

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 "Procedures for Ethical Management and Guidelines for Conduct". 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 2024:**

The company follows RBA regulations and has implemented integrity management-related education and training for 18,490 employees, totaling 10,983 hours. The relevant courses are as follows:

- **New Employee Orientation (HQ)**

Promote the concept of integrity, anti-corruption and Code of Conduct for Employee, 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 Conduct for Employee, to follow ethical standards and codes of conduct.

- **Compal ESG (Environmental, Social, and Governance) Course**

Corporate ESG 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**

The Company has established the "Procedures for Ethical Management and Guidelines for Conduct", "Procedures for Handling Material Inside Information" and "Main Point of Insiders Trading Prevention Management". The Company regulates all members to avoid conflict of duties related to work duties; no known and unpublished information shall be used for insider trading.

The Company has established the “Main Point of Insiders Trading Prevention Management”. The Company regulates this point actually knows that the company has major internal news, after the news is clarified, before it is made public or within 18 hours after it is made public, it is not allowed to have any interest in the stocks of the company or the reinvested enterprise, or other shares with an equity nature. Marketable securities or corporate bonds of non-equity nature, sold by oneself or in the name of others. In addition, the directors of the company are not allowed to trade their stocks during the closed period of 30 days before the announcement of the annual financial report and 15 days before the announcement of the quarterly financial report. The company also reminded directors by email seven days before the closure that they are prohibited from buying and selling the company's stocks. In addition, total 1,521 new employees completed a total of 3,943 hours of the "Procedures for Ethical Management and Guidelines for Conduct " education and training in 2024.

■Prevention of insider trading- Directors and Senior managers’ Training Situation:

Title	Name	Date	Organized by	Course title	Hours of training
Vice President	Ying Fan Chiang	2024.10.1	Compal Electronics, Inc.	Management of Prevention of Insider Trading at Compal Electronics.	0.58
Vice President	Wei-Chia Wang	2024.10.1	Compal Electronics, Inc.	Management of Prevention of Insider Trading at Compal Electronics.	0.58
Vice President	Yao-Wen Chang	2024.10.1	Compal Electronics, Inc.	Management of Prevention of Insider Trading at Compal Electronics.	0.58
Vice President	Cheng-Chiang Wang	2024.10.18	Securities and Futures Institute	The 2024 seminar of preventing insider trading	3

■Information Security Education and Training

To help employees understand the important matters and regulations related to Compal's Information Security Management System (ISMS), with a focus on personal computer usage precautions and sensitive data access protection, we aim to establish good security measures to protect products and foster correct concepts of intellectual property rights and trade secrets protection. This is to ensure the confidentiality, integrity, and availability of important information assets (including hardware, software, data/documents, personnel, and services) in future work, thereby implementing the company's information security policy of "ensuring continuous operation and enhancing customer satisfaction."