



仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

Labor Policy

Compal abides local laws and regulations in all countries and regions where we operate, also upholds the human rights of all employees of Compal. We respect the human and labor rights of our employees by the Universal Declaration of Human Rights and Ten Principles of The United Nations Global Compact. We also align our actions with the RBA and its Code of Conduct.

1. Ensure the harmony and interests of employees, shareholders and customers.
2. Comply with the national laws and regulations.
3. Commit to protect the labor rights, eliminate any form of forced labor, adhere to the Employer Pays Principle (Zero Recruitment Fee Principle), and implement appropriate recruitment due diligence to continuously uphold a fair and transparent recruitment process, support free choice in occupation, recruit no child labor, and give our employees a fair and humane treatment and freedom of association.
4. In accordance with the overall economic trends, continuously do the assessment and improvement, and adjust the working conditions.
5. Establish good two-way communication channels, and convey our labor policies to our employees, suppliers, and business partners.

■ 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.

The first implementation revision was adopted of BOD Meeting on August 13, 2026.