

Sustainability Committee

To fulfill the company's commitment to sustainable development and improve the company's overall capacity in ESG risk management, Compal Electronics established a Sustainability Committee (the "Committee") with the approval of the board of directors in March 2022. The 2nd Sustainability Committee comprises six members appointed by the board of directors in May 31, 2024. Five of the members in the Committee are independent directors, and member Sheng-Hua Peng has been elected as the convener and chairman by all members. Holding at least one meeting a year, the Committee is responsible for taking point in explaining company policies and positions externally, defining goals and directions internally, integrating resources, reviewing action plans, monitoring execution progress, and reporting results to the board of directors.

Based on the four major aspects of economy, environment, society, and governance ("EESG"), the Committee is composed of ten task forces, including "innovation value", "customer relationship", "supply chain management", "environmental sustainability", "responsible manufacturing", "human resources", "social participation", "corporate governance", "information security", and "risk management". Composed of the heads of departments from business sectors across different regions, task forces are responsible for stipulating the operating guidelines, development tools, and workflow of each project, making annual plans through regular meetings, checking operational directions and execution progress, and reporting results to the Committee. Committed to promoting sustainable development strategies, Compal Electronics will continue to contribute to environmental protection and the low carbon economy transition.

■ The duties of Sustainability Committee Authority

1. To formulate the sustainability policy.
2. To set up annual plans and strategic directions for sustainable development.
3. To review, track and revise the implementation and effectiveness of sustainability activities, and report to the board of directors.
4. To supervise the disclosure of sustainability information and review the Sustainability Report.
5. To supervise the decisions on the Company's "Corporate Governance Best Practice Principles" or other sustainability-related matters resolved by the Board of Directors.

■ Board Oversight of Sustainability Committee

The directors of company shall exercise the due care of good administrators to urge the Company to perform its sustainable development initiatives, examine the results of the implementation thereof from time to time and continually make adjustments so as to ensure the thorough implementation of its sustainable development policies. The Sustainability Committee reports regularly to the board of directors, covering topics such as the schedule of Greenhouse Gas inventory and verification, annual communication methods and results with stakeholders, annual implementation result of Sustainability and greenhouse gas-related matters, proposed material topics in Sustainability Report and annual sustainability plans and strategies. The Board of Directors provides guidance to the Committee in developing sustainability plans and strategies across various topics. The Board must also evaluate the likelihood of success of these strategies, irregularly review the progress, and urge the management team to make adjustments when necessary.

■ The Term of 2nd Sustainability Committee Members

Identity	Name	Academic Background and Work Experience	Major
Director	Sheng-Hua Peng	Graduate Institute of Electronics Engineering of National Taiwan University Director of Arcadyan Technology Corporation EVP of Compal Electronics, Inc.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting
Independent Director	Duh-Kung Tsai	Bachelor's degree in Taipei Institute of Technology (Industrial Engineering Dept.) Chairman of Powertech Technology Inc. Director of Greatek Electronics Inc.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting, Investment M&A
Independent Director	Wen-Chung Shen	Bachelor's degree in National Taiwan University (Electronics Engineering Dept.) Chairman of Hetuo Investment CO., Ltd. Independent Director of Compal Electronics, Inc.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting
Independent Director	Lee-Chiou Chang	Master's degree in NCCU (Insurance Dept.) Bachelor's degree in NCCU (Public Finance Dept.) Chairman of Sun Ten Group Chairman of Panion & BF Biotech Inc. Chairman of Ho Tung Chemical Corp.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting, Investment M&A
Independent Director	Shui-Shu Hung	MD in National Taiwan University (Medicine Dept.) Chairman of Catcher Technology Co., Ltd.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Investment M&A
Independent Director	Tzu-Ting Huang	Bachelor's degree in National Chung Hsing University (Law Dept.) Chief Operating Officer, Consultant, Property Rights and Marketing Department Services of Acer Incorporated, Independent Director of Flytech Technology Co., Ltd.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Law

■ Attendance of Member at Sustainability Committee Meetings

- The company's Sustainability Committee is composed of three (term of the 1st) and six (term of the 2nd) Committee members separately.
- The term of the 1st committee is from March 15, 2022 to May 31, 2024.
- The term of the 2nd committee is from May 31, 2024 to May 30, 2027.
- **In 2024, the Sustainability Committee held six meetings (A) and attendance of Committee members were as follows:**

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Convener	Sheng-Hua Peng	3	0	100%	Took office on May 31, 2024
Committee member	Wen-Chung Shen	6	0	100%	Re-election
Committee member	Duh-Kung Tsai	3	0	100%	Took office on May 31, 2024
Committee member	Lee-Chiou Chang	3	0	100%	Took office on May 31, 2024
Committee member	Shui-Shu Hung	3	0	100%	Took office on May 31, 2024
Committee member	Tzu-Ting Huang	3	0	100%	Took office on May 31, 2024
Convener	Chung-Pin Wong	3	0	100%	Left office on May 31, 2024
Committee member	Duei Tsai	3	0	100%	Left office on May 31, 2024

■ The Discussion and the Resolution of Sustainability Committee

Meeting Date	Subject Matter	Resolution and Follow-up
5 th Meeting (1 st Term) 2024.3.12	1. The schedule of GHG (Greenhouse Gas) inventory and verification in Compal and subsidiaries.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	2. To approve the Sustainability Report Material Topics for the year 2023	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	3. To approve the targets and plans of Sustainability for the year 2024.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
6 th Meeting (1 st Term) 2024.4.16	1. The implementation result for 2023 Sustainability. (Including greenhouse gas inventory, verification, reduction targets, strategies and action plans.)	With the consent of all attending members present, it was passed without objection, and-reported to the Board of Directors.
7 th Meeting (1 st Term) 2024.5.13	1. To approve Compal 2023 Sustainability Report.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	2. To approve “Environmental Sustainability Policy”.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	3. To approve “Biodiversity & No Deforestation Policy”.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.

Meeting Date	Subject Matter	Resolution and Follow-up
1 th Meeting (2 rd Term) 2024.5.31	1. The Election for the Chairman of the 2th Sustainability Committee.	Sheng-Hua Peng is elected by all members as the Chairman of the Sustainability Committee.
2 th Meeting (2 rd Term) 2024.8.13	1. To approve the establishment and amendment of Sustainability Policies.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	2. To approve amendment of “Sustainability Committee Charter”.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	3. To approve appointment of senior manager as Chief Sustainability Officer (CSO).	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
3 th Meeting (2 rd Term) 2024.11.12	1 、 The communication methods and results with various stakeholders in 2023.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	2 、 Greenhouse gas inventory and verification schedule progress report.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	3 、 To approve the plans and strategies of Sustainability for the year 2025.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	4 、 To approve the amendment of Sustainability Committee Organization Structure.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.