

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, including five independent directors. 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 Authority of Sustainability Committee

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	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, Chief Strategy 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, President 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	Co-Chief Operating Officer, President of Corporate Marketing, Business Planning and Operations of Acer Incorporated Independent Director of Flytech Technology Co., Ltd. Independent Director of AUO Corporation	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Law

■Attendance of Member at Sustainability Committee Meetings

- The term of the 2nd committee is from May 31, 2024 to May 30, 2027.
- In 2025, the Sustainability Committee held four (A) meetings and the attendance of Committee members was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Convener	Sheng-Hua Peng	4	0	100%	-
Committee member	Wen-Chung Shen	4	0	100%	-
Committee member	Duh-Kung Tsai	4	0	100%	-
Committee member	Lee-Chiou Chang	4	0	100%	-
Committee member	Shui-Shu Hung	2	2	50%	-
Committee member	Tzu-Ting Huang	3	1	75%	-

■The Discussion and the Resolution of Sustainability Committee

Meeting Date	Subject Matter	Resolution and Follow-up
4 th Meeting (2 st Term) 2025.3.20	1. 4Q24 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards”.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	2. Report on the communication methods and results with various stakeholders in 2024.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	3. Report on the implementation result of Sustainability for the year 2024.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	4. 4Q24 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. °
	5. Report on the implementation result of Information Security Management for the year 2024.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	6. To approve the Sustainability Report Material Topics of 2024.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	7. To approve 2025 Short, Medium, and Long-term Sustainability Targets.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	8. To approve 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.
5 th Meeting (2 st Term) 2025.5.14	1. The implementation result for 2024 Sustainability-Comprehensive performance in Sustainable Environment and Responsible Manufacturing.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	2. 1Q25 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards”.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.

Meeting Date	Subject Matter	Resolution and Follow-up
	3. 1Q25 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.
6 th Meeting (2 st Term) 2025.8.12	1. Report on Compal's Information Security Mechanisms and Implementation for the year 2025.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	2. 2Q25 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards”.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	3. 2Q25 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.
	4. To approve the preparation of 2024 Sustainability Report.	Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.
	5. To approve the amendment of “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.
7 th Meeting (2 st Term) 2025.1.12	1. 3Q25 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards”.	With the consent of all attending members present, it was passed without objection, and reported to the Board of Directors.
	2. 3Q25 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 2026.	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 2025 are scheduled to be reported to the Board on March 27, 2026.