



仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

COMPAL Biodiversity & No Deforestation Policy

In 2015, the United Nations launched the "2030 Sustainable Development Goals" (SDGs), which set out 17 core goals for global governments and businesses to work towards sustainable development. SDG Goal 14 " Conserve and sustainably use the oceans, seas and marine resources for sustainable development " and SDG Goal 15 " Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss ", pay attention to the impact of human economic activities on the deterioration of the natural environment and loss of biodiversity, which pose a threat to the balance of ecosystems that cannot be ignored.

We uphold the spirit of social responsibility and environmental sustainability, calling on its value chain and partners to support the maintenance of biodiversity and forest conservation jointly, in response to the challenges brought by climate change to the environment and the ecosystem. This policy is based on Compal's commitments and action responsibilities, and applies to Compal, its global subsidiaries with over 50% ownership and operational control, and its key suppliers.

Compal Commitment

1. Perform risk assessment on the dependence and influence of biodiversity and ecosystem services for operational activities near critical biodiversity areas. At the same time, we aim for No Net Loss (NNL) and will sequentially implement Mitigation Hierarchy such as avoidance, minimization, rehabilitation, and compensation to minimize ecological impacts.
2. Actively collaborate with business partners and external stakeholders to support and realize biodiversity conservation and comply with international and local forest-related laws and regulations. Compal also encourages business partners to develop biodiversity and no deforestation policies or commitments. When such policies are initiated by partners, Compal may jointly participate..
3. Encourage suppliers and business partners to plan and conduct biodiversity risk assessments. If their operational activities are close to critical biodiversity areas, urge them



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to adopt measures that can reduce ecological impacts.

4. Adhere to the principle of Zero Net Deforestation to avoid excessive logging of forests.
5. Promote the concept of biodiversity and raise public awareness of ecological conservation to encourage conservation action.
6. Actively respond to initiatives for biodiversity conservation such as the Convention on Biological Diversity (CBD) of the United Nations.

Compal Action

1. To achieve No Net Loss (NNL) on biodiversity, we began sponsoring the Chou-tzu No. 2 Park (now renamed as “Compal Park”) in 1996. We have contributed to the neighboring community by carrying out ecological conservation work. We hope to reduce the urban heat island effect in the limited space available by lowering the temperature in the surrounding areas during the summer, increasing permeability, reducing surface runoff during heavy rain, purifying the air, providing a recreational greening area, and creating an ecological island to maintain biodiversity. Through our dedicated management and maintenance, Compal Park has consistently ranked among the top performers in the annual air quality index evaluation for the Taipei Air Quality Purification Zone.
2. Since 2011, we have been concerned with the issue of land crabs in Kenting and has been advocating the "Protect Marine Ecology" sustainable action initiative. Our action responds to and follows United Nations Sustainable Development Goal 14 as we continue to plan environmental education courses and beach clean-up activities. We also collaborate with partners in the field of environmental protection, social welfare, and media to participate in or respond to activities that advocate environmental sustainability and to promote ecology education and services among local communities.
3. We plan to achieve Net Positive Impact (NPI) on biodiversity at the Beitou Shilin Technology Park project site, after completion of our new office building in 2028. We have committed to communicating with local stakeholders to stimulate positive growth of ecosystem services.

Key Supplier Commitments

1. To uphold Compal’s biodiversity commitment, key suppliers whose operations are near critical biodiversity areas shall assess dependencies and impacts on biodiversity and ecosystem services, and adopt the mitigation hierarchy to achieve No Net Loss (NNL).



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2. Follow the principle of Zero Net Deforestation; avoid excessive forest harvesting.
3. Promote biodiversity awareness and public education on ecological protection.
4. Actively support international biodiversity initiatives such as the Convention on Biological Diversity (CBD).

■ 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.

The 1st amendment was approved by the Board of Directors Meeting and entered into force on August 13, 2024.

The 2nd amendment was approved by the Board of Directors Meeting and entered into force on August 12, 2025