

(Stock Code : 0522)

Leading the Path to a Sustainable Future



ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
2022

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ABOUT THIS REPORT

This Environmental, Social and Governance Report (“ESG Report”) provides an annual update on the environmental, social and governance (“ESG”) impact, policies and initiatives of ASMPT Limited (“ASMPT”) and its subsidiaries (collectively the “Group”) for the year ended 31 December 2022 (“the Reporting Period”). The Reporting Period aligns with the Group’s financial year.

The ESG Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Universal Standards 2021. It has referenced the mandatory and “comply or explain” provisions outlined in the Environmental, Social and Governance Reporting Guide in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”).

The ESG Report covers the Group’s global operations in Greater China, Rest of Asia, Europe, Africa, and North and South America during the Reporting Period. It aims to provide an overview of the Group’s approaches, priorities, targets and performance in the key areas of environmental protection, social, and corporate governance.

This ESG Report covers key issues relevant to the Group’s various stakeholders including shareholders, employees, customers and business partners. It is published only in electronic form, and the ESG Reports for 2016 onwards are available online at:

<https://www.asmpt.com/en/company/subsustainability/>

CHAIRMAN'S MESSAGE

Dear Shareholders,
Employees, Customers and Business Partners,

I am pleased to present ASMPT's 2022 ESG Report, the seventh edition of this document. The ASMPT Board of Directors regards the ESG pillars of corporate sustainability as a strategic priority. They build organisational resilience, strengthen organisational reputation and affirm our long-term commitment as a responsible corporate citizen.

This report highlights the past year's actions and achievements in conducting our business responsibly and sustainably. With 2022 also being a year of mixed and uncertain sentiment for the global economy, we are grateful to the entire ASMPT team for their great determination and focus to still deliver resilient financial results for 2022.

Our long-term goals are to improve our ESG performance and become a sustainability leader in the semiconductor industry and wider community. Our ESG framework is built on the four pillars of Nurturing Our Employees, Supporting Our Communities, Creating Value through Innovation and Minimising Environmental Impact. Here is a brief recap of the year.

On the Environmental front, we took a decisive step forward by becoming a "Leadership Level" Founding Member of the Semiconductor Climate Consortium ("SCC"). As an SCC partner, we will do our part in fighting climate change across the entire semiconductor value chain.



CHAIRMAN'S MESSAGE

ASMPT has developed a comprehensive Net-Zero emissions roadmap, and we have committed to reduce our Scope 1 and Scope 2 emissions to net-zero by 2035. We are also implementing a wide range of emissions reduction actions and measures, with clear decarbonisation tracking, reporting and milestones from 2023 through 2035. We will continue to manage climate-related risks and identify opportunities in view of dynamic regulations, customer demands and societal expectations.

On the Social front, our key priority is to enhance Diversity, Equality and Inclusion ("DE&I") in ASMPT and the wider semiconductor industry. Board appointments will continue to be made on a merit basis and objective criteria, even as we strive toward a more diversified Board in terms of skills, experience and perspectives. We have set a target of 25% female representation at the Board level by December 2025. We are progressively improving DE&I and eliminating discrimination in our organisation, even as we continue to develop our talented people and provide ways to up-skill and enhance their careers.

We continue to actively contribute to and invest in the local communities where we operate — creating meaningful jobs, collaborating with local enterprises, providing training & scholarship opportunities, and helping disadvantaged groups. One of our highlights was the launch of the "One Young World" global programme for employees below 35 years of age. This comprises a young leadership community with a deep interest in sustainability to shape organisational outcomes and deliver positive societal impact. Our social investments will in turn help ASMPT build a positive brand to attract and retain talent and deepen customer loyalty.

On the Governance front, under the leadership of Guenter Lauber, our Chief Strategy and Digitalisation Officer, we have grown the ESG Corporate Development team ("ESG Team") to drive corporate sustainability and build a strong sustainability-aware culture globally. An international cross-functional ESG coalition was built to support and drive ESG policies and actions worldwide, and an in-depth review conducted of the material ESG factors and how they could contribute to the United Nations ("UN") Sustainable Development Goals ("SDGs"). We affirmed the importance of our four previously identified SDGs and identified additional SDGs that are relevant to our ESG goals to guide us going forward, and these are detailed in this report. We also initiated the assessment, management and reporting of climate-related risks and opportunities in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD").

Innovation is a critical enabler of ASMPT's success. We continue to develop and offer state-of-the-art solutions to our customers and have consistently committed a significant proportion of our annual equipment revenue to our R&D. This has enabled ASMPT to build and improve on our significant in-house process and development capabilities, augmented by a deep talent pool, to support our customers' technology road maps. We also continuously monitor and review our design and manufacturing processes to improve efficiency, reduce power consumption and optimise resource usage, as well as encourage innovative thinking and resourcefulness throughout ASMPT, such as by sourcing for sustainable suppliers.

Sustainability is a journey, and we firmly believe the seeds that we are sowing will help build a better and more sustainable tomorrow. We are proud to be recognised with various Human Resource ("HR"), Corporate Social Responsibility and innovation awards in 2022 and will continue to take the long view in terms of investment in ESG and enhancing organisational resilience.

With all these measures, I am confident that we are progressively realising our corporate vision of 'enabling the digital world', a bright and sustainable future to benefit all our stakeholders.

Orasa Livasiri
Chairman

31 March 2023

ABOUT ASMPT

ASMPT Limited is a leading global supplier of hardware and software solutions for the manufacture of semiconductors and electronics. Headquartered in Singapore, ASMPT's offerings encompass the semiconductor assembly & packaging, and SMT (surface mount technology) industries, ranging from wafer deposition to the various solutions that organise, assemble and package delicate electronic components into a vast range of end-user devices, which include electronics, mobile communications, computing, automotive, industrial and LED (displays). ASMPT partners with customers very closely, with continuous investment in R&D helping to provide cost-effective, industry-shaping solutions that achieve higher productivity, greater reliability, and enhanced quality.

ASMPT is listed on the Stock Exchange of Hong Kong (HKEX stock code: 0522), and is one of the constituent stocks of the Hang Seng Composite MidCap Index under the Hang Seng Composite Size Indexes, the Hang Seng Composite Information Technology Industry Index under Hang Seng Composite Industry Indexes and the Hang Seng HK 35 Index. To learn more about ASMPT, please visit us at www.asmpt.com.

OUR GLOBAL PRESENCE



Global R&D staff
>2,500



Patents on
leading edge
technologies
>2,000



R&D centres
worldwide
17



Manufacturing
facilities
15



ABOUT ASMPT

AWARDS AND RECOGNITION



Sixth Triple Crown in Techsights Customer Satisfaction Survey 2022



ASMPT AMICRA recognised by compamedia GmbH as a Top 100 Innovator in 2022



ASMPT Technology (Shenzhen) Co. Ltd. recognised as a 2022 Shenzhen Longgang District Green and Low-Carbon Pioneer Enterprise



The Hong Kong Institution of Engineers' Manufacturing, Industrial, Systems (MIS) Industry Award 2022 Gold Award (Intelligent Manufacturing)



ASMPT Technology (Shenzhen) Co. Ltd. attained SMC's Quality of Compressed AIR Efficiency Gold Award 2022



CT goodjobs Best HR Awards 2022 Grand Award (Top Workplace Companies) and Grand Award (Best Corporate Social Responsibility)



WeCare HR Asia Most Caring Companies Award 2022



HR Asia Best Companies to Work for in Asia 2022



JobsDB The Hong Kong HR Awards 2022/23 — Grand Award of PEOPLE



SUSTAINABILITY STRATEGY



SUSTAINABILITY STRATEGY

ASMPT is recognised as an industry leader because of its innovation, comprehensive portfolio of products and services, exceptional and comprehensive customer support, and track record of consistently delivering on its vision — ‘enabling the digital world’.

Sustainability is a critical part of ASMPT’s corporate strategy. As the Group has grown over the years, it has also continuously improved its operating efficiency and resource stewardship to build a sustainable future that will create long-lasting value for its business, stakeholders, community and the environment.



The Group firmly believes that a successful business must be conducted in an environmentally and socially responsible as well as ethical manner, giving back to the communities where it operates. Hence it is committed to ensuring that its employees are protected and respected, its businesses align with ethical standards, its working environment is safe and healthy, and it remains responsive to the needs of the community.

ASMPT launched its first stand-alone ESG report in 2016. This seventh version of the report details how the Group has embarked on its **ESG strategy and net-zero journey**, managed its resources and expertise, and expanded its contribution to the global sustainable development agenda as defined under the UN SDGs.

SUSTAINABILITY STRATEGY

The Group's sustainability framework has been built on four pillars:

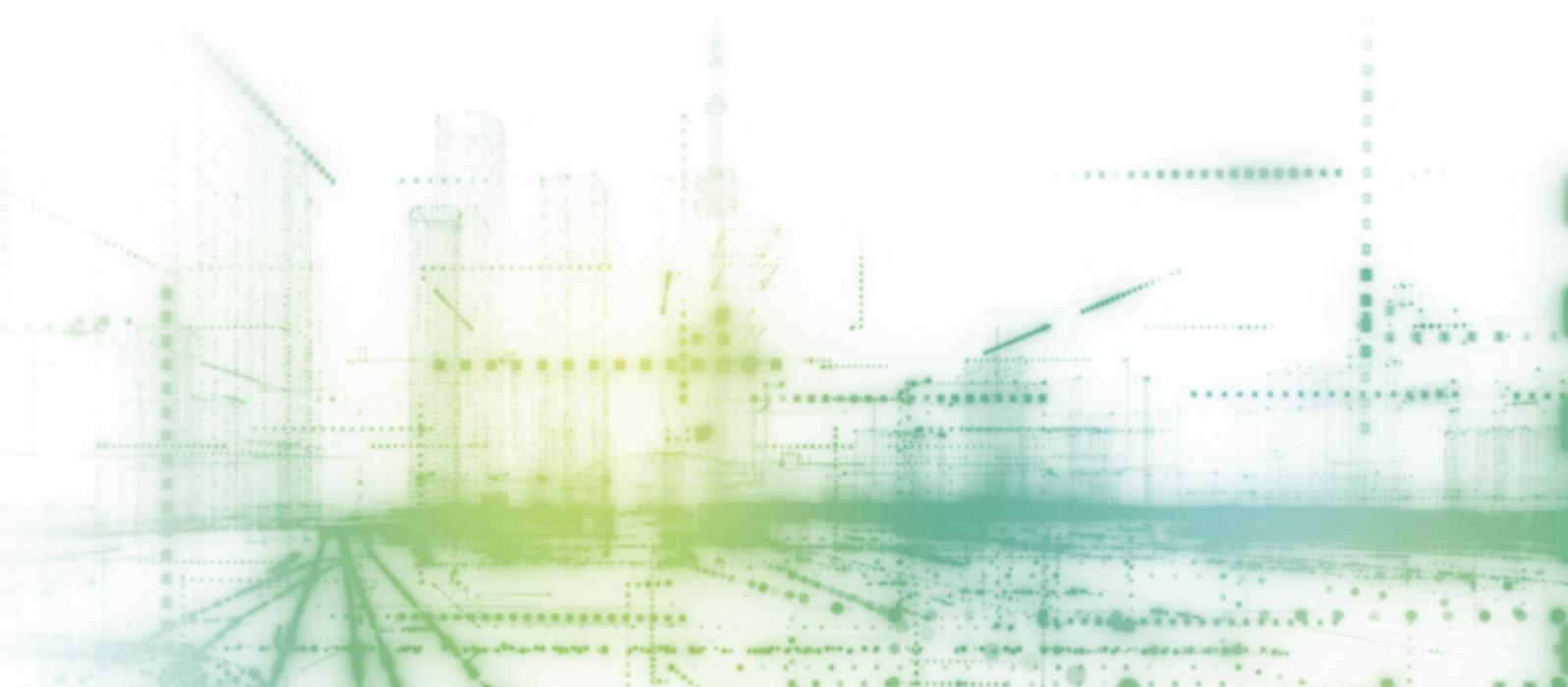
 <p>NURTURING OUR EMPLOYEES</p>	 <p>SUPPORTING OUR COMMUNITIES</p>	 <p>CREATING VALUE THROUGH INNOVATION</p>	 <p>MINIMISING ENVIRONMENTAL IMPACT</p>
<p>We believe employees are our best assets and we are committed to building a future-ready workforce in an environment that values diversity, equality and inclusion.</p> <p>We provide employees with learning and development opportunities which allow them to grow and excel.</p> <p>We are committed to minimising workplace risks and continuously seeking to improve workplace safety with our safety and health management systems.</p>	<p>We practise good corporate citizenship and contribute to the social well-being of the communities where we operate.</p> <p>We encourage and advocate active participation and contribution to these communities.</p> <p>We support various charities and non-profit organisations through volunteering and monetary donations.</p>	<p>We create value, focusing on R&D to deliver cutting-edge technology and product innovations to enable the digital world.</p> <p>We strive to embed sustainability in innovative and efficient products, streamlined manufacturing processes, optimal use of resources and circular business practices.</p>	<p>We commit to environmental sustainability, ensuring that our operations are carried out in a responsible manner.</p> <p>We strive to reduce our energy consumption and greenhouse gas emissions.</p>



SUSTAINABILITY STRATEGY



In order to fulfil the needs of its key stakeholders, ASMPT continuously engages with these parties to understand their expectations and align on how to meet them. These stakeholder engagements are essential to guiding the Group's identification of its material ESG factors. To ensure that these material and other ESG factors are addressed, a comprehensive governance framework is in place Group-wide, to propel ASMPT to ESG leadership in its fields. The following three sections detail ASMPT's extensive efforts into stakeholder engagement, materiality assessment and governance throughout 2022.



STAKEHOLDER ENGAGEMENT

The Group’s stakeholders, which include shareholders, employees, customers and business partners, are an integral part of the Group’s sustainability ecosystem. The Group builds and maintains symbiotic relationships with its stakeholders through regular, two-way communication channels. This allows the Group to understand stakeholder concerns and respond to their requirements and expectations. The global post-pandemic recovery in 2022 and easing of restrictions on travel, physical meetings and onsite work across the world enabled the Group to step up engagement efforts through various face-to-face and online channels.

Key Stakeholders	Expectations of ASMP	Solutions	Engagement Channels
 <p>Shareholders</p>	<p>Provide accurate and timely information on the Group’s operations and financials as well as ESG strategies, performance and future plans.</p>	<p>The Group strives to create long-term shareholder value by generating optimum returns on investment, practising good ESG, and providing transparency and disclosure, while delivering sustainable and long-term growth.</p>	<ul style="list-style-type: none"> • Annual General Meetings • Annual and Interim Reports • Announcements and Circulars • Quarterly updates on financial results • Investor conference calls • Investor meetings and roadshows • Investors’ feedback channel via the Group’s website
 <p>Employees</p>	<p>A conducive environment where employees are treated with respect and dignity, supporting their personal development to help achieve career growth and work-life balance.</p>	<p>The Group adopts HR policies and practices that promote a fair, safe and comfortable working environment, reward good performance, provide opportunities for learning and development, ensure career growth, and enable work-life balance.</p> <p>Employees can also make use of open communication platforms such as networking sessions to provide feedback to the management.</p> <p>Regular update sessions are also conducted to facilitate constant engagement with employees.</p>	<ul style="list-style-type: none"> • Collaboration and communication tools • Regular town hall meetings for leaders led by the CEO, with timely cascade of information to team members • Staff publications and videos • Networking sessions • Team building activities • Family days and annual dinner • Regular management communications • Performance reviews • Employee engagement surveys • In-house recreational facilities

STAKEHOLDER ENGAGEMENT

Key Stakeholders	Expectations of ASMPT	Solutions	Engagement Channels
 Customers	<p>High quality and on-time delivery of efficient systems and services.</p> <p>Environmentally responsible and ethical business operations.</p>	<p>The Group strives to innovate and deliver environmentally sustainable products and services of high quality with on-time delivery.</p>	<ul style="list-style-type: none"> • Regular communication and meetings • Customer training and support • Site visits • Trade shows
 Business Partners/ Suppliers	<p>Build long-term business relationships based on ethical and responsible business practices for mutual benefit.</p>	<p>The Group treats all suppliers fairly and with respect. There is zero tolerance for violations of the Supplier Code of Conduct.</p>	<ul style="list-style-type: none"> • Supplier Code of Conduct • Responsible Business Alliance standards • Supplier management meetings and engagement • Communications platforms • Supplier assessment system • Supplier audits
 Communities	<p>A responsible and caring corporate citizen, serving the community.</p>	<p>The Group strives to effectively contribute to communities and encourages active participation by its staff and their family members through various community engagement initiatives, which include partnerships with social enterprises and charities across key markets.</p>	<ul style="list-style-type: none"> • Employee community involvement programmes • Social enterprises involvement programmes • Corporate sponsorships and donations • Scholarships and internships
 Government Bodies and Regulators	<p>Ensure that the Group complies with local laws, regulations and policies, and addresses pertinent issues.</p>	<p>The Group complies with all applicable laws in the countries in which it operates, and develops policies and procedures, whilst ensuring adherence to them, thus enabling sustainability of its business.</p>	<ul style="list-style-type: none"> • Regular compliance reviews, policy development and performance reporting • Regular communication with government bodies and regulators

ASSESSMENT OF MATERIAL ESG FACTORS

The Group believes that sustainable growth depends on meeting and exceeding the expectations and needs of all its key stakeholders. The Group’s material ESG factors are those with significant environmental, social, governance, and economic impact to the business, and which would influence the assessment and decision making of internal and external stakeholders.

In 2022, the Group and its ESG Team conducted a thorough review and prioritisation of the material ESG factors. A three-step materiality assessment process was adopted:

Identify — A comprehensive list of material topics was created based on global sustainability standards and frameworks such as the GRI and UN SDGs, inputs and insights from the stakeholder engagement, peer benchmarking of sustainability performance, as well as analysis of current ESG trends and industry developments.

Prioritise — Each individual ESG topic was assessed based on the level of stakeholder concern and significance of environmental, social, governance and economic impact to the Group’s business and operations. The assessment results were validated and approved through discussions with Board Members, senior management and relevant internal stakeholders.

Implement — The approved list of material ESG factors will in turn guide the development of corporate strategies and goals, ongoing stakeholder engagement, as well as disclosure practices in the Annual Report, ESG Report and other corporate communication channels. This materiality assessment will also be conducted periodically to ensure relevance to prevailing business contexts and external conditions.

The assessment identified ten ‘very high materiality’ factors and seven ‘high materiality’ factors that cut across the environmental, social and governance domains (“ESG Material Factors”), as shown in Figure 1. All 17 ESG Material Factors are elaborated upon in this Report.

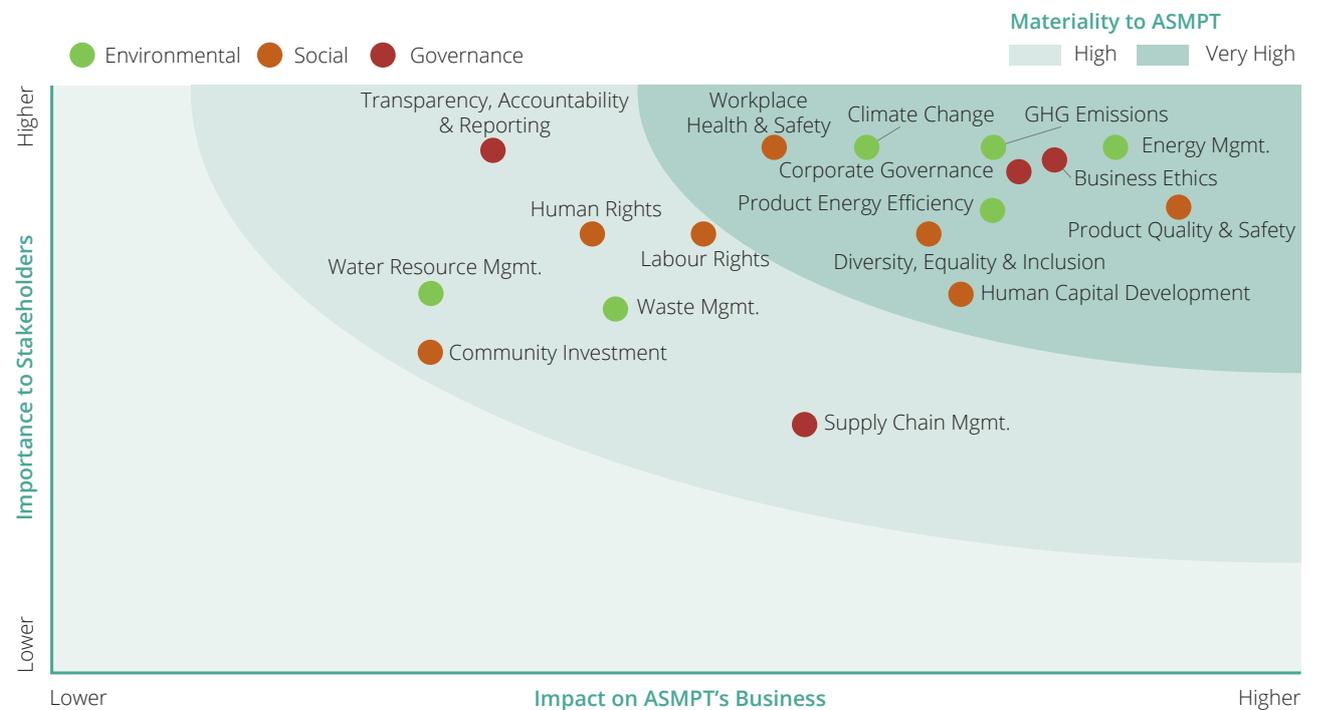


Figure 1

ASSESSMENT OF MATERIAL ESG FACTORS

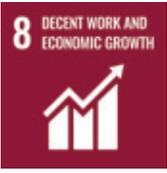
As part of this 2022 materiality assessment exercise, the Group took a fresh look at how the 17 ESG Material Factors identified could contribute to the SDGs. Alignment with the SDGs is a matter of corporate responsibility to help ensure the well-being of its employees and the communities the Group operates in, its ability to compete and innovate responsibly, and its attractiveness as an employer.

Consequently, the Group not only reaffirmed the importance of the four original SDGs it had previously identified that were relevant to its business but added an additional five SDGs found to be relevant to the material topics that had been identified as part of the materiality assessment exercise, better aligning its ESG strategies toward these SDGs.

ALIGNMENT BETWEEN SDGS AND ESG MATERIAL FACTORS

ASMPT has mapped 14 of the 17 ESG Material Factors to the relevant SDGs. Three of the ESG Material Factors — Corporate Governance; Business Ethics; and Transparency, Accountability & Reporting — enable the Group to run its business in a responsible and transparent manner, although they may not impact the SDGs directly.

Existing SDGs

SDG	Description	ESG Material Factors
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> Human Capital Development: Learning, training and upskilling opportunities
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> Diversity, Equality and Inclusion Human Rights Labour Rights Workplace Health & Safety
	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	<ul style="list-style-type: none"> Product Quality & Safety: Upgrading technological capabilities Product Energy Efficiency: Green R&D
	Make cities and human settlements inclusive, safe, resilient and sustainable	<ul style="list-style-type: none"> Waste Management Water Resource Management

ASSESSMENT OF MATERIAL ESG FACTORS

Additional SDGs

SDG	Description	ESG Material Factors
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> • Workplace Health and Safety • Community Investment
 <p>5 GENDER EQUALITY</p>	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> • Diversity, Equality and Inclusion
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> • Energy Management: Renewable energy sourcing & energy-saving activities
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> • Supply Chain Management • Waste Management
 <p>13 CLIMATE ACTION</p>	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> • Climate Change • GHG Emissions: Net-Zero targets • Product Energy Efficiency



GOVERNANCE



GOVERNANCE

Taking into account the material ESG factors arising from regular stakeholder engagement, ASMPT's Board and the Executive Committee ("EXCO") of the company's management work together to create long term, sustainable shareholder value while considering the interests of its employees, customers and other key stakeholders. As of 31 December 2022, the Group had ten directors, two of whom are female (the Chairman and an independent non-executive director). The Board comprised six independent non-executive directors, two non-executive directors and two executive directors. All the Board members are highly experienced professionals with expertise in finance, business, legal, technical, and industrial sectors.

ESG GOVERNANCE STRUCTURE

The Group has in place a structure to oversee, manage and implement sustainability in ASMPT:

- **ASMPT's Board of Directors** provides oversight of ESG policies, issues, and implementation, to ensure alignment with the corporate objective of growing responsibly in the interest of all stakeholders. This includes overseeing the engagement of stakeholders, identifying ESG-related material issues, and prioritising programmes. The Board works closely with the EXCO to set ESG-related goals and track progress against the agreed targets and it develops and reviews Group policies and practices on corporate governance, including the Group risk management framework. The Board also oversees climate-related issues and risks regularly during Board meetings, Board strategy discussions, portfolio reviews and investment decisions for incorporation into the Group's overall strategies.
- The **EXCO** comprises the senior management team that reviews and determines the material ESG factors and their scope, and provides resourcing and implementation guidance. The EXCO evaluates and reviews long-term business and organisational goals, and provides the strategic direction for the Group's ESG practices.
- The international cross-functional **ESG Coalition** comprises staff members from different regions and functional groups. The ESG Coalition supports the ESG Team in coordinating and monitoring implementation and reporting of the Group's ESG policies, processes, and initiatives.
- The **ESG Team** is a dedicated unit operating under the leadership of Guenter Lauber, EVP and Chief Strategy and Digitalisation Officer. It provides guidance to the Group on ESG strategy and compliance, ESG risks and opportunities, ESG management performance, as well as recommendations and follow-up measures. It also reviews and monitors the Group's ESG policies and practices, along with helping to identify development areas in the ESG space for the Group.

RISK MANAGEMENT

The Board of Directors is responsible for the Group's risk management framework and reviewing its effectiveness. The Board evaluates and determines the nature and extent of the risks it is willing to accept in achieving the Group's strategic objectives and ensures that the Group establishes and maintains an appropriate and effective risk management system.

The Board oversees the Group's management in the design, implementation, and monitoring of the risk management system on an ongoing basis. The EXCO provides confirmation to the Board on the effectiveness of these systems, advises the Board on the Group's risk-related matters, and is responsible for assessing the effectiveness of the Group's risk control and management system.

The Group's Strategic Risk Review Committee ("SRRC") — comprising senior executives from key functions across the organisation — is responsible for identifying and analysing strategic external and internal risks facing the Group. The SRRC reports directly to ASMPT's EXCO, which then reports to the Board.

GOVERNANCE

A climate-related risk task force was formed in 2022 to assess and report climate-related risks and opportunities. The approach was for this task force to be integrated into the existing corporate risk management framework, as shown in Figure 2 below.



Figure 2

Details of the Group's corporate governance and risk management practices for the year ended 31 December 2022 have been published in the Company's 2022 Annual Report.

ANTI-CORRUPTION

Ethics and integrity guide how the Group conducts its business and operations. Compliance with the laws in every territory the Group does business in is a fundamental operating principle. The Group does not condone any form of illicit or unlawful activity by its staff and has zero-tolerance towards bribery and corruption.

The ASMPT Code of Business Conduct sets the standards by which it conducts its business and operations. It aligns the guidelines for compliance with local and other applicable international laws in every jurisdiction in which it does business. These guidelines include the following legislative and voluntary codes:

- Foreign Corrupt Practices Act (USA)
- Bribery Act (UK)
- OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions
- Modern Slavery Act 2015 (UK)
- Responsible Business Alliance, the world's largest industry coalition dedicated to electronics supply chain responsibility
- Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615 of the Laws of Hong Kong)
- Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong)

GOVERNANCE

The Code of Business Conduct is reviewed and updated periodically when appropriate. It is made known to all employees through the Group's intranet portal, notice boards, new hire orientation programme, internet webpage and regular compliance communications. The Group's employees are prohibited from offering or accepting bribes or using other means to obtain undue or improper advantage. Anti-corruption briefings and training are conducted regularly for employees. The Group's vendors are required to acknowledge that they have been notified of the Code.

ASMPT also has in place a Whistleblowing Policy that is part of the Group's Compliance Programme. The Whistleblowing Policy is in accordance with relevant international and national guidelines and practices, including the Sarbanes-Oxley Act of 2002, the Responsible Business Alliance ("RBA") Code of Conduct and the Data Protection laws in various countries where ASMPT operates. The Policy allows employees as well as third party business partners to report actual or suspected fraudulent activities or financial irregularities within the Group. Anyone reporting these in good faith will be protected from reprisal or adverse employment action, and all reports are kept confidential. Allegations of bribery and corruption are investigated thoroughly, and appropriate corrective measures are undertaken based on the findings.

The operation of the Whistleblowing Policy and its reporting channels are managed by ASMPT's Compliance Office, which is administratively under the purview of the Group's Legal Department. The Compliance Office reports its investigation findings on whistleblowing cases to ASMPT's Audit Committee. Such independent administration of the Whistleblowing Policy helps to balance diverse interests and to foster a 'speak-up' culture. The Board oversees the Group's ethics and compliance programme and receives quarterly updates on outstanding Whistleblowing cases from the Compliance Office.

The Audit Committee provides Board-level oversight on the adequacy and effectiveness of the Group's fraud risk management framework, policy and processes. This includes reviews of significant investigations into allegations of fraud and corruption, and Whistleblowing complaints.

There was one reported case of corruption in 2022. An employee in one of the Group's subsidiaries in China was found to have accepted kickbacks from the subsidiary's distributor. The individual's employment with the subsidiary was immediately terminated, and a report was made to the relevant authorities for investigations.

PRODUCT RESPONSIBILITY

As a leader in semiconductor and electronics equipment manufacturing, the Group has a responsibility to ensure its products are safe, high-quality, and environmentally friendly, while providing value and innovation to its customers.



This commitment encompasses the Group's comprehensive product portfolio and begins right from the product design stage. The Group invests resources in product development, with teams utilising the Design for Excellence ("DFE") programme and in-house design principles to maintain quality.

The Group also makes consistent improvements throughout the production lifecycle, such as by using reusable and recyclable materials whenever possible to reduce environmental impact, and increasing energy savings per component while improving product performance.

GOVERNANCE

The Group is ISO 9001 certified for its quality management system at its main business locations in China, Germany, United Kingdom, United States, Singapore, and Malaysia. The Group provides assurance of its products through multiple avenues, such as:

- Developing innovative and useful products that surpass customer expectations.
- Optimising manufacturing processes to produce and deliver quality products on time, at optimum cost.
- Efficient pre- and post-sales services for strong customer satisfaction.
- Feedback systems that track and respond efficiently to customer requests and feedback.
- Improving quality of systems and services through quality initiatives and programmes throughout the company.

The Group prioritises customer safety and ensures equipment undergoes stringent tests and certifications before reaching customers. The Group also builds trust with its customers through an upgrading programme with timely support for products. When a potential safety concern is identified internally or through customer feedback, the Field Service conducts reviews to efficiently resolve them and to address customer concerns. In 2022, no sold or shipped products were recalled for safety or health reasons.

With respect to the use of the Group's products and services in 2022, it was not aware of any non-compliance with relevant laws and regulations related to health and safety, advertising, labelling and privacy matters that would have significantly impacted it.

INTELLECTUAL PROPERTY

Intellectual property is a fundamental asset, and protecting it is a top priority for the Group. The Group recognises the value of proprietary information belonging to it and its partners, and the Group has implemented robust security measures to safeguard it. To ensure confidentiality, ASMPT requires meticulous confidentiality and non-disclosure agreements with all parties involved.

To uphold the confidentiality of proprietary information belonging to the Group and its partners, the Group has implemented various security measures, along with meticulous confidentiality and non-disclosure agreements. The Group's legal team carefully reviews agreements with third parties to clearly demarcate the ownership of, and rights to, intellectual property before the collaboration may proceed.

The Group's intangible assets, such as trade and brand names, newly developed technologies, and process improvements, are protected from external misuse through various mechanisms such as registration. Employees are encouraged to submit information disclosure statements for new inventions to receive recognition for the innovations they have developed.



GOVERNANCE

The Group has an experienced in-house intellectual property team that files and maintains trademark protection applications in various territories. The Group also seeks external expertise when needed, to ensure that all applications are thorough and effective.

In case of any infringement on its intellectual property rights, the Group may take legal action to prevent further misuse and to seek proper compensation. Overall, the Group is committed to upholding the integrity of its intellectual property assets and ensuring that they are used appropriately and lawfully.

INFORMATION SECURITY AND DATA PROTECTION

The Group recognises the necessity of handling the personal information of its stakeholders — including shareholders, employees, customers and business partners — properly. It takes the required precautions to ensure confidentiality and to avoid misuse. The data it processes and uses are safeguarded through the Group's policies and security measures. Its safeguards are aligned with common standards like the ISO 27001, Trusted Information Security Assessment Exchange ("TISAX") and legal requirements such as the EU's General Data Protection Regulation ("GDPR") and will be reviewed regularly. ASMPT has implemented a global Information Security Office which provides general policies and rules for all employees and departments. In 2022, the Group did not receive any substantiated complaints regarding the breach of customer privacy or the loss of customers' data.



SUSTAINABILITY SCORECARD FOR 2022

The table below summarises the Group's 2022 performance and 2023 targets for key ESG indicators.

	2022 Actual	2023 Targets
 ENVIRONMENTAL	Energy consumption Total usage of 106.0 million kWh Intensity of 5.5 kWh/HK\$'000 revenue	Sustain and improve on FY2022 performance
	CO₂ emissions Total Scope 1 and Scope 2 CO ₂ emissions of 64.5 kilotonnes Emissions intensity of 0.0033 tonnes/HK\$'000 revenue	Sustain and improve on FY2022 performance, in line with the commitment to reduce Scope 1 and Scope 2 emissions to net-zero by 2035
	NO_x, SO_x and particulates emissions Emissions of 0.75 tonnes Emissions intensity of 0.00004 kg/HK\$'000 revenue	Sustain and improve on FY2022 performance
	Water consumption Total water consumption of 0.51 million m ³ Water consumption intensity of 0.03 m ³ /HK\$'000	Sustain and improve on FY2022 performance
	Waste management 557 tonnes of hazardous waste produced, with 1% recycled and the remainder disposed of by accredited vendors 3,075 tonnes of non-hazardous waste produced, with 73% recycled and the remainder disposed of by accredited vendors	Sustain and improve on FY2022 performance

SUSTAINABILITY SCORECARD FOR 2022

		2022 Actual	2023 Targets
 SOCIAL	Employment overview	Total workforce of approximately 11,600	Maintain a diverse, well-trained, and motivated workforce
	Diversity, Equality and Inclusion	2 out of 10 (20%) of the Group's directors are female 2 out of 8 (25%) of senior management are female 25.2% of total employment are female	Work towards achieving 25% female representation at Board level by December 2025
	Health and safety	Full compliance with all health and safety regulations Lost days due to work injury of 0.026% of total work days Zero work-related fatalities	Sustain and improve on FY2022 performance
	Development and training	Average of 14.18 training hours per employee	Sustain and improve on FY2022 performance
	Community investment	Contributed US\$644,187 to various social causes Contributed 78,493 hours of volunteer service	Sustain and improve on FY2022 performance
	 GOVERNANCE	TCFD disclosures	Adopted climate risk disclosures in line with the TCFD recommendations
Reported cases of corruption		1 reported case of corruption	Zero reported cases of corruption
Regulatory/compliance breaches		Zero regulatory/compliance breaches	Zero regulatory/compliance breaches



NURTURING OUR EMPLOYEES



NURTURING OUR EMPLOYEES

EMPLOYMENT OVERVIEW

The Group's employees are its most treasured asset, and it recognises that attracting, developing, and retaining the best talent is crucial to delivering quality products and services, and driving innovation. To achieve this, the Group is dedicated to providing a friendly and equitable working environment that supports its employees' growth and development. The Group enhanced its employee value proposition by offering new work arrangements, engaging in global corporate social responsibility activities, promoting regular town hall communications, and aligning goals to support the overall ASMPT strategy. Through these efforts, the Group aims to improve the meaning and purpose of work for its employees, as well as their overall well-being and job satisfaction. In 2022, the Group was not in violation of relevant laws and regulations in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, welfare and other benefits that have a significant impact on the Group.



The Group has also invested in a global HR system that improves the employee digital experience, encompassing transactions, engagement, growth, and development. This system helps streamline HR processes, provides better access to employee data, and supports continuous learning and development opportunities.

Overall, the Group is committed to providing a work environment that empowers its employees to thrive and contribute to the Group's success. It believes that investing in its employees is crucial to achieving its long-term goals and remaining a leader in the industry.

As of 31 December 2022, total headcount for the Group was approximately 11,600, excluding about 1,000 flexi workers and outsourced workers. Of the 11,600, approximately 1,000 are based in Hong Kong, 5,600 in mainland China, 1,200 in Singapore, 1,100 in Germany, 900 in Malaysia, 400 in Portugal, 400 in the United Kingdom, 400 in the United States, and the rest in other parts of the world. The Group has managed to progressively reduce its reliance on the number of contract and short-term employees through optimising its operations, including digitalisation and automation initiatives to improve productivity.

The Group recognises the significance of a fair and market-oriented competitive compensation system that rewards employees and incentivises them to attain both their personal and collective goals. The Group established a comprehensive global remuneration strategy, framework, and philosophy that takes into account job-specific skills, education, responsibilities, and relevant work experience when comparing against industry standards and labour markets. This approach ensures that its compensation packages remain competitive and consistent with the evolving needs of both employee and Group objectives.

The Group's remuneration policies are based on the following principles:

- **Fair and Appropriate:** manage internal equity so that remuneration systems are perceived to be equitable and competitive across the Group.
- **Shareholder and Business Alignment:** provide sound and structured funding to ensure affordability and cost-effectiveness in line with its value creation goals. Enhance retention of key talents and capabilities.
- **Driving the Right Behaviours:** foster Group-wide collaboration to recognise interdependence of various segments and business groups to drive 'win-win' outcomes. Strengthen line-of-sight linking rewards and performance goals.
- **Effective Implementation:** maintain rigorous adherence to regulatory requirements and corporate governance standards that are defensible to both internal and external stakeholders.

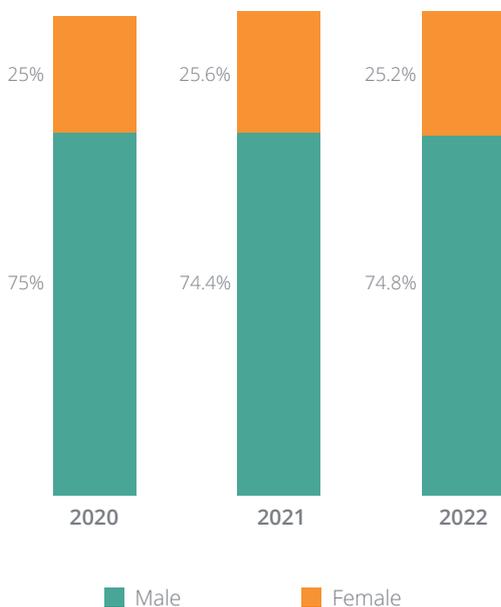
NURTURING OUR EMPLOYEES

As part of its total rewards strategy, the Group has a series of programmes, which vary by region and job grade, to attract and retain employees. This includes but is not limited to variable incentives; mandatory and company retirement support; medical insurance benefits; business travel and disability insurance; flexible spending accounts; flexible work schedules; paid time off; parental leave and on-site fitness centres. The Group's competitive variable incentives include both short-term and long-term incentive plans in the form of performance-related cash bonuses and share grants based on both the Group's sustained financial results and individual achievement.

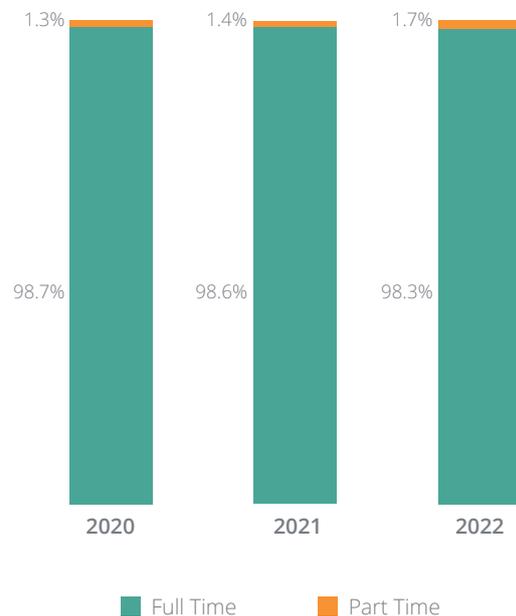
With regard to senior executives, the Group believes that having a formal and transparent procedure for determining on-target total compensation packages helps to attract, retain, recognise and motivate senior executives. As part of a market-based total compensation structure, senior executives are provided with short-term as well as long-term incentives. They have clearly defined key performance indicators ("KPIs") approved by the Remuneration Committee that are linked to their on-target incentives. KPIs include revenue, gross margin percentage and adjusted net profit after taxes both at Group and Segment level. Individual KPIs are aligned to the Group's strategic imperatives and functional and operational initiatives. The Remuneration Committee also has the discretion to decide senior executives' compensation, taking into account market conditions, and both Group and individual performance.



Total Employment by Gender



Total Employment by Employment Type

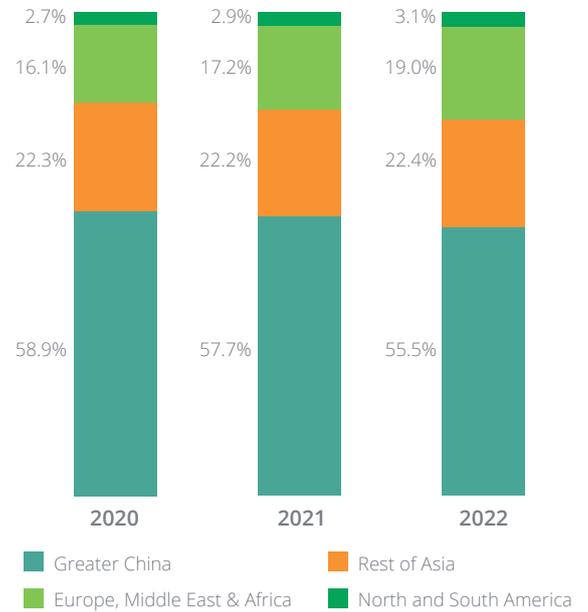


NURTURING OUR EMPLOYEES

Total Employment by Age Group



Total Employment by Geographical Region



Overall Employee Turnover Rate

	2020	2021	2022
	13.0%	19.6%	21.9%

Employee Turnover by Gender

	2020	2021	2022
Female	13.8%	19.3%	20.9%
Male	12.7%	19.7%	24.9%

NURTURING OUR EMPLOYEES

Employee Turnover by Age Group

	2020	2021	2022
Below 30 years of age	24.5%	40.8%	49.1%
Between 30 and 50 years of age	10.1%	12.7%	13.2%
Above 50 years of age	7.8%	8.5%	9.8%

Employee Turnover by Geographical Region

	2020	2021	2022
Greater China	14.9%	12.0%	11.3%
Rest of Asia	13.7%	42.1%	51.3%
Europe, Middle East & Africa	5.8%	14.0%	15.6%
North and South America	7.1%	31.7%	40.6%

In 2022, the oldest age category (above 50) had the lowest turnover rate averaging 9.8%, while the turnover rate for the youngest category (below 30) was the highest, in line with general market trends. Overall turnover was higher in 2022 (21.9%) against 2021 (19.6%) in view of the overall global economic recovery in 2022.

DIVERSITY, EQUALITY AND INCLUSION

The Group is a firm believer in the philosophy and practice of Diversity, Equality and Inclusion, as well as the value it can bring in terms of attracting and retaining talent. DE&I has been established as a strategic organisational focus in 2022, and a DE&I Ring Team was set up to drive awareness and adoption across the organisation. Some of the key initiatives included:

- Activities to raise awareness of unconscious bias.
- Providing supportive policies, including part-time hours and family leave.
- Striving to be a family-friendly organisation, by supporting new mothers through measures such as maternity leave, first-aid care facilities for expectant mothers feeling unwell and setting up dedicated 'Mother Care' rooms in the Group's larger locations.



NURTURING OUR EMPLOYEES

EMPLOYEE HEALTH AND SAFETY

The Group prioritises the health and safety of its employees by providing a secure work environment and minimising physical risks and injuries. It constantly benchmarks against international best practices and accreditations such as ISO 45001 in its three China plants, Hong Kong and Singapore, OHSAS 18001 in Germany, and OHSAS 18001/SS 506 in Singapore. In 2022, the Group was in compliance with the relevant laws and regulations in relation to the provision of a safe working environment and protecting employees from occupational hazards that have a significant impact on the Group.

Throughout 2022, the Group remained vigilant toward the COVID-19 pandemic and adhered to all local requirements and good practices across its global operations to ensure the safety of employees.

The Group's commitment to minimising workplace risks and improving safety performance is reflected in its adoption of safety and health management systems. It has established workplace health and safety committees in its sites across Asia-Pacific, Europe, and the Americas to identify and assess potential workplace safety and health issues. Employees are encouraged to report cases of injuries and illnesses proactively, and the Group provides comprehensive healthcare policies to support their recovery.

As part of the Group's 'Vision Zero' targets, it regularly evaluates and minimises hazardous exposure to physically demanding risks such as manual material handling and lifting, prolonged hours of standing, and unnecessarily repetitive assembly tasks. The Group's Occupational Health and Safety policy in Asia promotes safe and healthy working conditions and guidelines. In Europe, it uses an 'Employee Safety Green Card' system to monitor employee operations and conduct regular risk assessments. In the Americas, it organises medical and emergency training, and conducts job hazard analysis for risk mitigation purposes.

As a responsible employer, the Group will continue to strengthen its safety and health management system and it expects its independent service contractors to adhere to mandatory safety compliance and training when working for ASMPT. The Group's commitment to ensuring the health and safety of employees remains unwavering.

As one of ASMPT's workplace health and safety committee members puts it, "We are committed to safeguarding the health and safety of our colleagues. By working together, we can create a safer and healthier workplace for everyone."



NURTURING OUR EMPLOYEES

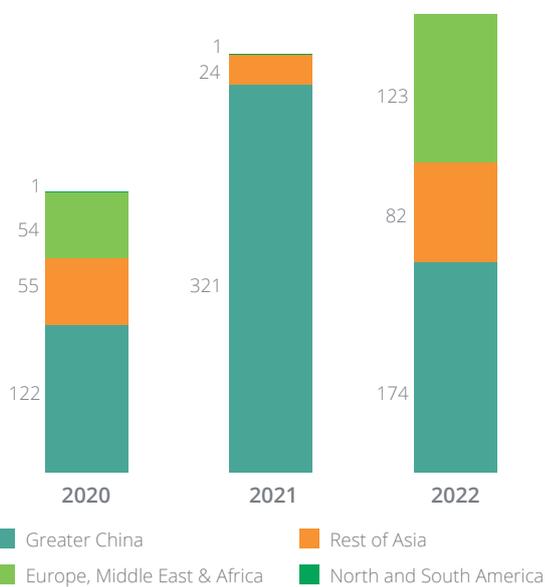
Lost Days Due to Work Injury

During the past three years (including in 2022, being the year under review), there were no work-related fatalities. A total of 45 work injury cases were reported across the Group's global operations in 2022, a 4.6% increase from 43 cases in 2021. Of these, 29 occurred at the workplace while the remaining 16 occurred outside the workplace.

In Europe, accidents that happened while commuting to and from work are classified as 'lost days due to work injury', even if they occurred outside the workplace. Such commuting-related incidents contributed 19% of total lost days during this period and must be reported under European regulations.

For 2022, there were 806 lost days due to work injury, a 29% decrease from 1,131 lost days recorded in 2021. Total lost days for the Group in 2022 amounted to 0.026% of total work days, compared with 0.033% in 2021.

Number of Lost Days — Female



Number of Lost Days — Male



Total Number of Lost Days



NURTURING OUR EMPLOYEES

DEVELOPMENT AND TRAINING

The Group commits to be a great place to work by continuing to invest in providing a conducive working environment that offers learning and training opportunities. Its Human Resources teams collaborate with business leaders to develop appropriate training programmes, job rotations and related initiatives for all employees.



Comprehensive orientation programmes are organised to help newcomers adapt quickly to the Group's corporate culture and settle in as seamlessly as possible. In 2022, the Group continued to invest in employee engagement activities and training programmes, to better understand their concerns, help boost morale, sharpen competencies, and further their potential. These activities included townhalls, CEO tea sessions and 'hackathon' sessions. The Group's Vision — enabling the digital world — guides the planning of training programmes and developmental opportunities to groom engineering talents and future leaders.

Since 2020, the Group has implemented the ASMPT Academy, a global Learning Management System ("LMS"). The ASMPT Academy provides a variety of e-learning and instructor-led courses to help employees learn without geographical and time constraints. The platform also monitors employees' profile and learning progress, for example, it uses artificial intelligence ("AI") technology and data analytics to provide useful feedback and collects information on learning patterns to support continuous planning and programme rollout.

The Group's Staff Fellowship Programme assists talented employees in their pursuit of further education. These training and development programmes help to nurture these talented individuals to reach their full potential and to create a positive learning environment within the Group that empowers every employee to exercise their creativity and innovation.

In 2022, the average training hours per employee was 14.18 hours, an 18% increase from 12 hours in 2021. Total training hours were 253,419 hours in 2022, a 35% increase from 188,388 hours in 2021.

Percentage of Employees Trained — Overall

	2020	2021	2022
Greater China	79%	86%	82%
Rest of Asia	56%	39%	48%
Europe, Middle East & Africa	84%	78%	74%
North and South America	50%	52%	24%

Percentage of Employees Trained — Management

	2020	2021	2022
Greater China	52%	81%	69%
Rest of Asia	43%	71%	68%
Europe, Middle East & Africa	77%	79%	79%
North and South America	36%	45%	23%

NURTURING OUR EMPLOYEES

Percentage of Employees Trained — Engineers

	2020	2021	2022
Greater China	54%	71%	57%
Rest of Asia	52%	51%	59%
Europe, Middle East & Africa	88%	81%	73%
North and South America	64%	59%	36%

Percentage of Employees Trained — Corporate Staff

	2020	2021	2022
Greater China	84%	88%	85%
Rest of Asia	44%	36%	44%
Europe, Middle East & Africa	87%	75%	71%
North and South America	30%	54%	39%

Percentage of Employees Trained — Production Staff

	2020	2021	2022
Greater China	94%	97%	94%
Rest of Asia	66%	29%	40%
Europe, Middle East & Africa	76%	75%	77%
North and South America	63%	45%	3%

Percentage of Employees Trained by Gender — Female

	2020	2021	2022
Greater China	86%	87%	88%
Rest of Asia	65%	36%	47%
Europe, Middle East & Africa	80%	76%	73%
North and South America	25%	47%	26%

NURTURING OUR EMPLOYEES

Percentage of Employees Trained by Gender — Male

	2020	2021	2022
Greater China	77%	85%	80%
Rest of Asia	52%	40%	49%
Europe, Middle East & Africa	85%	78%	75%
North and South America	54%	53%	23%

Average Training Hours Completed Per Employee — Management

	2020	2021	2022
Greater China	9	10	11.6
Rest of Asia	6	10	9.6
Europe, Middle East & Africa	12	13	18.7
North and South America	4	2	0.5

Average Training Hours Completed Per Employee — Engineers

	2020	2021	2022
Greater China	8	7	9.4
Rest of Asia	14	13	16.9
Europe, Middle East & Africa	20	25	24.6
North and South America	14	2	0.7

Average Training Hours Completed Per Employee — Corporate Staff

	2020	2021	2022
Greater China	9	13	15.6
Rest of Asia	4	6	9.4
Europe, Middle East & Africa	30	26	19.5
North and South America	5	2	2.5

NURTURING OUR EMPLOYEES

Average Training Hours Completed Per Employee — Production Staff

	2020	2021	2022
Greater China	16	20	16.9
Rest of Asia	10	3	10.0
Europe, Middle East & Africa	9	4	8.2
North and South America	8	1	0.1

Average Training Hours Completed Per Employee by Gender — Female

	2020	2021	2022
Greater China	12	15	15.6
Rest of Asia	13	5	10.0
Europe, Middle East & Africa	21	20	20.3
North and South America	3	2	0.9

Average Training Hours Completed Per Employee by Gender — Male

	2020	2021	2022
Greater China	12	14	14.2
Rest of Asia	9	7	12.4
Europe, Middle East & Africa	19	18	18.7
North and South America	10	2	0.6

Developing leaders and identified high potential employees is one of the cornerstones of the Group's People Strategy. The High Performance Behavioural Model ("HPBM") introduced by the Group in 2021 continues to be a key building block in helping the Group elevate and maintain a high performance culture among leaders and staff. More than 50 internal HPBM facilitators and coaches have been trained and they have provided face-to-face HPBM training to a significant proportion of the Group's workforce. Over the next 2-3 years, the Group aims to embed HPBM principles into key HR and business processes, such as recruitment selection, performance management, succession planning, and overall talent development.

The Group organises a management development programme once per year for all newly promoted managers. This programme aims to equip participants with the necessary managerial skills that they will need as leaders. The six-month programme includes a variety of workshops on topics such as management excellence and offers coaching sessions as well.

NURTURING OUR EMPLOYEES

ONE YOUNG WORLD

In 2022, ASMPT launched the 'One Young World' global programme to provide learning and development opportunities for employees below 35 years old. This programme aims to establish a community of young employees with a deep interest in sustainability issues, to help shape ASMPT's long term sustainability outcomes in alignment with the UN SDGs. For over 12 months, participants across a variety of business functions and geographies will be trained to develop a deep knowledge of the company, the UN SDGs, and sustainability. They will also be provided with networking and individual coaching opportunities.

To engage and attract young potential employees, the Group continued to groom local talent through internship programmes and scholarship opportunities. In 2022, the Group held 108 internship programmes for 318 students, an increase of 80% from 60 programmes in 2021. The Group also continues to nurture young talent by sponsoring competitions held by local universities. Since 2015, the Group has hosted an annual 'ASMPT Technology Award' for students from five key universities around the world. For example, ASMPT's China Intelligent Manufacturing Centre successfully sponsored five robot design competitions at the Wuhan University of Technology. Through these events, ASMPT aims to recognise and reward outstanding university students, promote excellence in engineering, and deepen the bonds between different universities.

LABOUR PRACTICES

The Group firmly opposes the employment of child or forced labour, as stipulated by local laws and regulations. The Group takes special precautions to ensure that the relevant and appropriate checks of individual identity and employment eligibility are carried out before any employment offer is made. These checks involve verifying documentation such as passports, permits, working visas and personal identification documents issued by the relevant authorities.

ASMPT's Code of Business Conduct and Supplier Code of Conduct collectively set out the Group's stance against any discrimination based on race, colour, age, gender, ethnicity, religion, pregnancy status, nationality, marital status, disability, gender identity and expression, sexual orientation and/or other individual attributes. The Code of Business Conduct is applicable to all employees of the Group.

In 2022, the Group adhered to the applicable laws and regulations to prohibit any child or forced labour, and there were no reported incidents of discrimination, or of child or forced labour.

The Group has zero tolerance towards any form of harassment in the workplace. There were no reported incidents of harassment in 2022.

In accordance with its Supplier Code of Conduct, the Group works closely with business partners to adopt its human rights and labour practices and standards, including the prohibition of child labour. It conducts regular checks on its partners to ensure that acceptable standards are in place.

The Group also maintains good relationships with external organisations for industry engagement and the sharing of best practices. For example, the Group's Singapore team maintains good relationships with the Singapore National Employer Federation for industry engagement and the Singapore Semiconductor Industry Association to exchange best practices. The Group also benchmarks its human resource policies against Singapore's Tripartite Standards of Fair and Progressive Employment Practices.



SUPPORTING OUR COMMUNITIES



SUPPORTING OUR COMMUNITIES

SUPPLY CHAIN MANAGEMENT

The Group's working relationships with its Suppliers, and External Manufacturing Vendors & Partners ("EM Vendors") are critical for its strategic and business goals. The Group has over 2,160 Suppliers and EM Vendors located in different countries, including China, USA, Singapore, Malaysia, and across Europe. The Group's robust procurement process encourages fair competition via fair and transparent Supplier and EM vendor selection, based on five criteria: Quality, Costing, Delivery, Service and Technology.

The Group categorises its Suppliers and EM Vendors into Certified Strategic Suppliers ("CSS"), Certified Preferred Suppliers ("CPS"), and Approved Firefighter Suppliers ("AFS").

A CSS supplies critical components and stands out in terms of Technological Capabilities, Vendor Managed Inventory ("VMI"), On-Time Delivery ("OTD") and other key support criteria, for example, rapid response. Their capabilities allow them to adjust to the Group's dynamic needs for additional capacity and contingency supplies within a short timeframe.

A CPS is the next tier with lead-times typically between one and three months based on historical performance. They can respond quickly to fulfil the Group's market demands with good VMI, OTD and Quality metrics.

An AFS is selected for its proven ability to source and deliver particular items with short lead-times at a premium. AFS vendors serve the Group well during periods of market ramp-up beyond a certain capacity threshold, which can challenge the abilities of other suppliers.

Performance needs are communicated to critical Suppliers and EM Vendors during quarterly reviews. Each Supplier or EM Vendor can access their performance and feedback received on the 'ASMPT Procurement — Suppliers' ("APS") portal, an in-house tool that boosts the Group's supply chain turnaround by establishing close communication capabilities with its Suppliers and EM Vendors. Via the APS, the Group shares its market estimates periodically throughout the annual business cycle, helping Suppliers and EM Vendors plan and respond to the Group's business and procurement needs. In turn, the Group achieves optimal delivery times and inventories, keeping the supply chain as efficient as possible. The Group constantly reviews its supply chain management processes to deliver sustainable results to customers and stakeholders.

The Group has meticulously built tight-knit business relationships with its Suppliers and EM Vendors across the world. The goodwill and common values form a base of trust and support as they expand their business together with the Group. The Group expects its vendors to meet high standards for ethics, labour rights, customer health and safety, and the environment, as set out in the ISO 14000 and the ASMPT Supplier Code of Conduct.

RESPONSIBLE SOURCING OF MINERALS

Suppliers are required to exercise reasonable care to ensure that the tantalum, tin, tungsten, gold ("3TG"), and cobalt used in the products they manufacture or provide to ASMPT are not sourced directly or indirectly from countries that are restricted or subject to embargo, as stipulated in the Responsible Business Alliance's 'Responsible Minerals Initiative' guidelines for responsible sourcing. Upon request, the Supplier must provide ASMPT with access to its due diligence procedures. The Supplier is responsible for communicating the importance of responsible mineral sourcing to its suppliers and their suppliers, to ensure that the entire supply chain complies with 3TG and cobalt sourcing standards.

The ASMPT Supplier Code of Conduct clearly sets out the Group's culture and beliefs, core values and business practices, and is aligned with the RBA Code of Conduct. It is updated regularly and available on the Group's website.

SUPPORTING OUR COMMUNITIES

CONTRIBUTING TO LOCAL COMMUNITIES

As a good corporate citizen, the Group encourages and supports its employees to actively contribute to their local communities, particularly through volunteerism that targets three main areas: ensuring the well-being of communities, empowering youth through education, and encouraging eco-friendly initiatives. The Group also supports various charities and non-profit organisations through donations.

In 2021, the COVID-19 pandemic limited the Group's community initiatives because of the various health, safety and movement requirements and restrictions in place. This continued into 2022 as new variants of the virus appeared in the year bringing waves of infection globally.

Nevertheless, the Group continued its efforts to build relationships with local Non-Governmental Organisations ("NGOs") and charities. In 2022, the Group's employees took part in 129 activities with sponsorship or donation, which was 32% more than the 98 activities in 2021. Employees contributed 78,493 hours of volunteer service, which was a significant increase of 1,304% from 2021. Some 10,556 employees participated in 2022, which was an increase of 744% from 2021.

In 2022, ASMPT organised a virtual global charity event called 'Together We Run', which involved more than 6,700 participants across 25 territories. ASMPT employees contributed exercise kilocalories (kcal) they expended as 'donations'. They clocked a total of more than 20 million kcal in total by engaging in more than 10 different types of sports, with each participant clocking an average of more than 1,700 minutes of exercise time over the 6-week event period. With the help of an experienced organiser, the expended energy was converted into food products of the same value, providing 18,400 meals for targeted charities around the world, while motivating employees to stay fit and healthy.



The Group's financial contributions to local communities increased by 59% from US\$404,845 in 2021 to US\$644,187 in 2022. While it supported various social causes, the Group's top 3 focus areas were culture, education, and vulnerable groups. In 2022, ASMPT Technology (Huizhou) Co., Ltd. donated CNC machine tools to Huizhou Economics And Polytechnic College. This latest move further enhances a long-standing school-enterprise cooperation relationship, which was established in 2009. The tools will help improve the practical training level of students in the college, who are a future source of talent for the Group.

Student internship programmes saw an increased number of participating students from 310 in 2021 to 318 in 2022, and hours clocked by the students also increased from 210,062 in 2021 to 253,864 in 2022. The Group spent more than US\$966,366 in 2022 to sponsor interns, and it will continue to invest in internships to engage and expose youth across the world to its line of work and the opportunities it offers.





CREATING VALUE THROUGH INNOVATION



CREATING VALUE THROUGH INNOVATION

ENVIRONMENTAL BENEFITS OF INNOVATIVE ASMPT PRODUCTS

The Group places great importance on innovation and cutting-edge capabilities to support its customers' technology road maps and to enable them to succeed in an environmentally sustainable manner. The Group consistently allocates a significant proportion of its annual equipment revenue to R&D to develop industry-leading processes and capabilities, generate a pipeline of new products, and build a deep talent pool.

The Group has a strong pipeline of initiatives to address existing technology bottlenecks and to capture new opportunities. Apart from being a technology leader in the semiconductor industry, its solutions can also have a positive sustainability multiplier effect through helping customers save energy, reduce material use and lower greenhouse gas emissions.

The Group is a market leader in providing packaging and other solutions for the LED and Electric Vehicle ("EV") industries, which are critical technologies to help reduce global energy usage and emissions. LEDs are up to 80% more efficient than previous technologies, while EVs can have at least 30% lower greenhouse gas emissions compared to Internal Combustion Engine vehicles ("ICE") on a lifecycle basis. Concerning the advanced display technologies used in EVs, the Group offers a collection of tools to address the needs of both mini-LED and micro-LED display makers. It also offers design and assembly solutions for the increasingly high-powered electronics components in EVs.

In addition, ASMPT's power and industrial devices and solutions enable green infrastructure, such as increasingly efficient power grids and energy management systems. Its products are also used in the development of zero-emissions energy technologies, including wind energy projects.

THE INTEGRATED SMART SMT FACTORY: BUSINESS TRANSITION TO DIGITAL WORLD

As the manufacturing industry gears up for Industry 4.0, ASMPT is actively tapping on Industrial Internet of Things ("IIoT") solutions and connected manufacturing operations to help customers smoothly adapt their business model in tandem with evolving industry trends. The introduction and evolution of the Integrated Smart SMT Factory has been a significant step taken by the Group in digital transformation, enabling the Group and its customers to sustain business growth in the face of rapidly evolving industry trends.



The Integrated Smart SMT Factory provides solutions for end-to-end data communication and allows customers to produce faster and better, with more cost-effective and flexible manufacturing procedures. Customer feedback on this has been very positive.

STRATEGIC ACQUISITIONS AND COLLABORATIONS

The Group also looks externally for technology innovations through mergers, acquisitions, and strategic partnerships. As part of its long-term strategy to invest ahead of the curve, the Group has a strong record of integrating acquired companies to deepen and broaden its products and services portfolio. Some of the cutting-edge areas that it is actively working on include hybrid bonding and advanced manufacturing software solutions, which will help drive the Group's long-term competitiveness and revenue growth.

CREATING VALUE THROUGH INNOVATION

ASMPT INNOVATION CENTRE IN SINGAPORE: A BRIDGE TO CONNECT CUSTOMERS AND ASMPT EXPERTS

The ASMPT Innovation Centre serves as a platform to showcase its latest technology in the field of electronics manufacturing processes, ranging from wafer chip assembly to SMT placement. These technologies support ASMPT's customers in their development of advanced packaging technologies, Industry 4.0 projects and smart factories.

The Group's well-equipped seminar rooms and auditorium serve as a bridge to connect customers with the Group's experts, offering opportunities to share the Group's innovative achievements and to engage more closely with customers and stakeholders.

INCREASED PRODUCTIVITY THROUGH INNOVATIVE 'VIRTUAL ASSIST' SMARTPHONE APPLICATION

Since every production step on an SMT line depends on the preceding steps, a minor defect on one machine can cause the entire line to stop. Technicians who address these problems face tremendous time pressure to rectify them as quickly as possible. To tackle this challenge, ASMPT produced an innovative smartphone application called 'Virtual Assist' to provide a reliable knowledge base to users. It offers smart guidance for efficient troubleshooting, full visibility into equipment service activities, and immediate access to all relevant information through a single user interface. This has reduced the time spent on searching for information by up to 95%, increased productivity by up to 25% across the board, and reduced knowledge loss by half. The adoption of AI enables the application to learn from every interaction around the globe, which continuously improves the user experience.



INNOVATION AS CULTURE

In 2022, Shenzhen Advanced Microelectronics Technology Co., Ltd. ("ALG") attained the gold award for intelligent manufacturing at The Hong Kong Institution of Engineers' Manufacturing, Industrial, Systems ("MIS") Industry Award. The award recognises the company's lean and innovative culture, which enables employees to develop keen awareness to identify waste, empowers them to independently carry out lean improvement, and cultivates their desire for improvement.



MINIMISING ENVIRONMENTAL IMPACT



MINIMISING ENVIRONMENTAL IMPACT

CORPORATE ENVIRONMENTAL COMMITMENT

The Group is fully committed to managing the environmental impact of its business operations through energy-efficient practices and technologies, resource conservation, recycling, management of greenhouse gas emissions, and minimising pollution. Recognising the increasingly adverse impact of climate change, ASMPT is working on reducing its emission footprint towards a net-zero future, in line with climate science and the Paris Agreement goals. In 2022, the Group was in compliance with all applicable laws and regulations regarding environmental protection, air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.



The Group sets guidelines on environmental design requirements for product development and has a comprehensive checklist for its product development teams to consider all relevant environmental factors at the product design stage. New products will be assessed according to a set of stringent criteria, with grades given to drive improvement in product design. ASMPT closely monitors the product lifecycle, which consists of product design, manufacturing, storage, packing and delivery, use and reuse, and disposal, to minimise emissions and other environmental impacts.

The Group's main business locations in China (including Hong Kong), Germany, United Kingdom, United States, Singapore, and Malaysia are all ISO 14001 certified yearly for their environmental management systems. The ISO 14001 standard specifies the requirements for an environmental management system that an organisation can use to enhance its environmental performance, fulfil its compliance obligations, and achieve its environmental objectives.

ASMPT has been consistently vigilant in ensuring that any potential adverse impact on the environment because of its operations is identified and addressed in a timely manner. The Group has complied with all relevant international and national environmental laws and regulations.

ASMPT Singapore achieved ISO 14001 Environmental Management System certification in 2000. Since 2017, external auditors assessed its Tech-Park Buildings 1 and 2 as well as waste management practices in the Singapore SMT operations.

The most recent audit was carried out on 5 to 7 October 2022 with zero major non-conformance, zero minor non-conformance and zero observations (in terms of areas for improvement).

Adopting the ISO 14001 global standard helps ASMPT improve resource efficiency, reduce waste and reduce costs. Mr Patrick Lim, Executive Vice President (Corporate Operations), noted that: "The ISO 14K audit is not just about passing the certification but for us to show our commitment and well-coordinated teamwork." Mr Eric Leung, Corporate Facilities Director, added that: "The Environmental Management System is crucial for business competitive advantage and sustainability. The team has demonstrated good energy efficiency improvement, waste reduction, re-use and recycling programmes, and even Green Product Design."

MINIMISING ENVIRONMENTAL IMPACT

CLIMATE RISKS AND OPPORTUNITIES

In 2022, ASMPT carried out a comprehensive climate risk assessment. This included identifying and prioritising climate-related risks according to likelihood and impact over different time horizons, based on two divergent Shared Socioeconomic Pathways (“SSPs”) extracted from the Sixth Assessment Report on climate change by the Intergovernmental Panel on Climate Change (“IPCC”) published in August 2021:

- A positive scenario (SSP1-2.6) whereby global CO₂ emissions would be reduced to net-zero around 2075, with estimated warming of +1.8°C by 2080–2100; and
- A negative scenario (SSP3-7.0) where global CO₂ emissions would double by 2100, with estimated warming of +3.6°C by 2080–2100.

The climate risk assessment identified the following physical and transition risks over the short-term (next 5 years), medium-term (next 5–10 years) and long-term (beyond 10 years) time periods.

Risks and Opportunities	Time Period	Impact	Mitigation Measures
1. Physical Risks			
• Extreme weather incidents	Short-term	Increased severity of extreme weather events (cyclone, floods) affecting ASMPT operations and impacting supply chain, including sites close to coastal areas.	Look into engaging third party expertise to assess and insure assets at risk.
• Long-term climate change	Long-term	Extreme prolonged impact from climate change, such as heat stress, rising sea levels, and coastal flooding.	Monitor trends and factor these into infrastructure developments and decisions.
2. Policy and Regulation Transition Risks			
• Mandatory emissions disclosures and decarbonisation targets	Short-term	Additional disclosures and targets could be mandated by regulators, stock exchanges and corporate customers. There may be new requirements for emission auditing to hold companies accountable for accurate disclosures.	Pre-empt such requirements by setting and disclosing clear decarbonisation targets and pathways aligned with global standards.
• Slow progress in decarbonisation of local electricity grids in countries where ASMPT operates	Medium to long-term	If emission factors of the local grids do not decrease over time, this could impact ASMPT’s ability to reduce its emissions from purchased electricity.	Explore renewable energy and other alternatives to reduce the reliance on local electricity grids.

MINIMISING ENVIRONMENTAL IMPACT

Risks and Opportunities	Time Period	Impact	Mitigation Measures
3. Technology Transition Risks			
<ul style="list-style-type: none"> Uncertainty of green technology advancement 	Medium-term	Uncertainty of green technology advancement in terms of investment risks, time to market and ability to meet market's current and future needs.	Adopt a holistic approach that includes educating and upskilling the R&D team; incorporating "Design for Sustainability" into technology roadmaps; and collaborating with universities, research institutes and customers on R&D efforts.
<ul style="list-style-type: none"> Cost increases and supply shortages for magnets and rare earth elements due to rising global demand 	Short to medium-term	This will affect the supply chain and cost competitiveness as such materials are heavily used in assemblies for ASMP's linear motors.	Explore diversification of the supply chain for magnets and rare earth elements; and include contractual clauses to prevent future climate-related supply shocks and price surges.
4. Market Transition Risk			
<ul style="list-style-type: none"> Customers are requesting more energy efficient products 	Short to medium-term	Failure to respond to these customer requirements could lead to decline in sales and customer retention for energy-intensive equipment such as moulding machines.	Identify and anticipate changes in customers' needs, invest in R&D and innovation, and incorporate energy efficiency as a key consideration for new product designs.
<ul style="list-style-type: none"> Green supply chain 	Short to medium-term	Potential increase in cost of products given requirements to source for greener components.	Explore low carbon footprint product designs and incorporate emissions considerations into supply chain development and decision making.
5. Reputational Transition Risk			
<ul style="list-style-type: none"> Perceived lack of investment and leadership in climate action 	Short-term	Risk of decline in corporate reputation and market standing amongst customers, shareholders, and other stakeholders.	Establish clear Net-Zero ambition and implementation pathway and communicate the strategy and plans to stakeholders regularly.

MINIMISING ENVIRONMENTAL IMPACT

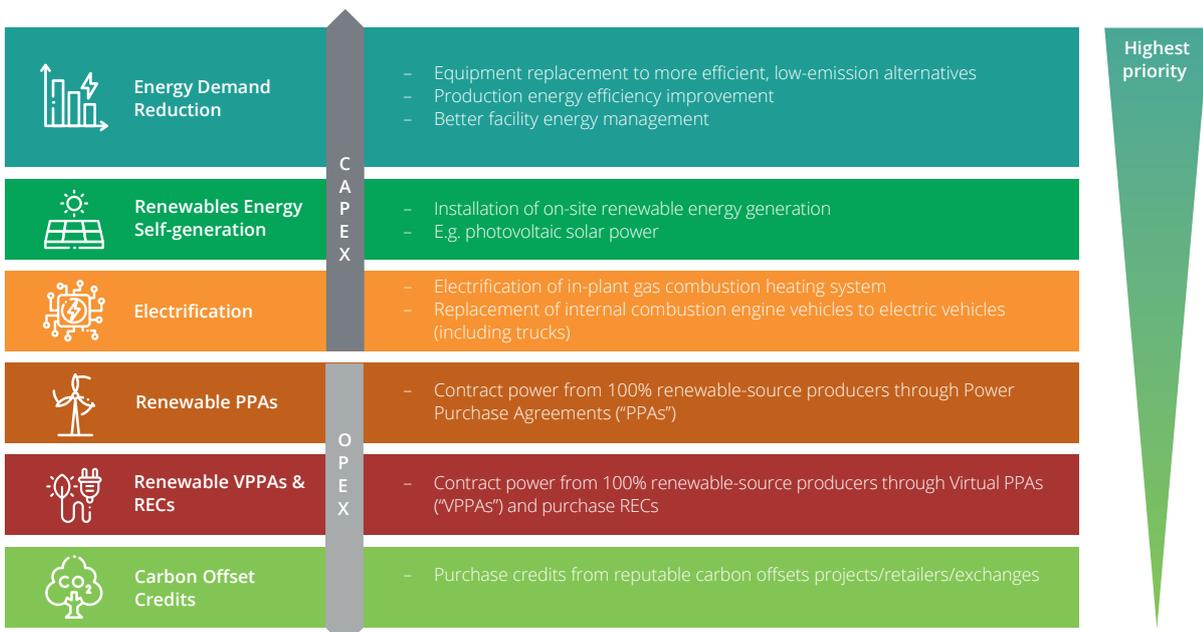
Looking ahead, this climate assessment and scenario analysis brings not only risks but also presents opportunities for ASMPT. The Group has identified key opportunities across four areas:

- Business growth and access to new markets** — Market growth and increased demand for low-carbon emission related applications, such as electric vehicles and their charging infrastructure, renewable energy systems and LEDs. This represents strong growth potential for ASMPT with its products being part of the value chain to enable these green applications and solutions. Furthermore, as ASMPT's semiconductor packaging technologies advance and become more energy efficient, product improvements could enable the Group to grow its market share.
- Direct cost savings** — Implementation of and upgrading to more energy efficient facilities (e.g. chillers, heating, ventilation, and air conditioning ("HVAC"), smart energy management) will lead to reduced energy usage and cost savings, while improved and more sustainable product designs will lead to less material usage, optimised supply chains and manufacturing processes.
- Increased competitive advantages** — More energy efficient products with lower carbon emissions strengthen product competitiveness, meet customers' needs, and enhance ASMPT's overall branding and reputation to shareholders, employees and customers.
- Improved operational and financial resilience** — Responsible and green sourcing improve supply chain resilience, attract investors, and increase the likelihood of securing backing from key shareholders.

NET-ZERO EMISSIONS ROADMAP

As a strategic response to the identification of climate risks and opportunities, ASMPT started developing a comprehensive Net-Zero emissions roadmap in 2022. **The Group's commitment is to reduce Scope 1 and Scope 2 emissions to net-zero by 2035.** This is guided by the following considerations: a roadmap to Net-Zero that establishes ASMPT as an industry leader; the Group's alignment with stakeholders' expectations and the findings from climate science; and its commitment to invest and resource its efforts toward these realistic and achievable goals.

For its Net-Zero goal, ASMPT has identified and prioritised the key emissions reduction levers in terms of their effectiveness, alignment with best practices and anticipated financial investment.



MINIMISING ENVIRONMENTAL IMPACT

ASMPT will implement a wide range of emissions reduction measures with clear decarbonisation milestones from 2023 to 2035. The Group has in-depth assessments of each of its facilities energy demands, and detailed initiatives with estimated costs and implementation timelines.

While ASMPT's net-zero ambitions currently extend to Scope 1 and Scope 2 emissions, the Group has also embarked on establishing the more challenging Scope 3 emissions baselines, such as emissions from use of sold products. Once the Group has measured Scope 3 emissions, it would be able to set Scope 3 targets and mitigation pathways for 2023 and beyond.

In November 2022, ASMPT became one of the Leadership Level Founding Members of the Semiconductor Climate Consortium, the inaugural global consortium of semiconductor companies focused on reducing GHG emissions. The SCC was formed with other companies across the semiconductor value chain and SEMI, the global industry association representing the electronics, manufacturing, and design supply chain.

As a leading founding member, ASMPT will do its part to help the SCC drive progress on climate challenges within the semiconductor industry, supporting the goals of the Paris Agreement and related accords driving the 1.5-degree Celsius pathway.

The collaboration between all SCC member companies will help accelerate solutions to the most pressing climate problems and help the collective effort to drive toward net zero emissions as follows:

- Harness the group's collective energy through pooling of industry resources to solve difficult decarbonisation challenges, and to meet tracking and reporting requirements
- Help jointly define and prioritise sustainability goals
- Enable each member to achieve impact and scale well beyond its individual ability to address climate change

ASMPT participated in panel discussions on "SCC Collaboration for Solutions on Climate" during the Conference of the Parties ("COP") 27th annual climate meeting held at Sharm el-Sheikh in Egypt. It took place on November 10, 2022 as part of COP27, with former U.S. Vice President Al Gore delivering the opening remarks.

Mr Richard Ooi, ASMPT's Head of ESG, who represented ASMPT on the panel discussions, said: "ASMPT is 100 percent committed to the SCC's aims to promote sustainability, reduce emissions and respond to climate change with the combined knowledge and resources of its members."

In 2022, ASMPT's Global HQ in Singapore completed solar panel installations across both its main facilities, with more than 1,200 panels in place. The Singapore project joined other installations in Weymouth (UK) and Huizhou (China), collectively contributing about 5% of these facilities' energy usage. This is a significant step forward, with the Group examining on-site solar energy generation possibilities across its key sites around the world.

As the Global HQ, ASMPT Singapore also took the lead to move to 100% Renewable Energy by utilising Renewable Energy Certificates ("RECs") from a hydro-electric facility in Vietnam. The Group also set plans to gradually phase in renewable energy for all sites over the next few years.



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ENERGY CONSUMPTION

Direct and Indirect Energy Consumption

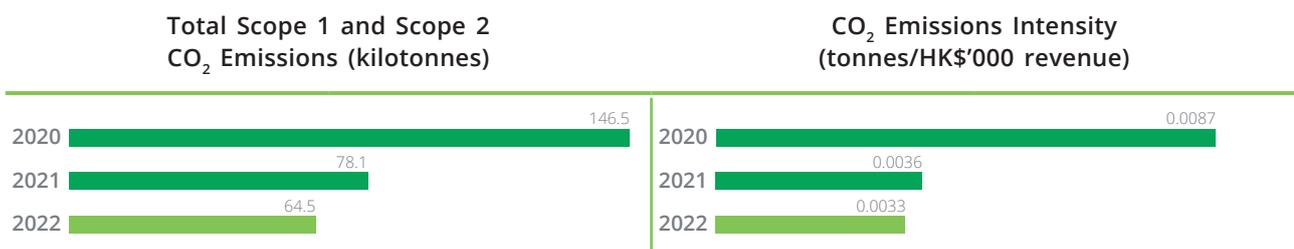
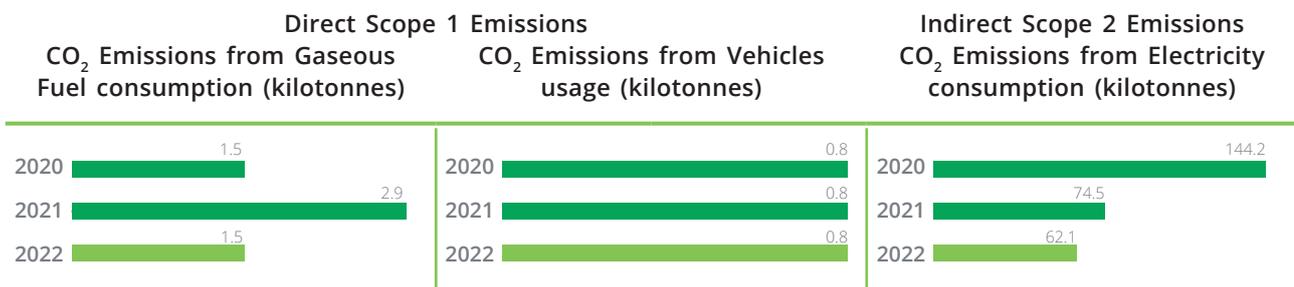


In 2022, the total energy consumption (kWh) decreased by 10.7% while energy consumption intensity (kWh/HK\$'000 revenue) increased marginally by 1.9% compared to 2021. There were several energy efficiency initiatives implemented in 2022. One of these was at the Group's Longgang plant in Shenzhen where completed machines are tested for reliability in a room with a high temperature of 50°C for long durations. To reduce energy consumption, air energy heat pumps were installed. By "pulling" heat from the air and transferring it to the testing room through heat exchange, the heat pumps consumed 70% less electricity compared with traditional electric heaters. This initiative is expected to save more than 100,000 kWh of electricity, which is equivalent to nearly 100 tonnes of carbon dioxide emissions.

People can drive environmental protection and energy conservation. In 2022, ASMPT China's Intelligent Manufacturing Centre launched its Environmental Protection and Energy Conservation Ambassador scheme. These Ambassadors from various departments were trained in topics such as "Carbon Emissions and Climate Change", "Environmental Protection and Energy Conservation" and "Carbon Verification". Working together with the ESG Coalition, these ambassadors will drive environmental protection and energy conservation awareness across the company and to its stakeholders, including influencing colleagues via their knowledge and positive habits.

GREENHOUSE GAS (GHG) EMISSIONS

ASMPT's Scope 1 emissions are generated from use of vehicles and gaseous fuel consumption while Scope 2 emissions are generated from use of purchased electricity.

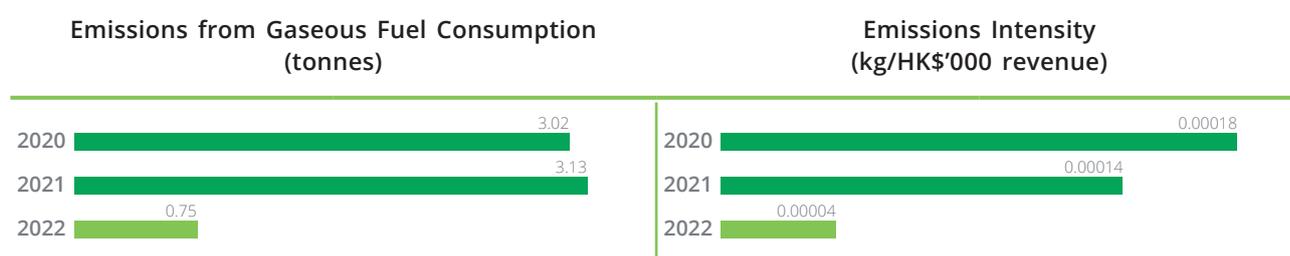


MINIMISING ENVIRONMENTAL IMPACT

The Scope 2 emissions have been restated as 74.5 kilotonnes (from 84.2 kilotonnes) for 2021. This is because a more accurate grid emission factor has been retrospectively applied for one of the manufacturing facilities, which would also ensure better comparability with the 2022 Scope 2 emissions.

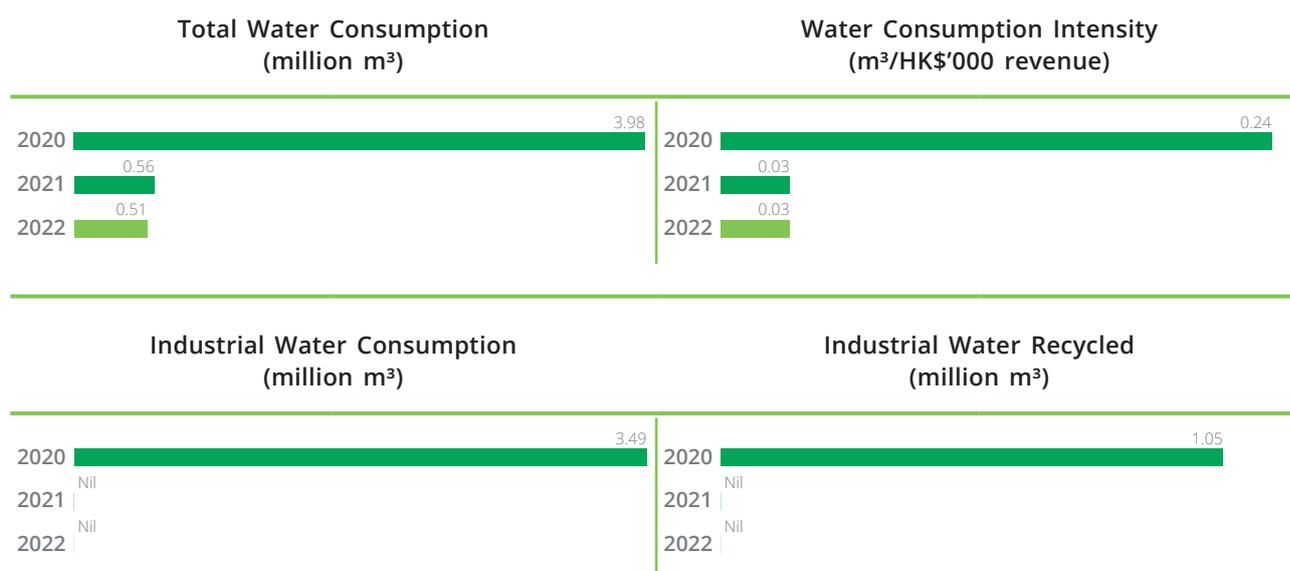
Total Scope 1 and Scope 2 emissions in 2022 decreased by 17.4% while emissions intensity decreased by 8.3% compared to 2021. This was mainly due to ASMPT Singapore's utilisation of RECs and the Group's energy reduction initiatives.

NITROGEN OXIDES (NO_x), SULPHUR OXIDES (SO_x) AND PARTICULATES EMISSIONS



NO_x, SO_x and particulates are atmospheric pollutants from ASMPT's fuel consumption. As they can affect human health and ecosystems, ASMPT ensures that the emission levels are within legal limits and that active steps are taken to reduce such emissions. In 2022, emissions of NO_x, SO_x and particulates decreased by 76.0% whereas the emission intensity per HK\$1,000 revenue decreased by 71.4% compared to 2021, mainly due to the decrease in number of light goods vehicles owned by the Group.

WATER USAGE



In 2021, there was a significant 86% year-on-year decrease in total water consumption (million m³) due to the divestment of the lead frame business, which also contributed to an 88% reduction in consumption intensity. There was no consumption or recycling of industrial water for the Group in 2021 and 2022, as such usage was entirely due to the lead frame manufacturing business of prior years.

MINIMISING ENVIRONMENTAL IMPACT

Notwithstanding the above, the Group continues to reduce waster consumption and generation of wastewater. The machining workshops at the Group’s Longgang plant (“ALG”) conventionally produce more than 100 tonnes of wastewater annually. The wastewater typically needs to be removed from the plant by professional contractors, which can be costly. ALG built evaporation equipment to reclaim water, which is channelled back to the workshop to be re-used. This system is expected to reduce water consumption and reduce generation of wastewater by 80%.

As the Group obtained water from the municipal supplies, the Group did not face any problems in sourcing water fit for its purposes in 2022.

WASTE MANAGEMENT

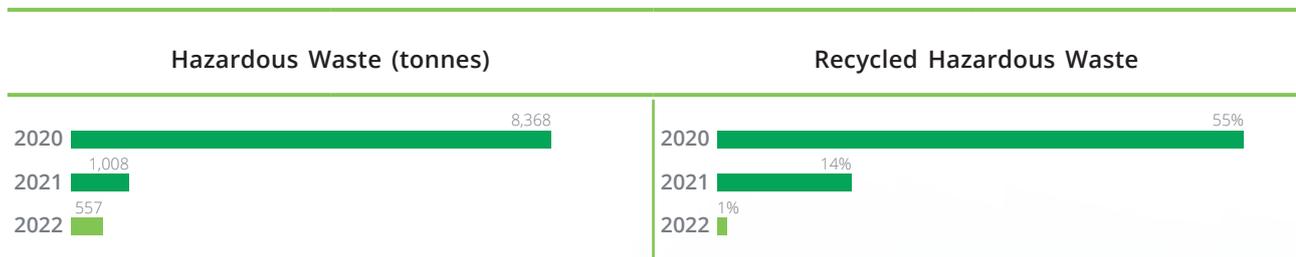
The Group’s waste reduction measures are diligently monitored, including how specific types of waste are handled, in view of their potential adverse impact on surrounding communities. Waste generated is categorised as general waste or hazardous waste. General waste is consolidated and collected by licensed vendors, while hazardous waste is segregated and placed in dedicated waste rooms and disposed of by accredited vendors on a regular basis.

The Group continues to promote the reuse of equipment materials. ‘Materials Recycling Days’ are organised regularly in certain locations, where used materials from the production floor are collected and sorted either to be kept for internal reuse or disposed via external recycling channels. Over the years, the Group has implemented waste reduction and recycling programmes to manage resources more effectively and minimise wastage. Its products incorporate reusable and recyclable materials where possible, and the Group encourages its suppliers to adopt reusable and returnable packaging for shipments.



Across the Group, employees are strongly encouraged to print hardcopies of documents only when absolutely necessary. In ASMPT’s Singapore’s facilities, dedicated recycling bins have been set up to encourage recycling of e-waste, such as electronic appliances and batteries.

The Group generated 557 tonnes of hazardous waste and 3,075 tonnes of non-hazardous waste in 2022. Of these, 1% of hazardous waste and 73% of non-hazardous waste were recycled, with the remainder being disposed of by accredited vendors. The Group is compliant with international standards and local regulations, engaging accredited vendors to handle hazardous waste treatment and disposal.



The sharp drop in hazardous waste in 2022 was contributed primarily by three production locations — slag removal to reduce the amount of cutting fluid waste and filtration to reuse grinding wastewater in Huizhou; clearing of residual hazardous waste pursuant to the divestment of lead frame operations in Singapore; and scaling back of production and consequently less waste materials from the fabrication process in Malaysia. The reduction in hazardous waste produced also meant that less valuable materials could be recovered or recycled.

MINIMISING ENVIRONMENTAL IMPACT

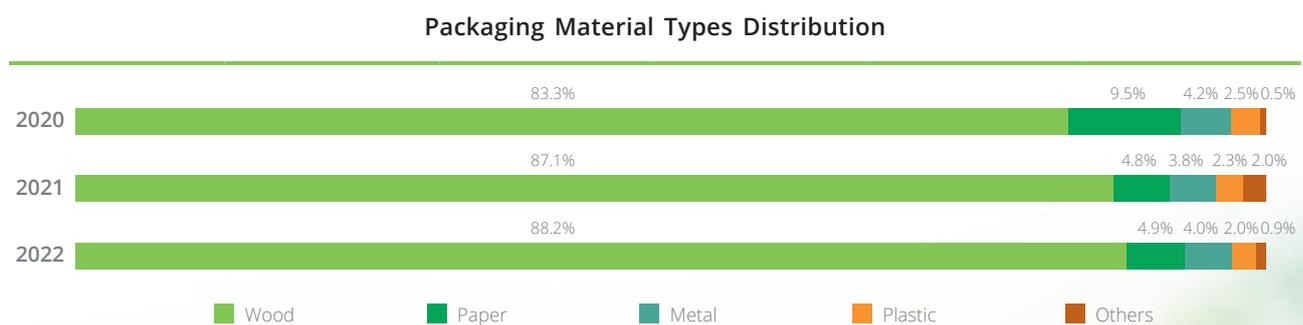
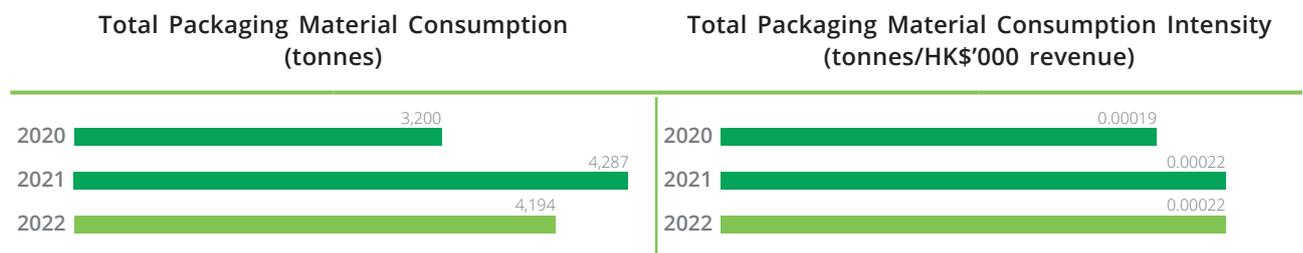


USE OF RESOURCES AND PACKAGING MATERIALS

The Group endeavours to use reusable and recyclable materials in its products to reduce the consumption of raw materials. It also designs products with lower weight and volume wherever possible. Additionally, there is a continuous effort to improve manufacturing processes to reduce machine fabrication hours and the use of materials, thereby conserving energy and material resources.

The Group’s manufacturing operations are designed with exceptionally compact assembly lines to minimise long transport routes, while making the production floor infrastructure (i.e. water, electricity, lighting and air-conditioning) as efficient as possible to optimise logistics within the production plants.

Wherever possible, the Group uses recyclable crates for packaging its large industrial equipment products, and cardboard boxes for common packaging materials. In general, plastic material is kept to a minimum in the Group’s packaging.



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ASMPT Limited has reported in accordance with the GRI Standards 2021 for the period 1 January 2022 to 31 December 2022.

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2-3	Reporting period, frequency and contact point	About This Report	2
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2-5	External assurance	Nil	
2-6	Activities, value chain and other business relationships	About ASMPT	5
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2-11	Chair of the highest governance body	Corporate Governance Report in the Annual Report	
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Report in the Annual Report	
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2-16	Communication of critical concerns	ESG Governance Structure	17
2-17	Collective knowledge of the highest governance body	Corporate Governance Report in the Annual Report	
2-18	Evaluation of the performance of the highest governance body	Corporate Governance Report in the Annual Report	
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2-24	Embedding policy commitments	Labour Practices	35
2-25	Processes to remediate negative impacts	Corporate Environmental Commitment	43

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2-28	Membership associations	Corporate member of Singapore Semiconductor Industry Association and SEMI	
2-29	Approach to stakeholder engagement	Stakeholder Engagement	11
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305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas (GHG) Emissions	48
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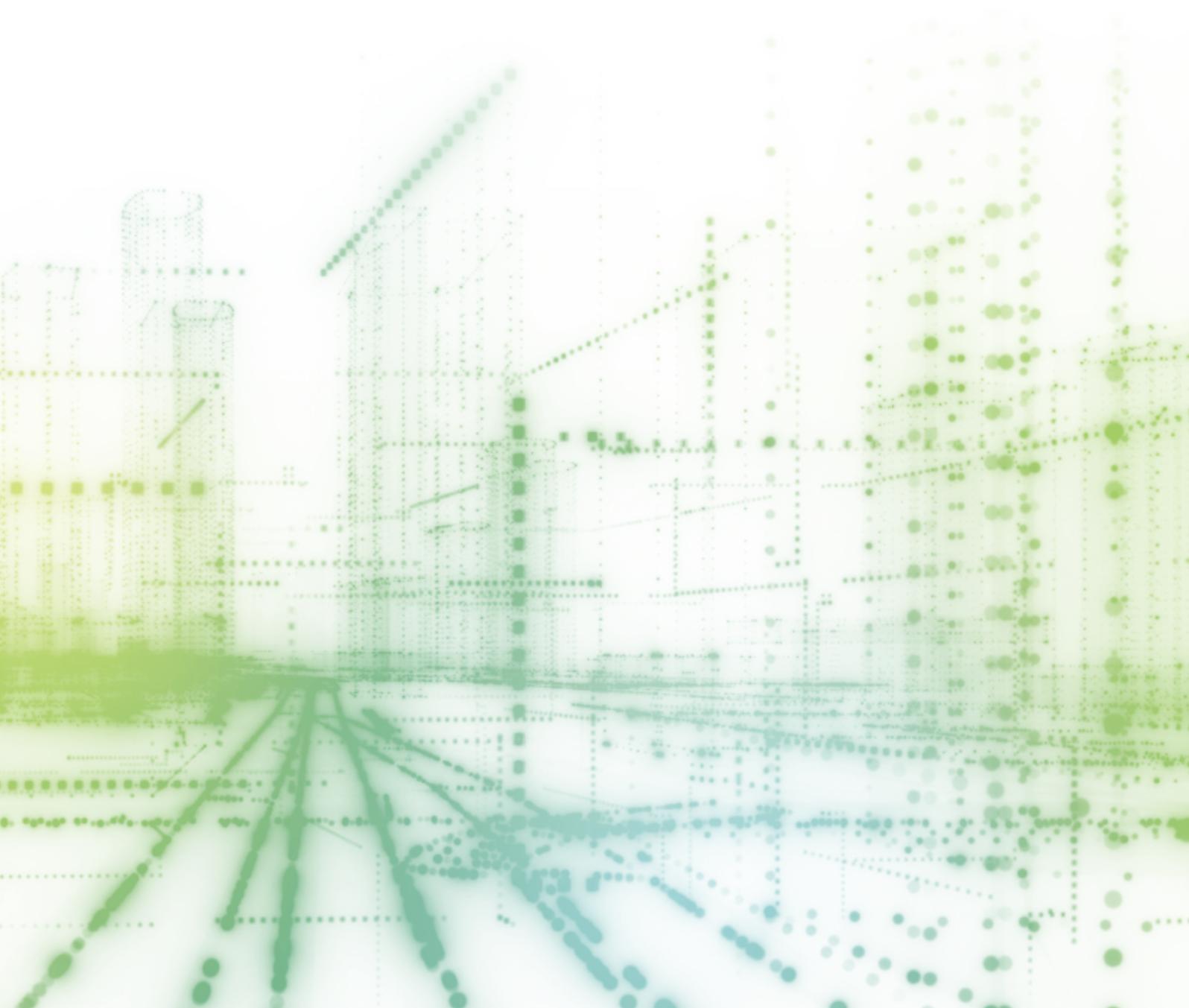


TCFD DISCLOSURES

TCFD Thematic Areas	Recommended Disclosures	References and Remarks
1. Governance Disclose the organisation's governance around climate-related risks and opportunities	a) Describe the Board's oversight of climate-related risks and opportunities	The Board oversees the corporate governance structure and sustainability strategy of the Group, including climate-related issues. Please refer to the ESG Governance Structure and Risk Management sections.
	b) Describe management's role in assessing and managing climate-related risks and opportunities	The Management implements, monitors and reports on ESG performance, including climate-related issues. Please refer to the ESG Governance Structure and Risk Management sections.
2. Strategy Disclose the actual and potential impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term	ASMPT has conducted a comprehensive climate risk assessment in 2022. Please refer to the Climate Risks and Opportunities section.
	b) Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning	Please refer to the Climate Risks and Opportunities and Net-Zero Emissions Roadmap sections.
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	ASMPT adopted two divergent scenarios as part of the climate risk assessment. Please refer to the Climate Risks and Opportunities section.
3. Risk Management Disclose how the organisation identifies, assesses, and manages climate-related risks	a) Describe the organisation's processes for identifying and assessing climate-related risks	A climate-related risk task force was formed in 2022 to assess and report climate-related risks and opportunities. The approach was for this task force to be integrated into the existing corporate risk management framework. Please refer to the Risk Management section.
	b) Describe the organisation's processes for managing climate-related risks	Please refer to the Risk Management section.
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management framework	Please refer to the Risk Management section.

TCFD DISCLOSURES

TCFD Thematic Areas	Recommended Disclosures	References and Remarks
4. Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Please refer to the Climate Risks and Opportunities and Net-Zero Emissions Roadmap sections.
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Please refer to the Greenhouse Gas (GHG) Emissions section.
	c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Please refer to the Net-Zero Emissions Roadmap section.





ASMP T

enabling the
digital world

Corporate Headquarters:
2 Yishun Avenue 7
Singapore 768924
Republic of Singapore

www.asmpt.com

