



仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

Personal Data and Privacy Protection Policy

All employees of COMPAL and personnel of the customers, suppliers, contractors, external consultants and vendors of COMPAL shall be governed by the Regulations. The personal data of the visitors, investors, signatory parties and litigants, the users, personnel of the corporate clients, suppliers and vendors of our products or services, and the applicants for our jobs are also protected by the Regulations.

1. We shall process personal data just for management purpose and within reasonable scope.
2. We shall inform the individuals concerned our ways of using their personal data.
3. Processing of relevant and appropriate personal data in compliance with laws.
4. Keeping a list of personal data by category for processing in the organization.
5. We shall keep personal data only as required or controlled by law or for the legitimate purpose of the organization. We generally keep personal data for a period of 5 years unless otherwise agreed with the parties concerned, or the specific purpose of keeping the data no longer exists or at the expiration of the agreed time limit.
6. We duly respect the rights of individuals over their personal data, including the right to access to the subject matter.
7. Protection of the security of personal data.
8. We only transfer personal data offshore with adequate and appropriate protection.
9. Development and implementation of the personal data management system for the proper pursuit of the policy.
10. Identifying, where appropriate, internal and external stakeholders, and the extent to which they are involved in the governance of the organization's personal data management system.
11. Assuring the specific duties of the personal data management system and assuming the responsibilities thereof.

■ 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 August 13, 2024.