



# 仁寶電腦工業股份有限公司 COMPAL ELECTRONICS, INC.

## ESH Policy

Compal endeavors to achieve balanced development in economy, environment and society. We understand that all our products, services and activities have potential impact to the environment and community where we conduct business, so we are devoted to environmental protection. When the company needs to conduct business mergers and acquisitions or business cooperation in response to market needs and organizational development, due diligence will be conducted objectively. We are also dedicated to providing a safe and healthy workplace for employees believing that occupational health and safety is the foundation of sound and responsible business operation. We ensure all employees understand their roles and responsibilities and require our suppliers, contractors, outsourcing partners abide by Compal' environmental, safety and health policy to jointly achieve our commitments to the environment and our health and safety performance.

### Scope

This Environmental, health and safety policy is applicable to Compal Group. We take this environment, health and safety policy into consideration in all aspects, and require employees, suppliers, contractor to take actions together with Compal that consistent with the standards of this policy.

1. Set up an environmental, health and safety management unit, led by the top management. We set quantitative goals and prioritize actions every year. In the meantime, continuously to implement, promote, supervise, and improve related plans to ensure the achievement of goals and effective implementation of the system.
2. Comply with ISO standard, the relevant laws and commit ourselves to going beyond industry standards.
3. Stay abreast of global climate change issues, commit to the use of renewable energy, strive to improve energy efficiency actively and prevent pollution. In addition, setting energy use and waste reduction targets, increasing resource productivity and reducing environmental impact.



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4. Sharing sustainable expertise and experience with suppliers and value chain partners to exert social influence.
5. Employ green design, carefully select suppliers and materials, and provide safe products with low environment impact.
6. Provide a healthy and safe working environment, as well as safe drinking water, sanitation, and hygiene (WASH) facilities, to maintain the physical and mental health of workers.
7. Ensure open communication channels to encourage active participation of employees and employee representatives in the consultation, negotiation, and decision-making of company safety and health matters. Through training and advocacy, deepen employees' awareness to continuously improve and enhance environmental, health, and safety performance.

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