

## **The actual performance of the business integrity unit**

The Company has appointed its Human Resources, Administrative Management Unit and Legal Affairs Office as the competent unit in charge of the Company's ethical matters. Together, these units set the guidelines and policies. The internal auditor is responsible for monitoring and reporting to the Board of Directors on annual basis. To prevent potential conflicts of interest, the Company has established the "Ethical Corporate Management Best Practice Principles" and "Business Integrity Procedures and Behaviors" in 2014 and 2015 respectively. In addition, to facilitate the promotion of honest management, the Company has also designed relevant courses through online e-Learning, including legal affairs training on information security, personal information protection act, relevant company policies and employees' code of conduct to educate all employees the aforementioned guidelines.

### **• Status of Operation and Implementation for 2022:**

The Company requires suppliers to follow the RBA code of conduct, and sign the RBA Code of Conduct commitment or complete the RBA Code of Conduct questionnaire. A total of 860 suppliers with transaction records, 846 have signed the RBA Code of Conduct commitment or completed the RBA Code of Conduct questionnaire, and the signing completion rate is 98.37%. In addition, a total of 10,867 employees completed a total of 19,524 hours of integrity management related training, including:

#### **• New Employee Orientation (HQ)**

Promote the concept of integrity, anti-corruption and code of ethical conduct for employees, to follow ethical standards and codes of conduct.

#### **• On-job Training for New Employee**

When employee perform their duties, it should follow business ethics. Conduct various tasks with honest, and implement corporate culture. Follow the software usage regulations, and avoid illegal use or infringement of the intellectual property rights of others. Assist company to strengthen information security management continuously, and understand the effectiveness of risk management.

#### **• New Employee Orientation (PCP)**

Promote the concept of integrity, anti-corruption and code of ethical conduct for employees, to follow ethical standards and codes of conduct.

#### **• CSR Training**

Corporate Social Responsibility Reports represent the value and corporate governance of an enterprise. It could make stakeholders understand business operations that have a positive or negative impact on economy, environment, and society.

**■ Prevention of insider trading- directors and senior managers**

Title	Name	Date	Organized by	Course title	Hours of training
Independent Director	Duei Tsai	2022.10.28	Securities and Futures Institute	The 2022 seminar of preventing insider trading	3.0
Corporate Governance Officer	Cheng-Chiang Wang	2022.10.12	Securities and Futures Institute	The 2002 forum of laws or regulations compliance of insiders share trading	3.0
Vice President	Wu-Ching Chi	2022.01.05	Compal Electronics, Inc.	The management of Preventing insider trading – for with high - level managers	0.58
Vice President	Hsin-Chung Chen	2022.01.06	Compal Electronics, Inc.	The management of Preventing insider trading – for with high - level managers	0.58
Vice President	Jue-Teng Chang	2022.01.21	Compal Electronics, Inc.	The management of Preventing insider trading – for with high - level managers	0.58
Vice President	Choo-Tain Chiu	2022.05.03	Compal Electronics, Inc.	The management of Preventing insider trading – for with high - level managers	0.58