

## **Compal Electronics, Inc.**

### **Intellectual Property Rights Management Plan and Implementation Status for the year 2025**

#### **Intellectual Property Rights Management Plan**

As a product manufacturing industry of innovative research and development, we encourage our employees to engage in the activities of self- research, development and innovation related to our products so as to enhance the results of technical research and development and to improve the quality and functions of our products. Not only do we value our intellectual property rights, we also respect third parties' intellectual property rights. One of our priorities for technology developed or introduced is not to infringe third parties' intellectual property rights. With the Management Plan for Intellectual Property Rights, we look forward to enhancing its core competitiveness and exploring future development opportunities through the intellectual property management system. The implementation status of the intellectual property management by the Company for the year 2025 is as follows:

#### **Intellectual Property Management System**

##### **1. Measures of Patent Management**

Under the Company's current working guideline for patent, we encourage our employees to engage in research, development and innovation related to our products. In terms of patent application process, online application, sign off, examination and review meeting are carried out through the electronic system. With the rational review process and incentive mechanism, the application process is simplified and the quantity and quality for patent applications are well controlled. The patent department of the Company assists relevant R&D departments in formulating research and development directions by establishing "Patent Map" and other methods, understanding the technological development status of competitors or potential customers. At the same time, through educational training, it enhances employees' understanding of patents, strives to shorten the processing time for internal patent applications, and strengthens corporate competitiveness.

##### **2. Measures of Trade Secret Management**

To help employees understand the importance of confidentiality, the Company has renewed the training materials used in employee education programs. In addition, beside the courses on confidentiality obligations in the training for new hires, the Company also regularly and irregularly promotes the importance of information security and confidentiality to employees through emails and announcements, aiming to cultivate good confidentiality habits among employees. During physical and online meetings, for discussing relevant issues we remind the attendees to deal with these issues carefully and help them to understand the difference between confidential information and trade secret. We remind our employees from time to time about their non-disclosure obligations in connection with any items and/or confidential information, whether owned by the Company or by the customer(s) or vendor(s), learned or acknowledged from their duties. All employees have the obligation not to reveal. In no circumstances shall our

employees use confidential information of a third party without authorization or infringe third parties' intellectual property rights. In addition to the above-mentioned dissemination, the Company has taken the following specific measures to ensure no leakage of confidential information: Access control is implemented in important areas within the Company; all departments are required to take protective measures for confidential information based on levels of sensitivity and launch relevant trainings; every employee is required to sign an employee confidentiality agreement at the time of employment and for employees involved in projects with a higher level of confidentiality, sign an additional non-disclosure undertaking on a case-by-case basis; and non-disclosure agreements are executed respectively with our vendors and customers.

### 3. Measures of Trademark Management

For a long time, except for a small amount of own brand products, our main business models still remain OEM and ODM businesses. Therefore, the number of trademark applications is far different from the number of patent applications. We applied for trademark application and registration with intellectual offices in various countries for our major trademarks and will file applications based on market expansion plans in the countries where we operate and where our products are sold.

### 4. Measures of Copyright Management

The Company regularly and irregularly educates employees to establish a correct understanding of copyright. We are in agreement with our employees that any and all work completed by employees within the scope of employment, the author of such work shall be the Company. Employees are required to make records of activity logs to determine the timing of completion of the work to ensure the Company enjoys all copyrights of the works completed by employees within the scope of employment.

## **Risks Associated with Intellectual Property Rights and Countermeasures**

### 1. Risks Associated with Intellectual Property Rights

Not only do we value our intellectual property rights, we also respect third parties' intellectual property rights. But while developing technologies, patents, trade secrets or know-how necessary to engage in business, we may unknowingly infringe third parties' intellectual property rights. With our business model, from time to time, we may receive third parties' notice, claiming the software used by us or the products manufactured by us infringe their patent and other intellectual property rights and such claims may result in litigation. Due to the nature of the industry and the rise of Non-Practicing Entity ("NPE"), we expect to continue receiving notices asserting infringements or facing attempts by NPEs to claim royalties or settlements against the Company by means of patent licenses, patent litigation or threatened litigation in the future. To effectively defend such claims, whether the claims are valid or not, may incur significant costs and management resources and increase our operation costs.

### 2. Response Measures

(1) When we directly or indirectly receive notice of product infringement or when we become

aware of a lawsuit, the Legal Affairs Office will deal with the matter.

- (2) Upon receiving such notice, Legal Affairs Office will confirm the status and relevant patent/technology with relevant departments to develop strategic and action plans
- (3) With the progress of the case, Legal Affairs Office or relevant departments would respond at the proper time.

### **Implementation Status for 2025**

The Company periodically report the relevant information regarding Management Plan for Intellectual Property Rights to Board of Directors every year. The implementation status in 2025 will be reported to the Board meeting held on March 27, 2026. As of December 31, 2025, the achievements of intellectual property rights are as follow:

1. Patents: We have 3,479 registered patents around the world. In 2025, 178 patent applications were filed and 170 patents were granted.
2. Trademarks: We have 238 trademarks around the world (157 trademarks granted in Taiwan; 81 trademarks granted abroad. In 2025, 6 trademark applications were filed with the competent authorities (5 applications were filed in Taiwan and 1 applications were filed abroad) and 5 trademarks were granted by the competent trademark authorities (5 trademarks were granted in Taiwan).