

## **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 2<sup>nd</sup> 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 2<sup>nd</sup> Sustainability Committee Members

Identity	Name	Academic Background and Work Experience	Major
Director	Sheng-Hua Peng	Master of Electronics Engineering, 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 of Industrial Engineering Dept., Taipei Institute of Technology 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 of Electrical Engineering Dept., National Taiwan University 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	Bachelor of Public Finance Dept., Master of Insurance Dept., NCCU 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	Bachelor of Medicine Dept., National Taiwan University 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 of Medicine Dept., National Taiwan University 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 1<sup>st</sup>) and six (term of the 2<sup>nd</sup>) Committee members separately.
- The term of the 1<sup>st</sup> committee is from March 15, 2022 to May 31, 2024.
- The term of the 2<sup>nd</sup> committee is from May 31, 2024 to May 30, 2027.
- In 2024, the Sustainability Committee held six meetings and the attendance of Committee members was as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	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

Note: The actual attendance rate (%) is calculated based on the number of meetings held during the individual's tenure and the actual number of meetings attended.

## ■ The Discussion and the Resolution of Sustainability Committee

Meeting Date	Subject Matter	Resolution and Follow-up
5 <sup>th</sup> Meeting (1 <sup>st</sup> Term) 2024.3.12	1. The schedule of GHG (Greenhouse Gas) inventory and verification in Compal and its 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 <sup>th</sup> Meeting (1 <sup>st</sup> 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 <sup>th</sup> Meeting (1 <sup>st</sup> 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 the Sustainability 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
	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.
1 <sup>st</sup> Meeting (2 <sup>nd</sup> Term) 2024.5.31	1. The Election for the Chairman of the 2 <sup>nd</sup> Sustainability Committee.	Sheng-Hua Peng is elected by all members as the Chairman of the Sustainability Committee.
2 <sup>nd</sup> Meeting (2 <sup>nd</sup> 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 the amendment of the “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 appointing the 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 <sup>rd</sup> Meeting (2 <sup>nd</sup> 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 the 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.

#### ■ Board of Directors' Supervision of the Sustainability Committee

The Sustainability Committee was established in 2022 under the Board of Directors to provide leadership on sustainability matters. The Committee periodically brief the Board on their current implementation and resolutions. Therefore, the Board evaluates the likelihood of success for the goals and plans proposed by the Committee while also periodically reviewing the performance and implementation status, urging the management team to make adjustments when necessary. The Committee submits proposals to the Board for approval each year, including the “Sustainability Report Material Topics,” “Sustainability Report,” and “Yearly Sustainability Targets and Plans.” Additionally, the progress of implementing the “IFRS Sustainability Disclosure Standards,” and “Greenhouse Gas Inventory and Verification Progress” will be reported to the board quarterly. “The Communication Status with Stakeholders,” “The Execution Status of Sustainability Targets and Plans” and “The Information Security Governance Execution Status” will also be reported to the board yearly. The progress of the plan for the fourth quarter and the implementation status for the entire year in 2024 are scheduled and reported to the Board on March 20, 2025.