

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 2025

- 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 review and amendment to the meeting materials of the Compensation Committee, Sustainable Development Committee, and Risk Management Committee.
- The enactment and amendment to the definition of the "Non-Executive Employees", internal control system for "Salary payment and payroll withholding operations" and "Computerized Information System Processing", "Articles of Incorporation" were proposed 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 resolution. Additionally, the "Articles of Incorporation" are submitted to the shareholders' meeting for resolution.
- The enactment and amendment to the " Sustainability Report Material Topics for the year 2024.", " Short, Medium, and Long-term Sustainability Targets for the year 2025", "Plans and strategies of Sustainability for the year 2026", "Plans and strategies of Sustainability for the year 2026", "Human Rights Policy", "Ethics Policy", "Environment Health and Safety Policy", "Employee Code of Conduct" and " Biodiversity & No Deforestation Policy " were proposed to accommodate the corporate governance, all of which have been submitted to the Board of Directors for resolution.
- The performance evaluation of directors and independent directors, the Board of Directors, the Audit Committee, the Remuneration Committee, the Sustainability Committee and the Risk Management 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 review, 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. In addition, the corporate governance unit irregularly gave referrals relevant training information from the competent authorities, external professional institutions, and Kinpo Group Management Consultant Company from time to time. The company and Kinpo Electronics, Inc. also regularly hold refresher courses.
- 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 **2025** came to USD 50,000 thousand, which was roughly equivalent to NTD **1,564,500** 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	Courses	Hours of training
2025/5/14	Taiwan Institute of Directors	The Emerging U.S. Tariff Regime: Strategic Implications for Supplier Survival	3
2025/8/20	Taipei Bar Association	Contemporary Issues and Advanced Practices in Corporate Governance	3
2025/10/3	Securities and Futures Institute	2025 Legal Compliance Seminar for Insider Equity Transaction	3
2025/11/12	Taiwan Institute of Directors	Corporate Digital Transformation: Cases study of Artificial Intelligence and Emerging Technologies	3