



仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

Environmental Sustainability Policy

Compal is dedicated to achieving balanced and sustainable development across the environment, society, and economy. We acknowledge the potential impact of our products, services, and operations on the environment. To reach our environmental sustainability goals, Compal is continuing to engage in self-improvement from “Sustainable Environment” and “Responsible Manufacturing”. These efforts aim to help mitigate the effects of climate change through “Climate Change Mitigation and Adaptation”, “Water Resource Management”, “Energy Management”, and “Waste Management.”

Compal’s Commitment

1. Compal adheres to the local regulations of its operational sites worldwide and complies with international standards in environmental conservation. We also require our value chain partners, business partners¹ as well as acquired and merged companies (including due diligence and execution during the merger and acquisition process) to follow our lead and comply with environmental laws and policies.
2. Led by Chief Sustainability Officer, the function teams under the Sustainability Committee are responsible for setting up annual targets and taking substantive actions for each key topic. To regular review and track results of sustainability to ensure related activities are implemented and executed and continuously improving operational efficiency and reducing negative environmental impacts.
3. Cultivate corporate environmental and sustainability education to ensure all our employees understand their roles and responsibilities. Additionally, foster a healthy, green lifestyle for employees to raise awareness and encourage them to get involved in environmental policies and sustainability efforts.
4. Establish effective communication channels that align with Compal’s goals and values in environmental sustainability policy to employees, value chain partners, business partners, the local community, and relevant internal and external stakeholders.

¹ Business partners: Including suppliers, service providers, contractors, outsourced suppliers, logistics companies, etc.



仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

Environmental Sustainability Policy

5. Policy Implementation and Management :

- ✓ Green Products and Services: Develop environmentally friendly products and promote the circular economy.
- ✓ Green Manufacturing and Operations: Compal continues to improving on its existing operating models of energy-conservation, water-conservation and waste-reduction. For example, gradually replace energy and water consumption equipment, develop renewable energy and automated production equipment, optimize the waste management model and prompting waste reduction at the source.
- ✓ Green Transportation and Logistics: Optimize packaging design, reduce packaging and plastic usage, reduce packaging volume, enhance transportation efficiency, and minimize energy and resource consumption during transportation.
- ✓ Green Partnerships and Collaboration: Screening and working with business partners and companies being acquired or merged (including due diligence and during merger and acquisition processes), according to their policy and commitment which includes environmental, social and governance considerations. In addition, it is important to prioritize selecting partners and stakeholders whose goals and philosophy align closely with Compal in environmental sustainability.

■ 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 13, 2024.