

## The actual performance of the corporate governance unit

Vice President Cheng-Chiang Wang was approved and appointed to be the Corporate Governance Officer by the Board of Directors, 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 results of Compal's corporate governance unit operations for 2021

- Compiled and prepared relevant documents in need for the Audit Committee and the Board of Directors' Meetings in accordance with pertinent regulations and operational/financial request; and be responsible for coordination with proposal making relevant units.
- The amendment to the "Audit Committee Charter", "Rules Governing the Scope of Powers of Independent Directors", "Remuneration Committee Charter", "Rules Governing Financial and Business Matters Between this Corporation and its Affiliated Enterprises", "Procedures for Ethical Management and Guidelines for Conduct", "Regulations for Election of Directors" 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 and shareholders' meeting 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 well as to ensure sound corporate governance. For the records of the communication meetings, access Compal's website.
- 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.
- The Company disclosed and announced important financial and operational information in conjunction with the events of the Board of Directors Meetings, Shareholders Meetings. In addition, the Company has also held the financial result announcement conferences at least twice every year, and was invited to participate domestic/foreign brokers' investor forums on the quarterly basis, to help investors understand the Company's financial and operational results.
- 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.
- Edit contents on the chapter for corporate governance of Annual Report – responsible for the collection of data, compilation of stock affairs data, and 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 2021 came to USD 50,000 thousand, which was roughly equivalent to NTD 1,390,000 thousand. Vital information relating to their liability insurance was reported to the Board of Directors on the latest meeting of the Board of Directors.

## Continued training-for Corporate Governance Officer

- Corporate Governance Officer: Vice President Cheng-Chiang Wang

Date of training	Organized by	Course title	Hours of training
2021.04.23	Taiwan Corporate Governance Association	The Operation and Merger & Acquisition Strategy: A Taiwanese Enterprises view on the Global Politics and Economics	3
2021.09.07	Taiwan Securities Association	Legal Responsibility & Case Study for Financial Statement Fraud & Insider Trading	3
2021.10.08	Taiwan Securities Association	Model of Wealth Inheritance : A case study on Transfer in Ownership of Securities and Real Estate	3
2021.11.19	Taiwan Corporate Governance Association	New venture company (funding) regulations- on the requirements, operation and development of close companies	3
2021.11.26	Taiwan Corporate Governance Association	An important subject f corporate mergers and acquisitions- The topic of the prevention and exemption of insider trading liabilities.	3
2021.12.08	Taiwan Securities Association	New Development in ESG: Evidence from Sustainable Management Strategy of Securities / Financial Industry	3
2021.12.09	Accounting Research and Development Foundation	New trends and new thinking in evaluating corporate's ESG sustainable performance	3