

## Succession plan for Board members and key Management

Since 2018, Compal has launched the succession plan for Board members and the key management team to establish a solid foundation for corporate sustainable development. In terms of board succession planning, the Company cultivates senior managers to join the board, familiarizing them with board operations and group strategic planning, thereby deepening their alignment with our core values and equipping them with the necessary knowledge, skills, and qualities to perform their duties. Additionally, the Company has established the "Board Performance Evaluation Measures," using performance evaluation metrics as a reference for future board member selection. For key management succession planning, the Company regularly identifies and selects potential successor management teams to meet the future development and growth needs of the group. Internally, through regular "Group General Managers Meetings" and "Executive Management Meetings", we systematically promote experience exchange, learning, and inheritance among management levels to achieve the goal of long-term sustainable operation.

### Actual Operations:

Former Chairman **Mr. Sheng-Hsiung Hsu (Rock Hsu)** officially stepped down from his position as Chairman of Compal at the 2024 shareholders' meeting during the board re-election, successfully completing the succession plan. The current Chairman, **Mr. Ray Chen**, has accumulated over 40 years of experience in Taiwan's ICT industry. He was promoted from President & CEO to Vice Chairman and Chief Strategy Officer of Compal in 2018, during which he guided the company's short-term and long-term strategic planning and actively promoted diversified business and new business development. He officially took the position of Chairman in 2024.

Current President & CEO **Mr. Anthony Peter Bonadero** joined Compal in 2009 and has over 15 years of management experience with the company. He was elected as a board member of Compal in 2018. Before being promoted to President & CEO, he served as Executive Vice President of Compal's subsidiary, Auscom Engineering Inc., and was the head of Compal's PC Business Group, making significant contributions to business development, customer relations, and corporate innovation initiatives. He officially took the position of President & CEO in 2024.