



Human Rights Report

Compal Electronics, Inc. **2024**



JULY, 2025

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About This Report

Purpose of this Human Rights Report

Compal referencing international frameworks and trends in human rights management, aims to enhance transparency through the disclosure of risk assessments, mitigation measures, remedial mechanisms, grievance handling, and human rights training efforts. This report reflects Compal's commitment to social responsibility and sustainable development, and represents the company's ongoing efforts in human rights management.

Reference Frameworks and Standards

- Responsible Business Alliance (RBA) Code of Conduct
- OECD Due Diligence Guidance for Responsible Business Conduct
- United Nations Guiding Principles on Business and Human Rights (UNGPs)

Scope of Disclosure

The scope of Compal's human rights policies and risk assessments covers its own operations (including subsidiaries), Tier-1 suppliers, contractors, and joint ventures.

Publication of this Human Rights Report

This report was published in July, 2025, and covers human rights management practices at Compal from January 1 to December 31, 2024.

I. Putting Human Rights into Practice

1.1 Compal's Commitment to human rights

Compal has established 'Human Rights Policy' that is reviewed and revised periodically in reference to global sustainability issues and the progress of human rights management. All revisions are supervised and approved by the Board of Directors. The full policy is publicly available on [Compal's sustainability website](#).



Compal Human Rights Policy

Compal promises to create a working environment that respects human rights and dignity and incorporates it as one of its core values. We insist on complying with the labor-related laws and regulations of the place where it operates, and follows the articles including the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the United Nations Global Compact Ten Principles (UNGC). Our actions are also consistent with the Responsible Business Alliance (RBA) Code of Conduct, treating all persons with dignity and respect.

Scope of Application

The policy applies to all employees working in offices and factory areas within Compal Group, including full-time employees, part-time employees, interns, contract personnel, and extends to subsidiaries, suppliers, customers, partners, joint ventures, and other companies/juridical persons under operational control or majority owned. Based on Compal's human rights policy, Compal has formulated the "Supplier Code of Conduct", requiring suppliers to follow the same standard to prevent any violations of human rights.

Our Commitments

1. Any form of forced labor and human trafficking is prohibited. Employees are free to resign or terminate their employment relationship with prior notice abide by local laws and regulations.
2. Prohibition of child labor and protection of underage workers.
3. Respect employees' rights to freedom of association and collective bargaining, and provide communication channels for free expression of opinions.
4. Comply with applicable laws and regulations related to salary and working hours, promote equal remuneration, provide fair and reasonable remuneration and working conditions, integrate overall economic development trends and implement assessment and improvement continuously.
5. Eliminate all forms of discrimination and inhuman treatment, and ensure that all personnel enjoy equal job opportunities.
6. Provide a safe and healthy working environment to help maintain the physical and mental health of employees.
7. Commit to responsible sourcing of minerals.
8. Comply with local regulations and recognized international standards.
9. Provide an independent grievance mechanism, so that all internal and external stakeholders can provide feedback immediately.
10. Conduct due diligence periodically, including review and assessment of human rights risk topics, establish effective remedial and mitigation measures, promote human rights education and training for employees, and communicate human rights risk management outcome with the external.
11. Ensure the harmony and interests of stakeholders and establish proper two-way communication channels, in order to convey human rights policies to stakeholders.

Compal has also established several human rights-related policies and commitments, such as the 'Supplier Code of Conduct', '[Non-Discrimination and Anti-Harassment Policy](#)', '[Environmental Health and Safety Policy](#)', and 'Labor Practice Commitment'. Through training programs, such as the supplier-focused 'ESG GO Training platform', Compal conveys the content of its human rights policies and its commitment to human rights to stakeholders.

Policies	Contents Summary
Human Rights Policy	Commit to respecting internationally recognized human rights frameworks and standards, and establish a management policy that is applied to the value chain.
Non-Discrimination and Anti-Harassment Policy	Commit to prohibit all forms of discrimination and harassment. Compal has established a grievance mechanisms and investigation procedures, and provides remedy. The company has established disciplinary measures.
Environmental Health and Safety Policy	Require suppliers and contractors to comply with Compal’s environmental health and safety (EHS) policy, such as setting quantitative targets and action plan priorities, and providing a safe and healthy workplace environment and communication channels for employees.
Compal’s Supplier Code of Conduct	Require suppliers to comply with the Code of Conduct and local laws and regulations. Aim to improve working conditions through audits and corrective actions. The Code of Conduct is structured into five sections: A. Labor, B. Health & Safety, C. Environment, D. Ethics, and E. Management Systems.
Labor Practice Commitment	Commit to ensuring reasonable working hours and welfare, compensation and leave systems, employee participation and representation mechanisms, etc.

1.2 Human Rights Governance Structure

To fulfill its commitment to sustainable development, Compal has established a Sustainability Committee, responsible for formulating related policies, annual plans, strategic directions, and implementation plans. The company has set up a ESG Office to lead top-down implementation. The ESG Office organizes ten functional teams based on four aspects—Economy, Environment, Society, and Governance (EESG)—with the heads of related businesses, such as HR, EHS, and Procurement, jointly overseeing human rights issues. These teams report semiannually to the Chief Sustainability Officer, who presents overall EESG performance to the Committee. In 2024, the Committee held six meetings and regularly reported sustainable development plans and strategies to the Board of Directors, which evaluates and reviews the execution as needed.



1.3 Human Rights Training

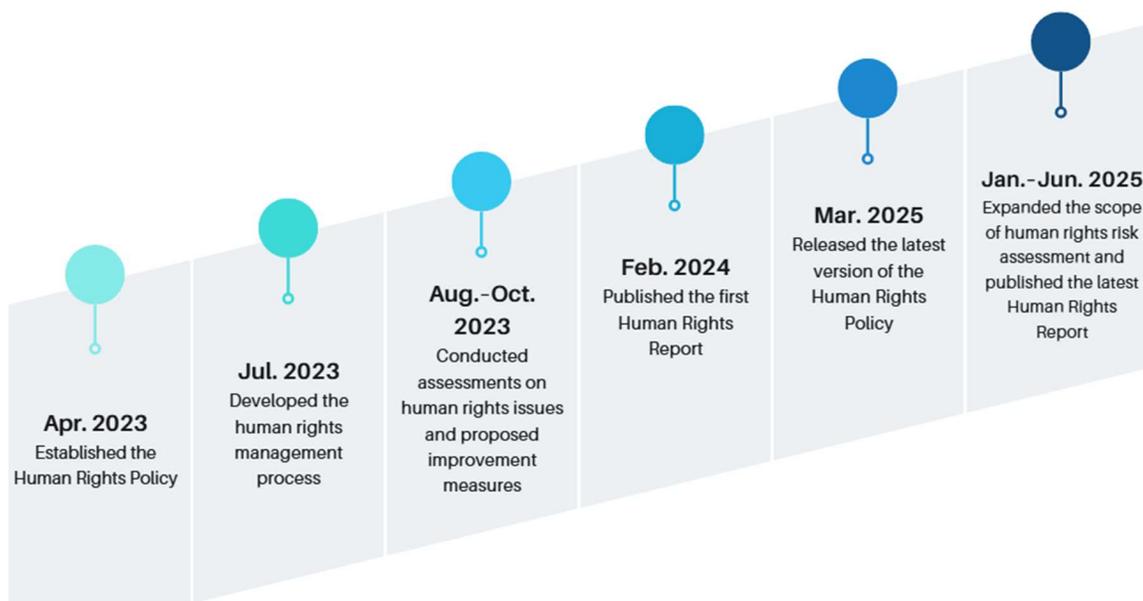
Compal believes that everyone should have fair opportunities and committed to fostering a diverse and inclusive workplace. Between 2023 and 2025, the company is advancing a 'Multicultural Enhancement Program' to create an environment where all individuals can reach their potential. The table below shows the results of human rights-related training conducted in 2024:

Training Topic	Trainee Groups	No. of Participants	Pass Rate (%)
Human Rights Policy Advocacy	Direct and indirect employees in the main sites	87,488	98.8
Workplace Misconduct & Sexual Harassment Prevention	All employees in Taiwan (including Taiwanese expatriate employees)	6,690	90.3
Supervisor Plus – Sexual Harassment Prevention Regulation	Management-level employees in Taiwan (including Taiwanese expatriate employees)	2,143	85.9
New Employee Orientation (including Workplace Violence Prevention)	New hires in Taiwan and newly hired Taiwanese expatriate employees	474	98.5
Establishing fundamental multicultural awareness	All employees in Taiwan	6,804	100
Promoting inclusive communication and collaboration	All employees in Taiwan	1,245	100
	Management-level employees in Taiwan	1,670	100
RBA Code of Conduct Advocacy	Migrant workers in Pingzhen Plant	445	100
Information Security	Migrant workers in Pingzhen Plant	445	100

As for the suppliers in Compal’s value chain, Compal encourages suppliers to jointly promote ESG and sustainable development. Tier-1 Critical suppliers are required to sign the Compal Supplier Code of Conduct. In addition, online training courses—including the Supplier Code of Conduct, sexual harassment prevention, and human rights policy advocacy—are available on Compal’s supplier platform “ESG GO Training platform”, enabling suppliers to access the materials and enhance their understanding of human rights topics. In 2024, Compal hosted two supplier conferences. For more details, please refer to Chapter 8 " Sustainability Partners " in the 2024 Sustainability Report.

1.4 Human Rights Management Milestones

To demonstrate continuous improvement in human rights management, Compal has established key milestones as follows:

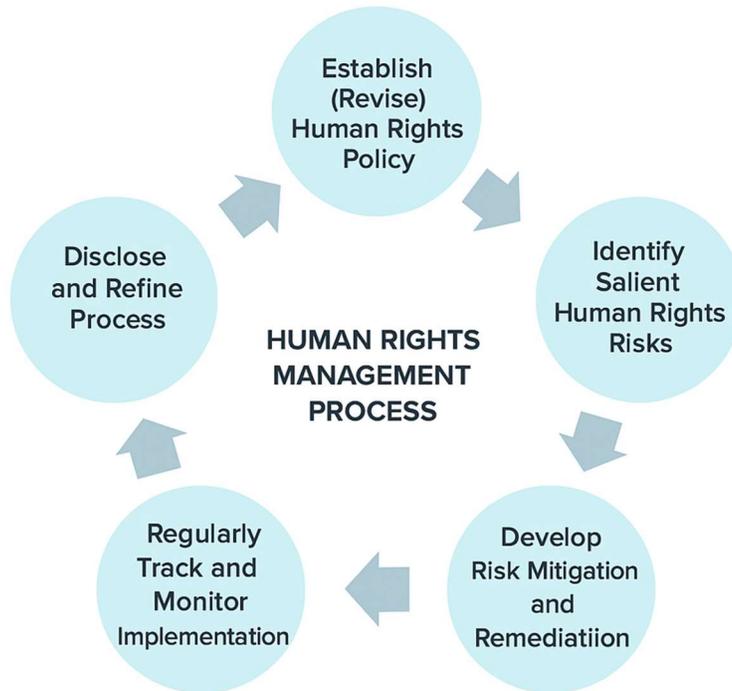


2. Stakeholders and Scope of Concern

2.1 Human Rights Risk Assessment Mechanism

Compal has established a management mechanism for regularly conducting human rights risk assessments. Compal references the RBA Code of Conduct and the latest trends in international electronics industry human rights issues and regularly reviews and adjusts its list of potential human rights issues as the basis for designing human rights risk assessments. Compal's mechanism for assessing human rights risk issues covers value chain stakeholders, including our own operational scope, Tier 1 suppliers, contractors, and joint ventures. The assessment process also incorporates evaluating the potential risks of these issues for diverse groups, including children, women, indigenous people, and foreign migrant workers. For identified salient human rights issues, we develop risk mitigation and remediation measures and track the performance of implementation annually in each operational site.

Compal Human Rights Management Process



2.2 Human Rights Risk Assessment Results

In 2024, Compal conducted human rights risk assessments covering direct and indirect employees (including women, Indigenous peoples, and foreign migrant workers), as well as subsidiaries, tier-1 suppliers, contractors, and joint ventures. Questionnaires were used to evaluate the likelihood and severity of various human rights issues. International human rights risk analysis tools and databases were also taken into consideration for identifying salient human rights issues. Following the results of analysis and the internal discussion, the salient human rights issues identified in 2024 were: excessive working hours, occupational health and safety, freedom of association, and the right to collective bargaining.

Mitigation measures and remediation of salient issues were developed. To ensure the minimization of human rights risk, the company incorporated them into the follow-up monitoring process. There were no reported cases of child labor, Indigenous rights violations, or forced labor at Compal's operating sites in 2024.

2024 Human Rights Risk Assessment Results

Human Rights Issues	Value Chain Stakeholders	Assessment Coverage (%)	Percentage at Risk (%)	Mitigation Measures Coverage (%)
<ul style="list-style-type: none"> • Forced Labor • Human Trafficking • Freedom of Association • The Right to Collective Bargaining • Unequal Pay for Equal Work • Discrimination and Inequality • Harassment & Sexual Harassment • Excessive Working Hours • Occupational Health & Safety • Child and Minor Labor 	Direct & Indirect Employees	100%	40%	100%
	Subsidiaries			
	Tier-1 Suppliers, Contractors	100%	73%	100%
	Joint Ventures	100%	36%	100%

Note:

1. Assessment Coverage(%): the percentage of conducting human rights assessment, including Compal's own operations, subsidiaries, tier-1 suppliers, contractors and joint ventures.
2. Percentage at Risk (%) : the percentage of each stakeholders exceeding salient standards.
3. Mitigation Measures Coverage(%) : the percentage of risk mitigation measures applicable to various stakeholders.



Salient Human Rights Issues

Issue	Description
Excessive Working Hours	When an employee's total working hours significantly exceed the following conditions: more than 60 hours per week (including overtime), or in violation of local laws.
Occupational Health & Safety	Accidental injuries or illnesses of employees in the course of work tasks may be caused by failure to identify and control the health and safety risks that employees may face in advance, failure to carry out or difficulty in implementing occupational safety and health education and training, and inadequate or inadequate safety and health equipment or inability to perform their proper functions.
Freedom of Association	Employees are unable or restricted from joining, organizing or operating associations or unions without prior approval or interference.
The Right to Collective Bargaining	Employees are unable or restricted from collectively negotiating employment contracts and working conditions with employers.

3. Management of Salient Human Rights Issues

3.1 Policies and Management Approach

As a member of the RBA, Compal adheres to its Code of Conduct to protect the rights of employees and stakeholders. For each salient human rights issue, Compal has established the following management policies:

Issue	Affected Stakeholders	Management Policies
Occupational Health and Safety	All employees	<ul style="list-style-type: none"> ● Environmental Health and Safety Policy (EHS Policy) ● 25 internal EHS guidelines and handbooks
	Suppliers / Contractors	<ul style="list-style-type: none"> ● Supplier Code of Conduct ● Compliance with RBA Code of Conduct ● Additional local contractor EHS management procedures (e.g., Pingzhen, Kunshan)
Excessive Working Hours	All employees	<ul style="list-style-type: none"> ● Labor Policy and Labor Practice Commitment ● Compal’s internal labor rules and personnel management regulations
	Suppliers	<ul style="list-style-type: none"> ● Supplier Code of Conduct ● Compliance with RBA Code of Conduct
Freedom of Association & The Right to Collective Bargaining	All employees	<ul style="list-style-type: none"> ● Freedom of Association and Collective Bargaining Procedure Documentation
	Suppliers	<ul style="list-style-type: none"> ● Supplier Code of Conduct ● Compliance with RBA Code of Conduct

Salient Issue	Employee Management Approach	Supplier / Contractor Management Approach
Occupational Health and Safety	Establish environmental health and safety policies to build occupational safety management systems. Conduct regular emergency prevention and fire drills. Provide and promote EHS training. Each site has “Workplace Safety and Hygiene Management” procedure to strictly control workplace details, ensuring safety for all on-site employees.	<ul style="list-style-type: none"> ● Suppliers are required to sign Compal’s procurement agreement part of the procurement process and must comply with international quality and environmental standards. ESG performance is also incorporated into supplier selection criteria. ● Contracts stipulate that suppliers or contractors must strictly comply with occupational health and safety regulations, and ensure compliance prior to acceptance and commencement of construction or engineering work.
Excessive Working Hours	Establish work rules and HR policies that include clear standards on wages, working hours, leaves, retirement pay, health insurance, and work injury compensation—all in line with labor laws.	

Freedom of Association	In accordance with the “Regulations on Labor-Management Meetings” issued by the Ministry of Labor, the company has a “Freedom of Association and Collective Bargaining Procedure.” Compal ensures that all employees enjoy the right to freely associate, engage in collective bargaining, and participate in peaceful consultation and union activities. In Taiwan, labor representation complies with government regulations; in regions such as China, Vietnam and Brazil, labor unions have been established.	<ul style="list-style-type: none"> ● In 2024, Compal updated its Supplier Code of Conduct based on the latest RBA 8.0 Code of Conduct integrating 14 internal sustainability policies. ● New supplier evaluations take ESG threshold into consideration, including occupational health and safety. ● Compal utilizes a Supplier ESC Risk Assessment to evaluate supplier performance on sustainability issues such as human rights, labor relations and health and safety.
The Right to Collective Bargaining		

3.2 Risk Mitigation Measures

Compal has developed mitigation measures for each salient human rights issue identified across its value chain, including:



Value Chain Nodes: Direct Employees, Indirect Employees, Subsidiaries

Salient Human Rights Issue	Covered Sites for Mitigation Measures	Mitigation Measures
Occupational Health & Safety		<ul style="list-style-type: none"> ● Employees must follow operational standards, hold a valid certifications, and wear protective gear during work processes. ● Conduct regular inspections of hazardous equipment to ensure safety. ● Perform annual hazard identification and risk assessment, prioritizing the substitution of hazardous substances or processes. ● Provide regular health check-ups for high-risk employees and conduct annual health monitoring for all other employees. ● We regularly conduct safety education and emergency response drills for employees.
Excessive Working Hours	Headquarters and other 15 operational sites	<ul style="list-style-type: none"> ● We engage in effective communication with clients to provide reasonable delivery cycles. ● We optimize production scheduling based on existing orders and the present workforce and aim to arrange the least possible working hours. ● Awareness-raising sessions for supervisors and internal audits by departmental assistants help ensure that weekly working hours do not exceed 60 hours ● We use a system to monitor working hours, with daily email reminders sent to departments regarding overtime situations. Some operational sites: display current/projected accumulated overtime hours on overtime slips (Taipei HQ); adjust the CEM operation schedule (Brazil Plant); adhere to SA8000 standards (Mexico Plant); task HR departments to conduct weekly monitoring (Brazil and U.S. Plants); and provide automatic

		alerts through the employee reporting system (Pingzhen Plant).
Freedom of Association		<ul style="list-style-type: none"> ● Adhering to the Ministry of Labor's "Regulations for Implementing Labor-Management Meeting," employees enjoy the right to freely and voluntarily form associations. Some operational sites have established labor unions, which all employees can join without paying membership fees (Kunshan Plant). ● We provide internal support measures, including grievance channels and suggestion boxes, to facilitate rational dialogue.
The Right to Collective Bargaining		<ul style="list-style-type: none"> ● We establish labor-management committees or unions to negotiate with employees and provide diverse communication channels for timely employee feedback, thus fostering positive labor-employer relations. ● We periodically evaluate negotiation mechanisms to optimize communication methods and prevent future conflicts.



Value Chain Nodes: Tier 1 Suppliers, Contractors, Joint Ventures

Salient Human Rights Issues	Mitigation Measures
<ul style="list-style-type: none"> ● Occupational Health & Safety ● Excessive Working Hours ● Freedom of Association ● The Right to Collective Bargaining 	<ul style="list-style-type: none"> ● The Human Rights Policy includes commitments to a safe and healthy work environment, compliance with working hour regulations, and respect for freedom of association and collective bargaining. These policies apply to all employees, suppliers, contractors, and joint venture. ● Compal's <i>Supplier Code of Conduct</i> requires suppliers to comply with the RBA Code of Conduct which includes ESG-related standards and requirements. Training materials is publicly available on Compal's supplier platform. ● Annual "Supplier ESG Risk Assessment" are issued to evaluate ESG compliance, covering topics like occupational safety and health. Results are used to categorize suppliers into high, medium, or low risk. Compal implements appropriate management based on different levels of risk. ● ESG thresholds is conducted among supplier evaluation, including metrics related to occupational health and safety. ● Through annual supplier conference, Compal keeps communicating and engaging with suppliers to help improve suppliers' ESG performance. ● Compal's Pingzhen and Kunshan plant require contractors to comply with internal EHS procedures and sign commitment letters, ensuring that project-related activities meet EHS requirements. ● Public disclosures and sustainability reports of joint ventures are reviewed to assess management practices related to occupational health and safety, working hours, freedom of association and the rights to collective bargaining.

3.3 Management and Tracking

Compal tracks the implementation of risk mitigation and remedy measures regularly to ensure effectiveness. For 2023, high-risk human rights issues were working hours, occupational safety, and Work-related injuries and occupational diseases. In 2024, tracking was conducted at sites including Taiwan (Taipei HQ, Pingzhen plant), China (Kunshan, Chengdu, Chongqing plant), Vietnam, and the U.S.

Tracking Summary for 2024:

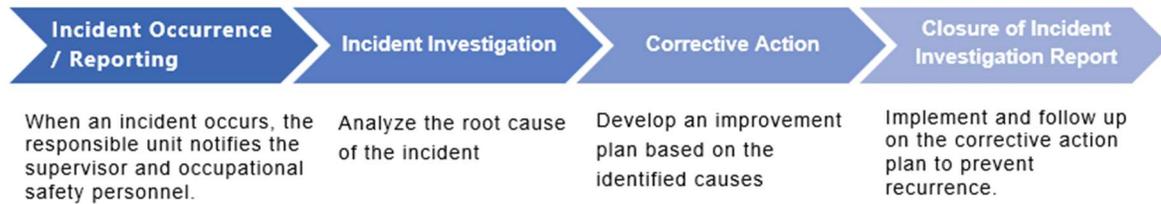
2023 Issues	Mitigation Measures	Tracking performance in 2024
Working Hours	<ol style="list-style-type: none"> 1. Conduct proactive communication and negotiation with customers to secure reasonable delivery schedules in advance; regularly provide pre-employment skills training to improve employee productivity and job proficiency, thereby reducing the need for overtime. 2. Conduct briefing sessions with line supervisors to reinforce the policy that weekly working hours shall not exceed 60 hours; assign department assistants to perform internal audits accordingly. 3. Utilize a working hours control system with daily email alerts sent to each department, flagging overtime situations. 	<ol style="list-style-type: none"> 1. Employees have received comprehensive pre-employment skills training and undergone evaluations. 2. The importance of maintaining weekly working hours under 60 hours has been emphasized, with strengthened internal communication efforts. 3. Employee attendance on Sundays or the seventh consecutive workday is monitored and controlled via access card swipe systems.
Occupational Safety	<ol style="list-style-type: none"> 1. Conduct hazardous operations in accordance with the Hazardous Work Management Guidelines. 2. Provide certified personal protective equipment (PPE) to personnel engaged in hazardous tasks. Employees must wear the PPE properly and hold valid occupational training certificates before performing such operations. 3. High-risk operations (e.g., working at heights) must be reviewed and approved by both the EHS department and the plant director prior to execution. 4. Substitute hazardous materials or processes where feasible. If substitution is not possible, prioritize engineering controls, supplemented by PPE and administrative controls to reduce risks. 5. Conduct regular inspections of mechanical equipment in the factory and by suppliers to ensure operational safety. 	<ol style="list-style-type: none"> 1. Relevant personnel have been scheduled for regular training to familiarize themselves with the Hazardous Work Management Guidelines, thereby reducing operational risks. 2. Employees performing hazardous tasks are equipped with PPE that meets national standards—such as protective clothing, safety goggles, helmets, and harnesses. Equipment condition is regularly checked, and all personnel receive pre-job safety training. 3. All hazardous operations within the factory have undergone strict review by the EHS department and plant director. The review includes feasibility of the operation plan and adequacy of safety measures. Employees are required to hold valid occupational safety certifications before starting work. In addition, external contractors must submit work permit applications and obtain proper authorization. Special operations personnel must hold a valid Special Operations Certificate issued by the Emergency Management Bureau. 4. Actively identify and adopt alternative materials or processes to reduce the use and risks of harmful solvents. Where

	<p>6. Implement centralized storage management for hazardous liquids in controlled zones under dedicated personnel supervision.</p>	<p>substitution is not feasible, engineering controls—such as improved ventilation—are prioritized to minimize health risks to employees.</p> <p>5. Regular and detailed inspections and maintenance of machinery are conducted jointly with suppliers. Faults and hidden hazards are promptly addressed to keep equipment in optimal working condition and reduce safety incidents caused by mechanical failure.</p> <p>6. Hazardous liquids are centrally managed in designated control zones with restricted access. These areas are equipped with explosion-proof cameras, combustible gas detectors, and automatic fire suppression systems. Strict entry/exit procedures and safety signage are implemented, and regular inspections are conducted to prevent expired chemical storage.</p>
<p>Work-related injuries and occupational diseases</p>	<ol style="list-style-type: none"> 1. Rationally allocate workspaces by centralizing operations with occupational hazards in designated areas to facilitate monitoring and minimize potential harm. 2. Conduct regular pre-employment, on-the-job, and post-employment health examinations for employees in high-risk positions. 3. In response to occupational injury incidents, follow the “Four No Let-Go” principle, and implement job risk classification management based on the level of occupational risk. 4. Install foolproof (fail-safe) measures on equipment and facilities identified as high-risk to reduce the occurrence of workplace injuries. 	<ol style="list-style-type: none"> 1. Workstations have been rationally planned and arranged—for example, repair posts near the production line have been centralized into dedicated maintenance zones, with clear warning signs installed. Monitoring and management in these areas have been enhanced to effectively control occupational hazards and protect employee health. 2. Employees in high-risk roles are scheduled for regular pre-job, on-the-job, and post-exit health examinations, conducted through professional health institutions to comprehensively assess employee health status. If any occupational disease symptoms or risks are identified, the affected employee is immediately reassigned and re-evaluated. No suspected cases of occupational diseases or contraindications have been found. Additional protective measures have also been implemented for positions with higher risk. 3. For incidents involving work-related injuries, the “Four No Let-Go” principle is strictly applied: <ul style="list-style-type: none"> • No let-go if the cause of the accident is unclear, • No let-go if responsible persons are not held accountable,

		<ul style="list-style-type: none"> • No let-go if corrective actions are not implemented, • No let-go if relevant personnel are not educated. <p>For example, in a case where an employee’s finger was injured due to operational error, a thorough investigation was conducted, responsible personnel were held accountable, corrective measures were established and monitored, and safety education was provided to all employees to prevent recurrence.</p> <p>4. Foolproof mechanisms have been installed on high-risk equipment and facilities. Examples include:</p> <ul style="list-style-type: none"> • Infrared sensors: Automatically detect employee movements. If any body part enters the sensor area, the machine immediately stops to prevent injury. • Two-hand start buttons: Installed on high-risk machines (e.g., compression fixtures), requiring both hands to be pressed to initiate operation. If either button is released during operation, the machine stops automatically, effectively preventing hand injuries from misoperation. Additional safety enhancements have also been made based on risk assessments, such as installing bridge crossovers over conveyors and modifying platform stairways.
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3.4 Remedy Process

Among the salient human rights issues identified in 2024, the most prominent negative impact was related to occupational health and safety. A total of 33 incidents occurred across sites, with the main types of injuries being slips, crush injuries, and cuts. When an occupational accident or natural disaster-related injury occurs, the affected unit must follow the occupational health and safety management procedure. This includes notifying supervisors and relevant departments, completing an incident investigation form, and launching the investigation process. The investigation considers environmental (equipment layout, source of injury, safety measures, and accident location) and human (sequence of events, response, affected person’s actions, normal operating procedures, witness accounts) factors. Remedy measures are defined based on root causes. For any type of occupational injury including fatalities, disabilities, minor injuries, and commuting accidents, it is necessary to first report to the direct supervisor and go to the hospital for examination and emergency treatment. All incidents must be reported to the EHS team within three hours regardless of severity.



Compal has continued to manage and improve relevant issues based on the findings from internal and external RBA audits conducted at its operating sites in 2024. The primary sites related to the identified salient human rights issues include the Pingzhen Plant in Taiwan, the Kunshan Plant in China, and the Vietnam Plant. The management of issues include control of excessive working hours, administration of paid leave, enhanced signage in fire pump rooms and emergency exits, multilingual signage in cafeterias, and optimization of food placement practices. All identified issues have been successfully managed and resolved.

In addition, for the salient human rights issues identified in this cycle, if actual adverse impacts occur, Compal has established predefined remedy measures. Based on the nature and severity of each case, remedy measures are implemented according to existing management policies and past experience, with the aim of restoring or mitigating the adverse impacts as much as possible. Please refer to the table below for details.



Value Chain Nodes: Direct and Indirect Employees

Salient Human Rights Issue	Remediation Measures
Occupational Health & Safety	<ul style="list-style-type: none"> Specialized personnel are assigned to perform pre-work inspection, inspection during the operations and post-work inspection to reduce operational accidents. We strengthen safety education, conduct timely reviews after incidents, and prevent health risks through immediate inspections. We provide necessary assistance for work-related injuries, vehicle accidents, and severe illnesses, to ensure that employees receive timely aid.
Excessive Working Hours	<ul style="list-style-type: none"> The system sets a weekly working hour cap of 60 hours; those whose working hours exceed this benchmark cannot file further overtime applications. Some locations also send weekly emails to management departments head with a "List of Employees Who Have Reached the Overtime Limit" (Taipei HQ).
Freedom of Association	<ul style="list-style-type: none"> Seek external mediation to protect rights when necessary, increase information transparency, and propose specific solutions for issues to avoid misunderstandings, interference, or conflict.
The Right to Collective Bargaining	



Value Chain Nodes: Tier-1 Suppliers, Contractors, Joint Ventures

Salient Human Rights Issue	Remediation Measures
<ul style="list-style-type: none"> • Occupational Health & Safety • Excessive Working Hours • Freedom of Association • The Right to Collective Bargaining 	<ul style="list-style-type: none"> • Compal requires suppliers to devise and execute improvement plans for all levels of defects. Suppliers receive support on the execution of improvement plans including guidance and recommendations. • If a high-risk supplier is notified three consecutive times but made no substantive improvements, Compal will consider reducing the number of new projects that the supplier receives or cut back on future purchases. In serious cases, the supplier will be removed from the qualified suppliers list.

3.5 Grievance Mechanism

Compal values employees’ rights to freely express opinions and raise concerns. Through diversified and orderly communication channels and grievance mechanisms, the company actively fosters positive labor relations. Feedback or complaints collected through global grievance channels are compiled and, if involving human rights-related topics, referred to the appropriate departments for resolution. The summary of global employee grievance channels is as follows:



Internal Communication Channels

Channel	Main Communication Contents
Physical mail box	Physical mailboxes used at plant sites for feedback and suggestions.
Unlawful infringement in the workplace mail box	Sexual harassment and bullying in the workplace: sh@compal.com
Email	E-mail addresses at each plant:
©Plant emails, employee suggestion boxes, IT/general admin maintenance	Opinion@compal.com , Careyou_CQ@compal.com for feedback (Employees can write signed or anonymous letters to the suggestion box. Priority is given to signed correspondence that allows for direct responses.)
Telephone communication	Plant telephone
Compal 580	Employees can register for 580 online consultations to make inquiries and provide feedback/suggestions.
WeChat 580	Employees can register for WeChat 580 online consultations to make inquiries, and provide feedback/suggestions.
Consultation Hotline	Employees can use our employee hotline to make inquiries, and provide feedback/suggestions.
Home of Hope	We have set up counseling room at the employee dormitory to provide interview and consultation services.
Designated Production	Production line employees can also talk to their production line

Line Supervisor	supervisor at any time, whether to make an enquiry or to provide feedback/suggestions.
Interview Room	We have set up interview room at our corporate HR office where employees can easily locate the responsible personnel for their feedback/suggestion to guarantee protection of their personal privacy.
Forum	The Company hosts seminars for new hires, special employees, and all employees.
Line Inspection	Employee counselors and SR personnel periodically visit the shop floor
Employee Care Zone roster	Personnel are rostered to answer employee inquiries at the Employee Care Zone.
580 Mailbox	Employees can send in their opinions/suggestions: 580@compal.com
Intranet Bulletin	Company-related information, such as activities or personnel changes, is announced in real-time.
Compal Newsletter	A bi-monthly electronic journal is published for Taiwan-based employees, featuring literary and artistic creations by colleagues, covering company events, photography, comics, travel, poetry, ESG column, and workplace announcements.
Town Hall Meeting	The CEO personally briefs global senior executives on the new year's operational development direction.

All Compal operating sites have established employee communication channels that actively collect and respond to employee feedback and grievances. All reported cases are handled confidentially, with appropriate responses provided to the employees and follow-up actions taken. If a grievance involves human rights-related issues, the case is referred to the relevant department for further handling. In 2024, a total of 10 special cases were reported, including 2 cases of sexual harassment and 8 cases of workplace bullying. Among them, 1 case was substantiated, and the respondent received two official demerits and signed a written undertaking.

Issue Category	2024		Plant	Follow-up Actions
	Cases Received	Cases Substantiated		
Sexual Harassment	2	0	Taiwan	<ul style="list-style-type: none"> Strengthened prevention measures and awareness campaigns Disciplinary action taken in accordance with employee reward and penalty regulations for substantiated cases
Workplace Bullying	8	1		

Upon receiving such cases, Compal immediately initiates an investigation process in accordance with the "Unlawful Infringement Prevention Program" and the "Measures for the Prevention, Complaint Handling, and Disciplinary Action of Sexual Harassment." An investigation committee conducts interviews and compiles an investigation report, which is then reviewed by a review committee. During both the investigation and review periods, all involved parties are required to sign a confidentiality agreement to ensure the protection of the parties' rights. Based on the final review results, the case will be determined as substantiated or not, and corresponding

disciplinary actions and enhanced employee awareness efforts on workplace misconduct will be implemented if necessary.



External Communication Channels

Item	Content	E-mail
Ethical management, various channels for whistleblowing and supplier communication	Reporting of corruption, issues of business reputation or human rights violations and so forth.	ethics@compal.com
Channel for customer communication	Clarifications for customer inquiries and collaborations and so forth	NBServices@compal.com
Liaison for investor communications	Investor related questions	investor@compal.com
ESG Office	Sustainability Issues and Collaborations	ESG@compal.com

4. Appendix: UNGPs Reporting Framework

UNGPs Reporting Framework	Section Reference / Notes
A. Governance of Respect for Human Rights	
A1. Policy Commitment	
A1.1 How has the public commitment been developed?	1.1 Compal's Commitment to Human Rights
A1.2 Whose human rights does the public commitment address?	1.1 Compal's Commitment to Human Rights
A1.3 How is the public commitment disseminated?	1.1 Compal's Commitment to Human Rights
A2. Embedding Respect for Human Rights	
A2.1 How is day-to-day responsibility for human rights performance organized within the company, and why?	1.2 Human Rights Governance Structure
A2.2 What kinds of human rights issues are discussed by senior management and by the Board, and why?	1.1 Compal's Commitment to Human Rights 1.2 Human Rights Governance Structure
A2.3 How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?	1.3 Human Rights Training

A2.4 How does the company make clear in its business relationships the importance it places on respect for human rights?	1.3 Human Rights Training
A2.5 What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	1.4 Human Rights Management Milestones
B. Defining Salient Human Rights Issues	
B1. Statement of Salient Issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	2.2 Human Rights Risk Assessment Results
B2. Determination of Salient Issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	2.2 Human Rights Risk Assessment Results
B3. Choice of Focal Geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Section 3: Management of Salient Human Rights Issues
B4. Additional Severe Impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	3.5 Grievance Mechanism
C. Management of Salient Human Rights Issues	
C1. Specific Policies	
C1.1 How does the company make clear the relevance and significance of such policies to those who need to implement them?	3.1 Policies and Management Approach
C2. Stakeholder Engagement	
C2.1 How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	3.5 Grievance Mechanism
C2.2 During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	3.5 Grievance Mechanism
C2.3 During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	3.5 Grievance Mechanism
C3. Assessing Impacts	
C3.1 During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	No concerning trends were identified in 2024.
C3.2 During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	3.4 Remedy Process
C4. Integrating Findings and Taking Action	
C4.1 How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	1.2 Human Rights Governance Structure
C4.2 When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	No conflicts with other company goals were identified in 2024.
C4.3 During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	3.2 Risk Mitigation Measures
C5. Tracking Performance	

C5.1 What specific examples from the reporting period illustrate if each salient issue is being managed effectively?	3.3 Management and Tracking
C6. Remediation	
C6.1 Through what means can the company receive complaints or concerns related to each salient issue?	3.5 Grievance Mechanism
C6.2 How does the company know if people feel able and empowered to raise complaints or concerns?	3.5 Grievance Mechanism
C6.3 How does the company process complaints and assess the effectiveness of outcomes?	3.5 Grievance Mechanism
C6.4 During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	3.5 Grievance Mechanism
C6.5 During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?	3.4 Remedy Measures