

Stock Code: 2324



COMPAL ELECTRONICS, INC.

2025 Annual Report

FROM VISION TO REALITY

Innovation Empowered

This translated document is prepared in accordance with the Chinese version and is for reference only.
In the event of any inconsistency between the English version and the Chinese version, the Chinese version shall prevail.

Taiwan Stock Exchange Market Observation Post System: <http://mops.twse.com.tw>

Company Website: <http://www.compal.com>

Printed on March 31, 2026

I. Spokesperson

Spokesperson: Cheng-Chiang Wang /Vice President

Deputy Spokesperson: Yen-Ting Chang / Senior Director of Accounting Dept.

Tel: 886-2-8797-8588

E-mail: Investor@compal.com

II. Headquarters, Branches and Plant

Headquarters

Address: No.581 and 581-1, Ruiguang Rd., Neihu District, Taipei, Taiwan

Tel: 886-2- 8797-8588

Manufacturing Site

Address: No. 8, South East Rd., Pingzhen City, Taoyuan City

Tel: 886-3-439-1707

Kaohsiung Branch

Address: No. 189, Linsen 4th Rd., Qianzhen Dist., Kaohsiung City, Taiwan

Tel: 886-3-535-3855

III. Share Administration Agency

Chinatrust Transfer Agent

Address: 5F, No. 83, Sec 1, Chongqing S. Road, Taipei, Taiwan

Tel: 886-2-6636-5566

Website: <https://www.ctbcbank.com>

IV. Auditors

CPA Firm: KPMG Taiwan

Auditors: Kuo, Kuan Ying and Au, Yiu-Kwan

Address: 68F, No. 7, Sec. 5, Xinyi Road, Taipei, Taiwan

Tel.: 886-2-8101-6666

Website: <http://www.kpmg.com.tw>

V. Overseas Securities Exchange

Luxembourg Stock Exchange: <http://www.bourse.lu>

London Stock Exchange <http://www.londonstockexchange.com>

VI. Corporate Website

<http://www.compal.com>

Table of Contents

4	I. Letter to Shareholders
---	---------------------------

	II. Corporate Governance Report
7	2.1 Directors, Supervisors and Management Team
53	2.2 Implementation of Corporate Governance
164	2.3 Certified Public Accountant (CPA) Fee Information
165	2.4 Replacement of CPA
167	2.5 If the chairman, president, or financial or accounting manager of the Company worked for the accounting firm or related parties thereof in the most recent year, the name, title, and term of service with the accounting firm or related party must be disclosed
167	2.6 Share Transfers and Changes in Share Pledges by Directors, Supervisors, Managers, and Shareholders Holding More Than 10% of Shares
168	2.7 Relationship among the Top Ten Shareholders
170	2.8 Shareholding and Aggregate Shareholding Ratios in the Same Invested Enterprise by the Company, Directors, Supervisors, Managers, and Companies Directly or Indirectly Controlled by the Company

	III. Capital Overview
172	3.1 Capital and Shares
176	3.2 Bonds
178	3.3 Preferred shares
179	3.4 Global Depository Receipts
182	3.5 Employee Warrants
182	3.6 Subscription of New Shares by Employees and Restricted Shares
182	3.7 New Share Issuance in Connection with Mergers and Acquisitions
182	3.8 Financing Plans and Implementation

	IV. Operational Highlights
183	4.1 Business Activities
204	4.2 Market and Sales Overview
217	4.3 Human Resources
218	4.4 Environmental Protection Expenditure
219	4.5 Labor Relations
223	4.6 Information Security Management
229	4.7 Important Contracts

	V. Review of Financial Position, Operating Results, and Risk Management
230	5.1 Analysis of Financial Status
231	5.2 Analysis of Financial Performance
232	5.3 Analysis of Cash Flow
232	5.4 Major Capital Expenditures in the Last Year

232	5.5 Investment Policy in the Last Year, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year
233	5.6 Analysis of Risk Management
238	5.7 Other material issues

	VI. Special Disclosure
238	6.1 Affiliation reports
238	6.2 Private Placement of Securities in the Most Recent Year
238	6.3 Other supplementary notes, where applicable
238	6.4 Any Events as of the Date of this Annual Report that had Significant Impacts on Shareholders' Interests

I. Letter to Shareholders

Dear Shareholders,

Looking back on 2025, the global industrial landscape was marked by geopolitical tensions, currency volatility, and heightened uncertainty across international supply chains. At the same time, rapid advances in AI technology accelerated structural shifts across multiple industries, presenting both unprecedented challenges and new opportunities for enterprises worldwide.

Amid this dynamic environment, Compal remained committed to steady and pragmatic operations while advancing transformation with firm resolve—optimizing our business structure, deepening technological capabilities, and strengthening competitiveness to lay a solid foundation for sustainable growth in the decades ahead.

The following is an overview of Compal’s 2025 financial results, business progress, and our outlook and strategies for 2026.

Financial Performance

In 2025, Compal reported consolidated revenue of NT\$757.5 billion, representing a 17% year-on-year decline. Shipments of 5C products totaled 52.5 million units, down 10% from the previous year. This decrease was primarily due to intensified competition in the PC market, geopolitical factors affecting customer demand, and the short-term effects of our strategic adjustments to product mix and increased investments in new businesses.

Despite external headwinds, we continued to optimize our cost structure and enhance operational efficiency, resulting in a gross margin improvement from 5.0% to 5.6%. Increased investment in new business initiatives led to a corresponding rise in operating expenses, with operating margin declining from 1.6% to 1.4%. Net income attributable to the parent company was NT\$6.03 billion, a year-on-year decrease of 40%, with earnings per share (EPS) of NT\$1.38. While short-term profitability faced pressure, we firmly believe these investments are essential to capturing the next growth curve and will serve as key drivers of Compal’s medium- and long-term competitiveness.

Business Progress

Since its launch, the “5+1 Business” transformation program has become a major engine of Compal’s long-term development. In 2025, we achieved substantial progress across multiple emerging sectors, with revenue contribution from non-PC businesses rising from 25% to 29%. This demonstrates the strengthening momentum of business diversification as we steadily advance toward our 40% target.

AI Servers and Infrastructure: Deepening Technology and Global Expansion

In 2025, we made significant advances with enterprise clients, leading cloud service providers, and regional customers. From the successful development of multiple AI server platforms to continuous enhancements in thermal, power, and system integration technologies, Compal continued to build a strong foundation in the AI server market.

On global manufacturing expansion, we advanced our US\$529 million investment in North America. Our new Texas facility is scheduled to begin mass production in the second half of 2026. In parallel, capacity expansion in Taiwan and Vietnam is underway to strengthen supply chain resilience and meet customer needs for diversified regional production.

Advanced Communications: Beyond 5G To Broader Technological Horizons

Revenue from 5G-related products nearly doubled in 2025, and we further expanded into B5G (Beyond 5G) and low-earth-orbit (LEO) satellite communications. Compal joined the TASA national team, accelerating our integration with the global satellite ecosystem and advancing the development of satellite communication hardware and module technologies. These efforts underscore Compal's depth and potential in next-generation communications.

Emerging Businesses: Steady Progress in Auto Electronics and Smart Medical

Auto electronics and smart medical remain two strategic pillars of Compal's long-term growth, with a focus on high-value system integration and end-to-end solutions. We continued investing in key technologies while embedding AI into in-vehicle systems and medical applications to strengthen product differentiation and competitiveness.

Furthermore, the Compal Innovation and Research Institute (CIRI) continues to advance an innovation-centric corporate structure, deepening research in frontier technologies, innovation investments, and design execution capabilities. This supports Compal's evolution beyond ODM 2.0 and builds a solid technological foundation for diversified business expansion.

Transformation and Sustainability

Compal has long placed sustainability at the core of its management philosophy. In response to rapid industry changes, we launched a comprehensive organizational transformation guided by three major priorities:

1. **Leadership succession and generational renewal** – injecting new perspectives and enhancing organizational agility.
2. **Building an AI-centric enterprise** – applying AI across R&D, manufacturing, and management process.
3. **Cultural renewal and organizational effectiveness** – strengthening resilience.

On sustainability performance, Compal was ranked in the top 5% of Taiwan's Corporate Governance Evaluation in 2025, selected for the "S&P Global Sustainability Yearbook," once again named one of "Top 100 Sustainable Companies in Taiwan," and included in multiple domestic and international ESG indices. These recognitions reflect our ongoing commitment and long-term dedication to ESG excellence.

Outlook and Plans

Looking ahead to 2026, the global market remains characterized by uncertainty. According to IDC, traditional device markets, including notebooks and smartphones, are expected to face downward pressure due to rising material costs and memory supply fluctuations. However, demand for AI applications and AI infrastructure remains robust, positioning the server industry as a key growth driver for 2026.

We view 2026 as a pivotal year for Compal returning to a growth trajectory. To accelerate momentum and mitigate geopolitical risk and market dynamics, Compal will execute four primary operating plans:

1. **Focus on core customers and technologies** – deepening partnerships and investing in high-growth domains.
2. **Enhance supply chain resilience and agility** – strengthening proactive material planning to improve stability.
3. **Expand global manufacturing footprint** – reinforcing capacity in the United States, Vietnam, and Taiwan.
4. **Invest in human capital** – cultivating talent to support transformation and long-term growth.

Our direction is clear: accelerate diversification, increase non-PC revenue contribution, and drive the next era of Compal's growth through AI-enabled digital transformation and cultural renewal. Shareholders' continued support has been a vital force behind Compal's progress. We will remain steadfast and pragmatic in creating long-term value for our shareholders and honoring the trust you place in us.

Wishing you all health and prosperity.

Chairman of the Board: Jui-Tsung Chen
President and CEO: Anthony Peter Bonadero
Accounting Officer: Cheng-Chiang Wang

II. Corporate Governance Report

2.1 Directors and Management Team

2.1.1 Directors

March 31, 2026

Title/ Name/ Nationality (Note 1, 2)	Gender/ Age	Elected Date	Term	First Elected Date	Shareholding at the election date		Current shareholding		Shares held by spouse and underage children Current shareholding		Shares held by proxy		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as Directors, Supervisors, or department heads		
					Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholdin g Percentage (%)	Shares	Shareholdin g Percentage (%)			Title	Name	Relation ship
Chairman Jui-Tsung Chen	Male 66-80	2024.5.31	3 years	1992.04.30	35,352,587	0.80%	35,352,587	0.80%	1,069,405	0.02%	0	0.00%	Honorary Doctorate, Bachelor of Electrical Engineering Dept.,, National Cheng Kung University Chairman of Arcadyan Technology Corp.	(Note 6)	N/A	N/A	N/A
Director Kinpo Electronics, Inc.	-	2024.5.31	3 years	1990.06.22	151,628,692	3.44%	151,628,692	3.44%	0	0.00%	0	0.00%	Bachelor of Electrical Engineering Dept., National Taiwan Ocean University	(Note 6)	N/A	N/A	N/A
Representative: Wei-Chang Chen	Male 66-80			2024.5.31	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Director and President of Kinpo Electronics Inc.				
Director Taiwan Venture Capital Co., Ltd.	-	2024.5.31	3 years	2024.5.31	1,380,000	0.03%	1,380,000	0.03%	0	0.00%	0	0.00%	Co-Founder of Compal Electronics, Inc. Bachelor of Business Dept., National Taiwan University	(Note 6)	N/A	N/A	N/A
Representative: Charng-Chyi Ko	Male 81 years or older			1984.04.16	0	0.00%	7,896,867	0.18%	30,645	0.00%	0	0.00%	PhD, Lincoln University, USA Chairman of Taiwan Biotech Co., Ltd.				

Title/ Name/ Nationality (Note 1, 2)	Gender/ Age	Elected Date	Term	First Elected Date	Shareholding at the election date		Current shareholding		Shares held by spouse and underage children Current shareholding		Shares held by proxy		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as Directors, Supervisors, or department heads		
					Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholdin g Percentage (%)	Shares	Shareholdin g Percentage (%)			Title	Name	Relation ship
Director Sheng-Chieh Hsu	Male 66-80	2024.5.31	3 years	1997.05.29	9,204,201	0.21%	9,204,201	0.21%	8,152,928	0.18%	(Note 5)	(Note 5)	Bachelor of Architectural Dept., Tamkang University Director of Cal- Comp Electronics (Thailand) Public Company Limited	(Note 6)	N/A	N/A	N/A
Director Chieh-Li Hsu	Male 51-65	2024.5.31	3 years	2020.07.21	4,117,569	0.09%	4,117,569	0.09%	631	0.00%	0	0.00%	Master of International Business, Waseda University, Japan Chairman and CSO of AcBel Polytech Inc.	(Note 65)	N/A	N/A	N/A
Director Binpal Investment Co., Ltd.	-	2024.5.31	3 years	2018.6.22	5,000,000	0.11%	5,000,000	0.11%	0	0.00%	0	0.00%	Bachelor of Business Administration Dept., University of Phoenix	(Note 6)	N/A	N/A	N/A
Representative: Wu-Chun Hsu	Male 51-65			2024.5.31	0	0.00%	21,000	0.00%	0	0.00%	0	0.00%	Director and President of IBASE Technology Inc.				
Director Chung-Pin Wong	Male 66-80	2024.5.31	3 years	2007.06.15	6,618,618	0.15%	6,618,618	0.15%	1,398	0.00%	0	0.00%	Master of Management Science, National Chiao-Tung University Chairman of Compal Broadband Networks, Inc.	(Note 6)	N/A	N/A	N/A
Director Chiung-Chi Hsu	Male 51-65	2024.5.31	3 years	1994.04.23	2,117,731	0.05%	2,117,731	0.05%	30,000	0.00%	0	0.00%	Master of Golden Gate University, San Francisco, USA Chairman of Full Power Investment Co., Ltd.	(Note 6)	N/A	N/A	N/A
Director	Male	2024.5.31	3	2018.6.22	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Texas A&M	((Note 6)	N/A	N/A	N/A

Title/ Name/ Nationality (Note 1, 2)	Gender/ Age	Elected Date	Term	First Elected Date	Shareholding at the election date		Current shareholding		Shares held by spouse and underage children Current shareholding		Shares held by proxy		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as Directors, Supervisors, or department heads		
					Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholdin g Percentage (%)	Shares	Shareholdin g Percentage (%)			Title	Name	Relation ship
Anthony Peter Bonadero	51-65		years										University Executive Vice- President of Auscom Engineering Inc.				
Director Sheng-Hua Peng	Male 51-65	2024.5.31	3 years	2018.6.22	835,000	0.02%	835,000	0.02%	0	0.00%	0	0.00%	Master of Electronics Engineering, National Taiwan University Director of Arcadyan Technology Corp.	(Note 6)	N/A	N/A	N/A
Independent Director Duh Kung Tsai	Male 66-80	2024.5.31	3 years	2012.6.22	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Bachelor of Industrial Engineering Dept., Taipei Institute of Technology Chairman and Chief Strategy Officer of Powertech Technology Inc.	(Note 6)	N/A	N/A	N/A
Independent Director Wen-Chung Shen	Male 66-80	2024.5.31	3 years	1998.4.8	2,836,000	0.06%	2,836,000	0.06%	2,315,000	0.05%	0	0.00%	Bachelor of Electrical Engineering Dept., National Taiwan University Director of Her Tuo CO., LTD .	(Note 6)	N/A	N/A	N/A
Independent Director Lee-Chiou Chang	Male 66-80	2024.5.31	3 years	2024.5.31	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Bachelor of Public Finance Dept. and Master of Insurance Dept., NCCU Chairman of Sun Ten Group.	(Note 6)	N/A	N/A	N/A
Independent Director	Male 66-80	2024.5.31	3 years	2024.5.31	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Bachelor of Medicine Dept.,	(Note 6)	N/A	N/A	N/A

Title/ Name/ Nationality (Note 1, 2)	Gender/ Age	Elected Date	Term	First Elected Date	Shareholding at the election date		Current shareholding		Shares held by spouse and underage children Current shareholding		Shares held by proxy		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as Directors, Supervisors, or department heads		
					Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholdin g Percentage (%)	Shares	Shareholdin g Percentage (%)			Title	Name	Relation ship
Shui-Shu Hung													National Taiwan University Chairman and President of Catcher Technology Co., Ltd.				
Independent Director Tzu-Ting Huang	Female 51-65	2024.5.31	3 years	2024.5.31	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Bachelor of Law Dept., National Chung Hsing University (Law Dept.) Independent Director of Flytech Technology Co., Ltd.	(Note 6)	N/A	N/A	N/A

Note: 1.Except for Director Anthony Peter Bonadero, who is a US citizen, the rest of the directors are ROC nationals.

2. The Chairman and President of the Company are not the same person, spouses, or related to each other.

3. Mr. Duh Kung Tsai served as Independent Director from June 22, 2012 to August 27, 2021.

4. Mr. Wen-Chung Shen served as Director from April 8, 1998 to June 22, 2018.

5. Director Sheng-Chieh Hsu held 2,578,000 shares (0.06%) through proxies.

6. Selected Current Positions as below:

Title	Name	Selected Current Positions
Chairman	Jui-Tsung Chen	Chairman: Arcadyan Technology Corporation, Ripal Optotronics Co., Ltd., Palcom International Corporation, General Life Biotechnology Co., Ltd., ARCE Therapeutics, Inc., UniCore Biomedical Co., Ltd., Aco Healthcare Co., Ltd., Raypal Biomedical Co., Ltd., River Regeneration and Rejuvenation Biotechnology Co. Ltd., Fusionite Corporation, Gempal Technology Corp., Panpal Technology Corp., Hong Jin Investment Co., Ltd., Hong Ji Capital Co., Ltd., Kinpo&Compal Group Assets Development Corporation, Ray-Kwong Medical Management Consulting Co., Ltd., Compal Optoelectronics (Kunshan) Co., Ltd., Compal System Trading (Kunshan) Co., Ltd., Compal Information Technology (Kunshan) Co., Ltd., Compal Display Electronics (Kunshan) Co., Ltd., Compal Information (Kunshan) Co., Ltd., Compal Electronics Technology (Kunshan) Co., Ltd., Compal Electronics (ChongQing) Co., Ltd., Compal Electronics, (China) Co., Ltd., Compal Digital Technology (Kunshan) Co., Ltd., Kunshan Botai Electronics Co., Ltd., Compal Smart Device (Chongqing) Co., Ltd., Compal Investment (Jiangsu) Co., Ltd., Compal Smart Device India Private Limited.

Title	Name	Selected Current Positions
		<p>Executive Director: Compower Global Service Co., Ltd.</p> <p>Director: Compal Broadband Networks, Inc., Mactech Co., Ltd., HengHao Technology Co. Ltd., UNICOM GLOBAL, INC., Kinpo Group Management Consultant Company, Compal Ruifang Health Assets Development Corporation, Phoenix Innovation Venture Capital Co., Ltd., Compal Electronics Technology (Kunshan) Co., Ltd., Compal Information (Kunshan) Co., Ltd., Compal Information Technology (Kunshan) Co., Ltd., Compal Digital Technology (Kunshan) Co., Ltd., Compal Electronics (Chengdu) Co., Ltd., Compal Electronics (ChongQing) Co., Ltd., Compal Electronics, (China) Co., Ltd., Compal Optoelectronics (Kunshan) Co., Ltd., Compal Display Electronics (Kunshan) Co., Ltd., Compal Networking (Kunshan) Co., Ltd., Kunshan Botai Electronics Co., Ltd., Compal Investment (Sichuan) Co., Ltd., Compal Investment (Jiangsu) Co., Ltd., Compal Management (Chengdu) Co., Ltd., Compal (Vietnam) Co., Ltd., Compal Development & Management (Vietnam) Co., Ltd., Ascendant Private Equity Investment Ltd., Arcadyan Holding (BVI) Corp., Arch Holding (BVI) Corp., Billion Sea Holdings Ltd., Big Chance International Co., Ltd., Bizcom Electronics, Inc., Center Mind International Co., Ltd., Compal Americas (US) Inc., Compal Display Holding (HK) Limited, Compal Electronics International Ltd., Compal Electronics N.A. Inc., Compal Electronics (Holding) Ltd., Compal International Ltd., Compal International Holding Co., Ltd., Compal International Holding (HK) Limited, Compal Rayonnant Holdings Ltd., Compal USA (Indiana), Inc., Compalead Electronics B.V., Compal Wise Electronic (Vietnam) Co., Ltd., Core Profit Holdings Ltd., Etrade Management Co., Ltd., Flight Global Holding Inc., Forever Young Technology Inc., Fortune Way Technology Corp., Giant Rank Trading Ltd., Goal Reach Enterprises Ltd., HengHao Holdings A Co., Ltd., HengHao Holdings B Co., Ltd., High Shine Industrial Corp., Intelligent Universal Enterprise Ltd., Jenpal International Ltd., Just International Ltd., Prospect Fortune Group Ltd., Prisco International Co., Ltd., Smart International Trading Ltd., Sinoprime Global Inc., Wah Yuen Technology Holding Ltd., Webtek Technology Co., Ltd.</p> <p>President & CEO : Compal Electronics (Vietnam) Co., Ltd.</p> <p>Independent Director: Powertech Technology Inc.</p> <p>Audit Committee Member: Powertech Technology Inc.</p> <p>Other: Director of Chengdian Culture and Education Foundation, Director of Institute for Biotechnology and Medicine Industry</p>
Director	Kinpo Electronics, Inc.	Director: AcBel Polytech Inc., CastleNet Technology Inc., Crownpo Technology Inc., iHELPER Inc., Norm Pacific Automation Corp., Teleport Access Services, Inc., Kinpo Group Management Consultant Company, Cal-Comp Asset Management, Inc., NTNU Innovation Investment Holding Company
	Representative of Kinpo Electronics Inc.: Wei-Chang Chen	Chairman: Cal-Comp Asset Management, Inc., CastleNet Technology Inc (Kunshan)., ICKP(Beijing) Technology Development Co., Ltd., Norm Pacific Automation Corp., Cal-Comp Optical Electronics (Yueyang) Co., Ltd., Cal-Comp Optical Electronics (Suzhou) Co., Ltd., Cal-Comp Precision (Yueyang) Co., Ltd., Cal-Comp Precision (Dongguan) Co., Ltd., Cal-Comp Technology (Philippines), Inc., Kinpo Electronics (Philippines), Inc., Cal Comp (Malaysia) SDN. BHD., Cal-Comp Electronics de Mexico Co., S.A. de C.V., Cal-Comp Precision (Philippines), Inc.

Title	Name	Selected Current Positions
		<p>Vice-Chairman: Cal-Comp Electronics(Thailand) Public Company Limited, PChome (Thailand) Co., Ltd</p> <p>Director: Kinpo Electronics, Inc., AcBel Polytech Inc., Kinpo Group Management Consultant Company, iHELPER Inc., Cal-Comp Electronics and Communications Co., Ltd., Kinpo Electronics (China) Co., Ltd., Cal-Comp Precision Holding Co., Ltd., Ascendant Private Equity Investment Ltd., Cal-Comp Automation and Industrial 4.0 Service (Thailand) Co., Ltd., Cal-Comp Electronics (USA) Co., Ltd., Cal-Comp Precision (Malaysia) SDN. BHD., Cal-Comp Precision (Singapore) Limited, Cal-Comp Precision (Thailand) Limited, Cal-Comp USA (San Diego), Co., Inc., Castlenet Technology (BVI) Inc., Kinpo International (Singapore) Pte. Ltd., Kinpo International Ltd., Logistar International Holding CO., Ltd.</p> <p>President: Kinpo Electronics, Inc., Cal-Comp Electronics and Communications Co., Ltd., Kinpo Electronics (China) Co., Ltd., Cal-Comp Optical Electronics (Yueyang) Co., Ltd., Cal-Comp Optical Electronics (Suzhou) Co., Ltd., Cal-Comp Electronics (USA) Co., Ltd., Cal-Comp Semiconductor, Ltd., Cal-Comp USA (San Diego), Co., Inc.</p> <p>Sustainability Committee Member: Kinpo Electronics Inc.</p> <p>Risk Management Committee Member: Kinpo Electronics Inc.</p>
Director	Taiwan Venture Capital Co., Ltd.	<p>Director: Kinpo Electronics, Inc., Chang Yao Technology Inc., All For Health Biotech Co., Evergene Biotech Industrial Co., Ltd., Weck Tech Biotech Co., Ltd., Global Biopharma, Inc., Taiwan Veterans Pharmaceutical Co., Ltd., Aseptic Innovative Medicine Co., Ltd., Young & Health Care Resorts Inc., Creative Vision Investment Co., Ltd., Long Yee Investment Co. Ltd., T.B.C. Development and Construction Co., Ltd., Taiwan Chariston AMC Corp., Ltd.,</p> <p>Supervisor: Sunny Special Dyeing & Finishing Co., Ltd., Teleport Access Services, Inc.</p>
	Representative of Taiwan Venture Capital Co., Ltd.: Charng-Chyi Ko	<p>Chairman: Taiwan Biotech Co., Ltd., All For Health Biotech Co., Ltd., Evergene Biotech Industrial Co., Ltd., Weck Tech Biotech Co., Ltd., Global Biopharma, Inc., Taiwan Veterans Pharmaceutical Co., Ltd., Aseptic Innovative Medicine Co., Ltd., Young & Health Care Resorts Inc., Taiwan Venture Capital Co., Ltd., Long Yee Investment Co. Ltd., Creative Vision Investment Co., Ltd, Yinfeng International, Inc., T.B.C. Development and Construction Co., Ltd., Taiwan Chariston AMC Corp., Ltd, Twin Luck Global Company Ltd.</p> <p>Director: Kinpo Electronics, Inc., Chang Yao Technology Inc., Genhealth Pharma Co., Ltd., OmniHealth Group, Inc., All Information Inc., Taiwan Carefor Home Pharmacy Co., Ltd., Gold Precision Ltd., KKXC Integrated Management Holding (CYPRUS) Ltd., Optics Lab Inc., Synpharm, Inc.</p> <p>Supervisor: Teleport Access Services, Inc., Sunny Special Dyeing & Finishing Co., Ltd., Beijing Sintong Biotech Co., Ltd.</p> <p>Other: Director of Health, Welfare & Environment Foundation, Managing Supervisor of Cross-Strait Health Care and Leisure Activities Association</p>
Director	Sheng-Chieh Hsu	<p>Chairman: Integrate Investment Corp.</p> <p>Director: Cal-Comp Electronics (Thailand) Public Company Limited, Cal-Comp Electronics and Communications Co., Ltd., Kinpo&Compal Group Assets</p>

Title	Name	Selected Current Positions
		<p>Development Corporation, Kinpo Electronics (China) Co., Ltd., Kinpo International Ltd. Chairman of Development Executive Committee: Kinpo&Compal Group Assets Development Corporation</p>
Director	Chieh-Li Hsu	<p>Chairman: Kinpo Electronics, Inc., AcBel Polytech Inc., Cal-Comp Electronics (Thailand) Public Company Limited, Cal-Comp Electronics and Communications Co., Ltd., AcSacca Solar Energy Co., Ltd., AcTel Power Co., Ltd., AcGile EV Power Inc., KangYang New Energy Co., Ltd., AcSun Energy Inc., AcRay Energy Co., Ltd., AcTek Energy Co., Ltd., AcRise Power Inc., AcLeap Power Inc., OmniOn Power (Taiwan) Inc., OmniOn Power (China) Co., Ltd., OmniOn Power Shanghai Co., Ltd., AcBel Electronic (Xiantao) Co., Ltd., AcBel Electronic (Dong Guan) Co., Ltd., AcBel Electronic (Wuhan) Co., Ltd., Shanghai Sino Hardware Electronics (Wujiang) Co., Ltd., Huhua Hardware Electronics (Vietnam) Company Limited, AcAmple Power Pte. Ltd., AcBel Polytech Philippines, Inc., OmniOn Power (Europe) GmbH, OmniOn Power Holdings Inc., OmniOn Power Overseas LLC, OmniOn Power Technology GmbH</p> <p>Executive Director: Chongqing Tongliang District Shanghai Sino Hardware Electronics Co., Ltd., Chongqing Kanghua Metal Product Co., Ltd.</p> <p>Director: ARCE Therapeutics, Inc., Raypal Biomedical Co., Ltd., VesCir Ltd., Fusionite Corporation, Kinpo&Compal Group Assets Development Corporation, Compal Ruifang Health Assets Development Corporation, Ray-Kwong Medical Management Consulting Co., Ltd., Melvita Taiwan Ltd., Shangbao Enterprise Inc., Ginza Sakoh Taiwan Co., Ltd., Cal-Comp Precision (Yueyang) Co., Ltd., Cal-Comp Precision (Dongguan) Co., Ltd, NKG Advanced Intelligence and Technology Development (Yue Yang) Co., Ltd., LIZ Electronics (Nantong) Co., Ltd., Cal-Comp Precision Holding Co., Ltd., AcBel (USA) Polytech Inc., AcBel Polytech (Ireland) Limited, AcBel Polytech (SAMOA) Investment Inc., AcBel Polytech (Singapore) Pte. Ltd., AcBel Polytech (UK) Limited, AcBel Polytech Holdings Inc., AcBel Polytech International Inc., AcBel Polytech Japan Inc., Cal-Comp Electronics (USA) Co., Ltd., Cal-Comp Electronics de Mexico Co., S.A. de C.V., Cal-Comp Precision (Malaysia) SDN. BHD., Cal-Comp Precision (Philippines), Inc., Cal-Comp Precision (Singapore) Limited, Cal-Comp Precision (Thailand) Limited, Cal-Comp USA (San Diego), Co., Inc., CK Holdings Inc., CSA Holdings Inc., OmniOn Power (Germany) GmbH, OmniOn Power (India) Private Limited, OmniOn Power Matamoros S.A. de C.V., OmniOn Power Mumbai Private Limited, OmniOn Power (Mexico) S. de R.L. de C.V., OmniOn Power (Singapore) Pte. Ltd., OmniOn Power Inc., Power Station Holdings Ltd.</p> <p>Supervisor: Teleport Access Services, Inc., Kinpo Group Management Consultant Company, Full Power Investment Co., Ltd</p> <p>Chief Strategy Officer: Kinpo Electronics, Inc., AcBel Polytech Inc., Cal-Comp Electronics and Communications Co., Ltd.</p> <p>President: AcBel Polytech Inc., AcGile EV Power Inc., Kinpo&Compal Group Assets Development Corporation, AcBel Electronic (XIANTAO) Co., Ltd., AcBel (USA) Polytech Inc., Huhua Hardware Electronics (Vietnam) Company Limited</p>

Title	Name	Selected Current Positions
		<p>Branch Manager: AcSacca Solar Energy Co. Ltd. Changhua Branch, POWER STATION HOLDINGS LTD.TAIWAN BRANCH (MAURITIUS)</p> <p>Sustainability Committee Member: Kinpo Electronics Inc.</p> <p>Risk Management Committee Member: Kinpo Electronics Inc.</p> <p>Other: Vice- Chairman of Taiwan Electrical and Electronic Manufacturers' Association, Vice-Chairman of Importers and Exporters Association of Taipei, Vice-Chairman of Taiwan Japan Association for Business Communication (TJABC), Vice-Chairman of Taiwan Association of Information and Communication Standards(TAICS), Managing Director of Chinese National Federation of Industries, Managing Director of Monte Jade Science and Technology Association (Taiwan), Director of The Third Wednesday Association, Director of Cloud Computing & IoT Association in Taiwan, Director of Taiwan Institute of Directors, Chairman of Taiwan Waseda International Network Foundation, Director of Epoch Foundation., Director of Republic of China Trade Education Foundation, Director of The Research & Development Institute of Vocational Training Republic of China</p>
Director	Representative of Binpal Investment Co., Ltd.: Wu-Chun Hsu	<p>Chairman: Binpal Investment Co.</p> <p>Director: IBASE Technology Inc., IBASE Solution Co., Ltd., Binpal Investment Co., Ltd., IBASE Japan, IBASE Singapore PTE. Ltd., IBASE Technology (USA), Inc.</p> <p>Special Assistant: IBASE Technology Inc.</p>
Director	Chung-Pin Wong	<p>Chairman: Compal Broadband Networks, Inc., Poindus System Corp., Starmems Semiconductor Corp., HengHao Technology Co. Ltd., Rayonnant Technology Co., Ltd., UNICOM GLOBAL, INC., Compal USA (Indiana), Inc., Wah Yuen Technology Holding Ltd.</p> <p>Director: Taiwan Sanga Co., Ltd., Compal Electronics (Chengdu) Co., Ltd., Compal Investment (Sichuan) Co., Ltd., Compal Management (Chengdu) Co., Ltd., Allied Power Holding Corp., Compal Connector Manufacture Ltd., HengHao Holdings A Co., Ltd., HengHao Holdings B Co., Ltd., Primetek Enterprises Ltd., Sirqul Inc.</p> <p>Supervisor: Hong Ya Technology Corporation</p>

Title	Name	Selected Current Positions
Director	Chiung-Chi Hsu	Chairman: E-Bow Bearing Co., Ltd., Full Power Investment Co., Ltd. Director: Juan Hsin Bao Hardware Co., Ltd., Jin Yongxiang Co., Ltd.
Director	Anthony Peter Bonadero	Director: Fusionite Corporation, Auscom Engineering Inc., Compal Americas (US) Inc., Compal Electronics N.A. Inc., Compal USA (Indiana), Inc., Compal USA Holding Inc., Compal USA Technology Inc., Sylux Inc., Trifecta Sense Holding Inc. President: Compal Electronics, Inc., Fusionite Corporation Executive Vice-President: Auscom Engineering Inc.
Director	Sheng-Hua Peng	Chairman: HippoScreen Neurotech Corp., Shennona Co., Ltd., Compal Ruifang Health Assets Development Corporation, Compal Wireless Communications (Nanjing) Co., Ltd., Compal Digital Communications (Nanjing) Co., Ltd., HANHELT Communications (Nanjing) Co., Ltd., Compal Communications (Nanjing) Co., Ltd. Director: Arcadyan Technology Corporation, Gempal Technology Corp., Palcom International Corporation, Ripal Optotronics Co., Ltd., UniCore Biomedical Co., Ltd., Aco Healthcare Co., Ltd., Kinpo Group Management Consultant Company, Kinpo&Compal Group Assets Development Corporation, Infinno Technology Corp., Mactech Co., Ltd., Hong Jin Investment Co., Ltd., Hong Ji Capital Co., Ltd., Compal Optoelectronics (Kunshan) Co., Ltd., Compal Display Electronics (Kunshan) Co., Ltd., Compal Electronics, (China) Co., Ltd., Compal Smart Device (Chongqing) Co., Ltd., Compal Investment (Jiangsu) Co., Ltd., Bizcom Electronics, Inc., Compal Smart Device India Private Limited., Shennona Corporation Supervisor: General Life Biotechnology Co., Ltd. President: Palcom International Corporation, Compal Display Electronics (Kunshan) Co., Ltd., HANHELT Communications (Nanjing) Co., Ltd., Compal Smart Device (Chongqing) Co., Ltd., Compal Investment (Jiangsu) Co., Ltd. Executive Vice-President: Compal Electronics, Inc. Branch Manager: Compal Electronics, Inc. Kaohsiung Branch Chief Sustainability Officer of Sustainable Committee: Compal Electronics, Inc. Sustainability Committee Member: Compal Electronics, Inc. Risk Management Committee Member: Compal Electronics, Inc.

Title	Name	Selected Current Positions
Independent Director	Duh Kung Tsai	Chairman: Powertech Technology Inc. Executive Director: Powertech Technology Japan Ltd. Director: Greatek Electronics Inc., Powertech Holding (B.V.I.) Inc., Powertech Technology (Singapore) Pte. Ltd., PTI Technology (Singapore) Pte. Ltd., Tera Probe, Inc. Chief Strategy Officer: Powertech Technology Inc. Remuneration Committee Member: Compal Electronics, Inc. Audit Committee Member: Compal Electronics, Inc. Sustainability Committee Member: Compal Electronics, Inc. Risk Management Committee Member: Compal Electronics, Inc. Other: Chairman of PTI Education Foundation
Independent Director	Wen-Chung Shen	Chairman: Her Tuo Co., Ltd. Remuneration Committee Member: Compal Electronics, Inc. Audit Committee Member: Compal Electronics, Inc. Sustainability Committee Member: Compal Electronics, Inc. Risk Management Committee Member: Compal Electronics, Inc.
Independent Director	Lee-Chiou Chang	Chairman: Sun Ten Group., Panion & BF Biotech Inc., Ho Tung Chemical Corp., T3EX Global Holdings Corp., YH Bio Co., Ltd., Viarich Biotechnology Co., Ltd., Cheng Fong Chemical Co., Ltd., Herbiotek Co., Ltd., Foci Fiber Optic Communications Director: Formosan Union Chemical Corporation, Foci Fiber Optic Communications, Anti-Microbial Savior BioteQ Co., Ltd., REPURGENESIS CO., LTD., TriKnight Capital Corporation Independent Director: Taiwan Hopac Chemicals Mfg. Co., Ltd., Asia Polymer Corporation Remuneration Committee Member: Compal Electronics, Inc., Taiwan Hopac Chemicals Mfg. Co., Ltd., Asia Polymer Corporation Audit Committee Member: Compal Electronics, Inc., Taiwan Hopac Chemicals Mfg. Co., Ltd., Asia Polymer Corporation Sustainability Committee Member: Compal Electronics, Inc. Risk Management Committee Member: Compal Electronics, Inc.
Independent Director	Shui-Shu Hung	Chairman: Catcher Technology Co., Ltd., Kai Yi Investment Co., Ltd. Director: TwHealth Nexus INC., Lyra International Co., Ltd., Norma International Co., Ltd., Uranus International Co., Ltd.

Title	Name	Selected Current Positions
		Remuneration Committee Member: Compal Electronics, Inc. Audit Committee Member: Compal Electronics, Inc. Sustainability Committee Member: Compal Electronics, Inc. Risk Management Committee Member: Compal Electronics, Inc. Sustainability and Risk Management Committee Member: Catcher Technology Co., Ltd.
Independent Director	Tzu-Ting Huang	Independent Director: AUO Corporation, Flytech Technology Co., Ltd. Remuneration Committee Member: Compal Electronics, Inc., Flytech Technology Co., Ltd. Audit Committee Member: Compal Electronics, Inc., AUO Corporation, Flytech Technology Co., Ltd. Sustainability Committee Member: Compal Electronics, Inc. Risk Management Committee Member: Compal Electronics, Inc. Corporate Governance and Nomination Committee: AUO Corporation

Major shareholders of the Company's corporate shareholders

April 5, 2025

Name of corporate shareholder	Major shareholders of the corporate shareholder (Note)
Kinpo Electronics, Inc.	Compal Electronics, Inc. (8.24%), Panpal Technology Corp. (4.61%), GEBO Limited (2.66%), Ho Bao Investment Co., Ltd. (1.99%), Ruey Shinn Co., Ltd. (1.86%), Custodial Account for the Yuanta Taiwan Value High Dividend ETF Securities Investment Trust Fund, entrusted to and held by Hua Nan Commercial Bank (1.48%), Li-Chu Tsai (1.44%), UBS Taipei Branch is subject to Li Chu Tsai trust property account (1.33%), Sheng-Hsiung Hsu (0.91%), UBS Taipei Branch is subject to Sheng-Hsiung Hsu trust property account (0.90%)
Taiwan Venture Capital Co., Ltd.	You Yuan Co., Ltd. (27.60%), Chang-Huei Ko (22.40%), Yan-Huei Ko (22.40%), Ever-Prosperous Multitechnologies Enterprise Ltd. (22.00%), Jiun- Huei Ko (4.40%)
Binpal Investment Co., Ltd.	Chunpal Investment Co., Ltd. (33.34%), Yuanpal Investment Co., Ltd. (33.33%), Hsiangpal Investment Co., Ltd. (33.33%)

Note: If the major shareholder is also a corporate entity, please refer to the following table.

Major shareholders of the Company's major corporate shareholders

Name of corporate shareholder	Major shareholders of corporate shareholders
Compal Electronics, Inc.	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF (4.45%), Fuh Hwa Taiwan Technology Dividend Highlight ETF (3.70%), Kinpo Electronics, Inc. (3.44%), Yuanta/P-shares Taiwan Dividend Plus ETF (3.26%), Labor Pension Fund (The New Fund) (2.51%), Taiwan Cooperative Bank (1.31%), Pzena Emerging Markets Value Fund (1.29%), Robeco Capital Growth Funds (1.05%), City of NewYork Group Trust (0.92%), Stichting Depository APG Emerging Markets Equity Pool (0.91%)
Panpal Technology Corporation	Compal Electronics, Inc. (100%)
GEBO Limited	Li-Chu Tsai (95.39%), Chieh-Li Hsu (1.77%), Chun-Chi Hsu (1.42%), Yung-Hsu Hsu (1.42%)
Ho Bao Investment Co., Ltd.	Chieh-Li Hsu (45.76%), Li-Chu Tsai (20.06%), Chun-Chi Hsu (17.09%), Yung-Hsu Hsu (17.09%)
Ruey Shinn Co., Ltd.	Hsin Chung Chen (33.34%), Hsin Tso Chen (33.33%), Hsin Yu Chen (33.33%)
You Yuan Co., Ltd.	Jiun- Huei Ko (32.61%), Chang-Huei Ko (26.37%), Yan-Huei Ko (23.20%), Taiwan Venture Capital Co., Ltd. (8.26%)
Ever-Prosperous Multitechnologies Enterprise Ltd.	Yan-Huei Ko (32.66%), Jiun- Huei Ko (26.21%), Chang-Huei Ko (23.79%), Taiwan Venture Capital Co., Ltd. (14.11%)
Chunpal Investment Co., Ltd.	Wen-Being Hsu (28.20%), Su-Ying Hsu Wu (22.32%), Yu-Yau Hsu (20.82%), Wu-Chun Hsu (14.99%), Li-Ping Lin (13.67%)
Yuanpal Investment Co., Ltd.	Wu-Hung Hsu (41.57%), Wen-Being Hsu (31.00%), Su-Ying Hsu Wu (25.18%), Huang-Yu (2.25%)
Hsiangpal Investment Co., Ltd.	Wen-Being Hsu (47.19%), Su-Ying Hsu Wu (35.48%), Yi-Shiang Hsu (6.02%), Ying-Ju Chen (3.77%), Yan-Wei Hsu (3.77%), You-Wei Hsu (3.77%)

■ Professional qualification of Directors and independence Information of Independent Directors:

Name	Conditions	Professional Qualification & Experience	Independence Status of Independent Directors	No. of concurrent Independent directorships of other public firms held
Chairman Jui-Tsung Chen	Honorary Doctorate, Bachelor of Electrical Engineering Dept., National Cheng Kung University Chairman of Arcadyan Technology Corp. and Compal Communication Inc., and Chief Strategy Officer of Compal The Chairman possesses more than 40 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.		N/A	1
Director Representative of Kinpo Electronics Inc.: Wei-Chang Chen	Bachelor of Electrical Engineering Dept., National Taiwan Ocean University Director and President of Kinpo Electronics, Inc. The Director possesses more than 20 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.		N/A	

Name \ Conditions	Professional Qualification & Experience	Independence Status of Independent Directors	No. of concurrent Independent directorships of other public firms held
<p>Director Representative of Taiwan Venture Capital Co., Ltd.: Charng-Chyi Ko</p>	<p>Bachelor of Business Dept., National Taiwan University, Ph. D., Lincoln University, USA Director of Kinpo Electronics Inc. and Chairman of Taiwan Biotech Co., Ltd. The Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	
<p>Director Sheng-Chieh Hsu</p>	<p>Bachelor of Architecture Dept., Tam-Kang University Director of Kinpo Electronics Inc. and Cal-Comp Electronics (Thailand) Public Company Limited The Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	
<p>Director Chieh-Li Hsu</p>	<p>Master of International Business, Waseda University, Japan Chairman and Chief Strategy Officer of Kinpo Electronics, Inc., AcBel Polytech Inc. The Director possesses more than 20 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	

Name / Conditions	Professional Qualification & Experience	Independence Status of Independent Directors	No. of concurrent Independent directorships of other public firms held
<p>Director Representative of Binpal Investment Co., Ltd.: Wu-Chun Hsu</p>	<p>Bachelor of Business Administration Dept., Phoenix University, USA Director and President of IBASE Technology Inc., Director of IBASE Solution Co., Ltd. The Director possesses more than 8 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	
<p>Director Chung-Pin Wong</p>	<p>Master of Management Science, National Chiao Tung University Chairman of Compal Broadband Networks, Inc. and Poindus Systems Corp., and President of Compal The Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	
<p>Director Chiung-Chi Hsu</p>	<p>Master of Golden Gate University, San Francisco, USA Chairman of Full Power Investment Co., Ltd. The Director possesses more than 20 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	

Name \ Conditions	Professional Qualification & Experience	Independence Status of Independent Directors	No. of concurrent Independent directorships of other public firms held
<p>Director Anthony Peter Bonadero</p>	<p>Texas A&M University Executive Vice President of Auscom Engineering Inc. The Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	
<p>Director Sheng-Hua Peng</p>	<p>Master of Science in Electrical Engineering, National Taiwan University Director of Arcadyan Technology Corp., Executive Vice President of Compal and Senior Vice President of Compal Communications, Inc. The Director possesses more than 20 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<p>N/A</p>	

Name \ Conditions	Professional Qualification & Experience	Independence Status of Independent Directors	No. of concurrent Independent directorships of other public firms held
Independent Director Duh Kung Tsai	<p>Bachelor of Industrial Engineering Dept., Taipei Institute of Technology Chairman & Chief Strategy Officer of Powertech Technology Inc., Director of Greatek Electronics Inc., Independent Director of Chicony Power Technology Co. Ltd.</p> <p>The individual has rich knowledge and adequate experience in the electronics industry, business operations, risk management, and corporate merger/acquisition, which is extremely helpful to the company's development.</p> <p>The Independent Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<ul style="list-style-type: none"> • Compliance with independence criteria (note) • The person or their spouse or relatives within the second degree of kinship (or in the name of others) hold 0 shares of the Company with a shareholding percentage of 0%. 	
Independent Director Wen-Chung Shen	<p>Bachelor of Electrical Engineering Dept., National Taiwan University Chairman of Her Tuo Co., Ltd., and Director and Executive Vice President of Compal</p> <p>The Independent Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<ul style="list-style-type: none"> • Compliance with independence criteria (note) • Number of shares of the Company and shareholding ratio of the person or their spouse or relatives within the second degree of kinship (or in the name of others): 5,151,000 shares, 0.11% 	

Name / Conditions	Professional Qualification & Experience	Independence Status of Independent Directors	No. of concurrent Independent directorships of other public firms held
Independent Director Lee-Chiou Chang	<p>Bachelor of Public Finance Dept., Master of Insurance Dept., NCCU Chairman of Yuanta Securities Co., Ltd., Team leader of Securities and Futures Bureau, FSC Chairman of Sun Ten Group., Chairman of Panion & BF Biotech Inc., Chairman of Ho Tung Chemical Corp.</p> <p>The individual has rich knowledge and adequate experience in biotechnology, medical, business operations, and financial accounting, which is extremely helpful to the company's development.</p> <p>The Independent Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<ul style="list-style-type: none"> • Compliance with independence criteria (note) • The person or their spouse or relatives within the second degree of kinship (or in the name of others) hold 0 shares of the Company with a shareholding percentage of 0%. 	2

Name \ Conditions	Professional Qualification & Experience	Independence Status of Independent Directors	No. of concurrent Independent directorships of other public firms held
Independent Director Shui-Shu Hung	<p>Bachelor of Medicine Dept., National Taiwan University Chairman and President of Catcher Technology Co., Ltd.</p> <p>The individual has rich knowledge and adequate experience in the electronics industry, business operations, and risk management, which is extremely helpful to the company's development.</p> <p>The Independent Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<ul style="list-style-type: none"> • Compliance with independence criteria (note) • The person or their spouse or relatives within the second degree of kinship (or in the name of others) hold 0 shares of the Company with a shareholding percentage of 0%. 	
Independent Director Tzu-Ting Huang	<p>Bachelor of Law Dept., National Chung Hsing University Co-Chief Operating Officer, President of Corporate Marketing, Business Planning and Operations of Acer Incorporated, Independent Director of AUO Corporation, Flytech Technology Co., Ltd.</p> <p>The individual has rich knowledge and adequate experience in the electronics industry, Property Rights and Marketing Department Services and Supply Chain Management, which is extremely helpful to the company's development.</p> <p>The Independent Director possesses more than 30 years of work experience required for the business of the Company and has not been a person of any conditions defined in the Company Act, Article 30.</p>	<ul style="list-style-type: none"> • Compliance with independence criteria (note) • The person or their spouse or relatives within the second degree of kinship (or in the name of others) hold 0 shares of the Company with a shareholding percentage of 0%. 	2

Note: Independent Directors shall indicate the fulfillment of the independence criteria.

- Neither the individual, their spouse, nor any relative within the second degree of kinship currently serves as a director, supervisor, or employee of the Company or any of its associates;
- The individual does not currently serve as a director, supervisor, or employee of any company that has a specific relationship with the Company as defined under Articles 3(1)(5) through 3(1)(8) of the Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies;
- The aggregate compensation received in the past 2 years for providing business, legal, financial, accounting, or other professional services to the Company or any of its associates;
- The number and percentage of the Company's shares held by the individual, their spouse, or any relative within the second degree of kinship (including shares held under another person's name).

■ The Diversity & Independence of the Board of Directors:

(I) The Diversity of the Board of Directors:

1. Board Diversity and Independence:

(I) Board Diversity:

1. In accordance with the Company's Code of Practice on Corporate Governance, the composition of the Board of Directors shall be diversified. Directors who concurrently serve as managers of the Company should not exceed one-third of the total board seats. The Board shall further formulate appropriate diversity policies based on its own operational requirements, business model, and development needs.

All members of the Board of Directors shall possess the knowledge, skills, and competencies necessary to fulfill their duties. To achieve the ideal objectives of corporate governance, the Board as a whole shall demonstrate the following capabilities:

1. Business judgment;
2. Accounting and financial analysis;

3. Business management;
4. Crisis management;
5. Industry knowledge;
6. Global market perspective;
7. Leadership; and
8. Decision-making.

2. Status of board member diversification:

Core items for diversification	Compal Employees	Operation management	Leadership and decision-making	Knowledge of the industry	International market perspective	Risk Management	Finance and accounting	Investment M&A	Communications and network	Architecture	Industry Experience (Note 2)
Jui-Tsung Chen		V	V	V	V	V	V	V	V		Information Technology
Representative of Kinpo Electronics Inc.: Wei-Chang Chen		V	V	V	V	V	V	V	V		Information Technology
Representative of Taiwan Venture Capital Co., Ltd.: Charng-Chyi Ko		V	V	V	V	V	V	V			Healthcare
Sheng-Chieh Hsu		V	V		V	V				V	Industrial
Chieh-Li Hsu		V	V	V	V	V	V				Information Technology
Representative of Binpal Investment Co., Ltd.: Wu-Chun Hsu		V	V	V	V	V	V	V			Information Technology
Chung-Pin Wong	V	V	V	V	V	V	V	V	V		Information Technology
Chiung-Chi Hsu		V	V	V	V	V	V				Materials
Anthony Peter Bonadero	V	V	V	V	V	V	V				Information Technology
Sheng-Hua Peng	V	V	V	V	V	V	V		V		Information Technology
Duh Kung Tsai		V	V	V	V	V	V	V			Information Technology
Wen-Chung Shen		V	V	V	V	V	V				Information Technology
Lee-Chiou Chang		V	V	V	V	V	V	V			Healthcare

Shui-Shu Hung		V	V	V	V	V		V			Information Technology
Tzu-Ting Huang		V	V	V	V	V			V		Information Technology

Note: The GICS Level 1 sectors: Energy, Materials, Industrials, Consumer Discretionary, Consumer Staples, Healthcare, Financials, Information Technology, Communication Services, Utilities, and Real Estate.

Item		Director		Independent Director	
		Number of people	%	Number of people	%
Age	51~65 years old	5	33%	1	7%
	65~80 years old	4	27%	4	27%
	81 years or older	1	7%	-	-
Gender	Male	10	67%	4	27%
	Female	0	0%	1	7%
Country of Citizenship	Republic of China	9	60%	5	33%
	U.S.A.	1	7%	0	0%
Employee Status	The company	3	20%	0	0%
shareholder	The company	9	60%	1	7%
	The companies' subsidiaries	1	7%	4	27%
Term of Independent Directors	First term	-	-	4	80%
	Second terms	-	-	1	20%

The current Board of Directors is comprised of 15 Directors. The management goals and implementation status of the diversity policy of the Board are as follows:

Management goal	Implementation
The number of independent directors shall not be less than 1/3 of all directors	Implemented
More than half of the independent directors shall serve no more than three consecutive terms	Implemented
At least one female director shall serve	Implemented

The Company currently has 15 directors, with independent directors accounting for one-third of all board seats and one female director. Looking ahead, the Company is committed to greater board diversity and gender equality by actively seeking qualified female director candidates with strong professional backgrounds and extensive experience, with the aim of enhancing the Company's competitiveness and sustainable development. The Company plans to increase the number of directors of a different gender compared to the previous term by 2030, with a further increase planned by 2035.

(II) Independence of the Board of Directors:

The Company's Board of Directors currently comprises 15 members, including independent directors who account for 33.33% of the total board membership. The appointment of independent directors and the exercise of their powers are in full compliance with the Securities and Exchange Act and the Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Companies.

None of the directors share spousal or second-degree kinship relationships with one another; accordingly, no circumstances exist that would trigger the provisions of Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act. In light of the foregoing, the Board of Directors maintains its independence.

2.1.2 Management Team

March 31, 2026

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
President	Anthony Peter Bonadero	2024.05.31	0	0.00%	0	0.00%	0	0.00%	Texas A&M University EVP of Auscom Engineering Inc.	Refer to Page 15	N/A	N/A	N/A
Executive Vice-President	Ming-Chih Chang	2018.07.04	1,919,489	0.04%	0	0.00%	0	0.00%	Electrical Engineering Dept., Ming Chi University of Technology Director of Mactech Co., Ltd.	(Note 4)	N/A	N/A	N/A
Executive Vice-President	Sheng-Hua Peng	2018.07.04	835,000	0.02%	0	0.00%	0	0.00%	Master of Electronics Engineering, National Taiwan University Director of Arcadyan Technology Corp.	Refer to Page15	N/A	N/A	N/A
Executive Vice-President	Chen-Chang Hsu	2011.08.31	0	0.00%	0	0.00%	0	0.00%	National Chiao Tung University EMBA Vice-Chair of HengHao Technology Co. Ltd.	(Note 4)	N/A	N/A	N/A
Senior Vice- President	Chyou-Jui Wei	2010.03.18	0	0.00%	0	0.00%	0	0.00%	Master of Business Administration, University of Washington, USA	(Note 4)	N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
									Director of General Life Biotechnology Co.,				
Senior Vice- President	Wen-Da Hsu	2014.02.27	1,333,000	0.03%	0	0.00%	0	0.00%	Media Administration Dept., Shih Hsin University Senior Vice-President of Compal Communication Inc.	(Note 4)	N/A	N/A	N/A
Senior Vice- President	Shi-Kuan Chen	2017.02.08	0	0.00%	0	0.00%	0	0.00%	Master of Industrial Design, Cranbrook Academy of Art Director of Design and Customer Affairs, Philips (Hong Kong)	(Note 4)	N/A	N/A	N/A
Senior Vice- President	Min-Tung Weng	2018.12.01	623,786	0.01%	0	0.00%	0	0.00%	Master of Business Administration, Washington University, USA Deputy Manager of Sales, Kapok Computer Company	(Note 4)	N/A	N/A	N/A
Senior Vice- President	Bor-Heng Chen	2020.05.13	280,010	0.01%	0	0.00%	0	0.00%	Master of Industrial Engineering and Operations Management, Columbia University	N/A	N/A	N/A	N/A
Senior Vice-	Chung-Hsing	2020.08.12	0	0.00%	6,000	0.00%	0	0.00%	Master of Electrical Engineering,	(Note 4)	N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
President	Tan								Tatung University Vice-President of Compal Communication Inc.				
Chief Information Security Officer and SVP	Po-Tang Wang	2025.02.14	510,548	0.01%	486	0.00%	0	0.00%	Bachelor of Computer Science and Information Engineering Dept., National Taiwan University President of Vibo Telecom Inc.	(Note 4)	N/A	N/A	N/A
Senior Vice- President	Hsin-Chung Chen	2025.06.01	10,662,383	0.24%	90,000	0.00%	0	0.00%	Master of Electrical Engineering, Columbia University, NY Director of Raypal Biomedical Co., Ltd.	(Note 4)	Vice- President	Hsin-Tso Chen	Brother
Senior Vice- President	Yi-Chiang Chiu	2025.06.01	280,000	0.01%	0	0.00%	0	0.00%	Master of Earth Sciences, National Central University	(Note 4)	N/A	N/A	N/A
Senior Vice- President	Teng-Yen Lai	2025.11.12	0	0.00%	0	0.00%	0	0.00%	Bachelor of Business Administration (BBA), New South Wales University Senior Vice President of Flextronics International Ltd.	N/A	N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
Senior Vice- President	Yen-Liang Lin	2026.01.01	0	0.00%	0	0.00%	0	0.00%	Master of Computer Science and Information Engineering of Tamkang University President of Raypal Biomedical Co., Ltd.	N/A	N/A	N/A	N/A
Vice-President	Jyh-Shyan Liang	2011.10.31	58,000	0.00%	0	0.00%	0	0.00%	Master of Digital Communication, University of Colorado Boulder, USA Vice-President of Wireless Communication, Altek Corporation	(Note 4)	N/A	N/A	N/A
Vice-President	Yi-Yun Chang	2014.08.13	85,246	0.00%	0	0.00%	0	0.00%	Master of Electrical Engineering, National Taiwan University Senior Manager of Compal Communication Inc.	N/A	N/A	N/A	N/A
Vice-President	Hsin-Kung Mao	2014.11.13	500,714	0.01%	0	0.00%	0	0.00%	Master of Business Administration, University of Lincoln Vice-Chairman of Poindus System Corp.	(Note 4)	N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
Vice-President	Shih-Hong Huang	2016.02.24	0	0.00%	0	0.00%	0	0.00%	Master in Control Engineering, National Chiao Tung University Director of Coretronic Corporation	N/A	N/A	N/A	N/A
Vice-President	Jui-Chun Shyur	2016.05.11	0	0.00%	0	0.00%	0	0.00%	Ph.D., Electrical Engineering, National Taiwan University President of Photonics Industries International, Inc.	N/A	N/A	N/A	N/A
Corporate Governance & Accounting Officer and Vice-President	Cheng-Chiang Wang	2018.07.04 2019.05.13	955,808	0.02%	30	0.00%	0	0.00%	Bachelor of Accounting Dept., Fu Jen Catholic University Financial officer of Allied Circuit Co., Ltd.	(Note 4)	N/A	N/A	N/A
Vice-President	Cheng-Hui Su	2018.12.01	105,000	0.00%	0	0.00%	0	0.00%	Master of Business Administration, Tulane University	N/A	N/A	N/A	N/A
Financial Officer and	Guo-Dung Yu	2020.08.12	60,000	0.00%	0	0.00%	0	0.00%	Master of Accounting, George Washington University		N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
Vice-President									Financial officer of Arcadyan Technology Corp.				
Vice-President	Peng-Kuee Lau	2020.08.12	0	0.00%	0	0.00%	0	0.00%	Bachelor of Science and Technology Dept., Iowa State University	(Note 4)	N/A	N/A	N/A
Vice-President	Jue-Teng Chang	2022.02.10	0	0.00%	0	0.00%	0	0.00%	Master of EMBA, National Central University	N/A	N/A	N/A	N/A
Vice-President	Choo-Tain Chiu	2022.02.10	0	0.00%	0	0.00%	0	0.00%	Master of Business Administration, Nanyang Technological University, Singapore	N/A	N/A	N/A	N/A
Vice President	Wei-Chia Wang	2024.02.29	120,000	0.00%	0	0.00%	0	0.00%	Bachelor of Electrical Engineering, Chung Yuan Christian University Vice President of AAC Technologies Pte.	N/A	N/A	N/A	N/A
Vice President	Ying-Fan Chiang	2024.08.13	0	0.00%	0	0.00%	0	0.00%	Bachelor of Department of Chemical engineering of University of Waterloo	(Note 4)	N/A	N/A	N/A
Vice President	Yao-Wen	2024.11.12	0	0.00%	0	0.00%	0	0.00%	Master of Computer Science,	(Note 4)	N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
	Chang								University of California, USA Vice President of Pegatron Corporation				
Vice President	Tien Jung Chang	2024.11.12	0	0.00%	0	0.00%	0	0.00%	Master of EMBA, National Yang Ming Chiao Tung University Senior Director of Ampere Computing	N/A	N/A	N/A	N/A
Vice President	Nai-Hsia Chiang	2025.02.14	25,000	0.00%	50,000	0.00%	0	0.00%	Master of Information Management, National Taiwan University of Science and Technology	N/A	N/A	N/A	N/A
Vice President	Yung Hsun Yang	2025.06.01	10,000	0.00%	6,000	0.00%	0	0.00%	Master of Information Management , National Chi Nan University	N/A	N/A	N/A	N/A
Vice President	Chien-Chang Chen	2025.06.01	0	0.00%	454,000	0.01%	0	0.00%	Master of China Studies, National Sun Yat-Sen University	N/A	N/A	N/A	N/A
Vice President	Shi-Kung Yen	2025.08.12	0	0.00%	0	0.00%	0	0.00%	Master of S.C. Johnson Graduate School of Management, USA Vice President of QUALCOMM, Inc.	N/A	N/A	N/A	N/A
Vice President	Chao-Jung	2025.11.12	15,000	0.00%	18,000	0.00%	0	0.00%	Ph.D. of Mechanical and Electro-	N/A	N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
	Chen								mechanical Engineering, National Sun Yat-sen University Vice President of Quanta Computer Inc.				
Vice President	Pao-Jui Cheng	2025.12.01	0	0.00%	0	0.00%	0	0.00%	Master of Business Administration, University of Illinois Urbana-Champaign, USA President of Rayonnant Technology Co., Ltd.	(Note 4)	N/A	N/A	N/A
Vice President	Hsin-Tso Chen	2026.01.01	0	0.00%	0	0.00%	0	0.00%	Master of Department of Industrial and Systems Engineering, Lehigh University Director of Kinpo Electronics, Inc.	(Note 4)	Senior Vice-President	Hsin-Chung Chen	Brother
Vice President	Yi-Chang Chen	2026.01.01	1,000	0.00%	15,000	0.00%	0	0.00%	Master of Computer Science and Information Engineering, Tamkang University	N/A	N/A	N/A	N/A
Vice President	Lien-Chuan Yang	2026.01.01	35,000	0.00%	0	0.00%	0	0.00%	Bachelor of Physics, Chung Yuan Christian University	N/A	N/A	N/A	N/A

Title	Name/ Nationality/ Gender (Note 1, 2)	Date elected /appointed	Shares held		Shares held by spouse and underage children Subsidiary shareholding		Total shares held in the names of others Shares held		Major career/academic achievements	Selected Current Position at COMPAL and Other Companies	Spouse or relatives of second degree or closer acting as managers		
			Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)	Shares	Shareholding Percentage (%)			Title	Name	Relations hip
Internal Audit Officer	Hui-Chun Yu	2024.03.12	4,000	0.00%	0	0.00%	0	0.00%	MA International Economic Management of University of Birmingham UK Audit Office Project Director of Walsin Lihwa Corp.	N/A	N/A	N/A	N/A

Note:

1. Among all managers, President Anthony Peter Bonadero holds American citizenship, Senior Vice President Li Ting-hsien and Vice President Liu Ping-kuei hold Malaysian citizenship, and all remaining managers hold Republic of China citizenship. Additionally, Senior Vice President Wei Chiu-ji, Vice President Chiang Nai-hsia, and head of audit Yu Hui-chün are female, while all remaining managers are male.
2. The Chairman and the President of the Company are not the same individual, nor are they spouses or first-degree relatives of each other.
3. In 2025, Senior Vice President Li Le-ch'ün, Senior Vice President Li Sheng-hung, Senior Vice President Wang Ta-chün, Senior Vice President Hu Wen-wen, Vice President Wang Tsung-ming, Vice President Tu Ch'üan-fan, and Vice President Ch'i Wu-ch'ing retired or resigned. In 2026, Senior Vice President Ch'en Kuo-chüan, Vice President Su Yung-ho, Vice President Chan P'eng-hung, and Vice President Ch'en Heng-lung retired or resigned.
4. Currently holding concurrent positions at other companies

Title	Name	Selected Current Positions
Executive Vice- President	Ming-Chih Chang	Chairman: FIPOLL Electronics (Chongqing) Co., Ltd. Director: Mactech Co., Ltd., Panpal Technology Corp., Compal System Trading (Kunshan) Co., Ltd., Compal Information Technology (Kunshan) Co., Ltd., Compal Information (Kunshan) Co., Ltd., Compal Electronics Technology (Kunshan) Co., Ltd., Compal Electronics (ChongQing) Co., Ltd., Compal Digital Technology (Kunshan) Co., Ltd., Kunshan Botai Electronics Co., Ltd., Henghao Optoelectronics Technology (ZheJiang) Co., Ltd., Compal Smart Device (Chongqing) Co., Ltd., Compal Europe (Poland) Sp. z o.o.,

Title	Name	Selected Current Positions
		President: Compal Optoelectronics (Kunshan) Co., Ltd., Compal System Trading (Kunshan) Co., Ltd., Compal Information Technology (Kunshan) Co., Ltd., Compal Information (Kunshan) Co., Ltd., Compal Electronics Technology (Kunshan) Co., Ltd., Compal Electronics (Chengdu) Co., Ltd., Compal Electronics (ChongQing) Co., Ltd., Compal Electronics, (China) Co., Ltd., Compal Digital Technology (Kunshan) Co., Ltd., Compal Wireless Communications (Nanjing) Co., Ltd., Compal Digital Communications (Nanjing) Co., Ltd., Kunshan Botai Electronics Co., Ltd., Compower Global Service Co., Ltd., FIPOLL Electronics (Chongqing) Co., Ltd., Compal Communications (Nanjing) Co., Ltd., Compal Management (Chengdu) Co., Ltd., Compal Investment (Sichuan) Co., Ltd.
Executive Vice-President	Chen-Chang Hsu	Chairman: Henghao Optoelectronics Technology (Zhejiang) Co., LTD. Vice-Chairman: HengHao Technology Co. Ltd. President: HengHao Technology Co. Ltd., Henghao Optoelectronics Technology (Zhejiang) Co., LTD.
Senior Vice-President	Chyou-Jui Wei	Director: Chenfeng Optronics Corp., General Life Biotechnology Co., Ltd., ARCE Therapeutics, Inc., IIH Biomedical Venture Fund I Co., Hua VII Venture Capital Corporation, Cdib & Partners Investment Holding Corp., Compal Electronic Technology (Chongqing) Co., Ltd., Compal Precision Module (Jiangsu) Co., Ltd., Rayonnant Technology (HK) Holdings Limited, Ju Teng Electronic Technology (Vietnam) Limited. Supervisor: Rayonnant Technology Co., Ltd., Mactech Co., Ltd., Taiwan Intelligent Robotics Company, Ltd., Infinno Technology Corp., Ripal Optotronics Co., Ltd., UniCore Biomedical Co., Ltd., Aco Healthcare Co., Ltd., Novascope Diagnostics Inc., Precisely Printed Medical Co., Ltd., Daikso INC., Ray-Kwong Medical Management Consulting Co., Ltd., TIEN JUI INVESTMENT CO., LTD., Rayonnant Technology (Taicang) Co., Ltd. Independent Director: Continental Holdings Corporation, Visco Vision Inc. Remuneration Committee: Continental Holdings Corporation, Visco Vision Inc. Audit Committee Member: Continental Holdings Corporation, Visco Vision Inc. Other: Director of Genki Compal Long-Term Care Corporation Aggregate
Senior Vice-President	Wen-Da Hsu	Director: HANHELT Communications (Nanjing) Co., Ltd.
Senior Vice-	Shi-Kuan Chen	Director: Rayonnant Technology Co., Ltd., Rayonnant Technology (Taicang) Co., Ltd., Shennona Corporation

Title	Name	Selected Current Positions
President		
Senior Vice-President	Min-Tung Weng	Director: Auscom Engineering Inc., Bizcom Electronics, Inc. President: Auscom Engineering Inc.
Senior Vice-President	Chung-Hsing Tan	Director: Compal Wireless Communications (Nanjing) Co., Ltd., Compal Digital Communications (Nanjing) Co., Ltd., HANHELT Communications (Nanjing) Co., Ltd., Compal Communications (Nanjing) Co., Ltd.
Senior Vice-President	Po-Tang Wang	Director: Bizcom Electronics, Inc., Compal Europe (Poland) Sp. z o.o.
Senior Vice-President	Hsin-Chung Chen	Chairman: Ruey Shinn Industrial Co., Ltd., JOINWIN Intelligent Technology (Suzhou) Co., Ltd. Director: Rayonnant Technology Co., Ltd., River Regeneration and Rejuvenation Biotechnology Co. Ltd., Raypal Biomedical Co., Ltd., Huizhong Startup Investment Co., Ltd.
Senior Vice-President	Yi-Chiang Chiu	Director: Auscom Engineering Inc.
Senior Vice-President	Yen-Liang Lin	Director: HippoScreen Neurotech Corp., ARCE Therapeutics, Inc., Precisely Printed Medical Co., Ltd., River Regeneration and Rejuvenation Biotechnology Co. Ltd., Raypal Biomedical Co., Ltd., Ray-Kwong Medical Management Consulting Co., Ltd., Kate Investment Limited
Vice-President	Jyh-Shyan Liang	Supervisor: HANHELT Communications (Nanjing) Co., Ltd.
Vice-President	Hsin-Kung Mao	Chairman: Chia Dah Knitting Co., Ltd. Vice-Chairman: Poindus System Corp. Director: Avalue Technology Inc., UNICOM GLOBAL, INC., Ruixing Investment Co., Ltd., Compalead Electronics B.V., Mexcom Electronics, LLC, Mexcom Technologies, LLC, Varlink Limited.
Corporate Governance & Accounting Officer and	Cheng-Chiang Wang	Director: Arcadyan Technology Corporation, Allied Circuit Co., Ltd., Poindus System Corp., Zhi-Bao Technology Corporation, Palcom International Corporation, Infinno Technology Corp., Mactech Co., Ltd., Crownpo Technology Inc., Gempal Technology Corp., Panpal Technology Corp., UniCore Biomedical Co., Ltd., Hong Jin Investment Co., Ltd., Hong Ji Capital Co., Ltd., Phoenix Innovation Venture Capital Co., Ltd., Compal Wireless Communications (Nanjing) Co., Ltd., Compal Digital Communications (Nanjing) Co., Ltd., Compal

Title	Name	Selected Current Positions
Vice-President		<p>Communications (Nanjing) Co., Ltd., Rayonnant Technology (Taicang) Co., Ltd., Big Chance International Co., Ltd. , Center Mind International Co., Ltd., Compal Poland Sp. z o. o., Compal Electronics (Holding) Ltd., Compal Electronics India Private Limited, Compal International Holding Co., Ltd., Compal International Holding (HK) Limited, Compal Rayonnant Holdings Ltd., Flight Global Holding Inc., Fortune Way Technology Corp., Jenpal international Ltd., Prisco International Co., Ltd., Prospect Fortune Group Ltd., Shennona Corporation</p> <p>Supervisor: HippoScreen Neurotech Corp., UNICOM GLOBAL, INC., HengHao Technology Co. Ltd., Fusionite Corporation, Kinpo&Compal Group Assets Development Corporation, Compal Ruifang Health Assets Development Corporation, Compal Optoelectronics (Kunshan) Co., Ltd., Compal System Trading (Kunshan) Co., Ltd., Compal Information Technology (Kunshan) Co., Ltd., Compal Display Electronics (Kunshan) Co., Ltd., Compal Information (Kunshan) Co., Ltd., Compal Electronics Technology (Kunshan) Co., Ltd., Compal Electronics (ChongQing) Co., Ltd., Compal Electronics, (China) Co., Ltd., Compal Digital Technology (Kunshan) Co., Ltd, JOINWIN Intelligent Technology (Suzhou) Co., Ltd., Kunshan Botai Electronics Co., Ltd., Compower Global Service Co., Ltd., Compal Smart Device (Chongqing) Co., Ltd., FIPOLL Electronics (Chongqing) Co. Ltd., Henghao Optoelectronics Technology (Zhejiang) Co., LTD., Compal Investment (Jiangsu) Co., Ltd.</p> <p>President: Gempal Technology Corp., Panpal Technology Corp., Hong Jin Investment Co., Ltd. Hong Ji Capital Co., Ltd.</p> <p>Deputy Sustainability Officer of Sustainable Committee: Compal Electronics, Inc.</p> <p>Other: Director of Genki Compal Long-Term Care Corporation Aggregate</p>
Financial Officer and Vice-President	Guo-Dung Yu	<p>Chairman: Compal Electronics India Private Limited</p> <p>Director: Compal Optoelectronics (Kunshan) Co., Ltd., Compal System Trading (Kunshan) Co., Ltd., Compal Information Technology (Kunshan) Co., Ltd., Compal Display Electronics (Kunshan) Co., Ltd., Compal Information (Kunshan) Co., Ltd., Compal Electronics Technology (Kunshan) Co., Ltd., Compal Electronics (ChongQing) Co., Ltd., Compal Electronics, (China) Co., Ltd., Compal Digital Technology (Kunshan) Co., Ltd., Kunshan Botai Electronics Co., Ltd., Henghao Optoelectronics Technology (ZheJiang) Co., LTD., Compal Investment (Jiangsu) Co., Ltd., Billion Sea Holdings Ltd., Compal Display Holding (HK) Limited, Compal Electronics International Ltd., Compal International Ltd., Core Profit Holdings Limited, Goal Reach Enterprises Ltd., High Shine Industrial Corp., Intelligent Universal Enterprise Ltd., Just International Ltd., Smart International Trading Ltd.</p>

Title	Name	Selected Current Positions
		<p>Supervisor: Palcom International Corporation, ARCE Therapeutics, Inc., Gempal Technology Corp., Panpal Technology Corp., Hong Jin Investment Co., Ltd., Hong Ji Capital Co., Ltd., Compal Wireless Communications (Nanjing) Co., Ltd., Compal Digital Communications (Nanjing) Co., Ltd., Compal Communications (Nanjing) Co., Ltd.</p> <p>President: Compal Electronics India Private Limited</p>
Vice-President	Ying-Fan Chiang	<p>Director: JOINWIN Intelligent Technology (Suzhou) Co., Ltd., Compal USA Holding Inc., Compal USA Technology Inc.</p> <p>President: JOINWIN Intelligent Technology (Suzhou) Co., Ltd., Compal USA Holding Inc., Compal USA Technology Inc.</p>
Vice-President	Yao-Wen Chang	<p>Director: Compal USA Holding Inc., Compal USA Technology Inc.</p>
Vice-President	Pao-Jui Cheng	<p>Chairman: Rayonnant Technology Co., Ltd., Hong Ya Technology Corporation, Rayonnant Technology (Taicang) Co., Ltd., Compal Precision Module(Jiangsu) Co., Ltd., Compal Electronic Technology (Chongqing) Co., Ltd.</p> <p>Director: Medicaltek Co., Ltd., Lian Hong Art Co. Ltd., FIPOLL Electronics (Chongqing) Co.,Ltd., ShengBao Precision Electronics Limited, Ju Teng Electronic Technology (Vietnam) Limited., EXCEL SMART GLOBAL LIMITED., Rayonnant Technology (HK) Holdings Limited, Advance Step International Ltd., Allied Power Holding Corp., Always Bright International Ltd., Compal Americas (US) Inc., Compal Connector Manufacture Ltd., Compal Electronics N.A. Inc., Compal Precision Module China Holdings Ltd., Compal USA (Indiana), Inc., Highsharp Ltd., Primetek Enterprises Limited, Sylux Inc., Trifecta Sense Holding Inc.</p> <p>President: Rayonnant Technology Co., Ltd., Compal Ruifang Health Assets Development Corporation, Rayonnant Technology (Taicang) Co., Ltd., Compal Americas (US) Inc., Compal Electronics N.A. Inc.</p> <p>Other: Director of Genki Compal Long-Term Care Corporation Aggregate</p>
Vice-President	Hsin-Tso Chen	<p>Chairman: Precisely Printed Medical Co., Ltd., Rayspeed Biotech Co., Ltd.</p> <p>Director: Kinpo Electronics, Inc., Taiwania Capital Biotechnology VIII Corporation, HippoScreen Neurotech Corp., ARCE Therapeutics, Inc., General Life Biotechnology Co., Ltd., River Regeneration and Rejuvenation Biotechnology Co. Ltd., Raypal Biomedical Co., Ltd., Ruey Shinn Industrial Co., Ltd.</p> <p>Other: Director of Genki Compal Long-Term Care Corporation Aggregate</p>

2.1.3 Remuneration of Directors, Independent Directors, President and Vice-Presidents

1. Remuneration of Directors and Independent Directors

Unit: TWD 1,000; Thousand shares; %

Title	Name	Directors' remuneration								Remuneration as an employee								The sum of A, B, C, D, E, F, and G as a percentage of after-tax profits	Remuneration from ventures other than subsidiaries or from the parent company (H)			
		Remuneration (A)		Pension (B)		Remuneration from earnings appropriation (C)		Business department implementation Fees for services rendered (D)		The sum of A, B, C and D as a percentage of after-tax profits		Salaries, bonuses, special allowances, etc (E)		Retirement pension (F)		Share of profits as an employee (G)						
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company				All companies included in the financial statements		The Company
																Cash Amount	Stock Amount	Cash	Stock			
Chairman	Jui-Tsung Chen																					
Director	Kinpo Electronics Inc. Representative: Wei-Chang Chen																					
Director	Taiwan Venture Capital Co., Ltd. Representative: Chang-Chyi Ko																					
Director	Sheng-Chieh Hsu																					
Director	Chieh-Li Hsu																					
Director	Binpal Investment Co., Ltd. Representative: Wu-Chun Hsu Representative: Wen-Being Hsu																					
Director	Chung-Pin Wong	35,562	37,962	173	173	43,751	43,751	1,888	2,343	1.350%	1.397%	126,844	179,064	296	391	7,040	0	7,040	0	3.575%	4.490%	75,013
Director	Chiung-Chi Hsu																					
Director	Anthony Peter Bonadero																					
Director	Sheng-Hua Peng																					
Director	Sheng-Hsiung Hsu																					
Director	Yen-Chia Chou																					
Director	Ming-Chih Chang																					
Independent Director	Duh Kung Tsai																					
Independent Director	Wen-Chung Shen																					
Independent Director	Lee-Chiou Chang	12,000	12,000	0	0	0	0	792	792	0.212%	0.212%	0	0	0	0	0	0	0	0	0.212%	0.212%	0
Independent Director	Shui-Shu Hung																					
Independent Director	Tzu-Ting Huang																					
Independent Director	Min-Chih Hsuan																					
Independent Director	Duei Tsai																					

1. Please state the remuneration payment policy, system, standard and structure of Independent Directors, and the relationship between factors such as the responsibilities, risks and time devoted, and the amount of remuneration:

The remuneration of Independent Directors shall be submitted by the remuneration committee to the Board of Directors and decided by the Board of Directors, which depends on personal participation in and

contribution to the Company's business and benchmarks within the same industry according to the "Articles of Association."

2. Remuneration collected by Directors for their services (i.e. acting as advisor for non-employees) as disclosed in the Financial Report in the most recent year not shown in the table: 0

Note: 1. In 2025, the Company contributed retirement pension expenses of NT\$469 thousand for managers who concurrently serve as directors and employees (comprising NT\$216 thousand under the new pension scheme and NT\$253 thousand under the old pension scheme); the total retirement pension expenses contributed by all companies as reported in the financial statements amounted to NT\$564 thousand (comprising NT\$311 thousand under the new pension scheme and NT\$253 thousand under the old pension scheme).

2. The compensation for directors was approved by resolution of the Board of Directors on February 26, 2026; the final amounts of such compensation have not yet been fully determined and remain subject to further deliberation by the Board of Directors.

■ Table of Remuneration Ranges

Range of Remuneration	Number of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G+H)	
	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements
Under TWD 1,000,000	3 (Note 1)	3 (Note 6)	3 (Note 11)	1 (Note 18)
TWD 1,000,000 - TWD 2,000,000 (exclusive)				1 (Note 19)
TWD 2,000,000 - TWD 3,500,000 (exclusive)	5 (Note 2)	5 (Note 7)	5 (Note 12)	5 (Note 20)
TWD 3,500,000 - TWD 5,000,000 (exclusive)	8 (Note 3)	7 (Note 8)	5 (Note 13)	3 (Note 21)
TWD 5,000,000 - TWD 10,000,000 (exclusive)	1 (Note 4)	2 (Note 9)	1 (Note 14)	1 (Note 22)
TWD 10,000,000 - TWD 15,000,000 (exclusive)				1 (Note 23)
TWD 15,000,000 - TWD 30,000,000 (exclusive)			2 (Note 15)	2 (Note 24)
TWD 30,000,000- TWD 50,000,000 (exclusive)	1 (Note 5)	1 (Note 10)	1 (Note 16)	3 (Note 25)
TWD 50,000,000 - TWD 100,000,000 (exclusive)			1 (Note 17)	
Over TWD 100,000,000 (inclusive)				1 (Note 26)
Total	18	18	18	18

Note:

1. Wei-Chang Chen, Charng-Chyi Ko, Wu-Chun Hsu-3 positions
2. Duh Kung Tsai, Wen-Chung Shen, Lee-Chiou Chang, Shui-Shu Hung, Tzu-Ting Huang-5 positions
3. Sheng-Chieh Hsu, Chieh-Li Hsu, Chung-Pin Wong, Chiung-Chi Hsu, Sheng-Hua Peng, Kinpo Electronics, Inc., Binpal Investment Co., Ltd., Anthony Peter Bonadero-8 positions
4. Taiwan Venture Capital Co., Ltd.-1 position
5. Jui-Tsung Chen-1 position
6. Wei-Chang Chen, Charng-Chyi Ko, Wu-Chun Hsu-3 positions
7. Duh Kung Tsai, Wen-Chung Shen, Lee-Chiou Chang, Shui-Shu Hung, Tzu-Ting Huang-5 positions
8. Sheng-Chieh Hsu, Chieh-Li Hsu, Chiung-Chi Hsu, Sheng-Hua Peng, Kinpo Electronics, Inc., Binpal Investment Co., Ltd., Anthony Peter Bonadero-7 positions
9. Chung-Pin Wong, Taiwan Venture Capital Co., Ltd.-2 positions

10. Jui-Tsung Chen-1 position
11. Wei-Chang Chen, Charng-Chyi Ko, Wu-Chun Hsu-3 positions
12. Duh Kung Tsai, Wen-Chung Shen, Lee-Chiou Chang, Shui-Shu Hung, Tzu-Ting Huang-5 positions
13. Sheng-Chieh Hsu, Chieh-Li Hsu, Chiung-Chi Hsu, Kinpo Electronics, Inc., Binpal Investment Co., Ltd.-5 positions
14. Taiwan Venture Capital Co., Ltd.-1 position
15. Chung-Pin Wong, Sheng-Hua Peng-2 positions
16. Jui-Tsung Chen-1 position
17. Anthony Peter Bonadero -1 position
18. Wu-Chun Hsu-1 position
19. Charng-Chyi Ko-1 position
20. Duh Kung Tsai, Wen-Chung Shen, Lee-Chiou Chang, Shui-Shu Hung, Tzu-Ting Huang-5 positions
21. Chiung-Chi Hsu, Kinpo Electronics, Inc., Binpal Investment Co., Ltd.-2 positions
22. Taiwan Venture Capital Co., Ltd.-1 position
23. Sheng-Chieh Hsu-1 position
24. Chung-Pin Wong, Sheng-Hua Peng-2 positions
25. Jui-Tsung Chen, Wei-Chang Chen, Chieh-Li Hsu-3 positions
26. Anthony Peter Bonadero- 1 position

2. Remuneration of Supervisors: Not Applicable (The Company adopts an Audit Committee system)

3. Remuneration of the President and Vice-Presidents

Unit: TWD 1,000; Thousand shares; %

Title	Name	Salary (A)		Pension (B)		Bonus and special allowances (C)		Share of profits as an employee (D)				Sum of A, B, C and D as a percentage of after-tax profits (%)		Remuneration from ventures other than subsidiaries or from the parent company (E)
		The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company	All companies included in the financial statements	The Company		All companies included in the financial statements		The Company	All companies included in the financial statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
50 employees including President Anthony Peter Bonadero (Note1)		127,523	151,893	4,886	4,886	266,270	299,690	67,350	0	67,350	0	7.729%	8.687%	102

Note: 1. Managers' titles and names

- President: Anthony Peter Bonadero -1 position
- Executive Vice-Presidents: Ming-Chih Chang, Shen-Hua Peng, and Chen-Chang Hsu - 3 positions
- Senior Vice-Presidents: Chyou-Jui Wei, Wen-Da Hsu, Shi-Kuan Chen, Min-Tung Weng, Bor-Heng Chen, Chung-Hsing Tan, Po-Tang Wang, Hsin-Chung Chen, Yi-Chiang Chiu, Teng Yen Lai, Yen-Liang Lin, Kuo-Chuan Chen, Lo-Chun Lee, Sheng-Hung Li, Ta-Chun Wang, Wen-Wen Hu, - 16 positions
- Vice-Presidents: Jyh-Shyan Liang, Yi-Yun Chang, Hsin-Kung Mao, Shih-Hong Huang, Jui-Chun Shyur, Cheng-Chiang Wang, Cheng-Hui Su, Guo-Dung Yu, Peng Kuee Lau, Jue-Teng Chang, Choo-Tain Chiu, Wei-Chia Wang, Ying Fan Chiang, Yao-Wen Chang, Tien Jung Chang, Nai Hsia Chiang, Yung Hsun Yang, Chien-Chang Chen, Shi-Kung Yen, Chao-Jung Chen, Pao-Jui Cheng, Hsin-Tso Chen, Yi-Chang Chen, Lien-Chuan Yang, Tzong-Ming Wang, Yong-Ho Su, Peng-Hong Chan, Chuan-Fan Tu, Wu-Ching Chi, Hong-Long Chen - 30 positions

2. In 2025, the Company made pension contributions totaling TWD 4,886 (including TWD 3,628 under the new system and TWD 1,258 under the old system). In contrast, all companies reported in the financial statements made pension contributions totaling TWD 4,886 (including TWD 3,628 under the new system and TWD 1,258 under the old system).

3. Employees' compensation appropriation was approved by the Board of Directors at its meeting on February 26, 2026. The compensation of the aforementioned managers has not yet been finalized and will be redetermined based on the roster as of the record date.

■ Table of Remuneration Ranges

Range of Remuneration	Number of President and Vice-Presidents	
	Total of (A+B+C+D)	Total of (A+B+C+D+E)
	The Company	Companies in the consolidated financial statements
Under TWD 1,000,000	6 (Note 1)	6 (Note 9)
TWD 1,000,000 - TWD 2,000,000 (exclusive)	3 (Note 2)	3 (Note 10)
TWD 2,000,000 - TWD 3,500,000 (exclusive)	2 (Note 3)	2 (Note 11)
TWD 3,500,000 - TWD 5,000,000 (exclusive)	4 (Note 4)	3 (Note 12)
TWD 5,000,000 - TWD 10,000,000 (exclusive)	21 (Note 5)	21 (Note 13)
TWD 10,000,000 - TWD 15,000,000 (exclusive)	11 (Note 6)	11 (Note 14)
TWD 15,000,000 - TWD 30,000,000 (exclusive)	2 (Note 7)	3 (Note 15)
TWD 30,000,000- TWD 50,000,000 (exclusive)		
TWD 50,000,000 - TWD 100,000,000 (exclusive)	1 (Note 8)	
Over TWD 100,000,000 (inclusive)		1 (Note 16)
Total	50	50

Note:

1. Hsin-Tso Chen, Yi-Chang Chen, Lien-Chuan Yang, Lo-Chun Lee, Sheng-Hung Li, Wen-Wen Hu-6 positions
2. Yen-Liang Lin, Wu-Ching Chi, Chuan-Fan Tu-3 positions
3. Chao-Jung Chen, Tzong-Ming Wang-2 positions
4. Jui-Chun Shyur, Chien-Chang Chen, Shi-Kung Yen, Pao-Jui Cheng,-4 positions
5. Chyou-Jui Wei, Wen-Da Hsu, Teng Yen Lai, Jyh-Shyan Liang, Yi-Yun Chang, Hsin-Kung Mao, Shih-Hong Huang, Cheng-Chiang Wang, Cheng-Hui Su, Guo-Dung Yu, Peng Kuee Lau, Jue-Teng Chang, Choo-Tain Chiu, Ying Fan Chiang, Nai Hsia Chiang, Yung Hsun Yang, Kuo-Chuan Chen, Ta-Chun Wang, Yong-Ho Su, Peng-Hong Chan, Hong-Long Chen -21 positions
6. Ming-Chih Chang, Shi-Kuan Chen, Min-Tung Weng, Bor-Heng Chen, Chung-Hsing Tan, Po-Tang Wang, Yi-Chiang Chiu, -Hsin-Chung Chen, Wei-Chia Wang, Yao-Wen Chang, Tien Jung Chang -11 positions
7. Sheng-Hua Peng, Chen-Chang Hsu -2 positions
8. Anthony Peter Bonadero- 1 position
9. Hsin-Tso Chen, Yi-Chang Chen, Lien-Chuan Yang, Lo-Chun Lee, Sheng-Hung Li, Wen-Wen Hu-6 positions
10. Yen-Liang Lin, Wu-Ching Chi, Chuan-Fan Tu-3 positions
11. Chao-Jung Chen, Tzong-Ming Wang-2 positions
12. Jui-Chun Shyur, Shi-Kung Yen, Pao-Jui Cheng-3 positions
13. Chyou-Jui Wei, Wen-Da Hsu, Jyh-Shyan Liang, Yi-Yun Chang, Hsin-Kung Mao, Shih-Hong Huang, Cheng-Chiang Wang, Cheng-Hui Su, Guo-Dung Yu, Peng Kuee

Lau, Jue-Teng Chang, Choo-Tain Chiu, Ying Fan Chiang, Nai Hsia Chiang, Yung Hsun Yang, Chien-Chang Chen, Kuo-Chuan Chen, Ta-Chun Wang, Yong-Ho Su, Peng-Hong Chan, Hong-Long Chen-21 positions

14. Shi-Kuan Chen, Min-Tung Weng, Bor-Heng Chen, Chung-Hsing Tan, Po-Tang Wang, Yi-Chiang Chiu, Hsin-Chung Chen, Teng Yen Lai, Wei-Chia Wang, Yao-Wen Chang, Tien Jung Chang-11 positions
15. Ming-Chih Chang, Sheng-Hua Peng, Chen-Chang Hsu-3 positions
16. Anthony Peter Bonadero-1 positions

■ Employee profit sharing granted to the management team

Unit: TWD 1,000

Title	Name	Stock dividends	Cash dividends	Total	Total as a percentage of after-tax profits (%)
39 employees including President Anthony Peter Bonadero (Note 1)		0	67,350	67,350	1.117%

Note: 1. Managers' titles and names

- President: Anthony Peter Bonadero - 1 position
 - Executive Vice-Presidents: Ming-Chih Chang, Shen-Hua Peng, and Chen-Chang Hsu – 3 positions
 - Senior Vice-Presidents: Chyou-Jui Wei, Wen-Da Hsu, Shi-Kuan Chen, Min-Tung Weng, Bor-Heng Chen, Chung-Hsing Tan, Po-Tang Wang, Hsin-Chung Chen, Yi-Chiang Chiu, Teng Yen Lai, and Yen-Liang Lin– 11 positions.
 - Vice-Presidents: Jyh-Shyan Liang, Yi-Yun Chang, Hsin-Kung Mao, Shih-Hong Huang, Jui-Chun Shyur, Cheng-Chiang Wang, Cheng-Hui Su, Guo-Dung Yu, Peng Kuee Lau, Jue-Teng Chang, Choo-Tain Chiu, Wei-Chia Wang, Ying Fan Chiang, Yao-Wen Chang, Tien Jung Chang, Nai Hsia Chiang, Yung Hsun Yang, Chien-Chang Chen, Shi-Kung Yen, Chao-Jung Chen, Pao-Jui Cheng, Hsin-Tso Chen, Yi-Chang Chen, and Lien-Chuan Yang– 24 positions.
2. Senior Vice President Lo-Chun Lee, Sheng-Hung Li, Ta-Chun Wang, Wen-Wen Hu, Vice President Tzong-Ming Wang, Chuan-Fan Tu, Wu-Ching Chi retired or resigned in 2025. Senior Vice President Kuo-Chuan Chen, Vice President Yong-Ho Su, Peng-Hong Chan, Hong-Long Chen retired or resigned in 2026.
 3. The Board of Directors approved the employees' compensation appropriation at the February 26, 2026 meeting. The compensation of the aforementioned managers has not been finalized and will be reviewed prior to the date of distribution.

2.1.4 Comparison of Remuneration for Directors, Supervisors, Presidents and Vice-Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, Supervisors, Presidents, and Vice-Presidents

- The percentage of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to Directors, supervisors, presidents, and vice presidents of the Company, relative to net income.

Unit: TWD 1,000

Analysis	2025		2024 (Note)		Increase (Decrease)	
	Amount	%	Amount	%	Amount	%
Directors						
CSO, Presidents, and Vice-Presidents	636,993	10.560%	639,607	6.370%	(2,614)	-0.41%
Net Income	6,029,892		10,042,410		(4,012,518)	

Note: 2024 is the actual amount.

- Policy, Standards and Composition of Compensation, Procedures for Determining Compensation, and Its Relationship to Operating Performance and Future Risk:
 - Pursuant to the Company's Articles of Incorporation, if the Company has profits for the fiscal year, directors' compensation shall be appropriated at a rate not exceeding 2% of the pre-tax net profit for the current period before deducting employee compensation and directors' compensation. The actual amount granted shall take into account the Company's operating results and each director's contribution to overall corporate performance, in order to provide reasonable remuneration.
 - All directors and independent directors receive transportation allowances. Independent directors receive fixed compensation and are not entitled to participate in the distribution of directors' compensation, whereas the remaining directors do not receive fixed compensation but participate in the distribution of directors' compensation. The Compensation Committee analyzes the results of performance evaluations and reports to the Board of Directors with specific proposals and recommendations, which serve as a reference for determining individual directors' compensation.
 - The Company's policy on managerial compensation is guided by the Company's compensation policy and benchmarked against industry standards, taking into consideration factors such as job title, grade, academic and professional background, area of expertise, and scope of responsibilities, as well as the scope of authority and responsibilities of the position within the Company. Compensation is determined with reference to each manager's performance indicators so as to provide reasonable remuneration. The directors' and managers' compensation structure is subject to periodic and timely review in light of actual operating conditions and applicable laws and regulations. Performance indicators for managers include both financial metrics—such as revenue, gross profit, net profit, return on assets, and return on equity—and non-financial metrics, such as leading internal process transformation, promoting corporate sustainability development, and managing operational risks.
- In determining compensation, the Company takes into account both the Company's overall operating performance and individual managerial

performance, with financial indicators weighted at approximately 70% and non-financial indicators at approximately 30%, thereby ensuring that remuneration remains reasonable and appropriate. All relevant compensation matters are submitted to the Compensation Committee for review and to the Board of Directors for resolution. The Company also conducts ongoing monitoring of global economic conditions, international financial market developments, and industry trends, and makes forward-looking assessments of the Company's future operations, profitability, operational risks, and regulatory changes, with a view to conducting periodic and timely reviews of the compensation system, in order to achieve a balance between sustainable business operations and risk management.

2.2 Implementation of Corporate Governance

2.2.1 Board of Directors

- The term of the 15th Board of Directors is from May 31, 2024 to May 30, 2027.
- There were six (A) Board meetings in 2025. Director's attendance records were as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Chairman	Jui-Tsung Chen	6	0	100.00%	
Director	Representative of Kinpo Electronics, Inc.: Wei-Chang Chen	5	1	83.33%	
Director	Representative of Taiwan Venture Capital Co., Ltd.: Charng-Chyi Ko	6	0	100.00%	
Director	Sheng-Chieh Hsu	6	0	100.00%	
Director	Chieh-Li Hsu	4	2	66.67%	
Director	Representative of Binpal Investment Co., Ltd.: Wu-Chun Hsu	5	1	83.33%	
Director	Chung-Pin Wong	4	2	66.67%	
Director	Chiung-Chi Hsu	5	1	83.33%	
Director	Anthony Peter Bonadero	4	2	66.67%	(Note)
Director	Sheng-Hua Peng	6	0	100.00%	
Independent Director	Duh Kung Tsai	6	0	100.00%	
Independent Director	Wen-Chung Shen	6	0	100.00%	
Independent Director	Lee-Chiou Chang	5	1	83.33%	
Independent Director	Shui-Shu Hung	3	3	50.00%	
Independent Director	Tzu-Ting Huang	5	1	83.33%	

Note: Foreign director Anthony Peter Bonadero was not present for 2 of 6 board meetings due to scheduling and time zone differences.

- Independent Director's attendance records for 2025:

Title	Name	1 st Meeting	2 nd Meeting	3 rd Meeting	4 th Meeting	5 th Meeting	6 th Meeting
Independent Director	Duh Kung Tsai	●	●	●	●	●	●
Independent Director	Wen-Chung Shen	●	●	●	●	●	●
Independent Director	Lee-Chiou Chang	●	★	●	●	●	●
Independent Director	Shui-Shu Hung	●	★	●	★	●	★
Independent Director	Tzu-Ting Huang	●	●	●	●	★	●

Note: ●: Attendance in Person; ★: By Proxy; ◎: Absent

■ Other notes:

1. Where any of the following circumstances arise in the operations of the Board of Directors, the date of the Board meeting, the session number, the content of the proposals, the opinions of all independent directors, and the Company's handling of such opinions shall be described:

(1) Matters set forth in Article 14-3 of the Securities and Exchange Act: Not applicable (the Company has adopted the Audit Committee system in lieu of the supervisor function).

(2) Other Board resolutions, apart from the foregoing matters, to which independent directors have expressed dissent or qualified opinions on record or in written statements: None.

2. The implementation of recusal by directors in proposals involving conflicts of interest shall be described, including the name of the director, the content of the proposal, the reason for recusal on account of conflicts of interest, and the manner of participation in the vote.

2. Disclosure regarding avoidance of interest-conflicting agendas, including the names of Directors concerned, the agendas, the nature of conflicting interests, and the voting outcome:

Board of Directors Meeting	The agendas, the nature of conflicting interests, and the voting outcome
6th Meeting (15th Term) 2025.03.20	<ul style="list-style-type: none"> Approved the distribution of the first mid-year bonus for 2025. Directors Weng Tsung-pin and Peng Sheng-hua recused themselves from discussion and voting on this proposal in accordance with the Meeting Regulations for Board of Directors, as both concurrently serve as employees and managers of Compal. The Chair polled the remaining attending directors, and the proposal was passed without objection. Approved the release of the non-competition restrictions applicable to managers. With the exception of Director Peng Sheng-hua, who recused himself from discussion and voting on account of his interest in matters related to the parties involved, the Chair polled the remaining attending directors, and the proposal was passed without objection.
7th Meeting (15th Term) 2025.05.14	<ul style="list-style-type: none"> Approval of the adjustment to 2025 compensation. Directors Weng Tsung-pin and Peng Sheng-hua recused themselves from deliberation and voting on this matter, as they concurrently serve as employees and managers of Compal, and are required under the Meeting Regulations for Board of Directors to avoid conflicts of interest. The Chair confirmed that all remaining attending directors raised no objections, and the matter was approved as proposed. Approval of the increase to the total construction budget for the new Group headquarters building to be developed on land leased by a subsidiary of the Company. Independent Director Tsai Tu-kung presided over the deliberation and voting on this matter as acting chair. Directors Chen Jui-tsung, Peng Sheng-hua, Hsu Sheng-chieh, and Hsu Chieh-li recused themselves from deliberation and voting, as they concurrently serve as directors of Kinpo&Compal Group Assets Development Corporation, and are required under the Meeting Regulations for Board of Directors to avoid conflicts of interest. The Chair confirmed that all remaining attending directors raised no objections, and the matter was approved as proposed.
8th Meeting (15th Term) 2025.08.12	<ul style="list-style-type: none"> Approval of the distribution of director compensation for 2024. Independent Director Tsai Tu-kung was invited to preside over the deliberation and voting on this matter as acting chair. Directors Chen Jui-tsung, Chen Wei-chang, Ko Chang-chi, Hsu Sheng-chieh, Hsu Chieh-li, Hsu Wu-chun, Weng Tsung-pin, Hsu Chiung-chi, Peng Sheng-hua, and Anthony Peter Bonadero recused themselves from deliberation and voting on matters pertaining to the parties involved, in order to avoid conflicts of interest. The Chair confirmed that all remaining attending directors raised no objections, and the matter was approved as proposed. Approved the distribution of the second mid-year bonus for 2025. Directors Weng Tsung-pin and Peng Sheng-hua recused themselves from the discussion and voting on this matter, as they concurrently serve as employees and managers of

Board of Directors Meeting	The agendas, the nature of conflicting interests, and the voting outcome
	<p>Compal, in accordance with the Meeting Regulations for Board of Directors regarding conflict-of-interest recusal. The Chair polled the remaining attending directors, and the proposal was passed without objection.</p> <ul style="list-style-type: none"> Approved the issuance of a support letter by the Company in connection with a loan to be obtained by Compal's subsidiary, Aco Healthcare Co., Ltd., from a financial institution. Independent Director Tsai Tu-kung was appointed to preside over the discussion and voting on this matter. Directors Chen Jui-tsung and Peng Sheng-hua recused themselves from the discussion and voting, as they concurrently serve as directors of Aco Healthcare Co., Ltd., in accordance with the Meeting Regulations for Board of Directors regarding conflict-of-interest recusal. The Chair polled the remaining attending directors, and the proposal was passed without objection
9th Meeting (15th Term) 2025.11.12	<ul style="list-style-type: none"> Approved the distribution of employee cash compensation for fiscal year 2024. Director Peng Sheng-hua, concurrently serving as a manager of Compal, recused himself from discussion and voting pursuant to the Meeting Regulations for Board of Directors to avoid a conflict of interest. The Chair polled the remaining attending directors, and the proposal was passed without objection. Approved the distribution of year-end bonuses for fiscal year 2025. Directors Weng Tsung-pin and Peng Sheng-hua, concurrently serving as employees and managers of Compal, recused themselves from discussion and voting pursuant to the Meeting Regulations for Board of Directors to avoid a conflict of interest. The Chair polled the remaining attending directors, and the proposal was passed without objection. Approved participation in the cash capital increase through the issuance of ordinary shares of Kinpo&Compal Group Assets Development Corporation Independent Director Tsai Tu-kung presided over the discussion and voting in lieu of the Chair. Directors Chen Jui-tsung, Peng Sheng-hua, Hsu Sheng-chieh, and Hsu Chieh-li, concurrently serving as directors of Kinpo&Compal Group Assets Development Corporation, recused themselves from discussion and voting pursuant to the Meeting Regulations for Board of Directors to avoid a conflict of interest. The Chair polled the remaining attending directors, and the proposal was passed without objection

3. Self-Evaluation of the Board of Directors:

■ Performance Evaluation of the Board of Directors

Evaluation cycles	Once a year
Evaluation periods	From June 1, 2024 to May 31, 2025
Scope of evaluation	Board of Directors, Functional Committees (Including Audit Committee, Remuneration Committee), individual Directors
Method of evaluation	Internal self-evaluation of the Board of Directors and Functional Committees (Including Audit Committee, Remuneration Committee), Self-evaluation of individual Directors
Content of evaluation	<p>◆ Performance evaluation of the Board of Directors encompasses the following five dimensions:</p> <p>1. Level of participation in the Company’s operations. 2. Enhancement of the quality of Board decision-making. 3. Composition and structure of the Board of Directors. 4. Appointment of directors and continuing education. 5. Internal controls.</p> <p>Performance evaluation of functional committees encompasses the following five dimensions:</p> <p>1. Level of participation in the Company’s operations. 2. Understanding of functional committee responsibilities. 3. Enhancement of the quality of functional committee decision-making. 4. Composition and appointment of members of functional committees. 5. Internal controls.</p> <p>Performance evaluation of individual directors encompasses the following six dimensions:</p> <p>1. Understanding of the Company’s goals and mission. 2. Understanding of directors’ responsibilities. 3. Level of participation in the Company’s operations. 4. Management of internal relationships and communication. 5. Directors’ professional competence and continuing education. 6. Internal controls.</p>

■ External performance evaluation of the Board of Directors

The Board of Directors resolved on November 10, 2023 to amend the “Evaluation Measures for Board of Directors and Functional Committees,” stipulating that an external professional independent institution or a team of external experts and scholars commissioned by the Company shall conduct a board performance evaluation at least once every 3 years. The results of the external board performance evaluation shall be completed before the end of the first quarter of the following year and reported to the Board of Directors. In 2023, the Company commissioned EY Business Advisory Services Inc. for the first time to conduct a board performance evaluation. For details regarding the execution of such evaluation, please refer to the Company’s website:

4. Enhance the valuation regarding the target achievement and execution by the Board of Directors in the current and most recent year:

- The Company established the Compensation Committee in 2011. At the general shareholders' meeting in 2012, when the 11th-term directors and supervisors were elected, 3 independent directors were simultaneously elected, and all independent directors were appointed to serve on the Compensation Committee.
- Following the election of the 12th-term directors at the general shareholders' meeting in 2015, the Audit Committee was established to replace the supervisors.
- In 2019, in accordance with the Directions for the Establishment and Exercise of Powers by the Board of Directors of Listed Companies and the Company Act, the Company amended the Meeting Regulations for Board of Directors and appointed a Corporate Governance Supervisor as the highest-ranking officer responsible for corporate governance matters.
- In 2020, to implement corporate governance, enhance board functionality, and establish performance objectives aimed at strengthening the operational efficiency of the Board of Directors and its functional committees, the Company formulated the Evaluation Measures for Board of Directors and Functional Committees. The evaluation results for 2022 were submitted to the Compensation Committee for analysis, subsequently reported to the Board of Directors along with concrete recommendations, and used as a reference for individual directors' compensation and nomination for re-appointment. The evaluation results have been published on the Company's website.
- In 2022, to fulfill the Company's commitment to sustainable development and to enhance its overall capacity for managing ESG risks, the Sustainable Development Committee was established.
- In 2023, to strengthen corporate governance and risk management functions, the Risk Management Committee was established. Additionally, on November 10, 2023, the Board of Directors resolved to amend the Company's Evaluation Measures for Board of Directors, incorporating an external performance evaluation mechanism. In 2023, for the first time, the Company engaged an independent external professional organization to conduct an overall external performance evaluation of the Board of Directors.
- To continuously enhance the competencies of the Board of Directors, the Company regularly organizes in-house director training programs twice a year to strengthen directors' professional knowledge and expertise. In addition, CPAs periodically compile and present key regulatory updates, which are reported at board meetings and during communications with directors to help them stay current with compliance matters in a timely manner. Furthermore, at each quarterly board meeting, the President delivers a report on the Company's recent operational developments and industry trends, followed by an open exchange with directors, whereby directors' professional expertise and industry experience provide management guidance serving as a critical basis for the Company's development strategies and major decisions.

2.2.2 Audit Committee

■ Duties of the Audit Committee

The Audit Committee is an enhancement to the Company's supervisory and management function. It assists the Board of Directors in various decisions such as review of financial statements, internal control policies, internal audits, accounting policies and procedures, major asset transactions, appointment/dismissal/independence/suitability of certified public accountants, appointment/dismissal of the chief accountant and chief auditor, etc., thereby ensuring that the Company operates in compliance with the competent authority's instructions and relevant laws.

■ The powers of the Committee are as follows:

1. Formulating or amending the internal control system in accordance with Article 14-1 of the Securities and Exchange Act.
2. Evaluating the effectiveness of the internal control system.
3. Formulating or amending operational procedures for significant financial and business activities — including acquisition and disposal of assets, derivatives transactions, lending funds to others, and providing endorsements or guarantees for others — in accordance with Article 36-1 of the Securities and Exchange Act.
4. Matters involving a director’s personal interests.
5. Significant asset or derivatives transactions.
6. Significant fund lending, endorsements, or guarantees.
7. Issuance, offering, or private placement of equity-based securities.
8. Appointment, dismissal, or compensation of the signing CPA.
9. Appointment or dismissal of financial, accounting, or internal audit heads.
10. Annual financial reports bearing the signatures or seals of the Chairman, managers, and chief accounting officer.
11. Business reports, and proposals regarding earnings distribution or loss appropriation.
12. Other significant matters as required by the Company or competent authorities.

■ Professional Qualifications and Experience of Audit Committee Members

Title	Name	Professional Qualifications and Experience
Independent Director	Duh Kung Tsai	Bachelor of Industrial Engineering Dept., Taipei Institute of Technology Chairman & Chief Strategy Officer of Powertech Technology Inc., Director of Greatek Electronics Inc., The individual has rich knowledge and adequate experience in the electronics industry, business operations, risk management, and corporate mergers/acquisitions, which is extremely helpful to the company’s development. The Independent Director possesses more than 30 years of work experience required for the Company’s business.
Independent Director	Wen-Chung Shen	Bachelor of Electrical Engineering Dept., National Taiwan University Chairman of Her Tuo Co., Ltd., and Director and Executive Vice President of Compal The individual has rich knowledge and adequate experience in the electronics industry, business operations, and risk management, which is extremely helpful to the company’s development. The Independent Director possesses more than 30 years of work experience required for the Company’s business.
Independent	Lee-Chiou Chang	Bachelor of Public Finance Dept., Master of Insurance Dept., NCCU

Title	Name	Professional Qualifications and Experience
Director		<p>Chairman of Yuanta Securities Co., Ltd., Team leader of Securities and Futures Bureau, FSC</p> <p>Chairman of Sun Ten Group., Chairman of Panion & BF Biotech Inc., Chairman of Ho Tung Chemical Corp.</p> <p>The individual has rich knowledge and adequate experience in biotechnology, medical, business operations, and financial accounting, which is extremely helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business.</p>
Independent Director	Shui-Shu Hung	<p>Bachelor of Medicine Dept., National Taiwan University</p> <p>Chairman, President of Catcher Technology Co., Ltd.</p> <p>The individual has rich knowledge and adequate experience in the electronics industry, business operations, and risk management, which is extremely helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business.</p>
Independent Director	Tzu-Ting Huang	<p>Bachelor of Law Dept., National Chung Hsing University</p> <p>Co-Chief Operating Officer, President of Corporate Marketing, Business Planning and Operations of Acer Incorporated</p> <p>Independent Director of Flytech Technology Co., Ltd., AUO Corporation</p> <p>The individual has rich knowledge and adequate experience in the electronics industry, Property Rights and Marketing Department Services and Supply Chain Management, which is extremely helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business.</p>

■ Attendance of Members at Audit Committee Meetings

- The term of the 4th committee is from May 31, 2024 to May 30, 2027.
- There were six (A) Audit Committee meetings during 2025 and the committee members' attendance records were as follow:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Convener	Duh Kung Tsai	6	0	100%	-
Committee Member	Wen-Chung Shen	6	0	100%	-
Committee Member	Lee-Chiou Chang	5	1	83.33%	-
Committee Member	Shui-Shu Hung	3	3	50%	-

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Committee Member	Tzu-Ting Huang	5	1	83.33%	-

■ The major audit items of the Audit Committee in 2025 are as follows:

1. Annual and interim financial reports, business reports, and earnings distribution.
2. Appointment, dismissal, or compensation of the signing CPA.
3. Evaluation of the signing CPA's independence and competence.
4. Communication and exchange with the Company's signing CPA.
5. Matters involving a director's personal interests.
6. Significant fund lending, endorsements, guarantees, and letters of guarantee.
7. Significant asset transactions.
8. Issuance, offering, or private placement of equity-based securities.
9. Amendment to the internal control system.
10. Evaluation of the effectiveness of the design and implementation of the internal control system.
11. Deficiencies, irregularities, and remediation status of the internal control system.
12. Audit plan for 2026.
13. The Company's compliance with relevant laws and regulations.

■ Other notes:

1. The Company should record the date of the Board of Directors' meeting, the term, content of discussion, the result of the Audit Committee's decision and the actions the Company has taken in response, should any of the following situations arise in the operation of the Audit Committee:

(1) Matters listed in Item 5, Article 14 of the Securities and Exchange Act:

Board of Directors Meeting	Content of discussion and actions taken in response	Matters listed in Item 5, Article 14 of the Security Act	Not approved by the Audit Committee but had the consent of more than two-thirds of all directors.
4th Meeting (15th Term) 2025.2.14	1. To approve the investment in CGS Technology (Poland) sp. z o.o. (a Polish subsidiary) by participating in the capital injection with cash.	V	None
	2.To approve the indirect participation in cash capital injection by the US subsidiary Compal USA (Indiana), Inc. through a BVI subsidiary Billion Sea Holdings Ltd., which is owned a 100% by Compal Electronics, Inc.	V	None
	▲ Resolution adopted by the Audit Committee (2025.2.14): Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.		
	▲ Action taken by the Company in response to the opinion of the Audit Committee: Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Directors present.		

Board of Directors Meeting	Content of discussion and actions taken in response	Matters listed in Item 5, Article 14 of the Security Act	Not approved by the Audit Committee but had the consent of more than two-thirds of all directors.	
5th Meeting (15th Term) 2025.2.27	1. To approve the Audited Consolidated Financial Report and Parent Company Only Financial Report for the year 2024	V	None	
	2. To approve the Business Report for the year 2024	V	None	
	3. To approve the proposal for Distribution of Earnings for the year 2024	V	None	
	4. To approve fund loan to 100% owned subsidiary Compal Tecnologia Do Brasil Ltda.	V	None	
	5. To approve the Internal Control System Statement for the year 2024	V	None	
	▲ Resolution adopted by the Audit Committee (2025.2.27): Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.			
	▲ Action taken by the Company in response to the opinion of the Audit Committee: Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Directors present.			
6th Meeting (15th Term) 2025.3.20	1. To approve the release of non-competition restrictions for the managers	V	None	
	2. To approve the change of independent auditors	V	None	
	3. To evaluate CPAs' independence and competence in performing financial report audits.	V	None	
	4. To approve fund loan to a 100% owned subsidiary Compalead Eletronica do Brasil Industria e Comercio Ltda	V	None	
	▲ Resolution adopted by the Audit Committee (2025.3.20): Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.			
	▲ Action taken by the Company in response to the opinion of the Audit Committee: • Motion 1 An interested party relationship existed with Director Sheng-Hua Peng. In order to avoid a conflict of interest, this Director excused himself from discussion and voting on this proposal. Upon solicitation of comments by the Chairman of the meeting, no objection was addressed and the resolution was adopted unanimously by the remaining Directors present. • Except for motion 1 Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Directors present.			
	7th Meeting (15th Term) 2025.5.14	1. To approve the 1Q 2025 Consolidated Financial Review Report	V	None
2. To approve the proposal of the subsidiary's total project budget increasing on the leased land to build the new group operating headquarters building		V	None	
▲ Resolution adopted by the Audit Committee (2025.5.14): Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.				
▲ Action taken by the Company in response to the opinion of the Audit Committee: • Motion 2 This agenda item was presided over and put to a vote by independent director Duh Kung Tsai acting as chair. Directors Jui-Tsung Chen, Sheng-Hua Peng, Sheng-Chieh Hsu, and Chieh-Li Hsu recused themselves from discussion and voting pursuant to the Meeting Regulations for Board of Directors, on the grounds of conflict of interest arising from their concurrent service as directors of Jinkingbao Headquarters Asset Development Co., Ltd. The remaining attending directors raised no objections upon inquiry by the Chair, and the proposal was approved as submitted.. • For all items except Item 2: Upon inquiry by the Chair, all attending directors raised no objections, and the				
Upon inquiry by the Chair, all attending directors raised no objections, and the				

Board of Directors Meeting	Content of discussion and actions taken in response	Matters listed in Item 5, Article 14 of the Security Act	Not approved by the Audit Committee but had the consent of more than two-thirds of all directors.	
proposals were approved as submitted.				
8th Meeting (15th Term) 2025.8.12	1. To approve the 1H 2025 Consolidated Financial Review Report	V	None	
	2. To approve the investment in Compal Americas (US) Inc. (a US subsidiary) by participating in its capital injection by cash	V	None	
	3. To approve the investment in the incorporation of the newly established US subsidiaries Compal USA Holding Inc. (a tentative name) and Compal USA (Texas) Inc. (a tentative name).	V	None	
	4. To approve the investment in a newly incorporated Romania subsidiary.	V	None	
	5. To approve the revocation of the endorsement and guarantee granted by the Company to Compalead Eletrônica do Brasil Indústria e Comércio Ltda. (“CEB”).	V	None	
	6. To approve the issuance of Letter of Support by the Company to facilitate its subsidiaries Aco Healthcare Co., Ltd. in obtaining credit facilities from financial institutions.	V	None	
	▲ Resolution adopted by the Audit Committee (2025.8.12): Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.			
	▲ Action taken by the Company in response to the opinion of the Audit Committee: • Motion 6 The Independent Director Duh Kung Tsai to act as a deputy chairman to preside at this meeting to discuss and vote on this proposal. Directors of the Company, Jui-Tsung Chen and Sheng-Hua Peng are also acting as Directors of Aco Healthcare Co., Ltd. Assets Development Corporation. To avoid conflict of interest, they recuse and exclude themselves from discussion and voting on this proposal in accordance with the Company’s Regulations Governing the Proceedings of Board of Directors Meetings. Upon solicitation of comments by the chairman, no objection was addressed and the resolution was adopted unanimously by the remaining Directors present. • Except for motion 6 Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Directors present.			
9th Meeting (15th Term) 2025.11.12	1. To approve the 3Q 2025 Consolidated Financial Report	V	None	
	2. To approve the amendment to the internal control system for “Salary payment and payroll withholding operations”	V	None	
	3. To approve the amendment to the internal control system for “Computerized Information System Processing”	V	None	
	4. To approve to obtain newly issued shares of Kinpo&Compal Group Assets Development Corporation by participating in the capital injection by cash.	V	None	
	5. To approve to adjust and decrease the investment in Compal Americas (US) Inc. (a US subsidiary) in its capital injection by cash	V	None	
	6. To approve the indirect investment in the subsidiary of Compal USA Technology Inc. by participating in its cash capital injection through investing in the Company’s subsidiary of Compal USA Holding Inc.	V	None	
	7. To approve the Fifth Issuance of Unsecured Overseas Convertible Bonds	V	None	
	8. To approve providing a Corporate Guarantee Letter for COMPAL TECNOLOGIA DO BRASIL LTDA., a 100% owned - subsidiary of the Company, to Quanta Computer Inc..	V	None	

Board of Directors Meeting	Content of discussion and actions taken in response	Matters listed in Item 5, Article 14 of the Security Act	Not approved by the Audit Committee but had the consent of more than two-thirds of all directors.
	9.To approve providing a Corporate Guarantee Letter for COMPALEAD ELETRONICA DO BRASIL IND. E COM. LTDA., a 100% owned -subsidiary of the Company, to Quanta Computer Inc.	V	None
	10. To propose for approval of annual audit plan for year 2026	V	None
	▲ Resolution adopted by the Audit Committee (2025.11.12): Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Committee Members present.		
	▲ Action taken by the Company in response to the opinion of the Audit Committee: <ul style="list-style-type: none"> • Motion 4 The Independent Director Duh Kung Tsai to act as a deputy chairman to preside at this meeting to discuss and vote on this proposal. Directors of the Company, Jui-Tsung Chen, Sheng-Hua Peng, Sheng-Chieh Hsu, and Chieh-Li Hsu are also acting as Directors of Kinpo&Compal Group Assets Development Corporation. To avoid conflict of interest, they recuse and exclude themselves from discussion and voting on this proposal in accordance with the Company's Regulations Governing the Proceedings of Board of Directors Meetings. Upon solicitation of comments by the chairman, no objection was addressed and the resolution was adopted unanimously by the remaining Directors present. • Except for motion 4 Upon solicitation of comments by the Chairman, no objection was addressed, and the resolution was adopted unanimously by the Directors present. 		

(2) With the exception of the aforementioned matters, other matters not approved by the Audit Committee but receiving the consent of more than two-thirds of all Directors: None.

II. Execution of recusal by independent directors on conflict-of-interest proposals, with the names of the independent directors, content of the proposals, reasons for required recusal, and participation in voting to be specified: None.

III. Communication between independent directors and the head of internal audit and CPAs:

1. Modes of communication between independent directors and the head of internal audit and CPAs:

- Following the submission of audit reports and follow-up reports for approval, the head of internal audit delivers these to each independent director for review no later than the end of the month following the completion of the relevant audit item. Should an independent director require further clarification regarding audit or follow-up results, they may contact the head of internal audit at any time. Internal audit reports to the Audit Committee on audit operations on a quarterly basis, with in-person discussions held during such meetings.
- Independent directors communicate with the signing CPAs at least once per year through the Audit Committee or the Board of Directors. The CPAs report to the independent directors on the results of the financial statement audit and other matters required by applicable laws and regulations, and the Audit Committee

reviews the appointment, independence, and competence of the CPAs.

2. Summary of the communications between Independent Directors and Internal Audit Officer:

Audit Committee	Content of discussion	Results
4 th Meeting (4 th Term) 2025.2.14	1. Report on the operational status of the internal audit activities	The report was reviewed by the Audit Committee whereupon independent directors raised no objection or further instruction.
5 th Meeting (4 th Term) 2025.2.27	1. Report on the operational status of the internal audit activities	The report was reviewed by the Audit Committee whereupon independent directors raised no objection or further instruction.
	2.To approve the Internal Control System Statement for the year 2024	The proposal was approved by the Audit Committee and will be resolved by the Board of Directors.
6 th Meeting (4 th Term) 2025.3.20	1. Report on the operational status of the internal audit activities	The report was reviewed by the Audit Committee whereupon independent directors raised no objection or further instruction.
7 th Meeting (4 th Term) 2025.5.14	1. Report on the operational status of the internal audit activities	The report was reviewed by the Audit Committee whereupon independent directors raised no objection or further instruction.
8 th Meeting (4 th Term) 2025.8.12	1. Report on the operational status of the internal audit activities	The report was reviewed by the Audit Committee whereupon independent directors raised no objection or further instruction.
9 th Meeting (4 th Term) 2025.11.12	1. Report on the operational status of the internal audit activities	The report was reviewed by the Audit Committee whereupon independent directors raised no objection or further instruction.

Note: The management team will not be present when the internal audit supervisor communicates with the independent directors in the audit committee.

3. Summary of the communications between the Independent Directors and CPA:

Audit Committee	Content of discussion	Results
5 th Meeting (4 th Term) 2025.2.27	1、Communication with the governance unit in 2024. <ul style="list-style-type: none"> ■ Statement of Independence ■ Responsibilities of the Auditors for the Audit of the Financial Statements ■ Types of Audit Opinions Issued ■ Scope of the Audit ■ Audit Findings (including Key Audit Matters) ■ Update on Key Accounting Standards, Securities Regulations, and Tax Legislation 	The independent directors had no issue with the content of the communication.
7 th Meeting (4 th Term) 2025.5.14	1、Communication with the governance unit in 1Q 2025. <ul style="list-style-type: none"> ■ Types of Review Conclusions Issued ■ Scope of the Review ■ Findings of the Review ■ Update on Key Accounting Standards, Securities Regulations, and Tax Legislation 	The independent directors had no issue with the content of the communication.
8 th Meeting (4 th Term) 2025.8.12	1、Communication with the governance unit in 1H 2025. <ul style="list-style-type: none"> ■ Types of Review Conclusions Issued ■ Scope of the Review ■ Findings of the Review ■ Update on Key Accounting Standards, Securities Regulations, and Tax Legislation 	The independent directors had no issue with the content of the communication.
9 th Meeting (4 th Term) 2025.11.12	1、Communication with the governance unit in 3Q 2025. <ul style="list-style-type: none"> ■ Types of Review Conclusions Issued ■ Scope of the Review ■ Review Findings ■ Annual Audit Plan ■ Update on Key Accounting Standards, Securities Regulations, and Tax Legislation 	The independent directors had no issue with the content of the communication.

Note: The Company's management was not present at the aforementioned meeting.

2.2.3 Corporate Governance Implementation and Deviations from the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
I. Has the Company established and disclosed its corporate governance principles based on the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies?”	Yes		The Company’s corporate governance principles were approved by the Board of Directors on April 16, 2024, and have been disclosed on its official website and MOPS.	No deviations were found
I. Shareholding structure and shareholders’ interests				
1. Has the Company implemented a set of internal procedures to handle shareholders’ suggestions, queries, disputes, and litigation?	Yes		The Company has a spokesperson and deputy an acting spokesperson who represent the interests of the shareholders and a unit that specializes in addressing shareholders’ suggestions, queries, disputes, and litigation.	No deviations were found
2. Is the Company constantly informed of the identities of its major shareholders and the ultimate controller?	Yes		The Company keeps track of the identities of its ultimate beneficiaries by monitoring insider shareholding positions (including Directors, supervisors, managers, and shareholders with more than 10% ownership interest), with the shareholder registry held by the share administration agency.	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
3. Has the Company established and implemented risk management practices and firewalls for affiliated companies?	Yes		The Company has an “Internal Control Policy - Non-trade Activities - Supervision and Management of Subsidiaries,” “Internal Control Policy - Trade Activities – Investment Management,” and “Guidelines on Financial and Business Dealings Between Affiliated Enterprises” to set up and execute firewalls and risk controls over related parties.	No deviations were found
4. Has the Company established internal policies that prevent insiders from trading securities against non-public information?	Yes		<p>To prevent insider trading, the Company has established “CO10 Management of Insider Trading Prevention” and “Key Points for Managing Insider Trading Prevention” within its internal control system. These documents are published on the Company’s website with a link to the TWSE’s official website for employee reference. In addition to being designated as a mandatory course for department heads in the Company’s online e-Learning system, an eCSA questionnaire is distributed annually for self-assessment unit heads to conduct a comprehensive review. Furthermore, upon assuming office, all newly appointed internal persons, including directors and managers, are provided with the publication “Securities Market Regulations to Be Observed by Listed Companies and Their Directors, Supervisors, and Major Shareholders” compiled by the Taiwan Stock Exchange, to facilitate compliance with the relevant regulations.</p> <p>Under the Company’s “Key Points for Managing Insider Trading Prevention,” upon actual awareness of material inside information concerning the Company, no person may — from the time such information becomes definite and until 18 hours after its public disclosure — sell the Company’s shares, other equity-linked securities, or non-equity corporate bonds, whether in their own name or under the name of another party, with respect to</p>	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			securities of the Company or its investee companies. Directors are prohibited from trading the Company's shares during blackout periods commencing 30 days prior to the announcement of the annual financial report and 15 days prior to the announcement of each quarterly financial report. The Company sends email reminders to directors 7 days before the commencement of each blackout period, notifying them of the prohibition on trading the Company's shares.	
III. Assembly and obligations of the Board of Directors				
1. Has the board devised and implemented policies to ensure the diversity of its members?	Yes		The Company has rules in place such as the "Corporate Governance Guidelines" and "Rules for Director Elections" to ensure a diversified board member composition in addition to drafting suitable guidelines for diversification based on the Board's operation, the Company's operating format, and its needs and developments. These rules and regulations are formulated and include, without being limited to, the following two general standards. 1. Basic requirements and values: Gender, age, nationality, and culture; 2. Professional knowledge and skills. As such, board members are required to possess the required knowledge, skills, and character in order to accomplish the goal of ideal corporate governance. For more information on the diversification of board members, please refer to page 28.	No deviations were found
2. Apart from the Remuneration Committee and Audit Committee, has the Company assembled other functional	Yes		Apart from the Remuneration and Audit Committees, the Company also has a Sustainability Committee headed by the President and a member, Sheng-Hua Peng. The Sustainability Committee is responsible for taking the lead in explaining company policies and positions externally, defining goals and directions internally, integrating resources, reviewing action plans,	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
committees at its own discretion?			<p>monitoring execution progress, and reporting results to the board of directors on a yearly basis.</p> <p>In order to strengthen corporate governance and risk management functions, the Company has established a “Risk Management Committee” and reports regularly (at least once a year) to the Board of Directors to review the implementation of risk management and make necessary recommendations for improvement.</p>	
3. Has the Company established performance evaluation measures and methods for the Board of Directors, conducted performance evaluation annually and regularly, reported the results of performance evaluation to the Board of Directors and applied them to the reference of salary and remuneration of individual Directors and for nomination and renewal?)	Yes		<p>The Board of Directors adopted the “Rules of Self-Evaluation of the Board of Directors and Functional Committees Performance” on March 30, 2020. The performance evaluation scope covers the evaluation of the Board as a whole, as well as individual Directors and Functional Committees. Methods of evaluation included the Self-Evaluation of the Board of Directors and Functional Committees, self-evaluation by individual board members, or other appropriate methods. The evaluation results, submitted to the Remuneration Committee for analytical review and reported to the Board of Directors for discussion and improvement, shall be used as a reference in determining individual Directors’ compensation and their nomination for the next office term.</p> <p>In order to implement corporate governance and enhance the functions of the company’s board of directors, the Board of Directors amended the “Rules for Performance Evaluation of the Board of Directors and Functional Committees” on November 10, 2023. The Company shall appoint an external independent professional institution or a panel of external experts and scholars to conduct a performance evaluation at least once every three years. The external board performance evaluations shall be completed before the end of the first quarter of the following year, and the evaluation results shall be reported to the Board of Directors.</p>	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation																					
	Yes	No	Summary description																						
			<p>■ Internal performance evaluation of the Board of Directors and Functional Committees in 2025 is as follows:</p> <table border="1"> <thead> <tr> <th>Items</th> <th>Average Score</th> <th>Evaluation Grade</th> </tr> </thead> <tbody> <tr> <td>Individual board members</td> <td>4.68</td> <td>Good</td> </tr> <tr> <td>Board of Directors</td> <td>4.91</td> <td>Good</td> </tr> <tr> <td>Audit Committee</td> <td>4.95</td> <td>Good</td> </tr> <tr> <td>Remuneration Committee</td> <td>4.95</td> <td>Good</td> </tr> <tr> <td>Sustainability Committee</td> <td>4.89</td> <td>Good</td> </tr> <tr> <td>Risk Management Committee</td> <td>5.00</td> <td>Excellent</td> </tr> </tbody> </table> <p>■ External performance evaluation of the Board of Directors and Functional Committees in 2023 The company has appointed EY Business Advisory Services Inc. to conduct a performance evaluation of the board of directors for the first time in November 2023. For the performance evaluation of the company, please refer to the company's website:</p>	Items	Average Score	Evaluation Grade	Individual board members	4.68	Good	Board of Directors	4.91	Good	Audit Committee	4.95	Good	Remuneration Committee	4.95	Good	Sustainability Committee	4.89	Good	Risk Management Committee	5.00	Excellent	
Items	Average Score	Evaluation Grade																							
Individual board members	4.68	Good																							
Board of Directors	4.91	Good																							
Audit Committee	4.95	Good																							
Remuneration Committee	4.95	Good																							
Sustainability Committee	4.89	Good																							
Risk Management Committee	5.00	Excellent																							

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			https://www.compal.com/investor-relations/corporate-governance/	
4. Is the independence of external auditors assessed on a regular basis?	Yes		The Company conducts at least one internal evaluation per year of the independence and competence of its certifying CPAs, in accordance with Article 47 of the Certified Public Accountants Act and Statement No. 10 of the CPA Professional Ethics Standards. This evaluation examines whether the certifying CPAs serve as directors, supervisors, or shareholders of the Company, or receive compensation from the Company, and confirms that they are not stakeholders of the Company. In addition to requiring the certifying CPAs to provide an “CPA Independence and Competence Evaluation Form,” a “Declaration of Independence,” and “Audit Quality Indicators (AQIs),” the Company also conducts evaluations based on CPA independence evaluation criteria (please refer to page 79) and 13 AQI metrics. It has been confirmed that, apart from fees related to certification and tax matters, the certifying CPAs have no other financial interests in or co-investment relationships with the Company, that the CPAs’ family members likewise do not violate independence requirements, and that, with reference to the AQI metrics, the certifying CPAs and their firm demonstrate audit experience, professional support, and training hours comparable to those of their peers in the industry. The evaluation results for the most recent fiscal year were submitted to and approved by the Audit Committee on March 27,	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			2026, and subsequently submitted to and resolved upon by the Board of Directors on March 27, 2026, with respect to the independence and competence evaluation of the certifying CPAs. The same process applies when a change in certifying CPA occurs due to internal rotation within the accounting firm.	
IV. Whether TWSE/TPEX-listed companies have appointed a sufficient number of suitably qualified corporate governance personnel and designated a Corporate Governance officer responsible for corporate governance-related affairs (including, but not limited to, furnishing directors and supervisors with materials required for the performance of their duties, assisting directors and supervisors in complying with applicable laws and regulations, handling all procedural matters	Yes		In accordance with the Company's Code of Practice on Corporate Governance, corporate governance affairs are overseen by Vice President Cheng-Chiang Wang, with the Board Secretariat designated as the responsible unit for corporate governance matters. Vice President Cheng-Chiang Wang and the personnel responsible for corporate governance within the designated unit each possess more than 25 years of experience in share affairs administration, meeting management, or related functions at publicly listed companies. Their principal responsibilities include: executing all corporate governance-related affairs; handling all procedural matters pertaining to each convening of meetings of the Board of Directors and general shareholders' meetings in accordance with applicable laws and regulations; preparing meeting minutes for meetings of the Board of Directors and shareholders' meetings; assisting directors in assuming office and undertaking continuing education; reviewing the eligibility and qualifications of independent directors for legal compliance; administering matters related to changes in directorship; furnishing directors and the Audit Committee with materials required for the performance of their duties as well as guidance on relevant legal and regulatory compliance; attending to other matters stipulated in the Company's Articles of Incorporation or contractual arrangements; periodically reviewing and amending the Company's corporate governance codes and related regulations; and enhancing the transparency of information disclosure, safeguarding shareholders' rights and interests, and advancing the implementation of corporate governance.	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
pertaining to meetings of the Board of Directors and shareholders' meetings in accordance with applicable laws and regulations, and preparing meeting minutes for meetings of the Board of Directors and shareholders' meetings)			For a detailed account of corporate governance activities carried out during 2025, please refer to page 79.	
V. Has the Company provided proper communication channels and created dedicated sections on its website to address corporate social responsibility issues that are of significant concern to stakeholders (including but not limited to shareholders, employees, customers, and suppliers)?	Yes		<p>The Company provides comprehensive descriptions of the various stakeholder categories on its official website, sustainability report, and the Compal ESG website. A dedicated stakeholder section has been established on the website, with designated contact persons, telephone numbers, and email addresses assigned according to the nature of each stakeholder group, with the relevant responsible units handling all inquiries. An online questionnaire survey on "Issues of Concern" has also been set up, allowing stakeholders to express their priority issues at any time. The Company will respond appropriately and incorporate their suggestions as targets for the Company's ongoing efforts.</p> <p>The Company reports to the Board of Directors on an annual basis regarding the issues of concern to stakeholders, communication channels, and methods of response. The communication status with each stakeholder group for 2025 was reported to the Board of Directors on March 27, 2026. For details, please refer to the Company's website:</p>	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			https://www.compal.com/esg/en/stakeholders/stakeholder-engagement/	
VI. Does the Company engage a share administration agency to handle shareholder meeting affairs?	Yes		The Chinatrust Commercial Bank – Securities Trust has been appointed as the share administration agency responsible for handling shareholder affairs and meetings and for providing share administration services.	No deviations were found
VII. Information disclosure				
1. Has the Company established a website that discloses financial, business and corporate governance-related information?	Yes		The Company website at (www.compal.com) is regularly updated with information such as financial performance, corporate governance and shareholder meetings.	No deviations were found
2. Has the Company adopted other means to disclose information (e.g. an English website, assignment of specific personnel to collect and disclose corporate information, implementation of a spokesperson system, broadcasting of investor conferences via the Company website)?	Yes		<ul style="list-style-type: none"> • The Company website has both Chinese and English pages. The information is gathered and disclosed by a dedicated department. • The Company also has a spokesperson and an acting spokesperson. • Investor conferences are held regularly and whenever deemed necessary. The proceedings are posted on the Company’s website and also broadcast on the TWSE platform (at https://www.compal.com/investor-relations/financial-release/). • The Company publicly discloses its ESG actions. (URL: https://www.facebook.com/compalCSR). 	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
3. Does the Company announce and declare an annual financial report within two months after the end of the fiscal year and announce and declare the first, second, and third quarter financial reports and the operation of each month ahead of the required time limit?		No	The Company's financial reports were not able to be announced and filed within two months after the end of the fiscal year (2025). However, the date of the Company's announcement and filing of financial reports for the year and the first, second, and third quarters, as well as business operational results for each month, was earlier than required by statute.	Carefully assess the feasibility of releasing and filing the annual financial report within two months after the end of the fiscal year
VIII. Does the Company offer other vital information (including but not limited to employee rights, employee care, investor relationships, supplier relationships, stakeholders' interests, continuing education of Directors/supervisors, risk management policies, risk assessment standard implementation status,	Yes		<ul style="list-style-type: none"> • Employee Rights and Employee Care (please refer to page 81) • Code of Conduct for Directors and Managers, Code of Conduct for Employees (please refer to page82) • Investor Relations (please refer to page 82) • Implementation of Supplier Relations and Customer Policies (please refer to page 83-84) • Rights of Stakeholders (please refer to page 84) • Operations and Framework of Risk Management (please refer to page 84-86), Analysis and Assessment of Risk Factors (please refer to page 233) • Purchase of Liability Insurance for Directors and Supervisors (please refer to page 92) • Continuing Education of Directors and Managers (please refer to page 92-96) • Succession Planning for Board Members and Senior Management (please refer to page 96) • Status of Relevant Certifications Obtained by Personnel Responsible for the Company's 	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
implementation status of customer policies, insuring against liabilities of Company Directors and supervisors) that would enable a better understanding of the Company's corporate governance practices?			Financial Information Transparency (please refer to page 97)	

IX. Description of improvements made based on the most recent Corporate Governance Evaluation results published by the Corporate Governance Center of Taiwan Stock Exchange Corporation, along with priority areas and measures to be strengthened for items not yet improved.

- In accordance with the Guidelines for Promoting Director Training of TWSE/TPEX-listed Companies, the Company has actively promoted and encouraged directors to participate in continuing education programs. The Corporate Governance unit regularly forwards information on training programs offered by competent authorities, external professional institutions, and companies within the Kinpo Group. The Company and Compal Electronics also hold training courses on a periodic basis. In 2025, the total training hours completed by board members amounted to 117 hours.
- In 2025, in support of corporate governance initiatives, the following items were formulated or amended and submitted to the Board of Directors for resolution: the "Material Topics for the 2024 Sustainability Report," "Short-, Medium-, and Long-Term Sustainability Goals for 2025," "Sustainability Development Plan and Strategy for 2026," "Human Rights Policy," "Ethics Policy," "Environmental, Health and Safety Policy," "Employee Code of Conduct," and "Biodiversity and No-Deforestation Policy."
- In 2025, in response to operational requirements and regulatory compliance, the following items were formulated or amended and submitted to the Board of Directors for resolution: the scope of "Entry-Level Employees," the internal control systems governing "Payroll and Withholding Operations" and "Computerized Information System Processing," and the "Articles of Incorporation." The "Articles of Incorporation" was additionally submitted to the shareholders' meeting for resolution.
- In 2026, in response to regulatory requirements and operational needs, the following items are being formulated or amended and submitted to the Board of Directors

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
for resolution: the scope of “Entry-Level Employees,” the internal control system for “Risk Management — Short-, Medium-, and Long-Term Sustainability Goals on Integrity and Ethics,” “Operational Regulations for Sustainability Information Management,” and the Code of Practice on Sustainable Development.				

■ Items to evaluate the independence of the CPA:

Item	Evaluation result	Meets independence or not
Whether or not the CPA has a direct or material indirect financial interest in the Company	NO	YES
Whether or not the CPA has a joint investment relationship with the Company or its affiliates or has shares in financial gains therewith with the Company or its affiliates	NO	YES
Whether or not the CPA holds any share of the Company and its affiliates, or the CPA lends or borrows funds to or from the Company and its affiliates	NO	YES
Whether or not the CPA has any improper relationship with the Company, or is currently employed by the Company to perform routine work for which the CPA receives a fixed salary	NO	YES
Whether or not the CPA participates in the Company's management and operational decision-making	NO	YES
Whether or not the CPA is a spouse, lineal relative, direct relative by marriage, or a collateral relative within the second degree of kinship of any responsible person or managerial officer of the Company	NO	YES
Whether or not the CPA provides management consulting or other non-attestation services that may affect the CPA's independence	NO	YES
Whether or not the CPA permits others to practice under his/her name	NO	YES
Whether or not the CPA accepts commission related to his/her business	NO	YES
As for the latest attestation work, whether or not the CPA remains unchanged over seven years	NO	YES
Whether or not the CPA has received any sanction or has any circumstances that affect his/her independence	NO	YES

■ The results of Compal's corporate governance unit operations for 2025 are as follows:

- Preparing meeting documents, meeting minutes for the Audit Committee and the Board of Directors in compliance with applicable laws and regulations and in accordance with business and financial needs, and coordinating related matters with the proposing units.
- Reviewing and revising meeting materials for the Compensation Committee, Sustainable Development Committee, and Risk Management Committee.
- Amending the Meeting Regulations for Board of Directors and the organizational regulations for the Audit Committee in compliance with applicable laws and regulations, and submitting the same to the Board of Directors for resolution.

- In furtherance of corporate governance, formulating and amending the “Material Sustainability Topics for the 2024 Sustainability Report,” “Short-, Medium-, and Long-Term Sustainability Goals for 2025,” “Sustainable Development Plans and Strategies for 2026,” “Human Rights Policy,” “Ethics Policy,” “Environment, Health and Safety Policy,” “Employee Code of Conduct,” and “Biodiversity and No-Deforestation Policy,” and submitting the same to the Board of Directors for resolution.
- In compliance with business needs and applicable laws and regulations, formulating and amending the internal control system covering the scope of “entry-level employees,” “payroll and withholding operations,” and “computerized information system processing,” as well as the Articles of Incorporation, and submitting the same to the Board of Directors for resolution; the Articles of Incorporation were additionally submitted to the shareholders’ meeting for resolution.
- Reporting the evaluation results of individual directors, the Board of Directors, the Audit Committee, the Compensation Committee, the Sustainable Development Committee, and the Risk Management Committee to the Board of Directors.
- Planning communication meetings between independent directors, the head of internal audit, and the CPAs, with the Audit Committee conducting a review of the CPAs’ independence and professional competence in furtherance of corporate governance; the records of such communication meetings are available on page 65.
- Pursuant to the Guidelines for Continuing Education of Directors and Supervisors of TWSE/TPEX-listed Companies, promoting and encouraging directors to pursue continuing education; the Corporate Governance unit also periodically disseminates information on continuing education opportunities from regulatory authorities, external professional institutions, and Jin Bao Group service companies, while the Company and Kinpo Electronics regularly organize continuing education programs.
- Disclosing material information in conjunction with the Board of Directors, shareholders’ meetings, and the release of financial and operational information. In addition, the Company holds at least 2 earnings call investor conferences per year following the release of financial reports, and participates on a quarterly basis in investor forums hosted by domestic and international securities firms, so as to facilitate public investors’ understanding of the Company’s financial position and operational performance.
- Handling pre-registration for shareholders’ meetings in accordance with applicable laws and regulations, preparing meeting notices, meeting handbooks, and meeting minutes within statutory deadlines, and coordinating relevant matters with the relevant units, share registrar, CPAs, and attorneys.
- For the corporate governance section of the annual report, collecting data, compiling shareholder services information, coordinating operations among various units, and editing the section.
- For corporate governance evaluations, taking overall charge of planning, drafting shareholder services information, coordinating operations among various units, and maintaining the website.
- The Company maintains liability insurance for directors, supervisors, and managers, with a coverage amount of USD 50,000 thousand (equivalent to NTD 1,564,500 thousand) for 2025; the key terms of such insurance coverage will be reported at the next Board of Directors meeting.
- The Corporate Governance Supervisor completed 12 hours of continuing education; the complete continuing education curriculum is available on page 95-96.

X. Other vital information on the operating status of corporate governance:

■ Employees' rights and care for employees

Compal respects employees' rights and attends to their needs. All rules and regulations are revised in lockstep with applicable labor laws and announced to all employees for their awareness and compliance. Subsidiaries established in the United States, China, Brazil, Vietnam, Mexico, and Poland also formulate labor standards in accordance with local labor laws, and all employment conditions comply with the legal requirements of the respective countries and regions.

In adherence to the principle of equal employment, the Company respects employees' freedom of assembly and association, and has established labor unions in Kunshan, Chengdu, Chongqing, Vietnam, and Brazil. Personnel are hired under equal pay for equal work, with compensation determined based on the nature of the position and individual performance. The Company provides lactation rooms, promotes awareness of and measures to address unlawful workplace infringement, grants employees the leave entitlements and overtime pay to which they are entitled, and enrolls employees in various social insurance programs while making the required retirement fund contributions.

To facilitate the free exchange of opinions and information sharing between the Company and its employees, Compal is committed to building a labor-management communication platform. Suggestion boxes and complaint mailboxes have been established to promptly relay employees' feedback and ideas, giving employees a channel through which to voice their concerns and file grievances, while enabling the Company to provide timely assistance in resolving difficulties. To provide employees with a fulfilling and enjoyable work environment, Compal publicly posts internal recruitment information, allowing employees to freely explore and apply for positions that better suit their capabilities, thereby safeguarding employee harmony and rights.

Beyond the workplace, Compal offers the following employee wellness and care initiatives:

- Meal Planning: Employee cafeterias have been established to provide nutritious and health-conscious meals.
- Health and Recreation Center: A venue is provided for employee club activities, fitness, and social gatherings.
- Wellness, Health, and Arts Seminars: To support employees' physical and mental well-being, the Company periodically holds health seminars, mindfulness and communication workshops, and musical and artistic performances to help employees relieve stress.
- Medical Clinic with On-Site Physician Consultations: A medical room has been established, with family medicine and occupational medicine physicians offering regular on-site consultation services. Employees may consult physicians regarding their own health or that of their family members, ensuring timely access to medical support.

- Employee Assistance Program: Employees may consult advisors via a dedicated hotline, email, or messaging applications on matters relating to work, family, interpersonal relationships, physical and mental health, psychiatric conditions, financial concerns, legal issues, and management challenges.

■ Code of conduct for Directors, managers, and employees

In order to give effect to Compal's commitment to corporate integrity and to provide all employees with a clear framework of conduct—upholding legal and ethical principles to safeguard the assets, rights, and reputation of Compal and its stakeholders—the Company has established the following corporate ethics policy:

- Compliance with all applicable national and governmental laws and regulations.
- Protection of the legitimate rights and interests of employees, customers, shareholders, suppliers, communities, and related groups.
- Adherence to principles of commercial integrity, fair dealing, honest advertising, and fair competition; prohibition of improper gains; open disclosure of information; respect for intellectual property rights; commitment to privacy and identity protection; zero tolerance for retaliation; and responsible sourcing of minerals.
- Continuous improvement, implementation, and communication of the Company's ethics policy to all relevant groups.

In addition to establishing the ethics policy, and in a spirit of respect and care for its employees, the Company has formulated personnel management regulations, a Code of Conduct for Directors and Managers, and a Code of Conduct for Employees, so that relevant stakeholders may understand the ethical standards and behavioral norms that Company personnel are expected to observe in the performance of their duties. Furthermore, all employees are required, upon joining the Company, to sign a Confidentiality and Commitment Agreement, declaring their consent to abide by the Company's regulations, personnel management regulations, and confidentiality obligations with respect to the Company's business affairs.

■ Investor relations

The Company has established a dedicated Investor Relations department to handle shareholder inquiries and serve as a communications bridge between the Company and its investors. In addition to convening regular and ad hoc investor conferences, the Company maintains a dedicated Investor Relations section on its official website, through which it provides complete and equitable disclosure of the Company's current status, with the aim of enabling investors to fully understand the Company's operational results and long-term business direction.

In 2025, Compal actively participated in 13 online investment forums and investor conferences organized by domestic and international brokerages on a quarterly basis, and disclosed complete audio-visual links for 2 of those sessions. In addition, the Company participated in approximately 104 in-person and online meetings, engaging with nearly 200 investors. Through these various investor communication activities, the Company kept shareholders and investors informed of its financial and business developments, enhanced

investor understanding of the Company's operations, and established effective communication channels.

■ Supplier relations and execution of customer policy

The Company enters into contracts with both suppliers and customers to protect the interests of all parties and to maintain strong working relationships.

To enhance supply chain management efficiency and information transparency, Compal continues to advance the digital transformation of its supply chain management, leveraging the VIP (Vendor Integration Portal) as a key digital platform for supply chain governance. The system integrates operational workflows encompassing supplier quotation, order management, ESG questionnaire administration, and sustainability policy dissemination, thereby achieving comprehensive digitalization and systematic management of the supply chain.

Compal actively promotes sustainable supply chain development by leveraging its supplier conferences to establish a mechanism for sustainability communication and capacity building with supply chain partners. Through this mechanism, the Company systematically conveys its sustainability policies, responsible supply chain management requirements, and international sustainable development trends, assisting suppliers in strengthening their governance capabilities and advancing the maturity of their risk management practices. This mechanism also serves as a vital platform for supply chain engagement and capability enhancement, encouraging suppliers to collectively participate in the sustainability transition.

In 2025, Compal held 3 online supplier conferences with a total attendance of 972 suppliers. The conferences focused on key topics including responsible minerals management, ESG risk assessment, and climate information disclosure, as well as trends in energy conservation and carbon reduction and the sharing of climate management practices. In addition, through CDP supplier training workshops, Compal assisted suppliers in understanding climate disclosure frameworks and carbon management methodologies, thereby enhancing climate information transparency and strengthening the supply chain's carbon management capabilities.

Compal will continue to leverage supplier conferences and capacity-building activities to strengthen the supply chain's capabilities in responsible governance, environmental management, and climate action. Through ongoing communication and collaboration, Compal will drive the supply chain's collective transition toward low-carbon operations and sustainable development.

As the industrial environment evolves and technological complexity increases, Compal faces challenges in customer service related to knowledge transfer, information integration, and human resources. Beginning in 2025, the Company is advancing its digital and intelligent transformation by integrating its proprietary AI computing capabilities, engineering technical databases, and training models. With customer privacy and information security fully safeguarded, the Company is introducing in-house AI agent systems tailored to

customer requirements to elevate overall service performance.

By integrating large language models (LLMs) with a problem analysis and solution database, the system is capable of real-time reasoning and problem parsing, and can generate concrete recommendations. Combined with a chatbot and automation mechanisms, it has significantly enhanced service efficiency, reducing average issue response time by approximately 90% while improving processing accuracy and reducing the burden of manual operations and the risk of human error.

The adoption of an AI agent system has strengthened technical service and knowledge management capabilities, and represents a key strategic initiative in driving the digital transformation of customer service. Through human-machine collaboration and the integration of standardized processes, the Company continues to optimize issue-handling workflows and cross-departmental collaboration efficiency, ensuring consistency and stability in service quality while enhancing customer satisfaction and client retention.

The 2025 customer satisfaction score was derived by integrating the quarterly business review (QBR) scores of major clients with the annual survey results of non-QBR clients, weighted by revenue contribution. Survey coverage for the year reached 100%, with an overall satisfaction score of 90.5, exceeding the target of 90.

In response to changes in client and product mix, Compal will continue to refine its satisfaction metrics and weighting design. Beginning in 2026, medium- and long-term phased targets will be introduced, incorporating forward-looking and resilience dimensions to strengthen the alignment of metrics with operational and sustainability value, serving as a basis for continuous improvement and decision-making.

■ Stakeholder Rights

Stakeholders may communicate with and provide suggestions to the Company in order to safeguard their legitimate interests.

The Company provides customers with safe, high-quality products and complete, accurate product information, and takes immediate remedial action in response to customer complaints.

■ Risk management

1. Risk management practice

The Company has established a risk management policy, which was approved by the Board of Directors on March 15, 2022. The policy's overarching principles are to comply with the laws and regulations of the jurisdictions in which the Company operates and to establish risk control procedures in accordance with international standards frameworks, with the aim of identifying in advance risk factors that could adversely affect operations, and, through appropriate assessment and handling procedures, transforming and mitigating risks so as to prevent losses from occurring.

(1) Compliance with the Laws and Regulations of Operating Jurisdictions:

In accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies issued by the Financial Supervisory Commission and relevant legal requirements, the Company has established financial, operational, and accounting management systems, as well as mechanisms for the supervision and management of financial and operational information of subsidiaries. The Company has also formulated relevant management policies covering key risk areas, including supplier management, customer dealings, research and development, human resources, finance, and matters pertaining to associates such as credit extension, fund lending, endorsements and guarantees, and the acquisition and disposal of assets. The Company's major production bases likewise comply with local laws and regulations, including the guidelines relating to the Basic Standard for Enterprise Internal Control jointly issued by the Ministry of Finance of the People's Republic of China together with the China Securities Regulatory Commission, the National Audit Office, the China Banking Regulatory Commission, and the China Insurance Regulatory Commission.

(2) Establishing Risk Management and Control Procedures in Accordance with International Standards

The Company follows the ISO 31000 framework and methodology to carry out the processes of Identification, Analysis, and Evaluation, consolidating risk issues across five dimensions: Strategic, Financial, Operational, Compliance, and Environmental. A risk analysis matrix is then applied to prioritize risk management in consideration of the Company's available resources. Concurrently, the Company has established an internal control system based on its organizational structure, delegation of authority, and process control points. In accordance with COSO standards, the system is delineated into the entity level and the activity level, incorporating the five components — Control Environment, Risk Assessment, Control Activities, Information and Communication, and Monitoring — into the internal control system of each transaction cycle at the activity level. Ongoing adherence to these controls is achieved through internal control self-assessments and performance evaluations. Furthermore, the Company draws reference from the Three Lines of Defense framework for risk management published by the global Institute of Internal Auditors, and has formulated its risk management organizational structure and procedures in accordance with the practical operations of the Company's organization.

(3) With respect to implementation, each department of the Company evaluates relevant risks when preparing annual budgets and work plans, and formulates corresponding contingency plans accordingly. In addition, the

auditing office prepares its audit plan for the following year based on the risk assessment results of various operations, which is then submitted to the Board of Directors for approval prior to implementation, with progress reports subsequently presented to the Board. As the Company's principal business is contract manufacturing of 5C electronic products, operational risks are reviewed and assessed on an annual basis, and the findings are reflected in the relevant line items of the financial statements — including allowance for doubtful accounts on trade receivables, provisions for post-sale warranty obligations, and royalty accruals. Revised accrual policies are formulated and submitted for review by the CPAs to ensure that the relevant line items in the Company's financial statements are presented fairly and reasonably. Furthermore, designated personnel have been assigned to strengthen monitoring and implement necessary foreign exchange hedging measures to address the foreign exchange risks the Company may face (please refer to pages 233–235).

(4) With respect to significant operational matters, any immediately identifiable risks may be escalated to senior management without delay for preemptive action. For matters of critical importance — such as investments and engineering procurement — each case is subject to joint review by the relevant units, and both scheduled and unscheduled audits are conducted on a regular basis.

(5) Five-Year Development Plan for Risk Management

a. Referencing the WEF GRPS Research Report to Continuously Manage “Emerging Risks”

Drawing on the Global Risks Perception Survey conducted annually by the World Economic Forum, the Company assesses key areas — including economic, geopolitical, environmental, social, and technological issues — in terms of both the likelihood and impact of potential events, while incorporating emerging risks such as climate change and infectious diseases into its risk management framework.

b. Digital Transformation to Elevate Corporate Governance Standards

As business models grow increasingly complex, the conventional practice of conducting post-facto reviews through manual processes has become obsolete. The Company will continue to leverage information systems to achieve the goal of early warning and proactive risk detection, thereby reducing labor costs while enhancing the effectiveness of internal controls.

2. Risk management framework

Key risk areas	Frontline unit (Business organizer) (Level 1)	Risk review and control (Executive management meeting) (Level 2)	Board of Directors, Audit Committee, Risk Management Committee, Auditing Office (Level 3)
<ul style="list-style-type: none"> • Interest rate, exchange rate, inflation and financial risks • High-risk or highly leveraged investment, loan to third party, endorsement, guarantee, trading of derivatives and treasury investment 	<ul style="list-style-type: none"> • Finance Group 	<ul style="list-style-type: none"> • Operation Team 	<ul style="list-style-type: none"> • Auditing Office: Risk inspection, evaluation, supervision, improvement and reporting
<ul style="list-style-type: none"> • R&D planning • Changes in policy and law • Changes in technology and industry • Changes in corporate image • Investment, subsidiary and M&A benefits 	<ul style="list-style-type: none"> • Business departments/centers (Note 1) • Common departments (Note 3) 	<ul style="list-style-type: none"> • Corporate investment review • Executive management meeting • Subsidiaries monitoring and management report 	<ul style="list-style-type: none"> • Board of Directors, • Audit Committee, • Risk Management Committee • Decision-making and ultimate control over risk evaluation
<ul style="list-style-type: none"> • Expansion of factory, production site and equipment • Centralized purchase or sale 	<ul style="list-style-type: none"> • Business departments/centers (Note 1) • Common departments (Note 3) 	<ul style="list-style-type: none"> • Monthly operating meeting • Production and marketing meeting 	
<ul style="list-style-type: none"> • Equity transfer involving Directors, supervisors, and major shareholders • Change of management 	<ul style="list-style-type: none"> • Share administration affairs • Board of Directors 	<ul style="list-style-type: none"> • Share administration affairs • Head of Finance/Accounting 	
<ul style="list-style-type: none"> • Litigation and non-contentious cases • Handling of product safety incidents • Other operational affairs 	<ul style="list-style-type: none"> • Product risk management • Managers of all levels 	<ul style="list-style-type: none"> • Legal affairs Office • Business groups/ Sub. Business groups (Note 2) 	
<ul style="list-style-type: none"> • Personnel behavior, ethics, and conduct 	<ul style="list-style-type: none"> • Managers of all levels • Global HR Center 	<ul style="list-style-type: none"> • Personnel Evaluation Committee 	
<ul style="list-style-type: none"> • Rules (including SOPs), internal control system and compliance with regulations 	<ul style="list-style-type: none"> • Managers of all levels 	<ul style="list-style-type: none"> • Legal Affairs Office • Operations Development Office • Finance & Accounting Center • Global HR Center • Intelligence & Technology Center 	
<ul style="list-style-type: none"> • Board of Directors Meetings 	<ul style="list-style-type: none"> • Share administration affairs • Secretary of the Board of Directors 	<ul style="list-style-type: none"> • Legal Affairs Office 	
<ul style="list-style-type: none"> • Prevention of insider trading 	<ul style="list-style-type: none"> • Managers of all levels 	<ul style="list-style-type: none"> • Insider Trading Prevention Office 	
<ul style="list-style-type: none"> • Information security management 	<ul style="list-style-type: none"> • Managers of all levels 	<ul style="list-style-type: none"> • Information Security (ISMS) Committee • Information Security Team 	

Notes:

1. Business headquarters/centers: Europe & America, Asia Pacific, Operations, Data Center System Development, Automotive Electronics, Creative, Quality Assurance, Procurement, R&D, Manufacturing, Sales, etc.
2. Business groups/regional business groups: PC Business Group, Global PC Regional Business Group, Global Procurement and Strategic Supply Chain Operations Headquarters, Data Center Facility Solutions Business Group, Office of the Global Chief Operating Officer, SD Operations Regional Business Group, Smart Devices Business and Innovation Research Institute, etc.
3. Shared departments: Finance and Accounting Management Center, Global Human Resources Center, Corporate Development Office, Legal Affairs Office, Intelligent Information Center, etc.

3. The actual performance of risk management

(1) Organization Structure and Authority

The Company adheres to the Risk Management Code of Practice for TWSE/TPEX-listed Companies announced on August 8, 2022, and has established a Risk Management Committee reporting to the Board of Directors. Appointed by resolution of the Board of Directors, the Committee shall comprise no fewer than three members, with at least half being independent directors, and shall be chaired by an independent director. The Risk Management Committee is accountable to the Board of Directors and shall submit its proposals to the Board of Directors for resolution. Its functions are as follows:

- To review risk management policies and procedures, organizational regulations, and codes of practice, and to periodically assess their applicability and operational effectiveness.
- To approve the Company's risk appetite (risk tolerance) and guide the allocation of resources accordingly.
- To review management reports on material risk issues.
- To approve the prioritization of risk controls and risk ratings in light of the risks facing the Company.
- To review the implementation of risk management and put forward recommendations for improvement; to submit an annual report to the Board of Directors at least once per year, and to disclose risk management-related information in the annual report, corporate social responsibility report, and on the Company's website.
- To carry out the Board of Directors' decisions relating to risk management.

The Risk Management Committee is a governance body under the Board of Directors, working in conjunction with the Audit Committee to assist all operating units in strengthening the risk management framework.

The Board of Directors formulates the risk management policy in accordance with the Company's mission and vision. The Risk Management Committee reviews the annual plan, which is then submitted to the Board of Directors for approval. Upon approval, the operating units are directed to implement the plan, and the progress of project execution is subject to regular oversight.

The Company established the Risk Management Office on January 1, 2026, to serve as the executive unit for the Company’s risk management functions. Its primary responsibilities are as follows:

- Identification and tracking of risk management matters.
- Formulation of group-wide systems and operational procedures.
- Guidance, establishment, and review of internal control systems.
- Supervision and tracking of risk control measures implemented by each business unit.
- Planning of relevant training programs to enhance employees’ awareness of risk management and foster a corporate risk culture.
- Promotion of sustainability-related risk management, with regular reporting of risk management objectives and implementation status to the Risk Management Committee.

(2) Committee Appointment:

The Company’s Risk Management Committee was established pursuant to a resolution passed by the Board of Directors on May 10, 2023. In conjunction with the re-election of directors, the Board of Directors resolved on May 31, 2024 to appoint the members of the second-term Risk Management Committee, comprising all independent directors Wen-Chung Shen, Duh-Kung Tsai, Li-Chiu Chang, Shui-Shu Hung, and Tzu-Ting Huang, as well as director Sheng-Hua Peng. The committee members unanimously elected independent director Wen-Chung Shen to serve as convener and chair of the meetings.

(3) Attendance of Members at Risk Management Committee Meetings:

- The term of the 2nd committee is from May 31, 2024 to May 30, 2027.
- In Fiscal Year 2025, the Risk Management Committee convened two (A) meetings. The composition of the Committee and members’ attendance are as follows:

Title	Name	Major	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]
Convener	Wen-Chung Shen	Operation Management and Risk Management	2	0	100%
Committee Member	Duh-Kung Tsai	Operation Management, Risk Management and Mergers and Acquisitions	2	0	100%
Committee Member	Lee-Chiou Chang	Operation Management and Strategic Planning	2	0	100%
Committee Member	Shui-Shu Hung	Operation Management and Risk Management	1	1	50%
Committee Member	Tzu-Ting Huang	Operation Management, Information Security and Risk Management	2	0	100%
Committee Member	Sheng-Hua Peng	Operation Management and Risk Management	2	0	100%

Note: The actual attendance rate (%) is calculated based on the number of meetings held during the individual's tenure and the actual number of meetings attended.

(4) Resolutions and Follow-up Actions of the Risk Management Committee:

Meeting Date	Subject Matter	Resolution and Follow-up
3 rd Meeting (2 nd Term) 2025.3.20	1 、 Report the implementation result of Risk Management for the year 2024.	The implementation results of Risk Management for the year 2024 were reviewed by all the Committee Members and reported to the Board of Directors.
4 th Meeting (2 nd Term) 2025.11.12	1 、 To approve the risk management objectives for the year 2026.	Unanimously approved without objection by all the Committee Members present and submitted to the Board of Directors for resolution.

(5) Reporting Process:

The Risk Management Committee formulates an annual plan for the board of directors' resolution each year and reports the implementation of risk management to the board at least once a year. The 2025 implementation reported to the Board on March 27, 2026.

The Implementation Result of Risk Management in 2025					
Medium and High Risk Control				Risk Management of Sustainability Issues	
In 2025, 2 high-risk items (overseas plant expansion risk and supply chain material shortage risk) and 9 moderate-risk items were each addressed by the responsible units with risk mitigation measures, achieving effective risk management and control.	Risk management audits were conducted for 2025. With respect to the information technology risk that had been classified as a moderate risk in 2024 and had exhibited an upward trend in risk value, a review of the relevant mitigation measures revealed no material irregularities.	A risk management training program was introduced, with all employees at the division-head level and below at Taiwan facilities who had completed three or more months of service required to attend. As of 2025, a 100% completion rate has been achieved.	Operational audits of overseas subsidiaries were conducted, covering China, Vietnam, the United States, and Mexico, to identify risks and establish the relevant controls.	Sustainability information management was incorporated into the 2025 audit plan. Upon completion of the audit, no material irregularities were identified.	1. The implementation of IFRS Sustainability Disclosure Standards has been completed in accordance with the planned schedule, with relevant execution results — including the identification of sustainability-related risks and opportunities as well as financial quantification — duly reported to the Board of Directors. 2. The “Operational Guidelines for Management of Sustainability Information” under the internal control system has been amended and reported to the Board of Directors.

(6) Digital system:

The Company has completed the implementation of a risk management digital system, enabling the systematic identification and assessment of risks. The deployment of this digital system will more effectively safeguard the interests of investors and the Company.

■ Purchasing liability coverage for the Company’s Directors, supervisors, and managers

Since 2002, the Company has purchased liability insurance for its Directors, supervisors, and managers. The summary of the insurance policies purchased in 2025 is listed as follows:

Insured Individuals	Insured amount	Insured Period	Date of submission to the Board of Directors
Directors, Supervisors and Managers	USD 50,000,000 (Equivalent to TWD 1,564,500,000)	From:2025.11.21 To: 2026.11.21	2026.02.26

■ Continuing education for Directors and managers

All Directors and managers possess relevant professional knowledge and skills. In addition to offering relevant information on a regular and intermittent basis to Directors and managers, the Company would also organize seminars and workshops when deemed necessary. Training completed by Directors and managers in 2025 includes:

• Continuing education for directors

Title	Name	Date of training	Organized by	Course title	Hours of training
Chairman	Jui-Tsung Chen	2025.3.29	Importers and Exporters Association of Taipei	Looking Ahead to 2025: Global Economic Trends and Taiwan’s Industrial Transformation Path	3
Chairman	Jui-Tsung Chen	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Chairman	Jui-Tsung Chen	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation - AI and Emerging Technology Application Cases	3
Director	Wei-Chang Chen	2025.3.29	Importers and Exporters Association of Taipei	Looking Ahead to 2025: Global Economic Trends and Taiwan’s Industrial Transformation Path	3
Director	Wei-Chang Chen	2025.5.14	Securities and Futures Institute	Economic and Industrial Outlook for Taiwan under Trump 2.0 and U.S.-China Relations	3
Director	Wei-Chang Chen	2025.8.14	Taiwan Corporate Governance Association	Sustainable Development Performance and Executive Compensation	3
Director	Wei-Chang Chen	2025.11.13	Taiwan Corporate Governance Association	Corporate Resilience Governance: Risk Management and Business Continuity Management	3

Title	Name	Date of training	Organized by	Course title	Hours of training
Director	Charng-Chyi Ko	2025.5.14	Securities and Futures Institute	Economic and Industrial Outlook for Taiwan under Trump 2.0 and U.S.-China Relations	3
Director	Charng-Chyi Ko	2025.8.14	Taiwan Corporate Governance Association	Sustainable Development Performance and Executive Compensation	3
Director	Charng-Chyi Ko	2025.11.13	Taiwan Corporate Governance Association	Corporate Resilience Governance: Risk Management and Business Continuity Management	3
Director	Sheng-Chieh Hsu	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Director	Sheng-Chieh Hsu	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation - AI and Emerging Technology Application Cases	3
Director	Chieh-Li Hsu	2025.3.29	Importers and Exporters Association of Taipei	Looking Ahead to 2025: Global Economic Trends and Taiwan's Industrial Transformation Path	3
Director	Chieh-Li Hsu	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Director	Chieh-Li Hsu	2025.8.14	Taiwan Corporate Governance Association	Sustainable Development Performance and Executive Compensation	3
Director	Chieh-Li Hsu	2025.11.13	Taiwan Corporate Governance Association	Corporate Resilience Governance: Risk Management and Business Continuity Management	3
Director	Wu-Chun Hsu	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Director	Wu-Chun Hsu	2025.5.20	Importers and Exporters Association of Taipei	Challenges and Responses to the New Global Economic and Trade Landscape	3
Director	Wu-Chun Hsu	2025.10.1	Taiwan Project Management Association	ESG Investment and Corporate Social Responsibility	3
Director	Chung-Pin Wong	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3

Title	Name	Date of training	Organized by	Course title	Hours of training
Director	Chung-Pin Wong	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation - AI and Emerging Technology Application Cases	3
Director	Chiung-Chi Hsu	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Director	Chiung-Chi Hsu	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation - AI and Emerging Technology Application Cases	3
Director	Anthony Peter Bonadero	2025.8.14	Taiwan Corporate Governance Association	Corporate Governance and Securities Laws and Regulations	3
Director	Anthony Peter Bonadero	2025.12.10	Taiwan Corporate Governance Association	AI Artificial Intelligence and Corporate Governance	3
Director	Sheng-Hua Peng	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Director	Sheng-Hua Peng	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation - AI and Emerging Technology Application Cases	3
Independent Director	Duh-Kung Tsai	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Independent Director	Duh-Kung Tsai	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation - AI and Emerging Technology Application Cases	3
Independent Director	Wen-Chung Shen	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Independent Director	Wen-Chung Shen	2025.5.20	Importers and Exporters Association of Taipei	Challenges and Responses to the New Global Economic and Trade Landscape	3
Independent Director	Wen-Chung Shen	2025.7.9	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6
Independent Director	Lee-Chiou Chang	114.08.12	Securities and Futures Institute	Trump 2.0 Disrupts Global Economic Order - Impacts and Responses	3
Independent Director	Lee-Chiou Chang	114.11.11	Taipei Foundation of Finance	How AI Enhances Operational Efficiency and Service Quality: AI Transformation Case Studies Sharing	2

Title	Name	Date of training	Organized by	Course title	Hours of training
Independent Director	Lee-Chiou Chang	114.12.05	Taipei Foundation of Finance	Master ESG in One Hour: Corporate Sustainability Kickoff Course	1
Independent Director	Shui-Shu Hung	2025.6.25	Taiwan Corporate Governance Association	Looking Ahead to 2025: Global Economic Trends and Taiwan's Industrial Transformation Path	3
Independent Director	Shui-Shu Hung	2025.8.26	Taiwan Corporate Governance Association	How to Conduct Successful Investment and M&A Negotiations: Practical Case Sharing	3
Independent Director	Tzu-Ting Huang	2025.5.14	Taiwan Institute of Directors	New U.S. Tariff Storm - Survival Strategies for Suppliers	3
Independent Director	Tzu-Ting Huang	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation - AI and Emerging Technology Application Cases	3

- Continuing education for managers

Title	Name	Date of training	Organized by	Course title	Hours of training
Corporate Governance Officer	Cheng-Chiang Wang	2025.5.14	Taiwan Institute of Directors	American Tariff Storm — Supplier Survival Strategies	3
Corporate Governance Officer	Cheng-Chiang Wang	2025.8.20	Taipei Bar Association	Advanced Practical Sharing for Corporate Governance Officers	3
Corporate Governance Officer	Cheng-Chiang Wang	2025.10.3	Securities and Futures Institute	2025 Insider Trading Prevention Awareness Session	3
Corporate Governance Officer	Cheng-Chiang Wang	2025.11.12	Taiwan Institute of Directors	Enterprise Digital Transformation — AI and Emerging Technology Application Cases	3
Accounting Officer	Cheng-Chiang Wang	2025.09.25-2025.09.26	Accounting Research and Development Foundation	Continuing Education Program for Accounting Officers of Securities Issuers, Securities Firms, and Stock Exchanges	12

Internal Audit Officer	Hui Chun Yu	2025.09.01	The Institute of Internal Auditors-Chinese Taiwan	Key Seminar on Internal Controls and Internal Audit for Regulatory Compliance	6
		2025.09.23	The Institute of Internal Auditors-Chinese Taiwan	Redefining Internal Audit Through Case Studies — The Intersection of Ethics and Law	6

■ Formulation of Succession Planning for Board Members and Senior Management

Since 2018, the Company has launched a generational succession program and has continued to advance succession planning for directors and the management team, establishing an essential foundation for the Company's sustainable development. With regard to Board succession planning, the Company cultivates senior executives to serve on the Board of Directors, enabling them to develop familiarity with Board operations and Group strategic planning, thereby deepening their alignment with the Company's core values and equipping them with the knowledge, skills, and competencies required to discharge their duties. In addition, the Company has formulated the Evaluation Measures for Board of Directors, utilizing performance evaluation criteria as a reference for the future selection of directors. With regard to succession planning for senior management, the Company conducts periodic reviews and identifies high-potential candidates for its management succession pipeline, in order to meet the Group's future development and growth needs. Within the Group, through regular Group Presidents' Meetings and Senior Executives' Meetings, the Company systematically promotes the exchange, learning, and transfer of experience among management personnel, with the objective of achieving the Company's long-term sustainable operations.

Actual Operations:

Following the re-election of directors at the 2024 general shareholders' meeting, Mr. Sheng-Jung Hsu formally stepped down as Chairman of Compal, successfully completing the planned leadership succession. The current Chairman, Mr. Jui-Tsung Chen, has accumulated over 40 years of experience in Taiwan's information and communications technology industry. In 2018, he was elevated from President of Compal to Vice Chairman and Chief Strategy Officer, during which time he guided the Company's short- and long-term strategic planning and actively drove the development of diversified businesses and new ventures. He formally assumed the position of Chairman of the Company on May 31, 2024.

The current President, Mr. Anthony Peter Bonadero, joined Compal in 2009 and has over 15 years of management experience with the Company. He has served as a director on Compal's Board of Directors since 2018. Prior to his appointment as President, he served as Executive Vice President of Compal's subsidiary Auscom Engineering Inc. and as the top executive of the Company's PC Business Group, where he made significant contributions to business development, client relations, and the advancement of corporate innovation initiatives. He formally assumed the position of President of the Company on May 31, 2024.

■ Certificate and qualification acquisition status for personnel involved in financial information transparency

Name of certificate	No. of persons
ROC CPA qualification	6 persons
USCPA qualification	2 persons
Senior Securities Specialist	13 persons
Securities Specialist	5 persons
Futures Specialist	6 persons
Securities Investment Trust and Consulting Professional	6 persons
Chartered Financial Analyst	1 person
Certificate in ESG Investing	1 person
Investor Relations Charter (IRC®)	1 person
Certified Internal Auditor - Taiwan	4 persons
Certified Internal Auditor	4 persons
Certified Information Systems Auditor	2 persons
Information Security Management Lead Auditor	4 persons
Certified Basic Proficiency for foreign exchange personnel	1 person
Certified Basic Proficiency for credit officer	3 persons
ISO9001 Quality Management System Auditor	1 person
Bank Internal Control and Audit	1 person
Financial Planning Personnel	2 persons

2.2.4 Composition, Responsibilities, and Operations of the Remuneration Committee

1. Professional Qualifications and Independence Analysis of Remuneration Committee Members

March 31, 2026

Identity	Name	Conditions	Professional Qualifications and Experience	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Convener Independent Director	Wen-Chung Shen	<ul style="list-style-type: none"> Bachelor of Industrial Engineering Dept., Taipei Institute of Technology Chairman of Her Tuo Co., Ltd., and Director and Executive Vice President of Compal The individual has rich knowledge and adequate experience in the electronics industry, business operations, and risk management, which is helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business. 	<ul style="list-style-type: none"> Compliance with independence requirement (note) The person/themselves or his/her spouse or relatives within the second degree (or in the name of others) hold 5,151,000 shares of the Company at a ratio of 0.11%. 	0	
Independent Director	Duh Kung Tsai	<ul style="list-style-type: none"> Bachelor of Industrial Engineering Dept., Taipei Institute of Technology Chairman & Chief Strategy Officer of Powertech Technology Inc., Director of Greatek Electronics Inc., Independent Director of Chicony Power Technology Co. Ltd. The individual has rich knowledge and adequate experience in the electronics industry, business operations, risk management, and corporate mergers/acquisitions, which is helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business. 	<ul style="list-style-type: none"> Compliance with independence requirement (note) The person/themselves or his/her spouse or relatives within the second degree (or in the name of others) hold 0 shares of the Company at a ratio of 0%. 	0	

Identity	Name	Conditions	Professional Qualifications and Experience	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent Director	Lee-Chiou Chang	<ul style="list-style-type: none"> Bachelor of Public Finance Dept., Master of Insurance Dept., NCCU Chairman of Yuanta Securities Co., Ltd., Team leader of Securities and Futures Bureau, FSC Chairman of Sun Ten Group, Chairman of Panion & BF Biotech Inc., Chairman of Ho Tung Chemical Corp. The individual has rich knowledge and adequate experience in biotechnology, medical, business operations, and financial accounting, which is helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business. 	<ul style="list-style-type: none"> Compliance with independence requirement (note) The person/themselves or his/her spouse or relatives within the second degree (or in the name of others) hold 0 shares of the Company at a ratio of 0%. 	2	
Independent Director	Shui-Shu Hung	<ul style="list-style-type: none"> Bachelor of Medicine Dept., National Taiwan University Chairman, President of Catcher Technology Co., Ltd. The individual has rich knowledge and adequate experience in the electronics industry, business operations, and risk management, which is helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business. 	<ul style="list-style-type: none"> Compliance with independence requirement (note) The person/themselves or his/her spouse or relatives within the second degree (or in the name of others) hold 0 shares of the Company at a ratio of 0%. 	0	
Independent Director	Tzu-Ting Huang	<ul style="list-style-type: none"> Bachelor of Law Dept., National Chung Hsing University Co-Chief Operating Officer, President of Corporate Marketing, Business Planning and Operations of Acer Incorporated Incorporated, Independent Director of Flytech Technology Co., Ltd., AUO Corporation The individual has rich knowledge and adequate experience in the electronics industry, property rights, marketing and supply chain management, which is helpful to the company's development. The Independent Director possesses more than 30 years of work experience required for the Company's business. 	<ul style="list-style-type: none"> Compliance with independence requirement (note) The person/themselves or his/her spouse or relatives within the second degree (or in the name of others) hold 0 shares of the Company at a ratio of 0%. 	2	

Note: Compliance with independence requirement: State whether the members of the Remuneration Committee meet the independence requirement.

- Including but not limited to the fact that the person him/herself or his/her spouse or relatives within the second degree have not worked as the directors, supervisors or employees of the Company or its affiliated enterprises;
- Have not worked as a director, supervisor or employee of a company that has a specific relationship (per the provisions of subparagraphs 5~8, paragraph 1, Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange) with the Company;
- Have not received remuneration by providing business, legal, financial, accounting and other services to the Company or its affiliates in the last 2 years;
- Number of shares of the Company and shareholding ratio of the person him/herself or his/her spouse or relatives within the second degree (or in the name of others).

2. Responsibility of the Remuneration Committee

- Formulate and regularly review the policies, systems, standards and results for the performance evaluation and remuneration of directors (including independent directors) and managers.
- Regularly evaluate and determine the remuneration of directors (including independent directors) and managers.
- The salary and remuneration mentioned above include cash remuneration, stock options, dividends, retirement benefits or severance payments, various allowances and other measures with substantial incentives.

3. Attendance of Members at Remuneration Committee Meetings

- The company's Remuneration Committee is composed of three (term of the 5th) and five (term of the 6th) independent directors separately.
- The term of the 5th committee is from August 27, 2021 to May 31, 2024.
- The term of the 6th committee is from May 31, 2024 to May 30, 2027.

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Convener	Wen-Chung Shen	5	0	100%	-
Committee Member	Duh Kung Tsai	5	0	100%	-
Committee Member	Lee-Chiou Chang	4	1	80%	-
Committee Member	Shui-Shu Hung	2	3	40%	-
Committee Member	Tzu-Ting Huang	4	1	80%	-

- The discussion of the Remuneration Committee and the resolution, as well as the actions the Company has taken in response to any opinions arising from the Remuneration Committee.

Board of Directors Meeting	Content of discussion and actions taken in response
5 th Meeting (15 th Term) 2025.2.27	1. To approve the proposal for the distribution of compensation to employees and directors for the year 2024
	2. To approve the remuneration of newly appointed Vice Presidents.
	▲ Resolution Adopted by the Remuneration Committee (2025.02.27): Upon inquiry by the chairman to all attending committee members, the proposal

Board of Directors Meeting	Content of discussion and actions taken in response
	<p>was approved as presented with no objections.</p> <p>▲ Action taken by the Company in Response to the opinion of the Remuneration Committee: Upon inquiry by the chairman to all attending directors, the proposal was approved as presented with no objections.</p>
6 th Meeting (15 th Term) 2025.3.20	<p>1. To approve the 1st mid-year bonus of 2025</p> <p>▲ Resolution Adopted by the Remuneration Committee (2025.3.20): Upon inquiry by the chairman to all attending committee members, the proposal was approved as presented with no objections.</p> <p>▲ Action taken by the Company in Response to the opinion of the Remuneration Committee: In accordance with the Company's Regulations Governing the Proceedings of Board of Directors Meetings, Directors Chung-Pin Wong and Sheng-Hua Peng, who also serve as employees and managerial officers of Compal, were deemed to have an interest in this matter and therefore recused themselves from both discussion and voting. Upon solicitation of comments by the chairman, no objections were raised, and the proposal was approved as presented by the remaining directors in attendance.</p>
7 th Meeting (15 th Term) 2025.5.14	<p>1. To approve the proposal for the percentage to distribute the compensation to directors and employees for the year 2025.</p> <p>2. To approve employees' salary adjustment for the year 2025</p> <p>▲ Resolution Adopted by the Remuneration Committee (2025.5.14): Upon inquiry by the chairman to all attending committee members, the proposal was approved as presented with no objections.</p> <p>▲ Action taken by the Company in Response to the opinion of the Remuneration Committee:</p> <ul style="list-style-type: none"> • Motion 1: Upon inquiry by the chairman to all attending directors, the proposal was approved as presented with no objections. • Motion 2: In accordance with the Company's Regulations Governing the Proceedings of the Board of Directors, Directors Chung-Pin Wong and Sheng-Hua Peng, who concurrently serve as employees and managerial officers of Compal, were deemed to have an interest in this matter and therefore recused themselves from both discussion and voting. Upon the chairman's inquiry, no objections were raised by the remaining directors present, and the proposal was approved as proposed.
8 th Meeting (15 th Term) 2025.8.12	<p>1. To approve the Directors' remuneration for the year 2024</p> <p>2. To approve the 2nd mid-year bonus of 2025</p> <p>3. To approve the remuneration of newly appointed Top Management</p> <p>▲ Resolution Adopted by the Remuneration Committee (2025.8.12): Upon inquiry by the chairman to all attending committee members, the proposal was approved as presented with no objections.</p> <p>▲ Action taken by the Company in Response to the opinion of the Remuneration Committee:</p> <ul style="list-style-type: none"> • Motion 1: Independent Director Tu-Kung Tsai was designated to act as chair to preside over the discussion and voting of this proposal. Due to conflicts of interest, Directors Jui-Tsung Chen, Wei-Chang Chen, Charng-Chyi Ko, Sheng-Chieh Hsu, Chieh-Li Hsu, Wu-Chun Hsu, Chung-Pin Wong, Chiung-Chi Hsu, Anthony Peter Bonadero, and Sheng-

Board of Directors Meeting	Content of discussion and actions taken in response
	<p>Hua Peng recused themselves from both discussion and voting. Upon solicitation of comments by the acting chair, no objections were raised, and the proposal was approved as presented by the remaining directors in attendance.</p> <p>Motion 2: In accordance with the Company’s Regulations Governing the Proceedings of the Board of Directors, Directors Chung-Pin Wong and Sheng-Hua Peng, who also serve as employees and managerial officers of Compal, were deemed to have an interest in this matter and therefore recused themselves from both discussion and voting. Upon the chairman’s inquiry, no objections were raised, and the proposal was approved as proposed by the remaining directors present.</p> <ul style="list-style-type: none"> • Motion 3: Upon inquiry by the chairman to all attending directors, the proposal was approved as presented with no objections.
9 th Meeting (15 th Term) 2025.11.12	1. To approve employee compensation in cash of 2024
	2. To approve the year-end bonus payment for 2025
	3. To approve the remuneration of newly appointed Top Management
	<p>▲ Resolution Adopted by the Remuneration Committee (2025.11.12): Upon inquiry by the chairman to all attending committee members, the proposal was approved as presented with no objections.</p>
	<p>▲ Action taken by the Company in Response to the opinion of the Remuneration Committee:</p> <ul style="list-style-type: none"> • Motion 1: Director Sheng-Hua Peng, who also serves as a managerial officer of Compal, was deemed to have an interest in this matter in accordance with the Company’s Regulations Governing the Proceedings of the Board of Directors and therefore recused himself from both discussion and voting. Upon the chairman’s inquiry, no objections were raised, and the proposal was approved as proposed by the remaining directors present. • Motion 2: In accordance with the Company’s Regulations Governing the Proceedings of the Board of Directors, Directors Chung-Pin Wong and Sheng-Hua Peng, who also serve as employees and managerial officers of Compal, were deemed to have an interest in this matter and therefore recused themselves from both discussion and voting. Upon the chairman’s inquiry, no objections were raised, and the proposal was approved as proposed by the remaining directors present. • Motion 3 Upon inquiry by the chairman to all attending directors, the proposal was approved as presented with no objections.

■ Other notes:

1. If the Board of Directors declines to adopt or modify a recommendation of the remuneration committee, it should specify the date of the meeting, the session, the nature of the motion, the resolution made by the Board of Directors, and the Company’s response to the remuneration committee’s opinion (e.g., if the amount of remuneration passed by the Board of Directors exceeds the remuneration committee’s recommended amount, the circumstances and cause for the difference shall be specified): None.
2. If resolutions of the remuneration committee are objected to by members or become subject to a qualified opinion, which has been recorded or declared in writing, then the date of the meeting, the session, the nature of the motion, all members’ opinions and the response to members’ opinions should be specified: None.

2.2.5 Corporate Sustainability Development

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
1. Does the Company conduct risk assessments on environmental, social, and corporate governance issues related to the Company's operation in accordance with the principle of materiality and formulate relevant risk management policies or strategies?	Yes		<p>Compal established a "Sustainability Development Committee" in March 2022 with approval from the Board of Directors. The second-term committee consists of six members appointed by the Board, five of whom are independent directors. All members elected Commissioner Peng Sheng-Hua as the Chairperson. The committee convenes at least once a year to lead the promotion of sustainability initiatives, communicate policies and positions externally, define internal goals and directions, integrate resources, review action plans, oversee implementation effectiveness, and report execution results to the Board.</p> <p>For details on the composition, responsibilities, and operations of the Sustainability Development Committee, as well as the Board's oversight, please refer to pages 131–132.</p> <p>For the 2025 sustainability operations and implementation status, please refer to pages 136–138. For the 2026 sustainability goals and plans, please refer to page 139–140.</p> <p>The execution results are also disclosed in the annual report, sustainability report, and on the company's official website / Compal ESG.</p>	No deviations were found
2. Has the Company set up a full-time (or part-time) unit to promote corporate social responsibility, which is authorized by the Board of Directors to be handled by the senior management and reported to the Board of Directors?	Yes		<ul style="list-style-type: none"> ■ The Group performs risk identification, assessment and analysis, response and management at least once a year. ■ The scope of execution includes the parent company and a significant operating subsidiary company. <ol style="list-style-type: none"> 1. Risk identification: Collect environmental, social, and corporate governance issues that stakeholders are concerned about, refer to analysis reports on international situations and industry trends, and then classify risk issues into "Strategy," "Finance," "Operation," "Legal Compliance," and "Environment." 2. Risk assessment Through a risk analysis matrix, the likelihood and impact of risk issues are evaluated 	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>respectively and ranked by the evaluation result. “risk of overseas factory expansion,” “Supply chain material interruption risk,” and “Product Quality Risk “ were rated as the top three risk issues.</p> <p>3. Risk response and management</p> <p>(1) Risk of overseas factory expansion</p> <p>In the face of factors such as the U.S.–China trade war and difficulties in recruiting talent for overseas expansion, future plans to establish facilities abroad may pose potential risks to operations. Trade conflicts and talent shortages may disrupt supply chain efficiency, thereby increasing the risks associated with overseas expansion and affecting the company’s flexibility in production and responsiveness. In response to this risk, the company intends to take the following measures</p> <ol style="list-style-type: none"> a. Continue promoting a “diversified capacity allocation” strategy by establishing operational sites across Asia, the Americas, and Europe to mitigate risks associated with reliance on a single region. b. Conduct thorough and rigorous investment evaluations: All overseas plant investments are subject to risk assessments and financial feasibility analyses prior to decision-making. Risk considerations are prioritized over profitability, while also taking into account local government policies and research reports from professional institutions (e.g., geopolitical risk indices) to ensure operational resilience and supply stability. c. Leverage localized recruitment channels to strengthen the talent pipeline. d. Collaborate with strategic partners to build “agglomeration economies,” enhancing productivity and reducing production costs through resource sharing. Increase supply chain localization by coordinating with existing suppliers to establish distribution hubs near new production sites. <p>(2) Supply chain material interruption risk</p> <p>The Company’s operations are greatly affected by fluctuations in the raw material market. Shortages of materials will lead to reduced shipments from suppliers, which in turn will reduce product shipments, resulting in decreased revenue and net profit. The</p>	

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>risk of material shortage and production stoppage arising from the model of precise inventory management is also increasing day by day. Under these circumstances, the Company intends to take the following countermeasures:</p> <ol style="list-style-type: none"> a. Continue to strengthen the supply chain information system and improve the platform’s management mechanisms such as demand forecasting, inventory inquiry and delivery instructions. b. Strengthen the strategic partnership of key component manufacturers. c. Big data analysis to grasp the changing trend of the raw material market. d. Continue to plan and promote online bidding (inquiry, quotation, and negotiation) and modularization of the procurement system. e. Conduct periodic reviews of suppliers’ global production footprints to maintain supply chain resilience. <p>(3) Product quality risk</p> <p>If defective products are not detected before shipment, it will cause losses to the customer and affect the company’s reputation. It will also impact customer satisfaction with the company and may even lead to substantial compensation claims. Our company actively implements quality value and embodies quality application in three major aspects: technology, manufacturing, and service. However, the semi-automatic production and quality management mechanisms are still limited by human factors, thus facing the potential risk of undetected defective products due to human error by operators. The following measures will be taken:</p> <ol style="list-style-type: none"> a. Establish a rigorous supplier audit and tiered management system. b. During the new product introduction (NPI) stage, quality engineers conduct product durability verification based on customer specifications, simulating real usage conditions through systematic testing to ensure product safety and reliability. c. After mass production begins, inspections are conducted from incoming materials to final shipment. Incoming Quality Control (IQC) personnel perform material inspections, while Quality Control (QC) conducts testing according to customer 	

Assessment criteria	Actual governance			Deviation and causes of deviation														
	Yes	No	Summary description															
			<p>specifications. Inspection criteria are aligned with customers. After achieving a 100% pass rate, sampling inspections (e.g., unpacking checks) are performed to prevent defective products from being shipped.</p> <p>d. To prevent durability issues caused by changes in components or processes, ongoing reliability testing is conducted on mass-produced products. Any defects identified are fed back to front-end quality engineers and production lines for improvement.</p> <p>e. On-site customer representatives work together with QC and audit personnel to test finished products on the production line in accordance with U.S. General Services Administration (GSA) certification standards, ensuring shipment quality.</p> <p>f. Conduct regular reviews with customers and refine factory inspection items based on their feedback.</p>															
3. Environmental issues.																		
(1) Has the Company established an appropriate environmental management system according to its industrial characteristics?	Yes		<p>Compal has established a comprehensive environmental management system in accordance with its Environmental Sustainability Policy and operational characteristics, covering environmental regulatory compliance, energy management, greenhouse gas emissions, waste management, and resource efficiency.</p> <p>All manufacturing sites have established and obtained certification for the ISO 14001 Environmental Management System. Greenhouse gas management follows the ISO 14064-1 standard and covers all sites within the consolidated financial reporting boundary, with third-party verification conducted to ensure data consistency and reliability. In addition, the ISO 50001 Energy Management System and the UL 2799 Zero Waste to Landfill management framework are being implemented in phases based on the operational characteristics of each site.</p> <table border="1"> <thead> <tr> <th>Plant name</th> <th colspan="2">Validity period</th> </tr> </thead> <tbody> <tr> <td></td> <td>ISO 14001</td> <td>ISO 50001</td> </tr> <tr> <td rowspan="2">Compal (Pingzhen)</td> <td>2024/07/09</td> <td>2024/11/29</td> </tr> <tr> <td>2027/07/09</td> <td>2027/11/29</td> </tr> <tr> <td>Compal (Chengdu)</td> <td>2025/06/27</td> <td>2025/04/08</td> </tr> </tbody> </table>	Plant name	Validity period			ISO 14001	ISO 50001	Compal (Pingzhen)	2024/07/09	2024/11/29	2027/07/09	2027/11/29	Compal (Chengdu)	2025/06/27	2025/04/08	No deviations were found
Plant name	Validity period																	
	ISO 14001	ISO 50001																
Compal (Pingzhen)	2024/07/09	2024/11/29																
	2027/07/09	2027/11/29																
Compal (Chengdu)	2025/06/27	2025/04/08																

Assessment criteria	Actual governance			Deviation and causes of deviation																					
	Yes	No	Summary description																						
			<table border="1"> <tr> <td></td> <td>2027/07/04</td> <td>2028/04/08</td> </tr> <tr> <td>Compal Smart Device</td> <td>2024/09/20 2027/09/19</td> <td>2025/02/13 2028/02/12</td> </tr> <tr> <td>Compal Electronics Technology</td> <td>2025/07/21 2028/07/23</td> <td></td> </tr> <tr> <td>Compal Information</td> <td>2025/07/22 2028/07/25</td> <td>2024/03/14 2027/03/13</td> </tr> <tr> <td>Compal Information Technology</td> <td>2024/02/05 2027/02/24</td> <td>2024/12/23 2027/12/24</td> </tr> <tr> <td>Compal Digital Technology</td> <td>2026/04/06 2029/04/05</td> <td>2024/03/22 2027/03/30</td> </tr> <tr> <td>Compal (Vietnam)</td> <td>2025/06/03 2028/06/02</td> <td></td> </tr> </table> <p>In terms of management mechanisms, the Company integrates environmental data from all sites through the “Compal Cloud for Sustainability,” establishing a unified management platform to enhance data transparency and enable real-time management.</p>		2027/07/04	2028/04/08	Compal Smart Device	2024/09/20 2027/09/19	2025/02/13 2028/02/12	Compal Electronics Technology	2025/07/21 2028/07/23		Compal Information	2025/07/22 2028/07/25	2024/03/14 2027/03/13	Compal Information Technology	2024/02/05 2027/02/24	2024/12/23 2027/12/24	Compal Digital Technology	2026/04/06 2029/04/05	2024/03/22 2027/03/30	Compal (Vietnam)	2025/06/03 2028/06/02		
	2027/07/04	2028/04/08																							
Compal Smart Device	2024/09/20 2027/09/19	2025/02/13 2028/02/12																							
Compal Electronics Technology	2025/07/21 2028/07/23																								
Compal Information	2025/07/22 2028/07/25	2024/03/14 2027/03/13																							
Compal Information Technology	2024/02/05 2027/02/24	2024/12/23 2027/12/24																							
Compal Digital Technology	2026/04/06 2029/04/05	2024/03/22 2027/03/30																							
Compal (Vietnam)	2025/06/03 2028/06/02																								
(2) Is the Company committed to improving the efficiency of resource utilization and using recycled materials with a low impact on the environment?	Yes		<p>The Company is committed to improving resource efficiency and reducing environmental impact by promoting related measures from two key aspects: product design and operational management, while gradually establishing a systematic management mechanism.</p> <p>In terms of energy efficiency, the Company continues to promote energy-saving improvements at its facilities, manage major energy-consuming equipment, and monitor energy data. Through the Energy and Environmental Monitoring Platform, the Company tracks electricity usage across its facilities as a basis for energy-saving improvements and equipment efficiency optimization. Major operating sites have implemented the ISO 50001 Energy Management System to continuously improve energy efficiency through systematic management.</p> <p>In terms of renewable energy use, the Company has set 2019 as the baseline year and established a</p>	No deviations were found																					

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>long-term target to achieve 100% renewable energy use by 2050. Currently, renewable electricity accounts for 55% of total electricity consumption within the operational boundary. Please refer to Chapter 5 of the Sustainability Report for the progress toward the target.</p> <p>Product development incorporates green design principles, covering material selection, energy-efficient design, and product disassembly and recyclability. In terms of recycled materials usage, the Company has established a mechanism for introducing recycled materials and is gradually expanding their application. In 2025, out of a total of 62 new product projects, 35 projects adopted recycled plastics with a recycled content of 40% or higher, accounting for 56%, while 21 projects incorporated two or more types of recycled materials, accounting for 34%.</p>	
(3) Does the Company assess the risks and opportunities of climate change for the enterprise now and in the future and take measures to deal with climate-related issues?	Yes		<p>The Company continuously assesses the potential risks and opportunities of climate change on its operations and has established a climate-related risk and opportunity management mechanism in accordance with the IFRS S2 framework. Climate-related risks and opportunities are evaluated based on short-, medium-, and long-term impacts and are integrated into operational management, product development, energy management, and supply chain collaboration as a basis for climate response measures and resource allocation.</p> <p>The climate-related risks and corresponding response measures are as follows:</p> <ol style="list-style-type: none"> 1. Increased costs of transitioning to low-carbon technologies and materials: The Company incorporates low-carbon materials and circular design principles at the product design stage and promotes the use of recycled and alternative materials. 2. Increased operating costs due to higher renewable energy usage: The Company continues to implement energy-saving, water-saving, and waste-reduction measures, and adopts 	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>diversified green electricity strategies to increase the proportion of renewable electricity usage.</p> <p>3. Increased capital investment required for energy efficiency improvements: The Company has established energy and environmental monitoring systems to enable real-time tracking of energy consumption and has implemented the ISO 50001 Energy Management System.</p> <p>Climate-related opportunities and strategic directions are as follows:</p> <p>1. Enhanced market opportunities for low-carbon products: By promoting green product design, incorporating recycled materials, and improving product energy efficiency, the Company strengthens product competitiveness and responds to customer demand.</p> <p>Overall, the Company integrates climate change considerations into its operational management and strategic planning, and continuously strengthens climate resilience and captures opportunities in the low-carbon transition through measures such as low-carbon product design, energy efficiency improvement, renewable electricity adoption, supply chain collaboration, and digitalized management.</p>	

<p>(4) Does the Company prepare statistics of greenhouse gas emissions, water consumption, and the total weight of waste in the past two years and formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction, or other waste management?</p>	<p>Yes</p>	<p>The Company has established environmental performance indicators as a basis for year-over-year performance comparison and management optimization. With respect to electricity consumption, water consumption, and waste management, the Company has set 2021 as the baseline year and established a short-term management target of a 1% annual reduction in electricity use, water use, and waste generation. The Company continuously enhances overall environmental performance through measures such as energy efficiency improvement, water resource management, source reduction of waste, and resource recycling and reuse.</p> <p>1. Environmental Data Accounting and Disclosure</p> <p>Relevant data for 2025 is currently undergoing third-party verification. The disclosed figures are preliminary inventory results, and the final data will be subject to the Sustainability Report and official announcements on the Company’s website.</p> <table border="1" data-bbox="663 754 1711 1161"> <thead> <tr> <th>Items</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Scope 1 greenhouse gas emissions (tCO₂e)</td> <td>12,296.021</td> <td>12,320.910</td> </tr> <tr> <td>Scope 2 (Market-based) greenhouse gas emissions (tCO₂e)</td> <td>95,584.549</td> <td>68,161.010</td> </tr> <tr> <td>Scope 1+2 greenhouse gas emissions (tCO₂e)</td> <td>107,880.570</td> <td>80,481.920</td> </tr> <tr> <td>Total electricity consumption (MWh)</td> <td>283,159</td> <td>279,488</td> </tr> <tr> <td>Percentage of renewable electricity used in operations</td> <td>46.17%</td> <td>55.18%</td> </tr> <tr> <td>Total water consumption (Tons)</td> <td>1,592.79</td> <td>1,448.38</td> </tr> <tr> <td>Total non-hazardous waste (Tons)</td> <td>30,663</td> <td>28,789</td> </tr> <tr> <td>Total hazardous waste (Tons)</td> <td>901</td> <td>608</td> </tr> </tbody> </table> <p>2. Greenhouse Gas and Energy Management Measures</p> <p>The Company promotes greenhouse gas management in line with its established carbon reduction targets and continues to reduce emissions through the following measures:</p>	Items	2024	2025	Scope 1 greenhouse gas emissions (tCO ₂ e)	12,296.021	12,320.910	Scope 2 (Market-based) greenhouse gas emissions (tCO ₂ e)	95,584.549	68,161.010	Scope 1+2 greenhouse gas emissions (tCO ₂ e)	107,880.570	80,481.920	Total electricity consumption (MWh)	283,159	279,488	Percentage of renewable electricity used in operations	46.17%	55.18%	Total water consumption (Tons)	1,592.79	1,448.38	Total non-hazardous waste (Tons)	30,663	28,789	Total hazardous waste (Tons)	901	608	<p>No deviations were found</p>
Items	2024	2025																												
Scope 1 greenhouse gas emissions (tCO ₂ e)	12,296.021	12,320.910																												
Scope 2 (Market-based) greenhouse gas emissions (tCO ₂ e)	95,584.549	68,161.010																												
Scope 1+2 greenhouse gas emissions (tCO ₂ e)	107,880.570	80,481.920																												
Total electricity consumption (MWh)	283,159	279,488																												
Percentage of renewable electricity used in operations	46.17%	55.18%																												
Total water consumption (Tons)	1,592.79	1,448.38																												
Total non-hazardous waste (Tons)	30,663	28,789																												
Total hazardous waste (Tons)	901	608																												

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>(1) Implement energy-saving measures, optimize production processes, and strengthen management of major energy-consuming equipment.</p> <p>(2) Introduce renewable energy (including renewable energy procurement, renewable energy certificates, and third-party-developed rooftop solar photovoltaic systems).</p> <p>(3) Establish energy and environmental data management systems to strengthen electricity monitoring, energy efficiency tracking, and carbon reduction performance management. In 2025, total operational electricity consumption decreased by 1.30% compared to the previous year, achieving the short-term target of a 1% annual reduction in electricity consumption. The proportion of renewable electricity used in operations increased from 46.17% in 2024 to 55.18% in 2025, demonstrating the Company's continued efforts in energy management and renewable electricity adoption.</p> <p>3. Water Resource Management The Company is not a water-intensive industry, with primary water usage consisting of employee domestic water and general operational water. The Company has set 2021 as the baseline year and established a short-term target of a 1% annual reduction in water consumption. Water use efficiency and improvement performance across all sites are continuously monitored. Depending on operational characteristics, each site implements water-saving measures, including rainwater harvesting systems at the Vietnam plant for irrigation use, and water recycling systems at certain sites to reuse treated water for cooling tower replenishment and toilet flushing, thereby improving overall water resource efficiency. In 2025, total water consumption decreased by 9.07% compared to the previous year,</p>	

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>achieving the short-term target of a 1% annual reduction in water consumption, demonstrating the effectiveness of the Company’s water resource management measures.</p> <p>4. Waste Management and Circular Economy The Company continues to promote source reduction, waste classification, and resource recycling, and has set 2021 as the baseline year with a short-term target of a 1% annual reduction in waste generation. Each site implements waste segregation, recycling, reuse, and process optimization based on operational characteristics, and has adopted the UL 2799 Zero Waste to Landfill framework to reduce landfill rates and enhance resource reuse efficiency. In 2025, non-hazardous waste decreased by 6.11%, hazardous waste decreased by 32.52%, and total waste decreased by 6.87% compared to the previous year, achieving the short-term target of a 1% annual reduction in waste generation and demonstrating the effectiveness of source reduction and circular economy initiatives.</p> <p>5. Verification and Assurance Mechanism The Company conducts greenhouse gas inventories in accordance with ISO 14064-1 and engages third-party organizations for verification. Relevant data within the consolidated financial statement boundary for 2025 is currently under verification and is expected to be completed by June 30. The verification results will be disclosed in official reports.</p>	
4. Social issues				
(1) Has the Company formulated management policies and specific management plans regarding social issues in accordance with relevant laws and regulations and International Human Rights Conventions?	Yes		<p>■ Compal Electronics Human Rights Policy</p> <ul style="list-style-type: none"> • Purpose and Scope <p>Compal is committed to creating a workplace that respects human rights and upholds dignity as a core value. In all business operations, the Company strictly complies with applicable labor laws in the regions where it operates and follows the principles outlined in the “International Bill of Human Rights,” the “United Nations Guiding Principles on Business and Human Rights,” the “International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work,” the “OECD</p>	No deviations were found

		<p>Guidelines for Multinational Enterprises,” and the “Ten Principles of the United Nations Global Compact (UNGC).” The Company also adopts actions consistent with the Responsible Business Alliance (RBA) Code of Conduct to ensure all individuals are treated with dignity and respect.</p> <p>This policy applies to all employees across group offices and manufacturing sites, subsidiaries, suppliers, customers, business partners, joint ventures, and any other entities or legal persons under effective control. Compal has also established a “Supplier Code of Conduct,” requiring supply chain partners to adhere to the same standards and to prohibit any form of human rights violations or abuses.</p> <ul style="list-style-type: none"> • Governance Structure and Responsibilities <p>To ensure effective implementation of this policy, human rights issues are integrated into Compal’s overall sustainability governance framework. Human rights policies, plans, and management responsibilities are overseen by the Board of Directors. Under the four pillars of EESG (Economic, Environmental, Social, and Governance), the Sustainability Development Committee supervises relevant functional teams, including Human Resources, Responsible Manufacturing, and Sustainable Supply Chain units. These teams are responsible for executing human rights-related initiatives and reporting progress regularly to the Sustainability Development Committee. The Committee and the Board of Directors oversee the overall governance and effectiveness of human rights management.</p> <ul style="list-style-type: none"> • Policy Principles <ol style="list-style-type: none"> 1. Prohibit all forms of forced labor and human trafficking. Employees are free to resign or terminate employment in accordance with legal notice requirements. 2. Prohibit the employment of child labor and protect young workers. 3. Respect employees’ rights to freedom of association and collective bargaining, and provide channels for free expression of opinions. 4. Comply with applicable wage and working hour regulations, promote pay equity, and provide fair and reasonable compensation and working conditions, continuously reviewing and improving practices in line with economic developments. 5. Eliminate all forms of discrimination and inhumane treatment to ensure equal employment opportunities for all individuals. 6. Provide a safe and healthy working environment and support employees’ physical and mental well-being. 7. Commit to responsible sourcing of minerals. 8. Comply with local laws and internationally recognized standards. 9. Provide independent grievance mechanisms for internal and external stakeholders to submit feedback in a timely manner. 	
--	--	--	--

Assessment criteria	Actual governance		Deviation and causes of deviation
	Yes	No	
			<p>10. Conduct regular human rights due diligence, including identifying and assessing human rights risks, implementing mitigation and remediation measures, conducting employee training, and communicating risk management outcomes externally.</p> <p>11. Ensure harmonious relationships with stakeholders and establish effective two-way communication channels to convey human rights policies.</p> <p>■ Human Rights Management</p> <p>Compal conducts human rights risk assessments at least once every three years and publicly discloses the results and progress in both Chinese and English. A human rights due diligence process has been established and applies to the Company’s own operations, supply chain, and joint ventures. The process follows a cycle of identification, assessment, response, and monitoring to effectively manage human rights risks.</p> <p>Human Rights Due Diligence Process: Policy formulation (or revision) → Risk assessment of human rights issues across the value chain → Risk mitigation and remediation measures → Regular monitoring of implementation → Public disclosure and continuous improvement of management processes</p> <p>Scope of 2025 Assessment and Key Human Rights Issues</p> <ul style="list-style-type: none"> • Scope: Direct employees, indirect employees (including women, indigenous peoples, and migrant workers), subsidiaries, Tier-1 suppliers, contractors, and joint ventures. • Material human rights issues: Excessive working hours, occupational health and safety, freedom of association, and collective bargaining rights. <p>(For details on remediation and mitigation measures for material human rights issues, please refer to pages 140–141.)</p>

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
(2) Has the Company established and implemented reasonable employee welfare measures (including compensation, vacation, and other benefits) and properly reflected the operating performance or the results of employee compensation?	Yes		<p>■ Employee Benefits The Company allocates 0.05% of its turnover to welfare funds every year. It has employee welfare committees to handle various welfare matters, including marriage, funeral, and childbirth allowance, recreational and entertainment allowance, Children’s Scholarship, festival gift certificates, birthday gift certificates, cultural and leisure allowance and other welfare matters.</p> <p>■ Employee compensation The Company has established work rules and related personnel management regulations covering employee compensation, working hours, leave, pension benefits, labor and health insurance, and occupational accident compensation, all of which comply with the Labor Standards Act. The Company has also established an Employee Welfare Committee to administer various employee welfare programs. In accordance with the Company’s Articles of Incorporation, when the Company records profits in a given year, no less than 2% of the current year’s pre-tax net income, before the deduction of employee and director remuneration, shall be appropriated as employee remuneration. Of the total employee remuneration, no less than 8% shall be allocated to grassroots employees. The aforementioned bonuses, salary adjustments, and employee remuneration are reviewed by the Remuneration Committee and resolved by the Board of Directors. The Company’s remuneration policy is based on individual capability, contribution to the Company, and performance, and is aligned with the Company’s overall operating performance.</p> <p>The Company aims to create a diverse and equal working environment. In 2025, 41.05% of worldwide Compal employees are women, and women accounted for 31.18% of supervisory positions. The Company is committed to cultivating local talent in overseas factories. In 2025, the proportion of local supervisors in China and Brazil was 91.5% and 95.12%. A new paid leave policy for family companionship has been added, allowing employees to balance family care amidst their busy work schedules.</p>	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
(3) Does the Company provide employees with a safe and healthy work environment? Are employees trained regularly on safety and health issues?	Yes		<p>The Company recognizes the critical importance of occupational health and safety to sustainable corporate development and the physical and mental well-being of employees. To prevent occupational accidents and create a safe and friendly working environment, the Company has established Environmental, Safety and Health (ESH) and Quality Policies, and has obtained certifications for the ISO 14001 Environmental Management System and the ISO 45001 Occupational Health and Safety Management System. All major manufacturing sites are currently certified under ISO 45001, with certificate validity from April 8, 2026 to July 25, 2028. Sites nearing expiration will be re-certified prior to the expiry to ensure coverage through the end of 2026.</p> <p>The Company has established a dedicated ESH team and a Safety Inspection Task Force responsible for developing and implementing annual ESH plans. Through routine site inspections, employee training, equipment maintenance, incident reporting, and corrective action mechanisms, systematic OHS management is implemented across the organization. In accordance with regulations, fire drills are conducted twice annually at all sites. In 2025, there were no fire incidents reported. Each site tailors its risk identification and emergency response measures based on operational characteristics, including the installation of evacuation maps, emergency lighting, and fire extinguishers, which are inspected and updated regularly to ensure readiness in emergency situations.</p> <p>The Company collaborates with external partners to offer regular health checkups, on-site medical consultations, and Employee Assistance Programs (EAP). In Taiwan, medical personnel are stationed at facilities in accordance with local regulations, and a health promotion platform is utilized to help employees track health risks and receive necessary support.</p> <ul style="list-style-type: none"> ■ Safety Performance To enhance safety governance, the Company conducted a total of 110,470 instances of ESH training in 2025. Training topics included first aid, fire safety, electrical safety, and risk prevention in operational environments. A total of 28 occupational injury cases were reported in 2025, 	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>accounting for approximately 0.09% of total employees.</p> <p>All sites conduct safety inspections in accordance with their autonomous inspection plans, with frequencies categorized as daily, quarterly, and annually. Inspection areas include electrical equipment, workplace layouts, and fire safety facilities. Identified non-compliance or potential risks are addressed through improvement suggestions issued by ESH personnel and follow-up verifications. In 2025, the improvement completion rate across all units reached 100%.</p> <p>The Company actively promotes health and wellness. In 2025, 17 health promotion events were held in Taiwan, along with the release of 36 health articles. In overseas regions, 26 health campaigns were organized. Activities included go-karting and table tennis competitions, massage services, stress-relief workshops, and first aid courses, all aimed at enhancing employee awareness of health issues, encouraging healthy lifestyles, and reducing risks associated with unhealthy habits.</p>	
(4) Has the Company established an effective employee career development training program?	Yes		<p>Annual training programs are tailored to suit the needs of different employees based on the Company's business strategies, policy guidelines, and career roadmaps. These include newcomer training, core competencies, managerial competencies, and common competencies courses. The Company constantly aims to establish itself as a learning organization and coach management.</p> <p>In 2025, a total of 251 training sessions (both internal and external) were organized in Taiwan; The entire group, these courses delivered 1,119,173 hours of training and 238,000 persons enrolled.</p>	No deviation was found
(5) Does the Company follow relevant laws and regulations and international standards for customer health and safety, customer privacy, marketing and labeling of products and services and formulate relevant policies and grievance procedures to protect	Yes		<ul style="list-style-type: none"> • Product Compliance and Safety <p>The Company has established a risk-based product compliance management framework, with systematic controls embedded across all stages of the product lifecycle, including design, development, manufacturing, and market launch. In addition to complying with internationally recognized standards such as ISO 9001 and IEC 62368-1, the Company continuously monitors evolving global regulations, including the REACH Regulation and other environmental and</p>	No deviations were found

Assessment criteria	Actual governance		Deviation and causes of deviation
	Yes	No	
the rights and interests of consumers or customers?			<p>product responsibility requirements. Through product testing and validation, regulatory compliance reviews, and safety risk assessments—supported by internal audits and continuous improvement—the Company ensures all products meet applicable requirements prior to market entry, effectively mitigating customer health and safety risks.</p> <ul style="list-style-type: none"> • Information Security and Privacy Protection The Company has implemented an information security management system in accordance with ISO/IEC 27001, establishing a governance framework covering risk assessment, access control, and incident management. Confidentiality and information security agreements are executed with customers, supported by continuous monitoring and incident reporting to ensure the confidentiality, integrity, and availability of information. Regular cybersecurity drills and training programs are conducted to strengthen security capabilities and enhance operational resilience. • Quality Management System The Company has established a comprehensive quality management system covering supply chain management, manufacturing processes, and finished goods inspection, while maintaining close collaboration with ODM brand customers. Through data-driven quality monitoring and standardized problem-solving procedures (SOPs), the Company conducts anomaly detection, root cause analysis, and corrective action tracking. Preventive quality management principles are adopted to continuously enhance product reliability and customer satisfaction. • Product Labeling Compliance The Company ensures product labeling and information disclosure comply with applicable regulations and international standards across all markets, including environmental marks, energy efficiency labels, and safety instructions. A structured review process and regulatory monitoring mechanism ensure the accuracy and

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>timeliness of disclosures, helping customers meet regulatory requirements and strengthen consumer trust.</p> <ul style="list-style-type: none"> • Customer Rights Protection and Complaint Management The Company has established diversified communication channels and a structured complaint handling mechanism, including dedicated service contacts, a complaint management platform, and regular customer satisfaction surveys. All complaints are managed through standardized procedures covering intake, classification, investigation, corrective action, and closure. Key performance indicators (KPIs), such as response time, resolution cycle, and satisfaction improvement, are regularly reviewed. Through complaint data analysis and trend monitoring, the Company continuously enhances product and service quality, ensuring timely, transparent, and effective responses. 	
(6) Does the Company have a supplier management policy that requires suppliers to follow relevant specifications and implement them in environmental protection, occupational safety and health, or labor human rights issues?	Yes		<p>As a global leader in professional manufacturing and a member of RBA, Compal views sustainable supply chain management as a key factor in business development. We are committed to ensuring that all products and services meet the highest ethical, environmental, and human rights standards. In our procurement process, suppliers are required to sign Compal's procurement contracts and comply with international quality and environmental regulations. ESG performance is also incorporated into supplier selection, and we continuously introduce ISO international standards to enhance the overall performance of the supply chain.</p> <p>Compal has established and publicly issued a Supplier Code of Conduct, which serves as the core basis for supply chain management and ensures that suppliers strictly adhere to international sustainability norms and standards. This code follows the RBA Code of Conduct and covers areas such as labor rights, health and safety, environmental protection, business ethics, and</p>	No deviations were found

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>management systems. To ensure that the code aligns with the latest international standards, it is periodically reviewed and optimized based on global sustainability trends and developments.</p> <p>In 2025, Compal adopted the latest RBA 8.0 Code of Conduct and integrated 14 internal sustainability policies. To enhance management efficiency and implementation effectiveness, a fully digital management system was introduced, including the Vendor Integration Portal (VIP) to support electronic signature processes. The Company achieved a 99% signing rate from key Tier-1 suppliers, and 80% coverage of non-Tier-1 key suppliers (including indirect procurement). The complete Code of Conduct has been disclosed on the Company’s ESG website under Responsible Supply Chain Compal ESG.</p> <p>Moving forward, we will continue to promote the implementation of international standards by our supply chain partners, ensuring that the supply chain balances environmental sustainability and ecological balance while developing.</p> <p>Regarding sustainable risk management, we assess risks through the “Supplier ESG Risk Assessment Questionnaire,” which classifies issues based on their importance and assigns suppliers to high, medium, or low-risk categories. At the same time, inherent risks are considered for inclusion in the random audit list. After the 2025 risk analysis, 5% of suppliers advanced to the next stage of management, undergoing internal or third-party written and on-site audits and guidance to ensure compliance with Compal’s ESG standards and mitigate supply chain risks. In supply risk management, we regularly review the resilience of suppliers’ global production sites to ensure</p>	

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>that, in the event of international geopolitical risks, appropriate measures are taken to maintain supply chain resilience.</p> <p>Compal upholds the principle of “large enterprises supporting smaller ones” and has established the “Shared Growth Academy” supplier learning platform to enhance the maturity of supply chain sustainability governance through a systematic online enablement mechanism. The training program is closely aligned with international trends, covering key areas such as climate change and carbon management, environmental regulations, responsible minerals, and human rights protection. The Company is committed to translating sustainability standards into practical capabilities for suppliers. In 2025, the Shared Growth Academy completed platform optimization and offered 50 thematic and modular courses. In addition to focusing on professional depth, the program also incorporated case study videos from the “ONE+N Net Zero Project” to share decarbonization achievements. Through successful industry cases, suppliers are guided to progressively establish management systems aligned with international standards based on their respective maturity levels.</p> <p>Through its digital platform, Compal removes geographical constraints to enable efficient delivery of sustainable value and strengthen supply chain resilience. The platform adopts scenario-based learning and practical case studies to enhance suppliers’ self-management capabilities in environmental and social issues.</p> <p>Learning Platform – Shared Growth Academy: https://www.compal.com/esg/go/</p>	

Assessment criteria	Actual governance			Deviation and causes of deviation
	Yes	No	Summary description	
			<p>As global sustainability issues continue to evolve, we invite suppliers to follow Compal’s principles and jointly address social topics related to the environment, labor, occupational health, and safety. Through these initiatives, we continuously enhance the resilience of the sustainable supply chain.</p> <p>Looking ahead, we will further expand course offerings, strengthen training on industry standards and regulatory requirements, and continue optimizing the learning experience through data analytics, working hand in hand with suppliers to build a development model that advances both economic growth and sustainability.</p>	
5. Does the Company prepare the Corporate Sustainability and Social Responsibility Report and other reports that disclose the Company’s non-financial information in accordance with the international reporting standards or guidelines? Is the aforesaid report confirmed or guaranteed by a third-party verification organization?	Yes		<p>The Company has published annual Corporate Social Responsibility (CSR) reports (renamed as Sustainability Reports in 2022) on its website since 2010 for stakeholders’ review. The reports have been externally assured since 2012. The Sustainability Reports are prepared in accordance with the Global Reporting Initiative (GRI) Standards, incorporating the latest guidelines issued in 2018, and are based on stakeholder concerns as well as the Company’s annual key objectives. In 2021, the Company further adopted the Sustainability Accounting Standards Board (SASB) Standards to enhance disclosure of relevant information. To ensure the credibility of the reported information, SGS Taiwan Ltd. was engaged to provide independent assurance in accordance with AA1000, GRI Standards, and SASB Standards. The assurance confirmed that the report complies with Type 2 moderate assurance under the AA1000 Assurance Standard and the Core option of the GRI Standards.</p> <p>The Company has long been recognized by the Taiwan Corporate Sustainability Awards (TCSA) organized by the Taiwan Institute for Sustainable Energy. In 2025, the Company received the Platinum Award in the Corporate Sustainability Report category, the Taiwan Top 100 Sustainable Enterprise Award, and the Global Corporate Sustainability Awards (GCSA) Gold Award.</p>	No deviations were found

■ Climate-Related Information of TWSE/TPEX Listed Company

1. Implementation of Climate-Related Information

Item	Implementation Status
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>The Board of Directors serves as the highest oversight body for climate-related risks and opportunities. In 2022, the Company established a Sustainability Committee responsible for decision-making and supervision of sustainability-related initiatives, and for regularly reviewing climate strategies, targets, and implementation progress.</p> <p>At the management level, a Sustainability Office has been established, led by the Chief Sustainability Officer and supported by the Deputy Chief Sustainability Officer. Functional teams are responsible for strategy planning and execution, and address climate-related issues across operations, products, supply chain, and risk management in accordance with their respective responsibilities.</p> <p>All units report their progress on a regular basis. The Sustainability Office consolidates the information and reports to the Sustainability Committee and the Board of Directors, serving as a basis for decision-making and resource allocation.</p>
<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</p>	<p>Based on the identification of climate-related risks and opportunities, the Company assesses their impacts on business, strategy, and financial performance over the short term (1–2 years), medium term (3–4 years), and long term (beyond 5 years), as outlined below:</p> <p>(1) Short Term (1–2 Years) Transition pressure primarily arises from increasing customer expectations for low-carbon products and renewable energy usage, as well as the strengthening of international disclosure regulations. From a business perspective, failure to respond to decarbonization and renewable energy demands may affect order conditions and product competitiveness, while strong low-carbon product capabilities help maintain customer relationships and market position. From a strategic perspective, these trends have influenced the direction of product design, energy use, and supply chain management. From a financial perspective, renewable energy procurement and energy efficiency investments have increased operating costs and capital expenditures in the short term, which are gradually reflected in the cost structure.</p> <p>(2) Medium Term (3–4 Years) Climate-related risks are expected to increasingly affect supply chain stability and overall cost structures. From a business perspective, insufficient decarbonization within the supply chain may affect delivery capability and cost control, while growing demand for low-carbon products creates new market opportunities. From a strategic perspective, climate-related risks and opportunities have been incorporated into supply chain management and operational planning. From a financial perspective, carbon-related costs have been incorporated into investment and operational decision-making. Currently, this applies to Scope 1 and Scope 2 emissions, with plans to gradually expand to the value chain in order to reduce potential financial uncertainty.</p>

Item	Implementation Status
	<p>(3) Long Term (Beyond 5 Years)</p> <p>Physical risks arising from climate change are expected to have structural impacts on the operating environment. From a business perspective, climate adaptation capability will influence operational stability and market opportunities. From a strategic perspective, climate change will continue to affect the Company's long-term operating model and development direction. From a financial perspective, long-term low-carbon transition will increase investment requirements and may affect cost structures; however, through successful transformation and adjustment, the Company can reduce carbon-related cost risks and enhance long-term enterprise value.</p>
<p>3. Describe the financial impact of extreme weather events and transformative actions.</p>	<p>Extreme climate events may affect the Company's operations, including production disruptions, logistics delays, and potential damage to facilities, which may result in increased operating costs and potential asset impairment risks.</p> <p>In addition, such events may impact the stability of the supply chain, affecting the availability of raw materials and delivery schedules, and consequently influencing production efficiency and overall cost structures.</p> <p>With respect to climate transition actions, the Company has undertaken measures such as renewable energy procurement, energy efficiency improvements, and the adoption of low-carbon technologies. These initiatives are expected to increase operating costs and capital expenditures in the short term.</p> <p>However, as these transition measures continue to be implemented and operational efficiency further improves, the Company expects to reduce energy consumption costs and exposure to carbon-related costs. In the long term, these actions will enhance financial stability and strengthen the Company's operational resilience.</p>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>The Company has integrated the identification, assessment, and management of climate-related risks into its overall Enterprise Risk Management (ERM) framework as an integral part of its risk management system.</p> <p>For risk identification, the Company follows the IFRS S2 framework to systematically identify climate-related transition risks (including policy and regulatory, technological, market, and reputational risks) and physical risks (including acute and chronic risks).</p> <p>For risk assessment, internal evaluation mechanisms are applied to analyze the potential impacts of climate-related risks on operations, and such risks are incorporated into the Company's risk materiality assessment to support risk prioritization and management.</p> <p>For risk management, climate-related risks are incorporated into existing risk management processes, with responsible units managing and monitoring such risks in accordance with their respective roles, and regularly reviewing implementation progress.</p> <p>The results of risk assessment and management are integrated with the Company's existing Risk Control Matrix (RCM) and materiality assessment processes, and are consolidated into overall risk management reports, which are submitted to the Board of Directors for review and decision-making, to ensure effective management of climate-related risks.</p>

Item	Implementation Status
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<p>The Company applies scenario analysis to assess the potential impacts of climate change on its operations and to evaluate its resilience to climate-related risks.</p> <p>In terms of scenario setting, the Company primarily references the International Energy Agency (IEA) Stated Policies Scenario (STEPS), as well as the Intergovernmental Panel on Climate Change (IPCC) scenarios, including SSP1-2.6 (1.5°C) and SSP2-4.5, to assess the impacts under different climate transition pathways.</p> <p>With respect to key parameters and assumptions, the analysis incorporates factors such as internal carbon pricing, energy price fluctuations, policy stringency, and the pace of technological transition. Changes in supply chain structure and market demand are also considered as part of the assessment. The analysis focuses on evaluating the impacts of climate change on operating costs, capital expenditures, and product competitiveness.</p> <p>From a financial perspective, the results indicate that under more stringent decarbonization scenarios, transition-related investments and costs may increase in the short term. However, over the long term, such actions are expected to reduce carbon cost exposure and enhance operational resilience and financial stability.</p>
<p>6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p>(1) Climate Transition Plan and Measures</p> <p>The Company has planned and is implementing a climate transition plan centered on three pillars: low-carbon operations, supply chain decarbonization, and the development and deployment of low-carbon products. Key actions include renewable energy deployment, energy efficiency enhancement, supply chain carbon management, and low-carbon product design. A digital management mechanism is used to integrate data on greenhouse gas emissions, energy consumption, and renewable energy, thereby strengthening overall climate management capabilities. Selected major manufacturing sites have adopted ISO 50001 energy management systems with third-party certification to institutionalize energy management and drive continuous improvement. In addition, the Company discloses trends in energy consumption and energy intensity over the past two years as a basis for climate risk management and performance evaluation.</p> <p>(2) Climate-Related Metrics and Targets for Risk Identification and Management</p> <p>The Company has established quantitative metrics for ongoing monitoring and management, including greenhouse gas emissions (Scopes 1–3), energy consumption and energy intensity, and the share of renewable energy. These metrics are used to track changes in physical and transition risks. Emissions reduction targets are set in line with Science Based Targets (SBT), complemented by the RE100 renewable energy goal to progressively increase the use of renewable energy. These metrics and targets serve as the basis for advancing the transition and managing climate-related risks (see Item 8 for details).</p>
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>The Company has implemented an internal carbon pricing (ICP) mechanism as a management tool to assess the financial and operational impacts of climate change, and to support investment appraisal and operational decision-making.</p> <p>The internal carbon price is determined based on the following considerations:</p> <ol style="list-style-type: none"> 1. Abatement costs: Marginal carbon abatement costs associated with energy efficiency measures, renewable energy adoption, and process optimization.

Item	Implementation Status
	<p>2. International carbon price trends: Reference to major carbon markets (e.g., EU, U.S., and Korea) and expected price developments.</p> <p>3. Regulatory and market mechanisms: Alignment with Taiwan’s carbon fee scheme and related policy developments to reflect potential carbon cost exposure.</p> <p>4. Decarbonization targets: Alignment with Science Based Targets (SBTi) to support short-, medium-, and long-term decarbonization pathways.</p> <p>The current internal carbon price is set at USD 19 per tCO₂e and is periodically reviewed and adjusted in response to external developments and the Company’s decarbonization strategy.</p>
<p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p>	<p>(1) Activities Covered Targets cover operational activities (energy use, processes, and facilities) and value chain management (supply chain decarbonization and low-carbon product development).</p> <p>(2) Scopes and Timeline Targets cover Scope 1, Scope 2, and Scope 3 emissions; with 2019 as the base year for Scope 1 and 2, and 2021 for Scope 3. The timeline includes short-term (continuous annual intensity reduction), medium-term (significant reductions by 2030), and long-term (deep decarbonization for Scope 1 and Scope 2 toward net zero, while continuing Scope 3 reduction).</p> <p>(3) Progress Based on the decarbonization pathway, Scope 1 and Scope 2 emissions in 2025 are expected to be reduced by 27.64% compared to the base year; current performance shows a 58.22% reduction (under verification), indicating that interim targets have been exceeded. Ongoing reductions are supported by energy efficiency improvements, renewable energy adoption, and supply chain management, with periodic review.</p> <p>(4) Renewable Energy and RECs Renewable energy use is supported through renewable energy procurement, renewable energy facility installation, and Renewable Energy Certificates (RECs). It includes directly supplied solar PV and wind power, as well as 131,376.9 RECs corresponding to an estimated emissions reduction of 80,972 tCO₂e (under verification). These measures collectively support emissions reduction and renewable energy targets. Carbon offsets are not the primary tool at this stage.</p>
<p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out points 1-1 and 1-2 below).</p>	<p>Since 2009, the Company has conducted greenhouse gas inventories in accordance with ISO 14064 and obtained third-party verification.</p> <p>The greenhouse gas inventory for the consolidated financial boundary for 2025 has been completed, and third-party assurance is expected to be obtained by June 2026.</p>

1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Item	Implementation Status		
Greenhouse Gas Inventory Information Describe the emission volume (metric tons CO ₂ e), intensity (metric tons CO ₂ e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.	<p>The Company's greenhouse gas inventory covers the overall operations of the Compal Group, including emission data from subsidiaries within the consolidated financial reporting scope.</p> <p>The greenhouse gas inventory for 2025 (Year 114) has been completed and is currently undergoing third-party verification. The final verification results and complete disclosure will be published in the Sustainability Report and on the Company's official website.</p>		
	<p><u>Compal and Subsidiaries' Greenhouse Gas Emissions</u></p>		
	<p>Unit: tCO₂e</p>		
		2024	2025
	Scope 1	13,114.88	16,902.18
	Scope 2(MARKET-BASED)	136,917.71	137,277.320
	Total Emissions	150,032.59	154,179.500
	Emission Intensity (tCO ₂ e per million TWD)	0.165	0.204
	Scope 3		
	Category 1 Purchased Goods and Services	5,482,384.93	4,453,565.88
	Category 2 Capital Goods	41,345.09	68,434.86
	Category 3 Fuel- and Energy-Related Activities	48,421.29	91,201.04
	Category 4 Upstream Transportation and Distribution	295,817.42	242,054.08
	Category 5 Waste Generated in Operations	139,385.40	20,000.85
	Category 6 Business Travel	23,759.64	29,178.57
	Category 7 Employee Commuting	65,488.95	73,311.07
	Category 8 Upstream Leased Assets	7.01	5.76
	Category 9 Downstream Transportation and Distribution	122,021.06	98,893.22
	Category 10 Processing of sold products	1,202.60	1,000.78
	Category 11 Use of Sold Products	18,561,218.99	18,392,399.13
	Category 12 End-of-Life Treatment of Sold Products	124,277.85	94,904.18
	Category 13 Downstream Leased Assets	0.00	0.00
	Category 14 Franchises	0.00	0.00
	Category 15 Investments	13,328.16	214,228.79
	Consolidated Revenue Coverage	100.00%	100.00%

Note 1: Direct emissions (Scope 1, referring to emissions directly from sources owned or controlled by the company), energy indirect emissions (Scope 2, referring to greenhouse gas emissions that are a result of the purchase of electricity, heat, or steam), and other indirect emissions (Scope 3, referring to emissions

generated by the company's activities, but not directly related to energy indirect emissions, and originating from sources owned or controlled by other companies).

Note 2: The data for direct emissions and energy indirect emissions should be reported in accordance with the schedule set out in the regulations specified in Article 10, Section 2 of this guideline. Information on other indirect emissions may be voluntarily disclosed.

Note 3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or the ISO 14064-1 standard issued by the International Organization for Standardization (ISO).

Note 4: Greenhouse gas emission intensity can be calculated per unit of product/service or revenue, but at a minimum, the data should specify the figures calculated based on revenue (in New Taiwan Dollars, millions).

1-1-2 Greenhouse Gas Assurance Information

Item	Implementation Status
<p>Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.</p>	<p>Compal’s greenhouse gas inventory and verification processes are conducted in accordance with ISO 14064-1:2018. The verification of Scope 1 and Scope 2 emissions follows this standard, while Scope 3 emissions are disclosed and managed in accordance with the Greenhouse Gas (GHG) Protocol classification framework.</p> <p>Year 2024 :</p> <p>The verification scope covered Scope 1 and Scope 2 emissions within the consolidated financial reporting boundary, and included selected Scope 3 emission sources (based on GHG Protocol categories), such as fuel- and energy-related activities.</p> <p>Year 2025 :</p> <p>The verification scope has been expanded. In addition to continuing coverage of Scope 1 and Scope 2 emissions, more Scope 3 emission sources have been gradually included, such as fuel- and energy-related activities, as well as business travel and transportation activities at certain operational sites. This demonstrates the Company’s ongoing efforts to further expand the boundary of greenhouse gas management.</p> <p>Verification Body: SGS Taiwan Ltd. Assurance Standard: ISO 14064-1:2018 Assurance Opinion: Verification for Year 2024 has been completed and an assurance statement has been obtained. The 2025 inventory results are expected to obtain verification in June 2026. Full verification details will be disclosed in the Sustainability Report.</p>

Note 1: The company should follow the schedule as specified in the regulations set forth in Article 10, Section 2 of this guideline. If the company has not obtained complete assurance on its greenhouse gas information by the publication date of the annual report, it should state, "Complete assurance information will be disclosed in the sustainability report." If the company does not prepare a sustainability report, it should state, "Complete assurance information will be disclosed on the public information observatory," and the complete assurance information should be disclosed in the following year's annual report.

Note 2: The assurance institution should meet the relevant requirements set by the Taiwan Stock Exchange and the Taiwan OTC Exchange for sustainability report assurance institutions.

Note 3: The disclosure content can refer to the best practice reference examples provided on the Taiwan Stock Exchange's Corporate Governance Center website.

1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Item	Implementation Status								
<p>Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.</p>	<p>The Company has established greenhouse gas reduction targets in accordance with the Science Based Targets (SBT) and obtained validation from the SBTi in 2024. The applicable scope covers all operating sites within the boundary of the consolidated financial statements and is managed based on the operational control approach.</p> <p>■ Greenhouse Gas Reduction Targets and Scope The Company has set Science Based Targets (SBT) and obtained SBTi validation in 2024. The applicable scope covers all operating sites within the boundary of the Company's consolidated financial statements. The greenhouse gas reduction targets are as follows:</p> <ul style="list-style-type: none"> • Scope 1 and Scope 2 baseline year is 2019 Short-term: Based on the Science Based Targets initiative (SBTi)-validated emissions reduction pathway, the Company promotes year-on-year reductions in Scope 1 and Scope 2 greenhouse gas emissions, with an average annual reduction rate of approximately 4.48%. Mid-term: Achieve a 50.68% reduction in carbon emissions by 2030. Long-term: Achieve net zero emissions by 2050. • Scope 3 baseline year is 2021. Mid-term: Achieve a 25% reduction in carbon emissions by 2030. Long-term: Achieve a 90% reduction in carbon emissions by 2050. <p>■ Base-year greenhouse gas emissions Based on the results of the greenhouse gas inventory, the Company has established the following base-year emissions data:</p> <p>Scope 1 + 2 baseline year is 2019</p> <table border="1" data-bbox="651 1960 1390 2107"> <thead> <tr> <th colspan="2" style="text-align: right;">Uint: tCO2e</th> </tr> <tr> <th style="text-align: center;">2019</th> <th style="text-align: center;">Emissions</th> </tr> </thead> <tbody> <tr> <td>Scope 1</td> <td style="text-align: right;">19,361.27</td> </tr> <tr> <td>Scope 2 - market-based</td> <td style="text-align: right;">349,671.86</td> </tr> </tbody> </table>	Uint: tCO2e		2019	Emissions	Scope 1	19,361.27	Scope 2 - market-based	349,671.86
Uint: tCO2e									
2019	Emissions								
Scope 1	19,361.27								
Scope 2 - market-based	349,671.86								

Item	Implementation Status																																
	<p>Scope 3 baseline year is 2021</p> <p>Scope 3 emissions are primarily concentrated in Category 1 (Purchased Goods and Services) and Category 11 (Use of Sold Products), which constitute the main sources of the Company’s Scope 3 emissions. The remaining categories are distributed according to operational characteristics, and corresponding carbon reduction management measures are planned accordingly.</p> <p style="text-align: right;">Unit: tCO2e</p> <table border="1" data-bbox="651 560 1390 1299"> <thead> <tr> <th data-bbox="651 560 1127 596">2021</th> <th data-bbox="1127 560 1390 596">Emissions</th> </tr> </thead> <tbody> <tr> <td data-bbox="651 596 1127 668">Category 1: Purchased goods and services</td> <td data-bbox="1127 596 1390 668">8,002,039.63</td> </tr> <tr> <td data-bbox="651 668 1127 704">Category 2: Capital goods</td> <td data-bbox="1127 668 1390 704">74,490.77</td> </tr> <tr> <td data-bbox="651 704 1127 741">Category 3: Fuel- and Energy-Related</td> <td data-bbox="1127 704 1390 741">116,782.55</td> </tr> <tr> <td data-bbox="651 741 1127 778">Category 4: Upstream transport</td> <td data-bbox="1127 741 1390 778">426,461.33</td> </tr> <tr> <td data-bbox="651 778 1127 815">Category 5: Waste</td> <td data-bbox="1127 778 1390 815">189,755.90</td> </tr> <tr> <td data-bbox="651 815 1127 851">Category 6: Business travel</td> <td data-bbox="1127 815 1390 851">8,812.69</td> </tr> <tr> <td data-bbox="651 851 1127 888">Category 7: Employee commuting</td> <td data-bbox="1127 851 1390 888">120,625.22</td> </tr> <tr> <td data-bbox="651 888 1127 925">Category 8: Upstream leased assets</td> <td data-bbox="1127 888 1390 925">5.473</td> </tr> <tr> <td data-bbox="651 925 1127 962">Category 9: Downstream transport</td> <td data-bbox="1127 925 1390 962">343,592.01</td> </tr> <tr> <td data-bbox="651 962 1127 1033">Category 10: Processing of sold products</td> <td data-bbox="1127 962 1390 1033">4,006.12</td> </tr> <tr> <td data-bbox="651 1033 1127 1069">Category 11: Use of sold products</td> <td data-bbox="1127 1033 1390 1069">18,857,030.53</td> </tr> <tr> <td data-bbox="651 1069 1127 1141">Category 12: End-of-life treatment of sold products</td> <td data-bbox="1127 1069 1390 1141">170,765.03</td> </tr> <tr> <td data-bbox="651 1141 1127 1212">Category 13: Downstream leased assets</td> <td data-bbox="1127 1141 1390 1212">0</td> </tr> <tr> <td data-bbox="651 1212 1127 1249">Category 14: Franchises</td> <td data-bbox="1127 1212 1390 1249">0</td> </tr> <tr> <td data-bbox="651 1249 1127 1285">Category 15: Investments</td> <td data-bbox="1127 1249 1390 1285">22,730.63</td> </tr> </tbody> </table> <p>■Greenhouse Gas Reduction Strategy</p> <p>To achieve the vision of carbon neutrality, Compal is implementing low-carbon manufacturing, promoting low-carbon product design, and strengthening the management processes of sustainable supply chains. Additionally, Compal refers to key ESG performance indicators to construct corporate carbon management systems.</p> <p>■Actions and Activities:</p> <ol style="list-style-type: none"> 1. Promote Low-Carbon Manufacturing: <ul style="list-style-type: none"> • Implement energy-saving measures in our facilities. • Utilize renewable energy sources and purchase certificates. • Join the RE100 initiative. 2. Promote Low-Carbon Product Design: <ul style="list-style-type: none"> • Increase the number of products that meet voluntary eco-label (Ecolabel) requirements and EnergyStar standards. 3. Enhance Sustainable Supply Chain Management Processes: <ul style="list-style-type: none"> • Implement the 1+N Electronic Supply Chain Net Zero Acceleration Plan to drive substantial carbon reduction among suppliers. • Invite suppliers to participate in the CDP Supply Chain Disclosure initiative by 2024. 	2021	Emissions	Category 1: Purchased goods and services	8,002,039.63	Category 2: Capital goods	74,490.77	Category 3: Fuel- and Energy-Related	116,782.55	Category 4: Upstream transport	426,461.33	Category 5: Waste	189,755.90	Category 6: Business travel	8,812.69	Category 7: Employee commuting	120,625.22	Category 8: Upstream leased assets	5.473	Category 9: Downstream transport	343,592.01	Category 10: Processing of sold products	4,006.12	Category 11: Use of sold products	18,857,030.53	Category 12: End-of-life treatment of sold products	170,765.03	Category 13: Downstream leased assets	0	Category 14: Franchises	0	Category 15: Investments	22,730.63
2021	Emissions																																
Category 1: Purchased goods and services	8,002,039.63																																
Category 2: Capital goods	74,490.77																																
Category 3: Fuel- and Energy-Related	116,782.55																																
Category 4: Upstream transport	426,461.33																																
Category 5: Waste	189,755.90																																
Category 6: Business travel	8,812.69																																
Category 7: Employee commuting	120,625.22																																
Category 8: Upstream leased assets	5.473																																
Category 9: Downstream transport	343,592.01																																
Category 10: Processing of sold products	4,006.12																																
Category 11: Use of sold products	18,857,030.53																																
Category 12: End-of-life treatment of sold products	170,765.03																																
Category 13: Downstream leased assets	0																																
Category 14: Franchises	0																																
Category 15: Investments	22,730.63																																

Item	Implementation Status
	<p>In addition, the Company has established an internal carbon pricing (ICP) mechanism to enhance the effectiveness of decarbonization decision-making and resource allocation.</p> <p>■Progress Toward Emissions Reduction Targets: Based on the consolidated financial reporting boundary, Scope 1 and Scope 2 greenhouse gas emissions are influenced by changes in operational scale, product mix, and energy structure, resulting in short-term fluctuations. However, overall emissions have decreased by 58.2% compared to the base year, achieving the Company’s interim reduction target.</p> <p>Given that emissions may vary in the short term due to operational conditions, the Company adopts a medium- to long-term decarbonization pathway as its primary management approach. It continues to implement various carbon reduction measures to ensure the steady advancement of its overall decarbonization strategy.</p>

Note 1: The company should follow the schedule set forth in the regulations as specified in Article 10, Section 2 of this guideline.

Note 2: The base year should be the year in which the consolidated financial report boundary is completed for the greenhouse gas inventory. For example, in accordance with the regulations in Article 10, Section 2 of this guideline, a company with a capital of over 10 billion NTD should complete the inventory for the consolidated financial report of 2024 by the year 2025, so the base year would be 2024. If the company has completed the inventory for the consolidated financial report earlier, it may use the earlier year as the base year. Additionally, the data for the base year may be calculated using either a single year’s data or an average of several years.

Note 3: The disclosure content can refer to the best practice reference examples provided on the Taiwan Stock Exchange’s Corporate Governance Center website.

■ Composition, Responsibilities and Operations of the Sustainability Committee

To fulfill the company’s commitment to sustainable development and improve the company’s overall capacity in ESG risk management, Compal Electronics established a Sustainability Committee (the “Committee”) with the approval of the board of directors in March 2022. The 2nd Sustainability Committee comprises six members appointed by the board of directors on May 31, 2024. Five of the members in the Committee are independent directors, and member Sheng-Hua Peng has been elected as the convener and chairman by all members. Holding at least one meeting a year, the Committee is responsible for taking the lead in explaining company policies and positions externally, defining goals and directions internally, integrating resources, reviewing action plans, monitoring execution progress, and reporting results to the board of directors.

Based on the four major aspects of Economy, environment, society, and governance (“EESG”), the Committee is composed of ten task forces, including “Innovation,” “Customer Relationship,” “Supply Chain,” “Environment,” “Responsible manufacturing,” “Human Resources,” “Social Participation,” “corporate governance,” “information security,” and “risk management.” Composed of the heads of departments from

business sectors across different regions, task forces are responsible for stipulating the operating guidelines, development tools, and workflow of each project, making annual plans through regular meetings, checking operational directions and execution progress, and reporting results to the Committee. Committed to promoting sustainable development strategies, Compal Electronics will continue to contribute to environmental protection and the transition to a low carbon economy.

1. The responsibilities of the Sustainability Committee are as follows:

- (1) To formulate the sustainability policy.
- (2) To set up annual plans and strategic directions for sustainable development.
- (3) To review, track and revise the implementation and effectiveness of sustainability activities, and report to the board of directors.
- (4) To supervise the disclosure of sustainability information and review the Sustainability Report.
- (5) To supervise the decisions on the Company's "Sustainability Best Practice Principles" or other sustainability-related matters resolved by the Board of Directors.

2. Board Oversight of Sustainability Committee

The directors of the company shall exercise the due care of good administrators to urge the Company to perform its sustainable development initiatives, examine the results of the implementation thereof from time to time, and continually make adjustments so as to ensure the thorough implementation of its sustainable development policies. The Sustainability Committee reports regularly to the board of directors, covering topics such as the schedule of Greenhouse Gas inventory and verification, annual communication methods and results with stakeholders, annual implementation results of Sustainability and greenhouse gas-related matters, proposed material topics in the Sustainability Report, and annual sustainability plans and strategies. The Board of Directors provides guidance to the Committee in developing sustainability plans and strategies across various topics. The Board must also evaluate the likelihood of success of these strategies, irregularly review the progress, and urge the management team to make adjustments when necessary.

3. Sustainability Development Committee Members

Identity	Name	Academic Background and Work Experience	Expertise
Director	Sheng-Hua Peng	Master of Electronics Engineering, National Taiwan University Director of Arcadyan Technology Corporation EVP of Compal Electronics, Inc.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting
Independent Director	Duh-Kung Tsai	Bachelor of Industrial Engineering Dept., Taipei Institute of Technology Chairman, Chief Strategy Officer of Powertech Technology Inc. Director of Greatek Electronics Inc.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting, Investment M&A
Independent Director	Wen-Chung Shen	Bachelor of Electrical Engineering Dept., National Taiwan University Chairman of Hetuo Investment CO., Ltd. Independent Director of Compal Electronics, Inc.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting
Independent Director	Lee-Chiou Chang	Bachelor of Public Finance Dept., Master of Insurance Dept., NCCU Chairman of Sun Ten Group Chairman of Panion & BF Biotech Inc. Chairman of Ho Tung Chemical Corp.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Finance and Accounting, Investment M&A

Identity	Name	Academic Background and Work Experience	Expertise
Independent Director	Shui-Shu Hung	Bachelor of Medicine Dept., National Taiwan University Chairman, President of Catcher Technology Co., Ltd.	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Investment M&A
Independent Director	Tzu-Ting Huang	Bachelor of Law Dept., National Chung Hsing University Co-Chief Operating Officer, President of Corporate Marketing, Business Planning and Operations of Acer Incorporated Independent Director of Flytech Technology Co., Ltd., AUO Corporation	Operation Management, Leadership and Decision-Making, Knowledge of Industry, International Market Perspective, Risk Management, Law

4. Operations Development of the Sustainability Committee

- The term of the 2nd committee is from May 31, 2024 to May 30, 2027.
- In 2025, the Sustainability Committee held four meetings(A) and the attendance of Committee members was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Convener	Sheng-Hua Peng	4	0	100%	-
Committee member	Wen-Chung Shen	4	0	100%	-
Committee member	Duh-Kung Tsai	4	0	100%	-
Committee member	Lee-Chiou Chang	4	0	100%	-
Committee member	Shui-Shu Hung	2	2	50%	-
Committee member	Tzu-Ting Huang	3	1	75%	-

• Resolutions of the Sustainability Committee and subsequent actions:

Meeting Date	Subject Matter	Resolution and Follow-up
4 th Meeting (2 nd Term) 2025.3.20	1. 4Q24 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards” in 2024.	Approved without objection by all attending committee members and reported to the Board of Directors.
	2. Report on the communication methods and results with various stakeholders in 2024.	Approved without objection by all attending committee members and reported to the Board of Directors.
	3. Report on the implementation result of Sustainability for the year 2024.	Approved without objection by all attending committee members and reported to the Board of Directors.
	4. 4Q24 Greenhouse gas inventory and verification schedule progress report.	Approved without objection by all attending committee members and reported to the Board of Directors.
	5. Report on the implementation result of Information Security Management for the year 2024.	Approved without objection by all attending committee members and reported to the Board of Directors.
	6. To approve the Sustainability Report Material Topics of 2024.	Approved without objection by all attending committee members and submitted to the Board of Directors for resolution.
	7. To approve 2025 Short, Medium, and Long-term Sustainability Targets.	Approved without objection by all attending committee members and submitted to the Board of Directors for resolution.
	8. To approve amendment of Sustainability Policies.	Approved without objection by all attending committee members and submitted to the Board of Directors for resolution.
5 th Meeting (2 nd Term) 2025.5.14	1. The implementation result for 2024 Sustainability-Comprehensive performance in Sustainable Environment and Responsible Manufacturing.	Approved without objection by all attending committee members and reported to the Board of Directors.
	2. 1Q25 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards.”	Approved without objection by all attending committee members and reported to the Board of Directors.
	3. 1Q25 Greenhouse gas inventory and verification schedule progress report.	Approved without objection by all attending committee members and reported to the Board of Directors.
6 th Meeting (2 nd Term) 2025.8.12	1. Report on Compal’s Information Security Mechanisms and Implementation for the year 2025.	Approved without objection by all attending committee members and reported to the Board of Directors.
	2. 2Q25 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards.”	Approved without objection by all attending committee members and reported to the Board of Directors.
	3. 2Q25 Greenhouse gas inventory and verification schedule progress report.	Approved without objection by all attending committee members and reported to the Board of Directors.
	4. To approve the preparation of 2024 Sustainability Report.	Approved without objection by all attending committee members and submitted to the Board of Directors for resolution.
	5. To approve the amendment of “Biodiversity & No Deforestation Policy.”	Approved without objection by all attending committee members and submitted to the Board of Directors for resolution.

Meeting Date	Subject Matter	Resolution and Follow-up
7 th Meeting (2 nd Term) 2025.11.12	1. 3Q25 quarterly progress report for the implementation of “IFRS Sustainability Disclosure Standards.”	Approved without objection by all attending committee members and reported to the Board of Directors.
	2. 3Q25 Greenhouse gas inventory and verification schedule progress report.	Approved without objection by all attending committee members and reported to the Board of Directors.
	3. To approve the plans and strategies of Sustainability for the year 2026.	Approved without objection by all attending committee members and submitted to the Board of Directors for resolution.

■ Board of Directors’ Supervision of the Sustainability Committee

The Sustainability Committee was established in 2022 under the Board of Directors to provide leadership on sustainability matters. The Committee periodically briefs the Board on its current implementation and resolutions. Therefore, the Board evaluates the likelihood of success for the goals and plans proposed by the Committee while also periodically reviewing the performance and implementation status, urging the management team to make adjustments when necessary. The Committee submits proposals to the Board for approval each year, including the “Sustainability Report Material Topics,” “Sustainability Report,” and “Yearly Sustainability Targets and Plans.” Additionally, the progress of implementing the “IFRS Sustainability Disclosure Standards,” and “Greenhouse Gas Inventory and Verification Progress” will be reported to the board quarterly. “The Communication Status with Stakeholders,” “The Execution Status of Sustainability Targets and Plans” and “The Information Security Governance Execution Status” will also be reported to the board yearly. The progress of the plan for the fourth quarter and the implementation status for the entire year in 2025 are scheduled and reported to the Board on March 27, 2026.

■ The implementation results of 2025 Sustainable Development

Item	Results																
Sustainable Environment	<p>1. Scope 1 and Scope 2 greenhouse gas emissions within the Company’s standalone boundary were reduced by 25.4% compared to the previous year, demonstrating continued progress toward the annual target.</p> <p>2. The proportion of renewable energy usage has achieved and exceeded the annual target of 44%.</p> <p>3. The internal carbon pricing (ICP) mechanism has been established, and will continue to be optimized and integrated into management applications.</p> <p>4. The MOEA Industrial Development Administration ONE+N Net Zero Project has been completed, achieving a cumulative carbon reduction of 14,761 tCO₂e, exceeding the original target.</p> <p>Note: For detailed information, please refer to the Sustainability Report and the Company’s official website.</p>																
Responsible Manufacture	<p>The short-term targets for Compal’s standalone operational boundary are to reduce electricity consumption, water consumption, and waste generation by 1% annually. In 2025, electricity consumption, water consumption, and waste generation all decreased compared to the previous year, with reductions of 1.30%, 9.07%, and 31.52% respectively, demonstrating the effectiveness of the Company’s energy management, water resource management, source reduction, and resource recycling initiatives.</p> <table border="1" data-bbox="384 976 1385 1155"> <thead> <tr> <th data-bbox="384 976 871 1032">Items</th> <th data-bbox="871 976 1023 1032">2024</th> <th data-bbox="1023 976 1182 1032">2025</th> <th data-bbox="1182 976 1385 1032">Change (%)</th> </tr> </thead> <tbody> <tr> <td data-bbox="384 1032 871 1077">Electricity Consumption (MWh)</td> <td data-bbox="871 1032 1023 1077">283,159</td> <td data-bbox="1023 1032 1182 1077">279,488</td> <td data-bbox="1182 1032 1385 1077">-1.30%</td> </tr> <tr> <td data-bbox="384 1077 871 1122">Water Consumption (metric tons)</td> <td data-bbox="871 1077 1023 1122">1,593</td> <td data-bbox="1023 1077 1182 1122">1,448</td> <td data-bbox="1182 1077 1385 1122">-9.07%</td> </tr> <tr> <td data-bbox="384 1122 871 1155">Waste Generation (metric tons)</td> <td data-bbox="871 1122 1023 1155">31,564</td> <td data-bbox="1023 1122 1182 1155">29,397</td> <td data-bbox="1182 1122 1385 1155">-6.87%</td> </tr> </tbody> </table>	Items	2024	2025	Change (%)	Electricity Consumption (MWh)	283,159	279,488	-1.30%	Water Consumption (metric tons)	1,593	1,448	-9.07%	Waste Generation (metric tons)	31,564	29,397	-6.87%
Items	2024	2025	Change (%)														
Electricity Consumption (MWh)	283,159	279,488	-1.30%														
Water Consumption (metric tons)	1,593	1,448	-9.07%														
Waste Generation (metric tons)	31,564	29,397	-6.87%														
Innovation	<p>1. A total of 62 new projects were launched, of which 35 projects adopted recycled plastics with a recycled content of over 40%, accounting for 56%.</p> <p>2. Recycled materials, including plastics, steel, and magnets, were introduced into product design. A total of 21 projects incorporated two or more types of recycled materials, accounting for 34%.</p> <p>3. A total of 114 patents were filed, of which 26 are ESG-related patents, representing 22.8%.</p> <p>4. Phase III of the Product Carbon Footprint System will be officially launched in February 2026. This phase focuses on optimizing carbon emission calculations for the product use and end-of-life stages. By integrating the existing Phase I and Phase II frameworks, the system will achieve full product life-cycle coverage and is expected to improve carbon data collection efficiency by 30% across all stages.</p>																
Human Resources	<p>1. By 2025, global proportion of female employees: 41.05%, female managements: 31.18%.</p> <p>2. Global engagement survey coverage rate reaches 100%.</p> <p>3. Retention rate of key positions: 89%.</p> <p>4. The average training hours of per manager is 26.03 hours.</p> <p>5. Global record of 0 occupational diseases and 0 fire incidents.</p> <p>6. FSI: 0.04. (Excluding traffic-related occupational accident.)</p>																
Social Participation	<p>1. In 2025, a total of 4,535 employees participated in various public welfare activities organized by Compal and the HCI Foundation, and donations exceeded NT\$ 5.7 million, with total corporate social responsibility investments of more than NT\$ 10</p>																

Item	Results
	<p>million.</p> <ol style="list-style-type: none"> 2. Compal received the “Green Transportation Excellence Contribution Award” from Neihu Science Park, second place in the “Keelung, Taipei, New Taipei, and Taoyuan My Carbon Reduction Passbook – Carbon Reduction Alliance Program,” and the “Silver Medal” from the Ministry of Education. In the sixth year of cooperation with the Kaohsiung City Library, the Company established the “Hakka Corner” at the Meinong Branch Library in Kaohsiung. The “ESG Rural Reading Program” served 38,666 people in Shanlin, Qishan, and Meinong communities. 3. In 2025, Compal collaborated with the Duobo Art Studio on the “Art for Good” initiative to promote community arts and culture and sponsored the production of the documentary “The Shape of Life: Finding One’s Place.” The initiative supports diversity and inclusion, empowers autistic youth toward independence, provides environmental education opportunities for students in remote areas, and enhances individual resilience in response to climate change. 4. In the fifth year of the “Mooncake Donation Project,” 982 employees donated Mid-Autumn Festival gift sets to 4,346 disadvantaged students across New Taipei, Taoyuan, Taichung, Miaoli, Changhua, Pingtung, Hualien, Hsinchu, and Kaohsiung. 5. Compal co-organized the fifth “Taipei Science Park Love Earth Charity Run” in Neihu Technology Park to promote sports participation, improve employees’ physical and mental well-being, support disadvantaged groups, and foster a healthier society. 6. In its seventh year, Compal sponsored the Fu Jen Catholic University Rural Education Center “Kangaroo Project,” supporting after-school tutoring programs and teacher training in New Taipei, Taoyuan, Taichung, Miaoli, Kaohsiung, and Hualien. 7. As part of the UN Sustainable Development Goal 4 (Quality Education), Compal has implemented the “Reading Volunteer Program” for 18 years, serving 11,515 students and community residents. In 2025, a total of 100 tablets and 2,270 smart speakers were donated to disadvantaged families in New Taipei, Pingtung, Taoyuan, and Kaohsiung to support learning beyond environmental constraints. 8. A total of 14 volunteer service activities were held in 2025 with 1,069 participants. In addition, five blood donation drives were organized, with 356 employees participating and donating 536 bags of blood (approximately 134,000 cc in total).
Corporate Governance	<ol style="list-style-type: none"> 1. In 2025, Compal advanced two tiers in the 11th Corporate Governance Evaluation, achieving a Top 5% ranking among listed companies. FTSE Russell ESG score increased to 4.5—the highest among industry peers. S&P Global ESG score improved to 89. 2. Major government penalty cases: 0. 3. Significant violations of ethical management or anti-corruption by global employees: 0.
Risk Management	<ol style="list-style-type: none"> 1. In 2025, two high risks—overseas expansion and supply chain shortages—were mitigated by the responsible units through appropriate measures to achieve risk control. In addition, nine medium risks were managed with mitigation measures, thereby achieving effective risk management. 2. In 2025, a risk management audit was conducted. The information technology risk, classified as medium in 2024 and showing an upward trend, was reviewed for mitigation measures, with no significant issues identified. 3. The risk management course was implemented for all employees at the Taiwan plants who had been employed for three months or more and were at or below the division level, with 100% participation achieved in 2025. 4. The implementation progress of the IFRS Sustainability Disclosure Standards and the relevant results (including the identification of sustainability risks and opportunities as

Item	Results
	<p>well as financial quantification) have been completed in accordance with the planned schedule and in conjunction with the revision of the internal control system “Sustainability Information Management Operations,” have been submitted to the Board of Directors.</p>
Customer Relationship	<ol style="list-style-type: none"> 1. Customer satisfaction rating > 90.5% 2. Customer satisfaction survey coverage 100%
Information Security	<ol style="list-style-type: none"> 1. Availability of critical system: 99.9% 2. Third-party enterprise information security risk rating score is 96.7 points. 3. Click-through rate for employee social engineering drills : 1.4%. 4. No complaints involving violations of information security or personal data protection resulted in judicial action.
Supply Chain Management	<ol style="list-style-type: none"> 1. The proportion of high-risk suppliers at controlled factories is 4.1%, and on-site supplier audits have been completed for 26 suppliers. 2. Conducted 3rd party assurance audit for two DJSI indicators. 3. CDP Disclosure: 500 suppliers participated, submission rate 60.4%; 82 high-carbon suppliers, submission rate 86.6%. 4. Shared Growth Academy (50 courses): Course invitation and optimization have been completed, achieving 100%. 5. Conducted Conflict Mineral Training with 749 suppliers has responded the survey in 2025.

■The Sustainable Development Targets and Plans for 2026

NO.	Target	Plans of FY
1	Promote low-carbon transition by being dedicated to developing green products to achieve responsible manufacturing and a circular economy, progressively realize RE100, and move towards the goal of Net Zero by 2050.	<ol style="list-style-type: none"> 1. Greenhouse Gas Reduction (Scope 1 & 2): Set a target to reduce emissions by 4.48% compared to 2025, and continue to implement and monitor decarbonization performance in alignment with the SBT pathway. 2. Internal Carbon Pricing (ICP): Implement an internal carbon pricing mechanism to integrate climate risks into decision-making processes and strengthen carbon reduction performance management. 3. Scope 3 Emissions Management: Focus on key emission categories (Category 1, 4, 6, and 9) to enhance data transparency and promote collaborative decarbonization across the supply chain 4. Initiate an investigation and declaration regarding the use of special metals in key product components such as batteries, display modules, and magnets, in order to reduce regulatory risks and enhance product compliance. 5. Target three design initiatives with improving sustainability through green product design and material selection as the main focus, in order to reduce lifecycle carbon emissions and enhance corporate environmental accountability. 6. Develop and deploy a green product-oriented Software as a Service (SaaS) platform. 7. Customize the output format of full material disclosure reports, and ensure seamless integration with customers' systems based on automation programs to effectively improve data accuracy and shorten project timelines.
2	Optimize precise talent selection and development mechanisms, implement human rights policy and promote workplace gender equality.	<ol style="list-style-type: none"> 1. Retention rate of key positions : 90%. 2. Average training hours per manager: 17.5 hours. 3. Global percentage of female employees: 40%; female in management: 32%. 4. Global engagement survey response rate: 60%. 5. Global record of 0 occupational diseases and 0 fire incidents. 6. Frequency-severity indicator (FSI) in Taiwan: Better than the industry standard published by the public sector (Note: Excluding occupational traffic accidents). 7. Ten-year public welfare contribution: Increase social investment by more than 10% by 2030 compared with the 2020 baseline.
3	Improve the Company's long-term ESG rating by promoting business continuity management.	<ol style="list-style-type: none"> 1. Continuously review CG assessment items, to improve the Company's ESG rating and keep the top 5% ranking in the TWSE CG Evaluation. 2. Major penalty event by government: 0. 3. Violation against ethical corporate management or anti-corruption by employees in any country: 0. 4. Control existing risks while bringing no new risks, with the number of high risks maintained 0 and the number of moderate risks reduced to 8. 5. Conduct an annual risk management audit, and implement the risk management course in 100% of the plants in China and 100% at the headquarters. 6. Conduct operational audits for newly expanded overseas subsidiaries to identify risks and establish effective controls. 7. Achieve a customer satisfaction rating of more than 90% or be ranked among the top two in customer QBR evaluations.

NO.	Target	Plans of FY
		<p>8. Reach a customer satisfaction survey coverage rate of 100%.</p> <p>9. Information security: Availability of critical systems > 99.44%.</p> <p>10. Achieve a third-party corporate information security risk rating score of more than 90 points.</p> <p>11. Information security: Click-through rate of employee social engineering drills < 5%.</p> <p>12. No complaints involving violations of information security or personal data protection that result in the leak of customer/employee information and penalties and require judicial action.</p> <p>13. Optimize the supplier questionnaire system, and execute the supplier audit process via QMS system.</p> <p>14. Expand the scope of annual SAQ to cover Tier-1 MRO critical suppliers.</p> <p>15. Limit the percentage of high-risk suppliers to no more than 5%, and increase on-site audit rate yearly to reduce the supplier sustainability risk.</p> <p>16. Ensure that 100% of sourced minerals come from compliant smelters.</p> <p>17. Conduct annual conflict minerals due diligence and relevant report disclosure.</p>

■ Mitigation and Remediation Measures for Major Human Rights Issues in 2025

Target	Major Human Rights Issues	Remediation Measures	Mitigation Measures
Employees	Excessive Working Hours	<p>1. Set a weekly working hour limit of 60 hours on the system; overtime cannot be applied for if the limit is exceeded.</p> <p>2. For some sites, send weekly notifications of employees reaching the working hour limit to the management (e.g., Taipei HQ).</p>	<p>1. Maintain effective communication with clients and reasonably arrange delivery schedules.</p> <p>2. Conduct workforce planning and allocation in advance based on business needs.</p> <p>3. Optimize production scheduling based on order demand and workforce availability to reduce overtime.</p> <p>4. Ensure employees' weekly working hours do not exceed 60 hours.</p> <p>5. Respect and safeguard employee grievance and support channels.</p> <p>6. Monitor working hours through systems, and regularly track the overtime conditions and send relevant reminders.</p> <p>7. Implement working hour management and audit mechanisms in accordance with site-specific rules and related regulations.</p>
	Occupational Health and Safety	<p>1. Assign qualified professionals to conduct inspections before, during and after operations to reduce high-risk incidents.</p> <p>2. Strengthen safety training, conduct immediate reviews after incidents, and prevent</p>	<p>1. Follow operating procedures and ensure employees wear qualified personal protective equipment.</p> <p>2. Carry out regular inspections of hazardous equipment to guarantee operational safety.</p> <p>3. Conduct annual hazard identification and risk assessments, and prioritize</p>

Target	Major Human Rights Issues	Remediation Measures	Mitigation Measures
		health risks through regular inspections. 3. Provide necessary assistance for work-related injuries, traffic accidents, and serious illnesses to ensure timely support for employees.	improvements for high-risk items. 4. Arrange regular health examinations for high-risk employees and annual health tracking for general employees. 5. Regularly provide safety education and training and perform emergency response drills.
	Freedom of Association	Seek external mediation when necessary for right protection, enhance information transparency, and propose concrete solutions to disputes to avoid misunderstandings or conflicts.	1. Protect employees' right to freely associate in accordance with the law, including their right to join or form unions. 2. Provide grievance and communication channels across all operating sites to promote labor-management dialogue.
	Right to Collective Bargaining		1. Establish labor-management negotiation mechanisms to ensure the communication rights of employees and unions. 2. Offer diverse communication channels and respond promptly to employee feedback. 3. Regularly review and improve the negotiation mechanisms to prevent labor disputes.
Suppliers	Occupational Health and Safety Excessive Working Hours Freedom of Association Right to Collective Bargaining	1. Require suppliers to develop and implement corrective action plans for non-conformances at all levels and provide guidance and support for their corrective action plans. 2. For high-risk suppliers that fail to respond after three consecutive notifications, reduce new project allocations or procurement volume related to them based on discussions, or even remove them from the qualified supplier list.	1. Ensure safe and healthy working conditions, legal working hours, freedom of association and right to collective bargaining in accordance with the Human Rights Policy, which applies to employees, suppliers and partners. 2. Manage supplier risks based on a classification system in accordance with the Supplier Code of Conduct and RBA standards, as well as the annual ESG risk assessments and performance evaluations. 3. Enhance the supply chain ESG performance in a constant manner through supplier communication mechanisms.

6. If the Company has established its corporate sustainable development principles based on “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any discrepancy between the principles and their implementation:

- The Company has revised the “Compal Corporate Sustainable Development Best Practice Principles” based on the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.” An “ESG Office” has also been introduced specifically for the purpose of promoting corporate governance, environmental sustainability, public welfare, and information disclosure. The Company has adhered to the RBA Code by including corporate sustainability in its overall business plan, thereby making sure that everything it does is in line with its principles. The progress is regularly reported to the Board of Directors, and the sustainability reports are published to ensure proper disclosure of CSR information.
- The Company continues to follow the recommendations of the Best Practice Principles and has implemented various climate governance and resource management measures, including:
 - (1) **Climate Risk Management**
Incorporating climate-related risks and opportunities into the Company’s enterprise risk management (ERM) framework, which is regularly assessed through ERM questionnaires and major issue identification to inform operational decision-making.
 - (2) **Product Resources and Circular Economy**
Developing the capability to evaluate product carbon footprints across the full life cycle, and adopting circular design principles to enhance low-carbon product development and resource efficiency.
 - (3) **Carbon Reduction Targets and Performance Tracking**
Establishing science-based carbon reduction targets with a performance tracking and regular reporting mechanism, and reporting the implementation status annually to the Board of Directors to reinforce top-level oversight.
 - (4) **Water Resource Management**
Initiating rainwater harvesting system planning at operational sites located in regions with high water stress to improve water efficiency and reuse rates.
 - (5) **Biodiversity Risk Assessment**
Completing preliminary biodiversity impact assessments and integrating findings into site development and environmental planning processes to accordingly lower the ecological impact.
 - (6) **Natural Carbon Sinks**
Compal supports the national “Key Strategy for Natural Carbon Sinks” by adopting an organic tea plantation in Pinglin. Through the promotion of organic farming and grass cultivation practices to replace chemical fertilizers, soil organic matter content is effectively increased to achieve carbon sequestration goals, ensure progress in land transformation, and implement nature-based carbon removal pathways.
 - (7) **Supply Chain ESG Promotion**
Establishing an online ESG training platform for suppliers, providing educational resources, and implementing auditing and management mechanisms to strengthen supplier sustainability capabilities.
 - (8) **Management System Implementation**
Having all the Company’s manufacturing sites certified by the ISO 14001 Environmental Management System, and progressively implementing the ISO 50001 Energy Management System based on operational characteristics, with the aim of enhancing energy efficiency and organizational resilience.

7. Other important information to facilitate a better understanding of the Company’s sustainability development practices:

- External initiatives and participation

Compal actively participates in international climate initiatives, industry alliances, and external assessment frameworks to continuously strengthen its climate governance capabilities and enhance information transparency.

In terms of international initiatives, Compal supports the “Business Ambition for 1.5°C” net-zero initiative and has established science-based targets (SBTs). The Company implements greenhouse gas reduction actions in accordance with its decarbonization pathway, ensuring the alignment between its business operations and global climate goals.

Regarding information disclosure and assessment participation, Compal has participated in the CDP Climate Change Questionnaire since 2009 and has gradually expanded its disclosure to include the topics of water resources, supply chain management, etc. In 2025, the Company achieved an A- rating (Leadership Level) in the CDP Climate Change Assessment, reflecting its continued improvement in climate governance and disclosure quality. In addition, Compal participates in the S&P Global Corporate Sustainability Assessment (CSA) to evaluate its management performance through international benchmarking mechanisms and continuously enhance its sustainability governance.

In renewable energy initiatives, Compal is actively implementing its RE100 commitment by increasing renewable energy procurement and advancing energy transition strategies, steadily raising the Group’s renewable energy usage toward the long-term goal of achieving 100% renewable electricity by 2050.

In supply chain and industry engagement, Compal promotes climate disclosure and management among suppliers through the CDP Supply Chain Program. The Company also participates in international industry initiatives such as the Responsible Business Alliance (RBA), collaborating with industry partners to advance responsible supply chain practices and environmental management, thereby expanding the impact of climate actions.

■ Energy management system

Saving energy, reducing greenhouse gas emissions, and improving energy productivity are the most fundamental ways to reach our targets. After detailed evaluation, gradual practice, and continuous maintenance, in 2025, a total of six sites, including Compal (Pingzhen), Compal Information, Compal Information Technology, Compal Digital Technology, Compal (Chengdu), and Compal (Chongqing), obtained ISO 50001 Energy Management System certification.

■ Corporate investment in sustainability bonds

In 2025, Compal invested in sustainability-related financial bonds; the investment details are as follows:

1. Taiwan Cooperative Bank 2021 2nd Unsecured Senior Financial Bond (Bond Code: G12441), with an investment amount of NT\$ 10 million. This bond is recognized by the Taipei Exchange as a social bond, and the proceeds are allocated to projects with social benefits, including affordable housing financing and support for small and medium-sized enterprises (SMEs) in financial relief and operational development.
2. First Commercial Bank 2021 3rd Unsecured Senior Financial Bond (Bond Code: G159A3), with an investment amount of NT\$ 10 million. This bond is classified as a sustainability bond, with proceeds allocated to projects delivering both environmental and social benefits, including financing for green industries and low-carbon transition, as well as support for SMEs in sustainable development and operational resilience enhancement.

■ Supply chain carbon management

Regarding the management mechanism, Compal has built a supply chain carbon management framework in a stepwise manner, implementing greenhouse gas inventory and setting carbon reduction goals based on supplier evaluation and communication mechanism. Meanwhile, the Company encourages suppliers to take part in international disclosure and initiative actions (i.e. CDP and SBTi) to enhance the comprehensiveness of carbon management across the overall supply chain.

With regard to the implemented measures, Compal has had suppliers to take actions such as carbon inventory, energy-saving improvements, and renewable energy adoption based on supply chain-related projects, and provided relevant guidance and supporting resources for suppliers. For example, under the “ONE+N Electronics Supply Chain Net-Zero Acceleration Program,” we have worked with 34 supplier partners to take carbon reduction actions, demonstrating the collaborative carbon reduction results across the supply chain by achieving a cumulative carbon reduction of 14,761 tCO₂e.

For capability development, Compal has a supplier education and exchange mechanism in place. ESG-related courses are offered through the “ESG GO Academy” platform, and circular economy workshops are held to strengthen suppliers’ sustainability management capabilities. Meanwhile, Compal provides CDP educational training and resources, thereby enhancing suppliers’ climate disclosure capabilities.

■ Formulation of human rights protection policies and specific management plans, as well as related policies and their implementation

The Company adheres to the principle that the employment of staff must be based on the individual’s characteristics, abilities, and the degree of compatibility with the job. Decisions on employment are made without discrimination based on race, ethnicity or social origin, social class, ancestry, religion, physical disability, gender, sexual orientation, family responsibilities, marital status, political views, age, or other forms of discrimination. Both the headquarters and all factory locations have established management procedure documents for “Non-Compulsory, Non-Discriminatory, and Anti-Harassment Standards.” Employees of Compal’s Taiwan headquarters and overseas manufacturing centers do not work or provide services under any form of retaliation or threat, nor as a means of debt repayment. The Company also refrains from using involuntary

workers and child labor.

A human rights policy has been established, as well as a process for conducting due diligence on human rights. Regular reviews and improvements are conducted to ensure the implementation of human rights protection work is more comprehensive.

The above relevant regulations are disclosed on the official website: “Compal ESG- Inclusive Growth- Human Rights Protection and Health Care” and Sustainability Reports.

- Formulation of policies for workplace diversity and promotion of gender equity, and relevant implementation status

Compal is devoted to promoting gender equality and DEI culture. In addition to ensuring that employees are not treated differently on the grounds of gender or sexual orientation, Compal is also committed to creating a working environment that respects human rights and dignity. The headquarters and all factories have formulated management procedure documents for the “Non-Discrimination and Anti-Harassment Policy” and “Human Rights Policy.”

Compal’s Non-Discrimination and Anti-Harassment Policy:

<https://www.compal.com/CSR/Upload/ArticleImages/2023/07/07/2023070715045475.pdf>

Compal’s Human Rights Policy:

<https://www.compal.com/CSR/Upload/ArticleImages/2023/07/07/2023070715042022.pdf>

- With the promotion of equality in the workplace and DEI culture, the proportion of male and female employees at Compal in 2025 is 58.95% and 41.05%. Compared to last year, the proportion of females has increased by 2.6%.
- Compal is dedicated to creating a diversified workplace, cultivating global talents, and strengthening the human capital of each factory location. The proportion of local supervisors in our factories in China, Brazil, and the United States is as high as 91.5%, 95.12%, and 80.00%. In the Vietnam factory, the proportion of local supervisors has also notably increased by 2.24% compared to 2024.

- Compal’s regular employee satisfaction surveys, including the disclosure of the implementation status and subsequent improvement plans

Compal is committed to fostering positive and healthy career development for its employees by understanding their physical and psychological experiences at work, and by implementing initiatives that genuinely enhance workplace well-being.

The Company has regularly conducted an employee well-being survey since 2022. The survey was renamed employee engagement survey in 2024 to enable more precise management strategies, improve employee performance, and strengthen overall corporate competitiveness.

The survey conducted in February 2025 recorded an average employee well-being score of 73.9. Based on the results, the Company has developed corresponding improvement measures tailored to each site’s actual conditions. Through regular review and follow-up mechanisms, these initiatives are continuously refined to demonstrate the Company’s commitment to valuing and responding to employee feedback, while further optimizing the overall work environment.

Based on the survey findings, the Company has focused on four key improvement pillars to enhance employee experience and organizational effectiveness:

Strategic Pillar	Key Focus	Major Initiatives
Benefits Experience Optimization	Enhance employee well-being and perception of benefits	Introduce diverse meal options and improve catering services
		Provide festive benefits and employee care activities
		Strengthen communication and visualization of benefits information
Compensation and Performance Governance	Reinforce fairness and trust in compensation systems	Conduct market salary benchmarking and internal pay reviews
		Promote differentiated reward mechanisms
		Implement performance calibration processes
Leadership Effectiveness and Organizational Culture	Build a supportive and high-trust culture	Provide management and communication training for supervisors
		Promote team engagement and employee care initiatives
		Establish diversified communication and feedback mechanisms
Work Design and Workload Management	Optimize workforce allocation and prevent overwork	Promote IE process optimization and working hours analysis
		Establish workload monitoring mechanisms
		Continuously advance HR process digitalization

■ Formulation of the personal data protection policy and its implementation

Our company formulates the “Compal Group - Policies and Regulations for the Protection of Personal Data and Privacy,” stating that employees should abide by and protect various forms of personal data processing procedures, the scope of application, corrective actions, and disciplinary actions. The “Compal Group - Policies and Regulations for the Protection of Personal Data and Privacy” applies to all group-wide employees and customers, suppliers, contractors, external consultants and vendors of Compal. In addition, the “Personal Data Management Team” is established across functions for the proper protection of privacy rights, and the hotline at +886287978588#14385 and the e-mail at Compal_PIR@compal.com are set for filing a complaint and reporting. Compal adopts a zero-tolerance policy for privacy protection-related issues. In the use of personal data, unless the individual concerned explicitly agrees, Compal will not collect any personal data.

Our company’s “Compal Group - Policies and Regulations for the Protection of Personal Data and Privacy” is disclosed on the internal company website and the external official website (Compal ESG website <https://www.compal.com/ESG/ZH/page.aspx?id=16>).

Compal strictly adheres to the privacy policy and strictly prohibits secondary use of personal data (0 cases). According to the internal monitoring results, there was zero secondary use in 2025. Also, there were no substantiated complaints about invasion of customer privacy or loss of customer data in the past three years. If any relevant personnel are in breach of duty, Compal will take disciplinary and corrective actions to protect data privacy. Compal continues to raise public awareness about personal data and privacy protection, maintaining the confidentiality of important assets for the Company and all stakeholders. Based on the

aspects of “Employee Personal Data Protection Education and Dissemination,” “Internal Management and Technical Protection,” and “Incident Response and Risk Management,” the following quantitative data and management indicators related to the personal data protection policy for 2025 are disclosed:

- Employee Personal Data Protection Education and Dissemination
Personal data and privacy protection disseminations in 2025
- Internal Management and Technical Protection
One personal data review/audit conducted by the Personal Data Management Team in 2025
One personal data security audit conducted by the Audit Office in 2025
- Incident Response and Risk Management
No incidents of violation of the Personal Data Protection Act in 2025
- Assessment of risks and opportunities to the community, corresponding measures adopted, and disclosure of specific measures and implementation outcomes

Compal responded to the “Keelung, Taipei, New Taipei, and Taoyuan—My Carbon Reduction Passbook” Neihu Science Park Green Transportation Action by encouraging employees to commute to and from work by public transportation to alleviate traffic congestion while saving energy and reducing carbon emissions, and won second place in the 2025 “Keelung, Taipei, New Taipei, and Taoyuan—My Carbon Reduction Passbook—Carbon Reduction Alliance.”

Moreover, Compal promotes digital learning and quality education to narrow the educational gap between urban and rural areas, narrow inequality, and alleviate poverty. Compal’s headquarters, located in Taipei Neihu Science Park, sponsors and forms the Compal 10K team every year to respond to the Neihu Science Park Charity Road Running by providing NT\$ 200,000 of funding annually.

As Compal has an R&D center in Kaohsiung, it has cooperated with the Kaohsiung Public Library on the “ESG Rural Reading Charity Cooperation Project” for the sixth consecutive year in 2025, and has sponsored NT\$ 500,000 to help libraries in remote areas in Kaohsiung provide community residents with diverse reading and learning methods and serve community students and residents according to age. In 2025, a dedicated “Hakka Corner” was established at the Kaohsiung Public Library Meinong Branch to promote local Hakka culture and literature. Meanwhile, the Company assisted the Shanlin Branch, Cishan Branch and Meinong Branch with the promotion of mobile libraries, story theater groups, local walking tours, and AR environmental education games. In 2025, Compal’s “ESG Rural Reading Charity” served 38,666 people in Liugui, Qishan and Meinong Districts.

The Company collaborated with National Kaohsiung Normal University for the second year to implement the program of “NKNU Science Task Force for General and Special Education Students,” providing science education learning opportunities for 40 elementary school students in centralized special education classes.

In 2025, we supported the renovation of the library at Tzu Wen Elementary School in Taoyuan and contributed to the reading initiative “Sustainable Earth, Beautiful World – Opening New Horizons.” We also sponsored the ocean environmental education programs for Ding She Elementary School, Qing Yuan Elementary School, and Luzhu Elementary School in Taoyuan.

Since 2019, Compal has cooperated with Taiwan D.B. Art Collective in Taipei to support youths with Asperger syndrome. In 2025, we partnered with this organization on the “Art for Inclusive God” initiative to further

promote community arts and culture, and sponsored the production of the documentary “The Shape of Life: Finding One’s Place” to support domestic cultural development.

Compal has continuously maintained the Zhouzi Park No. 2. In 2025, the park was further equipped with water storage infrastructure, further enhancing disaster resilience and strengthening community preparedness and response.

- Hiring of local manpower at the place where the Company’s business operation is located, and the manpower ratio

In 2025, the number of employees with a registered address in Taipei was 3,567, accounting for 70.80% of the total employees in Taipei operating area; the number of employees with a registered address in Taoyuan was 1,537, accounting for 76.70% of the total employees in Taoyuan operating area; the number of employees with a registered address in Kaohsiung was 19, accounting for 73.08% of the total employees in Kaohsiung operating area. Compal has established multiple manufacturing bases worldwide as production hubs, and the proportion of local employees reached 98.22%. In addition to creating local employment opportunities, the influx of migrant workers has brought consumption to the local area, promoting local economic development.

- Corporate environmental education

The Company has continuously responded to the “Taiwan Marine Debris Governance Action Plan,” and invited employees, supply chain partners and social organizations to participate in our ecological tours and beach cleanup activities incorporating the issue of river and ocean conservation.

The Company participated in Longmen beach cleanup activities, organized environmental education programs in partnership with RE-THINK, and provided ecological tours and volunteer services at Guandu Nature Park. In terms of internal capability building, the Company has also provided training on circular economy and product carbon footprint, supporting employees in integrating sustainability into product design and manufacturing processes.

- Supporting green and social enterprises

Compal provides long-term support for the Tse-Xin Organic Agriculture Foundation, Taiwan D.B. Art Collective, and the Kanner Village Sheltered Workshop. In 2025, we invited seven charitable and environmentally friendly organizations, including Children Are Us Foundation, The Garden of Hope Foundation, Swing Reeds, Eden Social Welfare Foundation, Yu-Cheng Social Welfare Foundation, and the Taiwan Tongzhi (LGBTQ+) Hotline Association, to join the “Diversity and Sharing the Love” bazaar.

In 2025, the organizations Compal collaborated with included the Wild Bird Society of Taipei Guandu Nature Park, Yu-Cheng Social Welfare Foundation/Jixian Sheltered Workshop, Taipei Autism Children Social Welfare Foundation Sheltered Workshop, Kanner Foundation of Taiwan, Taiwan D.B. Art Collective, New Dawn Shalom, Hualien Anders Special Education, Taitung Christian Hospital, TFCF Hualien, TFCF Taitung, World Vision Taiwan-Eastern Taiwan, Galilee Family Welfare Foundation, and Chen-Yung Foundation.

- Community engagement

- The Company has long been sponsoring the maintenance and management of Zhouzi Park No. 2 in Neihu in order to provide community residents and industrial park workers with a nice place for leisure and stress relief.
 - Compal teamed up with the “Kangaroo Project” from Fu Jen Catholic University for the seventh year to sponsor the after-school tutoring center and community teacher training program at New Taipei, Taoyuan, Taichung, and Miaoli.
 - Compal’s employees from Neihu and Pingzhen participated in the 2025 Blood Donation Activity. A total of 356 employees donated 536 units of blood, equivalent to 134,000 cc.
- Social services
- Compal’s employees have run the “Compal Volunteer Club” since 2004. Members of this club have been working with Hsu Chauing Social Welfare Charity Foundation to provide extracurricular education for immigrant children since 2009, visiting Ding She Elementary School, Shou Shan Elementary School, Jong Jen Elementary School, Wuhan Elementary School, Nan-Shi Elementary School, Chung Ping Elementary School, Shuang Long Elementary School, Neihai Elementary School, Nan Sing Elementary School, Shiang-An Elementary School, Tien Hsin Elementary School, Hua Xun Elementary School, Wu Cyuan Elementary School, Sanhe Elementary School, Chung-Shing Elementary School, Sin-Jie Elementary School, Xin Lu Elementary School, Fu An Elementary School, Dacheng Elementary School, Long-Sing Primary School, San Keng Primary School, Shanghu Primary School, Yisheng Elementary School, Hsi Hai Elementary School, Te-Long Elementary School, Sha Keng Elementary School, Da Po Elementary School, Haibin Elementary School in Taoyuan and Guoling Elementary School in Yilan during public holidays to accompany children in their reading activities. As of the end of 2025, the volunteers had assisted 8,065 immigrant children and children from disadvantaged families.
 - Compal has been encouraging college volunteer clubs to join the Company’s “reading volunteers” initiative and provide study aids for children from low-income families in the neighborhood. By sharing good reading materials and promoting environmental awareness, the Company contributes to the learning progress of disadvantaged children.
 - To Promote sustainable environmental action in 2025, a total of 60 Compal employees participated in the Longmen beach cleanup activity. Also, Compal cooperated with the Wild Bird Society of Taipei Guandu Nature Park, with 51 Compal volunteers participating in the wetland ecological environment education program and 50 participants in the wetland service at Guandu Nature Park. Furthermore, Compal held 8 environmental education sessions in 2025, engaging a total of 529 participants, including elementary school students, employees, and their families.
- Social welfare
- (1) Budget sponsorship
- In 2025, Compal sponsored Kaohsiung Public Library’s “Collaborative Diverse Welfare Promotion Project” for the sixth year, and supported the establishment of a “Hakka Literature Corner” at the Meinong Branch Library. In addition, through the “Compal ESG Rural Reading Initiative,” the Company has served students and local communities at the libraries in Shanlin, Qishan, Meinong, Alian, Tianliao, Jiaxian, Mituo Park, and Neimen, with total sponsorship exceeding NT\$ 3,000,000 in 2025.
 - The “Dream Realization Project,” initiated by Hsu Chauing Social Welfare Charity Foundation, has been joined by employees from Compal and New Kinpo Group for 14 consecutive years. In 2025, 274 Compal employees took part in the activities under the project to help disadvantaged children continue their

studies and develop their natural talents.

- Sponsorship for college volunteer clubs

In an attempt to encourage college students to participate in volunteer service, the Company has been contributing NT\$ 600,000 every year since 2004 to sponsor college clubs in reading promotion, after-school classes, and environmental education directed at elementary school children in locations that lack resources or from low-income households. In 2025, 19 college clubs applied for sponsorship, and 465 student volunteers participated in sponsored volunteer activities for which the Company contributed a sum of NT\$ 592,000 that benefited 11,515 school children and community residents.

- Sponsorship for the Compal Sunshine Scholarship

The “Compal x Sunshine Scholarship Program” has been run for 27 years, providing “Outstanding Computer Talent Scholarships” and “Computer Excellence Scholarships” for students with burns and facial impairments yet with excellent computer skills.

- In addition to charity involvement, the Company also provides strong support for academic and industrial organizations including: Taipei City Friends of the Police Association Neihu Office, Taoyuan City Volunteer Fire Brigade Fourth Battalion, Sinocon Industrial Standards Foundation, Taiwan Institute for Sustainable Energy, Taipei Neihu Science Park Development Association, Chengdian Culture and Education Foundation, Institute for Biotechnology and Medicine Industry, Management Institute in Taipei Foundation, Taiwan RE-THINK Environmental Education Association, Chen-Yung Foundation, and Chinese National Association of Industry and Commerce. A sum of NT\$ 1,465,000 was donated to the above mentioned entities in 2025.

(2) Donation of supplies

- In 2025, Compal also donated 2,270 smart speakers to support learning for students across 43 schools in Pingtung and Taoyuan, so that their learning was not limited by the environment.

- Showing Care with Mooncake Charity Activity: 982 employees donated Mid-autumn moon cake sets to 4,346 disadvantaged school children in New Taipei, Taoyuan, Taichung, Miaoli, Changhua, Pingtung, Hualien, Hsinchu and Kaohsiung.

- Initiated by Hsu Chauing Social Welfare Charity Foundation and joined by employees from Compal and New Kinpo Group, the Children’s Day Wish Gift Collection has marked its eighth year. In 2025, 50 Compal employees took part in the event to prepare exclusive Children’s Day gifts for disadvantaged children from 3 to 13 years old.

- Compal’s “Worry-Relief Shop” Initiative: A total of 96 Compal employee volunteers exchanged cards with 96 students, serving as supportive pen pals. Through sharing life experiences, they helped answer the students’ questions and concerns, offering encouragement and heartfelt blessings.

- Resource investment to support domestic cultural development, and the support methods and outcomes

Since 2019, Compal has collaborated with the Taiwan D.B. Art Collective, sponsoring the documentary “Among Us.” This initiative supports ASD artists from Taiwan D.B. Art Collective to develop their talents and gradually achieve independent livelihoods.

In 2025, Compal further partnered with Taiwan D.B. Art Collective on the “Art for Inclusive Good” initiative, deepening community arts engagement and sponsoring the production of the documentary “The Shape of Life: Finding One’s Place” to support domestic cultural development.

In the same year, Compal held its annual year-end party and invited multiple local performers, including the Wei Chuan Dragons cheerleading team, Bestards, Faye Chan, Julia Peng and MJ116, which contributed to the

development of the local entertainment industry. A total of 8,340 employees participated, with the total performance-related expenses amounting to NT\$ 119,969,107.

In May, Compal organized a Family Day, inviting employees and their families to attend a professional baseball game at the Taipei Dome. The event also featured live performances by After School and GENBLUE, demonstrating the Company's engagement in sports and performing arts activities. A total of 9,636 participants attended, with the event expenses totalling approximately NT\$ 11,627,000.

Compal organizes annual arts and cultural events at the end of each year as well. In 2025, the "Autumn Arts Festival" featured a themed concert titled "Diversity and Inclusion," with the renowned Taipei Philharmonic Female Choir invited to perform at the Company. The event provided employees with the opportunity to experience live choral performances and appreciate the artistic expression of a senior women's choir. A total of 196 employees participated, with the performance expenses amounting to NT\$ 180,000.

■ Safety and health

At a time when financial performance is as important as environmental protection, the Company considers "occupational safety and health" to be an important issue that no business should neglect. Only by creating a safe work environment are employees able to unleash their full potential, which is a driving force behind the Company's progress. For this reason, the Company not only ensures that every operation is compliant with environmental, safety, and health rules, but also commits itself to eliminating or reducing safety and health risks to employees, suppliers, contractors, and stakeholders that are caused by production procedures, facilities, and activities. At Compal, we see financial performance, environmental protection, and occupational safety and health as three co-existing and complementary factors of business. The Company has created its official environmental safety and quality policies to guide employees toward protection in the workplace and social responsibilities; these policies also provide employees and external stakeholders (such as suppliers, contractors, customers, environmental organizations, government agencies and community residents) with a better understanding of the Company's environmental safety efforts and its resolve to protect and minimize risks to the environment. Ultimately, we hope to direct the attention of our partnered vendors to environmental protection, safety and health, and work together towards accomplishing related goals.

(1) Environmental, safety and health policy:

- Set up an environmental, safety and health management unit that is led by the top management, set quantitative goals and prioritize actions every year, and continue to implement, supervise, and improve related plans to ensure the achievement of goals and effective implementation of the system.
- Comply with ISO standards as well as relevant laws and commit ourselves to going beyond industry standards.
- Stay abreast of global climate change issues, devote ourselves to the use of renewable energy, active improvement of energy efficiency and pollution prevention, set energy use and waste reduction targets, increase resource productivity, and reduce environmental impact.
- Share sustainability-related expertise and experience with suppliers and value chain partners to exert social influence.
- Employ green design and carefully select suppliers and materials to provide safe products with low environmental impact.
- Provide a healthy and safe working environment, as well as clean and safe drinking water, sanitation, and

hygiene (WASH) facilities, so as to maintain the physical and mental health of workers.

- Ensure open communication channels to encourage active participation of employees and employee representatives in the consultation, negotiation, and decision-making of the Company's safety and health matters, and deepen employees' awareness through training and advocacy to continuously improve and enhance environmental, health, and safety performance.

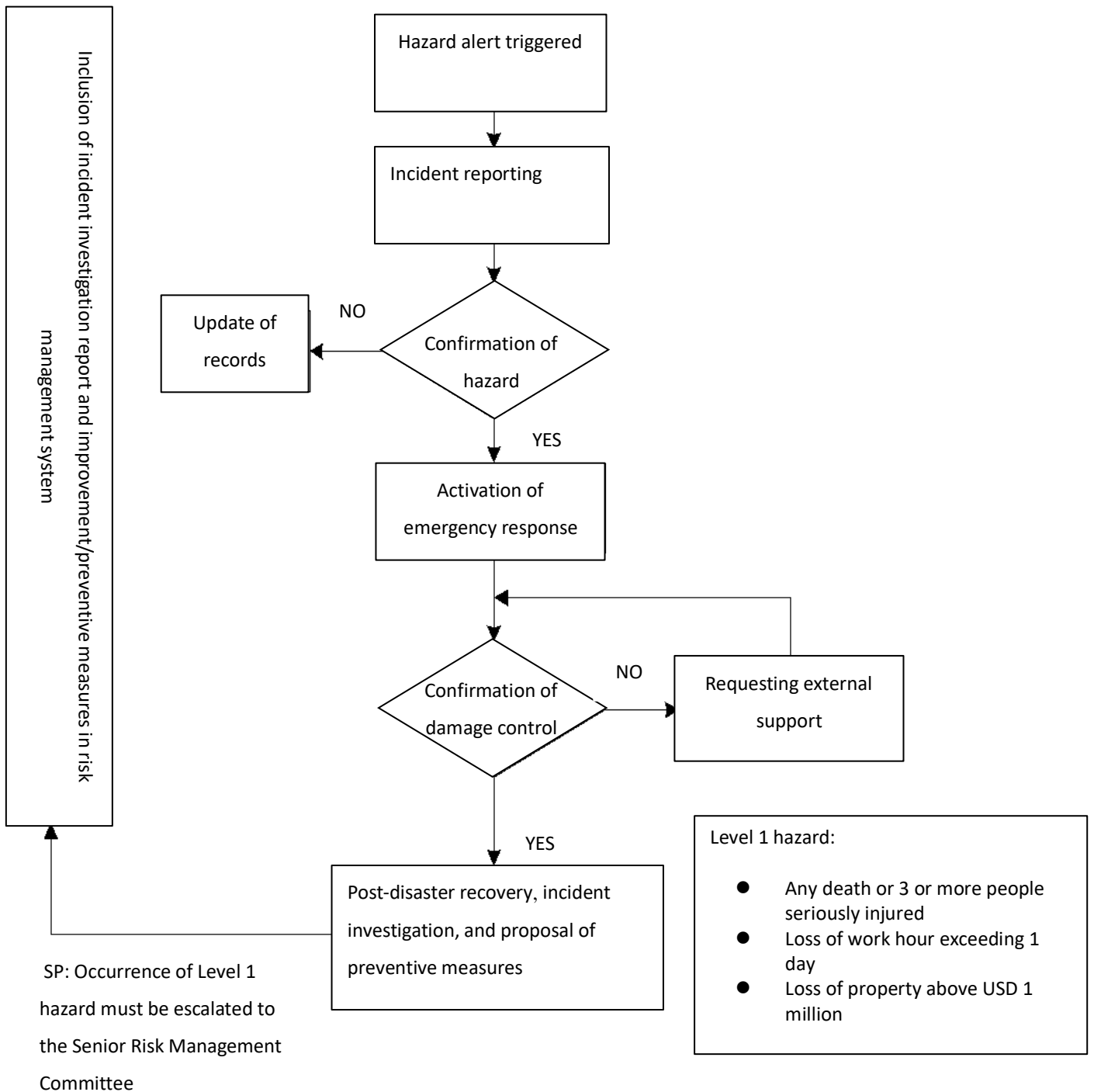
(2) Environmental, safety and health management systems/measures:

In consideration of hidden workplace dangers and in an attempt to rectify recurring occupational safety incidents for more harmonic labor-management relations and less related losses, the Company has assembled an ESH Committee to develop plans for environmental, safety and health management. Any ESH-related policies and goals proposed are subject to review during the ESH Management Review Meeting. Once reviewed, the Committee becomes responsible for supervising work safety and environmental protection units in the planning of safety and health-related measures, and having departments implement such measures. To eliminate hazardous factors in the environment, the Committee is also responsible for the routine, maintenance education and training related to safety and health. In addition, the Committee also supervises relevant departments in completing hazard prevention and loss control systems.

(3) Implementation

- Planning and implementation related to fire safety equipment/facilities: Appropriateness and adequacy of fire safety equipment/facilities are reviewed whenever there is a change to the layout of the business premises. Locations of fire safety equipment/facilities and evacuation routes are clearly labeled on each floor. The Company also engages professional and qualified fire safety inspectors to conduct annual fire safety inspections and reports according to the law.
- Planning and implementation related to water/power: The Company promotes proper awareness and implements appropriate control on all uses of water and power equipment for more effective conservation of energy and resources. The administrative department is responsible for the day-to-day inspection of power usage, power systems, and water equipment within the scope of the Company. All inspection findings are detailed in the "Safety and Health Equipment Inspection Log" and any issues discovered are rectified immediately.
- Cleaning, monitoring, and control of industrial waste: This is handled by the Factory Affairs Division of various factories and the General Affairs Department of the headquarters. Waste generated by factories can be classified into the following categories:
 - a. Hazardous industrial waste: Such waste is sorted according to the "Standards for Defining Hazardous Industrial Waste" stipulated by the Ministry of Environment (MOENV), Executive Yuan, and collected by certified contractors for subsequent treatment.
 - b. General industrial waste: Industrial waste generated by an entity other than hazardous industrial waste is collected and treated by certified contractors.

- Emergency response procedures: These procedures have been established to guide the Company through disruption of production, information, and raw material supply in the occurrence of unpredictable natural or man-made disasters. The emergency response procedures are as follows:



- (4) Quality Policy (pursuing continuous improvement to meet customer needs): We commit to
- Implementing customer-oriented performance management.
 - Creating competitive advantages in products and services.

2.2.6 Ethical Corporate Management

Assessment criteria	Operational status			Deviation and causes of deviation
	Yes	No	Summary description	
I. Establishment of ethical management policies and programs				
1. Does the Company have an ethical corporate management policy approved by the Board of Directors and clearly state the ethical corporate management policy and practice in its internal regulations and external documents, as well as the commitment of the Board of Directors and senior management to actively implement the corporate management policy?	Yes		<p>The Company has established the “Ethical Corporate Management Best-Practice Principles” and the “Procedures for Ethical Management and Guidelines for Conduct.” In addition, the policies and codes of conduct for ethical management are clearly stipulated in its personnel management regulations, corporate social responsibility and ethics policies, codes of conduct for directors and managers, and employee code of conduct. The Company’s “Rules and Procedures for Board of Directors Meetings” contains a conflicting interest clause that requires Directors to disassociate from all discussion and voting on any agenda that poses a conflict of interest between the Company and themselves or the legal entities they represent.</p> <p>The Board of Directors has resolved to adopt the relevant integrity management policies, and the Directors and high-level management have issued a statement of compliance with the integrity management policies, committing to actively implementing integrity management.</p>	No deviations were found
2. Has the Company established an evaluation mechanism for the risk of unethical behavior, regularly analyzed and evaluated the business activities with high unethical behavior risk within the business scope and formulated a plan to prevent unethical behavior accordingly which at least covers the preventive measures for the behavior in paragraph 2, Article 7 of the “Ethical Corporate Management Best-Practice Principles for TWSE/GTSM Listed	Yes		<p>When the Company’s internal audit prepares the audit plan for the following year, dishonest conduct is included in the scope of risk assessment, and handling procedures are stipulated in the “Procedures for Ethical Management and Guidelines for Conduct”:</p> <ul style="list-style-type: none"> • Prohibition against offering and accepting of improper benefits • Prohibition of facilitation payments • Prohibition against illegal political donations • Prohibition against improper donations or sponsorships • Prohibition against inappropriate gifts, treatments and illegitimate benefits • Prohibition against unfair competition • Prohibition against leakage of commercial secrets and infringement of intellectual property rights • Prohibition of insider trading and violation of confidentiality agreements <p>Furthermore, the “Information Security Policy” has introduced measures to prevent violation of commercial secrets.</p>	No deviations were found

Assessment criteria	Operational status			Deviation and causes of deviation
	Yes	No	Summary description	
Companies”?				
3. Does the Company stipulate the operating procedures, behavior guidelines, and disciplinary and grievance systems in its unethical behavior prevention plan and implement them and regularly review and revise the plan?	Yes		<p>The Company has established the “Ethical Corporate Management Best-Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct” (hereinafter, “Procedures and Behaviors”) as incentives for insiders and outsiders to report unethical conduct or misconduct. Any insider who makes a false report or malicious accusation shall be subject to disciplinary action and may be removed from office if the circumstances warrant it.</p> <p>This Company has appointed a contact person and has established a hotline and mailbox that can be used either through the Intranet of the Company website or the official Company website. Any Company personnel involved in dishonest conduct will be handled by the designated unit in accordance with the complaint procedures set out in the “Procedures for Ethical Management and Guidelines for Conduct.”</p> <p>The Company conducts annual reviews and revisions of relevant regulations and organizes training programs on ethical management to promote awareness of and compliance with the required standards.</p>	No deviations were found
II. Integrity actions				
1. Does the Company evaluate the integrity of all counterparties with which it has business relationships? Are there any integrity clauses in the agreements it signs with business partners?	Yes		The Company requires suppliers to sign a Supplier Code of Conduct Commitment Letter. In addition to requiring compliance with local laws and regulations related to labor, environmental protection, occupational safety and health, management systems, and ethical standards, suppliers must also adhere to anti-corruption and related regulations to prevent dishonest or unethical conduct.	No deviations were found
2. Has the Company set up a dedicated unit under the Board of Directors to promote ethical corporate management and regularly (at least once a year) report to the Board of Directors its ethical corporate management policy and plan to prevent unethical behavior as well as its supervision of the implementation?	Yes		<p>The Company has appointed its Human Resources & Administrative Management Department and the Legal Affairs Office as the competent units responsible for promoting corporate integrity management. They jointly formulate and implement policies, with the Audit Office responsible for supervision and reporting to the Board of Directors once a year. 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, the Company has designed relevant online teaching courses on the e-Learning platform, including legal affairs-related training on information security, the Personal Information Protection Act, relevant company policies, and the employees’ code of conduct, to familiarize all employees with the aforementioned guidelines and thereby facilitate the promotion of honest management. The implementation status of ethical management for 2025 was reported to the Board of Directors on March 27, 2026.</p> <p>Status of Operation and Implementation in 2025: The Company requires suppliers to follow the RBA Code of Conduct, sign the RBA Code of Conduct commitment or complete the RBA Code of Conduct questionnaire. In 2025, there were 776 suppliers with</p>	No deviations were found

Assessment criteria	Operational status			Deviation and causes of deviation																								
	Yes	No	Summary description																									
			<p>transactions. The Company issued commitment letters and self-assessment questionnaires to all of them, and relevant documents have been retained after sample checks. In addition, 11,886 participants completed 9,121 hours of ethical management-related training. The relevant courses are as follows:</p> <table border="1"> <thead> <tr> <th>Courses</th> <th>Attendances</th> <th>Hours</th> </tr> </thead> <tbody> <tr> <td>New Employee Orientation</td> <td>424</td> <td>838</td> </tr> <tr> <td>On-job Training for New Employee</td> <td>409</td> <td>2,250</td> </tr> <tr> <td>New Employee Orientation</td> <td>92</td> <td>552</td> </tr> <tr> <td>Trade Secrets and NDA Training</td> <td>59</td> <td>30</td> </tr> <tr> <td>Information Security and Confidentiality Awareness Training</td> <td>6,049</td> <td>3,025</td> </tr> <tr> <td>Compal Sustainable Development and Risk Management</td> <td>4,843</td> <td>2,421</td> </tr> <tr> <td>Compal Internal Control and Management of Insider Trading Prevention</td> <td>10</td> <td>6</td> </tr> </tbody> </table>	Courses	Attendances	Hours	New Employee Orientation	424	838	On-job Training for New Employee	409	2,250	New Employee Orientation	92	552	Trade Secrets and NDA Training	59	30	Information Security and Confidentiality Awareness Training	6,049	3,025	Compal Sustainable Development and Risk Management	4,843	2,421	Compal Internal Control and Management of Insider Trading Prevention	10	6	
Courses	Attendances	Hours																										
New Employee Orientation	424	838																										
On-job Training for New Employee	409	2,250																										
New Employee Orientation	92	552																										
Trade Secrets and NDA Training	59	30																										
Information Security and Confidentiality Awareness Training	6,049	3,025																										
Compal Sustainable Development and Risk Management	4,843	2,421																										
Compal Internal Control and Management of Insider Trading Prevention	10	6																										
3. Does the Company have any policy that prevents conflict of interest, and channels that facilitate the reporting of conflicting interests?	Yes		<p>The Company has established the “Ethical Corporate Management Best-Practice Principles” and “Procedures for Ethical Management and Guidelines for Conduct” (hereinafter, “Procedures and Behaviors”). A Director, managerial officer, or other interested party of the Company attending, or present at a Board of Directors’ meeting shall explain the important contents of his/her/its interest at the Board of Directors’ meeting if he/she or the legal entity he/she represents has an interest in the proposals listed in such meeting. In addition, if it is likely to prejudice the Company’s interest, he/she shall not participate in the discussion and voting and shall recuse himself/herself from the discussion and voting and shall not exercise voting rights as a proxy on behalf of other Directors. The Directors shall exercise discipline among themselves and may not support each other in any inappropriate manner.</p> <p>If, in the course of conducting company business, an employee of the Company discovers that a potential conflict of interest exists involving themselves or the legal entity that they represent, or that they or their spouse, parents, children, or a person with whom they have a relationship of interest is likely to obtain improper benefit, the matter shall be reported to their immediate supervisor and the responsible unit. The supervisor shall provide the employee with the proper instructions.</p> <p>No employee of the Company may use company resources for commercial activities other than those of this Company, nor may his or her job performance be affected by involvement in commercial activities other than those of this Company.</p> <p>The Company’s Personnel Management Rules and “Employee’s Statement of Ethics and Compliance” have introduced rules to identify, supervise, and manage conflicts of interest for business activities that are more</p>	No deviations were found																								

Assessment criteria	Operational status			Deviation and causes of deviation
	Yes	No	Summary description	
			prone to dishonest behavior. There are channels in place for Directors, supervisors, managerial officers, stakeholders, and board meeting participants to state their conflicting interests with the Company. To prevent leakage of material inside information, the Company has established "CO10 Insider Trading Prevention Management" as part of its internal control and demanded strict compliance from Directors, supervisors, managers, employees, and any party that gains knowledge of the Company's material non-public information whether because of their identity, job responsibility, or controlling relationships.	
4. Has the Company established an effective accounting system and internal control system for the implementation of ethical corporate management and has the internal audit unit, according to the assessment results of the risk of unethical behavior, drawn up relevant audit plans to check the status of unethical behavior prevention accordingly, or entrusted an independent auditor to carry out the audit?	Yes		The Company has established the "Ethical Corporate Conduct Code" and implemented an effective accounting system and internal control system for business activities with higher risks of unethical conduct. The use of off-book or secret accounts is prohibited. The Company reviews the system at any time to ensure its design and implementation remain effective. Since 2019, when the Company's internal audit prepared the next year's audit plan, unethical behavior was included in the scope of risk assessment, and relevant audits are performed accordingly.	No deviations were found
5. Does the Company organize internal or external training on a regular basis to maintain business integrity?	Yes		The Company organizes training courses in accordance with "Regulations Governing the Establishment of Internal Control Systems by Public Companies" and the board-approved "Insider Trading Prevention Principles." Insider training prevention courses are organized for vice president-grade employees and above, while general employees receive training on ethical behavior on a yearly basis.	No deviations were found
III. Implementation of a whistleblowing system				
1. Does the Company provide incentives and means for employees to report malpractice? Does the Company assign dedicated personnel to investigate the reported malpractice?	Yes		The Company has mailboxes in place to receive malpractice reports from both within and outside the Company. Once a report has been sent to the mailbox, it will be referred to the appropriate department and personnel, depending on the nature of the underlying issue, to handle it or conduct related checks.	No deviations were found
2. Has the Company established standard operating procedures for the investigation of	Yes		The Company has established procedures for reporting matters for filing, assigning, verifying, etc., and requires the responsible person to take relevant actions depending on the investigation's results. The case content and whistleblower information shall be processed confidentially.	No deviations were found

Assessment criteria	Operational status			Deviation and causes of deviation
	Yes	No	Summary description	
malpractice reports, follow-up measures after investigation, and the relevant confidentiality mechanism?				
3. Does the Company assure malpractice reporters that they will not be mistreated for making such reports?	Yes		The Company's relevant regulations and Employee Code of Conduct are clearly regulated. They require the responsible unit or person not to disclose the content of the case and the identity of the whistleblower and to take necessary protective actions to ensure that the whistleblower is not treated inappropriately or subjected to retaliation.	No deviations were found
IV Enhanced information disclosure				
1. Has the Company disclosed its integrity principles and progress on its website and the MOPS?	Yes		The Company has disclosed corporate governance and business integrity matters and updated the progress of such efforts in its annual reports, Sustainability reports, Investor Relations-Corporate Governance-Major internal policies, and the "Compal ESG – Sustainable Management – Compal's code of Conduct" section of its website.	No deviations were found
V	If the Company has established business integrity policies in accordance with "Ethical Corporate Management Best-Practice Principles for TWSE/TPEX-Listed Companies," please describe its current practices and any deviations from the Best-Practice Principles: The Company's "Ethical Corporate Management Best-Practice Principles" and "Procedures for Ethical Management and Guidelines for Conduct" have been approved by the Board of Directors, published, and disclosed on the Company's website and the Market Observation Post System (MOPS). These policies are provided for employees' compliance, and a dedicated unit has been designated to promote corporate ethical management.			
VI.	Other information relevant to understanding the Company's business integrity (e.g. reviews of business integrity principles): The Company has designed relevant courses in its e-Learning platform to ensure that all employees are familiar with the "Ethical Corporate Management Best-Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct."			

2.2.7 Other Important Information Regarding Corporate Governance

Please refer to the Company's website→Compal ESG

<https://www.compal.com/csr/zh/default.aspx>

- Sustainable Management
- Stakeholders
- Supply Chain Management
- Environment
- Inclusive Growth
- Charity
- Download Report

Please refer to the Company's website→ Stakeholder Communication

<https://www.compal.com/stakeholder-communication-area/>

- Employee Overview
- Customer Relations
- Quality Certification
- Supplier Relations
- Investor Relations

2.2.8 Internal Control Systems

1. Statement of the Internal Control System: Please visit the Market Observation Post System (MOPS) website at <https://mops.twse.com.tw>, and select “Single Company” → “Corporate Governance” → “Company Rules/Internal Control” → “Internal Control Statement Announcement” to view the relevant information.
2. If an independent auditor is entrusted with reviewing the internal control system, the independent auditor’s report: None.

2.2.9 Major Resolutions Made in Shareholders’ and Board Meetings

1. Shareholders’ meeting

■ Time: 9:00 am, May 29, 2025

■ Place: No. 581, Ruiguang Rd., Neihu District, Taipei City 11492, Taiwan

■ Major Resolutions:

- (1) Ratified the Business Report and Financial Statements for 2024.
- (2) Ratified the Distribution of Earnings for 2024.
- (3) Approved the amendment to the “Articles of Incorporation.”
- (4) Approved the waiver of the non-compete restriction on directors.

■ Post-meeting Execution:

- (1) The Articles of Incorporation were registered with the Ministry of Economic Affairs on July 22, 2025.

2. Board Meetings

Date	Material resolutions
<p>4th Meeting (15th Term) 2025.02.14</p>	<ol style="list-style-type: none"> 1. Approved the senior level management change 2. Approved the investment in CGS Technology (Poland) sp. z o.o. (a Polish subsidiary) by participating in the capital injection with cash. 3. Approved the indirect participation in cash capital injection by the US subsidiary Compal USA (Indiana), Inc. through a BVI subsidiary Billion Sea Holdings Ltd., which is owned 100% by Compal Electronics, Inc. 4. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 5. Approved authorization for the Company to obtain credit facilities from financial institutions
<p>5th Meeting (15th Term) 2025.02.27</p>	<ol style="list-style-type: none"> 1. Approved the Internal Control System Statement for the year 2024. 2. Approved the proposal for the distribution of compensation to employees and directors for the year 2024. 3. Approved the Audited Consolidated Financial Report and Parent Company Only Financial Report for the year 2024. 4. Approved the remuneration of newly appointed Vice Presidents. 5. Approved the Business Report for the year 2024. 6. Approved the Business Plan for the year 2025. 7. Approved the proposal for Distribution of Earnings for the year 2024. 8. Approved the relevant matters regarding the distribution of the cash dividends from Earnings for the year 2024. 9. Approved the convention of the 2025 Annual General Shareholders' Meeting. 10. Approved fund loan to 100% owned subsidiary Compal Tecnologia Do Brasil Ltda. 11. Approved authorization for the Company to obtain credit facilities from financial institutions.
<p>6th Meeting (15th Term) 2025.03.20</p>	<ol style="list-style-type: none"> 1. Approved the first mid-year employees' bonus for the year 2025. 2. Approved the enactment of the definition of the "Non-Executive Employees." 3. Approved the amendment of the "Articles of Incorporation." 4. Approved the release of non-competition restrictions for the managers. 5. Approved the release of non-competition restrictions for Directors. 6. Approved the change of independent auditors. 7. Approved CPAs' independence and competence in performing financial report audits. 8. Approved the Sustainability Report Material Topics for the year 2024. 9. Approved the Short, Medium, and Long-term Sustainability Targets for the year 2025. 10. Approved the amendment of Sustainability Policies. 11. Approved fund loan to 100% owned subsidiary Compalead Eletronica do Brasil Industria e Comercio Ltda 12. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 13. Approved authorization for the Company to obtain credit facilities from financial institutions.
<p>7th Meeting (15th Term) 2025.05.14</p>	<ol style="list-style-type: none"> 1. Approved the senior level management change 2. Approved employees' salary adjustment for the year 2025. 3. Approved the proposal for the appropriated percentage for the remuneration of employees and Directors for the year 2025. 4. Approved the 1Q 2025 Consolidated Financial Review Report. 5. Approved the amendment of the "Employee Code of Conduct." 6. Approved the proposal of the subsidiary's total project budget increasing on the leased land to build the new group operating headquarters building. 7. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in

Date	Material resolutions
	<p>obtaining credit facilities from financial institutions</p> <p>8. Approved authorization for the Company to obtain credit facilities from financial institutions.</p>
<p>8th Meeting (15th Term) 2025.08.12</p>	<ol style="list-style-type: none"> 1. Approved the senior level management change 2. Approved the Directors' Remuneration for the year 2024. 3. Approved 2nd mid-year employees' bonus for the year 2025. 4. Approved the remuneration of newly appointed Top Management. 5. Approved the 1H 2025 Consolidated Financial Review Report. 6. Approved the investment in Compal Americas (US) Inc. (a US subsidiary) by participating in its capital injection by cash. 7. Approved the investment in the incorporation of the newly established US subsidiaries Compal USA Holding Inc. (a tentative name) and Compal USA (Texas) Inc. (a tentative name). 8. Approved the investment in a newly incorporated Romania subsidiary. 9. Approved the 2024 Sustainability Report. 10. Approved the amendment to the "Biodiversity & No Deforestation Policy." 11. Approved the revocation of the endorsement and guarantee granted by the Company to Compalead Eletrônica do Brasil Indústria e Comércio Ltda. ("CEB"). 12. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 13. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary, Aco Healthcare Co., Ltd., in obtaining loans from financial institutions. 14. Approved authorization for the Company to obtain credit facilities from financial institutions.
<p>9th Meeting (15th Term) 2025.11.12</p>	<ol style="list-style-type: none"> 1. Approved the 2026 annual audit plan. 2. Approved the Risk Management Targets for the year 2026. 3. Approved the senior level management change 4. Approved the compensation of Employees' bonus in cash for the year 2024. 5. Approved the proposal for 2025 year-end employees' bonus. 6. Approved the remuneration of newly appointed Vice Presidents. 7. Approved the 3Q 2025 Consolidated Financial Report. 8. Approved the amendment to the internal control system for "Salary payment and payroll withholding operations." 9. Approved the amendment to the internal control system for "Computerized Information System Processing." 10. Approved the plans and strategies for Sustainability for the year 2026. 11. Approved to participate in the cash capital increase of Kinpo & Compal Group Assets Development Corporation. 12. Approved to adjust and decrease the investment in Compal Americas (US) Inc. (a US subsidiary) in its capital injection by cash. 13. Approved the indirect investment in the subsidiary of Compal USA Technology Inc. by participating in its cash capital injection through investing in the Company's subsidiary of Compal USA Holding Inc. 14. Approved the Fifth Issuance of Unsecured Overseas Convertible Bonds. 15. Approved the issuance of a guarantee by the Company for COMPAL TECNOLOGIA DO BRASIL LTDA., a wholly owned subsidiary of the Company, to Quanta Computer Inc. 16. Approved the issuance of a guarantee by the Company for COMPALEAD ELETRONICA DO BRASIL INDUSTRIA E COMERCIO LTDA., a wholly owned subsidiary of the Company, to Quanta Computer Inc. 17. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary's obtaining of credit facilities from financial institutions. 18. Approved authorization for the Company to obtain credit facilities from financial

Date	Material resolutions
	institutions.
<p>10th Meeting (15th Term) 2026.02.26</p>	<ol style="list-style-type: none"> 1. Approved the Internal Control System Statement for the year 2025. 2. Approved the senior level management change 3. Approved the proposal for the distribution of compensation to employees, directors and the non-executive employees for the year 2025. 4. Approved the remuneration of newly appointed Vice Presidents. 5. Approved the amendment to the scope of “front-line employees.” 6. Approved the Audited Consolidated Financial Report and Parent Company Only Financial Report for the year 2025. 7. Approved the Business Report for the year 2025. 8. Approved the Business Plan for the year 2026. 9. Approved the proposal for Distribution of Earnings for the year 2025. 10. Approved the relevant matters regarding the distribution of the cash dividends from Earnings for the year 2025. 11. Approved the convention of the 2026 Annual General Shareholders’ Meeting. 12. Approved the amendment to the internal control system for “Sustainability Information Management Operations.” 13. Approved the investment in and participation in the fundraising of AC Advanced Tech, L.P. 14. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 15. Approved authorization for the Company to obtain credit facilities from financial institutions.
<p>11th Meeting (15th Term) 2026.03.27</p>	<ol style="list-style-type: none"> 1. Approved the senior level management change 2. Approved the first mid-year employees’ bonus for the year 2026. 3. Approved the implementation of the Welfare Employee Stock Ownership Trust (ESOT) Plan starting from year 2026. 4. Approved the release of non-competition restrictions for the managers. 5. Approved the release of non-competition restrictions for Directors. 6. Approved CPAs’ independence and competence in performing financial report audits. 7. Approved the Sustainability Report Material Topics for the year 2025. 8. Approved the enactment to the “Risk Management – Integrity and Business Ethics Short, Medium, and Long-term Sustainability Targets.” 9. Approved the amendment to the “Sustainable Development Best-Practice Principles.” 10. Approved the issuance of a Letter of Support by the Company to facilitate its subsidiary in obtaining credit facilities from financial institutions 11. Approved authorization for the Company to obtain credit facilities from financial institutions.

2.2.10 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors: None.

2.3 Certified Public Accountant (CPA) Fee Information

Unit: TWD Thousands

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fee	Non-audit Fee	Total	Remarks
KPMG	Kuo, Kuan Ying	2025.01.01~ 2025.12.31	9,580	6,528	16,108	Note
	Au, Yiu-Kwan					

Note: Non-audit fees: Tax consultation, transfer pricing documentation, corporate registration services, and other services.

- (1) Changes in the accounting firm that result in lesser audit fees paid in comparison to the previous year, which should disclose the amount, percentage, and the reasons: None
- (2) Reduction of audit fees by more than 10% compared to the previous year, which should disclose the amount, percentage, and the reasons: Not applicable

2.4 Replacement of CPA:

1. About the former CPA

Date of replacement	Approved by the Board of Directors on March 20, 2025		
Reason and explanation for replacement	Due to adjustments in work and duties at KPMG, the CPAs were changed from Kuan Ying Kuo and Szu Chuan Chien to Kuan Ying Kuo and Yiu-Kwan Au starting from 1Q 2025.		
State whether the commissioner or the CPA terminated the service or declined the commission	Party involved		Commissioner
	Situation	CPA	
	Voluntarily terminated the commission	Not applicable	Not applicable
	Will no longer accept/continue the commission	Not applicable	Not applicable
Other audit report opinions and causes issued within the last two years other than an unqualified opinion	N.A.		
Whether there were any dissenting opinions from the issuer	Yes		Accounting principles or practices
			Disclosure of financial report
			Scope or step of auditing
			Others
	N.A.		V
	Description		
Other items of disclosure (Contents that should be disclosed as covered in Clauses 1.4-1.7, Section 6, Article 10 of this guideline)	N.A.		

2. About the succeeding CPA

Name of accounting firm	KPMG
Name of CPA	Kuo, Kuan Ying and Au, Yiu-Kwan
Date commissioned	Approved by the Board of Directors on March 20, 2025
Items of consultation and results on the accounting methods for specific transactions, accounting principles and potential opinions for financial reports prior to commissioning	N.A.
Written opinion from succeeding CPA on items of disagreement with the former CPA	N.A.

3. The Company shall disclose the content of the reply letter from the former CPA. The former CPA's response to matters as described in Item 1 and Item 2-3 of subparagraph 6, Article 10 of the Standards: None.

2.5 If the chairman, president, or financial or accounting manager of the Company worked for the accounting firm or related parties thereof in the most recent year, the name, title, and term of service with the accounting firm or related party must be disclosed: None.

2.6 Share Transfers and Changes in Share Pledges by Directors, Supervisors, Managers, and Shareholders Holding More Than 10% of Shares

2.6.1 Changes in Shareholdings of Directors, Managers, and Major Shareholders

For details on equity changes, please visit the Public Information Observation Station (<https://mops.twse.com.tw>), click on "Single Company," "Equity Change/Securities Issuance," "Equity Transfer Information Inquiry," and then click on "Post-Insider Shareholding Change Report Form" to inquire

2.6.2 Where the counterparty to a share transfer or share pledge is a related party

1. Share Transfer Information: None.
2. Share Pledge Information: None

2.7 Relationship among the Top Ten Shareholders

March,31,2026

Unit: Shares

Name	Shares held by the individual		Shareholdings of spouse and minors		Total shares held in the names of others		Information on whether any of the top 10 shareholders are related parties to each other or are spouses or relatives within the second degree of kinship, and their names and relationships	
	Shares	Shareholding Percentage	Shares	Shareholding Percentage	Shares	Shareholding Percentage	Name	Relationship
Taishin International Bank Co., Ltd., as custodian of the segregated account of the Taiwan ESG Sustainable High Dividend ETF Securities Investment Trust Fund under the Cathay High Dividend Taiwan Equity Fund A	196,003,000	4.45%	-	-	0	0%	None	None
Taipei Fubon Commercial Bank Co., Ltd., as custodian of the segregated account of the Fuh Hwa Taiwan Technology High Dividend ETF Securities Investment Trust Fund	163,272,000	3.70%	-	-	0	0%	None	None
Kinpo Electronics, Inc.	151,628,692	3.44%	-	-	0	0%	None	None
Representative: Chieh-Li Hsu	4,117,569	0.09%	631	0.00%	0	0%		
Yuanta/P-shares Taiwan Dividend Plus ETF segregated account	143,571,525	3.26%	-	-	0	0%	None	None
Labor Pension Fund (The New Fund)	110,582,538	2.51%	-	-	0	0%	None	None
Taiwan Cooperative Bank	57,756,000	1.31%	-	-	0	0%	None	None
Representative: Yen-Mao Lin	Information not available							
HSBC Bank (Taiwan) Limited, as custodian of the investment account of the Pzena Emerging Markets Value Fund	56,961,161	1.29%	-	-	0	0%	None	None

J.P. Morgan Chase Bank, N.A., Taipei Branch, as custodian of the Robeco Capital Growth Funds investment account	46,382,000	1.05%	-	-	0	0%	None	None
Standard Chartered Bank (Taiwan) Limited, Business Division, as custodian of the City of New York Group Trust investment account	40,641,898	0.92%	-	-	0	0%	None	None
JPMorgan Chase Bank, N.A., as custodian of the investment account of the APG Retirement Fund	39,950,699	0.91%	-	-	0	0%	None	None

2.8 Shareholding and Aggregate Shareholding Ratios in the Same Invested Enterprise by the Company, Directors, Supervisors, Managers, and Companies Directly or Indirectly Controlled by the Company

December 31, 2025

Unit: Shares; %

Investees (Note)	Invested by the Company		Held by directors, supervisors, managers, and directly/indirectly controlled entities		Aggregate investment	
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage
Panpal Technology Corp.	500,000,000	100.00	-	-	500,000,000	100.00
Gempal Technology Corp.	90,000,000	100.00	-	-	90,000,000	100.00
Hong Ji Capital Co., Ltd.	100,000,000	100.00	-	-	100,000,000	100.00
Hong Jin Investment Co., Ltd.	29,500,000	100.00	-	-	29,500,000	100.00
HippoScreen Neurotech Corp.	9,550,000	96.00	-	-	9,550,000	96.00
SHENNONA CO., Ltd.	2,000,000	100.00	-	-	2,000,000	100.00
Aco Healthcare Co., Ltd.	662,131,043	83.23	3,629,359	0.46	665,760,402	83.69
ARCE Therapeutics, Inc.	55,206,746	20.22	39,380,727	14.43	94,587,473	34.65
Raypal Biomedical Co., Ltd.	4,646,143	30.00	5,064,999	32.70	9,711,142	62.70
Rayonnant Technology Co., Ltd.	29,500,000	100.00	-	-	29,500,000	100.00
RiPAL Optotronics Co., Ltd.	6,000,000	100.00	-	-	6,000,000	100.00
Unicom Global Inc.	20,000,000	100.00	-	-	20,000,000	100.00
Palcom International Corporation	10,000,000	100.00	-	-	10,000,000	100.00
Henghao Technology Co., Ltd.	29,014,952	100.00	-	-	29,014,952	100.00
Compal Broadband Networks Inc.,	29,060,176	42.30	13,672,854	19.90	42,733,030	62.2
Crownpo Technology Co., Ltd.	6,135,341	35.57	9,568,998	55.47	15,704,339	91.04
Kinpo Group Management Consultant Company	300,000	37.50	300,000	37.50	600,000	75.00
Mactech Co., Ltd.	21,756,192	52.88	274,954	0.67	22,031,146	53.55
General Life Biotechnology Co., Ltd.	15,035,000	50.12	-	-	15,035,000	50.12
Lead-honor Optoelectronic Co., Ltd.	2,772,000	42.00	-	-	2,772,000	42.00
Allied Circuit Co., Ltd.	10,954,718	19.64	7,757,828	13.91	18,712,546	33.55
Arcadyan Technology Corp.	41,304,504	18.74	32,159,667	14.59	73,464,171	33.33
Avalue Technology Inc.	14,924,070	20.55	390,000	0.54	15,314,070	21.09
River Regeneration and Rejuvenation Biotechnology Co. Ltd.	16,000,000	40.82	12,499,144	31.98	28,499,144	72.80
Core Profit Holdings Ltd.	147,000,000	100.00	-	-	147,000,000	100.00
Flight Global Holding Inc.	89,755,495	100.00	-	-	89,755,495	100.00
Just International Ltd.	48,010,000	100.00	-	-	48,010,000	100.00
High Shine Industrial Corp.	42,700,000	53.58	37,000,000	46.42	79,700,000	100.00
Compal International Holding Co., Ltd.	53,001,000	100.00	-	-	53,001,000	100.00
Big Chance International Co., Ltd.	90,820,000	100.00	-	-	90,820,000	100.00
Compal Rayonnant Holdings Limited	12,500,000	100.00	-	-	12,500,000	100.00
Auscom Engineering Inc.	3,000,000	100.00	-	-	3,000,000	100.00

Investees (Note)	Invested by the Company		Held by directors, supervisors, managers, and directly/indirectly controlled entities		Aggregate investment	
	Shares	Shareholding percentage	Shares	Shareholding percentage	Shares	Shareholding percentage
Compal Europe (Poland) Sp. z o.o.	844,369	100.00	-	-	844,369	100.00
Compal Poland Sp. z o.o.	3,206,607	100.00	-	-	3,206,607	100.00
Bizcom Electronics, Inc.	100,000	100.00	-	-	100,000	100.00
Compal Electronics (Holding) Ltd.	1,000	100.00	-	-	1,000	100.00
Compalead Electronics B.V.	6,426,516	100.00	-	-	6,426,516	100.00
Etrade Management Co., Ltd.	46,900,000	65.23	25,000,000	34.77	71,900,000	100.00
Webtek Technology Co., Ltd.	100,000	100.00	-	-	100,000	100.00
Forever Young Technology Inc.	50,000	100.00	-	-	50,000	100.00
Lipo Holding Co., Ltd.	98,000	49.00	102,000	51.00	200,000	100.00
Ascendant Private Equity Investment Ltd.	31,253,125	34.72	38,750,000	43.05	70,003,125	77.77
UniCore BioMedical Co., Ltd.	7,000,000	100.00	-	-	7,000,000	100.00
Shennona Corporation	-	100.00	-	-	-	100.00
Starmems Semiconductor Corp.	6,465,000	38.03	1,630,000	9.59	8,095,000	47.62
Kinpo&Compal Group Assets Development Corporation	682,500,000	70.00	-	-	682,500,000	70.00
Compal Ruifang Health Assets Development Corporation	30,000,000	100.00	-	-	30,000,000	100.00
POINDUS SYSTEMS CORP.	11,768,199	56.04	27,000	0.12	11,795,199	56.16
Compal Healthcare & Technology Ltd.	4,000,000	100.00	-	-	4,000,000	100.00
Compal Mexico Electromex, S.A. de C.V.	-	99.9	-	0.1	-	100.00
Fusionite Corporation	1,000,000	100.00	-	-	1,000,000	100.00
Compal USA Holding Inc.	75,000,000		-	-	75,000,000	100.00
Compal Americas (US) Inc.	28,999,250	79.45	7,500,750	20.55	36,500,000	100.00
Precisely Printed Medical Co., Ltd.	3,292,000	30.38	-	-	3,292,000	30.38

III. Capital Overview

3.1 Capital and Shares

3.1.1 Source of Capital

March 31, 2025

Year	Month	Issuance Price	Authorized Capital		Paid-up Capital		Remarks		
			Shares	Amount (NT\$)	Shares	Amount (NT\$)	Source of capital	Paid in properties other than cash	Others
2018	3	10	6,000,000,000	60,000,000,000	4,419,191,625	44,191,916,250	Cancellation of Restricted Employee Shares of \$10,890,000	N.A.	Change of capital approved by the Ministry of Economic Affairs on March 21, 2018
2018	5	10	6,000,000,000	60,000,000,000	4,407,146,625	44,071,466,250	Cancellation of Restricted Employee Shares of \$120,450,000	N.A.	Change of capital approved by the Ministry of Economic Affairs on May 29, 2018

Type of Shares	Authorized Capital			Remarks
	Outstanding shares (public listed)	Unissued shares	Total	
Ordinary shares	4,407,146,625	1,592,853,375	6,000,000,000	The authorized capital includes 100,000,000 shares reserved for the exercise of stock options by employees and for corporate bonds with warrants.

■ Shelf registration system information: None

3.1.2 List of Major Shareholders

March 31, 2026

Shareholder's name	Shares held	Percentage (%)
Taishin International Bank Co., Ltd., as custodian of the segregated account of the Taiwan ESG Sustainable High Dividend ETF Securities Investment Trust Fund under the Cathay High Dividend Taiwan Equity Fund A	196,003,000	4.45%
Taipei Fubon Commercial Bank Co., Ltd., as custodian of the segregated account of the Fuh Hwa Taiwan Technology High Dividend ETF Securities Investment Trust Fund	163,272,000	3.70%
Kinpo Electronics, Inc.	151,628,692	3.44%
Yuanta/P-shares Taiwan Dividend Plus ETF segregated account	143,571,525	3.26%
Labor Pension Fund (The New Fund)	110,582,538	2.51%
Taiwan Cooperative Bank	57,756,000	1.31%
HSBC Bank (Taiwan) Limited, as custodian of the investment account of the Pzena Emerging Markets Value Fund	56,961,161	1.29%
J.P. Morgan Chase Bank, N.A., Taipei Branch, as custodian of the Robeco Capital Growth Funds investment account	46,382,000	1.05%
Standard Chartered Bank (Taiwan) Limited, Business Division, as custodian of the City of New York Group Trust investment account	40,641,898	0.92%
JPMorgan Chase Bank, N.A., as custodian of the investment account of the APG Retirement Fund	39,950,699	0.91%

3.1.3 Dividend Policy and Implementation Status

1. Dividend Policy

When the Company makes a profit during the year, 10% of the legal reserve from earnings— after appropriating income tax expense and offsetting any prior deficit – is to be set aside as a legal reserve, and a special reserve is to be set aside or reserved in accordance with the pertinent laws and regulations. The balance of earnings available for distribution consists of the remainder of the said profit and the retained earnings from previous years. The earnings appropriation, distribution of dividends, and bonuses shall be proposed by the Board of Directors and approved at a Shareholders' Meeting. The rest of the unappropriated earnings shall be reserved.

The Company's industry is currently in the growth stage of its life cycle. In

consideration of the Company's future funding needs, capital budget, long-term financial planning, and domestic and international competition, as well as to meet shareholders' demand for cash inflows, if earnings are available for distribution after the annual closing, the Company shall distribute no less than 30% of the current year's net income after tax as shareholders' dividends and bonuses. The cash dividends distributed each year shall not be less than 10% of the total amount of cash and stock dividends distributed in that year.

2. The Board of Directors' Resolution on Dividend Distribution

- On February 26, 2026, the Board of Directors approved the 2025 earnings distribution, with total shareholders' dividends and bonuses amounting to NT\$ 4,847,861,288, all of which will be distributed in cash, representing a cash dividend of NT\$ 1.10 per share.
- The Board of Directors has set April 4, 2026 as the record date for cash dividends, with distribution to be made on April 24, 2026.

3. When There Is a Significant Change in the Expected Dividend Policy, It Should Be Stated: None.

3.1.4 Impact of the Board's Resolution on the Issuance of Stock Dividends on the Company's Operating Performance and Earnings Per Share:

Not applicable (the Company has not published its 2026 financial forecast).

3.1.5 Employees' and Directors' Compensation

1. Employees' and directors' compensation policies as stated in the Articles of Incorporation

When the Company makes a profit in a fiscal year, the Company's pre-tax profits in such fiscal year, prior to the deduction of compensation to employees and directors, shall be distributed to employees as compensation in an amount of no less than two percent (2%) thereof, and to directors as compensation in an amount of no more than two percent (2%) of such profits. In the event that the Company has accumulated losses, it shall reserve an amount to offset those accumulated losses.

The compensation to employees, as mentioned above, may be distributed in the form of stock or cash. Employees entitled to receive such stock/cash may include employees of the Company's subordinate companies pursuant to the Company Act.

2. Basis for estimating employees' and directors' compensation and stock dividends,

and accounting treatments for any discrepancies between the amounts estimated and the amounts paid.

- The estimation basis for employee and directors' compensation is calculated in accordance with the Articles of Incorporation, based on the pre-tax net profit for each applicable period before deducting employee and directors' compensation, multiplied by the distribution ratios specified in the Articles of Incorporation (not less than 2% for employee compensation and not more than 2% for directors' compensation).
- If the compensation approved for distribution to employees is to be in the form of common shares, the number of shares is determined by dividing the amount of the compensation by the closing price of the shares on the day preceding the Board of Directors' meeting.
- If the actual amounts differ from the amounts estimated, the differences are recorded as gains/losses in the subsequent year as a change in accounting estimate.

3. Employee and directors' compensation distribution for fiscal year 2025 approved by the Board of Directors

- Accrued employee compensation is NT\$ 820,338,803 and Directors compensation is NT\$ 43,751,403.
- If the estimated distribution amount differs from the amounts estimated in accrued expenses, the variance, reason, and resolution should be disclosed: No variance.
- The proposed distribution of employee stock compensation, and the size of such an amount as a percentage of the sum of the after-tax net income stated in the individual financial reports for the current period and total employee compensation: Not applicable (no employee stock compensation).

4. Actual distribution of 2024 employee and Directors compensation:

- Accrued employee compensation is NT\$ 1,363,545,333 and Directors compensation is NT\$ 72,722,418.
- The 2024 actual distribution of employee and Directors compensation remained as proposed by the Board of Directors.

3.1.6 Company Buyback of Own Shares: None

3.2 Status of Corporate Bonds

3.1.7 Overseas Unsecured Convertible Bonds:

Type of Bonds	The Fifth Overseas Unsecured Convertible Bonds
Issue date	Unissued
Denomination	The amount is provisionally set at USD 200,000, or, if in excess of USD 200,000, in integral multiples of USD 100,000, and shall be issued at 100% of par value.
Issuance and trading place	Note
Issue price	Note
Total price	Up to a maximum of USD 600,000 thousand.
Coupon rate	The coupon rate is provisionally set at an annual rate of 0%.
Tenor	Provisionally set at five years.
Guarantee agency	Not applicable
Trustee	Citicorp International Limited
Underwriting institution	Overseas: Citigroup Global Markets Limited, UBS AG Hong Kong Branch, Mizuho Securities Asia Limited (The Chairman or his/her designee is authorized to appoint additional overseas underwriters as deemed necessary.) Domestic: KGI Securities Co., Ltd.
Certified lawyer	Attorney Yu-Chieh Hsiao, Dachen Taiwan Law Firm
CPA	KPMG Taiwan Certified Public Accountants: Kuan-Ying Kuo, Yao-Chun Chu
Repayment method	Note
Outstanding principal	Note
Terms of redemption or advance repayment	Note
Restrictive clause	Note
Name of credit rating agency, rating date, rating of corporate bonds	Note

Other rights attached	As of the printing date of this annual report, converted amount of (exchanged or subscribed) ordinary shares, GDRs or other securities	Note
	Issuance and conversion (exchange or subscription) method	Note
Issuance and conversion, exchange or subscription method, issuing condition dilution, and impact on existing shareholders' equity		Note
Name of the custodian institution for the underlying exchange assets		Not applicable

Note: The Company's issuance of the Fifth Overseas Unsecured Convertible Corporate Bonds, with total proceeds of up to USD 600,000 thousand, was approved and became effective upon filing with the Financial Supervisory Commission under Letter No. 1140368832 dated January 12, 2026. The FSC further approved a three-month extension of the offering period under Letter No. 1150338491 dated March 30, 2026, extending the period to July 11, 2026. As of March 31, 2026, the issuance has not yet been completed.

3.2.2 Domestic Corporate Bonds: None

3.2.3 Exchangeable Bonds: None

3.2.4 Blanket declaration of issued corporate bonds: None

3.2.5 Corporate bonds with warrants: None

3.3 Preferred shares: None

3.4 Global Depository Receipts

3.4.1 Issuance

Details		Date of issue:	
		November 9, 1999	May 21, 2001
Issuance and trading place		Luxembourg	Luxembourg
Total sum issued		USD 122,160,000	USD 174,816,000
Issuance price per unit		USD 15.27	USD 6.07
Number of units issued		8,000,000 units	28,800,000 units
Source of represented securities		Participating shareholder(s): Kinpo Electronics, Inc.	1. Participating shareholder(s): 44,000,000 shares contributed by the participating shareholder(s). (1) Kinpo Electronics, Inc. (2) Panpal Technology Corporation (3) Gempal Technology Corporation 2. New cash issue of Compal shares: 1,000,000,000 shares
Quantity of represented securities		40,000,000 ordinary shares of Compal Electronics	144,000,000 ordinary shares of Compal Electronics
GDR holders' rights and obligations		1. Voting rights: According to the terms of the depository agreement and the laws of the Republic of China, the GDR holder is entitled to the voting rights of the shares represented under the Global Depository Receipts. 2. Rights to dividend distribution, share subscription, and other rights: Unless otherwise specified in the agreement, the GDR holder carries identical rights as do ordinary shareholders	
Trustee		N.A.	N.A.
Depository bank		JPMorgan Chase Bank, N.A.	JPMorgan Chase Bank, N.A.
Custodian		Standard Chartered Bank (Taiwan) Limited	Standard Chartered Bank (Taiwan) Limited
Unredeemed balance		804,022 units (March 31, 2026)	
Allocation of expenses incurred at issuance and over the duration		Borne by participating shareholder(s)	Allocated proportionally between the Company and participating shareholders
Key terms of the depository and custodian agreements		See descriptions below	
Per Unit Market Price	2025	High	USD 6.05
		Low	USD 3.60
		Average	USD 5.03
	Year-to-date (March 31, 2026)	High	USD 5.3
		Low	USD 4.2
		Average	USD 4.95

3.4.2 Key Terms of the Depository and Custodian Agreement

(1) Key terms of the depository agreement

■ Depository Receipts

Each depository receipt represents 5 ordinary shares of Compal Electronics, Inc.

■ Transferability/Settlement

Application will be made to the Depository Trust Company (“DTC”), Euroclear and Clearstream for acceptance of the GDRs for their respective settlement in their book-entry settlement systems. Transfers of the GDRs will be permitted only within DTC, Euroclear and Clearstream in accordance with their usual rules and operating procedures.

■ Deposit and Cancellation of Compal’s Shares

After the initial offerings and deposit of the GDRs and subject to the applicable laws and regulations, the Deposit Agreement and the Custody Agreement, and payment of relevant fees, GDR Holders will be entitled to withdraw and take delivery of the underlying shares represented by such GDRs. GDR Holders may also request the Depository to sell the underlying shares on their behalf. Upon receipt of any proceeds from such sale, the Depository shall convert, or cause to be converted, any such proceeds into US dollars and distribute the proceeds, after deduction or payment of any fees, expenses, and taxes incurred in connection with the sale, as provided in the Deposit Agreement, to the GDR Holders.

Investors may deposit the underlying shares for the issuance of additional GDRs in respect of such shares in accordance with the relevant R.O.C. laws and regulations, as well as the relevant provisions of the Deposit Agreement and Custody Agreement. The GDRs are listed on the Luxembourg Stock Exchange.

■ Dividends and other Distribution

The Depository shall convert all cash dividends received by it in connection with the underlying shares into US dollars in accordance with the relevant R.O.C. laws and regulations, and distribute the resulting US dollars to the GDR Holders in proportion to the number of GDRs representing the underlying shares held by each of them, after deduction of or upon payment of the fees and expenses of the Depository and relevant taxes.

If the Company makes a distribution in the form of stock dividends (including stock dividends distributed from retained earnings or capital reserves), to the extent permitted by R.O.C. laws, the Depository will, subject to the terms of the Deposit Agreement, adjust the number of shares represented by the Master GDRs and cause DTC, Euroclear, and Clearstream to distribute additional GDRs to the GDR Holders in proportion to their holdings. If such a distribution cannot be made in accordance with the provisions of the Deposit Agreement, the Depository will sell the shares so

received and distribute the proceeds, after deduction or payment of the fees and expenses of the Depositary and the relevant taxes, to the GDR Holders. Sales of stock dividends, if any, should be handled in accordance with the Deposit Agreement and R.O.C. laws.

■ Taxes

- The dividends (cash or stock) distributed by the Company will be subject to the prevailing withholding tax rate.
- GDR Holders wishing to cancel GDRs and who instruct the Depositary to sell the underlying shares on the Taiwan Stock Exchange will be subject to the Securities Transaction Tax at the prevailing rate.
- Currently, there is no capital gains tax on the sale of shares. The rates and reimposition of the capital gains tax on the sale of shares are subject to changes in the applicable R.O.C. laws.

(2) Key terms of the custody agreement

■ Deposit of the Underlying shares for the Issuance of GDR(s):

The underlying shares issued by Compal, when presented to the Custodian for deposit as the basis for issuance of GDR(s), must be accompanied by the documents requested by the Custodian.

■ Notification of Depositary to Issue GDR(s):

The Custodian, upon receipt of Compal's issued underlying shares, shall notify the Depositary immediately of the deposit of the underlying shares for issuance of GDR(s). Upon receipt of such notification, the Depositary shall issue and deliver the GDR(s) representing the underlying shares to the beneficial owners, to the extent permitted by applicable laws.

■ Release of Underlying Shares Upon Cancellation of GDR(s):

The Depositary shall immediately notify the Custodian of the surrender of the GDR for cancellation, against release and delivery of the underlying shares to the person designated by the Depositary or, at the request of GDR Holders, dispose of the shares in the market and cause the proceeds to be made available to the Depositary for distribution to the GDR Holders. The Custodian may require and collect payment from the person designated by the Depositary a sum sufficient to reimburse it for any taxes or other charges levied.

■ Share Reconciliation as of the Record Date

The Custodian shall advise the Depositary as of the close of business on each Record Date of the total number of the Company's underlying shares deposited with the Custodian.

3.5 Employee Warrants: None

3.6 Subscription of New Shares by Employees and Restricted Shares: None

3.7 Status of New Shares Issuance in Connection with Mergers and Acquisitions:
None

3.8 Financing Plans and Implementation

1. Execution of the previous issue or private placement of securities that have not been completed: None
2. The latest three-year issuance or private placement of securities has been completed and the project benefits have not yet been revealed: None

IV. Operational Highlights

4.1 Business Activities

4.1.1 Business Scope

1. Main Areas of Business Operations

(1) Main areas of business and revenue contribution

The Company is committed to technology research and innovation as its core competencies, continuously expanding diversified business opportunities and application domains. Its principal operations encompass computer products, smart devices, data center infrastructure solutions and servers, automotive electronics, and smart healthcare-related products, as detailed below:

- Computer Products: Notebook PCs, gaming notebooks, Chromebooks, and all-in-one (AIO) desktop computers.
- Smart Devices: Smartphones; wearable smart devices; 5G communication modules (including M.2, LGA, LCC, and SOM form factors); 5G customer premises equipment (CPE), MiFi devices, and dongles; fixed 5G small cells; 5G communication servers; CGA (Compal GPU Annealer), a quantum-inspired computing solution; and Edge & Embedded AI computing platforms.
- Data Center Infrastructure Solutions and Servers: General purpose servers; high-performance GPU servers utilizing air cooling, direct liquid cooling, and immersion liquid cooling technologies.
- Automotive Electronics Products: In-vehicle infotainment and telematics systems; automotive information and entertainment systems; advanced driver assistance systems (ADAS); and autonomous driving systems.
- Smart Healthcare Products: Bi-level positive airway pressure (BiPAP) ventilators; radiofrequency ablation systems; electroencephalography (EEG) devices and AI-powered EEG-based stress assessment systems; medical handheld ultrasound devices; and AI-assisted lesion detection systems for coronary angiography, among other related products.

(2) Revenue contribution of major products in 2025

Major Divisions	(%) of Total Sales
5C electronics	99.4%
Other products	0.6%
Total	100%

2. Current Products and Planned New Product Development

(1) Current Products

- General Notebook
- Gaming Notebook
- Chromebook
- All-in-One (AIO) PC
- Smartphones
- Smart wearable devices
- 5G communication modules (M.2, LGA, LCC, SOM, etc.)
- 5G terminal devices (CPE, MiFi, Dongle, etc.)
- Fixed 5G small cells (Fixed 5G Small Cell)
- 5G communication servers
- CGA (Compal GPU Annealer) – Quantum-inspired computing
- Edge & Embedded AI computing platform
- General Purpose Server: Designed to support a wide range of enterprise and data center applications, offering stable performance and scalability.
- GPU Server (AC/DLC): High-performance GPU servers utilizing air cooling (AC) and direct liquid cooling (DLC) solutions to meet the growing demand for AI, HPC, and data-intensive computing.
- Immersion cooling GPU Server: Advanced GPU server solutions featuring immersion cooling technology, delivering enhanced thermal efficiency, energy savings, and support for high-density computing environments.
- Telematics
- In-Vehicle-Infotainment
- Advanced Driver Assistance and Autonomous Driving Systems, ADAS/ADS
- Bi-level Positive Airway Pressure (BiPAP) Ventilator
- Radiofrequency Ablation (RFA) System
- EEG Device and AI-based EEG Stress Assessment System
- Handheld Ultrasound Device
- Coronary Angiography AI-assisted Lesion Detection System

(2) New Products Planned for Development

- Edge Computing AI Box PCs integrating AI computing and edge deployment capabilities, supporting localized LLMs and diverse AI application scenarios.
- x86-based gaming handheld devices adopting x86 platform architecture to support cross-device compatibility and portable gaming use cases.

- AIO PCs, with innovative display aspect ratios and AI-assisted application designs, redefine work efficiency and usability for business desktop computing.
- Low Earth Orbit Satellites: By integrating B5G/6G NTN key technologies, the company is dedicated to advancing communication and computing integration for orbital satellites and actively expanding its presence in the space technology field to secure a leading strategic position.
- CGA-RX (Compal GPU Annealer Reaction Optimization): A quantum computing solution leveraging GPU-accelerated computing technology to address process optimization challenges in the pharmaceutical industry.
- 5G Communication Mobile Edge Server: A mobile server with high mobility and a rugged design, integrating 5G private network communication functions will be developed to meet the needs of on-demand high computing power and low-latency communication in extreme scenarios such as disaster relief medical treatment, temporary large-scale events, or industrial sites.
- Qualcomm AIoT Smart Computing Platform: Powered by the Qualcomm Dragonwing (QCS6490) architecture, it will enable the development of a new generation of industrial-grade and medical-grade Edge AI terminals. With its high-performance processing capability and built-in AI Acceleration Engine, the platform enables multi-sensor fusion technology and improves the reaction speed of automation and monitoring systems.
- Windows on Arm (WoA) Embedded AI Computing Devices: Utilizing the Snapdragon X Elite Computing Platform, embedded edge hosts with an extreme power efficiency ratio will be under development. Leveraging its powerful NPU computing power (over 45 TOPS), small to medium large language models (LLMs) and generative AI applications with on-device execution are supported, enabling intelligent application scenarios for edge-side "Copilot+ PC" level experiences.
- Next-Generation General Purpose Servers: New server platforms designed to support next-generation chipset architectures, providing improved performance, efficiency, and expandability.
- Next-Generation GPU Servers (Air Cooling / Direct Liquid Cooling) : GPU server solutions based on upcoming chipset platforms, incorporating air cooling and direct liquid cooling technologies to support higher computing performance and power density.
- Next-Generation Immersion Cooling GPU Servers: Immersion cooling GPU server systems developed in alignment with next-generation chipset platforms, designed to further enhance thermal performance and energy

efficiency for advanced computing applications.

- Far-Infrared and Multi-Sensor Fusion Automotive Sensing System: It adopts high-resolution far-infrared cameras combined with AI algorithms and multi-sensor fusion technology to effectively enhance environmental perception capability and object recognition under low visibility conditions such as at night and in fog and rain, and improve the overall Safety Performance of Advanced Driver Assistance Systems (ADAS).
- Automotive Network Communication Module: Integrate automotive-grade 4G/5G and Vehicle-to-Everything (V2X) communication technologies to provide a network connectivity solution with low latency, high stability, and high security, ensuring the reliability of high-speed data transmission between in-vehicle devices and connected applications.
- Radiofrequency Thermal Ablation Multi-Needle Treatment System: Combining two globally innovative technologies – “ultrasound imaging” and “direction-adjustable electrode needle” – this system delivers local thermal ablation therapy to the lesion via image guidance.
- Smart Positive Airway Pressure Ventilator: Adjust airflow and pressure via smart sensing and a real-time algorithm to provide personalized respiratory support and improve comfort and adherence to respiratory therapy.
- Multi-functional plasma beauty device: Integrating a variety of plasma energy modes, the device can be used for skin repair, firming, and beauty care, balancing efficacy, safety, and clinical operation flexibility.
- AI-Assisted Ultrasound Image Interpretation System: Combining AI image analysis and clinical ultrasound data to assist with real-time interpretation and measurement, improving diagnostic accuracy while reducing the interpretation burden on medical staff.

In addition to developing new products currently in the planning stage, the Company has established the Compal Innovation Research Institute (CIRI) to support the Group’s transformation from a traditional ODM 2.0 model to a next-generation, innovation-driven enterprise. Through forward-looking research, strategic innovation investments, and design-driven practices, CIRI facilitates the upgrading of existing product lines and the development of new solution offerings, thereby strengthening the Company’s critical role within the global supply chain. With respect to product and service development, the Company adopts a transformation framework that integrates artificial intelligence, innovation, and an experimental mindset into the daily decision-making processes and operational workflows of each business unit, promoting a gradual shift from a contract

manufacturing orientation toward value co-creation.

At the same time, the Company enhances the commercialization of innovation outcomes through forward-looking budget management, the integration of AI into research and development processes, and systematic intellectual property and patent portfolio management. By actively participating in international forums, design awards, professional juries, and strategic alliances, the Company continues to expand its influence in the global design and technology sectors.

- **New Technology Investment and Market Development:**
Built around “Tech Ingredients,” these initiatives advance development across AI PCs, edge computing, medical technology, smart devices, robotics, and emerging human–machine interaction, while exploring new product categories and business models.
- **Sustainability- and ESG-Driven Innovation:**
ESG considerations are integrated into product and service development through the adoption of low-carbon materials, energy-efficient and long-lasting designs, and circular design principles. Modularity, ease of repair, and recyclability are incorporated at the design stage to support sustainability objectives across the value chain.
- **AI Robotics and RaaS Deployment:**
These efforts focus on service-centric Robotics-as-a-Service/Solution (RaaS) models, using healthcare and caregiving environments in Taiwan as initial validation settings. Practical application testing and operational feasibility assessments are conducted in collaboration with medical and caregiving institutions, progressively building capabilities in system integration and field deployment under a “local validation, global replication” approach.

4.1.2 Industry Overview

1. Current and Future Industry Prospects

(1) Personal Computer Business Group Market

In 2025, the global notebook market continued to expand, with total shipments reaching 202 million units, representing a year-over-year growth of 6.3%. Enterprise refresh demand and the broad adoption of AI applications remained the primary growth drivers. Based on a broad definition of AI notebooks – devices equipped with a neural processing unit (NPU) – AI notebooks accounted for approximately

35% to 40% of the overall market, with further penetration expected in the coming years. On the consumer side, the gradual integration of generative AI and on-device AI applications has enhanced notebook capabilities in areas such as intelligent assistants, voice recognition, and image processing, further stimulating replacement demand. However, changes in U.S. tariff policies continued to impact supply chain costs and market pricing, prompting brand vendors to adjust their product portfolios and sourcing strategies accordingly. Leveraging its diversified manufacturing footprint and resilient supply chain management, Compal worked closely with brand customers to maintain operational flexibility and stable shipment performance.

In terms of market segmentation, all-in-one (AIO) PCs recorded shipments of 9.6 million units, representing year-over-year growth, while Chromebook shipments reached approximately 18.6 million units, also showing an upward trend. Shipments of 2-in-1 notebooks totaled approximately 18.0 million units, maintaining steady growth momentum. Meanwhile, the global gaming market continued to expand, with a growing player base driving the development of the esports ecosystem and increasing demand for high-performance gaming notebooks. In addition, the launch of next-generation discrete GPUs, combined with AI-enabled image optimization and performance management, significantly enhanced gaming experiences and further stimulated replacement demand. Overall, gaming notebook shipments in 2025 reached approximately 26.5 million units, with a growth rate slightly exceeding that of the overall notebook market. In summary, the continued enterprise refresh cycle, deepening AI adoption, and diversified product offerings collectively supported the steady growth of the global notebook market in 2025.

(2) Smart Device Business Group Market

The global smart device industry is transitioning from a hardware-driven maturity stage to a new phase centered on the deep integration of artificial intelligence (AI) and fifth-generation mobile communication (5G) technologies. Although overall growth in the smartphone market has slowed, the rapid adoption of generative AI, edge inference, and multimodal sensing technologies is shifting product competitiveness away from traditional specification-based comparisons toward differentiation driven by computing capability, intelligent user experience, and service integration. Wearable devices, fueled by demands for health monitoring, ubiquitous connectivity, and miniaturized design innovation, continue to demonstrate strong growth momentum. They are gradually evolving into medical-

grade data aggregation and intelligent analytics platforms, driving increased requirements for multi-sensor integration, low-power AI performance, and independent communication capabilities.

In the communications sector, 5G has entered the SA and R18 (5G-Advanced) stages, with the market focus expanding from high-speed data transmission to new applications such as RedCap mid-speed IoT, NTN satellite communication, and AIoT. RedCap enables 5G to penetrate industrial, energy, and public-safety verticals with lower costs and higher energy efficiency, while NTN addresses limitations in terrestrial network coverage and accelerates the rollout of intelligent, multi-scenario applications. Meanwhile, global supply chain “de-risking” trends have increased the importance of non-China supply chains. As a result, enterprise demand for highly reliable, compliant, and secure 5G modules, small cells, and private-network equipment is rising, driving the market toward higher-value product categories.

The convergence of AI and 5G is also pushing smart devices toward a System-of-Systems architecture. Through high-efficiency edge computing, low-latency connectivity, and real-time data collaboration, end devices are no longer standalone products but serve as core nodes across application domains such as smart healthcare, smart factories, energy management, and smart cities – accelerating enterprise digital transformation. The adoption of generative AI on end devices further enables localized inference, secure data access, and contextual understanding, allowing 5G communication infrastructure and AI computing resources to create complementary advantages that will become key drivers of the next stage of market growth.

(3) Infrastructure Solutions and Servers Market

The global server industry is undergoing a major transformation, driven by the rapid advancement and widespread adoption of cloud computing, artificial intelligence (AI), machine learning, and data-intensive applications. In particular, the rise of generative AI, large language models, and real-time analytics has accelerated the demand for high-performance computing infrastructure. These workloads require substantial computational power, prompting data centers worldwide to deploy GPU-based servers at an accelerated pace. Compared with traditional general purpose servers, GPU servers generate significantly higher power consumption and heat, posing greater challenges for power supply and thermal management in data centers.

As rack power density continues to increase, traditional air-cooling solutions are approaching their technical limits in high-density GPU deployment environments. To address this trend, direct-to-chip liquid cooling and immersion cooling technologies are increasingly being adopted, offering superior thermal performance, energy efficiency, and system reliability. These solutions enable data centers to increase computing density while effectively controlling operational costs and environmental impact. Liquid cooling technologies also support sustainability and carbon reduction goals by helping to lower power usage effectiveness (PUE) and overall energy consumption, while providing more flexible design options.

In addition to centralized cloud data centers, the development of edge computing and AI inference applications is further diversifying server demand. AI workloads are increasingly distributed across cloud, edge, and on-premises environments to meet requirements for low latency, data privacy, and real-time processing. This trend is driving demand for a wider range of server configurations, from high-density GPU servers in hyperscale data centers to compact, power-efficient systems deployed at the edge. At the same time, advancements in chipset platforms, interconnect technologies, and system architectures are enabling higher performance and greater scalability across various deployment scenarios.

Looking ahead, the server industry is expected to continue its long-term growth trajectory, supported by ongoing innovation in AI technologies, processor platforms, and data center infrastructure. The increasing adoption of GPU servers, combined with rising power and thermal requirements, will continue to drive demand for advanced cooling and power management solutions. Companies that can integrate high-performance computing capabilities with efficient thermal design and energy-conscious architectures will be well positioned to capture emerging opportunities. Overall, the convergence of AI, high-performance computing, and advanced cooling technologies is expected to shape the future development of the server industry and support sustained growth in the coming years.

(4) Automotive Electronics Product Market

Over the past year, the development of ADAS and autonomous driving sensing systems in the automotive industry has been driven by a combination of regulatory requirements, intensified competition among automakers, and evolving market demand. Taking Euro NCAP as an example, its assessment protocols continue to

raise standards for night-time pedestrian detection, cyclist protection, intersection scenarios, and automatic emergency braking. In parallel, the EU’s GSR II regulation mandates the installation of multiple advanced safety features as standard equipment on new vehicles. Against this backdrop, ADAS has gradually transitioned from a premium feature to a core offering in the mass market, with penetration rates continuing to increase. Automakers increasingly view ADAS as a key differentiator and a cornerstone of brand safety positioning. They respond to rising safety assessment requirements through the adoption of high-resolution cameras, enhanced multi-sensor data fusion, and continuous optimization via over-the-air software updates to maintain a competitive advantage in an increasingly crowded market.

(5) Smart Healthcare Product Market

Driven by global trends such as aging populations, healthcare workforce shortages, and rising medical costs, smart healthcare products are evolving from hospital-centric devices toward integrated solutions covering in-hospital, out-of-hospital, and home care settings. Market focus includes AI-assisted diagnostic equipment (such as handheld ultrasound devices and AI image interpretation), smart ventilators, hearing aids, smart rehabilitation and care devices, and long-term care information platforms. Through IoT, big data, and cloud platforms, hospitals can improve patient triage, forecasting, and remote care, thereby strengthening preventive healthcare. Platform-based models and cloud AI medical platforms further lower adoption barriers and accelerate ecosystem formation. Overall, the market is moving toward high-value, long product lifecycles, and service-oriented development.

2. Association Between Upstream, Midstream, and Downstream Industry

Participants

Upstream Component Supplier	Midstream Assembly Factory	Downstream Customer Base
<ul style="list-style-type: none"> ICs and Computing Platforms: Central Processing Units (CPUs), Graphics Processing Units (GPUs), Neural 	<ul style="list-style-type: none"> Desktop All-in-One Laptop/Notebooks Tablet Industrial PC Servers Data Centers 	<ul style="list-style-type: none"> Brand Customers Distribution Channels and Sales End-application Markets Telecom Operators System Integrators

<p>Processing Units (NPU)</p> <ul style="list-style-type: none"> • Key Components: Memory, storage devices, display panels, batteries, and power management ICs • Connectivity and Peripheral Technologies: Wireless communication modules, camera modules, audio modules, and sensor modules • Operating Systems and Platforms 	<ul style="list-style-type: none"> • Smartphones • Smart Wearable Devices • Communication Modules • Communication Terminal devices • Fixed small Base Stations • Private Network High-Performance Communication & Computing Integration Systems 	<ul style="list-style-type: none"> • Cloud Service Providers (CSPs) • Enterprise Users
--	---	--

3. Product Trends and Competition

(1) Personal Computer Business Group Market

The notebook market continues to evolve toward greater AI integration and higher performance, with AI technology becoming a core differentiator and a key driver of market competition. Microsoft has continued to strengthen the integration of Copilot with the Windows operating system, transforming notebooks from traditional computing tools into intelligent endpoint devices with built-in assistive capabilities. Broadly defined, AI notebooks equipped with neural processing units (NPUs) are gradually becoming mainstream, driving comprehensive upgrades across processors, memory, storage devices, and sensing components, and enhancing real-time computing, intelligent interaction, and overall system efficiency. Competition between x86 and ARM architectures has intensified. Intel and AMD continue to enhance AI computing capabilities and energy efficiency, while Qualcomm and Apple accelerate the development of ARM-based ecosystems, leading to a more diversified competitive landscape. As AI applications penetrate different price segments, notebook usage scenarios are expanding to include voice

assistants, image processing, and automated workflows. This trend is also driving higher requirements for cybersecurity and device trustworthiness, making hardware-level security and AI-assisted protection increasingly essential features.

In the gaming notebook sector, next-generation high-performance processors and discrete graphics cards integrated with AI technologies are enhancing performance tuning and gaming experiences, while the market continues to advance toward more sophisticated display technologies. High refresh rates and OLED displays are gradually becoming mainstream, with brand competition increasingly focused on performance, thermal design, and product differentiation. 2-in-1 notebooks continue to enhance mobility and multitasking capabilities by combining touch, stylus input, and AI applications, making them important products in productivity, education, and creative markets. AIO all-in-one PCs are evolving toward high-end audio-visual experiences, intelligent interaction, and space-conscious design. AI technologies are used to optimize the user interface, while adjustable-angle designs enhance flexibility for both home and commercial applications.

(2) Smart Device Business Group Market

Smartphones have shifted from a “spec-driven battle” to an “AI ecosystem competition.” As the market enters a premium and stable phase, brand competition now centers on differentiating Edge AI features in flagship models and increasing the adoption of foldable devices. Manufacturers are extending product value through deeper AI integration to offset the expected slowdown in replacement demand in 2026, resulting in a landscape characterized by steady volume and rising average selling prices.

Wearable devices have evolved from accessories into “medical-grade data terminals.” This segment shows the most robust growth momentum, with competition driven by form-factor miniaturization (e.g. smart rings) and precision in physiological monitoring (e.g. glucose tracking and sleep analysis). Brand competition has expanded from hardware sales to include health-related subscription services.

In summary, the smartphone market relies on AI-driven upgrade demand, while wearables create new growth opportunities through health management applications. Together, they strengthen the penetration of personalized smart ecosystems. With the continued advancement of AI technologies, innovation in smart device capabilities and application scenarios is accelerating. New wearable

product categories – such as smart rings and smart glasses – are being introduced, demonstrating that smart devices are becoming increasingly integrated into everyday life.

End-to-End 5G Connectivity Portfolio: As 5G device penetration reaches saturation, product development is shifting from standard connectivity devices (e.g. MiFi, dongles) toward high-value industrial equipment featuring “Edge AI computing” and “NTN (Non-Terrestrial Network) hybrid satellite communication.” Although mainland China manufacturers continue to benefit from scale advantages, the global supply chain “de-risking” trend has become a decisive factor in procurement.

As 5G communications and edge computing technologies mature, demand for embedded computing platforms equipped with high-performance NPUs – such as WoA (Windows on Arm) architectures and Snapdragon-based solutions – is surging, enabling generative AI to migrate from cloud to device. To address compute and connectivity gaps in mobile and decentralized environments, the integration of mobile/fixed 5G small cells with private-network capabilities and edge servers has become essential infrastructure supporting Edge AI and physical automation applications. The industry is rapidly evolving toward higher compute density, lower latency, and more intelligent on-site deployments.

According to the latest market statistics from Berg Insight and the U.S. FCC, driven by the NDAA and the Entity List restrictions, the designated adoption rate of non-China modules in key infrastructure projects across North America and Europe exceeded 70% in 2025. This indicates that the “Clean Network” initiative has expanded from the telecom core network to the IoT edge. Confronted with this rigid demand, the China-based supply chain is facing a severe trust crisis, creating substantial replacement opportunities for our company.

Unlike competitors that focus solely on hardware sales, our company leverages Taiwan’s trusted manufacturing foundation and system integration capabilities to provide differentiated modules built with TEE-based security protection, along with vertically integrated application solutions. Our strategic positioning – centered on “security, compliance, and heterogeneous integration” – enables us to avoid red-ocean price competition and become the preferred partner for telecom operators, smart factories, and public-utility customers in Europe and the United States seeking to build supply chains resilient to geopolitical risks.

(3) Infrastructure Solutions and Servers Market

The server industry is evolving rapidly, driven by technological innovation and shifting customer requirements. Growing adoption of cloud computing, artificial intelligence (AI), machine learning, and high-performance computing (HPC) has increased the demand for high-performance server systems. GPU-based servers have become central to modern data center infrastructure, offering significantly greater computing capabilities than traditional servers. To support increasingly complex AI workloads, servers now require higher power, larger memory capacity, faster interconnects, and more flexible architectures.

Energy efficiency and thermal management have become critical design considerations. The rising power density of GPU servers is approaching the limits of conventional air cooling, particularly in high-density environments. Advanced cooling technologies, including direct liquid cooling and immersion cooling, are increasingly being adopted to enhance heat dissipation, support higher rack density, and improve energy efficiency, representing key differentiators in next-generation server platforms.

Server offerings are also diversifying to meet varied deployment requirements. While hyperscale cloud providers favor large-scale, standardized platforms, enterprise and edge computing applications require more customized solutions. The demand for low latency, reliability, and efficient power management is driving the adoption of modular and scalable designs.

Competition in the server market remains intense, involving global original equipment manufacturers (OEMs), original design manufacturers (ODMs), and specialized solution providers. Vendors compete on product performance, cost, design flexibility, customization capability, and time-to-market. As architectures become more complex, strategic collaboration with chipset, GPU, and cooling technology suppliers is increasingly important for maintaining competitiveness and accelerating innovation.

The industry is also affected by supply chain challenges. Disruptions in critical components – including printed circuit boards, advanced substrates, L6 manufacturing processes, key semiconductors, and power components – have increased lead-time volatility and supply uncertainty. Companies are focusing on supply chain resilience through proactive material planning, close supplier coordination, and maintaining appropriate safety stock of critical components to

ensure continuity, respond to demand fluctuations, and mitigate operational risks.

Overall, the server industry is expected to remain highly competitive. Success depends on the ability to provide high-performance, energy-efficient solutions while managing supply chain complexities. Companies that integrate advanced computing technologies with robust supply chain strategies are expected to be well positioned to capture long-term growth opportunities.

(4) Automotive Electronics Product Market

Over the past year, the development of ADAS and autonomous driving products has shifted from technology demonstration toward mass production readiness and competitive differentiation. ADAS functions have gradually moved from premium vehicles into the mainstream market, becoming a key factor influencing vehicle safety ratings and consumer purchasing decisions. Autonomous driving strategies have become more pragmatic, with most automakers focusing on commercially viable Level 2 and Level 2+ systems that emphasize system stability and regulatory compliance.

From a competitive perspective, automakers increasingly regard ADAS as a core element of product differentiation and brand safety positioning. As a result, they continue to enhance sensor performance, multi-sensor data fusion, and software capabilities. At the same time, competition across the supply chain has intensified, accelerating the integration of sensing and computing platforms and driving cost optimization. Collectively, these trends position ADAS as one of the central battlegrounds in the evolving automotive industry.

(5) Smart Healthcare Product Market

Smart medical product development is characterized by three major trends: sensor maturation, AI enablement, and platformization with scenario expansion. Advances in biomedical sensors, MCUs, and biomaterials are transforming devices from standalone equipment into data-driven intelligent systems and fostering collaboration between startups and large electronics manufacturers. On the system side, the widespread adoption of high-level electronic medical records and hospital management systems, led by the U.S., sets global benchmarks, shifting competition toward solutions that assist clinical decision-making, improve efficiency, and enhance usability. Aging populations further drive demand for point-of-care and fixed-site care, requiring interoperability across devices with strong data security and privacy protection. International medical device giants hold advantages in

branding and distribution channels, while startups excel in speed; companies with manufacturing scale, system integration, and alliance-building capabilities can establish differentiated competitiveness.

4.1.3 Research and Development

1. Research and Development Expenses over the past year

Unit: TWD Thousands; %

Year	R&D expenses	Operating revenue	R&D expenses as a percentage of operating revenue
2025	20,171,647	757,513,030	2.7

2. New Products Developed

(1) Intellectual Property

The Company has established an intellectual property (IP) management plan aligned with its business objectives and implemented a comprehensive IP management system to enhance the protection of R&D outcome and strengthen overall competitiveness.

In terms of key measures, for patent management, the Company follows its patent management guidelines and utilizes an internal online system for applications, supported by review procedures and incentive mechanisms to ensure both the quantity and quality of patent filings. Patent map analysis is also used to guide R&D directions. For trade secret management, the Company implements employee training, information classification, access control, and confidentiality agreements, including undertakings signed by employees as well as non-disclosure agreements with customers and vendors, to safeguard confidential information. For trademark management, applications and registrations are conducted in major operating and sales regions in line with business development and market expansion plans. For copyright management, the Company establishes clear ownership of employee-created works and maintains internal records to ensure completeness and traceability.

In addition, the Company has established mechanisms to identify and manage IP-related risks, with the Legal Affairs Office overseeing potential infringement issues and formulating response strategies. The implementation status of the IP management plan is reported to the Board of Directors at least once annually. The 2025 implementation results were reported to the Board on March 27, 2026.

As of December 31, 2025, the Company had obtained 3,479 patents worldwide, with 178 new applications filed and 170 patents granted in 2025. The Company also held 238 registered trademarks globally (157 in Taiwan and 81 overseas), with 6 new applications filed (5 in Taiwan and 1 overseas) and 5 trademarks granted (all in Taiwan) in 2025, continuing to strengthen its technological capabilities and intangible asset value.

(2) Technology or Product

Year	New Products Developed
2025	<ul style="list-style-type: none"> • Mobile workstations integrating AI inference cards to enable on-device AI computing across professional use cases. • ARM-based Chromebooks are designed to meet the demands for durability, manageability, and cost efficiency in educational environments. • AIO PCs integrating wireless charging functionality into the base design to improve desktop usability and charging convenience. • Products designed to meet diverse market positioning have been launched and shipped, featuring lightweight and premium materials, stylish industrial design, and wireless charging. For outdoor users, offerings include offline maps, high-precision GPS, high-level water resistance, narrow-bezel design, and multiple customizable form factors, enabling versatile usage scenarios for smartwatches. • Continued development and mass production of LTE/NTN smartwatches, providing always-connected user experiences and supporting the service requirements of telecom operators. • Mass production of mid-range smartphones equipped with a Tensor G4 processor, 6.3" 120Hz Actua display, and 48MP main camera, emphasizing high cost-performance and powerful AI capabilities. • Bluetooth/Wi-Fi versions of smartwatches powered by the Qualcomm Snapdragon W5 Gen1 chipset and Cortex-M33 co-processor are being shipped. • Completed development of the Qualcomm SDX72 R17 LGA communication module. • Completed development of the Qualcomm SDX35 5G RedCap R17 M.2 communication module. • Completed development of the Mediatek T830 R17 LGA communication module. • Completed development of the Mediatek T700 R15 M.2 communication

	<p>module.</p> <ul style="list-style-type: none"> • Completed development of the Mediatek T700 R15 M.2 communication module. • Qualcomm SDX72 R17 LGA module obtained certification from Verizon, T-Mobile, and AT&T in North America. • Mediatek T830 R17 LGA module obtained certification from T-Mobile in North America. • Mediatek T700 R15 M.2 module obtained certification from Verizon, T-Mobile, and AT&T in North America. • Mediatek T700 R15 M.2 module has obtained certifications from Japan's three major telecom operators: Docomo, KDDI, and Softbank. • Mediatek T700 R15 M.2 module has obtained certification from Australia's Telstra telecom operator. • The Mediatek T300 5G ReCap R17 LCC NA SKU module has obtained certification from Verizon, a North American carrier. • Qualcomm SDX35 5G ReCap R17 LCC NA SKU module has obtained certifications from North America's three major telecom operators: Verizon, T-Mobile, and AT&T. • Mass production of 10.3-inch E-book Reader. • UniSOM (SMARC/OPS) Series Products – UniSOM-S01, UniSOM-P01, UniSOM-S02 – have entered mass production. • 5G-related Products: Fixed 5G Small Cell, Mobile 5G AI Network-in-a-Box, 5G CU-DU Split Server. • Launched quantum computing software services leveraging GPU-accelerated computing technologies, validated by authoritative institutions for addressing optimization challenges across multiple industries. • 4U MGX GPU Server – High-performance general purpose GPU server optimized for AI training and HPC workloads. • 7U MI350X AC GPU Server – Air-cooled GPU server delivering high-density and scalable computing performance. • 5U MI355X DLC GPU Server – Direct liquid cooling (DLC) solution enabling efficient thermal management for high-power AI workloads. • 2U4N DLC Multi-node Server – Supports both single-phase and two-phase DLC solutions, offering flexible, high-density deployment options. • Immersion Cooling 2U8GPU Server – Immersion cooling design for maximum energy efficiency and sustained high-performance GPU computing.
--	--

	<ul style="list-style-type: none"> • Far-infrared camera and imaging system, suitable for PAEB, L2 to L5 application scenarios. • CDAT(Classification, Distance, Action, Tracking) AI perception. • Optimization of BiPAP Ventilation Therapy Modes. • Continuous Ablation Mode for RFA System. • Coronary Angiography AI-assisted Lesion Detection System.
2026 Q1	<ul style="list-style-type: none"> • Edge Computing AI Box PCs designed for Edge AI, enabling localized LLM and AI applications. • x86-based gaming handheld devices extending the PC ecosystem for portable gaming use. • AIO PCs featuring innovative display ratios and AI-assisted applications to improve workflow efficiency and flexibility. • Smartwatch concept device equipped with health-data monitoring features. • Completed development of Qualcomm SDX85 R18 LGA module. • Completed development of Mediatek T900 R18 M.2 module. • Completed development of Mediatek MT8873 5G smart module. • Mediatek T900 R18 M.2 module obtained certifications from North American Verizon, T-Mobile, and AT&T. • Mediatek T300 5G ReCap R17 LCC NA SKU obtained certifications from North American T-Mobile and AT&T. • Adoption of next-generation SoC development and validation capabilities to enhance AI processing, imaging performance, and application execution efficiency, comprehensively strengthening product-platform competitiveness. • Automated testing capabilities for MTK RF Modem solutions. • Reinforced testing and mass production capabilities for Wi-Fi / Bluetooth wireless connectivity modules, while improving connection stability and power efficiency. • Mass production implementation of Qualcomm’s high-end ultrasonic fingerprint recognition module. • Enhanced display brightness, delivering improved sunlight readability suitable for high-brightness usage environments. • Front hole-punch camera design to increase screen-to-body ratio and provide a more immersive viewing experience. • Strengthened computational photography capabilities to meet diverse imaging requirements across various regions and markets. • Expanded diversified color-way design for external components to

	<p>enhance visual appeal and product differentiation.</p> <ul style="list-style-type: none"> • Large-capacity battery with practical endurance optimization. • HGX B300 GPU Server – Latest GPU server platform designed for advanced AI and HPC applications, supporting enhanced system-level performance and scalability. • 2026 CES: Demonstrated next-generation in-vehicle infrared technologies, emphasizing infrared + radar fusion perception platforms with AI computing. • Multi-functional Plasma Aesthetic Device.
--	---

1.1.4 Long-term and Short-term Development

1. Short-Term Business Development Plan

(1) Focus on AI Applications and Strengthen Core Product Competitiveness

In response to the continued expansion of AI applications, the Company is focusing on the development of AI PCs, AI servers, and differentiated products. By enhancing modular design and platform-based capabilities, the Company aims to increase the product's added value. At the same time, it continues to optimize operational and supply chain efficiency to ensure the stable supply of key materials and on-time delivery while improving capacity utilization and the gross margin structure.

(2) Deepen Existing Customer Relationships and Expand Product Collaboration

Maintaining long-term relationships with core customers remains a top priority. The Company continues to enhance service efficiency and technical support capabilities to assist customers in responding to market changes and driving growth. In parallel, it is introducing additional product lines and application scenarios to deepen collaboration with individual customers and expand its overall business scale.

(3) Actively Expand New Customers and Diversify Growth Drivers

The Company is proactively developing new customers and cross-industry collaboration opportunities. By strengthening customer management, responding swiftly to customer needs, and integrating internal resources, the Company seeks to diversify its product and customer portfolio while stabilizing its existing business foundation and expanding revenue growth momentum.

(4) Strengthen Supply Chain Resilience and Mass Production Execution

The Company continues to focus on project onboarding and mass production readiness for core customer programs. Efforts are being made to further enhance platform-based product development, regulatory certification and compliance, supply chain resilience, and automation capabilities. These initiatives aim to improve delivery efficiency, product quality stability, and overall gross margin performance, while optimizing global manufacturing deployment in response to geopolitical developments.

(5) Advance Key Automotive and Smart Healthcare Projects

In the automotive sector, PAEB is positioned as the primary target market, with long-term deployment toward L3–L5 autonomous driving. The Company is integrating far-infrared cameras with perception AI to meet regulatory requirements and accelerate mass production through OEM project collaboration. In the smart healthcare segment, the Company is focusing on the commercialization of existing products and platforms by first establishing track records in Taiwan and with existing customers, and then gradually expanding into overseas markets to increase revenue contribution and product visibility.

2. Long-Term Business Development Plan

(1) Build a High Value-Added Growth Structure Centered on Smart Manufacturing and Sustainability

Smart manufacturing and sustainability form the cornerstones of the Company's long-term strategy. By continuously strengthening R&D capabilities and control over key technologies, the Company is expanding into high-end, high value-added product lines. Through strategic alliances across the value chain and with partners from other industries, the Company aims to enhance supply chain integration and optimize cost structures, while expanding its global market presence to establish a resilient long-term competitive advantage.

(2) Strengthen Global Deployment and End-to-End Service Capabilities

Compal will continue to provide competitive product planning, R&D, manufacturing, and after-sales services, while expanding cross-product collaboration opportunities. Through its global manufacturing and delivery footprint, the Company supports customers in addressing market dynamics and regional deployment needs, further deepening partnerships and enhancing overall competitiveness.

(3) Develop Vertical Industry Solutions and Service-Oriented Revenue Models

With vertical industry solutions as a key development focus, the Company is advancing hardware–software integration and service-oriented business models. By expanding ecosystem partnerships and global market coverage, the Company aims to establish sustainable profit engines and reduce reliance on single products or markets.

(4) Build Scalable Long-Term Businesses and Ecosystems

By enhancing cross-product integration capabilities, deepening technical and market expertise, and strengthening long-term partnerships with strategic customers, Compal continues to build a competitive industry ecosystem. The Company is also progressively expanding into emerging markets and new product lines to enhance business resilience and global influence.

(5) Strengthen System-Level Competitiveness in AI Servers

The Company's long-term AI server strategy centers on system-level capabilities. Key initiatives include strengthening manufacturing and delivery deployment in North America and introducing AI-enabled smart manufacturing in the United States to address geopolitical developments and improve responsiveness to local customers. In parallel, the Company continues to expand critical engineering capabilities in system design, liquid cooling, high-density architectures, rack integration, and system validation to enhance overall solution competitiveness. By deepening strategic partnerships with NVIDIA, AMD, and Tier-1 customers, the Company is jointly developing next-generation AI server platforms. These efforts are supported by proactive material planning and secure inventory management of critical components to strengthen supply chain resilience, ensure operational stability, and maintain long-term growth momentum.

(6) Build a Second Growth Curve in Automotive Sensing and Smart Healthcare

In the automotive sector, the Company is making long-term investments in far-infrared sensing and perception AI, extending applications to commercial vehicles, specialty vehicles, and Robotaxi platforms. By integrating multi-sensor fusion and centralized computing architectures, the Company aims to establish differentiated platform advantages. In smart healthcare, the Company is building an AI-centered integrated ecosystem that combines cloud services, data analytics, IoT, and intelligent devices. By evolving from an equipment supplier to a solution provider, and through continuous R&D investment and potential mergers and acquisitions,

the Company seeks to create a high value-added second growth curve.

4.2 Market and Sales Overview

4.2.1 Market Analysis

1. 2025 Sales (Service) by Regions

Sales Regions	Percentage
Americas	44.9%
Europe	24.2%
Asia (Including Taiwan)	27.8%
Other Area	3.1%
Total	100.0%

2. Market Share

In the personal computer segment, according to IDC statistics, global notebook shipments are estimated to reach approximately 202 million units in 2025. The Company holds a significant share of global notebook shipments within the ODM market and has long ranked among the leading ODM suppliers worldwide. Leveraging its well-established R&D capabilities, stable mass production experience, globally distributed manufacturing footprint, and comprehensive supply chain integration, the Company continues to deepen its collaboration with major brand customers. At the same time, it is actively advancing the deployment of AI PCs and diversified application products to consolidate its existing market position and further enhance overall competitiveness.

In other business segments, the markets for smart devices and communication products are experiencing steady growth as artificial intelligence technologies continue to mature and application scenarios expand. The Company will continue to optimize product design and service models in line with end-market demand, gradually expanding its market presence.

In the server business, driven by the growth of cloud computing and AI applications, shipments of the Company's GPU servers have shown strong growth momentum since the fourth quarter of 2025. The Company is also strengthening its competitive position in the high-performance computing market through the continued deployment of air and liquid cooling solutions.

Automotive electronics and smart healthcare products are currently primarily positioned in project-based deployments or niche markets, with certain products still in the validation phase or at an early stage of growth. Market share is expected to gradually increase as mass production and customer adoption progress. In particular, within the smart healthcare segment, the Company’s “i-Care” long-term care information platform currently serves more than 3,000 home care service providers across Taiwan, with an estimated market share of approximately 70%, establishing a clear leading position in the long-term care information platform market.

3. Future Supply and Demand Situation and Growth of the Market

- **Global Shipment Growth Trends for Computers, Mobile Phones, Smart Wearables, Servers, and Automotive Electronics**

Product Category / (Thousand Units)	2024	2025	2026(F)	2027(F)	2028(F)
Notebook	190,624	202,715	200,091	203,233	207,235
(YoY)	3.0%	6.3%	-1.3%	1.6%	2.0%
Personal computer	263,338	280,665	274,064	276,292	280,361
(YoY)	1.2%	6.6%	-2.4%	0.8%	1.5%
Smart phone	1,236,277	1,254,633	1,243,768	1,280,594	1,300,516
(YoY)	6.2%	1.5%	-0.9%	3.0%	1.6%
Wearables	539,055	597,092	622,711	641,645	655,686
(YoY)	6.5%	10.8%	4.3%	3.0%	2.2%
Server	14,476	16,376	16,641	17,865	18,953
(YoY)	17.0%	13.1%	1.6%	7.4%	6.1%
Light Vehicles	89,594	92,926	92,589	94,099	94,712
YoY (Year-over-Year)	-1.0%	3.7%	-0.4%	1.6%	0.7%

Source: IDC, S&P Global Mobility, January 2026

(1) Personal Computer Business Group Market

In 2025, the global notebook market continued to grow, with shipments reaching 202 million units, driven by enterprise refresh demand and the increasing adoption of AI PCs across both commercial and consumer segments. The rapid integration of generative AI and AI-accelerated processors has enhanced performance and user experience. Looking ahead to 2026, AI application penetration is expected to

increase further; however, fluctuations in key component supply and persistent global economic and geopolitical uncertainties are likely to constrain overall demand growth.

(2) Smart Device Business Group Market

According to IDC data, smartphones and wearable devices are entering different stages of development. Smartphones have reached market maturity. Although the segment experienced a strong rebound in 2024, it is expected to face a slight decline in 2026 (–0.9%) due to innovation bottlenecks. Future growth will rely heavily on the widespread adoption of generative AI features and the increasing penetration of foldable phones, driving shipments to gradually recover and reach 1.3 billion units by 2028.

In contrast, wearable devices continue to demonstrate remarkable resilience and growth potential, making them the only product category to maintain positive year-over-year growth for five consecutive years. Supported by advancements in health monitoring technologies and the emergence of new product forms, such as smart rings, shipments are projected to climb steadily from 539 million units to 655 million units.

In summary, the smartphone market is shifting toward value retention and stock-based competition, while wearable devices – driven by essential health-related demand – have become the most stable and promising growth segment in the hardware industry.

(3) Infrastructure Solutions and Servers Market

IDC server shipments show a steady upward trend, increasing from 14,476 thousand units in 2024 to an estimated 18,953 thousand units by 2028. Shipments in 2024 and 2025 benefited from market recovery, with YoY growth rates of 17.0% and 13.1%, respectively. Although growth moderates in 2026, momentum is expected to pick up again from 2027, driven by new technologies and expanding applications.

(4) Automotive Electronics Product Market

According to S&P Global, global light vehicle production is projected to grow moderately, from approximately 92.6 million units in 2026 to 97.4 million units by 2030. Greater China, supported by a large domestic market, rapid electrification and smart vehicle adoption, and expanding export momentum, will remain the world's largest production base. The Rest of the World (ROW) is expected to serve as the primary growth engine, driven by emerging market demand, while Europe

and North America are projected to remain stable due to electrification policies and a higher mix of value-added vehicles.

(5) Smart Healthcare Product Market

Demand will continue rising due to aging populations, increasing chronic diseases, healthcare labor shortages, and digital transformation. On the supply side, the maturation of AI, sensors, cloud, and computing platforms accelerates development and lowers costs. Overall, demand growth is expected to outpace supply-side maturity, supporting long-term double-digit growth, especially in AI imaging, respiratory care, remote monitoring, and long-term care-related smart medical devices.

3. Competitive Advantage:

(1) System-Level Integration and Rapid Mass Production Capability:

Compal has long cultivated expertise in system architecture, hardware design, and software integration, possessing the engineering capabilities to rapidly bring new platforms and technologies into mass production. Its products span notebooks, gaming devices, all-in-one PCs, smart devices, and servers, enabling the Company to effectively meet customer requirements in terms of schedules and project complexity.

(2) Long-Term Strategic Partnerships with Key Technology Providers:

Compal maintains long-term partnerships with key international chip and platform suppliers. These collaborations support the joint development of new technologies, enable early product planning, and ensure on-time product launches with strong competitiveness.

(3) Comprehensive Supply Chain and Global Manufacturing Footprint:

As an ODM server and system manufacturer, Compal relies on a mature supply chain to ensure product quality, delivery reliability, and operational stability. In response to geopolitical developments and the requirements of Tier-1 cloud service providers, the Company continues to expand its global manufacturing footprint, including new capacities in the United States and Vietnam.

(4) One-Stop ODM + EMS Service Capability:

Compal leverages the combined strengths of ODM and EMS to provide one-stop solutions, from design and manufacturing to mass production. The Company has accumulated automotive-grade quality and project execution experience in

automotive electronics, communication modules, and next-generation sensor systems, thereby enhancing customer retention and scalable replication capabilities.

(5) Cross-Platform and Heterogeneous Integration Technology Advantage:

The Company possesses deep integration experience across key technologies, including AI, communications, imaging, acoustics, wireless, and new materials. Compal is able to provide heterogeneous integration solutions across networks and platforms, supporting the development of 5G + AIoT applications and next-generation smart devices.

(6) Differentiated Smart Healthcare Ecosystem:

In the smart healthcare sector, Compal combines its electronics manufacturing expertise with an understanding of medical environments and platform integration capabilities. By collaborating with hospitals, startups, and international partners, the Company accelerates the commercialization of AI medical devices and care platforms. Building on its long-term care platform, Compal is extending into respiratory therapy, AI imaging, and home care, forming a differentiated long-term growth strategy.

4. Future Opportunities, Threats, and Responsive Strategies:

(1) Favorable Factors

- **Global Supply Chain Restructuring and Multi-Regional Manufacturing Resilience:**
Geopolitical developments and regional market shifts have led brand customers to increasingly value ODM partners capable of cross-regional production and rapid deployment. Compal has established a diversified manufacturing footprint and integrated AI-enabled smart manufacturing, which help reduce supply risks, enhance operational resilience, and position the Company as a preferred partner amid global supply chain restructuring trends.
- **AI Penetration and Upgrade Demand Driving Product Enhancement:**
Ongoing replacement demand in both commercial and consumer markets, combined with accelerated AI adoption in PCs, smart devices, and systems, is driving product upgrades in specifications and value. Compal's strengths in system integration, platform deployment, and mass production experience enable it to capture next-generation product demand and deliver higher value-added solutions.
- **Strong R&D, Manufacturing, and Flexible Collaboration Capabilities:**

Compal's long-standing R&D expertise, mass production experience, and operational management capabilities make it a trusted ODM partner for leading international brands. Its flexible collaboration model, covering manufacturing, technical support, and capacity allocation, helps deepen customer relationships, stabilize order intake, and improve overall operational efficiency.

- **Growth Momentum from Cloud, AI, and Server Deployment:**

The continued growth of cloud computing, AI, machine learning, and HPC drives demand for GPU-accelerated, high-efficiency, and modular servers. Compal leverages advanced system architectures, next-generation cooling technologies, and strategic partnerships with chip and GPU suppliers to capture long-term growth opportunities in AI servers and data centers.

- **New Growth Curves in Automotive Electronics and Smart Healthcare:**

Automotive electronics are evolving toward electrification, intelligence, and software-defined vehicles, expanding the need for integrated ODM + EMS solutions. Meanwhile, aging populations and digital health trends are driving demand for smart healthcare and long-term care solutions. Leveraging its automotive-grade mass production, system integration capabilities, and proven long-term care platform, Compal is well positioned to expand into new growth areas such as in-vehicle applications, smart respiratory solutions, AI imaging, and home care services.

(2) Unfavorable Factors

- **Macroeconomic, Geopolitical, and Demand Uncertainties:**

Global economic recovery remains uncertain, and rising geopolitical risks have made corporate investment and consumer confidence relatively cautious. At the same time, AI investment priorities have shifted, leading to structural changes in IT budgets, which increase uncertainty in end-market demand and operational planning.

- **Core Component Cost and Supply Volatility Risks:**

Rising prices of critical components, such as memory, increase overall manufacturing costs. With intense market competition and pressure on end-product pricing, the ability to pass on costs is limited, which may put pressure on gross margins and profitability.

- **Complexity of Global Capacity Layout and Operations Management:**

In response to supply chain restructuring and customer requirements, overseas capacity expansion has accelerated. Multi-regional operations increase the difficulty of workforce training, supply chain integration, process standardization, and operational efficiency, posing challenges to organizational management and execution.

- **Server Industry Competition, Technical Barriers, and Thermal Challenges:**
The server market is highly competitive, putting pressure on pricing, differentiation, and time-to-market. Rapid technological evolution requires continued R&D investment, while the unstable supply of key components and high-power density create thermal management challenges, which may impact delivery schedules, gross margins, and customer deployment scale.
- **Long Development Cycles and Regulatory Risks in Automotive and Healthcare Markets:**
The automotive market is growing moderately, with long product development and validation cycles and stringent compliance requirements. Smart healthcare also faces strict regulations, lengthy implementation timelines, and increasing cybersecurity requirements, which may affect investment recovery and the speed of business expansion in the short term.

(3) Countermeasures

- **Strengthen Cross-Regional Manufacturing and Smart Operational Resilience:**
The Company continues to optimize cross-regional production allocation and operational scheduling to address geopolitical risks and cost fluctuations, ensuring stable supply and cost competitiveness for PCs and key products. Simultaneously, the comprehensive adoption of AI and smart manufacturing enhances production efficiency, quality consistency, and operational transparency, thereby strengthening overall operational resilience.
- **Enhance Quality Management and Manufacturing Efficiency:**
Through systematic quality improvement and production line optimization, the Company reduces manufacturing costs and stabilizes mass production performance, supporting profitability and delivery reliability in a highly competitive environment.
- **Promote Cross-Unit and Group Resource Integration:**
The Company actively establishes cross-unit collaboration mechanisms, integrating

manufacturing, technical, and management resources vertically. This accelerates experience replication and process implementation, shortens the learning curve for new sites and products, improves overall execution efficiency, and strengthens quality and cost control.

- **Enhance Supply Chain Resilience and Ecosystem Collaboration:**

The Company continues to strengthen supply chain resilience and enhance capabilities in critical processes and product certifications. By collaborating with ecosystem partners, it expands solution coverage and replicable shipment models, thereby mitigating the impact of supply fluctuations on operations.

- **Deepen High-Performance and Energy-Efficient Server Deployment:**

The Company focuses on high-performance, energy-efficient server platforms and advanced cooling solutions. Through proactive material planning, strategic supplier partnerships, and secure inventory management of key components, supply stability is enhanced. Modular and scalable designs enable rapid response to cloud, edge, and industrial application demands. Strategic cooperation with chip, GPU, and cooling suppliers accelerates product development and differentiation.

- **Strengthen ODM + EMS Services and Automotive Deployment:**

The Company continues to deepen integrated ODM and EMS services, enhancing design involvement and value-added offerings, while establishing long-term partnerships with Tier-1 suppliers and automakers. Focusing on high-growth-potential applications such as in-vehicle communications, sensors, and imaging, product diversification and Tier-1 positioning help mitigate market risks and strengthen competitive advantages.

- **Focus on Niche Smart Healthcare and Platform Development:**

The Company prioritizes niche smart medical devices and platform services, first establishing a track record in Taiwan before gradually expanding overseas. Collaborating with hospitals, startups, and international partners accelerates product validation and regulatory approval. Continuous investment in AI, hardware-software integration, and cybersecurity capabilities supports expansion into clear-demand markets such as long-term care and respiratory care, building a differentiated healthcare ecosystem.

4.2.2 Major Products, Their Main Uses, and Manufacturing Processes

1. Main product applications

Compal's product portfolio spans personal computing, smart communications, servers, automotive electronics, and smart healthcare, with broad applications in productivity, learning and creativity, entertainment experiences, as well as enterprise and industrial digital solutions.

In personal computing and smart terminals, products support diverse usage scenarios and gradually integrate AI capabilities into end devices to meet needs for local computing, intelligent applications, and system integration.

In smart communications and edge computing, Compal provides comprehensive solutions covering smart devices, wearables, 5G modules and terminals, small cells, private networks, and Edge AI systems, supporting real-time computing and low-latency connectivity in healthcare, smart factories, retail, and temporary deployment scenarios.

In the server segment, products include general purpose servers, GPU servers, and immersion-cooled GPU servers, serving enterprise IT, cloud service providers, AI training and inference, high-performance computing, and high-density data center applications.

In automotive electronics, Compal offers in-vehicle infotainment, communication, and advanced driver assistance systems, enhancing driving safety, convenience, and user experience.

In smart healthcare, products encompass smart ventilators, handheld ultrasound devices, AI-based medical imaging analysis, and long-term care platforms, supporting clinical diagnosis, treatment, and care management.

Overall, through hardware-software integration, AI, sensing, and cloud technologies, Compal delivers cross-domain and cross-industry system solutions, enabling customers' digital transformation and long-term application development.

2. Production Process of the Main Products

■ Notebooks



4.2.3 Supply Status of Main Materials

1. Sources of Supply for Major Raw Materials

Key Materials	Primary Supply Sources
CPU	Intel, AMD, Qualcomm, MediaTek
GPU	NVIDIA, AMD
Memory	Samsung, SK Hynix, Micron
Storage	Samsung, SK Hynix, Micron, Kioxia, Sandisk
Display	Innolux, AUO, Samsung, LG, BOE
Battery	Simplo, ATL, COSMX

2. Supply Status of Key Raw Materials

(1) Central Processing Units (CPU):

Competition in the AI PC market continues to intensify in 2026. Intel, AMD, Qualcomm, and MediaTek have all upgraded their products to enhance AI computing performance. NVIDIA is expected to launch laptop solutions in the second half of 2026, drawing increased market attention. Supply of high-end CPUs remains tight, with lead times continuing to lengthen.

(2) Graphics Processing Units (GPU):

For AI servers, supply and lead times are relatively stable for GPUs that are key products promoted by suppliers. However, certain products affected by export controls or capacity constraints still need to be obtained through suppliers' allocation mechanisms. Overall GPU supply continues to be driven by demand from AI and high-performance computing, with high-end products remaining in tight supply.

(3) Memory:

The three major memory manufacturers are gradually discontinuing DDR4 production and prioritizing capacity allocation for HBM to support AI server demand. As a result, the consumer DRAM supply has been significantly squeezed, with ongoing shortages and price increases. Cloud infrastructure demand is expected to remain strong in 2026, with HBM3e and HBM4 as key supply focuses for manufacturers. The supply-demand imbalance in consumer DRAM is expected to continue through 2027.

(4) Storage:

Since the fourth quarter of 2025, demand for AI infrastructure has grown rapidly. Memory manufacturers have prioritized production capacity for enterprise-grade and higher-margin NAND products, crowding out the supply of consumer SSDs and eMMC. The supply-demand imbalance has driven up SSD prices. In 2026, the market is expected to remain in a supply shortage with rising prices, and upward price momentum is likely to continue at least through the second half of the year.

(5) Display:

New-generation LCD production capacity continues to come online, and the panel market remains highly price competitive. In 2026, both Korean and Chinese manufacturers will begin mass production of new OLED panels, and OLED

quotations have already been adjusted downward. As OLED capacity expands and the price gap with LCD narrows, OLED penetration is expected to accelerate over the next two years.

(6) Battery:

With a maturing battery supply chain and vertical integration among cell manufacturers, consumer electronics batteries have long experienced price competition. However, since the fourth quarter of 2025, prices of key raw materials such as cobalt and lithium have risen simultaneously. Some cell manufacturers have reflected cost pressures in their pricing adjustments, and battery prices in 2026 will continue to be affected by raw material costs.

1.2.4 Major Suppliers and Clients

1. Major Suppliers in the Last Two Calendar Years

Unit: TWD Thousands

Party	2024				2025			
	Name	Amount	Percentage of 2024 net purchases (%)	Relationship with the issuer	Name	Amount	Percentage of 2025 net purchases (%)	Relationship with the issuer
1	Company E	293,642,001	35.37	N.A.	Company E	268,918,127	39.08	N.A.
2	Company J	121,685,313	14.66	N.A.	Company J	65,100,410	9.46	N.A.
	Others	414,899,266	49.97		Others	354,147,778	51.46	
	Net Purchase	830,226,580	100.00		Net Purchase	688,166,315	100.00	

• Causes of changes: No significant change to the major suppliers reported in the last two years.

2. Major Clients in the Last Two Calendar Years

Unit: TWD Thousands

Party	2024				2025			
	Name	Amount	Percentage of 2024 net sales (%)	Relationship with the issuer	Name	Amount	Percentage of 2025 net sales (%)	Relationship with the issuer
1	Company d	405,779,277	44.58	N.A.	Company d	367,527,909	48.52	N.A.
2	Company e	154,563,831	16.98	N.A.	Company e	87,776,323	11.59	N.A.
	Others	349,909,916	38.44		Others	302,208,798	39.89	
	Net sales	910,253,024	100.00		Net sales	757,513,030	100.00	

• Causes of changes: The decrease in sales to Customer d, e in the year of 2025 is mainly due to the decrease in shipments of the corresponding products which was caused by the impact of customer demand.

4.3 Human Resources

Year		December 31, 2024	December 31, 2025	March 31, 2026
Number of employees		43,216	39,756	38,603
Average age		32.44	31.86	32.93
Average years of service		4.64	4.58	5.03
Academic qualifications	Doctoral Degree	0.10%	0.11%	0.11%
	Master's degree	8.21%	8.35%	8.56%
	Bachelor's degree	34.01%	32.15%	32.69%
	High school/Below/others	57.68%	59.39%	58.64%

4.4 Environmental Protection Expenditure

1. Compal is an assembler of electronic products and produces no significant pollution

The Company operates as an information electronics assembly manufacturer and is not a high energy-consuming, water-intensive, or high-pollution industry. Therefore, the direct environmental impact of its operations is relatively limited. To fulfill its corporate social responsibility, the Company continues to implement energy-saving, carbon reduction, and environmental protection measures to minimize environmental impact.

In 2025, the Company did not incur any violations of environmental regulations. The Company will continue to monitor regulatory developments and respond in a timely manner to mitigate compliance risks:

Investment in Energy-Saving Equipment

In 2025, the Company continued to advance energy-saving investments across its sites, combining improvements in management mechanisms with upgrades to key equipment to progressively enhance overall energy efficiency.

In Vietnam, multiple energy-saving measures were completed in 2025, with a primary focus on strengthening energy management mechanisms, optimizing lighting systems, and introducing variable-frequency energy-efficient air-conditioning equipment. Total energy-saving investment expenditure for the year amounted to approximately NT\$ 14,158 thousand. These measures were completed and put into operation in 2025, forming an important foundation for overseas manufacturing sites to continuously reduce operational energy consumption and strengthen energy management capabilities.

At the Taipei R&D site an energy-saving chiller replacement project has been initiated, with an estimated investment of NT\$ 9,520 thousand. High-efficiency variable-frequency chillers have been introduced starting in 2025, and the replacement and acceptance process is planned for completion in 2026. Through the replacement of aging, high-energy-consumption equipment, the project is expected to further improve air-conditioning system efficiency and enhance energy performance and operational stability at office facilities.

Overall, the Company is building on the energy-saving investment achievements completed in 2025 and aligned with the planned replacement of key infrastructure replacement in 2026. Through a phased, site-specific energy investment strategy, the Company continues to advance energy management refinement, supporting its medium- to long-term carbon reduction and operational efficiency improvement objectives.

2. Compliance with EU RoHS directives

All products of the Company comply with the RoHS directive limits, and no product returns have occurred due to non-compliance.

- To manufacture environmentally friendly products and meet international regulations and customer requirements, the Company has established a hazardous substances management

system. This system incorporates regulatory and customer requirements into control measures, supported by risk-based component classification and incoming material inspection to strengthen manufacturing oversight and control.

- In response to the EU's 2025 amendments to the RoHS Directive and the phased expiration of lead-related exemptions, the Company has initiated impact assessments, including material usage reviews and evaluation of alternative solutions, to mitigate future compliance risks.
- To address changes in exemption requirements, the Company implements systematic management measures, including updating exemption status in the hazardous substances management system, integrating requirements into GP BOM management, and aligning green design specifications. Meanwhile, the Company is progressively introducing low-lead or lead-free alternative materials to enhance green product design capabilities.
- The Company also continues to monitor the EU's review progress on exemption renewal applications and manages material selection through R&D and procurement controls to ensure that new projects are not impacted and that products remain compliant with RoHS requirements throughout their lifecycle.

3. Responsive strategies and possible expenses

Looking ahead, the Company will continue to allocate expenditures related to environmental management in response to regulatory requirements and the transition toward net zero, while enhancing overall environmental performance.

Key areas of investment include energy efficiency improvements and process optimization, maintenance and upgrading of pollution control facilities, renewable energy usage and related certificate procurement, as well as the development and enhancement of environmental management systems and data monitoring platforms.

In addition, the Company will continue to allocate resources to regulatory compliance and environmental risk management, strengthening the ability of each site to monitor and respond to environmental regulations in a timely manner, thereby reducing potential compliance risks.

The Company will also continue to invest in environmental education and awareness programs for employees, and promote green procurement practices by prioritizing environmentally friendly and low-impact products.

Environmental expenditures are expected to be adjusted in line with business expansion, tightening regulations, and energy transition requirements, ensuring the effective implementation of the Company's sustainability commitments.

4.5 Labor Relations

1. Availability and execution of employee welfare, education, training, and retirement policies. Elaboration of the agreements between employers and employees, and protection of employee rights.

■ Employee welfare

The company provides various employee benefits at each factories, including on-site cafeterias, shuttle bus services, dormitories, and a range of indoor and outdoor sports facilities. In addition to all employees' statutory labor rights and to help them find a balance between work and personal life, both physical and mental, and to improve their vitality in the workplace, the Company has an Employee Benefits Committee, a Life Committee, and other groups responsible for promoting worker welfare. The employee health benefits and activities include a fitness center, a medical facility, periodic health checks, recreational team competitions, family activities, annual banquet, family day, travel, the arts, and leisure and all kinds. Group Life Insurance is covered by the Company and includes accident, medical, and cancer. Employee dependents may also join the scheme at a discounted rate, but at their own expense. We also have benefits such as scholarships for employees and their children. The Company actively supports the government in resolving the low birth rate crisis and childcare policy in Taiwan. Since 2011, we have provided generous maternity grants for employees and their spouses and children. By the end of 2025, the Company had provided TWD249.67 million in maternity allowances and bonuses. There were 52 counts of employees who took parenting leave, with the right to return to work, in 2025.

Specific measures and implementation results for preventing employees from obesity, hypertension, high blood sugar, and high blood lipids.

1. Health Risk Screening and Tiered Management:

Through annual health checkups and surveys, employees with potential health risks are identified and categorized into four groups based on their health condition - high/moderate cardiovascular risk, health management group, health abnormality group, and healthy group - with tailored health advice and follow-up management provided according to each tier.

2. Risk Reduction Measures:

The company organizes health seminars, wellness promotion activities, educational campaigns, and consultations with doctors to help employees better understand their health data and learn strategies for improvement.

3. Implementation Results:

(1) Following health guidance interventions, the number of employees who showed improvement in each health indicator is as follows:

- Obesity: 439 employees
- Hypertension: 171 employees
- High Blood Sugar: 122 employees
- High Blood Lipids: 383 employees

(2) In Taiwan, a self-initiated walking campaign was organized with 355 participants, encouraging employees to develop healthy lifestyle habits, promote physical and mental well-being, and enhance daily self-care. Participants aimed to achieve 8,000 steps per day. Post-event survey results showed that 97% were willing to continue the walking habit, and 84% reported a noticeable improvement in their daily lives.

■ Education and training

The Company set training credits and outlined the credit system according to the needs of each level. The Company also integrated all training records into an online learning platform to further assist the competent staff in keeping abreast of learning progress.

In 2025, 239 training sessions (both internal and external) were organized in Taiwan; The entire group, these courses delivered 1,119,000 hours of training and 238,000 persons enrolled. The total training expenses were TWD 32,053 thousand. The training courses included:

- Orientation: New hire seminars and Compal Employee Development Course were organized to help new hires better understand company culture, the current status of the industry, and Company strategy and vision.
- Language training: Basic to advanced English and Japanese courses that train employees to respond to customers and gives them a global vision through workspace situational training.
- Managerial skills Training: To establish a comprehensive blueprint of development level, strengthen core competency at all levels in such aspects as teamwork, issue analysis, innovative thinking, and soon conduct planning for company talent training at various stages.
- Professional training: Categorized new professional knowledge lectures, courses, and experience heritage job training to enhance employee expertise and technology and to enhance the Company's core competitiveness through systematic management.
- E-learning: Offers related courses in new hire requisites, IT, Six Sigma, language, management, Sustainable development, and occupational safety. The Company uses Internet learning and resource sharing to offer real-time learning. The effect is maximized with a complete learning and training mechanism that utilizes a comprehensive knowledge management system.

■ Retirement system

To arrange retirement for employees, the Company has issued labor retirement rules, which stipulate the conditions and standards for retirement, application, as well as operation of the labor Pension Preparation Fund based on law. A supervisory committee for the workers' retirement preparation fund has also been established. According to the Regulations for the Allocation and Management of the Pension Preparation Fund, we contribute and deposit labor pension preparation funds into a dedicated account at the Bank of Taiwan per month to protect employees' rights. In accordance with the Labor Pension Act, we have contributed a 6% pension into personal accounts for befitted employees. Also, for those who volunteered to contribute pension, the voluntary withholding rate was deducted from the employees' monthly wage to the

individual retirement account of the Labor Insurance Bureau since 1st July 2005.

■ **Employer-employee communications and the enforcement of worker rights**

The Company has always valued employer-employee relations and has communication channels available to facilitate two-way communication that allows the Company to respond to the thoughts and opinions of employees in a prompt manner. The Company not only has policies in place to protect employee rights, but also makes decisions in the best interests of its employees.

2. Personnel management

The Company has clear policies in place to manage human resources and to guide employee behavior. There are specific levels of approval authority and detailed rules to guide decisions concerning employee recruitment, promotion, appraisal, assignment, leave of absence, resignation, confidentiality agreements, reward and discipline. These policies and rules exist to eliminate subjective judgment and to create a fair, open, and systematic corporate culture.

3. Work environment

- Buildings are subjected to annual fire safety inspections and reports.
- Buildings, plants and equipment are inspected daily and maintained on a regular basis.
- The Company hires regular cleaning services to ensure the cleanliness of its work environment.

4. Employee safety

- Personnel entry and exit are controlled by a security system.
- Security personnel are stationed 24 hours a day to patrol plant premises and monitor the surveillance system.
- Lectures and rehearsals are organized annually to demonstrate proper responses to cases of emergency.

5. Actual or estimated losses arising as a result of employment disputes in the recent year up to the publication date of this annual report, and any responsive measures taken

- In the year 2025 and up to the date of publication of this annual report, the Company has not incurred any losses due to labor disputes.
- Future countermeasures and potential expenditures: None.

4.6 Information Security Management

1. Information security risk management framework

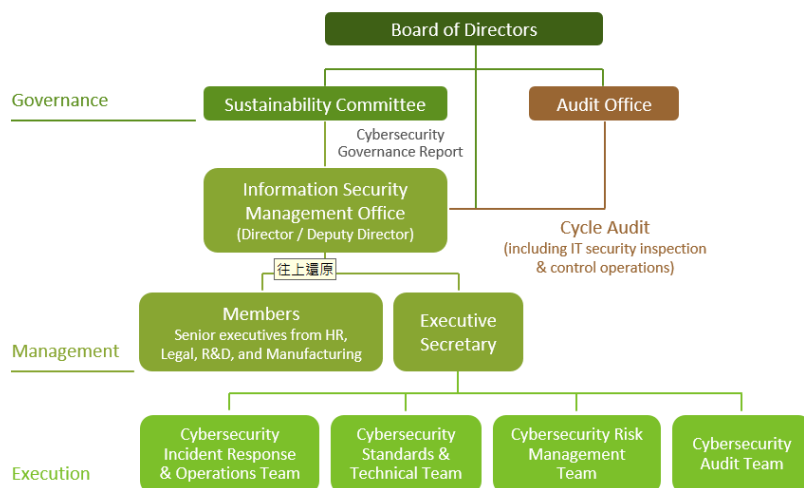
To safeguard operational information security and comply with national laws and regulatory requirements regarding information security controls, the Company coordinates and formulates its information security plans, policies, objectives, and resource allocation. An Information Security Management Office (ISMO) Charter has been established to govern related matters.

The ISMO is headed by one Director and one Deputy Director. The Director is a member of the Board of Directors, while the Deputy Director serves as the Chief Information Security Officer (CISO) appointed with Board approval. Several members are designated as required for management purposes, with department-level (or higher) executives serving as ex officio members. Under the ISMO, an Information Security Execution Team is established, composed of personnel assigned from the information security task force. This team is responsible for implementing, promoting, maintaining, auditing, and training related to information security. One member is appointed as the head of the Execution Team. The outcomes of information security meetings are reported to the Board of Directors annually.

The ISMO convenes information security management review meetings twice a year. Guided by information security policies as the highest governing principles, the Company aims to maintain its competitive advantage and protect valuable intellectual property, while ensuring that product operations and information systems are adequately secured. The Company also ensures the applicability, adequacy, and effectiveness of its Information Security Management System (ISMS), conducts risk assessments and risk management activities, determines acceptable risk levels, and coordinates various information security controls and procedures.

In addition, the Company promotes information security policies and objectives (including AI governance and privileged account management), advances information security education and training, and, in alignment with its corporate sustainability governance, reports information security governance KPIs and targets at sustainability meetings twice annually. These efforts demonstrate the Company’s commitment to addressing sustainability goals and aligning with global sustainability trends.

Information Security Risk Management Framework Diagram:



2. Information security policy

The Information Security Management Organization is one of the Company's ten key functional groups under its sustainability development framework. Externally, it articulates the Company's policies and positions; internally, it defines objectives and strategic directions, integrates resources, and reviews action plans to ensure fairness in decision-making and long-term stability. It also oversees the effectiveness of information security initiatives and reports regularly to the Board of Directors.

The Company has established stakeholder communication mechanisms to proactively respond to expectations and feedback from various parties. By leveraging its core information security capabilities and aligning them with corporate objectives, the Company enhances information security awareness and technical competencies, integrates its Information Security Management System (ISMS), and establishes and maintains institutionalized and systematic management mechanisms. Continuous monitoring and review are conducted to ensure the effective implementation of information security management and business continuity.

To achieve its information security strategy of "ensuring business continuity and enhancing customer satisfaction," the Company has established an Information Security Management System, clearly defining roles and responsibilities in information security. All employees and contracted outsourcing vendors are required to participate. The Company identifies its information assets, conducts comprehensive information security risk assessments, complies with applicable laws and regulations, meets customer security requirements, and carefully evaluates overall information security risks and acceptance criteria.

In response to the evolving digital environment and rapid technological advancements, the Company strengthens its digital resilience by adopting a proactive defense approach. It implements information security controls across identification, protection, detection, response, and recovery to safeguard the confidentiality, integrity, and availability of critical information assets. Through management reviews and performance evaluations, the Company continuously improves and maintains the effectiveness of its ISMS, aiming to earn customer trust, fulfill commitments to shareholders, and achieve sustainable business operations.

3. Policies and Regulations for the Protection of Personal Data and Privacy

Compal has established the "Compal Group – Policies and Regulations for the Protection of Personal Data and Privacy," which clearly stipulate that employees must comply with and safeguard various aspects of personal data processing, including processing procedures, scope of application, corrective measures, and disciplinary actions.

The Company adopts a zero-tolerance policy toward privacy protection. With respect to the use of personal data, Compal will not collect any personal information without the explicit consent of the individual concerned.

4. Information security specific management plan

The Company measures six key information security objectives on a monthly basis to monitor the effectiveness of information security management controls:

- (1) Prevent malicious disruption of information services.
 - (2) Ensure the protection and preservation of critical data.
 - (3) Enhance information security awareness.
 - (4) Satisfy employees' needs for information services, including data transmission, execution of electronic workflows, and data storage.
 - (5) Require suppliers to implement adequate information security measures.
 - (6) Comply with legal and contractual requirements, including preventing violations of intellectual property laws and breaches of confidentiality agreements by employees.
- Internal and external issues related to the Information Security Management System (ISMS) are identified every six months, and the needs and expectations of stakeholders regarding the ISMS (including customer information security requirements) are reviewed and confirmed.
 - Backup restoration tests for critical systems are conducted every six months, and annual Business Continuity Plan (BCP) recovery drills for core operations are performed to ensure the effectiveness of the BCP and compliance with system recovery objectives.
 - Information security incident response drills are conducted annually to ensure the Company can promptly isolate incidents, eliminate threats, and minimize the scope and impact of such events.
 - To enhance employees' information security awareness, the Company conducts social engineering exercises and awareness campaigns on a quarterly basis, along with annual training programs.
 - Network and system vulnerability management is performed through regular vulnerability scanning, and annual penetration testing is conducted by an independent third-party professional organization to verify the effectiveness of information security controls.
 - Internal and external audits are conducted regularly, with continuous improvements implemented accordingly.
 - Risk assessments are conducted periodically. Based on asset value and business processes, risks are evaluated, and appropriate risk treatment measures are implemented for identified high-risk items.

5. Information security management resources

■ ISO27001 Information security management and audit mechanism

To safeguard the Company's and customers' confidential information, the Company was among the first in its industry to obtain BS7799 certification in 2005. The Company conducts two internal audits and two external audits by independent third-party organizations annually, and undergoes recertification audits by external third parties every three years. It has successively passed ISO 27001:2005, ISO 27001:2013, and ISO 27001:2022 certifications in 2008, 2015, and 2023,

respectively, and continues to maintain valid certification. The current certificate is valid until April 19, 2029.

■ Enhance network security

Compal continues to strengthen information security control requirements, enhance the Company's password policy, and establish a weak password database to prevent employees from using weak passwords. Strengthen the Company's account identity authentication mechanism and implement two-factor authentication to enhance the security of remote login to internal resources and prevent unauthorized users from accessing company resources or customer information. Establishment of MDR threat detection, anomaly analysis and event response to protect against information security threats. Access to sensitive information is controlled by account permissions. The login password shall be regularly changed in accordance with the Company's password policy. Continue to examine the Company's network security plan and ensure the compliance of all devices connected to the corporate network. Compal started the third-party cybersecurity network assessment in 2020. According to the Security Scorecard industry and scale classification scoring information, the average score for the 2025 assessment was 96 points, higher than the average score for manufacturing companies worldwide.

Internal audit practices incorporate the NIST Cybersecurity Framework (NIST CSF), ISO 27001, and TISAX standards, while external third-party audits are conducted in accordance with ISO 27001 standards and customer-specific information security requirements, ensuring the continued validity of ISO 27001 certification. The scope of certification covers R&D of notebook computers, all-in-one (AIO) computers, automotive electronics, servers, and mobile devices, as well as the Corporate IT Division, the Smart Device Business Group IT Division, and IT departments at five manufacturing sites in Kunshan and Vietnam. In 2024, the Company also achieved TISAX Assessment Level 3 (AL3) certification for automotive information security, enhancing customer trust and strengthening data protection capabilities.

■ Strengthening Network Security

The Company has conducted third-party cybersecurity assessments since 2020. According to the 2025 evaluation results by Security Scorecard, the Company achieved an average score of 96, exceeding the global manufacturing industry average. Security Scorecard's proprietary security rating technology aligns with multiple cybersecurity frameworks, such as NIST CSF 2.0 and ISO 27001, ensuring compliance. Its continuous, non-intrusive data collection enables real-time alert notifications. The platform is widely used for enterprise risk management, third-party risk management, board reporting, due diligence, cyber insurance underwriting, and regulatory oversight. The Company utilizes this mechanism to maintain an "A" rating (above 90 points) and continuously adjusts its control measures to sustain a high level of protection.

The Company has strengthened information security control requirements by implementing multi-layer access control systems in its facilities, including facial recognition and access card

authentication. Environmental monitoring systems and proactive alert mechanisms have been deployed to ensure the stability of data center environments.

The Company has enhanced its password policy and established a weak password database to prevent the use of insecure passwords. Privileged Access Management (PAM) has been implemented to prevent abnormal privileged operations. Identity authentication mechanisms have been strengthened through the adoption of multi-factor authentication (MFA) and device compliance verification to enhance the security of remote access to internal resources and prevent unauthorized access to Company resources or customer information.

Additionally, threat detection and defense systems, including MDR (EDR + NDR), Next-Generation Firewalls (NGFW), and Web Application Firewalls (WAF), have been deployed to support anomaly analysis and incident response against cybersecurity threats. Access to sensitive data is controlled based on account privileges, and login passwords are regularly updated in accordance with Company policy. The Company continuously reviews its network security planning and enforces compliance requirements for all devices connected to its network.

■ Enhancing Employee Information Security Aware

The Company provides e-learning courses and conducts quarterly social engineering exercises that simulate phishing attacks to assess employees' information security awareness. These efforts are supplemented by daily login awareness messages, quarterly email campaigns, and training programs to enhance overall awareness. To reinforce information security practices, new employees are required to complete information security training courses, and existing employees must undergo annual refresher training. Training content includes the Company's information security policies and management regulations. Post-training evaluations are conducted to assess effectiveness, and records are maintained. Information security personnel participate in cybersecurity intelligence and technical seminars to stay informed of the latest trends and threat intelligence. Within the information security team, five members have obtained ISO 27001 Lead Auditor certification, and one member holds the CISSP certification. In addition to responding to customer and independent third-party audits, the team also conducts internal audits to ensure the effective implementation of information security management practices.

In 2025, members of the information security team obtained ISO/IEC 42001:2023 Artificial Intelligence Management System (AIMS) Lead Auditor transition training certification, supporting the secure implementation and governance of AI within the Company.

6. Losses, possible impacts and responses of major information security incidents

The widespread use of computers and the rapid development of the Internet have significantly changed the way users store and share information. In response, the Company has established an

Information Security Incident Reporting and Management Procedure, which includes incident impact determination, damage assessment, and reporting processes.

Incidents can be reported via the dedicated hotline at +886-2-8797-8588 ext. 14385, and follow-up actions are handled by the Information Security Execution Team in accordance with established procedures.

Through the collective efforts of all employees, the Company had no substantiated complaints in 2025 regarding violations of customer privacy or loss of customer data.

In response to the “Cybersecurity Governance Guidelines for TWSE/TPEX Listed Companies” issued by the government, the Company applied for and became a member of the Taiwan Computer Emergency Response Team / Coordination Center (TWCERT/CC) in 2022. Through this membership, the Company obtains cybersecurity early warning intelligence, as well as information on threats and vulnerabilities.

This enhances the Company’s capabilities in incident reporting and response, strengthens its ability to monitor the cybersecurity landscape, and improves correlation analysis and intelligence sharing. The Company has also implemented a threat intelligence management framework covering strategic, tactical, and operational levels.

4.7 Important Contracts

Agreement	Counterparty	Period	Major Contents	Restrictions
Patent licensing agreement	Phoenix Technologies Ltd.	Since 2010.1.1 Auto-renewed upon expiry	1. Tool Licenses 2. Source Code licenses 3. Maintenance	None
Patent licensing agreement	Qualcomm Inc.	5 years starting from 2020 3Q; upon the expiration of the term, if the covered products continue to be sold, the Agreement will automatically be renewed for 5 years	In accordance with the patent licensing agreement signed by and between the Company and Qualcomm, Qualcomm has granted to the Company a license to manufacture and sell mobile communication devices involving 3G, 4G, and 5G SEPs.	None
Trading and manufacturing agreement	Dell Products L.P.	Since 1997.06.26 Auto-renewed upon expiry	Under this agreement, the buyer will procure computer products developed and manufactured by the seller, while the seller will grant the buyer proper licenses to use the products and provide after-sales technical services.	None
Trading and manufacturing agreement	Acer Inc.	Since 2001.10.01 Yearly Auto-renewed upon expiry	Under this agreement, the buyer will procure computer products developed and manufactured by the seller, along with after-sales technical services provided by the seller.	None

V. Review of Financial Conditions, Financial Performance, and Risk Management

5.1 Analysis of Financial Status

5.1.1 Comparative analysis table of financial condition

Unit: NT\$ Thousands

Items	Year		Difference	
	2025	2024	Amount	%
Current Assets	360,805,145	379,521,641	(18,716,496)	(4.93)
Investments Accounted for Using the Equity Method	7,303,258	7,344,492	(41,234)	(0.56)
Property, Plant and Equipment	31,659,201	31,103,899	555,302	1.79
Other Assets	39,139,673	45,571,675	(6,432,002)	(14.11)
Total Assets	438,907,277	463,541,707	(24,634,430)	(5.31)
Current Liabilities	268,621,676	283,052,147	(14,430,471)	(5.10)
Non-current Liabilities	22,608,693	24,023,778	(1,415,085)	(5.89)
Total Liabilities	291,230,369	307,075,925	(15,845,556)	(5.16)
Ordinary Shares	44,071,466	44,071,466	-	-
Capital Surplus	3,681,169	3,472,941	208,228	6.00
Retained Earnings	78,307,765	78,213,219	94,546	0.12
Other Equity Interests	6,628,737	17,588,331	(10,959,594)	(62.31)
Treasury Stock	(881,247)	(881,247)	-	-
Non-controlling Equity	15,869,018	14,001,072	1,867,946	13.34
Total Equity	147,676,908	156,465,782	(8,788,874)	(4.93)

Note: Analysis of variations exceeding 20% and amounting to more than NT\$ 10 million:

- Decrease in Other Equity: Primarily attributable to an increase in unrealized losses on financial assets measured at fair value through other comprehensive income (FVOCI), and an increase in exchange losses arising from the translation of foreign operations.

■Effect of changes on the Company's financial position in the past two years and future response actions:

Judging from the aforementioned causes, the effects of changes on the Company's financial position in the last two years are normal outcomes of operating activities.

5.2 Analysis of Financial Performance

5.2.1 Financial performance comparative analysis table

Unit: NT\$ Thousands

Items	Year	2025	2024	Difference	
				Amount	%
Net Sales		757,513,030	910,253,024	(152,739,994)	(16.78)
Cost of Sales		714,766,359	864,881,775	(150,115,416)	(17.36)
Gross Profit		42,746,671	45,371,249	(2,624,578)	(5.78)
Operating Expenses		32,110,221	30,529,211	1,581,010	5.18
Operating Income		10,636,450	14,842,038	(4,205,588)	(28.34)
Non-operating Income and Expenses		(188,113)	506,150	(694,263)	(137.17)
Profit Before Tax		10,448,337	15,348,188	(4,899,851)	(31.92)
Less: Income Tax Expense		2,547,854	3,653,527	(1,105,673)	(30.26)
Net Profit (loss)		7,900,483	11,694,661	(3,794,178)	(32.44)
Other Comprehensive Income		(10,772,172)	18,178,524	(28,950,696)	(159.26)
(after tax net amount)		(2,871,689)	29,873,185	(32,744,874)	(109.61)

Note: Analysis of variations exceeding 20%:

- Decrease in Operating Income: Primarily attributable to a decline in operating revenue.
- Decrease in Non-operating Income and Expenses: Mainly due to increased fair value losses on financial assets and financial liabilities measured at fair value through profit or loss (FVTPL).
- Decrease in Net Income Before Tax, Income Tax Expense, and Net Profit for the Period: Primarily attributable to the decrease in operating profit for the current period.
- Decrease in Other Comprehensive Income and Total Comprehensive Income for the Period: Mainly due to increased fair value losses on equity instruments measured at fair value through other comprehensive income (FVOCI), and increased exchange losses arising from the translation of foreign operations' financial statements.

5.3 Analysis of Cash Flow

5.3.1 Cash Flow Analysis for 2025

Unit: NT\$ Thousands

Cash and Cash Equivalents, Beginning of Year	Net Cash Flow from Operating Activities	Other Cash Inflow (Outflow)	Cash Surplus (Deficit)	Financing of Cash Deficit	
				Investment Plans	Financing Plans
78,947,882	29,772,753	(25,430,289)	83,290,346	-	-

Note:

- Other Cash Inflow (Outflow) includes the cash flow in investing activities, financing activities, and foreign exchange impacts.
- Analysis of the change in 2025 cash flows:
 - Net cash inflow in operating activities: Primarily arising from decreases in operating-related accounts, including notes receivable, accounts receivable, and other receivables.
 - Net cash outflow in investing activities: Mainly due to acquisitions of property, plant and equipment, various financial assets, and equity-method investments.
 - Net outflow of financing activities: Mainly due to repayments of short-term and long-term borrowings and the distribution of cash dividends during the current period.
- Financing of cash deficits and liquidity analysis: There is no cash deficit situation.

5.3.2 Cash Flow Analysis for the Coming Year

The Company engages in prudent planning and aims to maintain stable cash liquidity, ensuring that the cash balance at the beginning of the year plus net cash inflows from operating activities are adequate to meet the Company's investing and financing needs.

5.4 Major Capital Expenditures in the Last Year

5.4.1 Major Capital Expenditures and Sources of Capital

Unit: TWD Thousands

Project	Actual or Planned Source of Capital	Actual or Planned Date of Completion	Total Capital	Actual or Expected Capital Expenditure
				2025
Acquisition of property, plant and equipment	Cash flow generated from operations and loans	2025	8,149,636	8,149,636

5.4.2 Expected Benefits

The Company's major capital expenditure is invested to meet the needs of business growth and capacity expansion. Meanwhile, the Company aims to increase automation equipment to enhance production efficiency and achieve the goal of smart manufacturing, which will build the Company's long-term competitiveness.

5.5 Investment Policy in the Last Year, Main Causes for Profits or Losses, Improvement Plans and Investment Plans for the Coming Year

5.5.1 Equity Investment Policy

In response to rapidly evolving global tariff policies, intensifying industry competition, accelerating technological advancements, and shifts in market demand, the Company continues to advance its business transformation toward higher-margin and higher-growth business models. Our investment resources are aligned with the strategic objective of “transitioning to high-margin and high-growth businesses,” with a focused allocation to five core development areas: artificial intelligence (AI) applications, AI servers, automotive electronics, advanced communications, and medical technologies. Over the coming year, AI will serve as the central pillar of our investment strategy, accelerating business deployment and scaled transformation.

5.5.2 Main Reasons for Profits or Losses and Improvement Plans

In 2025, the Group recognized a loss of approximately NT\$529 million in investments accounted for under the equity method. This was mainly due to poor market conditions in the industries of some investees or to the fact that those businesses were still in the product development phase and had not yet expanded.

5.5.3 Investment Plans for 2026

The Company adopts a long-term, strategic approach to investments, carefully evaluating each target’s industry outlook, technological capabilities, financial condition, and potential strategic synergies with the Group, with due consideration for sustainable operations and long-term growth. Investment approaches include equity investments, joint ventures, strategic alliances, mergers and acquisitions, and technology collaborations. Through robust internal control mechanisms, the Company strengthens oversight and governance of its subsidiaries and invested entities to ensure transparency, operational soundness, and financial integrity. While closely monitoring global industry trends, the Company will dynamically adjust resource allocation and strengthen the Group’s capabilities under prudent risk assessment to enhance global competitiveness, improve investment returns, accelerate investment payback, and ultimately realize its transformation vision of high margins and high growth, thereby creating long-term value for shareholders.

5.6 Analysis of Risk Management

5.6.1 Effects of Changes in Interest Rates, Foreign Exchange Rates, and Inflation on Corporate Finance, and Future Response Measures

Unit: NT\$ Thousands; %

Items	2025
Net interest revenue and expense	338,394
Foreign currency exchange losses, net	(278,689)

Regarding interest rates and inflation, the Company will monitor changes closely and strive for the most favorable loan rate. We will use idle funds in low-risk bank deposits and money market funds to reduce the impact of changes in interest rates and inflation on the company.

The Company is export-oriented. Sales and purchases are primarily conducted in USD. Exchange rate fluctuations have a significant impact on the Company’s annual profit and loss. To minimize the impact on operating results, the Company mainly relies on natural hedging and also utilizes forward foreign exchange

contracts and currency swap agreements to reduce exchange rate risk to the lowest possible level. In the future, the quotation strategy will be adjusted promptly depending on fluctuations in the exchange rate. The financial department collects and evaluates relevant information and trends in the foreign currency market, accommodates funding needs, and conducts foreign currency exchange transactions promptly to reduce risk.

5.6.2 Policies, Main Causes of Profits or Losses, and Future Response Measures with Respect to High-risk, High-leveraged Investments, Lending or Endorsement Guarantees, and Derivatives Transactions

1. The Company does not make high-risk, high-leverage investments.
2. The Company only offers financing to its related parties, mainly providing short-term financing for their operating needs.
3. The Company is engaged in endorsement and guarantee activities, which are only provided by the parent company to its subsidiaries, and are handled in accordance with the Endorsement and Guarantee Procedures.
4. For assets and liabilities denominated in foreign currencies, the Company adopts natural hedging as a principle. The net position after offsetting assets and liabilities is fully hedged through forward foreign exchange contracts and foreign exchange swaps, solely for hedging purposes.
5. In addition to prudent evaluation and control of the execution of related policies, the Company also relies on regulations such as “Guidelines for Handling Acquisition and Disposal of Assets,” “Endorsement and Guarantee Procedures,” “Third Party Lending Procedures,” and “Procedures for the Handling of Derivatives Trading.”

5.6.3 Future Research and Development Projects and Corresponding Budget

The Company continues to closely monitor technological developments and market trends, with a focus on innovation and enhancement of its existing products. Given the highly competitive nature of the ICT industry and the increasingly shortened product development cycles, a well-staffed R&D team with strong expertise and experience remains a key factor in maintaining the Company’s competitive advantage and fostering long term partnerships with customers. In parallel, the Company continues to allocate R&D resources to emerging business areas, including AI transformation, cloud server solutions, and automotive electronics products, in support of its long term business development. The Company estimates its R&D expenses for 2026 to be approximately over NT\$21.5 billion.

5.6.4 Effects of and Response to Changes in Policies and Regulations Relating to Corporate Finance and Sales

The Company’s management team closely monitors any policy changes and legal updates that may impact the company’s operations. In response to significant domestic and international policy and legal changes in 2025, the Company has taken appropriate measures. Additionally, the Company has closely monitored and analyzed the impact of U.S. trade restrictions on corporate tax expenses. These policy and regulatory changes have not caused any significant impact on the Company’s financial operations.

5.6.5 Effects of and Response to Changes in Technology (including information security risks) and the Industry Relating to Corporate Finance and Sales

1. Information Security Policy

The Company has established an Information Security Management System (ISMS) to support the strategic objectives of ensuring business continuity and enhancing customer satisfaction. The ISMS defines information security competencies and responsibilities and requires the participation of all employees and contracted service providers. The Company conducts information asset identification, implements comprehensive risk assessments, complies with applicable laws and regulations, meets customer security requirements, and establishes clear criteria for risk acceptance. In response to the fast evolving digital environment and emerging technologies, the Company continues to enhance its digital resilience and adopts a proactive defense approach. Security controls covering identification, protection, detection, response, and recovery are implemented to ensure the confidentiality, integrity, and availability of critical information assets. Through management reviews and performance evaluations, the Company maintains and continuously improves the effectiveness of the ISMS, thereby strengthening customer trust, fulfilling commitments to shareholders, and supporting sustainable corporate development.

2. Continuous Improvement of Information Security Management

The Company maintains ISO 27001 certification and continuously enhances its information security operations to ensure effectiveness. Six major information security objectives are monitored on a monthly basis, and the effectiveness of security management controls is regularly reviewed. Internal and external audits are conducted periodically to evaluate the overall management system and ensure its proper operation. To enhance employee information security awareness, the Company conducts quarterly social engineering drills and security awareness programs, along with annual education and training. Regular vulnerability scans and backup and recovery tests for critical systems are performed. Annual incident response exercises are also conducted to ensure the rapid isolation and mitigation of threats, thereby minimizing the scope and impact of potential security incidents.

3. Information Security Risk Assessment

The Company conducts periodic risk assessments based on asset value and business processes, and implements corresponding risk treatment measures for identified risks. Internal and external issues related to the information security management framework are identified, and stakeholder requirements – including customer security expectations – are evaluated to ensure alignment with operational and compliance needs.

4. Impact and Response Measures for Major Information Security Incidents

No major information security incidents occurred during the reporting year. In response to rapid environmental changes and increasingly sophisticated cyberattack techniques, the Company continues to strengthen its cybersecurity governance capabilities, closely monitor the latest threat intelligence and related technological developments, and adjust its defensive architecture and management measures as appropriate. By continuously improving cybersecurity resilience and protection effectiveness, the Company is able to reduce the potential impact of emerging cyber threats on operations and ensure the stability, security, and continuity of critical information services.

5.6.6 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures

The Company has long upheld its core business philosophy of “Innovation, Harmony, and Transcendence,” together with a culture of integrity, and has been deeply rooted in the ICT industry for many years. With a mission to serve as a world class professional design and manufacturing service provider, the Company's corporate image has continued to evolve alongside its operating scale and strategic development. In recent years, the Company has transformed from a traditional contract manufacturer into a solution provider integrating AI driven innovation and sustainable technology development. While pursuing business growth, the Company has strengthened corporate governance and fulfilled its corporate social responsibilities, establishing a highly trusted corporate image with strong international visibility. In response to these changes, the Company regularly reviews its external environment, operating models, and management systems, continuously enhances its risk management framework, proactively identifies potential crisis factors, and formulates concrete and effective response measures.

Over the years, the Company has been repeatedly recognized by Forbes Global 2000, Commonwealth Magazine, Taiwan Top 2000 Manufacturing Companies, and Taiwan's Top 100 Sustainable Benchmark Enterprises, while its product designs have received numerous international awards. In 2025, the Company advanced into the top 10 of the iF Global Corporate Innovation Ranking, reflecting broad recognition of its corporate image transformation. During the same year, the Company did not experience any corporate crises with a material operational impact arising from changes in its corporate image, demonstrating that its crisis management and response measures have effectively supported its transformation and sustainable development objectives.

5.6.7 Expected Benefits from, Risks Relating to, and Response to Merger and Acquisition Plans

Although the Company has not undertaken any major mergers or acquisitions in recent years, it will continue to actively evaluate opportunities for mergers, acquisitions, joint ventures, and technology collaborations to accelerate its expansion into high-margin and high-growth sectors. Strategic focus areas include AI applications, AI servers, automotive electronics, advanced communications, and medical technologies. Through strategic integration, the Company aims to consolidate industry resources, strengthen key technologies, enhance operational efficiency, and improve overall competitiveness, thereby driving profitability growth and delivering positive returns to shareholders. To address potential risks, the Company will engage professional firms to conduct comprehensive due diligence and implement structured post-investment management and integration mechanisms. In doing so, the Company is able to mitigate risks related to integration execution, talent retention, and market dynamics.

5.6.8 Expected Benefits from, Risks Relating to, and Response to Factory Expansion Plans:

To align with the evolution of the industrial structure and technological development trends, while maintaining a solid foundation in existing business operations, the Company is further focusing on high-value business and emerging industry development by allocating resources to leading areas such as the AI industry chain. At Compal, we continue to improve and expand our global operational footprint through factory

expansions and optimization of production capacity allocation, enhancing supply chain flexibility and resilience to support medium- to long-term growth momentum.

However, due to international trade conditions and geopolitical factors, the stability of cross-regional operational coordination and the investment timeline remain uncertain. At the same time, differences in legal regulations, operating conditions, and market maturity across different regions/markets may increase the complexity of plant construction and mass production. Moreover, cross-regional manpower allocation, recruitment, and personnel secondment arrangements may also put pressure on implementation.

To mitigate such risks, the Company will adopt a phased plant expansion and a flexible investment strategy, and will continue to promote a supply chain diversification strategy to reduce dependence on a single region. At the same time, through improvements in localization management and talent cultivation, as well as a rolling review of changes in regulations and operating conditions, we will ensure that the construction process meets the overall operation plan.

5.6.9 Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration:

The Company seeks to mitigate risks associated with customer or supplier concentration through a diversified business portfolio, which reduces reliance on any single business or market. The Company's principal customers consist primarily of established and reputable enterprises in both domestic and international markets, which is intended to limit operational risks arising from customer concentration. With respect to procurement, the Company manages its sourcing activities in response to market supply and demand conditions, customer requirements, and global supply chain configurations. The Company maintains supplier management processes designed to support supply continuity and manage procurement related risks. Overall, based on the assessment, the Company's supplier and customer concentration levels are not materially different from those of industry peers and are not considered excessive.

5.6.10 Effects of, Risks Relating to, and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%: None

5.6.11 Effects of, Risks Relating to, and Response to the Changes in Management: None

5.6.12 Litigation or Non-litigation Matters

Inventec Corporation ("Inventec") accused the Company of violating the Trade Secrets Act and the Copyright Act and sought related damages, due to former employees of Inventec joining the Company. The Taiwan Taipei District Court rendered its first-instance judgment on May 21, 2025, imposing a fine of NT\$200,000 on the Company, as the employer, for its employees' violation of the Copyright Act in the course of performing their duties. All other criminal charges were dismissed. With respect to the criminal incidental civil action filed by Inventec, the court found that the Company was not negligent and therefore is not liable for damages.

The Company has filed an appeal within the statutory period, asserting that the unfavorable parts of the

previous criminal judgment were based on errors in the application of the law. The prosecutor has also filed an appeal, and Inventec has appealed the criminal incidental civil lawsuit. As the case is currently pending before the second-instance court, the Company is unable to reasonably estimate the potential impact at this time.

5.6.13 Other Major Risks

As the Company continues to expand its operating scale, increase product complexity, grow its workforce, and extend its global production and service footprint, the range of risks it faces has become increasingly diversified. Potential risks are no longer limited to operational and manufacturing aspects, but also encompass supply chain resilience, information security, ESG-related issues, as well as localization and globalization challenges commonly encountered by multinational enterprise groups. Accordingly, the Company has long implemented comprehensive risk management mechanisms, including advance risk identification, ongoing risk assessment and prevention, and post incident crisis management. Through the application of management tools such as the Plan Do Check Act (PDCA) cycle, key performance indicators (KPIs), and internal control systems, risks across different categories are managed by designated responsible units. These efforts are further supported by regular and ad hoc performance reviews integrated with performance evaluation and training programs, fostering a disciplined and responsive problem solving culture that enables the Company to manage significant risks effectively in a manner tailored to different circumstances. In 2025, the Company did not experience any significant events arising from other major risks that had a material impact on its operations.

5.7 Other Important Matters: None

VI. Special Disclosure

6.1 Affiliation reports:

Please visit the Market Observation Post System (<https://mops.twse.com.tw>), and select “e-Books” followed by the “Affiliated Enterprises Disclosure Section” to search.

6.2 Private Placement of Securities in the Most Recent Year: None

6.3 Other supplementary notes, where applicable: None

6.4 Any Events in 2025 and as of the Date of this Annual Report that had Significant Impacts on Shareholders’ Interests: None

Compal Electronics, Inc.

Chairman: Jui-Tsung Chen

Chief Executive Officer (CEO): Anthony Peter Bonadero