

## 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. Composed of three members appointed by the board of directors, more than half (two) of the members in the Committee are independent directors, and the director Chung-Pin Wong is elected by all Committee members as the chairperson. Holding at least one meeting a year, the Committee is responsible for taking point 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 value", "customer relationship", "supply chain management", "environmental sustainability", "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 low carbon economy transition.

### ■ Committee Members

Identity	Name	Qualifications and Experience
Director	Chung-Pin Wong	Master of Management Science, National Chiao Tung University Chairman of Compal Broadband Networks, Inc. and Poindus Systems Corp., Director & President of Compal Electronics, Inc. The individual has rich knowledge and adequate experience in computer industry, business operations, performance evaluation, risk management, which is extremely helpful to the company's development. The Director possesses more than 30 years of work experience required for the business of the Company and of corporate governance.
Independent Director	Duei Tsai	PhD, Graduate Institute of Electrical Engineering, National Taiwan University Independent Director of Taiwan High Speed Rail Corporation, TTY Biopharm Company Ltd. and Independent Director for Public Welfare of Starlux Airlines Co., Ltd. Part-time professor-level professional and technical personnel in the Department of Electrical Engineering, National Taipei University of Technology and the Department of Digital Multimedia Design, Kainan University; Adjunct professor at the Department of Electronics, National Taiwan University of Science and Technology and the Department of Electronics, Yuanzhi University. Government positions such as Minister of Transportation and Director of the Civil Aviation Bureau of the Ministry of Transportation. The individual has professional capability in the communications network field, and rich knowledge as well as adequate experience in the company management and information security protection, which will help the company strengthen relevant management measures. The Independent Director possesses more than 30 years of work experience required for the business of the Company.

Identity	Name	Qualifications and Experience
Independent Director	Wen-Chung Shen	Department of Electrical Engineering, 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 electronics industry, business operations, 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 business of the Company and professional innovation capability in R&D.

## ■ Operations

- The term of the 1<sup>st</sup> committee is from March 15, 2022 to August 26, 2024.
- In 2023, the Sustainability Committee held two meetings (A) and the qualifications and attendance of Committee members are as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) [B/A]	Remarks
Convenor Chairman	Chung-Pin Wong	2	0	100	
Committee member	Duei Tsai	2	0	100	
Committee member	Wen-Chung Shen	2	0	100	

### • Key points of discussion in the Sustainability Committee's meeting:

Meeting Date	Motion	Resolution and Follow-up
3 <sup>th</sup> Meeting (1 <sup>st</sup> Term) 2023.3.15	1. To approve the Sustainability Report Material Topics of 2022	With the consent of all attending members present, it was passed without objection, all of which have been submitted to the Board of Directors for resolution.
	2. To approve the targets and plans of Sustainability for the year 2023	With the consent of all attending members present, it was passed without objection, all of which have been submitted to the Board of Directors for resolution.
4 <sup>th</sup> Meeting (1 <sup>st</sup> Term) 2023.5.08	1. The implementation result of Sustainability for the 2022.	With the consent of all attending members present, it was passed without objection, and be reported to the Board of Directors.
	2. To approve the amendment the "Sustainable Development Best Practice Principles".	With the consent of all attending members present, it was passed without objection, all of which have been submitted to the Board of Directors for resolution.

## ■ Board of Directors' Supervision of the Sustainability Committee

In March 2022, the Board of Directors appointed three directors as members of the

Sustainability Committee to manage sustainability issues, and the Sustainability Committee is required to report to the Board of Directors on a regular basis on the implementation of sustainability initiatives. In 2023, the Sustainability Committee held two meetings to report to the Board of Directors, the topics include (1) To approve the Sustainability Report Material Topics of 2022 (2) To approve the targets and plans of Sustainability for the year 2023 (3) The implementation result of Sustainability for the 2022, and (4) Revision of the “Sustainable Development Best Practice Principles”. The Board of Directors must evaluate the success of the strategies proposed by the Sustainability Committee, review their progress from time to time, and urge the Sustainability Committee to make adjustments as needed.