights Violations

0

Sustainable Growth of Company Employees

Salary and Benefits

- Increase the number of guaranteed paid months' salary to 15 months per year
- Increase the overall salary structure
- Birth subsidies and parental leave plan
- Encourage employees' family members to join company activities
- Employee insurance and retirement plans

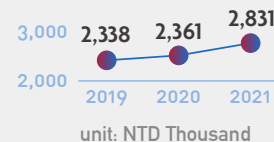
Work System and Professional Training

- Implement a flexible work hours system
- Provide a holidays systems that is more generous than the "Labor Standards Act"
- Offer remote office applications based on employees' circumstances
- Increase professional education and training as well as internal professional courses

2021 Compensation and Benefits

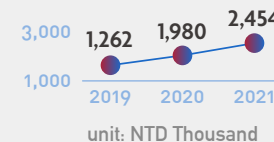
Average Salary of Non-Managerial, Fulltime Employees

NTD 2,831K



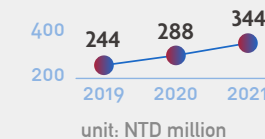
YoY Increase in Median Salary of Non-Managerial, Fulltime Employees

+ 23.94%



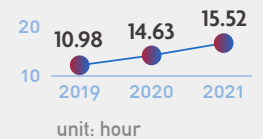
YoY Increase in Employee Benefit Fees

+19.44%



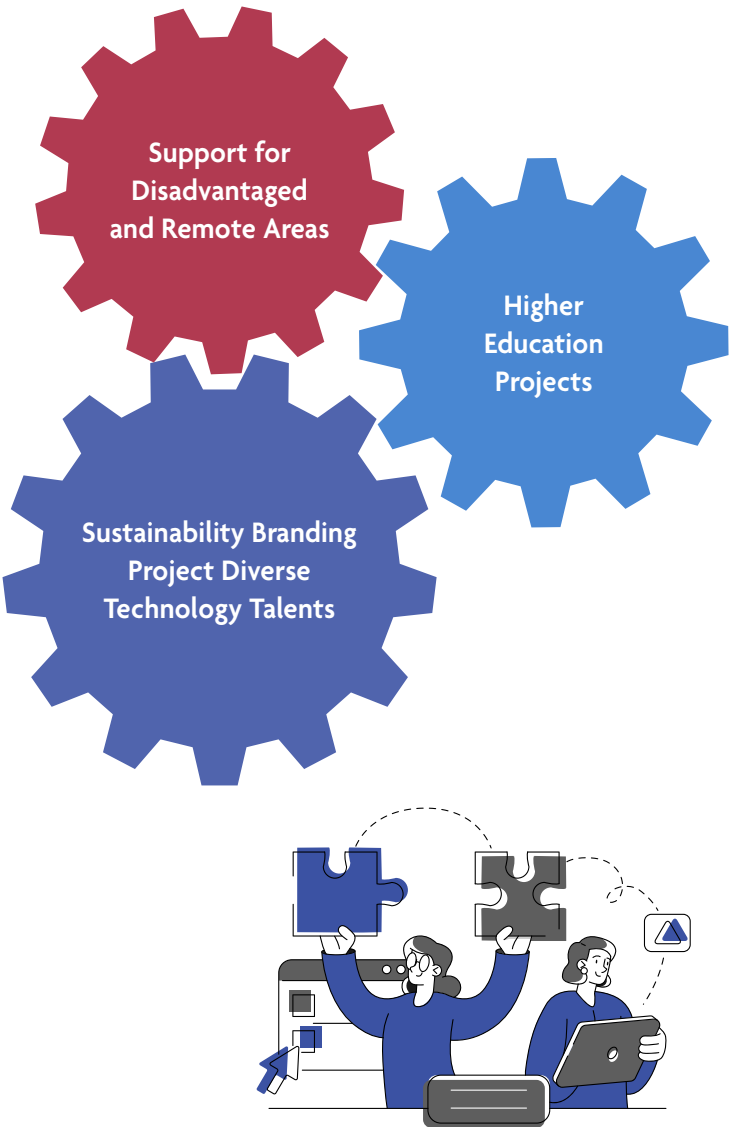
YoY Increase in Employees' Education and Training Hours

+6.08%



Social Prosperity

By 2021, besides manpower and resources, the Company had contributed close to NTD10.7577 million towards social causes. Apart from continuing to invest in disadvantaged and remote areas and sponsoring higher education projects, the Company focuses on sustainable talent cultivation. In 2022, we will begin to invest in a sustainability branding project that aims to recruit highly talented technology workers and female tech talent, in order to further develop connections between public welfare and corporate values.



In 2020, ASPEED Technology made strengthening the cultivation of young scholars a mid-to-long-term CSR objective, in line with the aim of connecting public welfare to corporate core developments.

2020-2023

National Yang Ming Chiao Tung University “Junior Chair Professor Sponsorship Program”: Plan to sponsor excellent young professors
National Tsing Hua University “Sunrise Scholarship Program”: Scholarship program for financially disadvantaged students

2021-2024

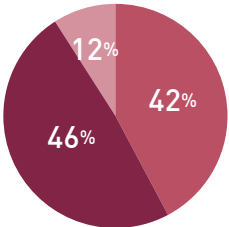
National Tsing Hua University “Junior Chair Professor Sponsorship Program”: Plan to sponsor excellent young professors
Campus Activities: A series of campus lectures, seminars, and classes

Since 2013, ASPEED Technology has provided support to rural communities and disadvantaged people. By equipping youths to contribute to their hometowns in the future, we hope to achieve a positive social cycle.

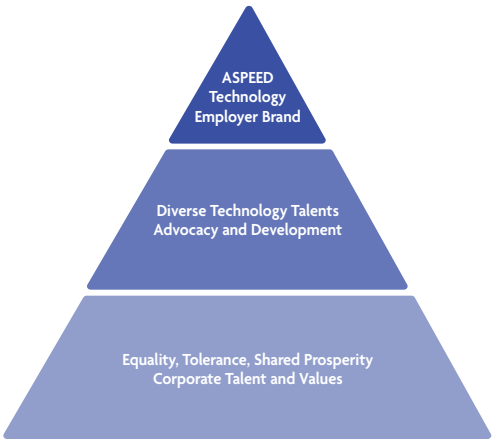


Types of Projects to Support Rural and Disadvantaged Groups (%)

- Reading promotion
- Hardware and equipment
- Training fees



ASPEED Technology recognizes that talent development is a critical part of sustainable development. Considering the gender imbalance in the talent market, notably that the pool of women in technology is insufficient, ASPEED Technology formulated a plan to launch a sustainability branding project in 2022. The Company will invest in sustainability, diversity, and inclusion, as well as the development of women in technology. In addition, the Company will use social return on investment (SROI) as a quantification instrument to measure the value of sustainability tools, which will turn SROI into a performance indicator for tracking future social participation.



Appendix-Stakeholder Engagement

Stakeholder Category	Importance	Engagement	2021 Communication Results	Topics of Concern
Customers	Having the greatest influence on ASPEED Technology's product/technology development and design	<ul style="list-style-type: none"> Customer contact email address: sales@aspeedtech.com Customer satisfaction survey (annually) Sales interviews and interactions (ad hoc) 	<ul style="list-style-type: none"> Collected 175 valid customer satisfaction surveys, response rate 70%, which showed a satisfaction rate of 94.74% No customer complaints were issued to our customer service team in 2021. Public responses to sustainable management issues raised by customers including CDP, RBA, green product, and conflict minerals, responded 16 customer surveys, response rate 100%. 	<ul style="list-style-type: none"> Customer privacy and confidentiality measures Product quality and customer satisfaction Technological and R&D innovations Sustainable supply chain management Response to international organizations and initiatives Management of waste and hazardous materials
Employees	Are the most important resource of ASPEED Technology and critical partners for the sustainable development of the Company	<ul style="list-style-type: none"> Opinions mailbox: hr@aspeedtech.com (regular) Labor-management coordination meeting (quarterly) Meeting of Employee Welfare Committee (quarterly) Manager discussions (biannual) Employee satisfaction survey (annually) Expressing opinions at the end of the year (annually) 	<ul style="list-style-type: none"> Held four labor-management meetings to offer comprehensive discussions and responses relating to labor movement and employee welfare. Manager discussions take place once every April and August. Performance assessment reviews with managers. A total of 92 reviews were held, for a completion rate of 100%. All issues were addressed at the year-end satisfaction survey. 	<ul style="list-style-type: none"> Operational achievements and financial performance Compensation and performance mechanisms Employee benefits and care Employee cultivation and career development Workplace equality and human rights protection Talent recruitment and cultivation Community contributions and social participation
Government Agencies	Policies, laws or regulations can influence the operational directions or decisionmaking of ASPEED Technology	<ul style="list-style-type: none"> General inquiry email address: info@aspeedtech.com Official documents, emails, and meetings (ad hoc) Advocacy meetings, public hearings (ad hoc) 	<ul style="list-style-type: none"> Participated in the TWSE Corporate Governance Evaluations. Conducted ad hoc communication relating to our business or specific topics. We were not issued any fines or penalties by the competent authorities in 2021. 	<ul style="list-style-type: none"> Corporate governance and ethical corporate management Information security and privacy Operational achievements and financial performance Risk management Legal compliance Compensation and performance mechanisms
Cooperative Partners	Grows with ASPEED Technology through close cooperation, important partner for ASPEED Technology	<ul style="list-style-type: none"> General inquiry email address: info@aspeedtech.com Social participation and public welfare activities (ad hoc) 	<ul style="list-style-type: none"> Communicate and visit cooperative partners irregularly. Invitation to annual events 	<ul style="list-style-type: none"> Sustainable supply chain management Technological and R&D innovations
Media	Reports and assessments impacting the Company's reputation and image	<ul style="list-style-type: none"> Media inquiry email address: media@aspeedtech.com Press releases for major news (ad hoc) 	<ul style="list-style-type: none"> In 2021, we gave three special interviews following media request and several telephone interview. Issued press releases to announce major news. One product launch. 	<ul style="list-style-type: none"> Corporate governance and ethical corporate management Operational achievements and financial performance Technological and R&D innovations Legal compliance
Shareholders/ Investors	Influencing the stock price by appraisals of Company	<ul style="list-style-type: none"> Investor relations email address: ir@aspeedtech.com Shareholders' meeting (annually) Foreign and domestic investors' meeting (ad hoc) Investors' conferences (annually) 	<ul style="list-style-type: none"> In 2021, we held one shareholders' meeting and six online investors' conferences. For major topics we held ad hoc discussions with domestic and foreign institutional investors. 320 phone/physical meetings in total during 2021. 	<ul style="list-style-type: none"> Corporate governance and ethical corporate management Legal compliance Technological and R&D innovations Operational achievements and financial performance Risk management
Suppliers	Providing excellent raw materials of a consistent quality; through close cooperation, we jointly pursue corporate sustainability	<ul style="list-style-type: none"> General inquiry email address: info@aspeedtech.com Supplier meetings (annually) Supplier audits (annually) Critical supplier's CSR commitment (annually). 	<ul style="list-style-type: none"> Held critical supplier meetings. Completed five audits of critical suppliers and one evaluation of a new supplier. Urged actions on green pledges, human rights protection, and pledges to not use conflict minerals, including the use of public pledges on our corporate website. Critical supplier's CSR commitment response rate 60%. 	<ul style="list-style-type: none"> Product quality and customer satisfaction Operational achievements and financial performance Risk management Legal compliance Sustainable supply chain management
Public Welfare Organizations/ Academic and Research Organizations	ASPEED Technology actively interacts with public welfare organizations, academic research organizations, and cooperative partners to fulfill our CSR obligations	<ul style="list-style-type: none"> General inquiry email address: info@aspeedtech.com Social participation and public welfare activities (ad hoc) 	<ul style="list-style-type: none"> Rural underprivileged caring <ul style="list-style-type: none"> For a seventh consecutive year we participated in the Global Views Educational Foundation's "Plant a seed of reading for the children" event by sponsoring reading materials for students in the Taitung area. We had already donated 17,208 magazines to 84 schools in Taitung. Sponsored all elementary school children's sportswear in Taitung County Lanyu Township, total 226 people and NTD271.2 thousand. Sponsored Taitung County Fugang Elementary School football team training materials, total NTD91.5 thousand. Supporting the development of higher education <ul style="list-style-type: none"> Launching the 4-year Sunrise Scholarship Program in National Tsing Hua University with estimated budget of NTD1.6 million. Launching the 4-year Junior Chair Professor Sponsorship Program: in National Yang Ming Chiao Tung University with estimated budget of NTD5.76 million. Launching the 4-year Junior Chair Professor Sponsorship Program: in National Tsing Hua University with estimated budget of NTD5.76 million. 	<ul style="list-style-type: none"> Compensation and performance mechanisms Compensation and employee care Talent recruitment and retention Response to international organizations and initiatives Technological and R&D innovations Social care and public welfare participation

Appendix- SASB

#	Code	Accounting Metric	Unit of Measure	Data
1	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Reporting currency	Non in 2021
2	TC-SC-000.A	Total production	Thousand pieces	132,900
3	TC-SC-000.B	Percentage of production from owned facilities	Percentage (%)	NA, ASPEED Technology does not involved production
4	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage (%)	0%
5	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	NA	Non in 2021
6	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Metric tons (t) CO ₂ e	(1) 16.37 tCO ₂ e (2) No perfluorinated compounds in 2021
7	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	NA	(1) Introduced ISO 14064 , and passed external verification in August 2022 for transparent disclosure of emission information. At the same time, 2021 will be used as the base year for the GHG inventory. In the future, carbon reduction targets will be set based on this, and carbon emission reduction will be included in long-term operations management. (2) In 2022, we will start planning the digital transformation plan of internal processes, and reduce Scope 1 carbon emissions by gradually replace paper documents with electronic signatures.
8	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t) Percentage (%)	No hazardous waste in 2021
9	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	(DMIPS/W)	2,381 (Product: AST2600) 580.31 (Product: AST2400) 1,652.17 (Product: AST2500) 1,149.89 (Product: PILOT 4Dual-Core) 1,357.64 (Product: AST2520) 1,652.17 (Product: AST1520)
10	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	NA	(1) ASPEED Technology has a professional occupational safety and health business supervisor, regularly reviews occupational safety, health and environmental protection-related matters, and promotes various occupational safety, health and environmental protection related businesses. (2) The office area of ASPEED Technology does not included factory. The main work is to identify the basic hazards of the office environment on a regular basis. The only event involve chemicals is the lead free soldering in the R&D process. In addition to wearing N95 masks and ventilating in accordance with the regulations, "lead poisoning" health checks will be carried out for welding personnel to ensure the health of all employees.
11	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Reporting currency	Non in 2021
12	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	0%



Enable People and Businesses Worldwide to Enjoy Technology at its Best



2021
Sustainability Report
(CH)



2021
Sustainability Report
(EN)



2021
Annual Report

Published by

Contact

Date of Publication

Website

Sustainability Committee of Aspeed Technology

csr@aspeedtech.com

October, 2022

www.aspeedtech.com