



仁寶電腦工業股份有限公司
COMPAL ELECTRONICS, INC.

COMPAL Human Rights Policy

Compal promises to create a working environment that respects human rights and dignity and incorporates it as one of its core values. We insist on complying with the labor-related laws and regulations of the place where it operates, and follows the articles including the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization(ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the United Nations Global Compact Ten Principles(UNGC). Our actions are also consistent with the Responsible Business Alliance(RBA) Code of Conduct, treating all persons with dignity and respect.

Scope of Application

The policy applies to all employees working in offices and factory areas within Compal Group, including full-time employees, part-time employees, interns, contract personnel, and extends to subsidiaries, suppliers, customers, partners, joint ventures, and other companies/juridical persons under operational control or majority owned. Based on Compal's human rights policy, Compal has formulated the "Supplier Code of Conduct", requiring suppliers to follow the same standard to prevent any violations of human rights.

Our Commitments

1. Any form of forced labor and human trafficking is prohibited. Employees are free to resign or terminate their employment relationship with prior notice abide by local laws and regulations.
2. Prohibition of child labor and protection of underage workers.
3. Respect employees' rights to freedom of association and collective bargaining, and provide communication channels for free expression of opinions.
4. Comply with applicable laws and regulations related to salary and working hours, promote equal remuneration, provide fair and reasonable remuneration and working conditions, integrate overall economic development trends and implement assessment and improvement continuously.
5. Eliminate all forms of discrimination and inhuman treatment, and ensure that all personnel enjoy equal job opportunities.
6. Provide a safe and healthy working environment to help maintain the physical and mental health of employees.
7. Commit to responsible sourcing of minerals.



仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

8. Comply with local regulations and recognized international standards.
9. Provide an independent grievance mechanism, so that all internal and external stakeholders can provide feedback immediately.
10. Conduct due diligence periodically, including review and assessment of human rights risk topics, establish effective remedial and mitigation measures, promote human rights education and training for employees, and communicate human rights risk management outcome with the external.
11. Ensure the harmony and interests of stakeholders and establish proper two-way communication channels, in order to convey human rights policies to stakeholders.

■ Supplementary Provisions

Article 1 The Principles take effect after approval of the board of directors and also could be revised as the same approval.

Article 2 The Policy was adopted of BOD Meeting on May 8, 2023.

The 1st amendment was approved by the Board of Directors Meeting and entered into force on March 20, 2025.