

The actual performance of the corporate governance unit

Board of Directors' Meeting approved the appointment to Vice President Cheng-Chiang Wang be of the Corporate Governance Officer, taking charge of and supervising affairs pertaining to corporate governance in accordance with the Company's "Corporate Governance Guidelines", while the BOD secretariat Department is assigned as the Company's responsible unit for corporate governance to handle relevant affairs. Vice President Cheng-Chiang Wang and designated persons responsible for corporate governance have more than 25 years of experience in stock affairs and related management of publicly traded companies. They are primarily responsible for handling corporate governance affairs, such as handling matters relating to board meetings and shareholders meetings according to the laws, producing minutes of board meetings and shareholders meetings, assisting in onboarding and continuous development of directors, furnishing information required for duty execution by directors and members of the audit committee, ensuring legal compliance and taking other matters set out in the articles of corporation or contracts, periodically examining and revising the Company's corporate governance guidelines and relevant procedures, improving disclosure transparency, safeguarding shareholder rights and promoting better corporate governance.

The status of Compal's corporate governance unit operations for 2020

- .Compiled and prepared relevant documents needed for the Audit Committee and the Board of Directors' Meetings in accordance with pertinent regulations and operational/financial needs; and be responsible for coordination of relevant units and coordination of proposal making from different relevant units.
- .With setting forth a performance target to improve the operation efficiency of the Board of Directors, the "Rules of Self-Evaluation of the Board of Directors and Functional Committees Performance" was enacted. In addition, the enactment to the "Colleague Integrity Code" has made and the amendment to the "Rules and Procedures for Board of Directors Meetings", "Audit Committee Charter," "Remuneration Committee Charter", "Corporate Governance Best-Practice Principles" and "Corporate Social Responsibility Best Practice Principles" are completed to accommodate the business needs and the requirements of applicable laws and regulations, all of which have been submitted to the Board of Directors for approval.
- .The performance evaluation of directors and independent directors, the board of directors, the audit committee, and the remuneration committee are submitted to the board of directors.
- .Planned the communication meeting between Independent Directors, Internal Audit Supervisors and CPA to have the Audit Committee determine the independence and fitness of the CPA engaged by the Company as a measure to ensure sound corporate governance.
- .Pursuant to "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies", Compal has advocated and encouraged Directors to take part in the courses on pertinent regulations offered by subsidiary Kinpo Group Management Consultant Company or by external professional organizations.
- .Disclosed and announced important information in conjunction with Board of Directors Meetings, Shareholders Meetings, financial and sales information; in addition, the Company has also held investor conferences at least two times annually, and has been invited to attend domestic/overseas investor conferences to help investors better understand the Company's status of operation.
- .Registered the date for Shareholders Meetings as required by law; prepared meeting notifications within the scheduled deadline, meeting handbook and meeting minutes and filing; coordinated relevant units, agents for stock affairs, CPA, attorneys and so forth.
- .Contents on the chapter for corporate governance – responsible for the collection of data, compilation of stock affairs data, coordination of different units and editing.
- .Corporate governance evaluation – responsible for the collection of data, plan setting, compilation of stock affairs data, coordination of different units and website maintenance.
- .The Company has offered liability coverage for directors, supervisors and managers. The amount for their liability insurance in 2020 came to USD 50,000 thousand, which was roughly equivalent to NTD 1,440,500 thousand. Vital information relating to their liability insurance was reported to the Board of Directors on the nearest meeting of the Board of Directors.

Continuing education for Corporate Governance Officer

Corporate Governance Officer: Vice President Cheng-Chiang Wang

Date of first appointment: May 13, 2019

Organized by	Course title	Date of training	Hours of training
Taiwan Corporate Governance Association	Functions and tasks of corporate governance personnel under the corporate governance blueprint	2020.2.18	3
Taiwan Corporate Governance Association	Shareholders meeting planning and case study	2020.3.6	3
Common corporate governance deficiencies in enterprises and analysis of related laws and regulations	Strategy and Implementations of Employees Compensation	2020.12.24	3
Common corporate governance deficiencies in enterprises and analysis of related laws and regulations	Protection and legal liability in Intellectual Property Rights	2020.12.25	1.5
Common corporate governance deficiencies in enterprises and analysis of related laws and regulations	Practices in Compliance with the Designation of the Company Secretary	2020.12.25	1.5