

The Material Resolutions of the Board Meeting for 2025

Date	Material resolutions
4th Meeting (15th Term) 2025.02.14	<ol style="list-style-type: none"> 1. Approved the senior level management change 2. Approved the investment in CGS Technology (Poland) sp. z o.o. (a Polish subsidiary) by participating in the capital injection by cash. 3. Approved the indirect participation in cash capital injection by the US subsidiary Compal USA (Indiana), Inc. through a BVI subsidiary Billion Sea Holdings Ltd., which is owned 100% by Compal Electronics, Inc. 4. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 5. Approved authorization for the Company to obtain credit facilities from financial institutions
5th Meeting (15th Term) 2025.02.27	<ol style="list-style-type: none"> 1. Approved the Internal Control System Statement for the year 2024 2. Approved the proposal for the distribution of compensation to employees and directors for the year 2024 3. Approved the Audited Consolidated Financial Report and Parent Company Only Financial Report for the year 2024 4. Approved the remuneration of newly appointed Vice Presidents. 5. Approved the Business Report for the year 2024 6. Approved the Business Plan for the year 2025 7. Approved the proposal for Distribution of Earnings for the year 2024 8. Approved the relevant matters regarding the distribution of the cash dividends from Earnings for the year 2024 9. Approved the convention of the 2025 Annual General Shareholders' Meeting 10. Approved fund loan to 100% owned subsidiary Compal Tecnologia Do Brasil Ltda. 11. Approved authorization for the Company to obtain credit facilities from financial institutions
6th Meeting (15th Term) 2025.03.20	<ol style="list-style-type: none"> 1. Approved the first mid-year employees' bonus for the year 2025 2. Approved the enactment of the definition of the "Non-Executive Employees" 3. Approved the amendment of the "Articles of Incorporation" 4. Approved the release of non-competition restrictions for the managers 5. Approved the release of non-competition restrictions for Directors 6. Approved the change of independent auditors 7. Approved evaluation of CPAs' independence and competence in performing financial report audits. 8. Approved the Sustainability Report Material Topics for the year 2024. 9. Approved the Short, Medium, and Long-term Sustainability Targets for the year 2025. 10. Approved the amendment of Sustainability Policies. 11. Approved fund loan to 100% owned subsidiary Compalead Eletronica do Brasil Industria e Comercio Ltda 12. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 13. Approved authorization for the Company to obtain credit facilities from financial institutions
7th Meeting (15th Term) 2025.05.14	<ol style="list-style-type: none"> 1. Approved Change in senior level management 2. Approved employees' salary adjustment for the year 2025 3. Approved the proposal for the appropriated percentage for the remuneration of employees and Directors for the year 2025 4. Approved the 1Q 2025 Consolidated Financial Review Report 5. Approved the amendment of the "Employee Code of Conduct" 6. Approved the proposal of the subsidiary's total project budget increasing on the leased land to build the new group operating headquarters building 7. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 8. Approved authorization for the Company to obtain credit facilities from financial institutions
8th Meeting (15th Term)	<ol style="list-style-type: none"> 1. Approved for senior level management change 2. Approved the Directors' Remuneration for the year 2024

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2025.08.12	3. Approved 2nd mid-year employees' bonus for the year 2025 4. Approved the remuneration of newly appointed Top Management 5. Approved the 1H 2025 Consolidated Financial Review Report 6. Approved the investment in Compal Americas (US) Inc. (a US subsidiary) by participating in its capital injection by cash 7. Approved the investment in the incorporation of the newly established US subsidiaries Compal USA Holding Inc. (a tentative name) and Compal USA (Texas) Inc. (a tentative name). 8. Approved the investment in a newly incorporated Romania subsidiary. 9. Approved the preparation of 2024 Sustainability Report. 10. Approved the amendment to the "Biodiversity & No Deforestation Policy" 11. Approved the revocation of the endorsement and guarantee granted by the Company to Compalead Eletrônica do Brasil Indústria e Comércio Ltda. ("CEB"). 12. Approved the issuance of Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions. 13. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiaries Aco Healthcare Co., Ltd. in obtaining credit facilities from financial institutions. 14. Approved authorization for the Company to obtain credit facilities from financial institutions
9th Meeting (15th Term) 2025.11.12	1. Approved for approval of annual audit plan for year 2026 2. Approved the Risk Management Targets for the year 2026 3. Approved for senior level management change 4. Approved the compensation of Employees' bonus in cash of year 2024 5. Approved the proposal for 2025 year-end employees' bonus 6. Approved the remuneration of newly appointed Vice Presidents. 7. Approved the 3Q 2025 Consolidated Financial Report 8. Approved the amendment to the internal control system for "Salary payment and payroll withholding operations" 9. Approved the amendment to the internal control system for "Computerized Information System Processing" 10. Approved the plans and strategies of Sustainability for the year 2026 11. Approved to obtain newly issued shares of Kinpo&Compal Group Assets Development Corporation by participating in the capital injection by cash. 12. Approved to adjust and decrease the investment in Compal Americas (US) Inc. (a US subsidiary) in its capital injection by cash 13. Approved the indirect investment in the subsidiary of Compal USA Technology Inc. by participating in its cash capital injection through investing in the Company's subsidiary of Compal USA Holding Inc. 14. Approved the Fifth Issuance of Unsecured Overseas Convertible Bonds 15. Approved providing a Corporate Guarantee Letter for COMPAL TECNOLOGIA DO BRASIL LTDA., a 100% owned -subsidiary of the Company, to Quanta Computer Inc.. 16. Approved providing a Corporate Guarantee Letter for COMPAL ELETRONICA DO BRASIL IND. E COM. LTDA., a 100% owned -subsidiary of the Company, to Quanta Computer Inc. 17. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 18. Approved authorization for the Company to obtain credit facilities from financial institutions