



Getac

2022 Sustainability Report
Getac Holdings Corporation

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About This Report

Reporting Principles and Guidelines

Getac Holdings Corporation (formerly known as Getac Technology Corporation, hereinafter referred to as Getac Holdings) regards the corporate sustainability report as an important basis for reviewing the company's non-financial performance. A dedicated team is established to compile the report, which is published annually. Additionally, a third-party verification unit is commissioned to conduct the verification process.

This report adopts the Global Reporting Initiative (GRI) Standards 2021 reporting guidelines issued by the Global Reporting Initiative, and follows the AA1000 Accountability Principles for preparation. It reports to stakeholders the company's policies, vision, action plans, and implementation results in the areas of economy, environment, and society, demonstrating the company's commitment to implementing sustainable policies.

To further improve the disclosure of our company's sustainability performance and comply with the new regulations of the Taiwan Stock Exchange's listing rules for annual reports, this report follows the Task Force on Climate-related Financial Disclosure (TCFD) framework. It explains the risks and opportunities that climate change poses to our company's operations and financial assets, as well as relevant goals and action plans. In addition to TCFD, this report also incorporates disclosures based on the Sustainability Accounting Standards Board (SASB) standards. Given the diverse nature of our product lines, we have utilized the industry standards for the "Electronics Manufacturing Services and Original Design Manufacturing" sector, which represents a significant portion of our revenue. Additionally, indicators related to Automotive Parts and Hardware industries are voluntarily disclosed to provide investors with consistent, comparable, and financially material data, as well as to assist investment decisions based on the analysis of ESG performance in creating long-term value for the company.

Scope and Boundary

The financial data disclosed in this report covers all consolidated entities of Getac Holdings, consistent with the company's 2022 annual report. The GRI Standards and SASB disclosures cover Getac Holdings and its eight subsidiaries (as listed in Table 1), consistent with the disclosures made in 2021, with a coverage rate of approximately 93% of total revenue. The remaining entities not included in this disclosure are mainly sales and marketing locations,

and their inclusion will be determined based on future circumstances. The TCFD currently only cover Getac Holdings (GTH) and its subsidiary companies including Getac Technology (GTC), Atemitech Corporation (ATC), and Getac Kunshan (GTK) .

The financial data for the economic performance in the report is based on the consolidated financial statements of Getac Holdings, and it has been verified and confirmed by PwC Taiwan, and all financial figures disclosed in the report are in New Taiwan Dollars. The environmental performance data disclosed in the report, such as water intensity, carbon emission intensity, and energy intensity, are expressed in US dollars to align with international standards. The calculations are based on the revenue in the local currency of each subsidiary and converted to US dollars using the average annual exchange rate. The average annual exchange rate for USD to TWD in 2022 was 29.785, and the average annual exchange rate for USD to RMB was 6.719.

Reediting Information

In 2021, public electricity consumption for GTH, GTC, and ATC was inadvertently omitted. Therefore, the revised total purchased electricity for 2021 is 160,552,921 kWh, and the total energy consumption is 896,421.37 GJ. The energy intensity is 835 GJ per million USD. The revised Category 2 greenhouse gas emissions for 2021 is 125,705.48 metric tons of carbon dioxide equivalent. Additionally, greenhouse gas emissions in Category 3-6 (Scope 3) for the Vietnam facility were newly disclosed in 2021, resulting in a revised total of 232,650.36 metric tons of carbon dioxide equivalent. The total emissions of category 1 and 2 for Getac Holdings in 2021 amounted to 136,036.95 metric tons of carbon dioxide equivalent; the total emissions of category 1, 2, and 3 amounted to 368,687.30 metric tons of carbon dioxide equivalent.

Sustainability Report Review and Release:

The company incorporates the report preparation process into its internal standard operating procedures to ensure control. After the completion of the report, internal verification is conducted to enhance the quality and accuracy of both financial and non-financial information. Any identified omissions during the verification process will be corrected. Once the internal verification is completed and external verification by third-party collaborators is obtained, the report is submitted to the Corporate Sustainability Development Committee, under the supervision of the Chairman.

Getac Holdings has engaged SGS Taiwan, a reputable inspection and testing

company, to provide assurance for this report, confirming its compliance with the requirements of GRI Standards in accordance with the "in accordance - option" and the moderate level of assurance (Type 1) of AA 1000 ASv3. The verification statement issued by the assurance provider is included on page 4 of this report. The greenhouse gas emissions inventory disclosed in this report has also been verified by a third-party verification unit in accordance with ISO 14064-1. The verification statement for greenhouse gas emissions is included on page 5 of this report.

Table 1. Disclosure Scope of This Report

Code	Abbreviation	Company Name
GTH	Getac Holdings	Getac Holdings Corporation
GTC	Getac Technology	Getac Technology Corporation (include Nangang, Xizhi Plant 5)
ATC	Atemitech Technology	Atemitech Corporation (include Nangang, Linkou, Hwa-ya)
GTK	Getac Kunshan	Getac Technology (Kunshan) Co. Ltd.
MPTK	MPT Kunshan	MPT Solution (Kunshan) Co., LTD.
MPTZ	MPT Suzhou	MPT Solution (Suzhou) Co., LTD.
MPTV	MPT Vietnam	MPT Solution (Vietnam) Co., Ltd.
GCS	Getac Changshu	Getac Precision Technology (Changshu) Co., Ltd. (include GKS Kunshan Branch)
GVL	Getac Vietnam	Getac Precision Technology Vietnam Co., Ltd.

Table 2. List of Certification & Verification

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS
ISO9001 Quality management systems	V	V	V	V	V	V	V		
ISO13485 Medical devices Quality management systems standards			V	V	V				
IATF 16949 International automotive Task force						V	V	V	V
QC08000 Hazardous Substance Process Management System Requirements				V	V	V			
ISO17025 General requirements for the competence of testing and calibration laboratories				V	V				
ISO14001 Environmental management systems	V	V	V	V	V	V	V	V	V
ISO14064-1:2018 Greenhouse gases	V	V	V	V	V	V	V	V	V
ISO50001 Energy management systems		V		V					
ISO45001 Occupational health and safety management systems				V	V	V	V	V	
ISO27001 Information security management systems	V	V	V						
TISAX Trusted Information Security Assessment Exchange		V						V	V
RBA CMA (V.7.0/V.7.1)					V	V	V		
Sedex (Suppliers Ethical Data Exchange) SMETA V6.1							V		

Other Certification & Verifications

The Company's consolidated financial data, presented in NTD, has been attested and acknowledged by PWC Taiwan. Other environmental and social-related management system verifications are independently carried out by external verification agencies entrusted by each subsidiary. See Table 2.

Report Issuance

Getac CSR Report will be published on a yearly basis. An electronic version of this Report, in both Mandarin and English, is available on the CSR section of the company's website.

Reporting Period : January 1, 2022 to December 31, 2022

Current issue: Published in June, 2023

Previous issue: Published in June , 2022

Next issue: Schedule to publish in June, 2024



CSR Contact Information



Irene Sun

Corporate Relations Department

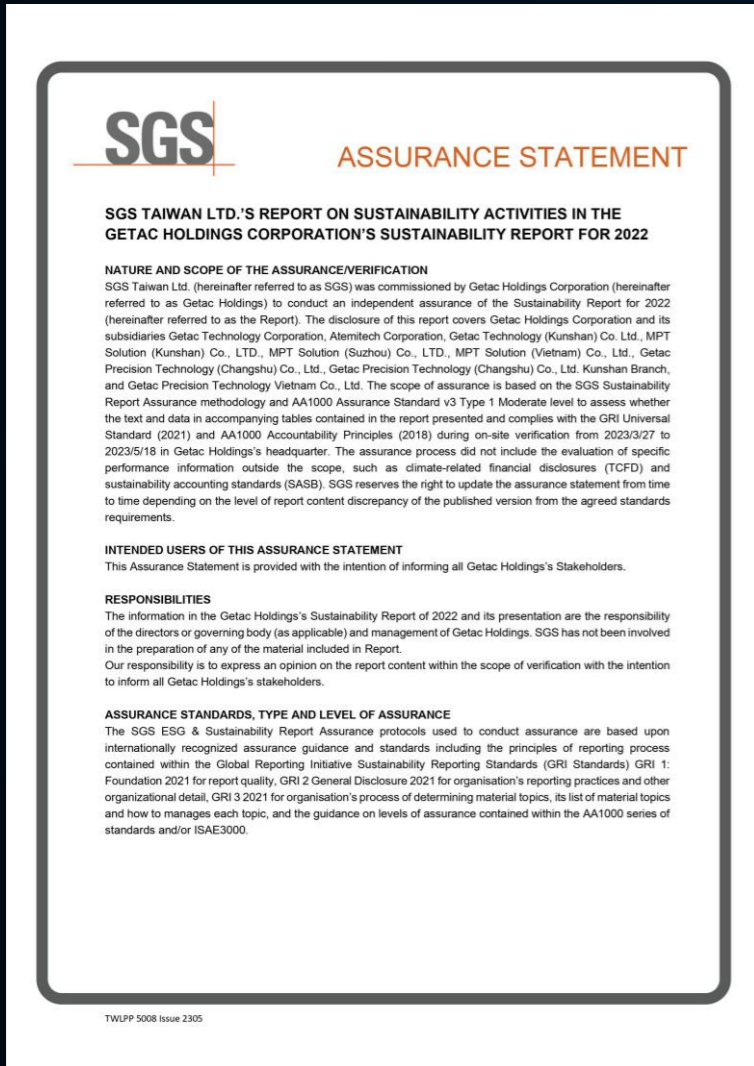
Getac Holdings Corporation

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SGS ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE GETAC HOLDINGS CORPORATION'S SUSTAINABILITY REPORT FOR 2022

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION
 SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Getac Holdings Corporation (hereinafter referred to as Getac Holdings) to conduct an independent assurance of the Sustainability Report for 2022 (hereinafter referred to as the Report). The disclosure of this report covers Getac Holdings Corporation and its subsidiaries Getac Technology Corporation, Atemitech Corporation, Getac Technology (Kunshan) Co. Ltd., MPT Solution (Kunshan) Co., LTD., MPT Solution (Suzhou) Co., LTD., MPT Solution (Vietnam) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch, and Getac Precision Technology Vietnam Co., Ltd. The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 1 Moderate level to assess whether the text and data in accompanying tables contained in the report presented and complies with the GRI Universal Standard (2021) and AA1000 Accountability Principles (2018) during on-site verification from 2023/3/27 to 2023/5/18 in Getac Holdings's headquarter. The assurance process did not include the evaluation of specific performance information outside the scope, such as climate-related financial disclosures (TCFD) and sustainability accounting standards (SASB). SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT
 This Assurance Statement is provided with the intention of informing all Getac Holdings's Stakeholders.

RESPONSIBILITIES
 The information in the Getac Holdings's Sustainability Report of 2022 and its presentation are the responsibility of the directors or governing body (as applicable) and management of Getac Holdings. SGS has not been involved in the preparation of any of the material included in Report.
 Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all Getac Holdings's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
 The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organisation's reporting practices and other organizational detail, GRI 3 2021 for organisation's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards and/or ISAE3000.

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The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options and Level of Assurance	
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B	AA1000ASv3 Type 1 Moderate (AA1000AP Evaluation only)

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	GRI Universal Standard (2021) (In Accordance with)
2	AA1000 Accountability Principles (2018)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) at a moderate level of scrutiny; and
- evaluation of the report against the requirements of Global Reporting Initiative Universal Standard 2021 (GRI 2, GRI 3, 200, 300 and 400 series) claimed in the GRI content index as material and in accordance with.

ASSURANCE METHODOLOGY
 The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION
 Financial data drawn directly from independently audited financial accounts, Task Force on Climate-related Financial Disclosures (TCFD) and SASB related disclosures has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE
 The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Getac Holdings, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.
 The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION
 On the basis of the methodology described and the verification work performed, we are satisfied that the disclosure with inclusivity, materiality, responsiveness, and impact information in the scope of assurance is reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.
 We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

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ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY
 Getac Holdings has demonstrated its commitment to stakeholder inclusivity through formalised commitment from the highest governing body. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns.

MATERIALITY
 Getac Holdings has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders. It's recommended to use more specific standards and thresholds can be used to determine the significance, possibility, and degree of impact on the current and expected future of the identified major issues.

RESPONSIVENESS
 The report includes coverage given to stakeholder engagement and channels for stakeholder feedback. Communications with stakeholders on an ongoing and timely manner are recommended to be delivered reasonable and viable responses.

IMPACT
 Getac Holdings has performed processes to recognize and manage the organisation's impacts that are applied across the organisation under the governance of senior management. It's recommended to defined methodology to present impacts as quantitative or monetised measurement results.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS
 The report, Getac Holdings's Sustainability Report of 2022, is adequately in accordance with the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1 Foundation 2021, where the significant impacts on the economy, environment, and people, including impacts on their human rights are assessed and disclosed following the guidance defined in GRI 3: Material Topic 2021, and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. For future reporting, it is recommended to enhance the disclosure about implementation of due diligence on the identification and the evaluation of its impacts on the economy, environment, people, and human right.

Signed:
 For and on behalf of SGS Taiwan Ltd.




Stephen Pao
 Knowledge Deputy General Manager
 Taipei, Taiwan
 12 June, 2023
WWW.SGS.COM

TWLP5008 Issue 2305

ISO14064-1 GHG Inventory Assurance Statement

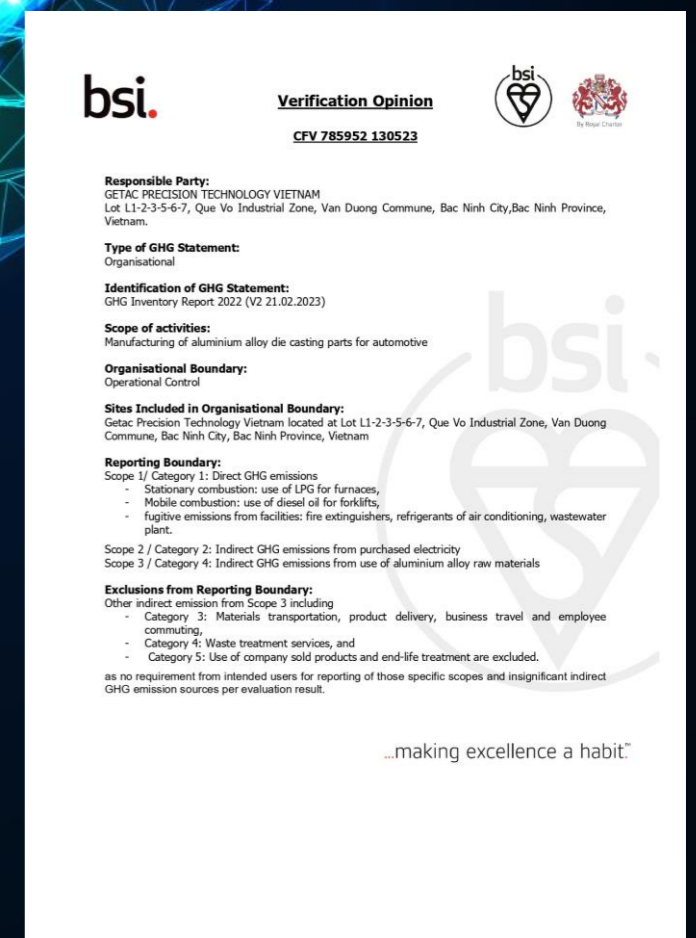
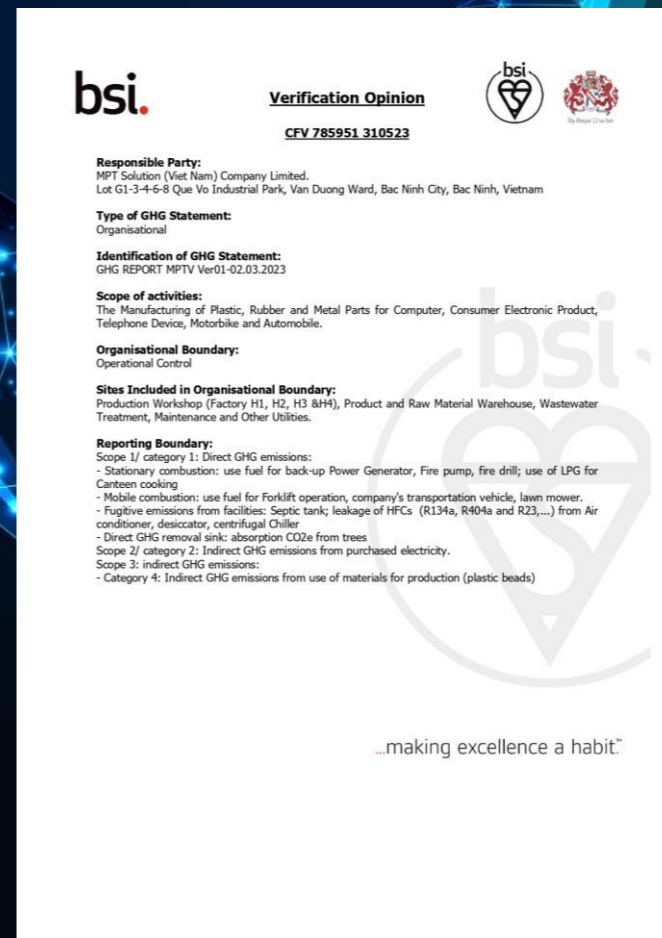
Full Report 

- Getac Holdings Corp.
- Getac Technology Corp.
- Atemitech Corp.

- Getac Technology (Kunshan) Co. Ltd.
- MPT Solution (Kunshan) Co., LTD.
- MPT Solution (Suzhou) Co., LTD
- Getac Precision Technology (Changshu) Co., Ltd. (included Kunshan Branch)

- MPT Solution (Vietnam) Co., Ltd.

- Getac Precision Technology Vietnam Co., Ltd.



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1.0 Overview

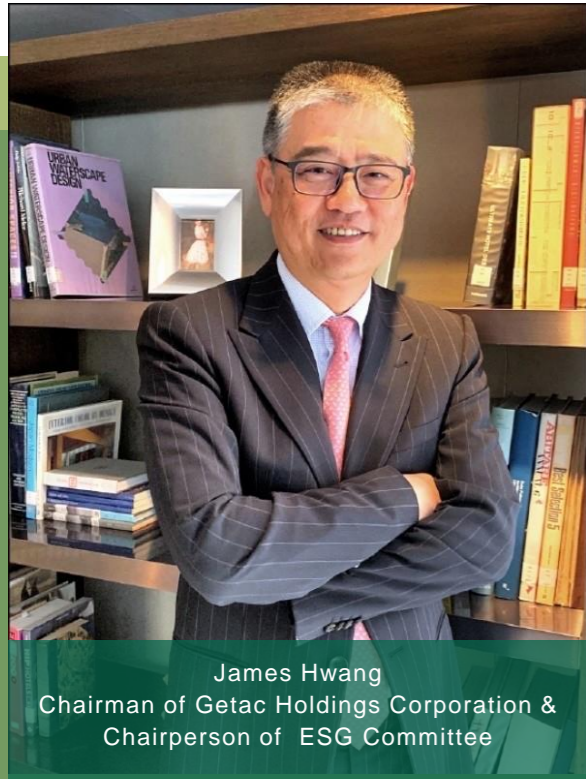
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1.3 Economic Performance

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1.1 Message From The ESG Committee Chairperson



James Hwang
Chairman of Getac Holdings Corporation &
Chairperson of ESG Committee

Year 2022 was a challenging year for businesses, as the escalating tensions between the United States and China, along with the Russia-Ukraine conflict, heightened geopolitical risks and reshaped the global balance of power, impacting industry policies and supply chain configurations. Furthermore, the increasing severity of global warming and climate change made it a global focal point, with major economies enacting legislation to implement carbon tariffs or carbon fees. International corporations began urging their supply chains to embark on decarbonization initiatives or align with the target of achieving net-zero emissions by 2050. Despite facing numerous challenges, Getac Holdings embraced the spirit of innovation and growth, successfully achieving its operational goals in 2022 and setting new records for revenue.

Through Sustainability And Paving The Way For A Longer And More Sustainable Future Together.

Getac Holdings' vision is to build a harmonious society of shared well-being and prosperity. While pursuing corporate growth and profitability, the company seeks sustainable objectives that align with its development strategies. By integrating sustainability goals with its operational strategies, Getac aims to create maximum value and achieve mutual benefits.

In terms of corporate governance performance, Getac has been listed as a constituent stock of the Taiwan Corporate Governance 100 Index. It has consistently ranked as the top 6-20% of the Corporate Governance Evaluation among TPEX-listed Companies for the past five years. The company's medium-to-long-term goal is to strive for inclusion within the top 5%. In 2022, Getac Holdings' board of directors underwent a re-election process, resulting in the addition of a female independent director. Independent directors now constitute 40% of the total board seats. Additionally, to enhance the board's supervision and management of sustainability issues, the existing Corporate Sustainable Development Committee (ESG Committee) was elevated to a functional committee under the board. Important subsidiaries also established their own management-level ESG Committees, improving Getac Holdings' sustainable governance framework and facilitating the implementation and execution of future sustainability efforts. Furthermore, to enable investors to better grasp Getac's ESG performance, the company actively participated in the S&P (Standard & Poor's) ESG sustainability assessment, with the goal of improving assessment scores and continuously enhancing ESG practices.

In terms of environmental stewardship, Getac Holdings

adhered to the responsibility of sustainable consumption and production outlined in the SDGs (Sustainable Development Goals). The company devoted itself to developing green products and green manufacturing practices to reduce its impact on the environment. Currently, all significant subsidiaries have completed the ISO 14064-1 greenhouse gas inventory and verification, with plans to complete the CDP (Carbon Disclosure Project) carbon disclosure program in the coming 1-2 years. In 2022, we also implemented the TCFD (Task Force on Climate-related Financial Disclosures) climate-related financial disclosure framework, improving our climate change governance structure and formulating strategies to address climate change. We also responded to the demands of customers and supply chains by implementing energy-saving, water-saving, carbon reduction, and waste reduction initiatives, focusing on major processes and energy-consuming equipment for energy-saving technologies and equipment replacement. Additionally, we embarked on a technical development project for PCR (Post-Consumer Recycled) plastic materials. Our aim was to plan future environmental action programs from a steady perspective and a broader outlook, better aligning with the United Nations' goal of achieving net-zero emissions by 2050 and creating a better and cleaner world.

In the social aspect, Getac envisions building a happy enterprise that drives economic growth and creates employment opportunities, thereby fostering a better and harmonious society. To attract and retain talent, two years ago, the Company initiated renovation projects for dormitories and factory premises in our production bases in China and Vietnam. These projects were completed and put into use in 2022, providing employees with better working

environments, dining facilities, and leisure and entertainment options, leading to higher satisfaction in their physical, mental, and spiritual well-being.

The management team led the efforts of employees to expand market share, resulting in consecutive ten years of revenue growth. The company also reflected its profitability in the employee compensation and benefits, providing stable careers and economic income for the workforce. In terms of labor rights and human rights, Getac Holdings followed the requirements of RBA codes of conduct, gradually improving the workplace to achieve diversity, equality, and equal rights. In addition to promoting outstanding female employees and optimizing recruitment channels for people with disabilities, the company also offered more opportunities for retired talents to be rehired.

Getac is deeply committed to the principle of taking from society and giving back to society. Apart from providing assistance to impoverished children through the Getac Holdings Charity Trust Fund, the company also nurtures digital talents through the Yu-Show Foundation. In March of this year, the company organized a volunteer activity on a makeup day, rallying employees to participate in a beach cleanup in Fulong. In the future, there are plans to continue engaging in volunteer activities and implementing a plastic-free, waste-free, and carbon-reducing lifestyle, making ESG (Environmental, Social, and Governance) not just a slogan but a tangible reality.

1.2 About Getac

6 billion NTD
Capital

8,974
Number of Worldwide
Employees

32.5 billion NTD
Number of Worldwide
Employees

Company Introduction

Getac Holdings Corporation (hereafter as Getac Holdings) was established in 1989 and publicly listed on the Taiwan Stock Exchange in 2002. The company was established by MiTAC International Corporation and GE Aerospace as a joint venture, providing defense electronic equipment for military use. In 1998, Getac Corporation merged with MiTAC's notebook business division, and became an OEM supplier of consumer/commercial notebook computers, accumulating years of experience in computer product design and manufacturing.

In 2007, Getac invested in a rugged computing solutions brand and acquired plastic-injected and die-casting metal mechanical solutions companies, in order to provide comprehensive mechanical solutions. On October 1, 2021, the Company was officially transformed to an investment holding company, with the name changed from "Getac Technology Corporation" to "Getac Holdings Corporation"

Getac Holdings has its headquarters located in Taiwan. The main business groups include the Rugged Computing & Video Solution BG, Mechatronic and Energy BG, Automotive BG, and Aerospace Fasteners BG. The primary products and services offered encompass rugged computer brands, plastic casings, automotive lightweight metal castings, and aerospace fasteners. The operational headquarters and production centers of its subsidiary companies are distributed in Taiwan, China (Changshu City, Kunshan City in Jiangsu Province) and Vietnam (Hanoi). Due to the global customer base of the rugged computer brand business, Getac Holdings has established marketing bases in major countries worldwide, including the United States, the United Kingdom, Germany, France, Italy, China, Japan, and India. Additionally, they have set up business representatives in Australia and Dubai to provide immediate service to customers. For detailed information on the revenue contribution of Getac's products and regional sales in 2022, please refer to Figure 1 to Figure 2, and unit sales values is provided in Table 3.

Figure 1. Revenue Mix By Products

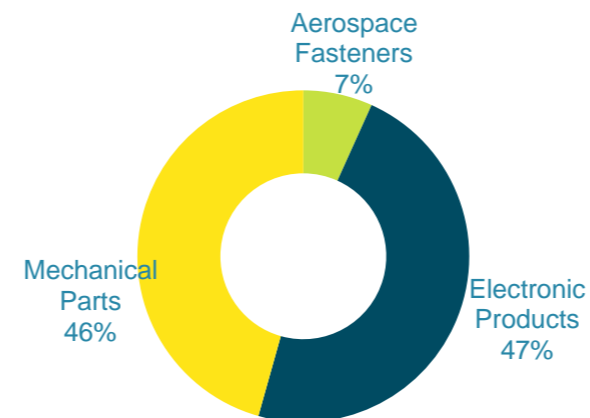


Figure 2. Revenue Mix By Region

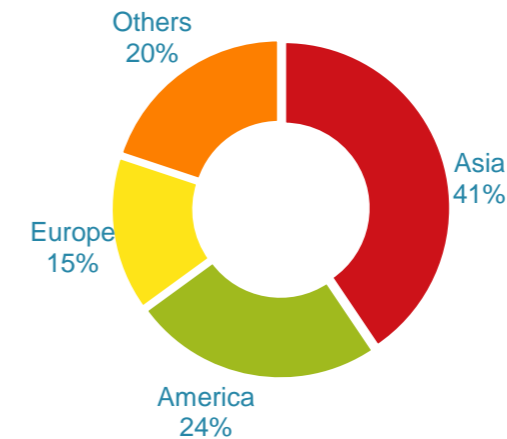


Table 3. Unit Sales by Products

Product	Quantity (Unit: Thousands)
Electronic Products	148,892
NB Chassis	333,582
Auto Parts	147,824
Aerospace Fasteners	202,424

Business Group

Product & Service

Business Update

Rugged Computing Solution Business Group



Provide rugged laptops and tablets that are suitable for use in extremely harsh operating environments. These products are utilized in various industries such as defense, law enforcement, public utilities, communications, manufacturing, and transportation.

Due to the impact of the April lockdown and suspension of work in China, as well as the delayed execution of the US federal budget, shipments of rugged computers in 2022 remained weak until May when the federal budget was released and executed, leading to a growth in revenue in the second half of the year. Advantech secured significant customer orders in logistics and the automotive market. Despite the unstable supply chain, Advantech maintained a normal shipping speed and received positive feedback from customers. The company achieved a record-high single-quarter shipment in the third quarter, and its annual revenue continued to grow compared to the previous year. Looking ahead to 2023, some enterprise customers in the first half of the year may adopt a more conservative approach to procurement due to inflationary pressures. However, as the inflation situation improves and demand for applications in 5G, AI, metaverse, and digital transformation matures, there is the potential for another wave of upgrade demand.

Mechatronic & Energy Business Group



Provide advanced power solutions, industrial touch screen and optical bonding services, docking, and prototype molding services for OEM/ODM customers. With a high level of customization capability, we create exclusive integrated design and manufacturing services for our customers.

The news of excessive global laptop inventory levels in 2022 resulted in a sharp decline in demand. However, the Mechatronic & Energy Business Group (MEBG) experienced growth against the trend. The power module products continued to show strong momentum. In addition to increasing shipments of power modules for gaming laptops, MEBG also secured large orders from handheld gaming console brands and gained favor from customers through its real-time and flexible custom services, building a reputation through successful application cases. It successfully entered new application areas, including network communication devices, smart home monitoring devices, drone power modules and charging docks, as well as embedded fan uniforms. The industrial panel product line also developed multiple new technological products, expanding the scope of product services.

Plastic Business Group



The company offers composite mechanical solutions utilizing the Rapid Heat Cycle Molding (RHCM) process. With expertise in RHCM, we create stylish, aesthetically pleasing, lightweight, and environmentally friendly composite structural components.

In the midst of the gradual easing of the COVID-19 pandemic, the demand for gaming and education laptops has weakened, and the Kunshan lockdown led to reduced shipments in April. However, the recovery in business laptop shipments has supported revenue, resulting in a relatively stable performance in the first half of 2022 compared to the previous year. The news of high global laptop inventory levels caused a sharp decline in demand in the second half of the year. Nevertheless, the Plastic Business Group effectively managed supply and demand, communicated with customers to clear inventory, and mitigated the impact of market inventory issues. Although 2022 revenue declined, it was within single digits. Looking ahead to 2023, the global laptop market is projected to decrease by 7.8% with approximately 171 million units shipped. The Plastic Business Group will actively promote new products, maintain a leading market position through technological advancements, and navigate the uncertain political and economic landscape.

Automotive Business Group



An IATF16949-certified manufacturer, specializing in the design and manufacturing of automotive metal die-casting components. Its primary customers are international tier-one automotive parts suppliers.

Due to the semiconductor shortage and the supply chain disruptions and production constraints caused by the Russia-Ukraine conflict, the global automotive sales performance in 2022 remained on par with the previous year. Getac's Automotive Business Group experienced positive sales momentum driven by strong demand in the end market and favorable sales of new products, particularly an increase in shipments of single/dual camera housings and housing of electronic control unit and pre-controllers, which contributed to overall revenue growth. The Automotive Business Group's revenue in 2022 grew by over 20% compared to the previous year. Looking ahead to 2023, it is expected that the semiconductor shortage situation will improve in the first half of the year, as car manufacturers release their orders. However, uncertainties related to inflation and economic prospects remain. Research institutions estimate that global automotive sales in 2023 will reach approximately 84.2 million units, representing a modest growth of 3.7%.

Aerospace Fasteners Business Group



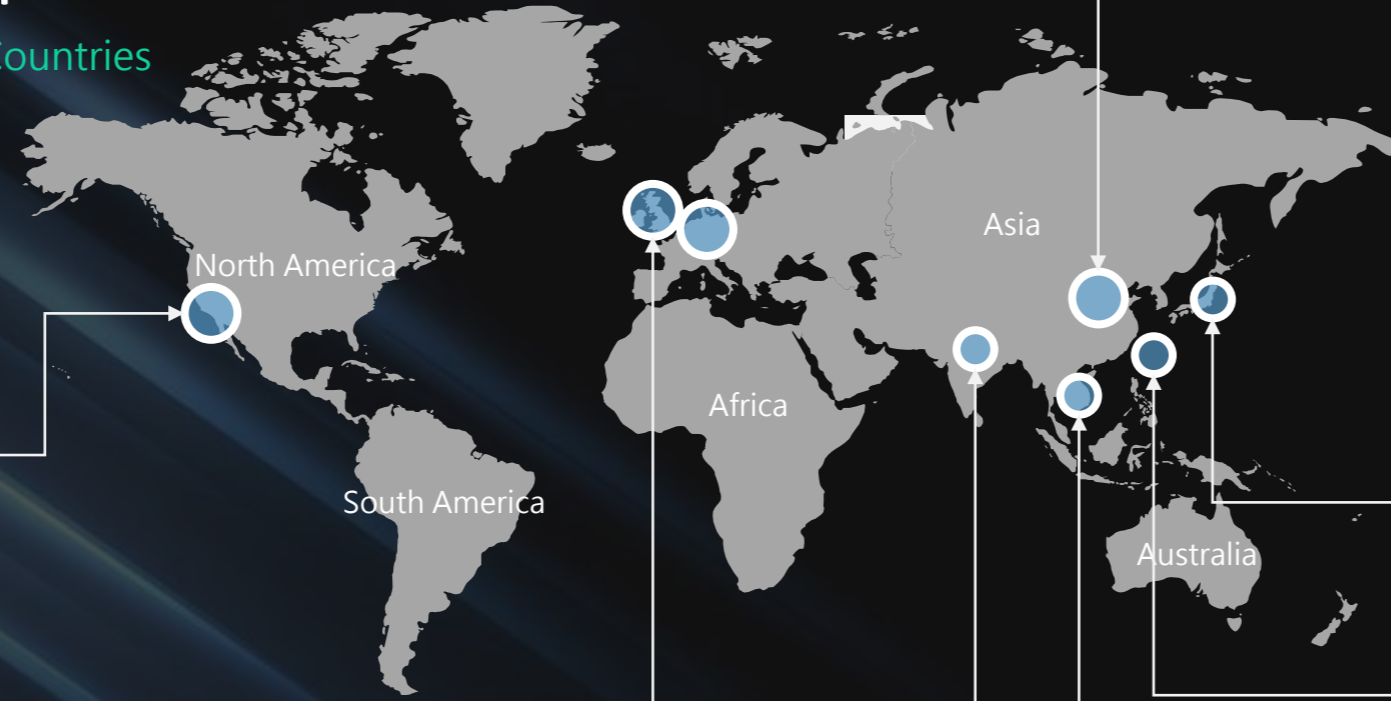
Accredited by both General Electric (GE), a prominent American aircraft engine manufacturer, and Snecma, a renowned European company, we offer aerospace-grade fasteners specifically designed for utilization in aircraft engines and airframes.

With the reopening of borders and the relaxation of travel restrictions in various countries, global air passenger traffic has rebounded, driving a continuous increase in overall demand. Our company's reinvestment National Aerospace Fasteners Corporation has resulted in a revenue growth of over 50% in 2022 compared to 2021, with revenue recovering to 70% to 80% of pre-pandemic levels, and turning losses into profits. However, the overall aerospace supply chain ecosystem has been affected by the Russo-Ukrainian war, as well as the rising costs of raw materials and energy worldwide, leading to increased material costs and longer lead times. It will take some time for the upstream supply chain, including raw materials, to recover to pre-pandemic levels. Looking ahead, according to Boeing and Airbus's predictions for the global aviation industry over the next 20 years (2022-2041), the estimated demand for new aircraft and replacement demand is 41,170 and 39,490 respectively, indicating a stable growth trend in the aviation industry over the next 20 years.

Global Operation

24
Sites

100+
Selling Countries



U.S.A

- California
 - Getac, Inc.
- Minnesota
 - WHP Workflow Solutions, Inc.
 - Getac Video Solutions Inc.

UK, Germany

- Telford, UK
 - Getac (UK) Ltd.
- Düsseldorf, Germany
 - Getac Technology GmbH

India

- Getac Holdings Corp., India Liaison Office

China

- Kunshan
 - Getac Technology (Kunshan) Co. Ltd.
 - MPT Solution (Kunshan) Co., LTD.
 - MPT Solution (Suzhou) Co., LTD.
 - Getac (SUZHOU) Mobile Ltd.
 - Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch
 - NAFCO Suzhou Precision Limited Corp.
- Changshu
 - Getac Precision Technology (Changshu) Co., Ltd.
- Beijing
 - Getac (SUZHOU) Mobile Ltd. Beijing Branch

Japan

- Mitac Technology Kyoto Corp.

Taiwan

- Nangang, Taipei
 - Getac Holdings Corp.
 - Getac Technology Corp.
 - Atemitech Corp.

Vietnam

- Hanoi
 - MPT Solution (Vietnam) Co., Ltd.
 - Getac Precision Technology Vietnam Co., Ltd.

- Xizhi
 - Getac Technology Corp. Plant 5

- Taoyuan
 - Atemitech Corp. Linkou Plant
 - Atemitech Corp. Huaya Plant
 - National Aerospace Fasteners Corp.

Participation In External Associations

In order to perform the corporate social responsibilities, keep track of the latest trends and promote the value of human rights, Getac Holdings Corporation has actively taken part in international and regional unions and associations in the hope of exercising its influence and stimulating the interaction with peer companies. The external associations participated in the year 2022 are detailed in Table 4.

Table 4: Participation in External Association

Country	Organization	Membership	Management Role
Taiwan	Taiwan Electrical And Electronic Manufacturers' Association	Class One Membership	Director
	SINOCON Industrial Standards Foundation	Corporate Member	
	The Allied Association For Science Park Industries	Corporate Member	
	Epoch Founation-X Program	Corporate Member	
	Taiwan Industrial Holding Association	Corporate Member	
China	Diecasting Industry Technology Service Alliance	Corporate Member	
	Kunshan Taiwanese Business Association	Corporate Member	
	Kunshan Economic And Technological Development Zone Association Of Work Safety And Environmental Protection	Corporate Member	
	Kunshan Comprehensive Free Trade Zone Union	Corporate Member	
Vietnam	Vietnam Taiwan Chamber of Commerce Federation Bac Ninh Branch	Class One Membership	

1.3 Business Performance

In 2022, Getac Holdings reported consolidated revenues of 32.476 billion NTD, an increase of 8% over the 30.084 billion NTD from last year; consolidated gross profits were 8.262 billion NTD, up 9.2% year-on-year; and consolidated operating profits were 3.094 billion NTD, up 18.5% year-on-year. Net profit attributable to the parent company in 2022 amounted to 2.565 billion NTD and was 40% lower than the previous year. Earnings per share (EPS) was 4.27 NTD and was 7.2 NTD lower than 2021.

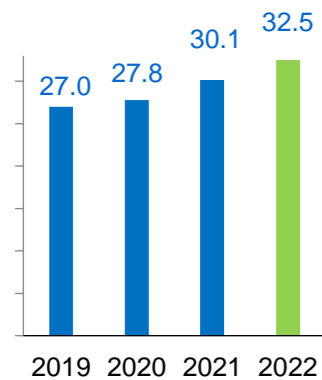
In 2022, Getac issued a cash dividend of NT\$2,295 million, and tax expenses were NT\$471 million. Consolidated government subsidy income was NT\$75.84 million. See Table 5 for important financial indicators in the past five years.



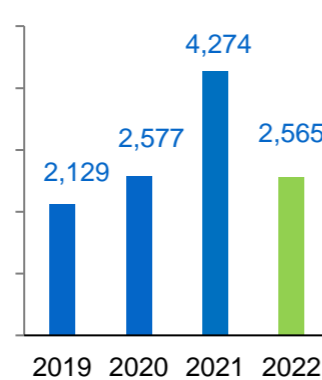
Table 5. Financial Report Summary Of Last Five Years

	Item	2018	2019	2020	2021	2022
Economic Value Produced Unit: NT\$ Thousands	Operating income	24,693,836	26,952,910	27,837,743	30,084,126	32,476,133
	Gross Profit	6,947,403	7,641,085	7,776,828	7,566,408	8,262,354
	Net Profit from operating income	2,652,222	2,975,816	3,115,781	2,612,242	3,094,217
	Profit from continuing operations before tax	3,026,872	2,947,375	3,240,940	5,450,008	3,153,057
	Net Profit Attributable To Parent Company	2,212,459	2,129,188	2,577,039	4,273,793	2,565,168
Profitability	Earnings per share (NTD)	3.83	3.67	4.40	7.2	4.27
	Return on Assets (%)	9.05	8.18	8.4	12.33	7.4
	Return on equity (%)	15.43	14.37	15.4	22.46	12.88
Economic Value Distributed Unit: NT\$ Thousands	Total Salary	4,286,486	4,793,380	5,270,967	5,643,608	5,653,408
	Total Benefits	633,500	833,506	853,332	1,047,047	1,185,112
	Income Tax Expense	608,495	577,447	572,147	1,186,816	471,380
	Cash Dividends For Shareholders	1,737,585	1,632,879	2,123,911	2,154,075	2,294,771

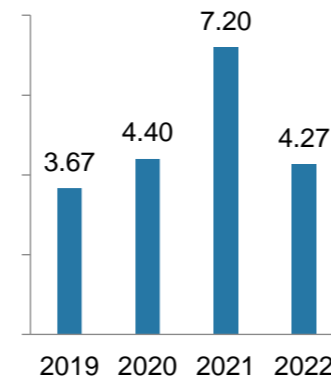
Consolidated Revenue
Unit: NT\$ Billion



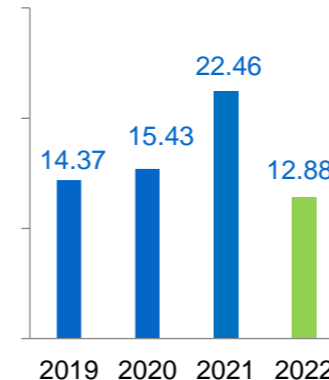
Profit After Tax
Unit: NT\$ million



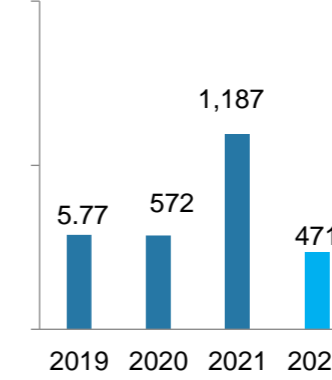
Earning Per Share
Unit: NTD



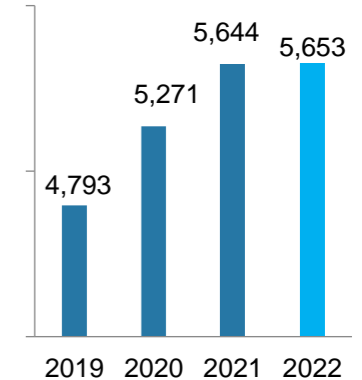
Return On Equity (%)



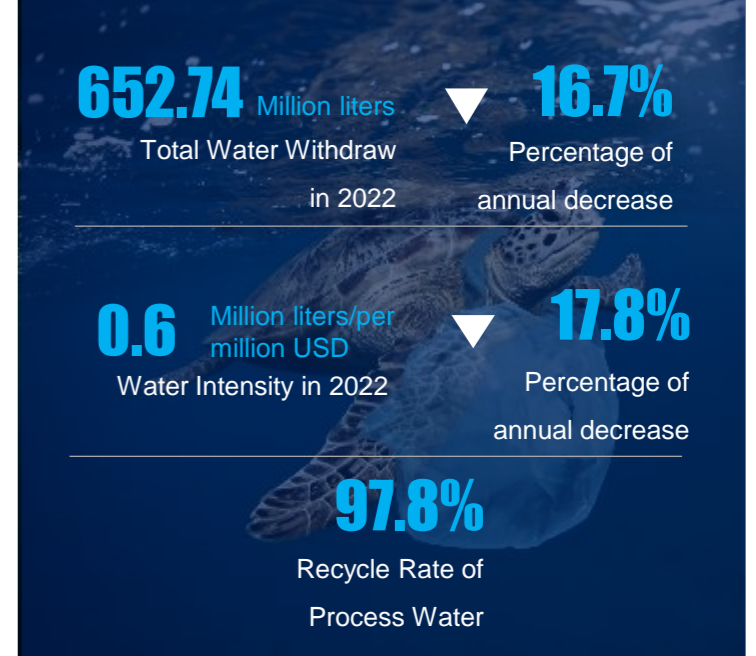
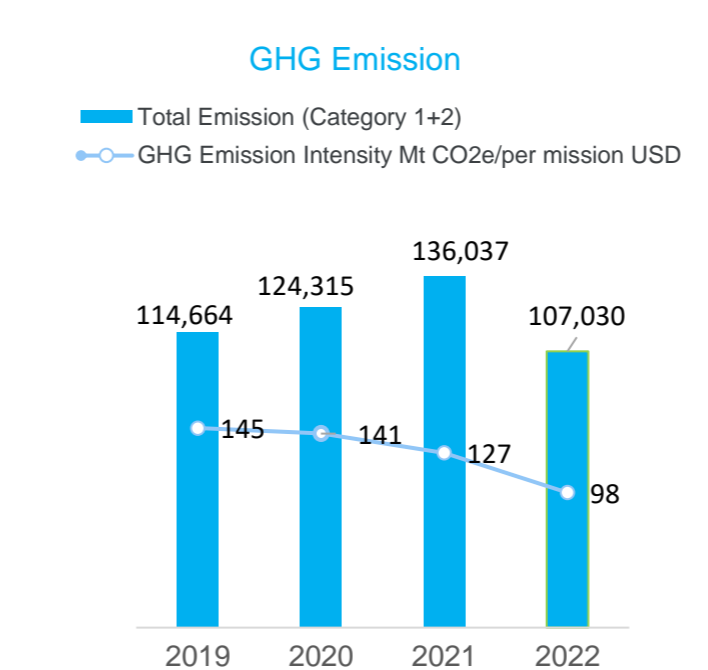
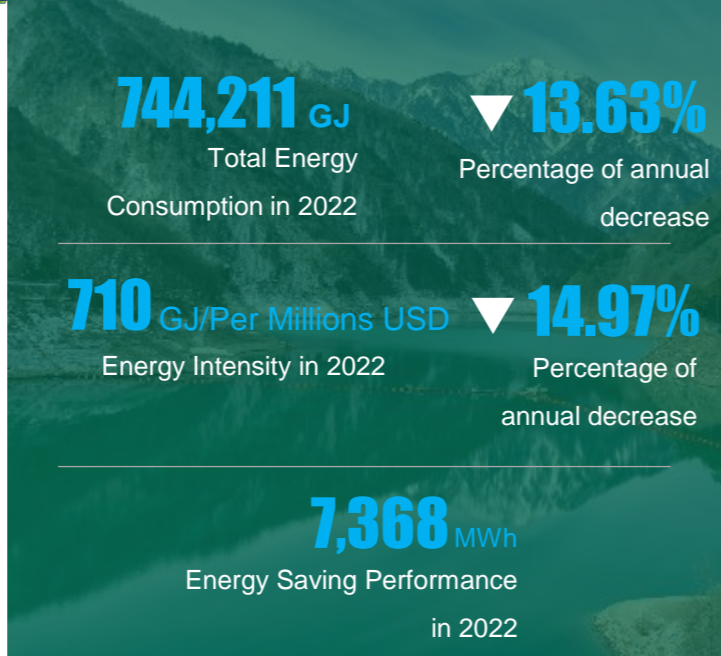
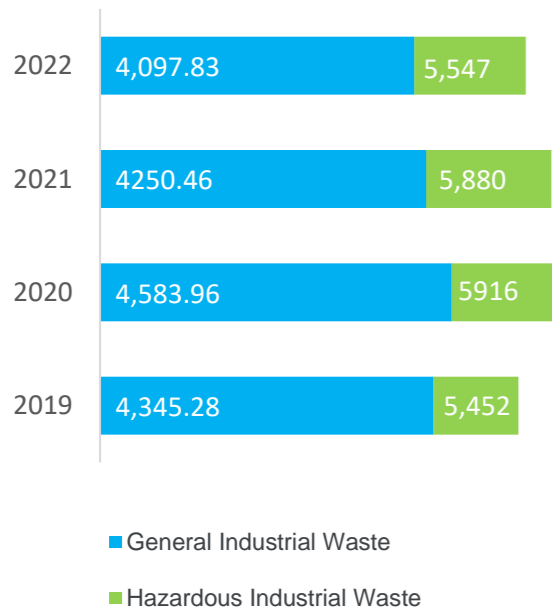
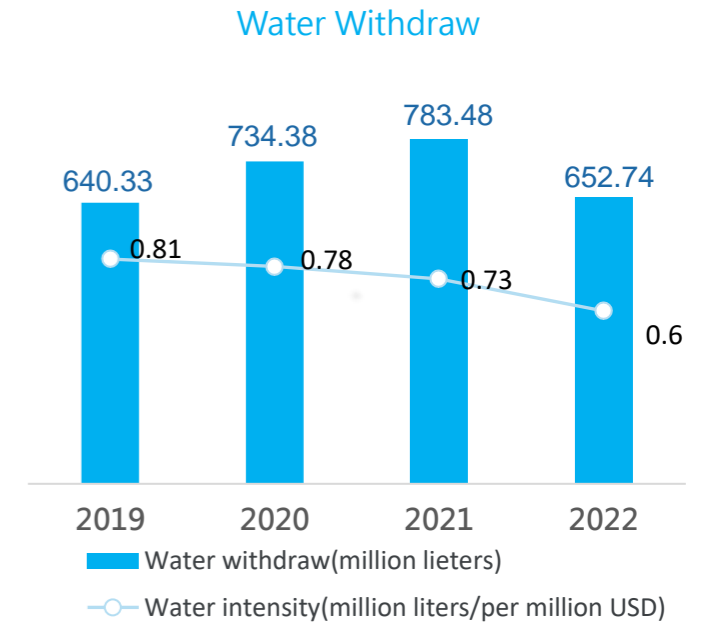
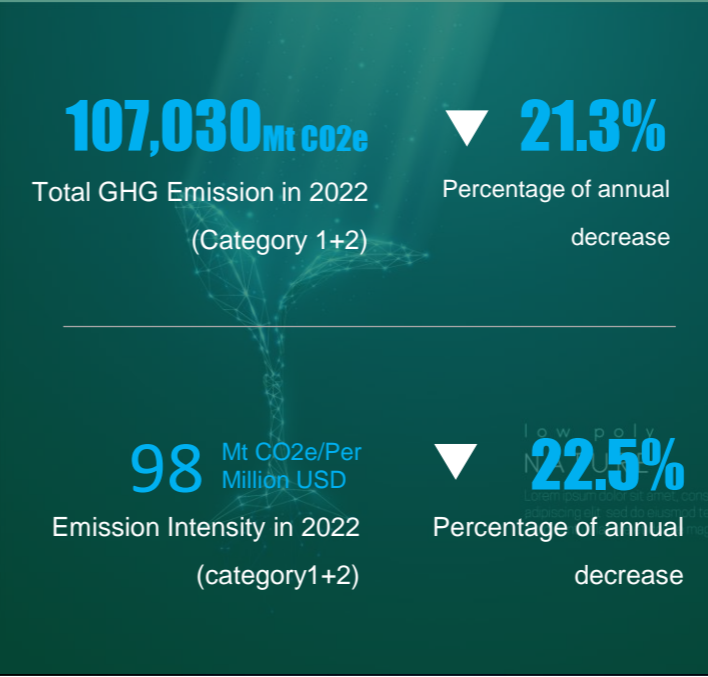
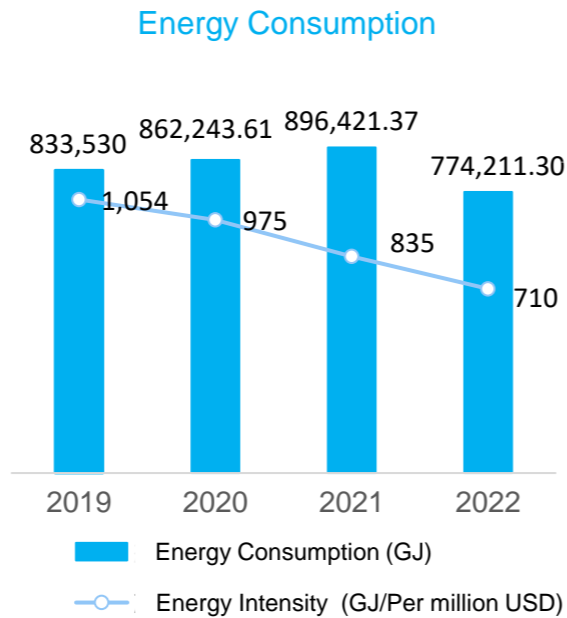
Income Tax
Unit: NT\$ million



Total Salary
Unit: NT\$ million

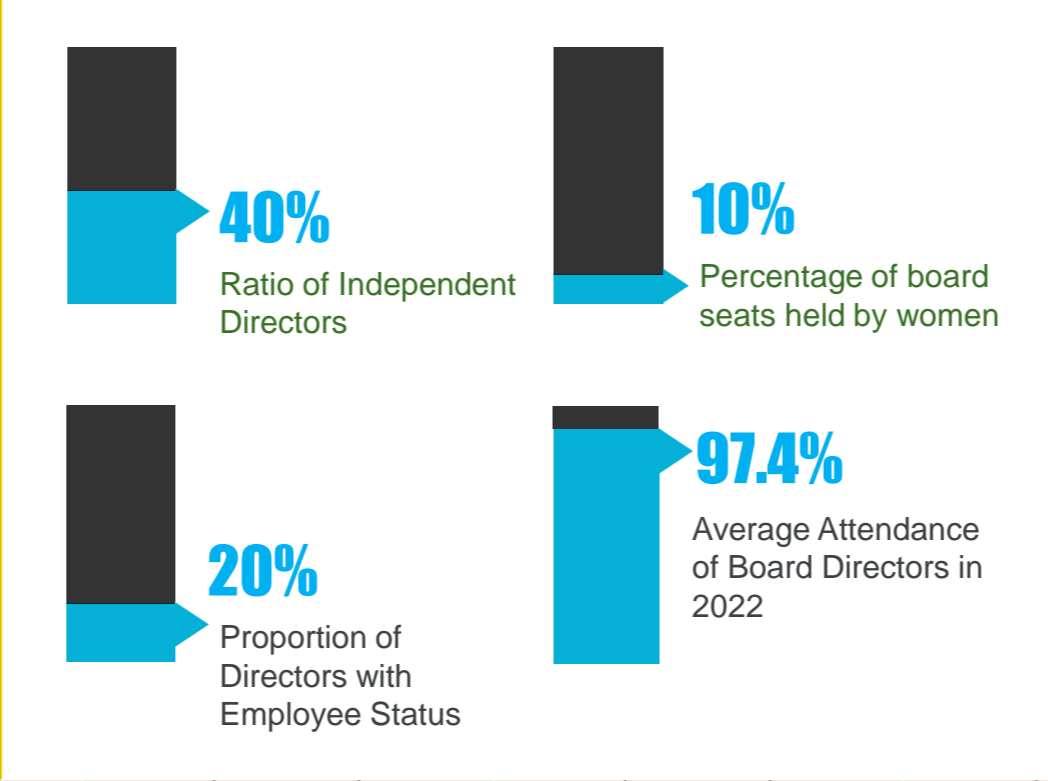


1.4 ESG Performance At A Glance





Social & Human Rights



Corporate Governance

Constituent Stock of Corporate Governance 100 Index

The corporate governance evaluation of our company has consistently ranked within the 6-20% range for the past five years.



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- 2.0 Sustainability Management
 - 2.1 Sustainability Policy
 - 2.2 Getac responds to SDGs
 - 2.3 Stakeholder Engagement
 - 2.4 Management Direction and Performance

2.1 Sustainability Policy

Sustainability Vision

- Promotion of a better world characterized by co-prosperity through positive energy.
- Harnessing the power of corporate citizens to protect and cherish global resources.

2030 Mid-term Goal

- > Top 5% in Taiwan Corporate Governance Evaluation, Listed Companies Group
- > Gold and Silver EPEAT awards for electronic products
- > CDP Rating Achieved a B rating
- > Best Global Employer and Workplace Evaluation
- > Provide equal and innovative educational opportunities

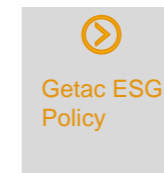
Getac firmly believes that the promotion of sustainability must be linked to the intrinsic core values of technologies to maximize benefits and thereby meet the expectations of all stakeholders. Getac espouses the three core values of “Innovation, Commitment, and Value”, echoing the UN SDGs. The sustainable development direction of the Company represents a synthesis of operating strategies and the ESG (environmental, social, and governance) concept. We hope to promote a better and co-prosperous society as a positive force for good, and to safeguard the earth's resources as a corporate citizen.

In order to align our sustainability policies and actions with international standards, we have formulated our ESG policies in accordance with the Code of Conduct of the Responsible Business Alliance (RBA). On issues related to human rights and labor rights, we also base our corporate culture and operations on the spirit and principles of the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

The establishment and revision of the company's ESG Code of Conduct require approval through a decision made by the ESG Committee and subsequent signing and agreement by the ESG Chairman (Chairman of the Board). The Code of Conduct consists of six parts: A. Integrity in Business Operations, B. Labor and Human Rights, C. Health and Safety, D. Environmental Protection, E. Responsible Minerals, F. Information Security, and G. Elements required for implementing the management system of this guideline. The scope of application covers all subsidiaries, contractors, and supply chain partners under our company.

Getac Group publishes the ESG Code of Conduct on our official website for download. The company's website has a dedicated section for corporate governance and sustainability, where we regularly update the content of our ESG Code of Conduct, internal regulations, complaint channels, and ESG performance. This serves as an important communication channel with stakeholders. Internally, Getac Group and its subsidiaries also place the content of the code on the homepage of the company's EIP (Enterprise Information Portal) website.

In 2022, the Company referenced version 7.0 of the Responsible Business Alliance (RBA) Code of Conduct and revised the Supplier ESG Code, which was then signed and issued with the agreement of the ESG Chairman. Additionally, Getac has incorporated ESG code requirements into the overall procurement contracts for management. For information on our company's sustainable supply chain management, please refer to section 4.3, Sustainable Supply Chain, in this report.



2.2 Getac Responds To SDGs



The UN Sustainable Development Goals (SDGs) provide a strategic roadmap for responses of enterprises to climate change and consumer demands. Issues of primary concern to enterprises and future possibilities and directions in the field of corporate sustainability can be identified through reviews of these 17 goals.

Getac identified sustainability actions and corresponding goals based on factors such as industry attributes, core capabilities of the company, available resources, feasibility, and stakeholder expectations on the foundation of the UN SDGs. Mid- and long-term sustainability strategies of the Company will focus on the following four SDGs: Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation, and Infrastructure, Goal 12 Responsible Consumption and Production, and Goal 4 Quality Education.

Action plans are concretely implemented in the daily operations of the Company in the two categories of “welfare thrust” and “corporate thrust”. In the welfare thrust dimension, the Company engages in charitable donations and utilizes its technological capabilities to improve the quality of education in remote areas through its Getac Charity Trust Fund. On the other hand, the Company organizes “Y.S. Award” competitions to provide promising young students with a platform and opportunity to give free rein to their creativity and thereby train much needed star performers of the future age of AI. In the field of corporate operations, the Company implements process innovation, enhances its energy use efficiency, and promotes the universal use of eco-friendly materials by relying on R&D efforts in core technologies. Getac actively develops industries with high added value to enhance its corporate value with the ultimate goal of creating new employment opportunities. The Company also strives to build a work environment characterized by equality and mutual respect and a climate conducive to learning and growth to foster talent cultivation as a driving force for innovative R&D. Getac maximizes its influence on supply chain partners through communication, supervision, and encouragement to promote respect for human rights and environmental protection and harness its powers as a corporate citizen for positive causes.

4 良質教育
 Constant Recycling Of Resources To Achieve Maximum Benefits Is Our Core Sustainability Goal

- Supporting Continuous Education for Children in Rural and Underprivileged Areas: The Taiwan Hope Children's Care and Development Association
- Donating to Support Vulnerable Groups:
 - The Father Barry Foundation, a foundation under the Catholic Church,
 - The Quaker Service Hualien Center for Underprivileged Families
 - The Mennonite Christian Church Dawn Care Home.
 - Industry-Academia Collaboration Empowering Future Generations: Collaboratively organizing the Y.S Cup competition, to foster talent and promote collaboration between academia and industry.

8 體面工作和經濟增長
 Encouragement Of Talent Innovation Diversity And Equality As The Best Catalyst

- Enhancing employee capabilities - Providing diverse training courses to enhance skills. In 2022, the average employee received 60.59 hours of education and training.
- Optimizing channels for recruiting individuals with disabilities to promote social inclusion. In 2022, a total of 9 individuals with disabilities were hired.
- Providing a smooth reemployment process for retired employees. In 2022, a total of 34 retired employees were rehired, surpassing the initial target of 19 and achieving a success rate of 179%.

9 產業、創新和基礎設施
 Utilization Of Core Technologies Continued development of low carbon product and technology

- Incorporating the concept of sustainability into product research and development as well as technological innovation, we aim to develop environmentally friendly materials, such as PCR (Post-consumer recycle resin), which is a type of recycled plastic. Additionally, we aim to increase the proportion of recyclable materials used in computer product casings.

12 確保永續消費和生產模式
 Unlimited Learning Possibilities Through The Combination Of Physical And Digital Approaches And Resources

- In 2022, the water recycling rate reached 97.8%, with a total recycled water volume of approximately 13,753.81 million liters. This amount is 21.07 times the annual water withdraw
- Invested NT\$86.04 million made to implement 20 energy-saving projects. These projects resulted in an additional energy-saving of 7,368 MWh, which is equivalent to reducing 4,930 metric tons of CO2 emissions. This energy-saving effort also led to a cost reduction of NT\$18.85 million in electricity expenses.

2.3 Stakeholders Engagement

Identification Of Stakeholders - 7 Types of Stakeholders

Stakeholder opinions are an essential foundation for the progress of Getac Holdings. Apart from real-time communication and responses by each department according to their responsibilities to maintain smooth channels for feedback, the Company convenes all committee members annually, led by the Chairperson of the Sustainable Development Committee, to conduct stakeholder identification based on the AA1000 Stakeholder Engagement Standard. In response to the revision of the GRI Standard 2021, the stakeholder identification questionnaire was modified for the year 2022. Fifteen senior managers and functional unit supervisors were invited to assess the mutual influence and impact between the company and 11 categories of stakeholders, particularly in terms of positive actual impact, positive potential impact, negative actual impact, and negative potential

impact. The questionnaire results were ranked based on the total scores, with the top six categories being employees, customers/distributors, suppliers, shareholders/investment institutions, media, and banks. Furthermore, the assessment showed that the positive influence dimension scored higher than the negative impact dimension in the company's relationship with various stakeholder categories. Based on the meeting resolution of the ESG Committee, the top six stakeholders with higher scores were selected, and the government institutions ranked seventh were also included. The seven major stakeholder categories for 2022 are employees, customers (including dealers), suppliers, shareholders (including investment institutions), media, banks, and government agencies. Compared to 2021, banks were added as a new category.

Talents are the most important assets of a company. A company's growth depends on the employees' collective efforts to reach goals.

Employees



Steadily increasing customer orders are the source of a company's revenues and profits as well as the key that supports a company's management and continuous investment.

Customers /Distributors



Stable material price and component supply is essential to a company's operation.

Suppliers



The bank is another source of obtaining operating funds. Maintaining a good relationship with the bank ensures a continuous, stable, and competitive operating capital.

The shareholders provide capital for a company and take management risks together as long-term owners of the company. The business performance of a company is closely related to the shareholders

Shareholders



Following the laws and regulations of government agencies helps a company ensure the legal compliance and make early response to the potential business opportunities or risks due to changes in policy.

Government Agencies



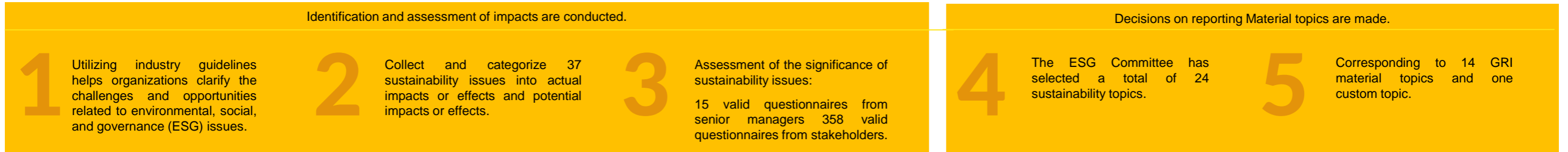
The media influence the public opinions. Thus, a company must make early preparation to prevent negative reports from damaging the corporate image.

Media



Material Topic Identification & Boundary Setting

Getac Holdings collects significant issues through communication or engagement with stakeholders on an annual basis. These issues are identified through a discernment process to understand the impacts or effects they have on operations, finances, and stakeholders. Based on this, the company formulates its sustainability development plans and goals. It follows the PDCA (Plan-Do-Check-Act) management cycle to propose response strategies and continuously improve sustainability practices and performance. In 2022, the company identified a total of 24 sustainability issues corresponding to 14 GRI (Global Reporting Initiative) material topics and one custom topic. The process for identifying significant topics in our company is as below, and the list of material topics and their boundaries, as well as the communication between Getac and its stakeholders, can be found in pages 21 to 23 of this report.



To ensure alignment of our company's sustainability strategy with international standards, we continuously gather global ESG development trends. Additionally, we closely monitor domestic and international regulatory changes to ensure compliance with legal requirements. Furthermore, we follow industry-specific ESG guidelines as a guiding direction for our sustainable development. Within our operational scope, the industry guidelines we reference include: Responsible Business Alliance (RBA) Code of Conduct. Enhanced Supply Chain Sustainability Performance Guidelines issued by the Automotive Industry Action Group (AIAG) and Drive Sustainability. Sector-specific guidelines from the Sustainability Accounting Standards Board (SASB), such as the Hardware, Automotive Parts, and Electronic Manufacturing Services and Original Design Manufacturing Industry Guidelines.



The 31 significant topics from GRI Standard, along with the company's previous custom topics and the information collected in Step 1, are compared. External consultant opinions are also sought. The goal is to gather sustainability issues relevant to the company's operations and assess their actual or potential impacts on human rights and society.

In assessing the impact of sustainability issues, not only are the impacts described in industry guidelines taken into account but also the requirements and opinions of stakeholders. For example, considerations include ESG guidelines and advocacy actions requested by customers, green financial products issued by banks, and the investment community's inclusion of ESG as a stock selection criterion.

Based on these considerations, a total of 37 sustainability issues are identified, including 4 with negative actual impacts, 16 with negative potential impacts, 9 with positive actual effects, and 8 with positive potential effects.



A questionnaire was administered to invite 15 senior managers/supervisors to assess the significance of the 37 sustainability issues. Significance was evaluated based on the level of impact or severity of the issue (rated on a scale of 1 to 5) and the likelihood of its occurrence (rated on a scale of 1 to 5).

The significance of an issue is calculated as the impact or severity score multiplied by the likelihood score, with a maximum score of 25. A higher score indicates a greater level of impact or influence.

The same questionnaire was also distributed to stakeholders, resulting in 358 valid responses. These responses serve as one of the reference sources for the ESG Committee in determining the significant topics.



The questionnaire scores from senior managers were sorted, and high-scoring issues were reviewed by internal experts and aligned with industry standards. An analysis of ESG implementation and the questionnaire results was presented to the ESG Committee for decision-making.

Following the committee meeting, 24 sustainability issues were selected, prioritizing those with negative actual impacts. Among them, 4 were classified as directly significant, 9 had negative potential impacts, 5 had positive actual effects, and 6 had positive potential effects.

The final list of 24 sustainability issues was then cross-referenced with the results of the questionnaire survey conducted with stakeholders. The comparison showed a significant alignment, as the issues that stakeholders expressed high concerns about were already included in the selected list.



After mapping the selected 24 sustainability topics with the GRI topics, 14 significant topics and 1 custom topic are identified. These include 4 environmental topics, 7 social topics, and 4 governance topics. Please refer to page 21 of this report for the list of significant sustainability topics and the boundaries of the major topics.

Compared to 2021, in 2022, the company has strengthened its disclosure in the social aspect by adding labor and employment relations, employee diversity and equality, and education and training as significant topics. This emphasizes the company's proactive actions in addressing positive potential impacts and aligning with stakeholder expectations, bringing more positive energy to the company.

Regenerate response

Material Topics

Actual negative impacts	
E	Poor performance in reducing greenhouse gas emissions
S	Occupational Safety Hazards
G	Supplier chain did not comply with responsible minerals policy
	Intellectual Property Rights Infringement
Actual positive impacts	
	Packaging material reduction and recycling
E	Waste reduction
	Use recycled materials
	Improve water recycle rate
S	Pay attention to employee work-life balance
Potential negative impacts	
	Ignoring the impact of climate-change risks
E	Air pollution
	Violation of waste disposal
	water pollution
	Employee's working hours exceed the legal limit
S	Products and services that violate health and safety
	Salary and overtime compensation not complying with regulatory requirements
G	System hacked; customer privacy leaked
	Violation of business ethics
Potential positive impacts	
E	Set target to achieve net zero emissions by 2050
	Build a friendly, equal and dignified workplace
	A safe workplace with zero injuries
S	Good talent training program
	Generous employee salary and benefits
G	Building a resilient and sustainable supply chain

Topic Boundary and Impacts

Category	GRI Material Topics	Corresponding SASB Index (Electronics Manufacturing Services and Original Design Manufacturing)	Boundary			Scope of Impact		
			Getac Holdings	Subsidiary Company	Supplier	Employee	Supplier	Customer
G Corporate Governance	Intellectual Property Rights		V	V				V
	Anti-corruption		V	V	V	V	V	V
	Supply chain management	TC-ES-320a.2 TC-ES-320a.3		V	V		V	V
	Climate Change		V	V				V
S Social	Diversity and Equal Opportunity		V	V		V		
	Forced or compulsory labor			V	V	V	V	V
	Training and Education			V		V		
	Employment	TC-ES-310a.1	V	V		V		
	Customer Privacy	TC-ES-320a.1	V	V				V
	Occupational Health & Safety		V	V	V	V	V	V
	Customer health and safety	TC-ES-320a.1		V	V		V	V
E Environment	Water and effluents	TC-ES-140a.1		V	V		V	V
	Material	TC-ES-410a.1		V				V
	Emission			V	V		V	V
	Waste	TC-ES-150a.1 TC-ES-410a.1		V	V		V	V

Stakeholder Communication in 2022

Stakeholder	Issues Of Concerns Actual positive impacts	Issues Of Concerns Actual negative impacts	Issues Of Concerns Potential negative impacts	Issues Of Concerns Potential positive impacts	Getac's Response Methods	Communication and Response
Customer	<ul style="list-style-type: none"> Use recycled materials Guaranteed local supervisor employment ratio Packaging material reduction and recycling 	<ul style="list-style-type: none"> Poor performance in reducing greenhouse gas emissions Occupational Safety Hazards Intellectual Property Rights Infringement 	<ul style="list-style-type: none"> Ignoring the impact of climate-change risks System hacked; customer privacy leaked Poor corporate financial performance 	<ul style="list-style-type: none"> Good talent training program Building a resilient and sustainable supply chain Build a friendly, equal and dignified workplace 	<ul style="list-style-type: none"> Customer service section on corporate website (immediately) Sales contract & Non-disclosure agreement(immediately) Telephone customer service hotline (immediately) Channel partner conference(periodically) Consumer service mailbox(immediately) Customer satisfaction survey 	<ul style="list-style-type: none"> GTH and its key subsidiaries have completed the greenhouse gas inventory and third-party verification according to ISO 14064-1. Regular customer satisfaction surveys are conducted to collect customer feedback and make improvements based on the results. A comprehensive upgrade of the information security system has been implemented, including regular exercises on social engineering in the cyber network to enhance employee awareness of online security. Research and development are being conducted on PCR (Post-Consumer Recycled) materials for product casings.
Supplier	<ul style="list-style-type: none"> Pay attention to employee work-life balance Freedom of Association and Collective Bargaining Waste reduction 	<ul style="list-style-type: none"> Poor performance in reducing greenhouse gas emissions Occupational Safety Hazards Suppliers violate environmental and social regulations 	<ul style="list-style-type: none"> Ignoring the impact of climate-change risks Poor corporate financial performance System hacked, customer privacy leaked 	<ul style="list-style-type: none"> Build a friendly, equal and dignified workplace Building a resilient and sustainable supply chain Good talent training program 	<ul style="list-style-type: none"> Supplier visit (immediately) Supplier procurement contract(immediately) Supplier audit(annually) Supplier query mailbox (immediately) Supplier Conference (aperiodic) 	<ul style="list-style-type: none"> Every year, a stakeholder sustainability issue questionnaire survey is conducted with suppliers to understand their priorities and concerns. An annual supplier ESG self-assessment questionnaire is conducted, and in 2022, the response rate reached 96%. ESG requirements are integrated into the overall procurement contracts.
Employee	<ul style="list-style-type: none"> Pay attention to employee work-life balance Packaging material reduction and recycling Waste reduction 	<ul style="list-style-type: none"> Poor performance in reducing greenhouse gas emissions Suppliers violate environmental and social regulations Occupational Safety Hazards 	<ul style="list-style-type: none"> System hacked, customer privacy leaked Employee's working hours exceed the legal limit Poor corporate financial performance 	<ul style="list-style-type: none"> Build a friendly, equal and dignified workplace Building a resilient and sustainable supply chain Good talent training program 	<ul style="list-style-type: none"> Performance appraisal (annually) Internal announcement (immediately) Employee meeting (annually) Labor management meeting/supervisor meeting/training (periodically) Education & Training (periodically) Employee consultation hotline (immediately) 	<ul style="list-style-type: none"> A range of open internal communication channels have been established by Getac to listen to employee feedback. A comprehensive performance evaluation system is also used at every level of management for communication and dialog. In 2022, employee satisfaction surveys were conducted in seven global locations, with an average response rate of 98% and an average satisfaction score of 83. Among these locations, GTK, MPT, and GVL achieved satisfaction scores exceeding 90; GTC, MPTK, MPTZ scored 71, 79, and 73, respectively.
Shareholder	<ul style="list-style-type: none"> Waste reduction Improve water recycle rate Use recycled materials 	<ul style="list-style-type: none"> Intellectual Property Rights Infringement Suppliers violate environmental and social regulations Occupational Safety Hazards 	<ul style="list-style-type: none"> Violation of business ethics Air pollution Ignoring the impact of climate-change risks 	<ul style="list-style-type: none"> Building a resilient and sustainable supply chain Good talent training program A safe workplace with zero injuries 	<ul style="list-style-type: none"> Shareholders' meeting/ investor conference (annually) One-on-One Investor Meetings Corporate website (immediately) Market observation post system (immediately) Investor query mailbox / hotline (immediately) 	<ul style="list-style-type: none"> GTH complies with regulations by promptly disclosing financial and annual report information. It has established an investor relations section on its official website to provide real-time consultation for investors. Through regular shareholders' meetings and ad hoc investor conferences, GTH communicates its operational status and future development to investors. In 2022, a total of 5 large-scale public conferences and 34 institutional physical/online meetings were held, and 13 inquiries were received via email. GTH also participated in the S&P sustainability assessment to enhance its ESG transparency.

Stakeholder Communication in 2022

Stakeholder	Issues Of Concerns Actual positive impacts	Issues Of Concerns Actual negative impacts	Issues Of Concerns Potential negative impacts	Issues Of Concerns Potential positive impacts	Getac's Response Methods	Communication and Response
Media	<ul style="list-style-type: none"> Pay attention to employee work-life balance Freedom of Association and Collective Bargaining Use recycled materials 	<ul style="list-style-type: none"> Intellectual Property Rights Infringement Poor performance in reducing greenhouse gas emissions Supplier chain did not comply with responsible minerals policy 	<ul style="list-style-type: none"> Employee's working hours exceed the legal limit System hacked, customer privacy leaked Ignoring the impact of climate-change risks 	<ul style="list-style-type: none"> Set target to achieve net zero emissions by 2050 Good talent training program Build a friendly, equal and dignified workplace 	<ul style="list-style-type: none"> News releases (immediately) Press conferences (periodically) Spokesperson interviews (immediately) Posting of information on the corporate website (immediately) Line App Media Group (Immediately) 	<ul style="list-style-type: none"> The media is the bridge for transmission of information. They serve as a vital link for Getac to communicate with society. Ad hoc press releases and press conferences along with the timely disclosure of related information, Getac explains the company's business development and targets. Public opinion is also collected for the reference of the management team. In 2022, total exposure in Taiwan media reached 699 times.
Government Agencies	<ul style="list-style-type: none"> Participate in social welfare Pay attention to employee work-life balance Use recycled materials 	<ul style="list-style-type: none"> Poor performance in reducing greenhouse gas emissions Supplier chain did not comply with responsible minerals policy Intellectual Property Rights Infringement 	<ul style="list-style-type: none"> Salary and overtime compensation not complying with regulatory requirements Poor corporate financial performance Misuse of child labor 	<ul style="list-style-type: none"> Build a friendly, equal and dignified workplace Building a resilient and sustainable supply chain Good talent training program 	<ul style="list-style-type: none"> Official documents (immediately) Regulatory meetings and training Seminars(periodically) 	<ul style="list-style-type: none"> Ad hoc meetings and bulletins are used for cooperating with government agencies on related matters. These include attending related lectures, courses and conferences, and active cooperation with government agencies. In line with the Financial Supervisory Commission's implementation of "Corporate Governance 3.0 - Sustainable Development Blueprint," we have adopted the SASB Sustainability Accounting Standards Board and TCFD Task Force on Climate-related Financial Disclosures frameworks. We have completed the ISO14064-1 greenhouse gas inventory and verification process and regularly report to the board of directors.9th Corporate Governance Evaluation. Received TWSE Corporate Governance Evaluation TOP 6-20% for five consecutive years.
Bank	<ul style="list-style-type: none"> Improve water recycle rate Waste reduction Pay attention to employee work-life balance 	<ul style="list-style-type: none"> Intellectual Property Rights Infringement Poor performance in reducing greenhouse gas emissions Occupational Safety Hazards 	<ul style="list-style-type: none"> water pollution Air pollution Anti-corruption 	<ul style="list-style-type: none"> Build a friendly, equal and dignified workplace Building a resilient and sustainable supply chain Good talent training program 	<ul style="list-style-type: none"> Daily business transactions (real-time) Annual credit limit renewal and extension (annually) Regular review of company bank account (irregular) Participation in seminars and briefings organized by banks (irregular) Arrangement of meetings between both parties based on business needs (irregular) 	<ul style="list-style-type: none"> Getac Holdings and DBS Bank (Taiwan) have signed a 3-year, NT\$600 million "Sustainable Linked Loan" agreement. In the future, DBS Bank will track Getac's performance in greenhouse gas emissions, energy consumption, water usage, and corporate governance evaluation on an annual basis. Based on the achievements, DBS Bank will provide preferential loan interest rates. Subsidiaries GTC and ATC have also undertaken NT\$50 million in Green Time Deposits with DBS Bank (Taiwan), contributing to sustainable efforts through support for green financial products.

2.4 Management Direction and Performance

No	Material Topic	Negative Impact of the Material Topic	Management Methods	Goals in 2022	Performance in 2022
1	Occupational Health & Safety	An unsafe working environment not only endangers the lives of employees and neighboring communities but may also indirectly lead to financial losses for investors due to occupational accidents.	<ul style="list-style-type: none"> Strictly abide by the occupational safety and health regulations of the operating base. Key manufacturing sites obtain the ISO 45001 certification as the basis for daily management of regulatory compliance. 	<ul style="list-style-type: none"> Zero fatalities, zero occupational illnesses. Reduce the number of work-related injuries and move towards zero work-related injuries. GTH (Consolidated) has achieved a lower Rate of recordable work-related injuries in 2022, below the rate of 0.186 in 2021. The six subsidiaries in China and Vietnam have set multiple occupational disease prevention and control management goals with a target achievement rate of 100%. These goals include: 1) Achieving a 100% medical examination rate for employees in occupational disease-related positions. 2) Ensuring 100% of employees in occupational disease-related positions sign an acknowledgement form regarding occupational disease hazards. 3) Attaining a 100% qualification rate for environmental factor testing in workshops with occupational disease-related positions. 4) Reaching a 100% sign-up rate for occupational health training for workshop employees. 	<ul style="list-style-type: none"> GTH, GTC, GTK, MPTZ, and GKS have achieved the goal of zero occupational injuries. The number of work-related injuries has been decreasing for four consecutive years. In 2022, Getac Holdings (consolidated) had 11 occupational injury incidents involving 11 individuals, which is a decrease of five incidents compared to 16 incidents in 2021. The recordable work-related injury rate is 0.112 (calculated per 200,000 work hours), a decrease of 39.78% compared to the previous year's rate of 0.186.
2	Training and Education	The lack of education and training not only hinders employees from improving their skills, but it may also result in operational mistakes that can harm the interests of the company, consumers, and investors.	Each Subsidiary sets an annual education and training plan and completion rates for different job categories. Courses are designed based on department expertise, and the annual number of classes is determined to ensure a diverse and widespread coverage of the training programs.	<ul style="list-style-type: none"> GTH, GTC, and ATC aim to set an annual average of 10-15 hours of education and training per person, with the average course score meeting the set threshold. The subsidiary companies in China aims to increase the number of "employee development courses" by adding 30+ micro-courses and implementing 5 talent development project courses. The subsidiary in Vietnam aims to introduce 7 new employee training courses on the E-learning platform and implement 5 talent development courses. The Chinese subsidiary aims to increase the number of courses focused on enhancing employee development. They plan to add 30+ micro-courses and implement 5 talent development program courses. On the other hand, the Vietnamese subsidiary aims to introduce 7 new employee training courses on the E-learning platform and develop 5 talent development courses. 	<ul style="list-style-type: none"> Taiwan: The average training hours per employee for GTH, GTC, and ATC, is 20.1 hours, and the average satisfaction rating for the courses is 9.5 out of 10. Both metrics meet the required standards. China: The number of micro-courses offered in various subsidiary companies in China has reached 30.. Vietnam: due to a smaller number of new hires, the actual number of training courses for new employees is lower than the initial target of 7.
3	Forced or compulsory labor	Forcing or coercing labor deprives workers of their rights, dignity, and freedom, causing physical and psychological harm and even leading to social disharmony.	Abided by the local labor laws and regulations of the production base, and implement the internal regulations of the Company strictly, prohibiting forced labor.	<ul style="list-style-type: none"> Number of incidents of forced or coerced labor: 0. Employees are encouraged to balance their work and personal life, and flexible working hours are implemented to accommodate their needs. 	<ul style="list-style-type: none"> Number of forced or compulsory labor incidents: 0 cases. During the pandemic, the operational locations in Taiwan have expanded the flexible working hours from one hour to three hours.

No	Material Topic	Negative Impact of the Material Topic	Management Methods	Goals in 2022	Performance in 2022
4	Diversity and Equal Opportunity	Workplace inequality and a lack of diversity can lead to discrimination and exclusion, diminishing employee motivation and creativity, and impacting organizational efficiency, innovation, and competitiveness.	Following our human rights policy and employee code of conduct, we provide equal promotion and salary opportunities, while also establishing a labor rights complaints mechanism in line with OECD guidelines for responsible business conduct. This ensures the protection of workers' rights.	<ul style="list-style-type: none"> Number of gender inequality complaints: 0 case Increase the global workforce of individuals with disabilities to 14 people (previously 6 people in 2021). Target for retired and rehired workers from China/Vietnam region: 19 people. 	<ul style="list-style-type: none"> No gender inequality-related complaints were reported in 2022. A total of 9 individuals with disabilities were hired in 2022, which is an increase of 3 compared to 2021 but lower than the original target of 12. In China and Vietnam region, a total of 34 retired and rehired individuals were recorded, achieving a rate of 179%.
5	Employment	Discord in labor relations can result in labor-management conflicts, an unstable work environment, increased employee turnover, decreased productivity, and damage to the company's reputation. These issues have a negative impact on the long-term development of the business.	Providing wages and benefits that comply with or exceed local labor regulations. Conducting regular employee satisfaction surveys and offering channels for employee consultations, taking employee feedback into account for operational improvements.	<ul style="list-style-type: none"> Reduce the number of labor disputes cases in 2022 to be less than the 9 cases in 2021. China/Vietnam subsidiaries have set annual employee turnover rate targets separately. Reinstatement rate : 100% (from January 1, 2021, to December 31, 2022). Paternity leave and maternity leave utilization rate: 80%. 	<ul style="list-style-type: none"> In 2022, a total of 8 labor disputes occurred, which is 1 less than in 2021. GTK, MPTZ, GCS, GKS and GVL achieved the set target for employee turnover. MPTK and MPTV had slightly lower turnover rates than the set target.
6	Customer health and safety	Product hazards to health and safety can lead to consumer harm and loss, damage to a company's reputation, legal risks, and loss of market trust. These issues pose a threat to people's lives, safety, and societal stability.	Implement QC08000 hazardous substance management process systems and green product management systems in pursuant to national product safety laws of sales region (e.g., UL, CCC, CE) in order to end the use of raw materials containing hazardous substances.	<ul style="list-style-type: none"> All products comply with the product safety regulations of the respective sales markets. In response to the French regulations on controlling mineral oils in packaging materials and printed products, include polycyclic aromatic hydrocarbons (PAHs) in the prohibited or restricted substances list. 	<ul style="list-style-type: none"> No incidents of non-compliance with product safety regulations occurred. Revised the Getac's Environmental Substance Control Specification to include the prohibited or restricted substances required by the French mineral oil regulations.
7	Customer Privacy	Customer privacy breaches can undermine customer trust, damage a company's reputation, increase legal risks, decrease market competitiveness, and potentially result in financial and personal information loss or leaks for customers.	Paid close attention to the privacy laws and regulations of customers in all countries, provide customers with detachable hard disk to protect personal data from the Research and Development design, the Service Department is responsible for reminding the customer to detach the hard disk before sending the repair and sign the confidentiality agreement to protect the customer data security. In addition, implemented the five major principles of information security and established a continuous management cycle.	<ul style="list-style-type: none"> Number of cybersecurity incidents: 0 case Number of incidents of customer privacy breach, infringement, or loss: 0 case Implement projects in all subsidiary companies to enhance cybersecurity defense capabilities, including the 1) establishment of internal firewalls, 2) strengthening of network security monitoring, 3) implementation of GDMS system, and 4) conducting network social engineering drills. Obtain TISAX (Trusted Information Security Assessment Exchange) verification for automotive security assessment in GCS and GKS. 	<ul style="list-style-type: none"> 0 cybersecurity incidents 0 incidents of customer privacy breach, infringement, or loss Completion rate of enhancing cybersecurity defense capabilities in subsidiary companies: 100% GCS and GKS obtained TISAX (Trusted Information Security Assessment Exchange) verification for automotive security assessment.

No	Material Topic	Negative Impact of the Material Topic	Management Methods	Goals in 2022	Performance in 2022
8	Emission	The intensified emissions of greenhouse gases contribute to climate change, extreme weather events, rising sea levels, and pose a threat to ecological balance and human survival. They have a significant impact on the economy, society, and the environment.	<ul style="list-style-type: none"> Obtain ISO14001 environmental system management certification, implement internal waste gas management procedures. Conducting an inventory of organizational greenhouse gas emissions in accordance with the ISO 14064-1 standard and obtaining third-party assurance statements. 	<ul style="list-style-type: none"> Compliance emissions In 2022, the GHG emission intensity was below 125.65 Mt CO2e per million USD. Launched the GHG inventory IT system. 	<ul style="list-style-type: none"> There were no incidents of non-compliant emissions or leaks. The greenhouse gas emission intensity has decreased for three consecutive years. In 2022, the combined category 1 and category 2 emission intensity was reduced to 98.16 metric tons of CO2 equivalent per million US dollars emitted, representing a 22.5% decrease compared to 2021's intensity of 126.65 metric tons. The ISO 14064-1 greenhouse gas inventory IT system was implemented for data collection and calculation of carbon emissions in 2022.
9	Waste	Waste causes severe pollution to the environment, poses health hazards, and disrupts ecological balance. It leads to resource wastage and increased economic costs, impacting sustainable development and societal well-being.	Obtain ISO14001 environmental system management certification, implement internal waste disposal procedures, and choose legal waste disposal vendors.	<ul style="list-style-type: none"> Ensure compliant disposal of waste with no significant penalties. Improve management systems and establish comprehensive standards for the disposal and recycling of waste. Reduce total waste generation by 1% compared to 2021, while maintaining an equivalent level of company output. 	<ul style="list-style-type: none"> In 2022, there were no incidents of non-compliant waste disposal. The total waste generated in 2022 was 5,547.25 metric tons, with 4,097.83 metric tons of general industrial waste and 1,449.42 metric tons of industrial hazardous waste. This represents a 5.66% decrease compared to the total waste generated in 2021, which was 5,880.14 metric tons, meeting the target.
10	Water and effluents	Wasting water resources and engaging in unauthorized discharges can lead to water scarcity, water pollution, environmental degradation, and pose a threat to human health. It violates laws, regulations, and social ethics, resulting in negative impacts on society and economic development.	Implemented the ISO14001 management of water resources, increased water use efficiency with daily promotion of saving water consumption through various water conservation and recycling methods.	<ul style="list-style-type: none"> Zero instances of non-compliance in wastewater discharge. Achieve a water intensity below 0.73 million liters in 2022. Each facility should set a target to reduce water withdraw by 1% to 1.5% compared to the baseline year (2021) based on operational conditions or aim to decrease water intensity by 1.5%. Establish a target for process water recycling rate of not less than 96%. 	<ul style="list-style-type: none"> In 2022, there were no incidents of chemical or oil leaks, nor any instances of non-compliant wastewater discharge. The water intensity, measured as water usage per million US dollars of output, decreased for the third consecutive year. In 2022, the water intensity was 0.60 metric tons per million US dollars, representing a 17.81% reduction compared to 2021's 0.73 metric tons. The total water withdraw in 2022 was 652.74 million liters, which is a decrease of 16.69% compared to 2021's total withdraw of 783.48 million liters. The process water recycling rate achieved was 97.8%.
11	Climate Change	Climate change leads to extreme weather events, ecological imbalance, food security issues, and disrupts the economic, social, and ecological balance. It has a severe impact on human survival and development.	By implementing the Task Force on Climate-related Financial Disclosures (TCFD) framework, we have constructed climate change risk mitigation measures based on four key aspects: governance, strategy, risk management, and metrics and targets. These measures are aimed at addressing the challenges posed by climate change.	<ul style="list-style-type: none"> Complete the implementation of TCFD climate-related financial disclosures for the Taiwan location. Global subsidiaries initiate the establishment of reduction targets and performance metrics. Subsidiaries actively promote the setting of reduction policy objectives and develop corresponding work plans. 	<ul style="list-style-type: none"> GTH, GTC, ATC, and GTK successfully implemented TCFD and disclosed it in the 2022 sustainability report. Global subsidiaries completed the ISO 14064-1 greenhouse gas inventory and third-party verification for 2022. Subsidiaries established annual reduction policy targets and work plans for water, waste, energy, and carbon emissions.

No	Material Topic	Negative Impact of the Material Topic	Management Methods	Goals in 2022	Performance in 2022
12	Material	The wastage of materials leads to increased resource consumption, intensified environmental damage, increased burden on waste disposal, and increased economic losses.	Getac adopts waste reduction, recycling, and increased use of recycled materials to minimize its environmental impact.	<ul style="list-style-type: none"> Maintain a minimum of 21% utilization of recycled plastic materials. Increase paper box recycling rate. 	<ul style="list-style-type: none"> In 2022, Getac Holdings (consolidated) used a total of 37,887 metric tons of raw materials, with a recycling material usage rate of 62.0%. The Plastic Business Group achieved a recycling plastic usage rate of 21.6% in 2022, an increase of 0.9% compared to 2021. The Automotive Business Group achieved a recycling aluminum usage rate of 80.2% in 2022, an increase of 4.1% compared to 2021.
13	Supply chain management	Poor supply chain management can lead to production disruptions, delayed shipments, increased costs, and customer attrition, thereby impacting the company's reputation, revenue, and market position. Additionally, uncontrolled supply chain management can result in product quality issues, safety hazards, and legal risks, among other impacts.	Establishing a robust supplier management system, which includes qualification assessment and regular TQRDC evaluations, while also requiring suppliers to make declarations and commitments on sustainability issues through supplier qualification reviews and contractual obligations.	<ul style="list-style-type: none"> Achieve an ESG self-assessment response rate of 85% or higher for sustainable survey vendors. Maintain a local procurement rate of over 50%. 	<ul style="list-style-type: none"> A total of 768 companies responded to the ESG self-assessment questionnaire, resulting in a response rate of 96%. Except for GVL, the local procurement rates of all subsidiaries were above 50%. The consolidated local procurement rate reached 73%.
14	Anti-corruption	Corporate corruption incidents can damage corporate reputation, weaken market competitiveness, increase legal risks, lower employee motivation, and impede business development. All of these can have a negative impact on corporate financial interests and long-term growth. Regenerate	Implementing the principle of ethical business conduct by encouraging honesty and integrity through multiple internal systems and regulations. Additionally, establishing contract management mechanisms and implementing a whistleblower system to prevent unethical behavior and violations of professional ethics.	<ul style="list-style-type: none"> Achieve zero incidents of corruption and compliance violations. Complete the establishment of policies and systems related to anti-corruption and anti-money laundering. Enhance the effectiveness of anti-corruption and anti-money laundering education and training by adding post-training assessments. Target a completion rate of 80% or higher, with a passing score of 90% or above. Revise the group's complaint and reporting mechanism to comply with OECD human rights and due diligence requirements. 	<ul style="list-style-type: none"> There were zero incidents of corruption and compliance violations. Getac Holdings and its eight subsidiaries completed the revision of anti-corruption and anti-money laundering policies and systems. Getac Holdings and its eight subsidiaries achieved an average training completion rate of 89%. Furthermore, all individuals who completed the training obtained a score of at least 90% on the post-training assessment. Getac Holdings and its eight subsidiaries completed the revision of the whistleblowing mechanism and procedures.
15	Intellectual Property Rights	Intellectual property litigation can lead to product launch delays, depletion of corporate resources, damage to reputation, increased legal risks, and a decrease in market share. These negative impacts can potentially affect social equity, consumer rights, and human rights protection.	A Intellectual Property Department is established under the jurisdiction of the Legal Affairs Center to monitor industry patent application trends, identify potential risks of infringing on others' rights, and provide analysis and avoidance measures. Intellectual property disputes are handled exclusively by the Legal Affairs Center.	<ul style="list-style-type: none"> Achieve zero confirmed judgments of infringement of intellectual property rights. Set a yearly target of at least 120 patent applications. Conduct comprehensive reviews of existing patents on a quarterly basis to identify and mitigate infringement risks. 	<ul style="list-style-type: none"> Subsidiary Company GTC and Panasonic have reached a settlement in the patent infringement case and have withdrawn their respective lawsuits from the US court, as per the terms agreed upon in the settlement agreement. In 2022, Getac Holdings (consolidated) filed a total of 559 patent applications worldwide. During the same year, 264 new patents were granted, bringing the cumulative total of approved patents to 2,465 as of 2022.



3.0 Corporate Governance

3.1 Corporate Governance Structure

3.2 Ethical Management

3.3 Risk Management

3.4 Information Security

3.5 Intellectual Property

3.1 Corporate Governance Structure

Corporate Governance

Good corporate governance is the foundation of sustainable business operation. Getac Holdings adheres to the "Corporate Governance Best Practice Principles for Listed and OTC Companies" and relevant regulations set by regulatory authorities. We continuously implement corporate governance from multiple aspects, including protecting shareholders' rights, strengthening the operation of the board of directors, enhancing information transparency, and fulfilling corporate social responsibility. These efforts accumulate the energy for the company's sustainable development.

Mid-to-long Term Goal: Top 5% Of Corporate Governance Evaluation

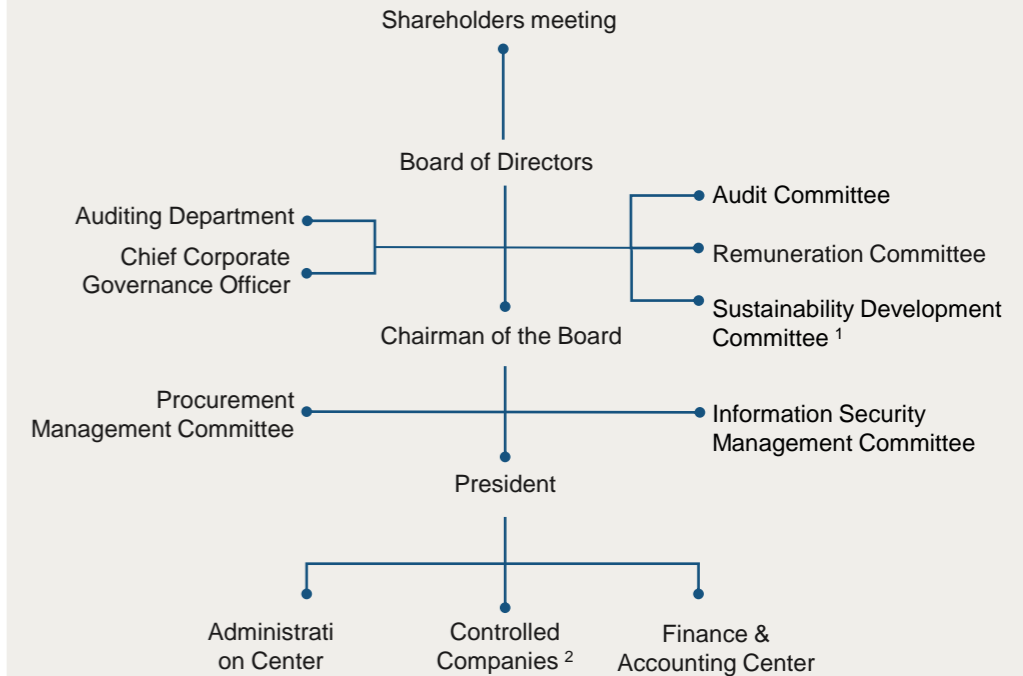
In order to align our corporate governance system with international standards, Getac Holdings has set the goal of being in the top 5% of the corporate governance evaluation for listed companies as a medium to long-term development objective. We actively respond to the indicators of corporate governance evaluation and make improvements in our corporate governance practices. Getac's corporate governance performance has consistently ranked in the top 6-20% of listed companies from the 5th (2018) to the 9th (2022) evaluation, and we are also included in the Corporate Governance 100 Index by the Taiwan Stock Exchange.

Corporate Governance Structure

The Board of Directors of Getac Holdings is the highest governing body of the company. It consists of the Audit Committee, the Remuneration Committee, and the Internal Audit Department. In 2021, in compliance with regulatory requirements, a dedicated corporate governance officer was appointed to assist in the management of board and shareholder meetings, preparation of meeting minutes, support for director appointments and continuous education, provision of necessary information for directorial duties, and ensuring compliance with laws and regulations and other matters as specified in the company's articles of incorporation or contracts. On November 9, 2022, the Board of Directors approved the elevation of the existing ESG Committee to a functional committee of the board, strengthening the board's oversight and management of sustainability-related issues.

The operational management structure of the company is well-defined, and responsibilities are clearly delineated (see Figure 3). The Chairman serves as the president, adhering to the operational policies set by the Board of Directors and planning and executing various business strategies. The Chairman is responsible for overseeing all operational activities of the company. The management team consists of professionals with expertise in their respective fields, bringing together a wealth of experience.

Figure 3. Organizational Chart of Getac Holdings



¹ Under the Sustainable Development Committee, there are seven functional subcommittees established: Corporate Governance team, Employee and Social Care team, Environmental Health and Safety team, Supply Chain Management team, Customer Relations team, Risk Management team, Climate Change Risk team.

² For detailed information on the subsidiary companies, please refer to our company's annual report and the organizational chart of affiliated companies. The significant subsidiary companies have all been included in the scope of disclosure in this report.

Organization Chart Of Affiliates



The Board of Directors

The company adopts a candidate nomination system for the election of directors. The list of director candidates (including independent directors) is reviewed by the Board of Directors to ensure they meet the required qualifications and is then submitted to the shareholders' meeting for election. The shareholder meeting for the current (tenth) Board of Directors was held on May 31, 2022, where ten directors were elected, including the addition of one female independent director to promote board diversity compared to the previous term. Among the ten directors, four independent directors are external independent individuals. In 2022, Getac Holdings hold a total of eight board meetings (including both current and outgoing directors), with an average attendance rate of 97.4%. For detailed information about the board members, please refer to page 31 of this report.

The company has established a "Standard Operating Procedure for Handling Director Requests" (including personnel and response deadlines) that has been approved by the Board of Directors. This ensures appropriate and timely responses to director requests. Additionally, during board meetings, key business unit managers, finance and accounting units, and audit units regularly provide business reports to the board. This enables the board to effectively incorporate risk assessment and control by the management into the company's decision-making process. For the operational details of the Board of Directors in 2022, please refer to page 73-74 of the company's annual report.

Board Diversity

In line with our diversity policy and to strengthen corporate governance, the company promotes the development of a sound composition and structure of the Board of Directors. The nomination of director candidates follows the candidate nomination system outlined in the company's corporate charter. Evaluation criteria include assessing the candidates' educational and professional qualifications, weighing their professional backgrounds, integrity, and relevant professional qualifications. Once approved by the Board of Directors, the nomination is submitted to the shareholders' meeting for election. The composition of the Board of Directors should not exceed one-third of directors holding executive positions within the company. Additionally, appropriate diversity policies are formulated considering the operational nature and development needs of the company. These policies encompass:

- Basic conditions and values: Gender, age, nationality, and culture.

- Professional knowledge and skills: Operational judgment, accounting and financial analysis skills, management abilities, crisis handling skills, industry knowledge, international market perspective, leadership abilities.

The specific management objectives and achievements of the company's current board of directors in promoting diversity are as follows:

1. Independent directors comprise more than 40% of the total number of directors, exceeding one-third.
2. Directors who also hold executive positions within the company represent 20% or less, which is below one-third of the total number of directors.
3. The tenure of independent directors does not exceed three terms.
4. The addition of one female independent director to enhance gender diversity.

Independence of the Board of Directors





The board of directors of the company currently consists of 10 members, including 4 independent directors and 2 directors with employee status. As of the end of 2022, the independent directors comply with the "Regulations Governing the Appointment and Exercise of Powers by Independent Directors of Public Issuing Companies." In accordance with Article 26-3, Paragraph 3 of the Securities and Exchange Act, directors are prohibited from having a spouse or a relative within the second degree of kinship. For information regarding the independence, professional qualifications, core competencies, and diversity of the Board of Directors of our company, please refer to pages 17-23 of our company's annual report.

Performance Evaluation of Boards and Directors

The Board of Directors of the company has established the "Board Performance Evaluation Guidelines." At the end of each fiscal year, the Board conducts an overall self-assessment, individual director self-assessments, as well as functional committee self-assessments (Audit Committee, Compensation Committee). The results of the 2022 Board performance evaluation have been submitted to the Board on February 24, 2023, and the relevant evaluation outcomes are available for review in the "Corporate Governance" section of the company's website.

The key indicators for evaluating the performance of Board members include their understanding of the company's goals and missions, awareness of director responsibilities, level of participation in the company's operations, internal relationship management and communication, professional expertise and continuous learning, and internal control.

To implement corporate governance and enhance the knowledge and skills of the Board of Directors in sustainable development, the Board arranges ongoing education for directors. All directors comply with the "Guidelines for Continuing Education for Directors and Supervisors of Listed and OTC Companies," with newly appointed directors completing at least 12 hours of continuing education. The educational courses include "Prevention of Insider Trading" and "Legal Compliance Briefing on Insider Trading by Insiders," which help internal personnel understand relevant regulations regarding equity management under securities laws, establish the correct concept of insider trading, and reduce inadvertent violations due to unfamiliarity with legal requirements. Other educational training courses cover topics such as corporate governance, risk management, information security governance, sustainable development pathways, net-zero emissions, and industry development issues. Details of director education and training courses, as well as the number of hours completed, are provided on pages 43-44 of the company's annual report.

Major Resolution of the Board of Directors		Director's professional qualification & independence	
Board Performance Evaluation Report		Training Status of Board Members	

Board of Directors & Functional Committee (Tenure 2022/5/27–2025/5/26)

Diversification Capability/Name		Hwang, Ming-Hang	Tsai, Feng-Tzu	Miau, Matthew Feng Chiang	Lin, Chuan Cheng	Chou, Teh-Chien	Miau, Matthew Feng Chiang	Lin, Long Song	Lin, Long Song	Chang, Chia-Hsin	Wang, Po Hsia
Board of Directors		Director	Director	Director	Director	Director	Director	Independent Director	Independent Director	Independent Director	Independent Director
Audit Committee								Member	Member	Chairperson	Member
Remuneration Committee								Chairperson	Member	Member	Member
ESG Committee		Chairperson								Member	Member
Nationality		R.O.C.	R.O.C.	U.S	R.O.C.	R.O.C.	R.O.C.	R.O.C.	R.O.C.	R.O.C.	R.O.C.
Gender		Male	Male	Male	Male	Male	Male	Male	Male	Male	Male
Age	Above 51	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Under 50										
Experience (Education)		<ul style="list-style-type: none"> • M.S. of Electrical engineering, Utah State University, U.S.A. • B.S. of Electrical engineering, National Taiwan University. • VP, MiTAC International Corp. 	<ul style="list-style-type: none"> • B.S of Computer/Control Engineering Department, Chiao-Tung University • VP of Sales, MiTAC Inc. • Vice Chairman, MiTAC International Corp. • Chairman and CEO, Getac Holdings Corp. 	<ul style="list-style-type: none"> • Honorary Ph.D., National Chiao Tung University • MBA, Santa Clara University • BSEE, University of California, Berkeley • Laureate of Industrial Technology Research Institute (ITRI) • Delegate, APEC Business Advisory Council (ABAC) • Convener, Civil Advisory Committee of National Information & Communications Initiatives (NICI) 	<ul style="list-style-type: none"> • Ph.D. of Mechanical Engineering, national Cheng Kung University • Senior Specialist, National Chung-Shan Institute of Science & Technology • AVP of RD and Sales, Tsann kuen Enterprise co., Ltd. • R&D Project Manager, Altek Corp. 	<ul style="list-style-type: none"> • Ph.D of Rutgers University, USA • Investment Special Assistant to the Chairman, MiTAC International Corp. 	<ul style="list-style-type: none"> • Ph.D in Department of Management Information Systems, National Chengchi University • NCCU, College of Commerce - Executive MBA (EMBA) • Vice President, Mitac Incorporated • Special Assistant to Chairman, Mitac-SYNNEX Group 	<ul style="list-style-type: none"> • BS of Electrical Engineering , National Taiwan University • Chairman , Taiwan Venture Capital Association • Chairman , Taiwan Private Equity Association CEO, SINOCON Industrial Standards Foundation • Chairman, System General Corp. 	<ul style="list-style-type: none"> • Ph.D in Electrical and Computer Engineering, Purdue University, U.S.A. • Chairman, Taiwan Network Information Center (TWNIC) • Corporate Vice President, Global Consumer Product Group, Dell, USA • General Manager, Intel Subsidiary in Asia, Intel Corporation, U.S.A. 	<ul style="list-style-type: none"> • M.S. in Business Administration, Soochow University • Partner, KPMG in Taiwan 	<ul style="list-style-type: none"> • M.S.IE & CS., National Taiwan University • President, IBM World Wide High Volume Power Systems Development Center. • Technical Consultant, Delta Research Center Corp. • Adjunct Professor, EE, National Taiwan University
Independent Directors Years of Service	Less than 3 Years										✓
	3-9 Years							✓	✓	✓	
	More than 9 Years										
Diversification	Operating judgement	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Operation management	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Accounting & Financial analysis capability						✓	✓		✓	
	Crisis Management Capability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Industrial knowledge (Technology)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Industrial knowledge (Venture capital)						✓	✓			
	International Market Insights	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Leadership Capability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Decision-making Capability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

The Audit Committee

During the company's shareholder meeting held on May 27, 2022, a board election took place. Four independent directors (Lin, Kuan-Ming / Lin, Long Song/ Chang, Chia-Hsin/ Wang, Po Hsia) were appointed by the shareholders, and these four independent directors formed the Audit Committee. The term of office for each committee member is three years, and the committee is required to hold at least four meetings per year. The primary purpose of the Audit Committee's executive authority is to oversee the following matters:

- Reasonable presentation of the company's financial statements.
- Appointment/dismissal of CPAs and their independence and performance.
- Effective implementation of the company's internal controls.
- Compliance with relevant laws and regulations.
- Management of existing or potential risks within the company. Resolutions on these matters are submitted for discussion by the Board of Directors.

The Audit Committee of Getac Holdings held a total of six meetings in 2022, and the attendance rate of committee members was 95.24% for each meeting.

The Remuneration Committee

In order to continuously strengthen corporate governance and align with international standards, as well as establish a sound system for director and

executive compensation, Getac Holdings established the "Remuneration Committee" in 2011. According to the "Getac's Remuneration Committee Charter", the committee consists of three members who serve a term of three years, and regularly report their activities and decisions to the Board of Directors. After the election held on May 27, 2022, independent directors Lin, Kuan-Ming, Lin, Long-Song and Chang, Chia-Hsin were appointed as members of the Compensation Committee. They have no conflicts of interest with the company, ensuring the independence in exercising their duties and not exceeding three consecutive terms.

The main responsibilities of the "Remuneration Committee" include conducting regular reviews of the performance evaluation, compensation policies, systems, standards, and structures for Directors and executives. The committee submits its recommendations to the Board of Directors for discussion to ensure that the compensation of directors and senior executives undergoes reasonable oversight. The Remuneration Committee of Getac Holdings held a total of four meetings in 2022, with an attendance rate of 83.33% for committee members.

Remuneration Policy

The Remuneration Committee of our company formulates compensation based on a comprehensive consideration of market standards and company performance, without the involvement of compensation consultants. The committee takes into

account the typical compensation levels in the industry, overall operational performance of the company, future business risks and trends in the industry, as well as individual achievement and contribution to the company's performance. Reasonable remuneration and nomination for reappointment are provided based on these factors. The remuneration system is reviewed periodically in accordance with actual business conditions and relevant regulations to achieve a balance between sustainable operation and risk management.

The annual remuneration package for directors and senior executives of Getac Holdings consists primarily of basic salary, allowances, and incentive rewards. The implementation of the remuneration package is approved by the Board of Directors following proposals from the Remuneration Committee. The company's "Articles of Incorporation" stipulate that remuneration for directors should not exceed 1% of the net income after tax, while remuneration for employees should not be lower than 0.1%. In the consolidated financial statements for 2022, the total remuneration paid to directors accounted for 0.43% of the net income after tax. The total remuneration paid to senior executives (including the President and Vice Presidents) accounted for 1.3% of the net income after tax. The highest individual annual income in terms of compensation in our company was 49.15 times³ the median employee salary. The ratio between the percentage increase in the highest individual's annual compensation and the median percentage increase in compensation for other employees was 0%⁴.

³ In calculating the ratio of the highest individual's annual total compensation to the median employee compensation, data from nine consolidated entities' employee information for the year 2022 were considered. This data covered a total of 8,038 employees (excluding the highest individual). The median of the medians of the compensation for the nine companies was determined, taking into account the number of employees in each company, to confirm the final median compensation.

⁴ The calculation of the ratio between the percentage increase in annual total compensation of the highest individual's and the median percentage increase in annual total compensation for employees of the nine companies (excluding the highest individual) and considering the number of employees in each company to determine the final median percentage increase of compensation. The median percentage increase of compensation for employees in 2022 is positive, but since there was no increase in the highest individual's annual compensation, the ratio is 0%.





Avoidance of Conflicts of Interest

In order to prevent the highest governance body from engaging in conducts involving conflicts of interests, the company's Rules of Procedure for Board of Directors Meetings article 15 stipulate that if a conflict of interest exists for a director or the legal person they represent with a specific matter on the agenda, then the director may not take part in the discussion and voting. They shall recuse himself/herself when the matter is being discussed and resolved; nor shall the relevant director exercise voting rights on behalf of another director. The directors shall exercise self-discipline and must not support one another in improper dealings, in order to ensure independence, fairness, and transparency in corporate governance. The company also disclosed information related to conflicts of interest to stakeholders in its 2022 annual report. This information includes:

1. Directors' abstention from conflict of interest-related matters. For details, please refer to page 31-32 of the company's annual report.
2. Director positions held in other companies. For details, please refer to pages 17-20 of the annual report.
3. The top ten shareholders and their relationships as related parties or relatives within the second degree. For detailed information, please refer to page 78 of the annual report.

Directors'
Avoidance
Of Motions
In Conflict
Of Interest



Independence of CPAs

The Company assesses the independence and suitability of CPAs at least once a year, with regard to their professional qualifications, their seniority in audit services, whether they are the interested parties of the Company (e.g. investing in the Company or holding a position in the Company), whether they have kinship relations with the Company's person in charge or managers, and whether there is regular training. After obtaining the CPA's statement, and evaluation of Audit Quality Indicators (AQIs) about CPA Liu, Chien-Yu and Li, Tien-Yi, of PwC Taiwan, they are confirmed all in line with the company's independence and suitability evaluation criteria. The evaluation results was reported to the Audit Committee and the Board of Directors on February 24, 2023.

Communication Policy for Independent Directors, Head of Auditing Office, and Independent Auditor

In order to strengthen the independent directors' understanding and supervision of the company's operations, the company holds at least one communication meeting between the internal auditor and the independent directors every year. The head of the Auditing Department will provide description of internal audit implementations and internal control operations, which are documented to the independent directors. If significant abnormalities are found, the head of the Auditing Department may report to independent directors at anytime and track improvement status. In 2022, two meetings were held, and the communication records of the meeting are detailed in the investor section of Getac website

Corporate Sustainable Development Committee (ESG Committee)

In order to promote sustainable practices, Getac Holdings established the Corporate Sustainable Development Committee (Also known as ESG Committee) in 2017. Authorized by the Board of Directors, this committee serves as the primary decision-making and implementation unit for the Company's corporate social responsibility and sustainable operations. Recognizing the international emphasis on ESG governance for boards of directors, the Company submitted a proposal to the Board on November 9, 2022, to amend the organizational charter of the Sustainable Development Committee. The existing committee was elevated to be under the supervision of the Board of Directors, strengthening the company's long-term strategic planning and goal achievement in the economic, social, and environmental aspects.

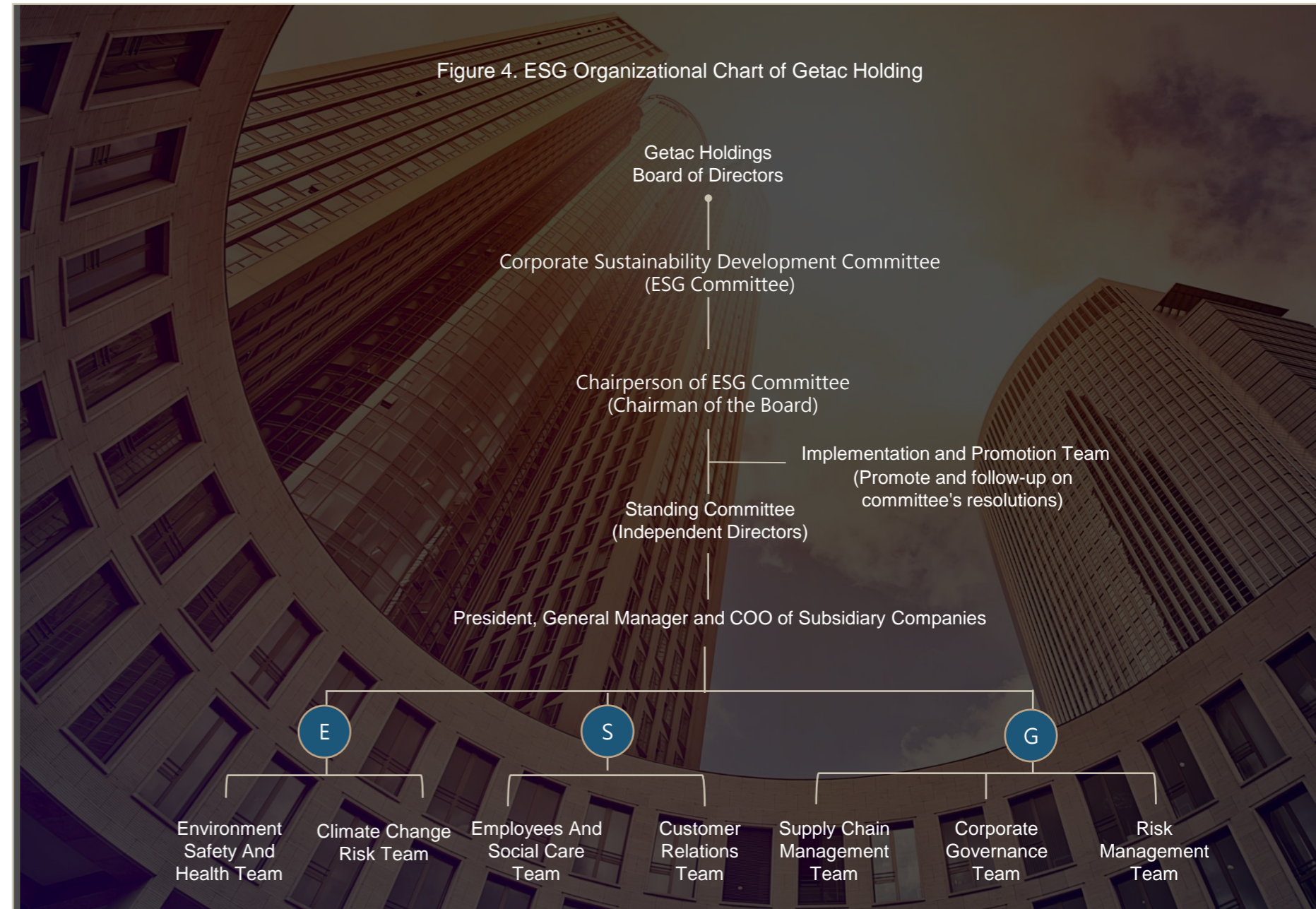
The ESG Committee consists of three members, with Chairman James Hwang serving as the Chairperson, and Independent Directors Chang, Chia-Hsin and Wang, Po Hsia serving as Executive Members. Under the purview of the committee, there are Implementation and Promotion Team and the Functional Team (see Figure 4 for details). The Implementation and Promotion Team is responsible for driving and monitoring the committee's decisions, while the Functional Teams, consisting of seven sub-teams, including the Corporate Governance Team, Employee and Social Care Team, Environmental Health and Safety Team, Supply Chain Management Team, Customer Relations Team, Risk Management Team, and Climate Change Risk Team, are responsible for promoting and implementing the company's sustainable development strategies. Each functional team's members are appointed by the Chairperson of the committee, and the assistance of the general managers from each subsidiary company is sought for management purposes.

The responsibilities of the ESG Committee include:

- Formulating relevant systems and policies for the company's sustainable development, in compliance with applicable regulations and standards.
- Developing the company's sustainable development policy direction and implementation plans, and regularly monitoring and supervising their progress.
- Conducting periodic evaluations of the company's sustainable development initiatives and publishing sustainability reports as appropriate.
- Handling other related matters pertaining to sustainable development.

The committee holds meetings at least twice a year and the Chairperson reports the management performance of sustainable projects to the Board of Directors. By the end of December 2022, Getac Holdings' significant subsidiary companies have also established

Figure 4. ESG Organizational Chart of Getac Holding



their own Sustainable Development Committees at the subsidiary level. The aim is to mobilize all employees from top to bottom, from decision-makers to implementers, to fulfill their respective roles and maximize efficiency. The integration of ESG policies with internal management systems and key performance indicators (KPIs), as well as alignment with material topics and international standards, will enhance the company's sustainable development. By practicing corporate social responsibility, the company steadily progresses towards sustainable business operations.

Operation of the ESG Committee

Getac ESG Committee convenes at least twice a year, and the chairperson or the relevant units will report to the board of directors the annual plans and implementation results of sustainability-related issues.

In 2022, Implementation and Promotion Team and the seven functional teams completed the following tasks:

1. Promoted the adoption of the sustainability accounting standards.
2. Promoted the adoption of TCFD climate-related financial disclosure practices.
3. Implemented activities to address the changes in the GRI Standards 2021, including conducting human rights risk assessments and improving complaint mechanisms.
4. Oversaw the establishment of Sustainable Development Committees in subsidiary companies, following the elevation of the ESG Committee under the Board of Directors.
5. Advocated for improvements in the direction of the 9th Corporate Governance Evaluation by introducing new clauses.
6. Supervised subsidiary companies in setting reduction policy targets and sustainable performance objectives.
7. Monitored the planning and implementation of carbon management systems and sustainability assessment systems in subsidiary companies.
8. Participated in the S&P sustainability assessment and worked on improving the scores.

Throughout 2022, the ESG Committee held a total of two meetings (see Table 6), and between January 2022 and February 2023, it provided five reports to the Board of Directors. There were a total of 10 key ESG-related topics during this period (see Table 7), and the relevant resolutions have been disclosed in the company's annual report.

Table 6. ESG Committee Meeting

Date	Agenda
May 5, 2022	<ul style="list-style-type: none"> • Progress Report on the 2022 Risk Management Plan • Results of the 8th Corporate Governance Evaluation • Report on the Inventory and Verification of Greenhouse Gas Emissions according to ISO 14064-1 • Update the progress in Carbon Tariff-related Regulations • Discussion on the Implementation of Carbon Management Systems
November 10, 2022	<ul style="list-style-type: none"> • The original ESG Committee has been elevated to be under the Board of Directors. • 2022 Progress Report on Sustainability Initiatives: • Explanation of the Impact of the Revised GRI Universal Standards 2021 (Human Rights and Due Diligence): • Revision of Getac Holdings' ESG Code of Conduct and Supplier ESG Code of Conduct, incorporating the OECD Responsible Business Conduct Due Diligence Principles. • Identification of Stakeholders and Material Topics in 2022..

Table 7. ESG-related Key Events Reported To The Board Of Directors In 2022

Date	Agenda
January 21, 2022	<ul style="list-style-type: none"> • Communication with stakeholders and Sustainability performance Report in 2021.
February 25, 2022	<ul style="list-style-type: none"> • Report on Directors' and Managers' Liability Insurance Coverage • Board Performance Evaluation Report of 2021.
November 9, 2022	<ul style="list-style-type: none"> • Establishment of the "Sustainability Development Committee" under the Board of Directors.
January 13, 2023	<ul style="list-style-type: none"> • Report on Directors' and Managers' Liability Insurance Coverage • Report on the implementation of the intellectual property management plans • Report on the state of the Company's risk management operations • Communication with stakeholders and Sustainability performance Report in 2022. • Report on Risk Management Framework of Information Security
February 24, 2023	<ul style="list-style-type: none"> • Board Performance Evaluation Report of 2022



Internal Control System

The company adheres to regulations to establish an internal control system and organizational management framework. Under the purview of the Board of Directors, an internal audit unit is established. The appointment and dismissal of the head of internal audit require the approval of the Audit Committee and submission to the Board of Directors for resolution. The internal audit unit reports directly to the Board of Directors to ensure its independence and objectivity.

The company's internal audit unit consists of one audit manager and several professional auditors, some of whom hold international certifications as internal auditors. Every year, internal auditors undergo at least 12 hours of continuous professional education as required by law.

The company's internal control system includes the management and supervision of operational risks to ensure the continuous operation of various operational units in the face of risks. The internal audit unit develops an annual audit plan based on risk assessments and conducts monthly audits through professional audit procedures and processes. The audit reports are then submitted for review by independent directors.

The audit manager of the company regularly attends board meetings to report on the effectiveness of the design of internal control systems, operational efficiency and effectiveness, and compliance with laws and regulations in each operational unit. This ensures that risks are reduced to an acceptable level and enables the company to respond to the rapidly changing business environment, thereby safeguarding the interests of stakeholders.

Protecting Shareholders' Rights and Interests

The soundness of corporate governance directly impacts shareholders' rights. Our company continuously enhances the corporate governance framework, strengthens the functions of the board of directors, and continually improves transparency and timeliness in information disclosure. We ensure equal treatment of shareholders, safeguarding the interests of all shareholders. For details on the shareholder structure, please refer to Table 8.

Our company convenes regular shareholders' meetings each year. In recent years, we have actively proposed measures to protect shareholders' rights. Shareholders' meeting manuals and minutes are disclosed on the company's official website for shareholders to access. We have implemented an electronic voting system in addition to paper-based voting, allowing shareholders to exercise their voting rights using computers or mobile devices during shareholders' meetings.

Table 8. Shareholder Structure of Getac Holdings

Shareholder Type	No. of People	Number of shares held	Shareholding Ratio
Government institutions	0	0	0%
Financial Institutions	16	45,385,000	7.48%
Other Institutional Investments	272	278,300,208	45.89%
Natural Person	38,201	135,125,218	22.28%
Foreign Investments (Institutional Investments & natural person)	263	147,689,974	24.35%
Total Number of Shares	38,752	606,500,400	100%

Source: Taiwan Depository & Clearing Corporation, Data cut off date was on March 31,2023


Transparency In Information Disclosure

Regarding information disclosure, our company adheres to the principles of integrity and fair disclosure. We are committed to promoting transparency in corporate governance and regularly publish operational and financial information

related to the company for shareholders and stakeholders. We have established a spokesperson and proxy spokesperson system to serve as a bridge between the company and shareholders, ensuring that we fulfill our responsibilities and obligations in information disclosure. All information disclosure and operations follow the internal procedures for "Procedures For Handling Material Inside Information Of Listed Companies", ensuring accuracy, consistency, and timeliness of the information.

In addition to publicly disclosing significant information and financial reports on on the Market Observation Post System and the company's official website, we also provide an English version of press releases, annual reports, sustainability reports, major announcements, shareholder meeting notices, and minutes. Every quarter, institutional investors can find updated Chinese and English presentations in the Investor Relations section on the company's website for consultation and download, taking into account the interests of both domestic and international investors.

Furthermore, Getac Holdings has dedicated investor relations and shareholder services units to strengthen real-time communication with investors. Shareholders/investors can contact the Investor Relations department via voice calls or emails and receive responses within 24-48 hours. In 2022, we conducted 5 self-organized or broker-invited investor conferences and participated in 34 one-one-one institutional physical/online meetings, responding to 13 email inquiries.

 Investor Relations Contact
Irene Sun
Tel : 02-2785-7888 # 5124
Email: stocks@getac.com.tw

 Stock Transfer Agent
CTBC Bank
Phone: 02-6636-5566

Investor Conference schedule & Presentation Download 



3.2 Ethical Management

The corporate culture of honesty and integrity is a foundation for a company's sustainable management. In compliance with relevant laws and regulations, Getac Holdings has established good corporate governance and risk management mechanisms, advocated the corporate culture of integrity and honesty, and requested the employees to properly implement the culture in the internal management and commercial activities, preventing any behaviors against the codes of business ethics and creating a business environment for sustainable development.

In addition to creating a sincere and honest corporate culture, Getac complies with external laws and regulations and establishes internal systems to ensure that Getac employees operate by the highest level of ethical standards. The company strictly prohibits employees from making illegal political donations in exchange for commercial gains or business advantages. As for laws and regulations, Getac complies with the Corporate Governance Best Practice Principles to be a law-abiding corporate citizen. The company formulated the Ethical Management Best Practice Principles and the Code of Ethical Conduct for Directors and Supervisors to act as the business ethics and ethical management standards, and require all directors, supervisors, and employees to abide by these standards.

Ethical Management Best Practice Principles

Getac's Ethical Management Best Practice Principles is applicable to directors, managers, employees, appointees, and individuals with substantial control. It encompasses the following :

1. Comply with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, Political Donations Act, Anti-Corruption Act, Government Procurement Act, Act on Recusal of Public Servants Due to Conflicts of Interest, Listing-related Regulations or other business conduct related laws and regulations and accept the supervision of the Competent Government Agencies.
2. Prohibit unethical conduct
3. Business activities shall be conducted in a fair and transparent manner based on these corporate ethical management principles
4. Prohibit bribery and acceptance of bribes
5. Prohibit illegal political donations.
6. Prohibit improper donations or sponsorship.
7. Prevent infringement of trade secrets, trademark rights, patent rights, copyrights and other intellectual property rights.
8. Prohibit any form of conduct involving unfair competition.
9. Prevent damage to stakeholders caused by products and services.
10. Comply with the Company's conflict of interest policy, prevent the risk of dishonest behavior, establish and follow effective accounting system and internal control system.
11. Develop a plan to protect the confidentiality of the identity of the whistleblower.

To uphold the company's commitment to integrity in business operations, internal employees are bound by provisions such as the "Cleanliness Clause," "Professional Conduct," and "Conflict of Interest" in their employment contracts. The Employee Code of Conduct explicitly prohibits behaviors that violate professional ethics or harm the company's interests, including corruption, embezzlement, abuse of power, bribery, and fraud. Relevant personnel are also required to sign confidentiality

agreements for specific projects. If an employee is found guilty of the aforementioned misconduct, the company will follow the "Employee Rewards and Punishments Regulations." In serious cases, the company may terminate the labor contract without prior notice. If criminal liability is involved, the matter will be referred to law enforcement for prosecution, and the responsible individuals will be held accountable for any resulting damages.

Anti-Corruption and Anti-Money Laundering Policy

In 2022, the company established the "Anti-Corruption and Anti-Money Laundering Policy" and the "Anti-Corruption and Anti-Money Laundering Policy Statement" to enhance the governance procedures and integrity management of the company. The company is committed to abiding by the guiding principles of the United Nations Convention Against Corruption (UNCAC), and agrees to comply with anti-corruption laws, regulations, and other commercial practices in the jurisdictions where it operates. The company maintains a zero-tolerance approach towards corruption and provides guidance to stakeholders to assist them in preventing corrupt practices. Furthermore, to prevent money laundering, tax evasion, and violations of sanctions, the company also commits to complying with relevant anti-money laundering laws and regulations and demonstrates its determination to combat money laundering crimes.

In addition, in 2022, the Audit Department included the audit of anti-corruption and anti-money laundering operations in the annual audit plan. A yearly audit is conducted to verify the effectiveness of the implementation and control of anti-corruption and anti-money laundering measures.





Getac Supplier Code of Ethics

In terms of external governance, in order to fulfill social responsibilities and achieve success in the market, the "Getac Supplier ESG Code of Conduct" specifies that suppliers and their agents must adhere to the highest ethical standards, including:

1. Business Integrity

The highest standards of integrity are to be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, fraud, extortion and embezzlement.

2. No Improper Advantage

shall be implemented to ensure compliance with anti-corruption laws. Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures

3. Disclosure of Information

All business dealings should be transparently performed and accurately reflected on supplier's business books and records. Information regarding supplier labor, health and safety, environmental practices, business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4. Intellectual Property

Intellectual property rights are to be respected; transfer of technology and

know-how is to be done in a manner that protects intellectual property rights; and, customer and supplier information is to be safeguarded.

5. Fair Business, Advertising and Competition

Standards of fair business, advertising and competition are to be upheld.

6. Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers (any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body) are to be maintained, unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7. Responsible Sourcing of Minerals

Supplier shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, cobalt, mica in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8. Privacy

Suppliers are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

9. Avoiding Conflict of Interest

Supplier must avoid all activities that cause conflicts of interest with the

Getac Holding Corp., and any agreement or negotiation involving offering behavior must be prohibited.

Suppliers who exchange transactions more than NT\$80,000 with Getac must sign the Most Favorable Treatment and No-Corruption Guarantee Agreement. If a supplier does not sign such an agreement, the system will automatically suspend any payment activities, in order to prevent vulnerabilities. Contracts signed with suppliers also provide information on reporting hotlines. The Audit Department of the company is responsible for handling reports concerning unethical conducts.

Risk Identification and Response Measures for Anti-Corruption:

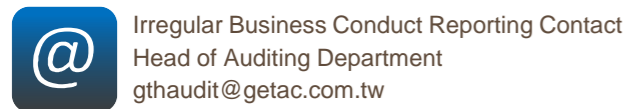
In 2022, Getac and its eight subsidiary companies followed the spirit of the OECD Due Diligence Guidance for Responsible Business Conduct to conduct a risk assessment specifically focusing on anti-corruption. This assessment covered eleven anti-corruption issues, including dishonest behavior, conflicts of interest, payment operations, sales and receipts, procurement and payments, and engineering tendering and acceptance. The assessment aimed to evaluate the probability of risk occurrence and the impact of risks on finances, operations, or reputation. Operational Risk Value (R) = Probability of Occurrence (L) × Impact (I)

The identification results showed that only one of the eleven anti-corruption issues posed a moderate risk, while the rest were classified as low risk. Regardless of the level of risk (low, moderate, or high), preventive and responsive plans have been developed for all items to reduce the probability of anti-corruption incidents.

Irregular Business Conduct Reporting Channel

To emphasize the company's commitment to human rights and due diligence, the "Guidelines Governing the Reporting of Corruption and Malpractices" were revised in 2022 (refer to Figure 5), expanding the scope of accepted reports to include customers, suppliers, business partners, and individuals engaged in business transactions with the company. The regulations also specify the confidentiality measures for the investigation process and provide protection mechanisms for whistleblowers. The company treats reported matters as sensitive and handles them with caution.

For significant reports, the company may sign a unilateral confidentiality agreement with the whistleblower to ensure the confidentiality of their information. Upon conclusion of the investigation, a human rights due diligence form is provided to the whistleblower to confirm the protection of their rights and confidential information. Whistleblower reports, transcripts, or other related documents should be kept confidential and securely stored. Unauthorized disclosure is subject to disciplinary action according to the company's disciplinary policy. The company is responsible for safeguarding the safety of whistleblowers. Any threats, intimidation, or unlawful actions against whistleblowers should be strictly punished in accordance with the law.



Whistleblower System

Getac Holdings has established a whistleblowing mailbox for individuals, both internal and external, to provide feedback or report violations of ethical and moral conduct. The system also accepts anonymous reports. The details of the whistleblowing mailbox are published on the Getac Holdings' official website and included in procurement contracts. It is also promoted during anti-corruption and anti-money laundering training courses. Whistleblowers are eligible to receive a reward of NT\$200,000 or 5% of the amount of loss as specified.

To enhance the due diligence investigation of dishonest behavior, the company will strengthen the effectiveness disclosure of the whistleblowing system and investigations into reported incidents of ethical misconduct. The company will

establish regular and irregular communication channels with users of the whistleblowing system to provide information on the complaint mechanism and the remedial process. This includes:

1. Regular post-training feedback questionnaires on anti-corruption and anti-money laundering policies and prevention measures.
2. Accepting feedback and suggestions through the whistleblowing mailbox on the Getac Holdings' official website (on an irregular basis).
3. Designing questionnaires to obtain feedback from whistleblowers and relevant individuals involved in cases after their resolution. This feedback will serve as a reference for future revisions of the "Guidelines Governing the Reporting of Corruption and Malpractices," the reporting system, and related mechanisms.

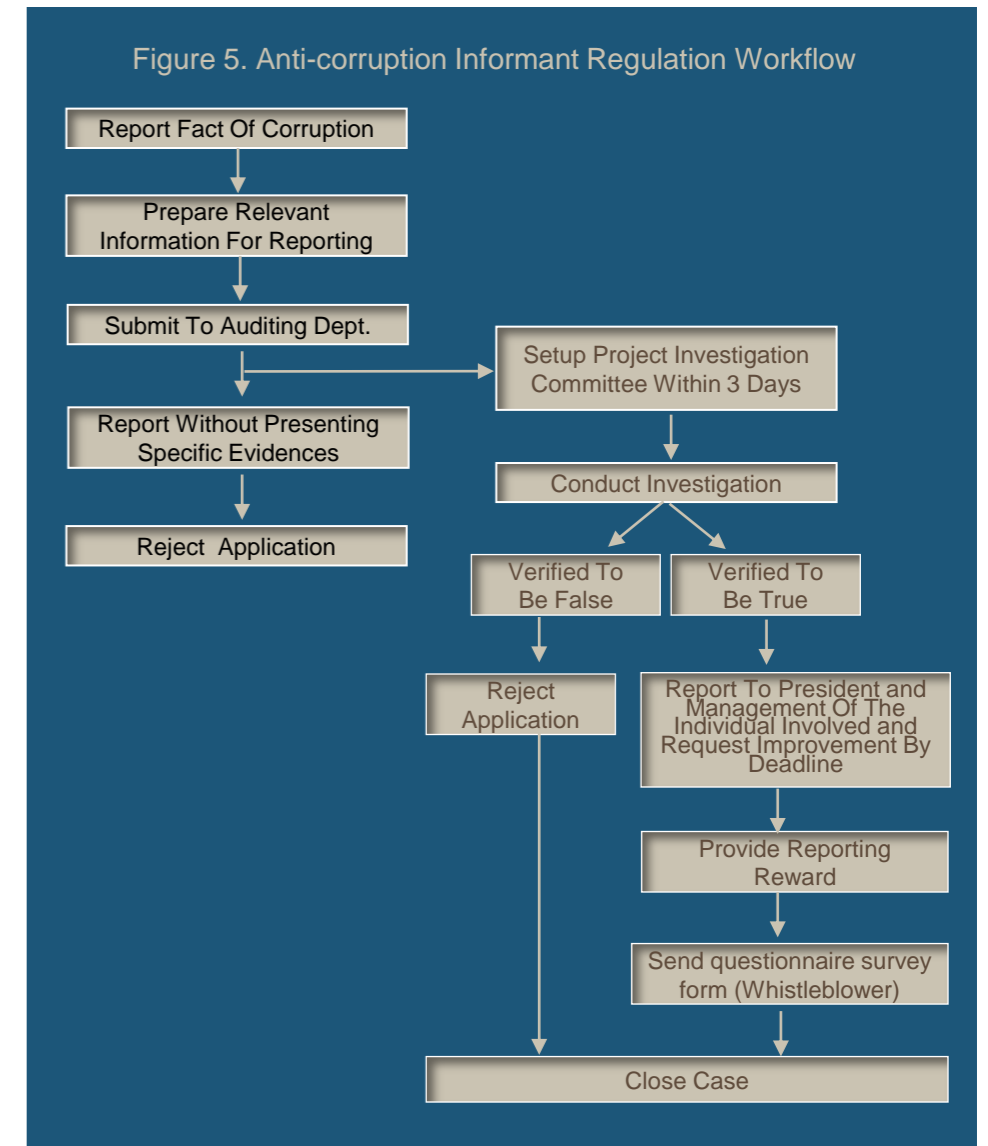
The Human Resources Development Center of our company is responsible for formulating the integrity management policy and prevention programs, promoting and coordinating integrity policy training, and planning the whistleblowing system to ensure its effective implementation. Through internal control and internal audit systems, we supervise and audit corruption cases. Based on the assessment of the risks associated with unethical behavior, the internal audit unit formulates relevant audit plans and verifies the implementation of preventive measures. External auditors may be appointed to conduct audits, and professional assistance may be sought when necessary. The results of these audits should be reported to senior management and the integrity management department, and audit reports should be submitted to the board of directors.

The execution of integrity management in the year 2022 was reported to the board of directors on January 13, 2023. The board of directors, fulfilling their fiduciary duty, oversees the prevention of unethical behavior and continuously reviews its implementation effectiveness and ongoing improvement to ensure the implementation of integrity management policies. The execution status is as follows:

- In 2022, both Getac Holdings and its eight major subsidiaries completed the assessment of anti-corruption risks, and there were no significant breaches of integrity. No employees were dismissed or disciplined due to corruption incidents, and there were no contract terminations with business partners due to corrupt or non-compliant behavior.
- In the year 2022, a total of two online digital courses were arranged for the

entire group for mandatory participation.

- Getac Holdings conducted comprehensive anti-corruption and anti-money laundering awareness training for all employees.
- Risk management of blacklisted transactions and introduction of the E-Sanction platform were conducted within the group.





Ani-Corruption and Anti-Money Laundering Training

To promote business ethics, Getac requires all directors, independent directors, supervisors, management personnel, and employees to undergo anti-corruption and anti-money laundering training. In 2022, anti-corruption and anti-money laundering education and training were designated as mandatory courses for all subsidiary management personnel and employees. It was specified that they must complete the training and pass a post-training assessment to ensure their understanding of anti-corruption policies. The attendance rate for the education and training was set at a minimum of 80%, and a passing score of 90 points was required for the examination.

In 2022, a total of 7,123 employees from Getac Holdings and its subsidiaries received anti-corruption and anti-money laundering education and training, achieving a completion rate of 89%. The completion rate was 92% for direct employees, 82% for indirect employees, and 83% for management personnel. Completion was defined as each

employee undergoing the post-training assessment and correctly answering nine out of ten questions to obtain a score of 90 points or above. If the score is below 90, the employee must retake the education and training, including the post-training assessment, until they pass. The training status of each subsidiary is detailed in Table 9.

Regarding senior governance, in 2022, Getac Holdings had a total of nine directors who received 3-6 hours of anti-corruption training, accounting for 90% of the total number of directors. The training courses included the dissemination of compliance with laws on insider trading by insiders of listed companies and the promotion of measures to prevent insider trading. The details of the training programs and hours for all directors in 2022 were disclosed in the company's annual report and can be accessed via the provided QR Code on page 30 of this report.

Table 9. Anti-Corruption & Human Rights Education & Training in 2022

Employee Type	Training	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Direct Employee	Number of Trainees	0	25	0	552	1,365	669	980	409	304	134	4,438
	Number of Total Direct Employee	0	30	14	552	1,655	669	980	412	336	134	4,782
	Execution Ratio	0	83%	0%	100%	82%	100%	100%	99%	90%	100%	93%
Indirect Employee (Exclude Managers)	Number of Trainees	23	305	125	239	449	443	465	163	161	36	2,409
	Number of Total Indirect Employee	24	334	143	239	905	443	465	163	172	36	2,924
	Execution Ratio	95.83%	91.32%	87.41%	100%	49.61%	100%	100%	100%	93.60%	100%	82.39%
Managerial Position	Number of Trainees	11	70	32	37	25	36	15	26	20	4	276
	Number of Total Indirect Employee	13	88	41	37	52	36	16	26	20	4	333
	Execution Ratio	84.62%	79.55%	78.05%	100%	48.08%	100%	93.75%	100%	100%	100%	82.88%
Total	Number of Trainees	34	400	157	828	1,839	1,148	1,460	598	485	174	7,123
	Number of Total Employee	37	452	198	828	2,612	1,148	1,461	601	528	174	8,039
	Execution Ratio	92%	88%	79%	100%	70%	100%	100%	100%	92%	100%	89%

Tax Policy

Getac Holdings and its subsidiaries comply with the tax regulations of the countries where our operations are located. We are committed to providing honest disclosure of the required information and ensuring timely completion of tax declarations, payment of taxes, and compliance with country-by-country reporting related to OECD Base Erosion And Profit Shifting (BEPS) regulations. We also align with government policies to make substantial investments in the industry and apply for relevant tax deductions in accordance with the law. Tax information is disclosed in our financial statements to ensure transparency.

Tax authorities are the primary stakeholders in our tax declarations. In our communication and management with tax authorities, we adhere to the following key principles:

- Proactively seek guidance from the competent authorities when there are uncertainties regarding the application of regulations in our daily operations.
- Ensure timely compliance with tax regulations as required by the authorities.
- Actively cooperate with and maintain proactive communication with tax authorities in response to their requests.

Within our Finance and Accounting Center, the Accounting Department is responsible for various tax matters. The department's supervisor, in collaboration with dedicated personnel, oversees tax operations and tax risk management. They report the relevant tax execution status to the Chief Financial Officer and the General Manager to ensure the effective functioning of our tax management mechanism. We conduct regular reviews every six months and perform ad hoc reviews and analyses based on significant regulatory developments.

Additionally, when conducting profit-seeking enterprise income tax declarations and various tax filings, both our company and its subsidiaries adhere to the division of responsibilities and obtain approval from the respective authorities. We notify the supervisor of our Finance and Accounting Center and the designated tax personnel of the following cross-border or non-routine tax issues:

- Mergers and acquisitions or changes in equity structures.
- Purchase of land or buildings.
- Communication regarding disputes with tax authorities.

- Changes or additions to major transaction patterns.

Our Finance and Accounting Center promptly provides tax-related consultation based on the needs of each department. We regularly review the tax compliance status and risks of our company and its subsidiaries in accordance with current regulations. Additionally, our Internal Audit Department conducts an annual review of tax governance and control frameworks. We also conduct periodic tax risk assessments with the assistance of the Accounting Department and external experts, taking into account updates in tax regulations issued by the OECD and the countries where our related entities are located. By ensuring compliance with tax policies, conducting advanced impact assessments, and controlling tax risks in our operations, we evaluate potential tax implications from a long-term perspective and incorporate relevant planning into our operational decision-making.

In compliance with Taiwan's transfer pricing regulations and the OECD BEPS Action 13 requirements, Getac Holdings has completed the filing and notification of country-by-country reports for the year 2020. Furthermore, in accordance with the regulations, we will also complete the country-by-country reporting for the year 2021 before the deadline of December 31, 2022.

Our Finance and Accounting Center is responsible for the execution of various tax matters within our company. Dedicated tax personnel oversee and manage tax-related activities and report to the Chief Financial Officer. Additionally, our Internal Audit Department conducts an annual review to ensure compliance with tax governance and control frameworks. Tax planning and policies are developed by the dedicated tax personnel within the Finance and Accounting Center and undergo review and approval by the Chief Financial Officer and authorized decision-making units before being announced and implemented. Our Finance and Accounting Center also provides timely tax issue consultation based on the needs of each department and regularly reviews the tax compliance status and risks of our company and its subsidiaries in accordance with current regulations.



Tax integrity Reporting Contact
Head of Auditing Department
gthaudit@getac.com.tw

Anti-competitive behavior

Anti-competitive Behavior means that Corporations build the barriers for others entering into the industry by the behaviors of restricting market competition, joint monopoly, fixed prices and trusts. All major global markets have stipulated laws and regulations to prohibit anti-competitive behaviors, such as the US Anti-trust Law, European Anti-competitive Behavior Law, China and Russia Anti-monopoly Law, and the Taiwan Fair Trade Act. Getac Holdings complies with the "Ethical Corporate Management Best Practice Principles" and does not engage in unfair competitive behaviors. When performing business activities, the Company respects the free-market economy system and attracts consumers by providing the best price and product services. The company's subsidiary Getac Technology Corp. markets rugged computer all over the world, and the Manufacturer's Suggested Retail Price (MSRP) process is established internally, to perform local sales through the global distributor system, provide transparent and open MSRP suggested price to the distribution system and does not intervene the distributor's final retail price.

Regulatory Compliance

Getac strictly abides by regulatory laws relating to corporate governance and integrity management, environmental protection, and labor human rights to implement civic and law-related education within the organization. The organization implements regulatory education internally. In 2022, the following major⁵ violations of regulations did not occur:

1. Major penalties for environmental protection and related disputes
2. Significant penalties or non-monetary sanction due to legal violation.
3. Product or service in violation of consumer health and safety laws and principles.
4. Product or service in violation of information or labeling laws and principles.
5. Significant fines for violating the relevant laws and decrees related to provide or use the products or services
6. Marketing activities (including advertising, promotion, and sponsorships) in violation of relevant laws and principles.
7. Violation of anti-competitive behaviors, anti-trust and anti-monopoly laws and regulations.

⁵According to Article 26, Paragraph 4 of the Verification and Public Handling Procedures for Material Information of Listed Companies on the Taiwan Stock Exchange, a significant event is defined as a single incident with accumulated fines amounting to or exceeding one million New Taiwan Dollars.

3.3 Risk Management

Enhancing Business Resilience

At the beginning of 2022, a war broke out between Ukraine and Russia, triggering sensitivity in the global political environment and resulting in scarce resources for raw materials. Currency inflation and trade protectionism have impacted international affairs and global industrial supply chains. The continuous mutations of COVID-19 have given rise to new work patterns and ways of life. Extreme weather events have become more frequent in various regions. The advancement and widespread adoption of emerging digital technologies have led to large-scale cyber attacks. In an era where change has become the norm, it is crucial for businesses to maintain resilience, seize opportunities swiftly, and respond promptly and appropriately to risks.

Therefore, our company has proactively strengthened existing risk management mechanisms. In addition to complying with domestic regulatory requirements for risk management disclosure and aligning with international sustainability standards and corporate risk management trends, we are actively establishing an enterprise risk management framework. This framework integrates and

manages various potential risks that may impact operations, profitability, and hazards, aiming to enhance the long-term business resilience.

Risk Management and Governance Framework

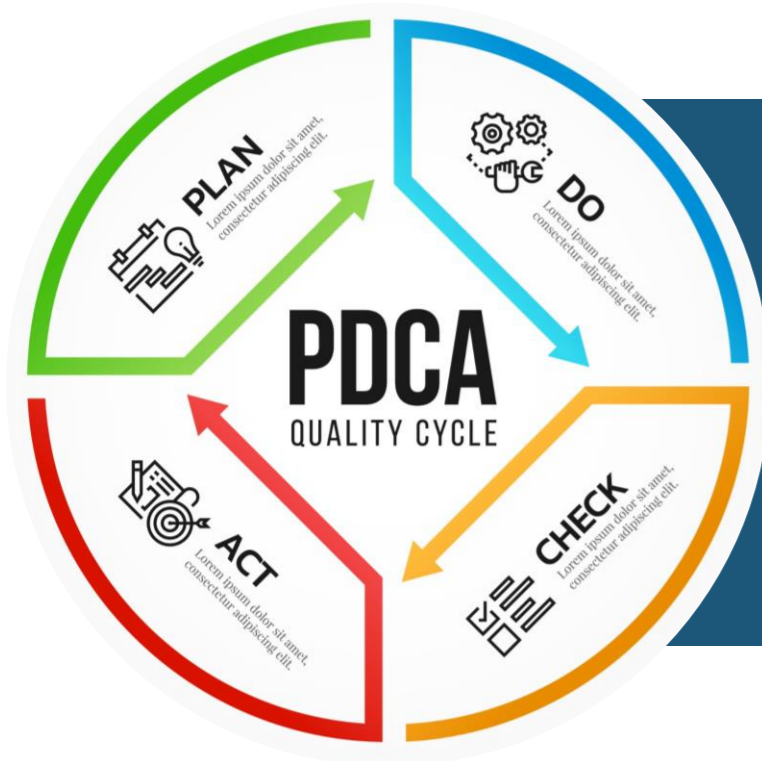
The Board of Directors of our company serves as the highest governing body for risk management. In accordance with laws, operational strategies, and the overall business environment, the Board approves the company's risk management policies and bears ultimate responsibility for risk management. Under the Sustainability Development Committee, the Risk Management Team (as detailed in the Governance Framework diagram on page 34 of this report) acts as the driving force for risk management planning within the company. The president/Chief Operation Officers of each subsidiary, along with the unit supervisors, are responsible for risk management. They are tasked with assessing and monitoring relevant risks within their respective units, as well as establishing risk prevention and response strategies and ensuring their effective implementation. The Risk Management Team is responsible for establishing and integrating enterprise risk management mechanisms and facilitating the

implementation of risk management procedures. They regularly report on risk management outcomes to the Sustainability Development Committee and the Board of Directors.

The Risk Management Team's other responsibilities include establishing risk management policies and procedures, enhancing employee awareness and understanding of risks, and conducting regular risk management education and internal communication. This ensures that both management and employees have a thorough understanding of the company's risk management policies and procedures.

Furthermore, to enhance the company's resilience to climate change, a Climate Change Risk Team was established under the purview of the Sustainability Development Committee in November 2022. This team is responsible for managing and promoting climate change-related risks and will provide its findings to the Risk Management Team for integration into the annual execution of the enterprise risk management program.





Risk Categorization

In 2022, the company's risk management team conducted risk categorization and identification for Getac Holdings and its eight subsidiary companies. The combined revenue of the included companies accounted for more than 93% of the company's consolidated revenue. Risk identification was performed based on the impact level and occurrence probability, resulting in an operational risk matrix. The Operational Risk Value (R) = Occurrence Probability (L) * Impact level (I). High operational risk $R \geq 15$; Moderate operational risk $15 > R > 5$; Low operational risk $R \leq 5$. A total of 13 risk types were identified in 2022, resulting in 32 risk items. Among them, 12 were classified as high risk, 14 as moderate risk, and 6 as low risk. Please refer to Figure 6 for details.

Analyzing the high-risk items, economic (corporate governance) risks accounted for 67%, followed by social risks at 25%. For moderate-risk items, economic risks accounted for 79%, while environmental risks accounted for 21%. Please refer to Figure 7 for details. Regarding high-risk and moderate-risk items, the responsible units for each risk developed corresponding risk response strategies based on the potential impact on the company's operations. The "2022 Risk Prevention and Response Plan" was proposed along with the direction for each item. Detailed measures for addressing high-risk items can be found on pages 44 and 45. For low-risk items, the responsible units evaluated their low impact and low occurrence probability and decided to accept these risks without additional risk response measures.

Education & Training for Risk Management

In November 2022, Getac's first risk management education and training was conducted with the theme "Enterprise Risk Management: Is it relevant to you?" The training was attended by 678 participants from Getac Holdings, Getac Technology and Atemitech Corporation, and the completion rate for those who passed the assessment was 80%. The training was conducted online and covered topics such as the relationship between enterprise risk management and employees, risk management processes, and real-life case studies. The content was presented in a visually engaging format, using simple and understandable graphics and accompanied by examples from daily life, to explain the importance and relevance of enterprise risk management. The training aimed to enhance employees' risk awareness in their daily work and foster a culture of risk management. In addition, the training materials were published in both Chinese and English versions to facilitate knowledge absorption of employees with different language backgrounds and to promote the understanding of enterprise risk management across all Getac subsidiaries.

Figure 6. Operational Risk Matrix

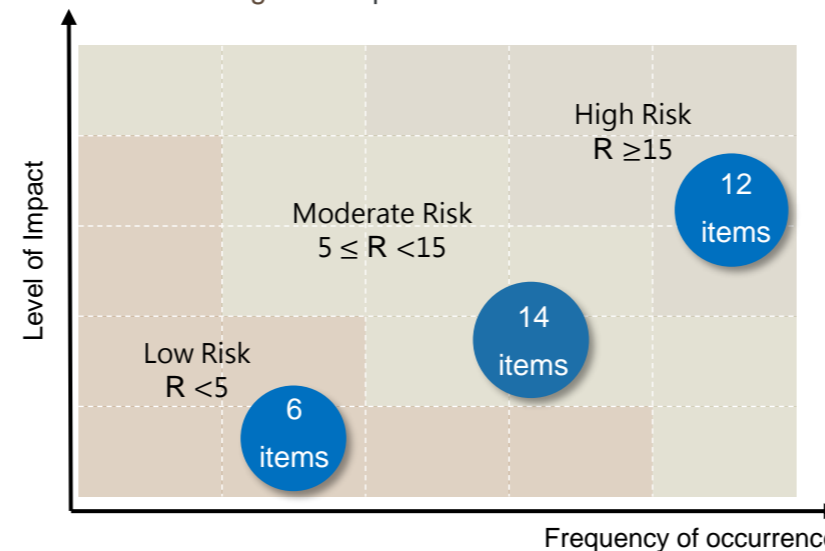


Figure 7. Risk Type Distribution

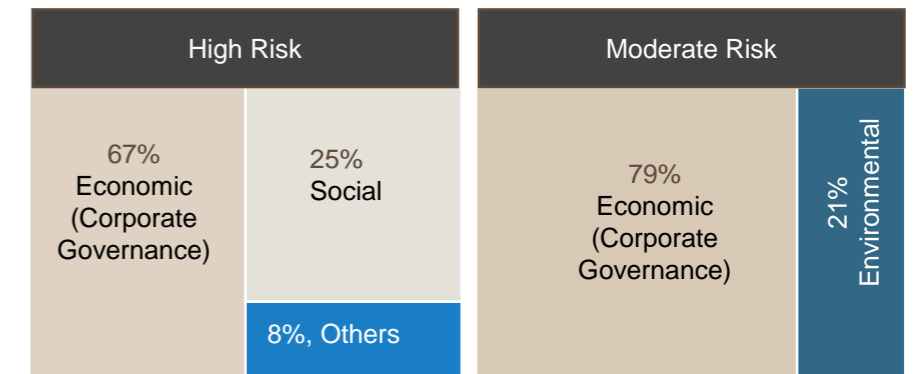


Table 10. Countermeasures of Key Risks

Risk Items	Impact on Business	Countermeasure
Market Risk	International political and economic tensions have escalated, and the Russia-Ukraine war has resulted in an increase in energy prices.	<ul style="list-style-type: none"> The economic outlook is unfavorable, resulting in a decrease in customer orders. Non-essential staff recruitment has been halted, and production capacity is being adjusted. The central furnace reduces the use of natural gas to lower energy costs. Accelerate the introduction of automated equipment in the die-casting process.
Compliance Risk	Governments of various countries, based on their political and economic positions and interests, have imposed sanctions and presented embargo lists targeting specific countries, organizations, and individuals. Examples include the U.S. sanctions list and China's "Anti-Foreign Sanctions Law."	<ul style="list-style-type: none"> Establish an internal E-Sanction system to filter the economic sanctions target lists announced by the United States, the European Union, and the United Kingdom. The list should be regularly updated. Before establishing business relationships with external parties, employees must input potential transaction partners into the E-Sanction online system and retain relevant verification records to reduce the company's operational legal risks. Conduct regular scans to compare existing or newly established lists of sales customers, procurement suppliers, and research and development partners. If a sanctioned entity is identified and confirmed, the system will automatically freeze relevant transactions and order functions and notify the relevant departments within the company to implement subsequent legal risk management measures and ensure compliance with regulations. Provide regular E-Sanction online system training courses to employees to strengthen their risk awareness. Mitigation strategy: If materials on the existing list of sanctions are found, immediately initiate the development of alternative products. Avoidance strategy: Avoid using materials on the sanctions list during development.
Financial Investment Risk	Transactions of subsidiary companies are mostly denominated in U.S. dollars, and the exchange rate of the U.S. dollar is subject to significant fluctuations due to global political and economic developments	<ul style="list-style-type: none"> USD is predominantly used for invoicing and payments in accounts receivable and accounts payable to reduce the impact of exchange rate fluctuations on overall profitability. To mitigate exchange rate fluctuation risks affecting the company's income statement, engage in foreign exchange derivative transactions such as forward foreign exchange or currency swap contracts with partner banks due to the net position of substantial foreign currency assets and liabilities. Collect daily exchange rate market information and hold regular meetings to engage in derivative hedging transactions based on the company's foreign currency position and exchange rate trends. Report to senior management promptly in the event of unforeseen circumstances to take appropriate measures.
Operational Risk in the Supply Chain	<p>The COVID-19 pandemic has caused a shortage of labor at ports, port congestion, and container shortages in the shipping industry.</p> <p>The global COVID-19 pandemic continues to cause disruptions, with countries implementing lockdowns, containment measures, and trade barriers due to geopolitical factors, leading to supply chain shortages (such as semiconductor chips) and unstable supplies.</p>	<ul style="list-style-type: none"> Due to extended transportation times, negotiate longer delivery times with customers and pass on costs to them. Discuss with customers the change of delivery location to the factory, with transportation responsibility shifted to the customer. Mitigation strategy measures: Prepare materials in advance and strategically store routine materials in bonded warehouses. Timely conversion of shipping modes, including sea, land, and air transportation. Negotiate with customers regarding material and freight price increases. Mitigation strategy measures: Strategic inventory management. Transfer strategy measures: Transfer production to other manufacturing locations of suppliers.
Operational Risk in Intellectual Property and Patents	Competitors have launched various attacks and claims on the company's patent rights, or the company's products may inadvertently infringe on the patents of third parties.	<ul style="list-style-type: none"> Periodically review the patent portfolio of GTC, increasing the possibility of using patents for defense against attacks. Continuously examine patents to ensure freedom to operate. Strengthen the knowledge of patent application and patent risk awareness within the technical product development team to reduce infringement risks. Engage external patent consultants to respond promptly to the patent application needs of the research and development department. Participate in external seminars or workshops on U.S. litigation practices to apply industry best practices in patent management to the company.

Risk Items	Impact on Business	Countermeasure
Operational Risk	The company's official website was maliciously tampered with or destroyed by hackers	<ul style="list-style-type: none"> Perform regular web vulnerability scans. Implement a WAF (Web Application Firewall) protection system for the frontend of the GTH and ATC corporate website.
Information Security	Hackers invaded the information security system and leaked secrets	<ul style="list-style-type: none"> User information security education and training. Confidential file storage mechanism and access records. Confidential data encryption technology. Data backup encryption.
Human Resource Risk	<ul style="list-style-type: none"> Labor market demand exceeding supply. Changes in employment environment in Europe and America, such as large-scale resignations and remote work trends. Vietnam's opening of its borders leading to an increase in foreign investment and intensified competition for labor. 	<ul style="list-style-type: none"> Review and adjust human resources policies to enhance recruitment and retention competitiveness. In response to the operation of multinational brands, GTC strengthens the promotion of internal employee skills enhancement or expansion plans (upskilling) to cultivate secondary professional expertise and activate talent dynamics. Conduct a review of work mechanisms and design work patterns that align with market trends. Continuously enhance the establishment of employer brands both domestically and internationally to attract potential talents, among other initiatives. Optimize benefits and implement a fair compensation system in overseas factories, not only to stabilize senior and outstanding employees but also to recruit exceptional talents externally.
	<ul style="list-style-type: none"> Incomplete planning and execution of talent training and development mechanisms for key positions (succession planning and retirement succession programs). Lack of contingency mechanisms for manpower budget limitations. Inadequate implementation of daily fire management and personnel education and training. Aging and unmaintained building facilities in the factory premises, not meeting safety standards. 	<ul style="list-style-type: none"> Manage and promote succession plans for key positions and talent development programs. Enhance training for management-level professionals in both expertise and leadership skills. Strengthen training for frontline supervisors at the factory level and prepare talent for future expansion. Establish a position delegation system in overseas factories to recruit and attract more talented individuals with international backgrounds, thereby enhancing internal organizational capabilities.
Fire and Equipment Safety Risks	<ul style="list-style-type: none"> Lack of implementation of daily fire management and personnel education training. Outdated and poorly maintained building facilities, posing safety risks. Improper equipment management and insufficient safety awareness among personnel, leading to non-compliance with operational procedures. 	<ul style="list-style-type: none"> Enhance employee self-defense and fire safety education and training, including various drills. Conduct an inventory of electrical equipment that may pose fire hazards and increase inspection checkpoints. Each factory should conduct self-assessments and based on the needs, implement smart systems for disaster monitoring and prevention. Utilize a safety education system platform to provide education and training to all employees in their respective positions, ensuring that each employee is familiar with their rights and responsibilities within the factory. Specialized operators should be certified for their roles to ensure safe production. Strengthen the awareness of all employees regarding the importance of factory safety and implement emergency response mechanisms effectively.
Major Infectious Diseases	The COVID-19 pandemic has had a significant impact on economic development. Border controls and lockdown measures have resulted in operational disruptions, and the supply chain has experienced instability in the delivery of goods and services.	<ul style="list-style-type: none"> Regular monitoring of the pandemic situation and the flexibility to adjust preventive measures accordingly. Normalization of stockpiling essential epidemic prevention supplies such as masks, disinfectants, alcohol, protective clothing, gloves, thermometers, etc. Subsidiaries should establish guidelines for workforce management based on their operational types, including implementing work rotation, zoning, and remote work policies. Additionally, developing contingency plans for production relocation across sites can help ensure uninterrupted operations. Normalization of health monitoring for employees, including regular health check-ups and drills for epidemic prevention.

Human Rights Risk Identification

In order to strengthen the emphasis on human rights and follow the spirit of the OECD Guidelines for Responsible Business Conduct, the Risk Management Team conducted a human rights risk identification exercise this year for Getac Holdings and 8 important subsidiary companies. From an employer perspective, five human rights risks were identified, including forced labor, freedom of association, discrimination, illegal employment of child labor, and occupational health and safety.

From a purchaser perspective, five human rights risks were identified, including forced labor, failure to provide legal rest days or wage payment, various forms of discrimination and harassment, incidents that harm worker health and safety, and the use of conflict minerals. From a product and service provider perspective, violations of the EU GDPR data protection regulations were identified as a human rights issue.

Subsequently, the Human Resources, Procurement, Legal, and Environment, Health, and Safety departments from eight subsidiary units were invited to participate in the human rights risk identification process. The probability of occurrence and severity of the identified human rights issues were assessed, and preventive and mitigating measures were proposed for high-risk human rights issues.

Each item in the questionnaire was rated on a scale of 1 to 25 (Human Rights Risk Value (R) = Probability (L) * Impact (I)). The questionnaire results showed that the human rights risk values for all 11 human rights issues across global operating locations were below 5. Please refer to Table 11 for details.

Our production sites and suppliers are primarily located in Taiwan, China, and Vietnam. These countries have established protective measures for labor rights under their laws. In accordance with the company's risk prevention and response plan, risks with a risk value (R) ≤ 5 are considered low-risk and only require monitoring without the need for specific risk prevention and mitigation plans.

Table 11. Human Rights Risk Identification in 2022

Role	Human Right Issues	Affected Parties	Description of Risk	營運風險程度
As an Employer	Forced labor	Employees exceeding the legally mandated working hours per month.	In response to market changes and business needs, employees may have to work overtime, resulting in excessively long monthly working hours and an imbalance between work and personal life, which can potentially cause physical and mental harm to employees.	<5, low risk
	Freedom of association	All Employees	Restricting or coercing the prohibition of employees' right to freedom of association.	<5, low risk
	Discrimination, harassment, and illegal infringements	All Employees	Employees experiencing discrimination or actions that go against their will while performing their duties, including but not limited to behaviors related to their sex or gender, such as violence or unlawful infringement.	<5, low risk
	Illegal employment of child labor	All Employees	Failure to verify the age of newly hired employees, resulting in the employment of child labor.	<5, low risk
	Occupational safety and health	All Employees	The company failed to provide employees with sufficient job training or safety knowledge, resulting in employees getting injured while performing their duties, accidents occurring during commuting, or disasters such as illnesses, injuries, disabilities, or deaths caused by work-related factors.	<5, low risk
As a Procurement	Forced overtime work without legal compensation or rest	Supplier's Employees	Suppliers regularly demanding overtime or forced labor from employees, which may impact product quality, delivery deadlines, and damage the company's interests. It may also lead to intense resistance such as strikes, thereby affecting service quality and the company's operations.	<5, low risk
	Various forms of discrimination and harassment	Supplier's Employee	Incidents of various forms of discrimination, harassment, or other events that pose reputational risks and have a significant negative impact on operations.	<5, low risk
	Occurrences of hazards to workers' health and labor safety	Supplier's Employees	Occurrences of business negligence, occupational accidents resulting in death, violations of labor safety and health regulations, and other events that harm worker health and labor safety, leading to legal risks or significant negative impacts such as work stoppage or business closure.	<5, low risk
	Illegal employment of child labor	Supplier's Employees	The legal risk arising from the illegal employment of child labor or occupational accidents resulting reputational risk can have a significant negative impact on customers.	<5, low risk
	Using minerals sourced from conflict areas	Supplier's Employees	The use of raw materials by suppliers that may originate from regions associated with forced labor, child labor exploitation, or armed conflict indirectly oppresses and harms local human rights and living conditions, leading to reputational risks.	<5, low risk
As a product & Service Provider	The General Data Protection Regulation (GDPR) of the European Union.	As a product & Service User	Failure to comply with regulations regarding the use of customer personal data for individuals within the European Union, affecting customer rights and resulting in the risk of theft, disclosure, or misuse of customer personal information.	

3.4 Information Security

Corporate organizations are increasingly facing frequent incidents of cyberattacks, which have drawn global attention. These attacks can result in operational disruptions, leakage of confidential data, financial losses, damage to reputation, potential liability for compensation, and loss of important customers. Establishing cybersecurity resilience has become a critical issue for companies to mitigate operational risks.

Information Security Committee Operations

In 2019, Getac established the Information Security Management Committee (see Figure 8), with the Chairman serving as the Chairman of the committee. The Information Security Committee serves as the highest guiding and arbitrating body for information security within the group. Its responsibilities include providing guidance on the direction of information security policies, overseeing directives, developing plans, implementing and coordinating various information security-related matters. The committee also assigns personnel for information security audits, appoints information security representatives, forms

teams to promote information security systems, and establishes incident response teams to develop, execute, and drill related security operations.

The Information Security Committee of our company convenes quarterly meetings to report on the implementation progress of the information security plan. It also addresses the constantly evolving domestic and international cybersecurity trends and industry alerts. The Information Security Team regularly tracks technological developments and consolidates internal and external expert advice. They report these findings to the Information Security Committee, which formulates response strategies for implementation. The Chairman of the committee reports to the Board of Directors.

In 2022, a total of four meetings were held, focusing on the following key achievements in information security defense:

1. Enhanced network attack defense capabilities by developing and

Implementing social engineering simulation software. Regular social engineering drills were conducted to educate employees about new types of phishing scams and prevent hacker intrusions.

2. Implemented real-time backup for the ERP system, allowing data synchronization at remote sites.
3. Established an internal firewall to prevent internal security breaches in the Server farm critical systems.
4. Conducted regular internal and external vulnerability scans to analyze external exposure in five major areas: network security, website security, email security, account passwords, and cloud security. Corresponding plans were developed to address identified vulnerabilities.
5. Implemented cloud service external security protection by establishing a cloud firewall to ensure the security of cloud information systems.

For the detailed resolutions of the 2022 Information Security Committee meetings, please refer to Table 12.

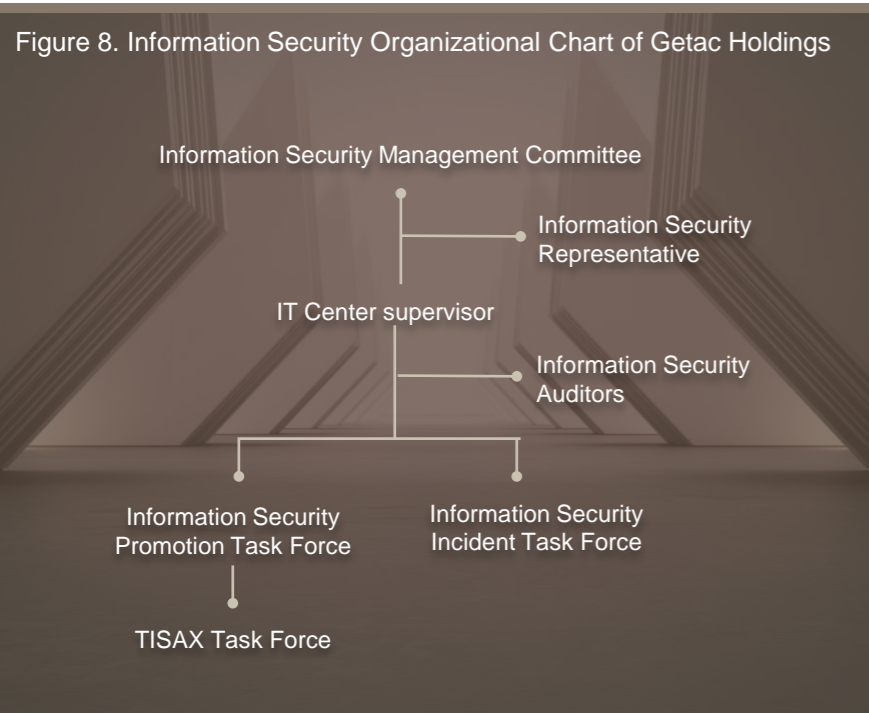


Table 12. Meeting Resolution of Information Security Management Committee

Date	Meeting Resolution
March 30, 2022	<ul style="list-style-type: none"> • Develop an internal design and outsourcing plan for a social engineering attack simulation software, and submit it for evaluation and decision at the next meeting.
June 30, 2022	<ul style="list-style-type: none"> • The frequency of targeted phishing email attacks has increased, must complete the social engineering exercise system implementation by September. • Report on external exposure sources and propose countermeasures and measures to address them. • To enhance information security promotion, setting up various TV monitor in the Nangang office to increase the frequency and touchpoints of cybersecurity awareness.
September 30, 2022	<ul style="list-style-type: none"> • Taking a cue from the incident where a competitor's BIOS was compromised by hackers and malicious code was inserted, we have instructed the relevant departments to collaborate with the R&D manager to investigate the internal situation and prevent a similar event from occurring. • For colleagues who did not pass the social engineering drills, they will undergo retesting and training, and at the same time, unit supervisors will be notified to strengthen internal awareness.
December 30, 2022	<ul style="list-style-type: none"> • Continuously strengthening defense against social engineering attacks involves enhancing both technical and managerial capabilities. • Each subsidiary's physical entities should be separated as much as possible to avoid mutual impact in the event of an attack.

Information Security Defense Measures

In order to ensure that Getac's security protection system remains up-to-date, various measures were implemented in 2020 to address existing and potential risks for both present and future developments. On the management front, this includes strengthening the information security governance framework and strictly controlling personnel privileges. On the hardware side, efforts were made to introduce a security monitoring platform, establish internal firewalls, and implement the GDMS (Getac Device Management System) for comprehensive protection from core to peripheral systems, thereby enhancing information security.

In 2021, a global operational risk assessment was conducted for all operational locations. Each location's operational model was defined to determine its corresponding security level, and risk assessments were conducted for different data centers and equipment. Risk levels were assigned based on different aspects such as data, software, physical security, services, and personnel, and

appropriate security measures were implemented to address identified vulnerabilities, classified as low, medium, or high risk.

In 2022, facing increasingly complex and ever-changing cyberattacks, Getac continued to implement daily management practices. However, considering the possibility of unforeseen intrusion events that could lead to system or data damage, a rapid recovery framework has been established to ensure the quickest possible system restart in the event of such incidents. It is estimated that restoration can be completed within 12 hours of confirming the extent of the damage. Additionally, for the critical ERP system, a real-time backup environment has been implemented to minimize business disruptions and data loss.

Recognizing that phishing emails are a common entry point for many intrusion attempts, the information team has developed simulated social engineering training software. Through statistical data, the team assesses employees' ability

to detect such fraud and provides guidance to those who do not meet the necessary standards to enhance their recognition skills. In 2023, there are plans to comprehensively upgrade the AD/Exchange system to strengthen its defense capabilities and reduce the likelihood of intrusion, thus preventing potential widespread paralysis.

Security Certifications

To ensure that our information security management and personal data protection capabilities align with international standards and meet the requirements of large international clients, Getac Holdings (formerly Getac Technology) obtained the ISO 27001 Information Security Management System certification in 2019. In 2020, it further achieved the "Trusted Information Security Assessment Exchange" (TISAX) certification for Automotive Security Assessment and Information Exchange Platform, making it one of the few domestic companies with dual certifications of ISO 27001 and TISAX in the field of information security. In 2022, three manufacturing sites under the Automotive Business Group, including Getac Changshu, Getac Kunshan, and Getac Vietnam, have passed the TISAX certification.

Security Education and Training

In addition to proactive defense, detection, and alarm systems implemented in hardware and software, Getac places a strong emphasis on providing daily security education and training to employees and ensuring ongoing monitoring and spot checks. In the face of future security risks and challenges, the company strives to maintain vigilance and proactively prevent potential threats through multiple layers of protective measures. Information security awareness is integrated into internal management to ensure that all personnel are equipped with sufficient knowledge to counter potential risks.

To enhance security awareness and build consensus, Getac Holdings has not only established the "Personnel Information Security and Computer Usage Regulations" but also includes information security promotion as a mandatory component of new employee education and training. Regular security reminders are issued through internal portals and emails. In 2022, the company implemented internal online training materials to directly communicate the importance of security awareness to employees. Additionally, a television broadcasting system was set up at the headquarters in Nangang to continuously reinforce employees' understanding of security knowledge.

Getac Information Security System Structure

Information Security Verification	Information Security Protection	Intrusion Detection	Event Response	Disaster Recovery
<ul style="list-style-type: none"> Two-factor authentication Terminal control Software Network Device Personnel Data 	<ul style="list-style-type: none"> Enterprise antivirus software Internal and external firewalls/VPN Endpoint protection system Network segmentation and isolation Network protection system (Intrusion Prevention System) Administrator terminal protection DDoS protection Application firewall Spam email interception Social engineering exercise 	<ul style="list-style-type: none"> Vulnerability scanning Security Operations Center (SOC) Managed Detection and Response (MDR) monitoring and notification Network device monitoring 	<ul style="list-style-type: none"> Security incident reporting Incident response procedures Security Operations Center (SOC) 	<ul style="list-style-type: none"> Local backup Remote backup Critical system redundancy Fast backup and restoration (within 12 hours)

3.5 Intellectual Property Rights

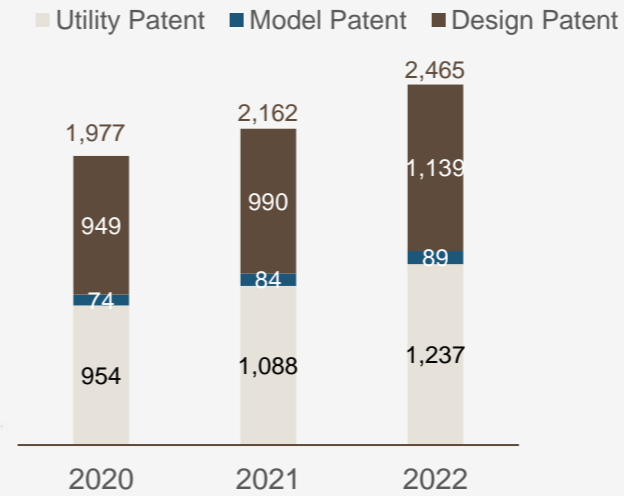
Product Technology Development

Maintaining product and technological innovation is one of the key factors driving Getac's sustained growth. Our product R&D design focuses on providing customers with the best user experience to enhance brand loyalty. We achieve this by leveraging differentiated process technologies to build high barriers to competition and by increasing the adoption rate of automated processes to create competitiveness. In terms of research and development, Getac invested NT\$1,488 million in R&D expenses in 2022, accounting for approximately 5% of the consolidated net operating income. In 2022, we obtained 264 new domestic and foreign patents, bringing the total number of domestic and foreign patents acquired by the company to 2,465..

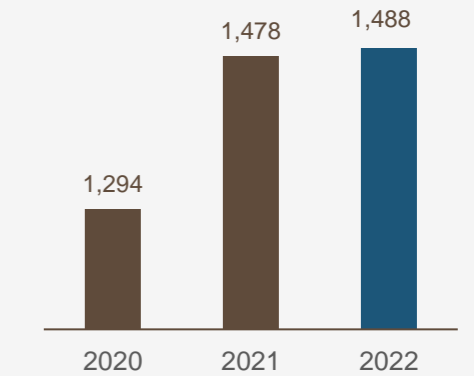
In the field of rugged computer product research and development, we have launched the all-new X600 and X600 Pro fully rugged mobile workstations. We have also introduced the OEMConfig application for ZX10 and ZX70 rugged tablets, further extending Getac's Android ecosystem. In terms of mechanical products, we responded to the circular economy by developing the application of post-consumer recycled (PCR) plastics in electronic product casings. For metal die-casting products, we are implementing more new processes, including dispensing, cleaning, assembly, and more, to extend our product and service offerings.



Cumulative Number Of Patents Obtained by Getac Holdings (consolidated)



Expenditure Of Research & Development Unit: NT\$ Million



Product Awards Jan 2022~March 2022

Editor's Choice

- B360 PC Mag Best Rugged Laptop Editor's Choice
- S410 PC Mag Best Rugged Laptop Editor's Choice

Recommended Best Rugged Laptop/Tablet

- B360 PC Mag Best Rugged Laptops
- F110 PC Mag Best Rugged Laptops
- S410 PC Mag Best Rugged Laptops
- F110 TechRadar Best Rugged Tablets
- UX10 TechRadar Best Rugged Tablets
- UX10 Digital Camera World Best Rugged Tablets
- S410 iF Design Award

Intellectual Property Management

The subsidiary company, Getac Technology (GTC), is primarily engaged in brand product sales. As this industry experiences rapid technological advancements and fierce competition in terms of market patents and litigation, it is crucial to protect our own technological patents and prevent infringement of others' patent rights..

To safeguard our intellectual property rights and prevent potential infringements, GTC has established a comprehensive management framework and internal regulations. Disputes related to intellectual property are handled by the Legal Affairs Center, which may engage external lawyers based on the specifics of each case. Under the Legal Affairs Center, there is a dedicated Intellectual Property Department responsible for executing and promoting related tasks. The department proactively conducts patent searches in multiple countries, focusing on competitive peers and related product categories. This enables us to understand the industry's patent application trends, identify risks of potentially infringing others' rights, and perform analysis and avoidance measures accordingly.

The management of our company's intellectual property rights is in accordance with the strategic patent deployment direction set by the General Manager. The president reviews newly announced patents for the year and requests project reports from relevant units and departments, including but not limited to the Research and Development (RD) Center, Product Planning Center (PM),

Integration Design Center (ID), and the Intellectual Property Department (IP) under the Legal Affairs Center.

The company's patent application process involves the following steps:

1. The R&D department's supervisor leads the team in proposing ideas.
2. Heads from RD, PM, and ID departments evaluate the proposals, considering market trends, industry technological developments, and product identification features. They provide assessment and decision-making authority for patent applications.
3. The IP team plans the suggested patent application scope, monitors industry patent status, and prepares a patent portfolio for potential counterclaims.

In 2022, our company's focus in intellectual property management includes the following directions:

- Organizing patent-related seminars and courses to enhance employees' awareness of intellectual property.
- Achieving a 100% target completion rate for annual patent proposals. Training and developing the team to understand and analyze patent scopes, conduct industry trend research based on patent data, review and strengthen our patent portfolio in computer and enforcement forensics industries. Sharing patent technologies and effective design avoidance cases to equip the Getac team with the concepts of patent layout and design avoidance, thus establishing a patent-conscious culture and reducing infringement risks.

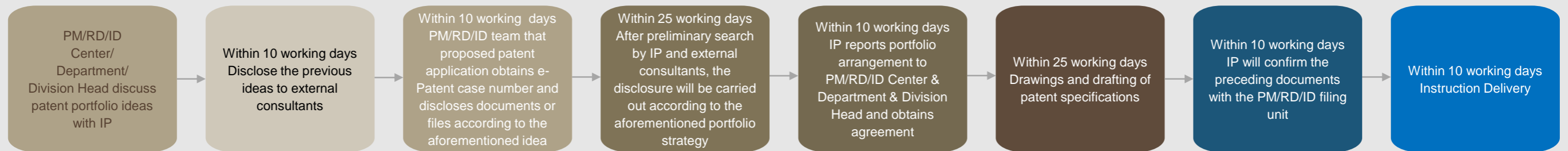
- Conducting comprehensive reviews of existing patents on a quarterly basis to identify any infringement risks. Conducting prior searches on previous technologies for Getac's key product models and associated risk patents, preparing invalidity evidence, and implementing design avoidance measures to ensure operational freedom.
- Sending patent engineers to participate in design patent courses.

Patent Litigation

In a patent infringement lawsuit between our company and Panasonic Holdings Corporation (Panasonic), a jury verdict was reached on June 9, 2022. The jury determined that Getac Technology Corp. and Getac Inc. intentionally infringed on Panasonic's design patents and awarded Panasonic a compensation of \$17 million. Subsequently, Getac Technology Corp. and Getac Inc. reached a settlement agreement with Panasonic in the fourth quarter of 2022, which includes confidentiality terms. As per the settlement agreement, all pending litigation proceedings related to this case have been withdrawn from the United States District Court for the Central District of California and the United States Court of Appeals for the Federal Circuit.

In the second quarter of 2022, Getac Holdings set aside the full amount of compensation in accordance with the jury verdict from the aforementioned court. The settlement amount and terms are confidential, and there will be no additional financial impact on the Company as a result of the settlement.

Patent Application Process



4.0 Product & Service

4.1 Green Product

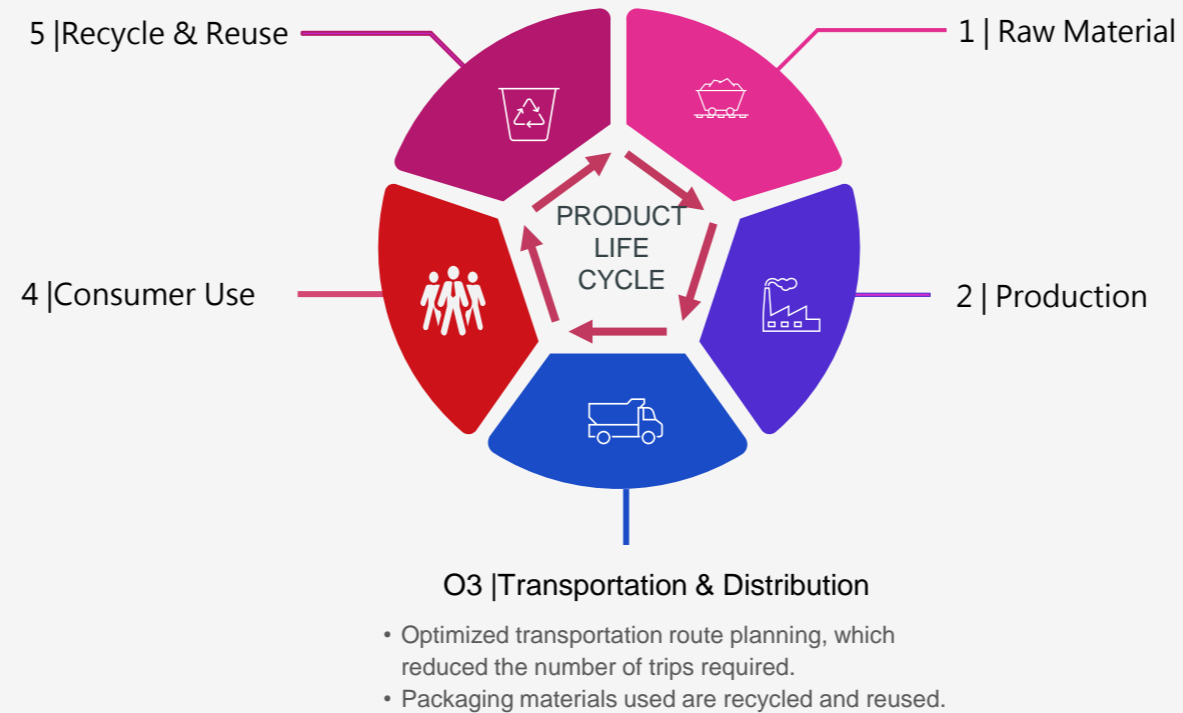
4.2 Customer Service

4.3 Sustainable Supply Chain

4.1 Green Product

Getac Green Product Life Cycle

- Getac’s rugged computing products follows the requirements of the European Union Waste Electrical and Electronic Equipment (WEEE) Directive
- Receive the EPEAT Environmental Protection Label.
- Use recyclable aluminum and recyclable plastic materials
- All production lines of the rugged computing product Comply with Energy Star 8.0 Energy-Efficient Design Label
- Comply with Electronic Product Safety Certification of all countries, including UL, FCC, RED, BSMI, etc..



Responsible Production and Consumption

Providing healthy and safe product is the commitment of Getac to customers. The United Nations has announced 17 Sustainable Development Goals (SDGs), Goal 12 of which is “Responsible Production and Consumption,” Getac advocates this concept with producing safe and healthy products as our mission. Our quality requirements are present in the design and development phase of a product, and even extend to product sales and after-sales services. Every part of the product development process is strictly monitored, in order to ensure that all of our products not only satisfy international safety regulations and environmental policies, but also meet customer and user expectations.

and reuse of end products. Through design, Getac aims to achieve maximum value through effective reuse. The company implements various measures such as reduce, reuse, recycle, and recovery to mitigate its environmental impact.

Our research and development team is also committed to practicing environmental stewardship through the power of technology. This includes developing low-energy consumption products to achieve energy savings and emissions reduction. We are also gradually increasing the incorporation of Post Consumer plastic (PCR), which is recycled plastic, in the raw materials for plastic casing products. This helps reduce the usage of new materials and moves us towards a circular economy approach.

Getac integrates the concept of green products into the entire product life cycle, from the acquisition of raw materials, research and development, production and manufacturing, transportation and distribution, to consumer use and the recycling

Restriction of Hazardous Substances

To ensure that products comply with environmental regulations in the selling countries, Getac Holdings and its subsidiaries have established internal environmental material specifications. They regularly monitor domestic and international environmental regulations and update the list of restricted substances. All products of subsidiaries GTC, ATC MPTK, MPTZ, MPTV and GTK fully comply with the "Restriction of Hazardous Substances Directive" (RoHS) for electrical and electronic equipment, the European Union's chemical policy (REACH), and regulations related to Substances of Very High Concern (SVHC).

Subsidiaries GCS and GVL are engaged in the OEM production of automotive metal die-casting parts, which are not end products. All automotive mechanical components produced in 2022 and the metal materials used comply with the specifications set by the automotive OEM customers and meet national environmental regulations and the environmental directive standards of the European Union's RoHS (Restriction of Hazardous Substances Directive).

In addition, subsidiaries GTC and ATC are primarily engaged in the manufacturing of electronic products. The procurement items and their components are relatively complex. To promote environmentally friendly product design, dedicated green product teams have been established. They constantly monitor the latest trends in domestic and international environmental regulations regarding prohibited and restricted substances. An online GP Green Product Management System has been implemented, which can instantly update the European Union's green product specifications. It also addresses the upgrading and improvement of chemical hazardous substance management and investigation in response to international environmental trends.

In addition to real-time updates of the European Union's green product specifications, the green product teams can review and approve the compliance status of supplier product inspection reports on the platform. All incoming materials must provide product inspection reports within two years to ensure that the products are free of harmful substances. These reports need to be provided again every two years. If a qualified inspection report cannot be provided, the system will block the adoption of the material or component to ensure that the materials used in the products are in sync with international environmental trends.

In 2022, due to regulatory changes, there were modifications and additions to the restricted substances exclusion list, including:

1. Changes in the IEC62474 D25.00 specification
2. In response to France's requirements for the control of mineral oils in packaging materials and printed matter, polycyclic aromatic hydrocarbons were included in the list of prohibited and restricted substances.

Subsidiaries MPTK, MPTZ, and GTK have also obtained the IECQ/QC080000 Hazardous Substance Process Management System certification for electronic and electrical components and products. They follow the management specifications for REACH, SVHC, RoHS, and other hazardous substances. This certification prevents materials, components, or products containing hazardous substances from entering the company and being used, thereby avoiding any potential impact on the ecological environment. For qualified incoming suppliers, the quality control department conducts sampling inspections on the received materials. All incoming materials inspections in 2022 were deemed qualified, with no detection of any materials containing hazardous substances.

Product Labeling

Getac Technology(GTC) is engaged in the production of its own branded products, and the safety of these products is based on the safety regulations required by the shipping region. Atemitech Corporation (ATC), on the other hand, is involved in OEM manufacturing and strictly follows the specifications set by customers to meet the environmental and safety standards of the shipping destination country. In 2022, all electronic products from GTC and ATC have passed international safety standard certifications, complying with the safety requirements for electronic products, wireless radio frequency, electromagnetic compatibility (EMC), and other regulations in the shipping countries. This includes certifications such as UL and FCC in the United States, CE in the European Union, BSMI in Taiwan, among others. They also label relevant safety, environmental, energy-saving, and communication certifications on the products or packaging in accordance with the regulatory requirements of the shipping region. There were no incidents of non-compliance with product labeling in 2022.

In addition, the rugged computers produced by GTC are designed to meet the specific safety requirements of industries such as pharmaceuticals, chemicals, and oil. Some models have obtained proactive certifications for

high-specification safety standards, such as ATEX/IECEX Zone 0, 20, UL913 (Class I/ II Division 1), or ANSI, ensuring the safety of employees in hazardous work environments through the design of intrinsic safety technology.



Low Carbon Design

With frequent occurrence of energy shortages in recent years, and the rising cost of electricity, whether electronic products can balance computing efficiency and energy conservation has become a key competitive capability. As one of the world's leading manufacturers of rugged computers, the products produced by our subsidiary Getac Technology (GTC) are widely used by the government agencies of all countries and large international corporations. Our rugged solution not only provide superior ruggedness but also equipped with high performing endurance and the energy-saving design conforms to the latest international energy saving design and specification requirements, such as Energy Star 8.0 and energy performance regulations enforced by the U.S. Energy Information Administration and the California Energy Commission., etc., and is verified according to the requirements of Energy Star through Design Quality Verification (DQA) Department, to ensure low energy consumption design specifications and allow users to save a large amount of unnecessary energy consumption.

In 2022, a total of 13 rugged computers and tablets from GTC obtained the ENERGY STAR® 8.0 standard certification. The sales of laptops and tablets to the United States accounted for 25.36% and 16.84% of the total revenue, respectively, totaling 42.19%. As the same product designs were also sold to regions outside the United States, GTC's sales of ENERGY STAR® 8.0 compliant products globally accounted for 80.17% of the total revenue (with laptops accounting for 46.38% and tablets accounting for 33.79%).

The energy consumption of products from GTC, which are certified with ENERGY STAR®, has been tested in the laboratory, and the actual measured values are all lower than the required standard values specified in the reports.

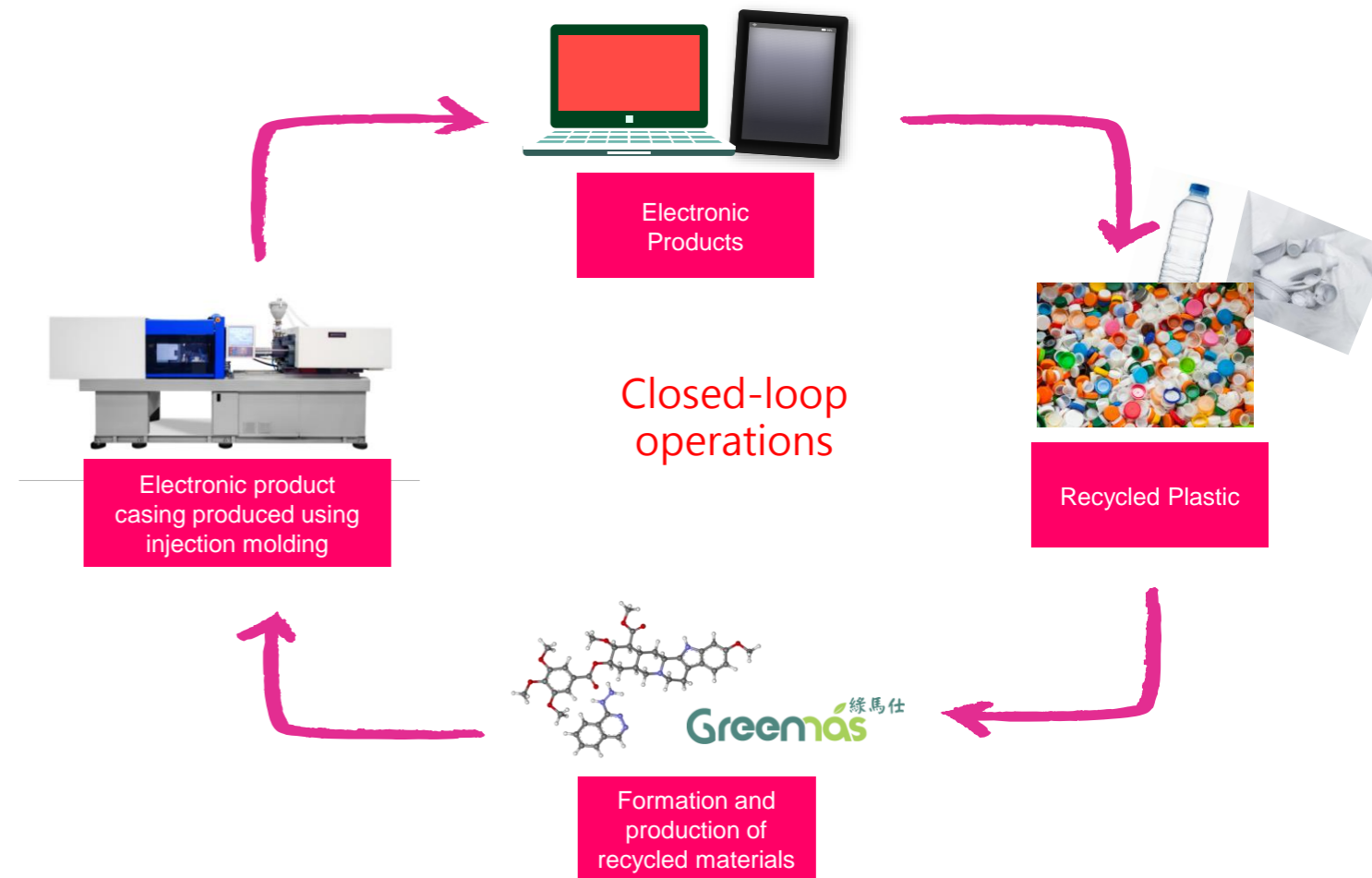
The actual laboratory test values are lower than the standard value required by the report. Taking B360 as an example, the test value of actual energy consumption is about 18.21 KWh, which is lower than the standard value of 22.90 KWh; the actual test value of S400 is 12.37 KWh, which is lower than the standard value of 19.72 KWh. F110 actual test value is 16.01 KWh, which is lower than the standard value of 19.06 KWh.

The average power consumption of the thirteen main models sold by Getac in 2022 is lower than the standard value of Energy Star by 4.96 (KWh/yr). After multiplying this by the number of units sold in the year, it is estimated that the rugged computers sold by GTC in 2022 could save the Earth approximately 706.48 MWh per year, equivalent to 360 metric tons of carbon dioxide emissions. (Referring to Taiwan Power Company's information, the carbon emission factor is calculated at 0.502 kg CO2e/KWh). Demonstrate Getac's efforts and achievements in energy-saving design.



Developing Circular Economy Recycled Materials

Circular economy is a sustainable economic model that aims to minimize waste and extend the lifespan of resources. The R&D team of Getac Plastic Business Group has been devoted to researching and developing Glite recycled materials. Glite utilizes PCR (Post-Consumer Recycled) plastic materials as its base, with at least 40% of the material consisting of PC (polycarbonate). This promotes the development of a circular economy by transforming used plastic waste into high-quality and sustainable plastic raw materials for production. The PC-based PCR material is not only halogen-free and flame retardant but also exhibits high flowability and improved aesthetics after forming. By using these recycled materials in production, it reduces the demand for new plastic raw materials and minimizes the environmental impact of landfilling and incineration. Additionally, developing PCR plastic materials can lower production costs, enhance business competitiveness, and provide consumers with more environmentally friendly product choices.



Recycle & Reuse



The Use Of Recycled Materials

Using product casings made from recycled materials not only brings environmental benefits but also aligns with the increasing emphasis and demand for sustainable development in modern society. As a result, more and more brands are increasing the proportion of recycled materials in their products to actively support the importance of sustainable development and demonstrate corporate social responsibility.

Getac Plastic Business Group (MPTK, MPTZ, MPTV) and the Automotive Business Group (GCS, GVL) are contract manufacturers that produce laptop casings and automotive metal parts. In 2022, the Plastic Business Group used 11,771 metric tons of plastic raw materials, with 2,539 metric tons being recycled plastic pellets. The recycled material usage rate reached 21.6%, which is a 0.9% increase compared to 2021. The Automotive Business Group used 26,117 metric tons of aluminum alloy in 2022, with 20,939 metric tons being recycled aluminum. The recycled aluminum usage rate reached 80.2%, showing a 4.1% increase compared to 2021. In total, both business groups used 37,887 metric tons of raw materials in 2022, with a recycled material usage rate of 62.0%.



E-WASTE MANAGEMENT

Reduce Electronic Waste

Subsidiary company GTC's rugged products comply with the WEEE requirements. On each of our products, we not only mark the products are recyclable and provide instructions on how to dismantle the products. We also commission local certified vendors in European regions to recycle our products. When recycling our products, they can be easily disassembled for re-use, which reduces resource waste. Furthermore, Getac products are designed following Energy related Products (EuP) directives and Electronic Product Environmental Assessment Tool (EPEAT) standards.

In 2022, GTC's notebook computer sales accounted for 25.35% of its revenue in the United States, while tablet computer sales accounted for 16.84%. Together, they comprised 42.19% of the annual revenue. Additionally, similar products with the same design were also sold in other countries. Therefore, globally, GTC's revenue from notebook and tablet computers that comply with the U.S. EPEAT standard accounted for a total of 80.14%.

Reduce The Use Of Packaging Materials

Getac Holding's subsidiary companies have implemented product packaging recycling programs based on their sales models and delivery locations. For products mainly intended for export, the outsourcing cartons cannot be recycled. However, for products mainly intended for domestic sales, the company evaluates the transportation distance and packaging usage with frequent trading partners. After assessing these factors, they communicate with customers to facilitate the recycling and reuse of cartons.

Subsidiary companies MPTK and MPTZ have engaged professional vendors to assist in the recycling and reuse of paper cartons. The vendors are paid on a per-piece basis, incentivizing them to preserve the integrity of the cartons during transportation and maximize the quantity of recycled cartons. The factories maintain detailed records of the quantity of cartons entering and leaving the premises. In 2022, MPTK had a paper carton recycling rate of approximately 70.6% compared to the total number of shipped cartons. MPTZ had a recycling rate of around 33.0%. MPTV achieved a recycling rate of approximately 92.3%. In total, the proportion of recycled paper cartons to total shipped cartons of Getac Holdings (Consolidated) was 37.9%. These rates are based on customers located in suitable areas and utilizing compatible recycling programs.

In order to reduce environmental impact, in addition to cartons, plastic trays used to contain small parts in packaging materials are also recycled as much as possible. For customers located in suitable areas and utilizing compatible recycling programs, the proportion of recycled plastic trays to total shipped and used quantities is approximately 58.8% for MPTK and 47.4% for MPTZ.

For GCS, GKS, MPTZ, MPTV, metal components products are heavier, resulting in higher carton damage rates. Therefore, durable and load-bearing plastic boxes are used for domestic transportation to reduce carton waste. On average, a plastic box is used for at least five years or more. The plastic recycling rate for these four subsidiaries is 94.2%. Plastic pallets are also used for domestic and internal transportation to extend their lifespan. In addition to recycling the packaging materials used for shipment, various packaging materials such as carton boxes, plastic trays, all kinds of participation and plastic boxes used in the in-plant manufacturing process are also continuously recycled, cleaned, and reused.

4.2 Customer Service

Quality Management

Getac Holdings is firmly committed to providing its customers with top-notch products and services. The Company embraces a customer-centric philosophy, carefully listens to the voice of its customers, and adopts a customer perspective. We actively offer advice and suggestions to help customers solve their problems and ensure optimal customer experiences.

We follow the ISO 9001 international quality certification system to build our quality management system, establish quality management manuals, and collect the feedback from the customers regarding product abnormalities, technique problems, sales and services, aftersales repairs, and so on. We request the departments concerned to review and analyze the problems to find out causes and propose corrective and preventive measures as a basis for the improvement.

Good design is the basis for successful sales. Effective management systems and procedures are in place for product design, development, and validation. From the initial concept stage to the design, engineering, and manufacturing stages, and ultimately to product launch, each stage incorporates standardized verification checkpoints. These checkpoints serve as rigorous validation criteria that must be met before progressing to the next stage. We have also purchased advanced process and testing equipment and increased the penetration rate of automated production processes. At the same time, product validation manpower and professional competence are constantly increased and AFR (Annual Failure Rate) review meetings are organized on a regular basis. Causes of product malfunctions are inspected in a rigorous manner and improvement measures are proposed. Handling details are entered into a database as a reference for future R&D projects.

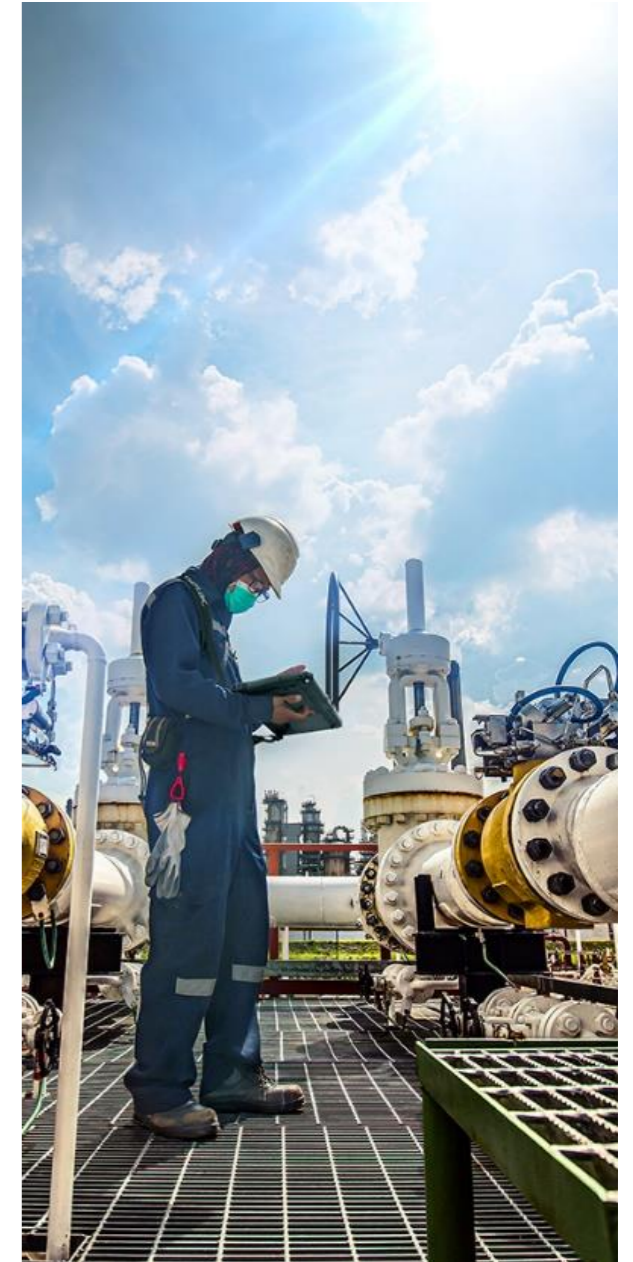
Customer Privacy

Protecting customer privacy is a legal and ethical obligation that every company should strictly adhere to. In the digital age, customer privacy faces greater threats as personal information can be easily stolen, misused, or disclosed. To safeguard customer confidentiality and privacy, Getac and its subsidiaries have set annual goals to prevent incidents of part information leakage, data theft, or customer data loss. They have implemented various management measures, including employee codes of conduct, confidentiality agreements, access control measures, personal data protection during warranty services, and privacy policies on company websites, to ensure the protection of customer information.

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The relevant measures taken by Getac Holdings and its subsidiaries to protect customer confidentiality and privacy are as follows:

1. Employee Code of Conduct and Employment Contracts: Employees are required to strictly adhere to protecting customer confidentiality and privacy as outlined in the code of conduct and employment contracts.
2. Principle of Disclosure to Those Who Need to Know: Strict implementation of the "need-to-know" principle for



confidential information obtained from clients. Confidential information is disclosed only to individuals who have a legitimate need to know, and confidentiality agreements are signed based on the specific circumstances of each case.

3. Strict Maintenance of Network and Electronic Platform Security: Ensuring the security of network and electronic platform usage environments to prevent the unauthorized disclosure or dissemination of customer confidential information and protect customer interests. Detailed information security measures can be found on pages 48-49 of this report.



4. Regularly conducting educational training programs to strengthen the awareness of company personnel regarding the compliance with regulations for protecting trade secrets and customer privacy.
5. Establishing the "Confidentiality Regulations for Production Sites" to prohibit photography, video recording, or audio recording by external visitors in the production line.

In 2022, no complaints were received from external parties or regulatory agencies. Strict adherence to the "Confidentiality Operations Guidelines" and the "Customer or External Supplier Property Management Procedures" was followed, and no complaints of information leakage, theft, or loss of customer data occurred.

GDPR Response Measures

The official implementation of the European Union's "General Data Protection Regulation" (GDPR) on May 25, 2018, requiring all persons providing products or services involved in personal data in European Union Territory or all corporations observing the personal data in European Union Territory, must be enforced to comply. Getac Holdings Corp. hired a professional consulting company to assist in the comprehensive implementation of GDPR for its rugged computing solutions business group. This includes:

1. Take stock of the relevant units and their operating procedures involved in the collection of personal data. Implement enhanced measures to strengthen the personal data protection mechanism.

2. Implement secure transmission protocols on all websites to protect personal data. Modify privacy notices across all channels to comply with the standards of the EU's General Data Protection Regulation (GDPR) and ensure that the use and sharing of personal data are only done within the scope of consent obtained from the data subjects.
3. Review agreements with third-party data processors and require them to incorporate data protection obligations into the agreements.
4. Establish dedicated Data Protection Managers to promptly address opinions and concerns from customers or stakeholders regarding their rights to personal data protection.
5. Provide GDPR education and training for all staff members. Digitize the training materials in 2022 for online interactive learning.

In 2022, the EU Commission issued new guidelines regarding the international transfer of personal data under GDPR Article 46(2)(c). These guidelines require all multinational companies to use the latest version of the Standard Contractual Clauses (SCCs) as the legal basis for lawful cross-border data transfers starting from December 2022. We have prepared two versions of SCCs for our current data processing models, namely Controller to Processor and Processor to Controller, and implemented them in the third quarter of 2022. This ensures that our subsidiary, Getac Technology (GTC), and our sales branches in the UK and Germany involved in rugged computer sales can incorporate the new framework for personal data transfers between branches to comply with the latest regulations.

In 2022, we did not receive any GDPR-related complaints.



GDPR Data Protection Manager
dpm.LAC@getac.com.tw

Product Information Security

The users of Getac Technology's rugged computers are mostly government units or large firms that store highly sensitive and confidential information. Therefore, they have greater requirements for protective functions in the product itself. In order to ensure that users can use our products at ease and to reduce the probability and consequences of information leakage, we implement the necessary customer privacy protection measures, from the initial product design to after-sales services. The measures we have taken are described below.

1. The legal department monitors relevant legal changes in various countries, ensuring real-time updates to regulations that protect customer privacy and data. These measures are extended to every stage of product production. User data security and compliance with personal data protection regulations in different countries are considered during the product development phase, and corresponding preventive mechanisms are established.
2. Product design incorporates industry-leading advanced security protection specifications and collaborations with internationally renowned encryption vendors to ensure compatibility of software and hardware. Complete solutions are provided for customers requiring high-end encryption software. Additionally, a removable hard drive mechanism is designed for easy removal, allowing users to immediately take their hard drives with them in case of emergency evacuation.
3. Both the internal repair center and authorized service providers must comply with local laws related to personal data protection. They are prohibited from accessing and storing customer information improperly during machine repairs. Customers are also reminded to remove their hard drives before sending their devices for repair, ensuring that personal data is protected from the risk of leakage during machine maintenance and transportation.
4. The "Keep your hard drive" premium service is provided, offering a replacement for damaged hard drives and allowing customers to retain their old hard drives, thereby eliminating the risk of data leakage.

Sales and After-Sales Service

Subsidiary GTC is engaged in marketing rugged computer brands and has been deepening its local marketing efforts in recent years. It provides more timely and high-quality services to local customers through close collaboration with regional strategic channel partners. Together, they plan and execute marketing activities and messages that align with the channel market, promoting brand marketing and communication.

Currently, Getac brand has established repair centers or authorized repair partners in various important sales regions worldwide to provide real-time service support. Service locations are continuously expanded to meet sales and customer needs, aiming for quick and immediate service.

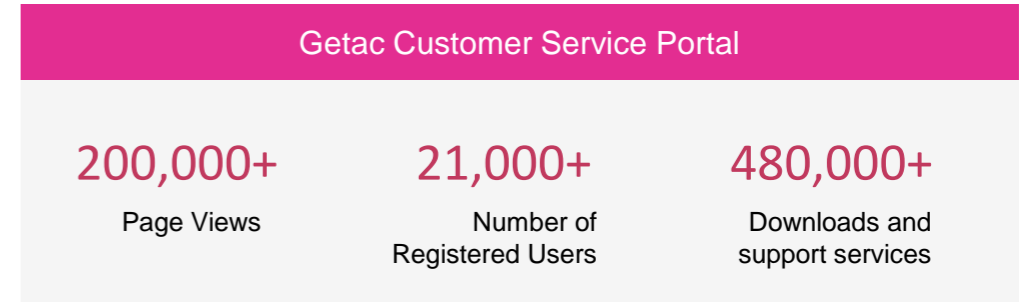
Getac leverages IT management systems to improve communication with customers, incorporating partner information platforms such as Partner Portal, E-quotation, Marketing Automation, and the second-generation Service Portal. These systems provide systematic product information and after-sales repair services, enabling channel partners to quickly grasp Getac's products and services. This facilitates more efficient and smooth sales to end-users, ultimately enhancing customer satisfaction.

GETAC Service Portal offers the following services:

1. Downloads and support services
2. Frequently asked questions and answers
3. Requesting repair services
4. Self-diagnostic tools
5. Online support via Q&A
6. Email and telephone support for technical assistance

In 2022, the Service Portal received over 200,000 page views and more than 480,000 downloads of support services. The portal attracted 3,754 new registered users. Since 2019, there have been over 21,000 registered users utilizing the Getac Service Portal.

The brand's official website also features a service inquiry mailbox, where any product or service-related questions or complaints can be addressed through dedicated customer service channels. The other eight subsidiaries involved in contract manufacturing also have operational guidelines for product delivery, post-delivery tasks, and procedures related to product and service to enhance customer satisfaction.



Customer Satisfaction Survey

Getac subsidiaries collect customer feedback on the company's products and services through customer questionnaires and take steps to make improvements. In addition to regular business contacts, the company's official website provides a channel for customer inquiries. Periodic channel partner conferences are held, and an annual customer satisfaction survey is conducted.

The customer satisfaction surveys conducted by each subsidiary follow the company's standard operating procedures for satisfaction surveys. The annual survey targets and quantities are determined based on the business types and transaction amounts. The questionnaires cover aspects such as product quality, sales service, delivery, technical support, and after-sales maintenance. Understanding and analyzing customer satisfaction serve as crucial bases for adjusting operational strategies and continuously improving product and service quality. In 2022, Getac's subsidiaries conducted one or two "customer satisfaction surveys," while GVL conducted monthly surveys. The survey targeted customers with significant transaction amounts, with a total of 106 participating companies and a questionnaire response rate of 99.26%. The survey results were generally positive, with the lowest customer satisfaction score at 85.2, and an average score of 93.4.

Customer Complaints

Shinji's subsidiaries have established channels for customer complaints to safeguard customer rights. In 2022, a total of 69 customer feedback and complaint cases were received. These complaints were all related to product issues, including quality errors and improvements, appearance defects, dimensional structural issues, software version errors, and mechanical connection problems.



Customer Consultation and Complaint Channel
The official website of Getac Holdings and its subsidiary, has a "Contact Us" section that provides sales consultation as well as service and technical consultation.

4.3 Sustainable Supply Chain

Types Of Suppliers

Global ESG (Environmental, Social, and Governance) development has taken shape, and sustainable supply chains have become crucial for corporate competitiveness and sustainable development. Companies are under increasing pressure to take more proactive responsibility and collaborate with customers, suppliers, and employees to advance global sustainability issues such as achieving net-zero emissions, reducing waste, improving labor conditions, and preventing corruption.

In 2022, the company's supply chain procurement of raw materials primarily consisted of electronic components, plastic pellets, and aluminum ingots, with the main production processes carried out in-house. The procurement amounts for each product line as a percentage of the total procurement of production-related raw materials in our supply chain were as follows: Electronic Products (Rugged Computing Solution BG and Mechatronic & Energy BG) accounted for 38%, Plastic BG accounted for 33%, and Auto BG accounted for 29%. This report focuses on the procurement related to raw materials in supply chain management, and important suppliers are concentrated in China, Taiwan, Vietnam, and the United States. In 2022, Getac Holdings and its key subsidiaries maintained stable relationships with the supply chain, conducting transactions with a total of 802 raw material suppliers (including subcontractors), out of which 91 were newly signed suppliers. The procurement amounts for 2022 were distributed by country as follows: China accounted for 58.9%, Taiwan accounted for 23.9%, the United States accounted for 5.8%, Vietnam accounted for 1.8%, and other countries accounted for 9.7%.

Local Procurement Policy

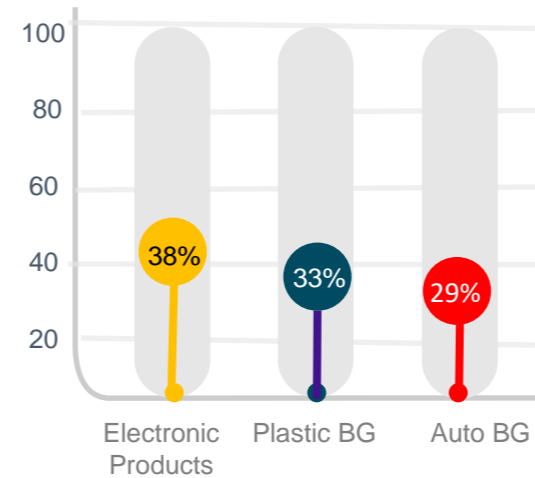
Local procurement is a supply chain policy of Getac Holdings, where its subsidiaries aim to achieve a local procurement rate of over 50% as a management target. This approach aims to reduce risks and costs associated with transportation while also creating local manufacturing job opportunities. In recent years, the supply chain has been shifting towards shorter chains due to factors such as pandemic-related lockdowns, dual control policies on energy consumption in China, and political disputes between China and the United States. Material planning strategies have also been severely disrupted due to significant shortages. In 2022, Getac Holdings (Consolidated) achieved a local procurement rate of 73%, showing significant growth compared to 59% in 2021.

Subsidiaries GTC, ATC, and GTK belong to the electronics manufacturing industry with a high number of component procurement items. Some of these components must be purchased overseas, resulting in a local procurement rate generally below 70%. MPTK, MPTZ, and MPTV primarily deal with plastic raw materials, which can be obtained locally. The local procurement rate for these subsidiaries exceeds 80%. GCS, GKS, and GVL primarily require aluminum ingots as raw materials. The aluminum ingot suppliers for GCS and GKS are located in China, resulting in a local procurement rate of over 99%. GVL cannot procure aluminum ingots from Vietnam and relies on imports from China and Malaysia, resulting in a lower local procurement rate of approximately 20%.

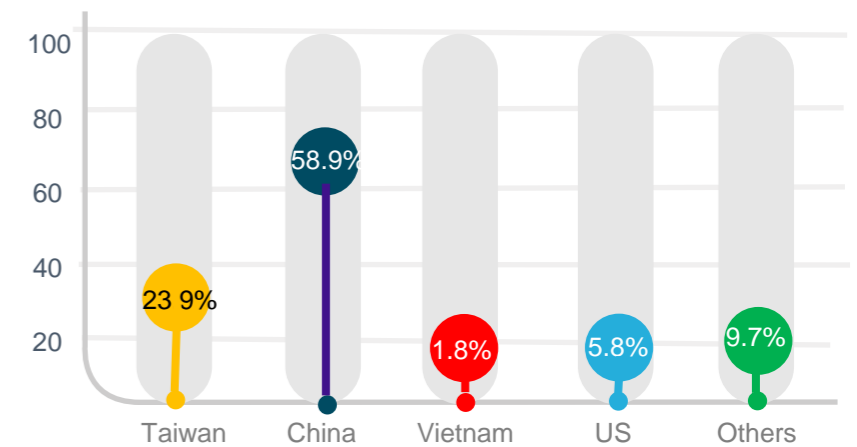
Supplier Classification

Getac has established a complete supplier qualification review and supplier evaluation classification system. Before the official transaction after agreement signing, Getac's quality control division will appoint dedicated personnel to conduct

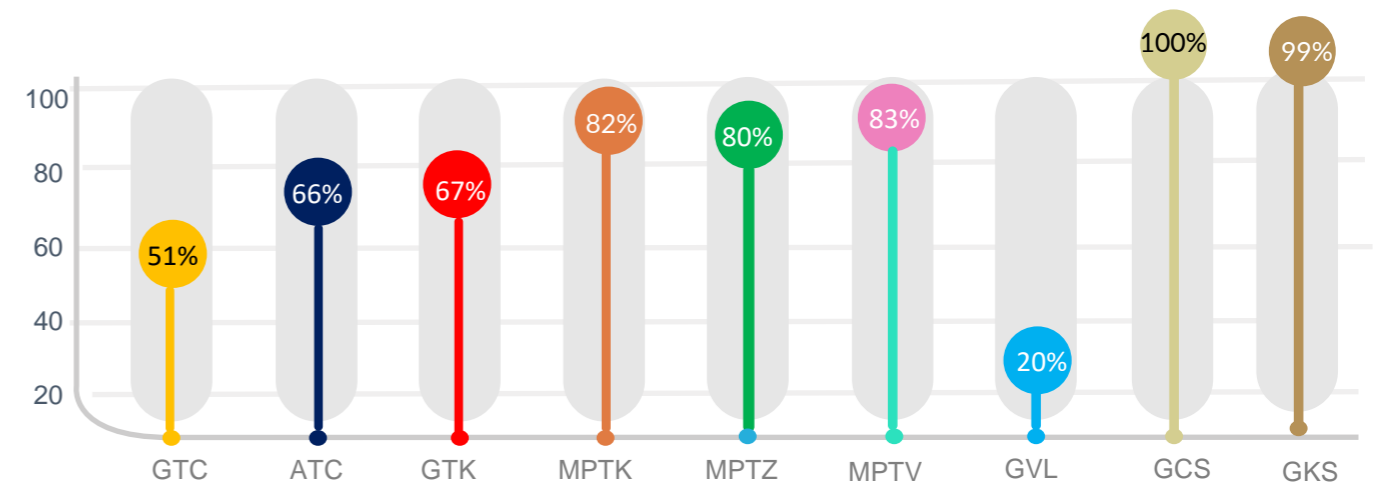
Breakdown Of Getac's Raw Material Procurement by Business



Breakdown Of Getac's Raw Material Procurement by Country



Ratio of Localized Purchasing



on-site auditing of the supplier and launch a series of qualification evaluation procedures before the transaction with the company can officially be made. In order to control the quality of suppliers and their supplies, Getac conducts online TQRDC evaluation of its main suppliers once a month. The suppliers are rated in the five dimensions of technology, quality, responsiveness, delivery, and cost and classified into four levels: A, B, C, and D according to the results. Non-conforming suppliers are advised to make improvements. Those who fail to do so will have their supplier qualification revoked. Getac manages its supply chain by using TQRDC evaluation to maximize value for the company and create better and valuable service experiences for customers.

Supplier Sustainable Management

Getac Holdings believes that a strong foundation for supply chain management comes from close cooperation and mutually beneficial relationships with suppliers, where risks and benefits are shared. Getac follows the Responsible Business Alliance (RBA) Code of Conduct and has established the company's corporate social responsibility policy and supplier code of conduct. The relevant sustainability requirements have been incorporated into the Long-Term Procurement Master Agreement.

Getac Holdings' Supplier Code of Conduct



All raw material suppliers are required to sign the Long-Term Procurement Master Agreement and comply with its provisions, which include commitments from the supplier and its upstream suppliers to adhere to integrity clauses, fulfill environmental protection responsibilities, respect labor rights, prohibit the use of conflict minerals, and agree to provide notification and evidence to assist in the investigation of mineral sources and regulatory processes. In the event of a violation of the agreement, the company has the right to terminate the contract and may also seek damages and compensation amounting to ten times the transaction order amount as punitive liquidated damages. The summary of the sustainability clauses in the Long-Term Procurement Master Agreement is listed on the right.

62 of them signed long-term procurement contracts. Except for the subsidiary MPTV, which had a lower signing rate, the signing rates for the rest were all above 70%. GTC, GTK and GVL had a signing rate of 100%, ATC had 86%, MPTK had 89%, MPTZ had 72%, GCS had 73%, and GKS had 86%.

Sustainability Due Diligence

Since 2019, Getac Holdings has required suppliers to conduct an annual ESG self-assessment questionnaire to understand their sustainability performance and regulatory compliance within the supply chain. In 2022, Getac Holdings and its subsidiaries invited a total of 802 suppliers to complete the ESG self-assessment questionnaire, achieving a response rate of 96%. The survey results revealed that 77% of suppliers have established labor practices or human rights-related policies, 76% have environmental health and safety management systems, and 88.5% ensure compliance with corporate social responsibility in the supply chain through methods such as self-assessment questionnaires, internal audits, and on-site inspections.

Regarding regulatory compliance, six suppliers were found to have environmental violations, with one exceeding wastewater discharge standards. The company decided not to continue using this supplier for new models. The remaining five suppliers were fined ranging from NT\$5,000 to NT\$200,000 for their violations, and all of them have made improvements as required by the regulatory authorities. Additionally, two suppliers were fined for violating working hours, with one having already made improvements and the other being placed under observation and monitoring.

Supplier On-site Audit

MPTK and MPTZ conduct risk categorization for key contracted suppliers and develop audit plans. They prioritize auditing key outsourced suppliers for important processes such as painting, molding, die casting, and electroplating, as well as suppliers with a high volume of annual transactions. Audited suppliers are required to complete a self-assessment form called the Social Accountability Report, providing accurate information on the implementation of RBA (Responsible Business Alliance) guidelines. After obtaining the self-assessment forms, representatives from the Supplier Quality Assurance (SQA) department visit the suppliers' premises for on-site audits and issue reports that outline the audit findings and suggested improvements. If a supplier fails the audit, a follow-up audit is conducted within one month, and repeated failure results in the revocation of their supplier qualification.

In 2022, MPTK conducted written audits for 52 vendors, while MPTZ audited 48 vendors. The number of on-site audits was 20 for MPTK and 16 for MPTZ. All audits were passed, with an average score of 95.5 and 95.9 for on-site audits, respectively. The audited suppliers had no violations in areas such as labor rights, integrity, management systems, and environmental protection. Detailed scores for each aspect can be found in Figures 9 and 10 on page 61.

Getac Includes The Following Sustainability Issues In The Master Purchase Agreement

- Guarantees non-use of environmentally hazardous substance and comply with environmental related laws and regulations.
- Prohibit use of conflict minerals.
- Prohibit use of forced labor and child labor.
- Respect for freedom of association and collective bargaining rights.
- Non-discrimination.
- Protect intellectual property rights and prohibit against infringement of others' trademarks, copyrights, patent rights, and trade secrets.
- Prohibit offering or accepting bribes, commission rebates, and accepting improper endowments or hospitality.
- Protecting occupational health and safety.
- Comply with environmental laws in pollutant emission and waste disposal and obtain ISO14001 certification.

Figure 9 : MPTK Supplier On-site Audit Average Score

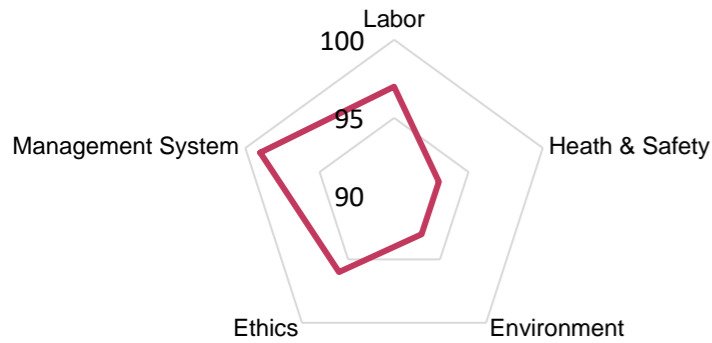
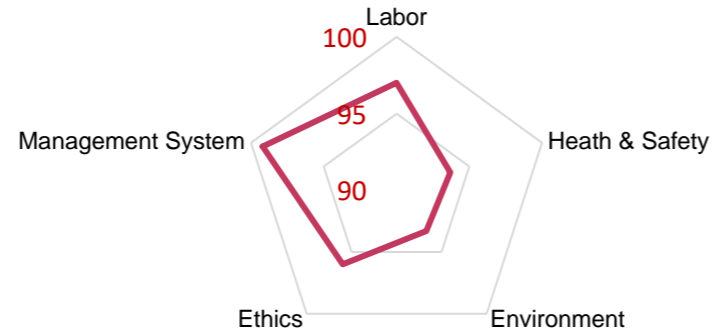


Figure 10 : MPTZ Supplier On-site Audit Average Score



Prohibiting Procurement Of Conflict Minerals

The Company promises to work with suppliers to take responsibility for social and environmental protection, support and comply with the Responsible Minerals Initiative and not use conflict minerals mined through human rights abuses or armed coercion, especially gold, Tantalum, tungsten, tin, cobalt, mica and other minerals or their derivatives mined in the Democratic Republic of the Congo and its neighboring countries. The suppliers will fulfill the aforementioned statement and will notify the Company and provide evidence to assist in the investigation of sources of minerals and the production and sale supervision process.

In addition, subsidiary companies MPTK and MPTZ also include conflict minerals as part of their annual supplier audits based on the guidelines of the "Responsible Business Alliance." Suppliers who fail the initial and follow-up audits are terminated. Over the past three years, no instances of suppliers using conflict minerals have been found in all audits.





5.0 Environmental Protection

5.1 Energy & Emission

5.2 Climate Change Response

5.3 Water Resource Management

5.4 Waste Management

5.5 Corporate Pollution Prevention



The news on extreme weather due to increasing temperature on the planet has been heard frequently. It is of greater urgency to slow down or suppress the rise of the temperature. The Company has established our environmental policies with the “environmental protection, regeneration and sustainability” as the goals. We request all the operating bases to observe local environmental regulations, treasure the resources on the earth, recycle products, improve energy efficiency, reduce GHG emissions, and prohibit from use of substances harmful to the environment for the purpose to reduce the impact on the environment. The Environmental Policy of Getac Holdings and its subsidiaries is as below:

1. Compliance with Laws and Regulations, Prevention of Risks

Actively pay attention to global climate change trends, assess related risks and opportunities, conduct management and prevention in advance to grasp the development of laws and regulations, and ensure that operations comply with domestic and foreign environmental laws and regulations, such as EU RoHS, WEEE, and REACH; uphold the principle of clean production and strictly implement product and environmental management, build a green product platform and organize green supply chain management to meet customer requirements.

2. Energy-saving, Carbon-reduction, Circular Innovation

In response to the carbon reduction action of controlling the global warming within 1.5 degrees Celsius, formulate energy resource reduction (water, energy, carbon emissions, waste) policies and goals, invest resources to implement effective energy and water conservation, and maximize the efficiency of energy resource use; reduce carbon emissions through green manufacturing processes and innovative technologies; continue to improve waste and pollution management performance, reduce emissions and waste in every production link, to achieve the goal of sustainable development and resource recycling/reuse.

3. Green Products, Environmentally Friendly

Advance the environmental protection design of products, restrict the use of toxic and hazardous substances, and select environmentally friendly materials, such as plastic cases that comply with EU RoHS and are free of brominated flame resisting agents. The energy consumption design of the product conforms to the requirements of international energy labels, such as Energy Star, and achieves lightweight packaging, minimized material types, and optimized volume. Under the premise of meeting customer requirements, encourage the use of recycled raw materials and environmentally friendly materials, and reduce the use of packaging materials to reduce environmental impact.

4. Information Transparency, Communication Initiative

Establish communication and consultation channels, disclose information related to environment, and communicate

environmental policies with stakeholders. Proactively advocate and publicize sustainable issues, raise the environmental awareness of stakeholders, and leverage corporate influence to jointly promote environmental protection.

5. Continuous Improvement, Effective Management

Establish the environmental goal regular review through the Environmental Management System, and continuously improve environmental management performance through appropriate publicity and training, implementation in daily management—in addition to deepening all employees’ awareness and responsibility for environmental protection—and actively cooperate with customers and suppliers to jointly establish a green and sustainable supply chain.

ISO14001 Environmental Management System

All the production plants under Getac Holdings have obtained the ISO 14001:2015 or equivalent environment management system certificate. With the standardized and systematic processes, we incorporate the water resources management, energy management, wastewater, waste and air pollution control in the daily management routines for implementation of our environmental policies to respect and love the planet.

Carbon Management System

Implementing effective carbon management can help businesses reduce greenhouse gas emissions, mitigate the negative impacts of climate change, and achieve global climate goals. Since 2021, Getac Holdings, along with its eight subsidiary companies, has been adopting the ISO 14064-1 greenhouse gas inventory system and acquire third-party verification. In order to better address climate risks, in 2022, Getac Holdings, together with its subsidiary companies, Getac Technology (GTC), Atemitech Corporation (ATC), and Getac Technology Kunshan (GTK) proactively adopted the TCFD (Task Force on Climate-related Financial Disclosures) framework for climate-related financial disclosure. The other six key subsidiary companies in China and Vietnam are also expected to implement this framework in the near future, enhancing the company’s ability to identify and respond to climate risks and develop future environmental action plans from a more comprehensive perspective. These efforts are aligned with the United Nations’ goal of achieving net-zero emissions by 2050, gradually creating a better and cleaner world through sustainability and paving the way for a longer and more sustainable future together.

Compliance of Environmental Laws and Regulations

In 2022, Getac Holdings, along with its eight subsidiary companies, did not incur significant fines (exceeding one million New Taiwan Dollars) or non-monetary penalties due to violations of environmental regulations.

5.1 Energy & Emission

Energy Management

In order to meet the increasingly severe energy challenges and minimize the impact on the ecology, Getac's energy policy is to cherish resources and improve energy efficiency by means of process energy saving and emissions reduction. Getac also reduces the impact on the environment by integrating energy resources through cross-industry integration to recycle and reuse waste steam.

In order to enhance energy efficiency, the subsidiary companies GTC Plant 5 (Xizhi) Getac Kunshan (GTK) have implemented the ISO 50001 Energy Management System and have successfully passed third party verification. Other factories that have not yet implemented energy management require employees to follow internal energy operation management procedures such as "Energy Conservation and Emission Reduction Operation Guidelines," "Water and Electricity Management Operation Guidelines," and "Energy Management Operation Procedures" to manage daily energy consumption. Additionally, internal initiatives are in place to promote energy conservation and provide education and training. For example, maintaining moderate air conditioning temperatures, turning off lights during lunch breaks, and reducing heating usage during winter based on the situation.

Energy Use

The energy consumption of the main product lines of Getac Holdings Corporation varies from low in the computer system product assembly line to high in the plastic injection process and metal die-casting process. By energy type, "purchased electricity, heating, cooling and steam" accounted for 77.2% of total energy consumption, mainly sourced from purchased electricity and steam. "Non-renewable fuels" accounted for 22.8% of total energy consumption, including diesel, petroleum, liquefied petroleum gas (LPG), and natural gas. The production line generators, forklifts, boilers, and some utility vehicles run on diesel fuel. Certain utility vehicles and lawnmowers use gasoline. Liquefied petroleum gas is used for kitchen cooking, while natural gas is utilized for the melting furnace. The Company does not currently generate its own electricity or purchase other electricity from third parties, nor does it use renewable fuels, or generate or sell its own electricity, heat, cooling and steam.

Getac Holdings has set a goal of reducing energy intensity year by year as part of its energy management efforts. In 2022, the total energy consumption was 774,211.30 gigajoules, which represents a decrease of 13.63% compared to 2021 when it was 896,421.37 gigajoules. The energy intensity has also been decreasing over the years. The decrease in total energy consumption in 2022 can be attributed to the energy-saving measures implemented in the factory as well as a reduction in production quantity in the plastic business group, leading to a decrease in electricity usage. For detailed information on the energy usage trends over the past three years, please refer to Table 13. The energy usage of each subsidiary company can be found in Table 14 and Table 15.

Waste Gas Recycling

The concept of energy and resource recycling is being advocated internationally. Through the cooperation between various industries in the industrial zone, the integration and utilization of different energy and resources are moving towards the goal of "zero waste". The subsidiary companies MPTK and MPTZ of Getac Holdings are primarily engaged in plastic injection

molding processes. As of 2007, both subsidiaries purchases steam (waste gas) generated by plants in the vicinity for mold heating in plastic injection processes and power generation for the AC system of the plant. They also utilize steam and residual heat generated by injection machinery as an energy source for boilers that supply domestic water for employee dormitories, demonstrating an excellent example of cross-industry collaboration and integrated utilization of energy resources.

In 2022, MPTK and MPTZ collectively used a total of 47,309.64 metric tons of steam, accounting for approximately 37.3% of the total energy consumption of both factories that year. In addition to achieving the recycling of exhaust gas, the condensate generated from the cooling of steam during the process is guided back into the manufacturing process through pipelines for reuse as recycled water, significantly reducing the environmental pollution load.

Table 13. Energy Consumption Of Getac Holdings (Consolidated) In The Last Three Years

Unit: GJ		2020	2021	2022
Non-renewable fuels	Diesel	10,958.34	8,723.34	11,370.15
	Natural Gas	107,409.37	105,865.39	87,674.71
	LPG	76,904.41	15,482.24	74,452.88
	Gasoline	6,334.56	4,067.76	2,480.02
Purchased energy	Purchased Electricity	491,790.56	577,990.51	464,906.48
	Purchased Steam	168,846.36	184,292.13	133,327.06
Total Energy Consumption (GJ)		862,243.61	896,421.37	774,211.30
Energy Intensity (GJ/ Per million USD)		975	835	710

Table 14. Fuel Used By Site in 2022

Type of Fuel	Unit	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Diesel	KG	0	0	0	1,970	21,093	12,160	181,074	29,224	16,604	2,671	264,796
Natural Gas	M ³	0	0	0	0	307,563	30,452	0	0	1,778,233	477,678	2,593,926
LPG	Kg	0	0	0	0	0	0	27,389	1,546,335	0	0	1,573,724
Gasoline	Taiwan : Liter China/Vietnam : Kg	5,435	3,044	1,095	0	10,432	5,991	22,604	0	10,615	0	59,216
Purchased Electricity	KWh	110,605	2,068,192	917,043	6,618,254	38,630,430	19,362,213	20,464,667	25,396,268	10,181,000	5,392,017	129,140,689
Purchased Steam	Metric Tons	0	0	0	324	31,977	15,332	0	0	0	0	47,634

Table 15. Energy Consumption By Site in 2022

Energy Unit: GJ	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total	Ratio of Energy consumption
Diesel	0	0	0	84.13	900.79	519.29	7,786.17	1,256.61	709.08	114.07	11,370.15	1.5%
Natural Gas	0	0	0	0	10,395.63	1,029.28	0	0	60,104.28	16,145.52	87,674.71	11.3%
LPG	0	0	0	0	0	0	1,295.77	73,157.11	0	0	74,452.88	9.6%
Gasoline	177.48	99.40	35.77	0	449.89	258.36	1,001.38	0	457.74	0	2,480.02	0.3%
Purchased Electricity	398.18	7,445.49	3,301.36	23,825.71	139,069.55	69,703.97	73,672.80	91,426.56	36,651.60	19,411.26	464,906.48	60.0%
Purchased Steam	0	0	0	907.38	89,504.24	42,915.44	0	0	0	0	133,327.06	17.2%
Total Energy Consumption (GJ)	575.65	7,544.90	3,337.12	24,817.22	240,320.09	114,426.35	83,756.12	165,840.29	97,922.70	35,670.85	774,211.30	100%
Energy Intensity (GJ/ Per million USD)	7.03	24.16	20	89	979	1,030	1,495	2,607	2,271	2,740	710	

Calculation Description of Energy Consumption :

- For buildings and pipelines of GTH, GTC, and ATC, which are jointly used by Getac and other external organizations; power consumption is therefore apportioned according to area of use; the amount of gasoline is calculated by dividing the total expense by average oil price for the year.
- Heating value conversion coefficients for various types of energy in Taiwan is referenced to the Taiwan Environmental Protection Administration's greenhouse gas emission coefficient management sheet version 6.0.4. Gasoline heating value is 0.0327 GJ/L ; purchased Electricity is 0.0036GJ/KWH
- Heating value conversion coefficients for various types of energy in China is referenced to GB/T 2589-2020 (General Rules for Calculation of Comprehensive Energy Consumption). The heating value of purchased steam is referenced to Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions for Enterprises in Other Industries (Pilot) Equation 15. Natural Gas refer to the natural gas company's gas quality analysis report. Gasoline heating value is 0.0431 GJ/L; purchased electricity heating value is 0.0036 GJ/KWH; diesel heating value is 0.0427 GJ/Kg; purchased steam heating value is 2.799 GJ/T; natural gas heating value is 0.0338 GJ/M3.
- Heating value conversion coefficients for energy type in Vietnam are referenced from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Heating value of Gasoline is 0.0443 GJ/L; heating value of Purchased Electricity is 0.0036GJ/KWh, Diesel heating value is 0.0430 GJ/Kg; LPG heating value is 0.0473 GJ/Kg, Natural Gas heating value is 0.0480 GJ/M3, .

Energy Saving For Key Process

The Getac Plastic Solution BG specializes in the development of diversified process and new material applications. The Getac Technology R&D team exclusively developed a “Green Molding” technology by relying on its profound experience in plastic molding accumulated over many years. A series of experiments were conducted, and the plant was remodeled. The team explored how to reduce heat dissipation and energy consumption of injection molding equipment. “Far-infrared nano energy-saving heating coils” had been adopted for injection molding machines, which effectively reduced thermal energy consumption for injection molding machine feeding tubes by 32-55%. Drying drum energy conservation and hot air recovery, on the other hand, reduced thermal energy consumption of plastic pellet drying equipment by 57%. The installation of smart inverter temperature controller for the air conditioning cabinets reduced excessive temperature drops and generated power savings of 15%.

Energy-saving performance in 2022

In 2022, Getac Holdings actively promoted its subsidiaries to set energy reduction goals based on their production types and operational conditions. Energy-saving plans were developed, and relevant factory equipment was assessed annually to reduce inefficient energy waste. Some subsidiaries aimed to reduce energy intensity year by year, while others set a target to reduce purchased electricity by 1-2% annually, using 2021 as the baseline year. The Automotive Business Group, which has higher energy consumption in its metal die-casting processes, set a daily energy management goal of keeping electricity costs below 5% of the operating income.

In 2022, Getac Holdings invested a total of NTD 86.04 million in implementing 20 energy-saving projects (see page 67, Table 16), including energy-saving air compressors, energy-efficient pumps, lighting improvements, energy-saving control systems for air conditioning, and variable frequency exhaust motors. The additional energy saved in 2022 amounted to 7,368 MWh, equivalent to 4,930 metric tons of CO2e, resulting in savings of NTD 18.85 million in electricity costs.

Green molding Green Energy-saving Technology

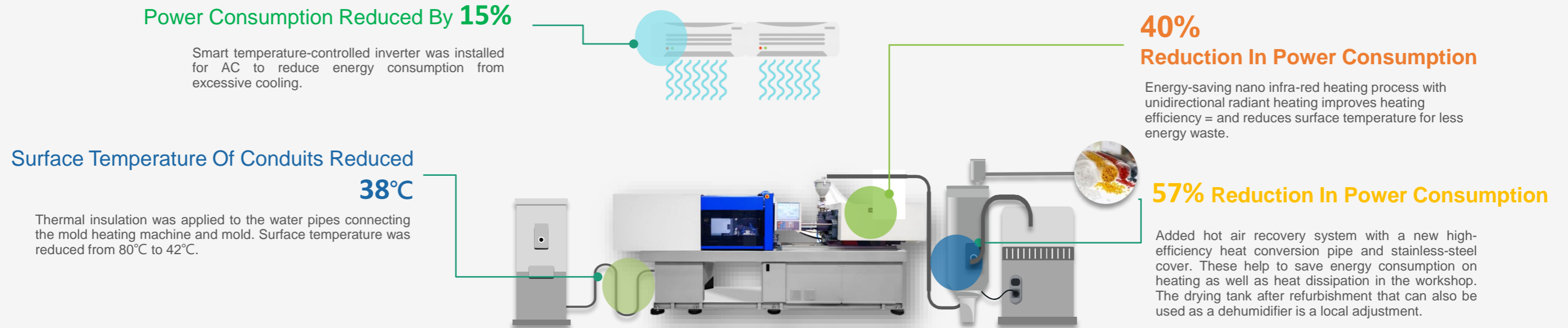


Table 16. Electricity Saving Measures and Performance in 2022

Site	Electricity Saving Projects	Environmental Spending (NTD)	Electricity Saving (KWh)	Value Of Electricity Saving (NTD)	Carbon Reduction (Kg CO _{2e})
GTC	Replace LED light tubes	31,500	169	666	86
GTK	Energy-saving water pumps	38,028	2,772	9,789	1,581
	Air conditioning power control improvement	155,609	168,750	329,728	96,238
MPTK	Lighting energy-saving transformation	47,714	4,836	9,449	2,758
	Air compressor energy-saving improvement	0	9,360	18,289	5,338
	Molding machine energy-saving transformation	346,719	54,216	105,935	30,919
MPTZ	Lighting energy-saving transformation	21,811	6,739	23,390	3,843
	Process chilled water transformation for energy-saving	1,174,794	137,088	475,802	78,181
	Waste heat recovery for energy-saving/steam saving	2,846,105	1,136,290	3,943,808	648,026
	Punching machine energy-saving	29,791	359,456	1,247,591	204,998
MPTV	Replace 150 energy-saving LED lights	23,129	5,400	12,063	3,899
	Replace variable frequency air compressors + on-site leakage improvement	2,067,011	319,262	713,181	230,539
	Replace energy-saving servo injection molding machines	72,346,924	2,980,800	6,392,292	2,152,436
	Improve nano energy-saving heating rings	883,708	92,097	197,501	66,503
	New machine material barrel heat recovery	450,075	147,252	315,779	106,330
	Mitsubishi servo energy retrofit	574,842	112,208	240,628	81,025
GVL	Installation of new insulated furnace	4,942,987	1,138,800	2,340,388	822,327
GCS	Discontinuation of one 2000KVA transformer	0	592,593	2,127,929	337,956
GKS	Replacement of regular fluorescent tubes with timed control in workshop K56	19,439	15,120	53,003	8,623
	Conversion of exhaust motor to variable frequency drive in workshop K51	39,899	84,823	297,344	48,375
Total		86,040,085	7,368,030	18,854,555	4,929,982

Greenhouse Gas Inventory

In accordance with the Operating Control Law, Getac conducted a greenhouse gas emissions inventory based on the boundary delineation. The inventory was carried out using the ISO14064-1 methodology for greenhouse gas emissions inventory, and it has been verified by a third-party verification unit.

In 2022, Getac Holdings' total greenhouse gas emissions amounted to 307,587.71 Mt CO_{2e}. The combined emissions from category 1 and category 2 sources were 107,029.96 metric tons, accounting for 35% of the total emissions. The emissions from category 3-6 (Scope 3) sources were 200,557.76 metric tons, accounting for 65% of the total emissions.

In 2022, due to lower production demands in the plastic business group compared to 2021, the purchased electricity and steam usage decreased. As a result, the combined emissions from category 1 and category 2 sources decreased by 21.3% compared to 2021. Of this reduction, 88.4% came from purchased electricity and steam in category 2 sources, while the remaining emissions came from liquefied petroleum gas, diesel, gasoline, and refrigerants. 99% of the emissions were composed of CO₂, with trace amounts of CH₄, N₂O, and HCFs gases. There were no emissions of ozone-depleting substances (ODS). Detailed information on greenhouse gas emissions from each Getac Holdings' subsidiaries can be found in Table 17 and Table 18 on page 69.

Getac Holdings aims to reduce the emission intensity year by year. This is achieved through measures such as increasing automation, implementing intelligent energy consumption monitoring, improving energy-efficient designs for significant process equipment, and upgrading major energy-consuming equipment. These efforts effectively control the intensity of greenhouse gas emissions. In 2022, the emissions intensity from category 1 and category 2 sources reduced to 98.16 metric tons of carbon dioxide equivalent per million dollars of revenue, representing a 22.5% decrease compared to 2021's figure of 126.65 metric tons.

Calculation Description:

- CO₂ emission factors for China is 0.5703KgCO_{2e}/kWh; Taiwan is 0.509 Kg CO_{2e}/KWh; Vietnam is 0.7221kgCO_{2e}/KWh.
- Electricity cost savings = Electricity consumption (KWh) × Electricity rate (NTD). The electricity rate is determined by dividing the annual electricity bill amount for each plant by the total electricity consumption for that year to obtain the cost per kilowatt-hour.

Table 17. Greenhouse Gas Emission Of Getac Holdings (Consolidated) In The Last Three Years

Unit of Carbon Emission: Mt CO _{2e} Emission Intensity : Mt CO _{2e} / per million USD	2020	2021	2022
Emissions: category 1	10,881.30	10,331.463	12,381.53
Emissions: category 2	113,433.26	125,705.482	94,648.43
Emissions: category 3-6 (scope 3)	N.A	232,650.359	200,557.76 Tota
Total Emissions: category 1+ 2	124,315.00	136,036.945	107,029.96
Emission Intensity (category 1+ 2)	141.00	126.65	98.16
Total Emissions (category 1+ 2 + 3)	N.A	368,687.303	307,587.71
Emission Intensity (category 1+ 2+3)	N.A	343.24	282.10

Calculation of GHG emissions:

- Getac Precision Technology (Kunshan) Co., Ltd. was added to the Getac Holdings' carbon emissions disclosure scope in 2021
- Emission factor: Heat value (calorific value) of fuel is derived from the "Guidelines for Greenhouse Gas Emission Accounting and Reporting requirements – Electronic Manufacturing Industry (Trial)"; the carbon oxidation rate is derived from the "Guidelines for Greenhouse Gas Emission Accounting and Reporting requirements – Electronic Manufacturing Industry (Trial)", Table 2.1; the default emission factor of CO₂, CH₄ and N₂O is derived from "Guidelines for National Greenhouse Gas Inventories, 2006 IPCC" Volume 2, Chapter 2, Table 2.3: Power GB/T32150-2015 Formula 5.
- The outsourced vapor emissions model is derived from the "Guidelines for Greenhouse Gas Emission Accounting and Reporting requirements – other industrial sectors (Trial)", Formula 15.
- The greenhouse gas emissions in 2020 were AA1000 Type 1 Moderate Assurance. In 2021 and 2022, the greenhouse gas inventory obtained ISO14064 verification assurance.

Table 18. Greenhouse Gas Emission by Site

Unit of Carbon Emission: Mt CO _{2e} Emission Intensity : Mt CO _{2e} / per million USD	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Emissions: category 1	13.11	22.55	13.49	116.14	1,614.88	430.14	410.96	4,730.79	3,978.56	1,050.91	12,381.53
Emissions: category 2	56.30	1,052.71	466.77	3,871.22	31,582.20	15,621.90	14,777.54	18,338.65	5,806.08	3,075.07	94,648.43
Emissions: category 3-6 (Scope 3)	2.90	5,685.84	757.99	42,870.34	19,337.81	12,696.94	1,693.41	19,073.04	78,264.84	20,174.65	200,557.76
Total Emission (Category 1+2)	69.41	1,075.26	480.26	3,987.36	33,197.08	16,052.04	15,188.50	23,069.44	9,784.64	4,125.98	107,029.96
Emission Intensity (Category 1+2)	0.85	3.44	2.85	14.30	135.29	144.50	271.08	79.64	226.94	316.96	98.16
Total Emission (Category 1+2+3)	72.30	6,761.10	1,238.25	46,857.70	52,534.89	28,748.98	16,881.91	42,142.47	88,049.48	24,300.63	307,587.71
Emission Intensity (Category 1+2+3)	0.88	21.65	7.35	167.99	214.10	258.80	301.31	145.48	2,042.19	1,866.76	282.10

5.2 Climate Change Adaptation

Adopting the TCFD Climate-related Financial Disclosure Framework

Getac Holdings is committed to pursuing sustainable development and addressing climate change risks and opportunities. We integrate climate change into our key sustainability agenda and manage significant climate-related risks. We also actively promote low-carbon transformation and climate adaptation.

Climate Change Governance Framework

The Board of Directors is the highest-level governing body responsible for risk management. In compliance with laws and regulations and aligned with our operational strategy and overall business environment, the Board establishes risk management policies and oversees the implementation of climate change-related management. The Board bears the ultimate responsibility for risk management.

Under the purview of the Corporate Sustainability Committee, the Climate Change Risk Team is responsible for managing climate change-related risks and driving the implementation of climate change risk management. The results are provided to the Risk Management Team and integrated into the annual risk management execution. The President/ Chief Operations Officer of each subsidiary and unit supervisors are accountable for risk management. They assess and monitor relevant risks within their units, establish risk prevention and response measures, and ensure their effective implementation. The Risk Management Team is responsible for establishing and integrating the corporate risk management mechanisms, driving the execution of risk management processes, and regularly reporting risk management outcomes to the Corporate Sustainability Committee and the Board of Directors.

Strategies

The Climate Change Risk Team of the Corporate Sustainability Committee

convened a climate change risk and opportunity identification meeting in 2022, covering four companies: GTH, GTC, ATC and GTK. Based on the recommendations of the TCFD framework for climate-related financial disclosures, the meeting set scenarios for both transition and physical risks and climate opportunities. Considering that climate-related risks and opportunities will impact future strategies and financial planning, the company took into account the changes in the United Nations Framework Convention on Climate Change (UNFCCC) and climate-related regulations in Taiwan. It used the 1.5°C scenario, Taiwan's 2050 net-zero emissions pathway and strategy, and the worst-case scenario for global warming from the IPCC Sixth Assessment Report (SSP5-8.5) to analyze and assess the resilience of climate strategies and identify significant risks and opportunities for operations.

Through the climate change risk and opportunity identification meeting conducted by the Climate Change Risk Team, the company evaluated the



TCFD recommended framework and generated an operational risk matrix based on the probability of occurrence (L) and impact (I). The risks were categorized as low, moderate, or high. The results of the climate change risk and opportunity identification and assessment were reviewed by the Chairman, as shown in Figure 11 and Figure 12.

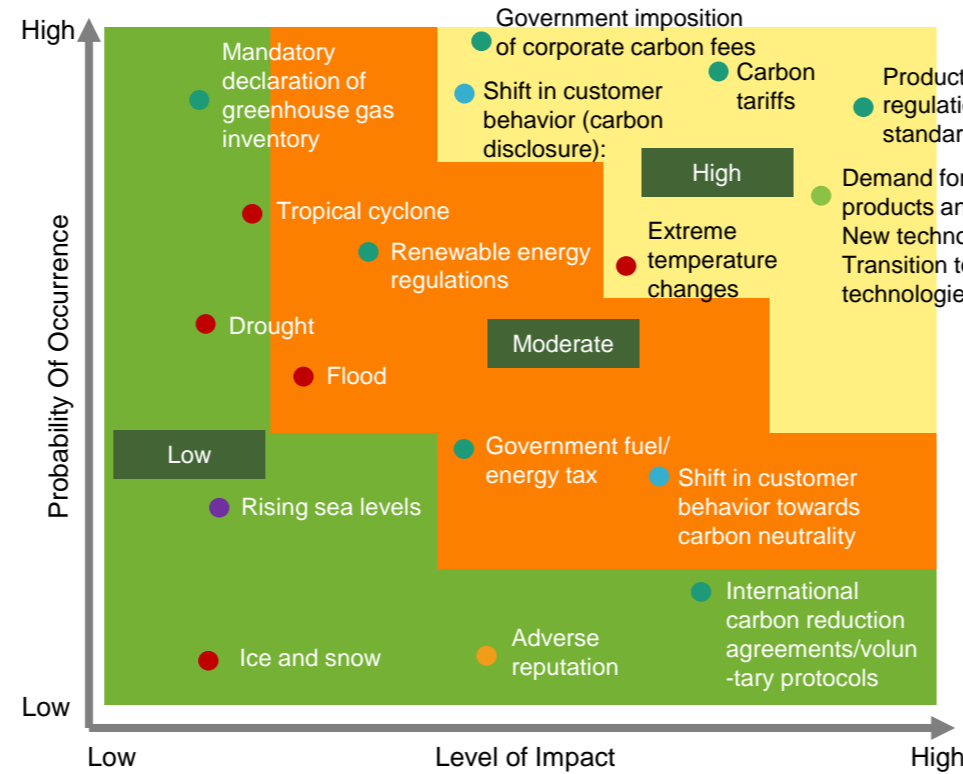
Climate Change Risk Management and Response Measures

Our company's climate change risk management follows the internally established "Risk Management Policy and Procedures." After assessing and consolidating risk items, the responsible units evaluate the degree of risk acceptance and select appropriate risk response strategies. They develop prevention plans and implement suitable response measures. Risk response strategies include but are not limited to pursuit strategy, acceptance strategy, mitigation strategy, transfer strategy, and avoidance strategy.

In 2022, GTH, GTC, ATC and GTK participated in the climate change risk identification. Other subsidiary companies that have not yet implemented it are also in the planning phase, gradually enhancing the company's governance framework and climate change resilience.

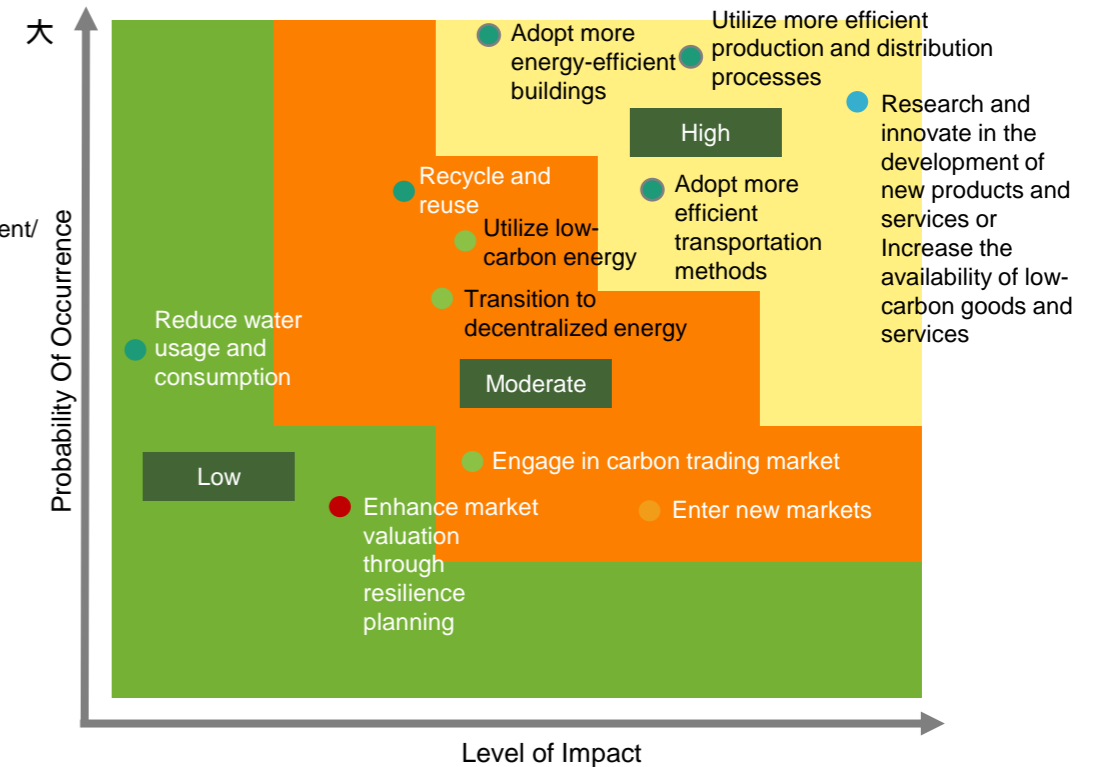
In 2022, a total of six major climate-related risks and four major climate-related opportunities were identified. The significant climate risks faced by our company mainly arise from regulatory and policy requirements, market and customer demands, such as greenhouse gas reduction, product energy efficiency standards, customer behavioral changes, or low-carbon technology transitions. Corresponding response measures for risks and opportunities are detailed on page 71 of this report.

Figure 11 : Climate Risk Analysis Matrix of Getac Holdings



- Policy and Regulatory Aspect
- Reputation Aspect
- Technological Aspect
- Immediate Physical Aspect
- Market Aspect
- Long-term Physical Aspect

Figure 12: Climate Opportunity Analysis Matrix of Getac Holdings



- Resource Efficiency Aspect
- Market Aspect
- Energy Sources Aspect
- Resilience Aspect
- Products and Services Aspect

Climate Risk Mitigation Measures

Risk	Type	Risk Topic	Scope	Time Duration	Probability of Occurrence	Level of Impact	Corresponding Measures	Financial Impact Assessment Results
Transformation Risk	Law & Regulation	Government imposition of corporate carbon fees	GTC, ATC, GTK	Short term	Extremely high	Moderate	In response to the increasingly stringent trend of the government's implementation of carbon fees under the Climate Change Response Act, the company plans to adopt low-carbon energy sources such as solar power in the future. Additionally, the company will utilize decentralized energy storage systems to mitigate the financial risks associated with carbon fees.	Increase of 0.02% in revenue (long-term)
		Product efficiency regulations and standards	GTC	Short term	Extremely High	Extremely severe	To achieve the net-zero target by 2050, governments around the world require our company's products to comply with product efficiency regulations and standards. Failure to meet these requirements will result in a significant reduction in sales and gross profit in those countries. In order to mitigate the financial impact, our company will gradually complete the efficiency certifications for all products, such as Energy Star, to comply with government regulations and reduce the financial implications.	Increase of 0.07% in revenue
		Carbon tariff	GTC, ATC	Mid term	Extremely High	Severe	The imposition of product carbon tariffs by the European Union, the United States, and other countries will result in increased costs and reduced gross profit for our company's products. To mitigate this impact, our company will actively seek suppliers who can provide low-carbon raw materials to reduce the product's carbon footprint. By doing so, we aim to simultaneously lower the financial risks associated with carbon tariffs.	Impact of less than 0.01% on revenue
	Technology	Demand for low-carbon products and services, New technology investment, Transition to low-carbon technologies	GTC, ATC	Long term	High	Extremely severe	Our customers require that our products must incorporate a certain proportion of recycled raw materials and packaging materials. Failure to meet this requirement would result in reduced sales and gross profit. To address this, our company will invest in research and development to incorporate recycled raw materials in our manufacturing processes. We will also actively seek packaging materials made from recycled materials to meet customer demands and reduce financial and material losses for our company.	Impact of less than 0.01% on revenue
	Market	Shift in customer behavior (carbon disclosure):	GTC	Mid-term	Extremely High	Moderate	If our company fails to obtain EPEAT certification as demanded by our US customer, it may lead to order cancellations, resulting in reduced revenue and decreased gross profit. To mitigate these financial losses, our company will invest in the EPEAT certification application process to meet the customer's requirements.	Impact of less than 0.01% on revenue
Physical Risk	Immediate	Extreme temperature changes	GTC, ATC, GTK	Long term	High	Severe	Due to the increasing frequency of extreme heatwaves caused by climate change, there is a risk of power outages or power rationing by electricity companies. It is anticipated that there may be a short-term shutdown of five days, a mid-term shutdown of ten days, and a long-term shutdown of fifteen days, resulting in reduced company revenue and gross profit. To mitigate the financial losses, our company will invest in energy storage systems and implement staggered work schedules (morning and evening shifts) to cope with the situation.	Impact of less than 0.01% on revenue
Opportunity	Type	Opportunity	Scope	Time Duration	Probability of Occurrence	Level of Impact	Corresponding Measures	Financial impact assessment results
Opportunity	Product & Service	Research and innovation in developing new products and services or increasing low-carbon goods and services	ATC	Short term	Extremely High	Extremely High	By investing in the research and development as well as sales of electric-assisted vehicles, our company will initially incur R&D costs. However, we can also benefit from government subsidies. In the long run, the revenue and gross profit will increase as we expand the sales of electric-assisted vehicles.	Increase of less than 0.01% in revenue
	Resource Efficiency	Utilize more efficient production and distribution processes	GTK	Short term	Extremely High	High	By investing in the replacement of energy-saving equipment, our company can seize financial opportunities to reduce electricity expenses.	Increase of less than 0.01% in revenue
		Adopting more efficient transportation methods.	GTC	Mid-term	High	High	By implementing packaging reduction design, our company can reduce the cost of purchasing packaging materials and also minimize transportation costs.	Increase of 0.05% in revenue
		Transitioning to more efficient buildings.	GTC	Long term	Extremely High	Moderate	By investing in radiation-resistant glass and energy-efficient air conditioning equipment, our company can significantly reduce electricity costs for buildings.	Increase of 0.02% in revenue.

Financial Impact of Climate Risks and Opportunities in Short, Medium, and Long Term

In response to the risks and opportunities brought about by climate change, the financial impact of identified climate risks and opportunities for this year is divided into short, medium, and long-term periods.

- In the short term, the climate change-related benefits are estimated to contribute approximately 0.014% to revenue.
- In the medium term, the climate change risks and opportunities have an estimated risk exposure of around 0.02% of revenue.
- In the long term, the climate change risks and opportunities have a risk exposure of approximately 0.07% of revenue. Overall, when considering the cumulative effect of climate change-related risks and opportunities until 2050, it is estimated to impact annual revenue by 1.4%. Please refer to Figure 13 for details.

Indicators and Objectives

Inventory of greenhouse gas emissions plays a vital role in achieving sustainable development in the economic, social, and environmental aspects. Our company and its eight important subsidiaries simultaneously conducted an organizational (Category 1 and Category 2) greenhouse gas inventory in 2021 and completed third-party verification. By accurately capturing greenhouse gas emission data, we can determine emission reduction targets, formulate corresponding policies and measures, and mitigate the impacts of climate change. In 2022, our company's greenhouse gas emissions (metric tons CO2e) were as follows:

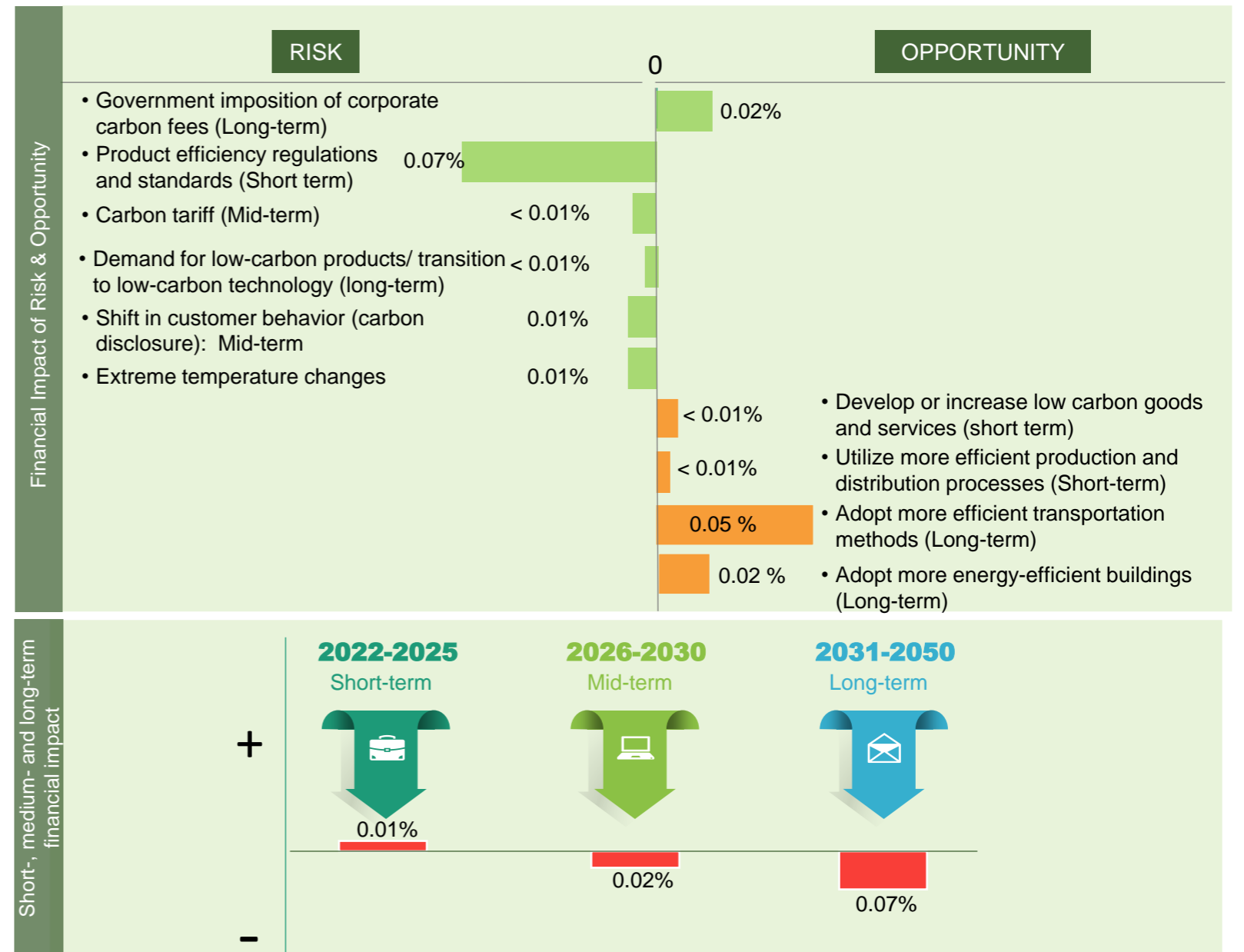
- Category 1 greenhouse gas emissions: 12,381.53
- Category 2 greenhouse gas emissions: 94,648.43
- Category 3-6 (Scope 3) greenhouse gas emissions: 200,557.76

Climate Change-Related Indicators and Objectives

Emission Category	2030 Mid-term Goal	Explanation (2021 as the base year)
Category 2	• Greenhouse gas emissions reduced by 8%	Atemitech Corp. The solar charging and energy storage project is scheduled to be implemented in 2025
	• Greenhouse gas emissions reduced by 15%	Getac Technology (Kunshan) Co. Ltd The solar photovoltaic (PV) project is scheduled to be implemented in 2025.
Category 3-6 (Scope 3)	• Unit product packaging weight reduced by 30%. • Greenhouse gas emissions reduced by 20%.	Getac Technology Corp. The packaging weight reduction design project is scheduled to be implemented in 2023

Figure 13: Climate Risks and Opportunities Financial Impact Assessment Results

Unit: financial impact expressed as a percentage of revenue



5.3 Water Resource Management

Under the rapidly changing global climate, access to freshwater is crucial for the survival of all human beings. The United Nations' 2030 Goals for Sustainable Development also identifies "ensuring availability and sustainable management of water and sanitation for all" as a key agenda item. Saving water resources and promoting clean discharge have become important considerations for sustainable development in businesses. At Getac, we aim to maximize the efficiency of every drop of water used.

Process Water Usage

Getac Holdings, being an investment company, primarily uses water for domestic purposes. GTC, ATC, and GTK are mainly engaged in electronic product assembly, with relatively low water demand for their manufacturing processes. Therefore, water withdraw is primarily for domestic use. The Plastic Business Group (MPTK, MPTZ, MPTV) is involved in plastic injection molding, utilizing water for mold cooling and painting processes. The Automotive Business Group (GCS, GKS, GVL) produces metal die-casting parts, and water is used for processes such as cleaning. To conserve water, water recycling equipment is installed for reuse within the plants, making the process water usage mainly reliant on recycled water, thus minimizing water consumption in these industries.

Water Risk Analysis

The company's water withdraw in China and Taiwan is sourced from the local municipal network, which provides tap water. In Vietnam, groundwater is the source. Currently, only process water is recycled and reused, while domestic water usage in the plants cannot be recycled. According to the Aqueduct Water Risk Atlas by the World Resources Institute, GCS is classified as a medium-high-risk area. GTK, MPTK, MPTZ, GKS, MPTV and GVL fall into the high-risk category based on the total water withdraw and the annual supply of available renewable water (the baseline of water resource stress), accounting for 92.2% in high-risk water-stressed areas. Please refer to Figure 14 for details. Fortunately, the process water usage in each plant relies mainly on recycled water, with a small proportion of local water bodies, resulting in insignificant impact on local water resources. The plants are less affected by water supply shocks. Please refer to Figure 15: Water Risk Identification for more information.

Use of Water

In 2022, the total water withdraw of Getac Holdings (Consolidated) was 652.74 million liters, which was a 17% decrease compared to 2021. The main reason for this reduction was the decrease in production demand and a consequent decrease in process water usage. The water intensity, was 0.60 million liters per million US dollars of revenue, lower than the 0.73 million liters in 2021. The water intensity has been decreasing annually since 2019, indicating an improvement in water efficiency in generating each unit of revenue. For more detailed information, please refer to Table 19 on page 74.

In 2022, the total wastewater discharge of Getac Holdings (Consolidated) was 404.16 million liters, and the water consumption was 248.58 million liters. As a non-water-intensive industry, there is no water demand during the product usage period. Therefore, water resource management emphasizes improving process water recycling rates to ensure the maintenance and inspection of infrastructure. Additionally, efforts are made to promote water conservation on a regular basis. Detailed information on water withdraw, water discharge, and water consumption for each subsidiary is provided in Tables 20 and 21 on page 74.

Figure 14. Distribution Of Water-stress Level Of Getac Holdings

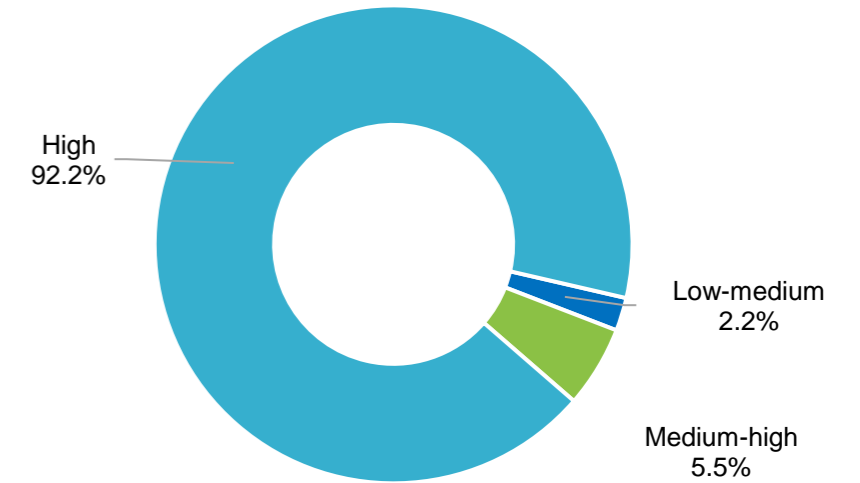


Figure 15. Water Risk Identification

Water Withdraw	Low risk	In China and Taiwan, water withdraw for Getac Holdings is sourced from the local municipal networks. As the electronic manufacturing process does not require water, and plastic and metal processes primarily use recycled water, Getac Holdings is less affected by water supply disruptions. The company's reliance on water is relatively low due to the nature of its operations and water management practices, further minimizing the impact of water availability on its activities.
Drinking water	Low risk	The drinking water in our plants is processed with filter equipment. Regular inspections are carried out pursuant to relevant laws and regulations.
Flooding	Low risk	The Company has formulated "Emergency Response Procedures" and devises adaptation plans to enhance the post-disaster recovery ability. No major disasters occurred in 2022.
Legal compliance	Low risk	Relevant laws are reviewed on a regular basis to ensure conformity. Qualified wastewater treatment operators which have been licensed by the government are commissioned to treat the wastewater and sewage generated by the Company. The discharge water quality is measured and tested on a regular basis. No fines were imposed for wastewater discharge related violations in 2022.

Table 19. Water withdraw, Discharge & Consumption of Getac Holdings in the last four years

Items	Unit	2019	2020	2021	2022
Water Withdraw	Megaliter	640.33	734.38	783.48	652.74
Water Discharge	Megaliter	423.74	465.58	486.45	404.16
Water Consumption	Megaliter	216.59	268.80	297.03	248.58
Water Intensity	Megaliter /per million USD	0.81	0.78	0.73	0.60

Table 20. Water Withdraw by site in the last two years

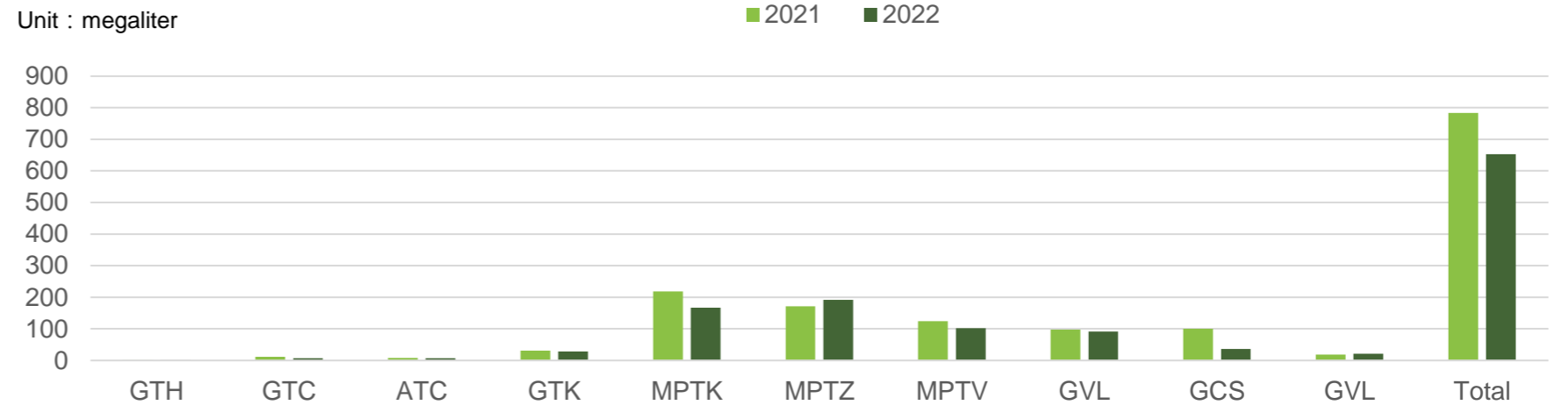


Table 21. Water Withdraw, Discharge and Consumption by Site in 2022

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Water Withdraw	0.58	7.38	6.72	28.05	167.24	191.68	102.43	91.21	36.07	21.39	652.74
Living Water	0.58	7.38	6.72	22.79	115.29	94.96	50.76	25.27	7.21	8.56	339.51
Process water	0.00	0.00	0.00	5.26	51.95	96.72	51.67	65.94	28.85	12.84	313.23
Water Discharge	0.46	5.90	5.37	22.44	93.14	75.97	81.94	72.97	28.85	17.11	404.16
Water Consumption	0.12	1.48	1.34	5.61	74.10	115.71	20.49	18.24	7.21	4.28	248.58
Water Intensity(Megaliters/per million US dollars)	0.01	0.02	0.04	0.10	0.68	1.73	1.83	1.43	0.84	1.64	0.60
Water Source	Feitsui Reservoir	Feitsui Reservoir	Feitsui Reservoir	Kuilei lake	Kuilei lake	Kuilei lake	Nam Son Dap Cau	Nam Son Dap Cau	常澗河	Kuilei lake	
Water Stress Level	Low-medium	Low-medium	Low-medium	High	High	High	High	High	Medium-high	High	
Effluent Stream	Tamsui River	Tamsui River	Tamsui River	Wu-Song River	Wu-Song River	Wu-Song River	Qiu River	Qiu River	Yangtze River	Wu-Song River	%
Percentage Of Total Water Withdraw	0.09%	1.13%	1.03%	4.30%	25.62%	29.37%	15.69%	13.97%	5.53%	3.28%	

Process Water Recycling

To save water, Getac's subsidiary companies MPTK, MPTZ, MPTV, GVL, GCS and GKS invest in process water recycling equipment to ensure that water resources can be continuously recycled and used, and regularly review the performance of recycled water.

The total amount of recycled water in 2022 was 13,753.81 million liters, which is 21.07 times the water withdraw. This is equivalent to 5,501 standard swimming pools⁶. The water recycling rate was 97.8%. Please refer to Table 22 for the detailed water recycling rates of each subsidiary.

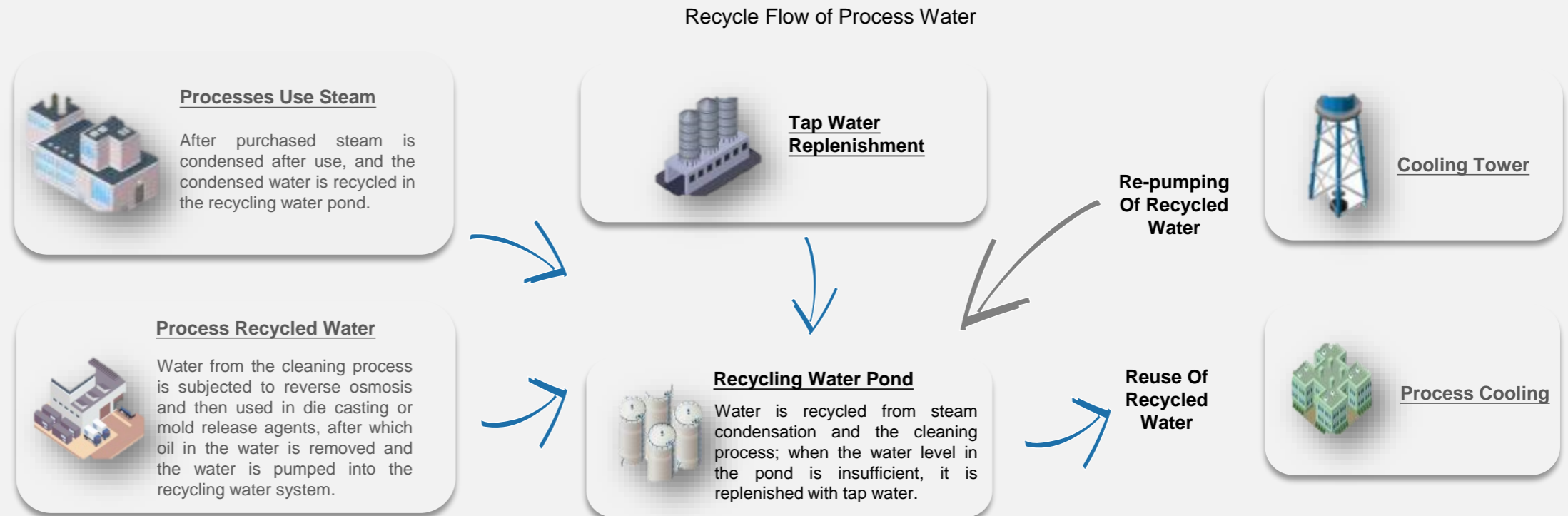
⁶ The size of the Olympic standard swimming pool is 50*25*2 cubic meters, about 2.5 million liters of water

Table 22. Total Volume Of Recycled Water & Water Recycle Rate In 2022

	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Total Volume Of Recycled Water In 2022 (Megaliters)	4,112.64	3,179.04	3,329.252	886.579	1,440	806.3	13,753.811
Water Recycled Rate (%)	98.75%	97.05%	98.47%	93.08%	98.04%	98.43%	97.81%

13,753.81 Megaliters
Total Volume Of Recycled Water in 2022

97.8%
Water Recycle Rate



5.4 Waste Management

In order to reduce the environmental impact of waste and promote sustainable resource utilization, Getac and its subsidiary companies differentiated the wastes thoroughly by their function and property. Priority is given to the reuse and recycled resources within the plant. Standards and guidelines are established for storage and disposal based on different categories. Hazardous waste is collected and sorted, and then entrusted to qualified local contractors for proper disposal. The waste disposal methods comply with legal regulations. See page 77 of this report for the upstream and downstream value chains of Getac Waste.

All the Getac waste operations complied with regulatory standards and established an internal "Waste Management Procedure" to guide our practices. The waste management process includes documenting and tracking the type, quantity, and disposal facilities involved. Additionally, relevant personnel receive training to ensure they are well-informed about waste disposal risks and management practices.

Treatment Of General Industrial Waste

General Industrial waste categories include wastepaper, pallets, waste packaging, and domestic waste. Wastepaper and waste pallets are reused until they are no longer usable. Qualified local operators are commissioned to recycle and reuse discarded paper and pallets. Domestic waste is incinerated or recycled by municipal waste treatment plants. Getac encourages employees to practice waste reduction in their everyday life. At Getac, we not only practice resource sorting but also encourage employees to use eco-friendly mugs, chopsticks and bags. No paper cups are provided during meetings as well to reduce the amount of waste.

Treatment Of Hazardous Industrial Waste

Hazardous waste mostly originates in production processes or residual substances filtered out by sewage treatment equipment.

- High-risk pollutants generated in electronics product assembly processes are mostly battery cells and rejected PCBs. Battery cells are recycled by the original manufacturer, while PCBs are handed over to professional operators for follow-up processing.
- Oil-based paint and cutting fluids are high-risk pollutants associated with plastic injection processes, while sludge and filter sponges represent the main pollutants generated through the filtering of waste gas and water

during painting processes. Sludge and filter sponges are incinerated by professional operators.

- Waste engine oil and aluminum dross represent the main high-risk pollutants generated in diecast processes. The waste oil and related solvents are treated and recycled by professional operators. Since aluminum dross is a kind of heavy metal waste, it is handed over to qualified operators for follow-up processing.

Hazardous Industrial Waste is processed and sorted in a centralized manner before being treated by commissioned environmental protection operators which have acquired legal permits to manage such waste. Transportation conditions and receiving sites of hazardous waste are clearly listed on relevant forms to ensure treatment of waste in accordance with legal requirements and minimize

environmental impacts. Hazardous waste transportation vehicles in China are accompanied by designated personnel to ensure safe arrival and receipt by said operators confirmed by signature.

In 2022, the total weight of general industrial waste was 4,097.83 metric tons, with 32.2% being incinerated and 67.8% being recycled. The total weight of hazardous industrial waste was 1,449.42 metric tons, with 53.26% being incinerated, 9.57% being disposed of, and 37.17% being recycled. For more detailed information, please refer to Table 23 below. The waste disposal details for each subsidiary company can be found in Table 24 on page 78 of this report.

Table 23. The amount of Waste and Waste management Of Getac Holdings (Consolidated) in 2022

Disposal Category	Disposal Methods	Items	Weight	Ratio of Total Waste(%)
General Industrial Weight (A)			4,097.83	100%
Waste directed to disposal	Incineration (with energy recovery)	Waste Packaging	707.78	17.27%
Waste directed to disposal	Incineration (without energy recovery)	Domestic Waste	611.90	14.93%
Waste diverted from disposal	Preparation for reuse	Waste pallet	32.80	0.80%
Waste diverted from disposal	Recycling	Waste paper, scrap metal, oil materials, aluminum scrap, waste packaging materials, pallets, and household waste.	2,744.94	66.99%
Waste diverted from disposal	Other recovery operations	Waste Oil Drum	0.41	0.01%
Hazardous Industrial Waste (B)			1,449.42	100%
Waste directed to disposal	Incineration (without energy recovery)	Sludge, waste packaging drums, aluminum ash, waste rags, waste paint residues, and waste activated carbon.	772.01	53.26%
Waste directed to disposal	Other disposal operations	Oily wastewater, coating recycling wastewater	138.67	9.57%
Waste diverted from disposal	Recycling	Aluminum ash(Vietnam), Waste engine oil/waste mineral oil	437.47	30.18%
Waste diverted from disposal	Other recovery operations	Mixed metal waste, waste plastic packaging materials, sludge, and waste engine oil	101.28	6.99%
Total Weight of Waste = (A)+(B)			5,547.25	100%

Getac Waste Value Chain

————> Direct Impact - - - - -> Indirect Impact

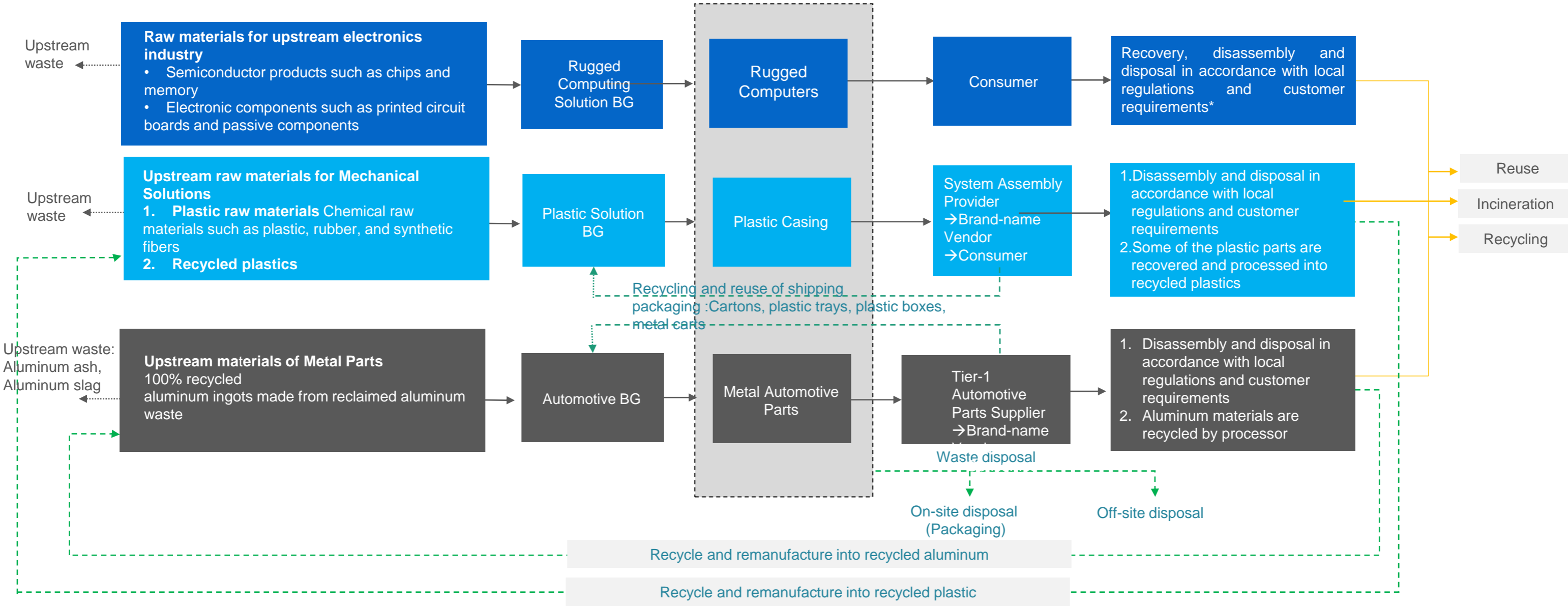


Table 24. Waste Management By Site in 2022

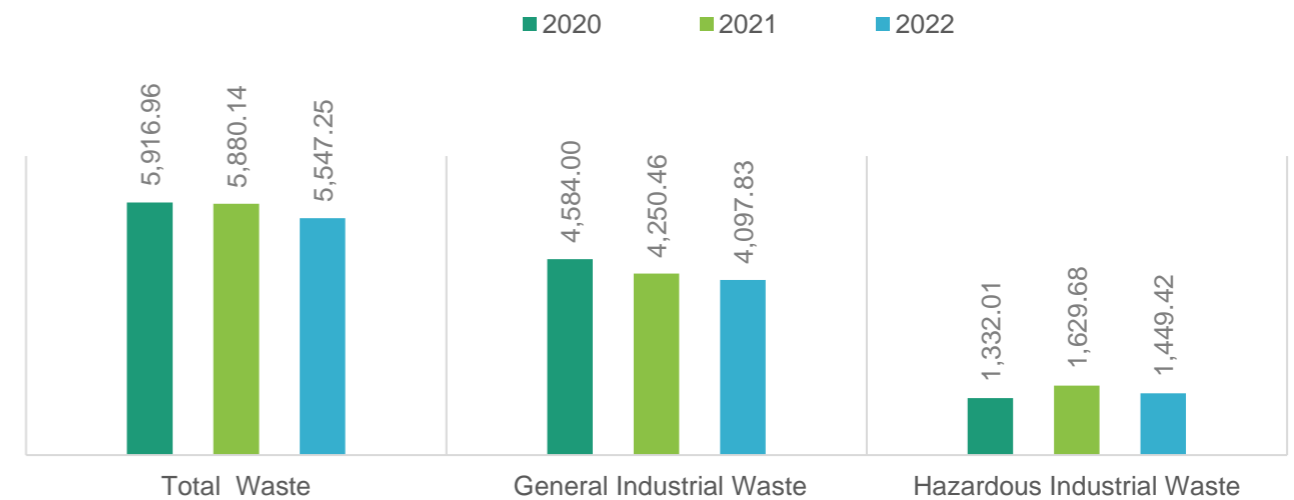
Unit: Metric Tons	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total	佔總廢棄物總量比重
General Industrial Waste	7.45	111.89	85.83	450.60	1,068.00	204.75	1,802.73	94.17	217.45	54.97	4,097.83	73.9%
Waste directed to disposal	7.45	103.64	41.48	345.41	423.89	135.98	164.38	20.13	72.00	5.33	1,319.68	
Waste diverted from disposal	0.00	8.25	44.35	105.19	644.11	68.77	1,638.35	74.04	145.45	49.64	2,778.15	
Ratio of Waste directed to disposal (%)	100.0%	92.6%	48.3%	76.7%	39.7%	66.4%	9.1%	21.4%	33.1%	9.7%	32.20%	
Ratio of Waste diverted from disposal (%)	0.0%	7.4%	51.7%	23.3%	60.3%	33.6%	90.9%	78.6%	66.9%	90.3%	67.80%	
Hazardous Industrial Waste	0.00	0.00	0.00	27.32	244.58	43.86	249.87	390.38	360.41	133.00	1,449.42	26.1%
Waste directed to disposal	0.00	0.00	0.00	4.16	226.16	26.31	220.90	335.62	90.89	6.64	910.68	
Waste diverted from disposal	0.00	0.00	0.00	23.16	18.42	17.55	28.97	54.76	269.52	126.36	538.74	
Ratio of Waste directed to disposal (%)	0.0%	0.0%	0.0%	15.2%	92.5%	60.0%	88.4%	86.0%	25.2%	5.0%	62.8%	
Ratio of Waste diverted from disposal (%)	0.0%	0.0%	0.0%	84.8%	7.5%	40.0%	11.6%	14.0%	74.8%	95.0%	37.2%	
Total Amount of Waste	7.45	111.89	85.83	477.92	1,312.57	248.60	2,052.60	484.55	577.86	187.97	5,547.25	100%

Waste Reduction Management

Regarding waste reduction management, in 2022, most subsidiary companies of Getac Holdings set a target of reducing annual waste by 1%. The main measures for waste reduction include strengthening internal communication, encouraging employees to practice conservation and resourcefulness, and reducing the use of disposable garbage in daily life. Additionally, on the production line, efforts are made to increase the recycling rates of waste rags, waste engine oil, waste cutting fluids, waste mold release agents, and other materials.

In 2022, the total amount of waste decreased by 5.7% compared to 2021. General Industrial waste decreased by 3.6% from the previous year, and hazardous industrial waste decreased by 11.1%. Please refer to Table 25 for details. The decrease in waste can be attributed in part to the waste reduction measures, but the main reason is the decrease in production demand, resulting in an overall reduction in waste volume.

Table 25. Total Amount of Waste of Getac Holdings In The Last Three Years



5.5 Corporate Pollution Prevention

Air pollution management

Getac processes waste gas emissions in accordance with ISO 14001 standard regulations and its wastewater and waste gas management procedures, which form an important basis for air pollution control. With the goal of achieving zero violation, the company is subject to governmental supervision and internal/external monitoring.

This report discloses the waste gas emissions of subsidiaries GTK, MPTK, MPTZ, MPTV, GVL, GCS, and GKS. However, GTH, GTC, and ATC do not emit industrial air pollutants, so they do not require detection and reporting.

Waste gases emitted by the company's production bases mostly originate from oil-based painting processes, die casting, and central burners for aluminum ingots. These plants have acquired government-issued emission permits. Waste gases produced in the plants are first treated via equipment in the plant and released into the environment after they are verified to have complied with emission standards.

Due to different processes of each plant, the air pollutants produced are different. Getac Kunshan is an electronic product assembly factory where the use of coatings and adhesives in the manufacturing process can generate volatile organic compounds (VOCs), although in minimal quantities. In the case of plastic mechanical products(MPTK, MPTZ, MPTV), due to processes such as sandblasting and spray coating, the main emissions include nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), as well as trace amounts of volatile organic compounds (VOCs) and non-methane hydrocarbons (NmHc).

Automotive component products mainly involve die casting and precision finishing processes, utilizing a central melting furnace. During these processes, emissions of nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), as well as small amounts of volatile organic compounds (VOCs) and non-methane hydrocarbons (NmHc) occur. However, all subsidiary companies of Getac Holdings have prohibited the use of old refrigerants, ensuring the absence of any ozone-depleting substances.

In 2022, Getac Holdings (Consolidated) emitted a total weight of 121.918 metric tons of waste gases. The top three primary emitted gases were particulate matter (PM) with a weight of 113.393 metric tons, followed by nitrogen oxides (NOx) at 5.328 metric tons, and sulfur oxides (SOx) at 1.071 metric tons.

For the detailed emission quantities of air pollutants from each plant area, please refer to Table 26.

Regular Air Quality Monitoring

Each production site of Getac Holdings regularly commissions external vendors annually to conduct legal emission testing and legally report the inspection results. If the emissions exceed the statutory standards, immediate actions are taken to cease the emissions and implement improvements. In 2022, Getac Holdings and its subsidiary companies did not experience any significant violations of air pollution regulations. However, there was an incident at Getac

Changshu (GCS) where the exhaust gas treatment equipment malfunctioned due to loose power components, resulting in the fan not operating properly. Additionally, the equipment personnel failed to detect the equipment anomaly in a timely manner. As a result, the Jiangsu Provincial Ecology and Environment Department imposed a fine of RMB 36,000 in accordance with Article 108, Paragraph 1 of the "Air Pollution Law of the People's Republic of China."

To prevent similar incidents from occurring, Getac Changshu has completed a rectification plan, including the installation of alarm devices and the enhancement of equipment inspection systems and operating guidelines.

Table 26. Waste Gas Emission in 2022

Unit: Kg	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Nitrogen Oxides (NOx)		3,885.2		65.2	1,364.8	13.0	0.0	5,328.1
Sulfur Oxides (SOx)				118.4	952.6		0.0	1,071.0
Volatile Organic Compounds (VOC)	176.0	45.3	3.0			1.3		225.6
Particulate Matter (PM)		1,410.2	18.5	427.2	109,575.8	9.6	1,952.5	113,393.7
Non-methane total hydrocarbon (NmHc)		645.9	45.1			1.8	119.9	812.8
Toluene				24.3	24.3			48.6
Xylene				5.6	5.6			11.3
n-butanol					21.9			21.9
Propanol					387.0			387.0
Butanone				22.9				22.9
Carbon Monoxide(CO)				595.4				595.4
Total weight of air pollutant emissions	176.01	5,986.51	66.49	1,259.03	112,331.91	25.74	2,072.42	121,918.12

Calculation Of Air Pollutant Emission:

- Total emission = Average concentration detected * Air change per hour * Annual duration of emission
- Emission coefficient standards are based on the standard requirements of the Integrated Emission Standard of Air Pollutants and Emission Standards for Odor Pollutants.
- GKS emitted NOx and SOx gases, but the emission concentrations are below the detection limit, so the concentrations cannot be displayed. The detection report shows a concentration of zero

VOC Management

In order to improve air quality, the State Council of China issued the "Three-Year Action Plan for Winning the Blue Sky Defense Battle" in 2018. As part of this plan, the "Control Standard for Volatile Organic Compounds (VOC) Emissions" was fully implemented starting from July 1, 2020. This standard regulates the allowable limits of volatile organic compounds in products.

After conducting an assessment of the processes and raw materials used in various plant locations in China, it was found that GTK, MPTK, and utilize industrial protective coatings, inks, adhesives, and cleaning agents in their manufacturing processes. These products are required to comply with the VOC standard. Following this standard, an investigation of the upstream supply chain was carried out, and suppliers were informed of the labeling requirements. Material suppliers located in mainland China or suppliers of coatings, inks, adhesives, and cleaning agents, both domestic and international, are required to sign a VOC compliance declaration or statement. The packaging or specifications of VOC chemicals should also indicate compliance with the VOC standard for labeling requirements.

As of December 2020, Shinji has completed the implementation and assessment of all VOC standards, ensuring that the relevant raw materials comply with environmental regulations and maintain air quality. Starting from December 2020, all newly recognized materials must comply with VOC requirements before being accepted for use. If a product cannot demonstrate compliance with the VOC standards, alternatives materials need to be sought, formulations adjusted, or suppliers changed.

Getac Changshu (GCS) and Getac Kunshan (GKS), as they operate in industries that are not covered by the Blue Sky Program, comply with local emission regulations. They conduct regular air pollution monitoring to ensure compliance with emission standards.

Wastewater Management - Regulatory Compliance

In terms of pollution prevention and control, Shinji aims to adhere to regulatory requirements, achieve zero pollution, and prevent any compliance violations. Our manufacturing processes do not discharge any highly hazardous substances into the environment through wastewater. We follow internal wastewater and exhaust gas management procedures, as well as

environmental and safety monitoring protocols, to ensure the proper management of wastewater discharge. In the Plastic Business Group, wastewater discharge originates from the water used for cooling molds in plastic injection processes and from the painting process. In the Automotive Business Group, wastewater discharge comes from processes such as mold release water and cutting fluids. Before being discharged outside the plants, wastewater undergoes initial treatment within the factory premises and is then further treated by municipal wastewater treatment plants or authorized service providers.

Rainwater runoff within the factory premises is collected through the stormwater drainage system and directed to municipal pumping stations or wastewater treatment plants for appropriate disposal. This does not have any adverse impact on the natural ecosystem. Sewage discharged through the sewer system is treated by municipal wastewater treatment plants or authorized wastewater treatment providers. After the removal of harmful substances, the treated wastewater is legally discharged into the Tamsui River in Taiwan, the Wusong River, Yangtze River in China, and the Qiu River in Vietnam. The wastewater does not directly affect the water bodies and land, and the discharge meets the standards set by the respective local regulatory authorities. Regular third-party testing is conducted by authorized certification bodies to ensure compliance with the discharge water quality standards.

Regular Testing

In the Getac Holdings' facilities, both industrial wastewater and domestic wastewater are discharged only when they meet national discharge standards. The company engages authorized wastewater treatment firms that possess valid licenses issued by the government to handle the wastewater. Regular monitoring and testing of the discharged water quality are conducted. Internal personnel in the Vietnam facilities perform daily pH value inspections and management of the wastewater tanks. Additionally, external partner units are commissioned quarterly to conduct wastewater testing at the discharge outlets. The testing parameters include pH value, COD, BOD, suspended solids, and other legally required items for sampling. For subsidiaries located in Kunshan and Changshu, the testing is conducted once a year. As the automotive business group uses cutting fluids, petroleum-related items are intensively sampled on a monthly basis. The testing standards comply with the regulations of the respective facility's location. The Chinese subsidiaries adhere to the "Comprehensive Wastewater Discharge Standard" announced by the National

Environmental Protection Agency of China, which includes parameters such as pH value (6-9), Chemical Oxygen Demand (COD) <500 mg/L, Biochemical Oxygen Demand (BOD) <350 mg/L, and Suspended Solids (SS) <400 mg/L. In the Vietnam subsidiaries, the testing standards for wastewater comply with the "National Technical Regulation on Industrial Wastewater" .

The specific parameters for testing are as follows:

- pH value: 5.5 to 9
- Chemical Oxygen Demand (COD): Less than 150 mg/L
- Biochemical Oxygen Demand (BOD): Less than 50 mg/L
- Suspended Solids (SS) : Less than 100 mg/L
- Total Nitrogen : Less than 40 mg/L
- Total Phosphorus : Less than 6 mg/L

In the year 2022, all facilities passed the water quality testing without receiving any penalties or fines. There were no incidents of chemical, oil, or wastewater leaks.



Enterprise Pollution Control Complaint Hotline
gthaudit@getac.com.tw



6.0 Friendly Workplace

6.1 Talent Attraction & Retention

6.2 Talent Cultivation

6.3 Human Rights Protection

6.3 Safe Workplace

balance

6.1 Talent Attraction & Retention

Due to the Sino-US trade dispute and the COVID-19 pandemic, the global supply chain has shifted from long chains to short chains. Coupled with rapid advancements in technology, such as artificial intelligence, 5G, and the maturing development of the metaverse, there is a growing demand for digital transformation talent in enterprises, which in turn affects their talent strategies. Getac Holdings, expanding into brand business and component manufacturing, possesses a complete end-to-end production capability. In recent years, influenced by the Sino-US trade war, it has begun to establish the ability for cross-regional operational integration and delivery. Consequently, talent recruitment and development strategies have been adjusted to establish a multinational management structure and attract more professionals in emerging technological fields, assisting employees in cultivating an international perspective, enabling multitasking and remote work, and utilizing online or virtual reality for sales and technology sharing.

Getac believes that talent is the key to the sustained growth and profitability of a company, and a happy and secure workplace can boost employees' creativity and morale. Therefore, Getac is committed to creating a friendly and safe work

environment. Starting with corporate culture, we encourage a culture of transparent and open communication that transcends cultural and regional boundaries. As long as individuals have the ability, they have equal opportunities for advancement. We provide competitive salary and benefits, comprehensive education and training, and a comfortable and safe working environment to attract and retain excellent talent.

Global Talent Deployment

Getac Holdings (consolidated) had a total of 8,974 employees globally in 2022. The employees were recruited locally including Taiwan, China, Vietnam, the USA, UK, Germany, Italy, France, Japan, Dubai, and Indonesia. They are formed in considerable diversity. This sustainability report mainly covers Getac Holdings and its eight subsidiaries, with a total of 8,039 employees. In terms of regional distribution, China accounts for 61.7%, Vietnam accounts for 23%, Taiwan accounts for 12.7%, and the remaining 2.6% represents other regions.

Taiwan serves as the main center for research, design, and logistics operations, while production and manufacturing centers are established in Taiwan, China,

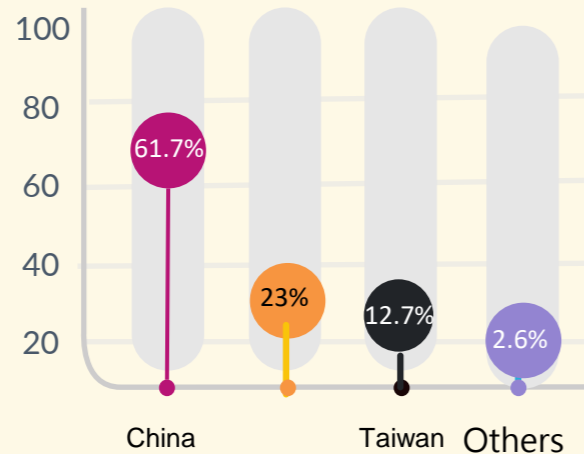
and Vietnam. Other country locations are primarily focused on product marketing and business development, catering to local customers. To safeguard employee rights, all global employees of Getac, whether permanent or temporary, are required to sign labor contracts. Temporary employees or those without guaranteed working hours are not employed. Getac's subsidiaries, Getac Technology (GTC) and Atemitech Corporation (ATC), have hired 65 non-employee workers through dispatch companies due to operational adjustments. This accounts for approximately 0.7% of the total number of employees, which is not a significant proportion compared to the total employee count.

The ratio of direct to indirect employees is approximately 59.5:40.5, with a male-female ratio of 60:40. This is mainly due to a higher number of males in the engineering industry, while in the die-casting production line, which involves heavy physical work and higher risk factors, there are more male employees than female employees. In terms of age, the majority of the workforce is between 31 and 50 years old, accounting for approximately 61%, followed by those aged 30 or below (36%), and those aged 51 and above (3%).

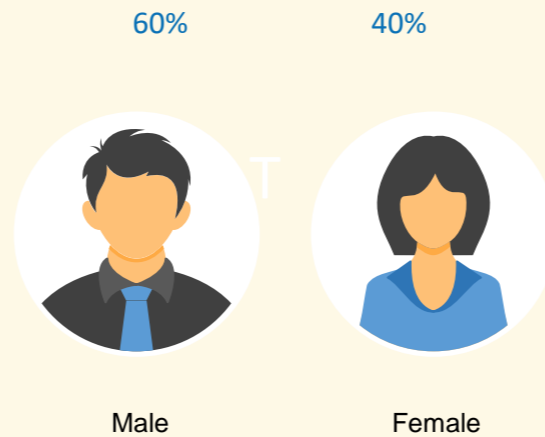
8,974
Global Employee Count

8,039
Global Employee Count Covered In This Report

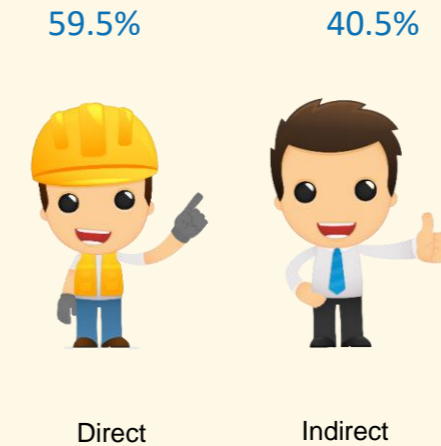
Employee Allocation by Region



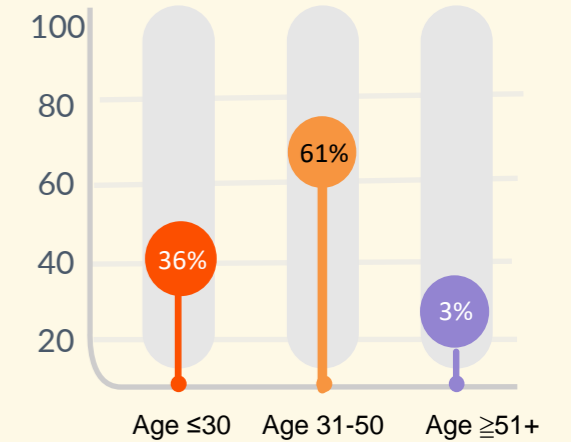
Employee Allocation By Gender



Ratio of Direct/Indirect Employee
(Direct Employee: Production line workers, operators)



Employee allocation by age



Generous And Equitable Salary System

Getac Holdings is committed to continuous business growth, recognizing that the key factor for growth is having outstanding talent. To attract more exceptional individuals to join Getac, the company is dedicated to creating an open, innovative, and transparent corporate culture. We provide generous salary and benefits as well as a high-quality working environment to inspire talent to fully utilize their abilities and grow together with the company.

Adhering to the principles of fairness, justice, and objectivity, Getac Holdings offers equal employment opportunities to job seekers. Employee compensation is not differentiated based on race, religion, political affiliation, gender, sexual orientation, age, marital status, or physical or mental disabilities. The company provides salaries and benefits that exceed market standards. The salary level is regularly reviewed by the Remuneration Committee through industry salary surveys to assess the connection between employee compensation and market trends, evaluate salary growth potential, and provide salary increases and promotions to outstanding employees. The allocation of employee bonuses is determined each year based on the business performance and is reported in board meetings and shareholder meetings.

In 2022, the salaries given to entry-level employees in Taiwan, China, and Vietnam were higher than or equal to the local minimum wage regulations. Please refer to Table 27 for details. There was no significant gender disparity in the salaries of direct employees in the company in 2022, except in the Changshu area, where the nature of the casting process leads to higher salaries, predominantly for males. In the case of indirect employees (excluding supervisors), there were more male employees and higher salaries in some of the subsidiaries especially in engineering and research and development units. As for the management level, salaries are primarily determined based on the actual job responsibilities, with minimal gender differences. In some subsidiaries, female managers received higher salaries than their male counterparts. Please refer to Table 28 for the average salaries of male and female employees.

The calculation is based on the “Declaration Operation Description of Salary Information Declaration Operation for Non-management Full-time Employees” prepared and issued by the Taiwan Stock Exchange Corporation. In 2022, the total salary amount for non-supervisory full-time employees in Getac Holdings was NT\$732.582 million, with an average employee salary of NT\$1.628 million. The reporting is based on the concept of territoriality, including information on employees employed in Taiwan (including Taiwanese and foreign employees). The total number of employees who have been employed for at least six months or more is 476, and the total number of non-supervisory full-time employees is 468.

Table 27. Ratio of Standard Wages for Entry-level Employees to Local Minimum Wages

	GTH		GTC		ATC		GTK		MPTK		MPTZ		MPTV		GVL		GCS		GKS		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Gender (Male, Female)																					
Ratio of Standard Wages for Entry-level Employees to Local Minimum Wages	NA	NA	1:1	1.09:1	1:1	NA	1:1	1:1	1:1	1:1	1:1	1:1	1.16:1	1.16:1	1.16:1	1.16:1	1:1	1:1	1:1	1:1	

Basis of calculation

- Entry-level salaries Legal basis of standard salaries in different regions: Labor Standards Act (Taiwan), Provisions on Minimum Wages (China), and the basic wage announced by the National Wage Council (Vietnam).
- Entry-level salaries are compared on the basis of the standard wages in Taiwan, China, and Vietnam. The local standard salary is used as the benchmark for comparison.
- Most employees at GTH are staff members in legal, finance, information technology, stock affairs, auditing, and public relations roles, with no entry-level personnel.

Tablet 28. Average Salary In 2022

	GTH		GTC		ATC		GTK		MPTK		MPTZ		MPTV		GVL		GCS		GKS		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Type of Employee																					
Direct Employee	-	-	1	1.03	-	-	1	1	1	1.01	1	1.03	1	1	1	0.98	1	0.87	1	0.98	
Indirect Employee (Excluding Supervisors)	1	0.95	1	0.82	1	0.89	1	0.84	1	0.83	1	0.83	1	1.09	1	1.09	1	0.85	1	0.72	
Management	1	0.86	1	0.86	1	0.96	1	0.89	1	0.94	1	1.01	1	1.29	1	1.13	1	1.08	1	0.98	

Basis of calculation

- The average salary ratio between male and female employees is calculated by comparing the average salary of all male employees to the average salary of all female employees, with male salaries as the benchmark of 1.

Welfare System

Getac believes that employees are the company's most valuable asset, and for sustainable operations, apart from providing a sound salary and vacation system, we are committed to offering diverse and comprehensive welfare benefits and leisure activities to help employees achieve a balance between work and life. We also organize various team-building and recreational activities to promote emotional connections among colleagues and create a happy and harmonious work environment.

In recent years, the company has allocated 0.15% of its annual revenue as employee welfare funds, reaching the maximum limit as stipulated by regulations. We provide a variety of employee welfare policies, including social and medical insurance and vacation systems. Each subsidiary has a Welfare Committee dedicated to handling employee welfare matters, aiming to create a high-quality work environment both in terms of hardware and software, enriching the work lives of employees.

Getac Welfare System

- Mid-year/year-end bonuses
- Employee compensations/incentives
- Salary increment system
- Festival cash gifts
- Birthday cash gifts
- Club activity subsidies
- Staff trips
- Regular health checks
- English course subsidies
- Movie appreciation
- Family day activities
- Wedding cash gifts
- Funeral allowances
- Childbirth subsidies

Welfare subsidies include employees' coverage of labor insurance, health insurance, and other protections. Employees also receive benefits such as marriage subsidies, funeral subsidies, birthday bonuses, holiday bonuses or gifts, employee trips, employee health check-ups, and club subsidies.

Getac Holdings and its subsidiary welfare committees organize annual year-end parties and family day events, inviting employees and their families to participate. They also hold celebrations for significant festivals, bringing joy and happiness to employees, such as enjoying tangyuan (glutinous rice balls) during the Winter Solstice, solving lantern riddles during the Lantern Festival, eating mooncakes during the Mid-Autumn Festival, and distributing red couplets during the Chinese New Year. In the Kunshan region of China, to promote family and parent-child relationships, the company organizes an annual factory open day, allowing employees to bring their children to visit the factory and gain firsthand experience and understanding of their parents' working environment, actively creating a family-friendly workplace environment. In addition, the subsidiary welfare committees in Taiwan have signed contracts with childcare institutions and insurance companies to provide preferential childcare services and insurance plans for employees and their dependents.



Retirement Plan

Our company has established a comprehensive retirement system in accordance with the Labor Pension Act and the Labor Standards Act to protect the rights and benefits of employees. The design and operation of the retirement system comply with the regulations of the respective production bases, with no violations or insufficient provisions. The dedicated government agencies manage the labor retirement fund account and the disbursement. Here is an explanation of the retirement system in each region:

Taiwan: According to the provisions of the Labor Standards Act, Getac Holding and its domestic subsidiaries have established a defined contribution retirement plan applicable to local employees. When employees meet the retirement criteria, the payment of retirement benefits is calculated based on their years of service and the average salary of the six months before retirement. For employees with service years of up to 15 years (inclusive), two times the base salary is provided for each complete year, and for service years exceeding 15 years, one times the base salary is provided for each complete year, with a maximum accumulation limit of 45 times the base salary. Colleagues covered by the Labor Pension Act (new system) have 6% of their monthly salaries contributed by the company to the employee account at the Labor Insurance Bureau. In accordance with the Labor Standards Act and the Labor Pension Act, the company has reached an agreement with employees under the old retirement system to settle their accrued service years. After settling the accrued service years on July 1, 2021, no further payment of the old retirement benefits is required.

China: Getac Holding's subsidiaries in mainland China contribute to the old-age insurance system according to the regulations of the Chinese government. A certain percentage (20%) of the total employee salaries is contributed to the old-age insurance fund on a monthly basis. The retirement benefits of each employee are managed and coordinated by the government, and the retirement benefits for retired employees are coordinated and paid by the relevant social departments of the Chinese government. All employees are required to participate in the basic old-age insurance scheme based on their contribution base.

Vietnam: Getac Holding's subsidiaries in Vietnam follows the retirement procedures and the Social Insurance Law based on the local labor laws. The

Getac Retirement System

Area	Regulations	Pension Contribution As A Percentage Of Salary	
Taiwan	"The Labor Standards Act" "The Regulations on Labor Retirement Pension"	Employer (New)	6%
		Employee (New)	0-6%
China	"The State Council Regulations on the Retirement and Resignation of Workers"	Employer	20%
		Employee	8%
Vietnam	"The Labor Law" "The Social Insurance Law"	Employer	17%
		Employee	7%

company contributes 17% of the employees' salaries as the retirement reserve or pension fund. All Vietnamese employees participate in the social insurance scheme.

Employee Recognition

In order to motivate morale and to enhance solidarity of all employees, Getac Holdings and its subsidiaries in Taiwan present awards to employees who have reached 5, 10, 15, 20, 25, and 30 years of seniority every year as a token of appreciation for their dedication and commitment to the Company. Overseas subsidiaries conduct quarterly recognition and awards for all employees with excellent performance and confer medals and bonuses as a token of encouragement.





Care for Female Employees

The journey from pregnancy to childbirth and childcare can be a challenging process for women, and balancing work and family responsibilities is not an easy task. To support female employees through a stable pregnancy, childbirth, and childcare period, Getac Holdings and its subsidiaries follow local labor laws to provide maternity leave, paternity leave, and other benefits, ensuring the rights of pregnant women in the workforce.

In Taiwan, we offer pregnancy check-up leave (7 days), maternity leave (56 days), paternity leave (7 days), as well as unpaid parental leave. In China and Vietnam, the regulations do not require specific parental leave, so we comply with local laws. In China, we provide paternity leave (15 days), maternity leave (158 days), and childcare leave, with salary paid as usual during the leave period. Additionally, male employees are entitled to nursing leave (15 days) when their wives are on maternity leave. In Vietnam, based on labor regulations, maternity leave and rest leave total approximately 200 days, and male employees can take 5 days of paternity leave when their wives give birth. Furthermore, to create a supportive and family-friendly workplace environment, our subsidiary facilities have lactation rooms, and we provide caring initiatives. For example, the subsidiaries in Kunshan China offers free meals for pregnant women and prioritized seating in the cafeteria. In Taiwan, a quarterly "Happy Pregnancy Gathering" is organized to invite all pregnant employees and those within one year of childbirth to share their experiences.

Moreover, our Chinese subsidiaries strictly adheres to the Labor Law and the Special Provisions on Labor Protection for Female Employees, taking appropriate measures for the three stages (pregnancy, childbirth, and lactation) to avoid exposing pregnant or breastfeeding women to high-risk working environments and minimize their health and safety risks in the workplace. When an employee notifies HR about her pregnancy, she is added to the "Female Employee in the Three Stages" list, and an assessment is conducted to determine if her current position is suitable. Details can be found in the "Physical Labor Identification and Control Operating Specifications." For breastfeeding mothers, the company provides reasonable break time and appropriate facilities.



In Taiwan, when a pregnant colleague informs the Occupational Safety and Health Office about their pregnancy, the office provides them with a "Happy Pregnancy Gift Bag." At the same time, they take steps to understand the pregnant employee's work environment and ensure they avoid tasks such as heavy lifting or exposure to vibration, noise, or high radiation. The office also provides safety reminders for different stages of pregnancy and ensures they have emergency contact information.

Maternity Return Rate and Retention Rate

According to Taiwan's "Gender Equality in Employment Act," employees in Taiwan who have worked for at least one year are eligible to apply for unpaid parental leave, with a maximum duration of two years until their child turns three years old. In 2022, Getac Holdings, Getac Technology, and Atemitech Corporation had excellent maternity return rates and retention rates for employees who applied for parental leave and completed at least one year of work after returning. Although China and Vietnam do not offer specific parental leave, the maternity return rates and retention rates after maternity leave are also very good. In 2022, the maternity return rate and retention rate (or maternity leave return rate and retention rate) for Getac Holdings (consolidated) were 82.85% and 82.89%, respectively. Please refer to page 87, Table 29 and Table 30 of this report for the maternity leave reinstatement rate and retention rate of each subsidiary company.

Table 29. Maternity Leave Status of Getac Holdings (Consolidated) in 2022

	Item	Male	Female	Total
2022	Number of employees that were eligible to apply for unpaid parental leave	178	107	285
	Number of employees that applied for unpaid parental leave	142	98	240
	Number of employees expected to be reinstated from unpaid parental leave (A)	142	97	239
	Number of employees reinstated from unpaid parental leave(B)	117	81	198
	Reinstatement rate (%)=A/B*100%	82.39%	83.51%	82.85%
2021	Number of employees reinstated after taking a parental leave(C)	86	66	152
	Number of employees that worked for one year after reinstatement in (D)	73	53	126
	Retention rate(%)=C/D*100%	84.88%	80.30%	82.89%

Basis of Calculation

- The number of employees qualified for parental leave in 2022 = the number of employees who applied for maternity and paternity leave in the past three years (2020-2022), and were still employed as of December 31, 2022.
- Reinstatement rate=(No. of employees reinstated in 2022 / Expected no. of employees to be reinstated in 2022)x100%
- Retention rate=No. of employees that worked for one year after reinstatement in 2021/ No. of employees reinstated after taking unpaid parental leave in 2021)x100%

Table 30. Maternity Leave Status Of Getac Holdings And Its Subsidiaries

		GTH		GTC		ATC		GTK		MPTK		MPTZ		MPTV		GVL		GCS		GKS	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2022	Number of employees that were eligible to apply for unpaid parental leave	0	1	22	10	18	5	1	9	82	41	8	6	25	19	11	8	8	6	3	2
	Number of employees that actually applied for unpaid parental leave	0	1	1	2	3	4	1	9	82	41	8	6	25	19	11	8	8	6	3	2
	Number of employees expected to be reinstated from unpaid parental leave (A)	0	1	1	1	3	4	1	9	82	41	8	6	25	19	11	8	8	6	3	2
	Number of employees actually reinstated from unpaid parental leave(B)	0	1	1	0	2	3	1	9	58	28	8	6	25	18	11	8	8	6	3	2
	Reinstatement rate (%)=A/B*100%	NA	100%	100%	0%	67%	75%	100%	100%	70.73%	68.29%	100%	100%	100%	94.74%	100%	100%	100%	100%	100%	100%
2021	Number of employees reinstated after taking a parental leave(C)	0	1	0	2	0	3	2	12	30	12	9	7	34	18	10	10	1	1	0	0
	Number of employees that worked for one year after reinstatement in (D)	0	1	0	2	0	3	2	5	21	10	6	3	33	18	10	10	1	1	0	0
	Retention rate(%)=C/D*100%	NA	100%	NA	100%	0%	100%	100%	41.67%	70.00%	83.33%	66.67%	42.86%	97.06%	100%	100%	100%	100%	100%	0%	0%



Improving Employee Work and Dormitory Environment to Enhance Well-being

Getac is committed to providing employees with a good work and dormitory environment, as higher employee well-being leads to increased productivity. All global operating locations strive to provide employees with reasonable and comfortable office spaces. When the number of employees reaches a certain threshold, employee cafeterias are also set up on the premises for convenient dining. Additionally, leisure spaces and fitness facilities are planned for the well-being of employees.

In recent years, there has been continuous investment in the construction of new factory buildings in China and Vietnam, with improved and more human-centered office areas and workshops. The newly built multi-functional complex, dormitory building, and parking building in Kunshan have been completed and put into use in 2022. The multi-functional building offers a large conference hall that can accommodate hundreds of people for meetings and training sessions. The employee cafeteria is spacious and comfortable, providing diverse dining options. Well-known catering brands are continuously introduced

to enhance the quality of meals. Indoor sports courts and exercise spaces are also available, providing shelter from wind and rain.

The newly built parking building provides 1,097 electric vehicle parking spaces and 252 car parking spaces, addressing the parking needs of employees' cars as well as regular bicycles and electric bicycles. The dormitory building offers different room types, including single rooms, double rooms, and quadruple rooms, with basic appliances, furniture, laundry rooms, and more. To enhance the living experience for employees, continuous improvements are made to the dormitory management system, providing comprehensive services such as regular inspections to ensure personal and property safety, and counseling services provided by life counselors.

To ensure better living quality for all colleagues, the old dormitories in China and Vietnam are also included in the renovation plan. Dormitory rooms are standardized, and deteriorated dormitories are immediately demolished and renovated. Dormitories in better condition continue to be used, and future renovations will replicate the configuration of model rooms.



Kunshan Campus Integrated Building



Dormitory: Multiple room options to choose from



Dormitory: Single room



Employee cafeteria - Introducing renowned dining establishments



Employee cafeteria - Customized meals



New parking building with 1,097 electric scooter parking spaces.



New parking building with 252 parking spaces



Indoor Sports Arena



Comfortable and spacious meeting room.

New Hires and Departures Distribution

Getac Holdings and its subsidiary companies recruit talent through manpower agencies and campus recruitment. Since its establishment, the company has upheld a reputable business approach and strictly adheres to labor laws and regulations in the respective operating locations. We continuously improve and optimize our management systems, labor contracts, salary payment methods, and implement measures to protect the rights of female workers. We provide competitive compensation and welfare benefits to attract outstanding talents and enhance the company's human resources and competitiveness.

Internally, we have established the "Talent Recruitment Operation Guidelines" and "Departure Management Policy" to ensure that each position within the organization is filled by individuals with appropriate capabilities and enthusiasm for the job. We strive to enable every employee to unleash their full potential and contribute to the achievement of organizational goals. The hiring process prohibits any interference in employment policies based on the employee's spouse or second-degree blood relatives. They are not allowed to have a direct subordinate relationship in cases of new hires, regular appointments, transfers, or promotions within the company.

In addition, Getac have set reducing employee turnover as an internal management goal. When an employee submits a resignation, proactive care and understanding of the reasons for departure are provided as a basis for improvement. Every effort is made to retain employees and reduce turnover. In 2022, the new hire rate for Getac Holdings (consolidated) was 144.1%, a decrease of 10% compared to 2021, while the turnover rate was 108.9%, a decrease of 31.4% compared to 2021.

The increase in turnover rate for GTH and ATC is primarily due to organizational adjustments following the transformation into an investment holding company in October 2021, resulting in significant changes in the number of employees within the calculation period. The decrease in turnover rate for MPTK, MPTZ, and GVL is due to a decrease in manpower demand, resulting in a relatively lower turnover rate. The relocation of GCS to a new facility, coupled with increased automation, has improved the overall working environment and increased employee satisfaction, leading to a decrease in the turnover rate. Please refer to Table 31 for the new hire rate and turnover rate of each subsidiary.

Table 31. Annual Employment/ Turnover Rate In The Last Two Years

	2021					2022				
	Number of employees at year-end	Number of New Hires	Annual Employment Rate	Number of Departures	Annual Turnover Rate	Number of employees at year-end	Number of New Hires	Annual Employment Rate	Number of Departures	Annual Turnover Rate
GTH	36	3	8.3%	3	8.3%	37	10	27.0%	12	32.4%
GTC	450	78	17.3%	48	10.7%	452	73	16.2%	68	15.0%
ATC	203	45	22.2%	10	4.9%	198	36	18.2%	36	18.2%
GTK	832	847	101.8%	761	91.5%	828	1,039	125.5%	1,000	120.8%
MPTK	3,796	5,253	138.4%	5,874	154.7%	2,612	4,061	155.5%	2,955	113.1%
MPTZ	1,491	5,818	390.2%	3,532	236.9%	1,148	3,465	301.8%	2,415	210.4%
MPTV	1,433	342	23.9%	554	38.7%	1,461	833	57.0%	639	43.7%
GVL	527	333	63.2%	501	95.1%	601	666	110.8%	357	59.4%
GCS	556	1,197	215.3%	1,376	247.5%	528	720	136.4%	650	123.1%
GKS	137	668	487.6%	614	448.2%	174	681	391.4%	626	359.8%
Total	9,461	14,584	154.1%	13,273	140.3%	8,039	11,584	144.1%	8,758	108.9%

Base of Calculation

- Annual total New Hires/Total Number of Employees at Year-end x 100%

6.2 Talent Cultivation

5C1L Corporate Culture

Getac Holdings and its subsidiaries are committed to pursuing continuous business growth. We believe that the key to growth lies in having exceptional talent, where our teams consistently implement goals and demonstrate execution power, driving the company forward. We are dedicated to cultivating an efficient team culture and developing the key capabilities of our employees. We have incorporated the principles of 5C1L into talent standards, selection, development, and deployment, aiming to nurture employees' abilities in various key areas, including:

- Creativity
- Critical Thinking
- Solve Complex Problem
- Communication
- Collaboration
- Leadership

Our goal is to attract and nurture high-quality talent and support their growth and development within the company. Through talent development programs, we aim to establish a positive, innovative, and open corporate culture to meet the challenges of the future business environment.

Talent Development Program

Our company's talent development policy aims to enrich employees' knowledge and skills, enhance work efficiency and quality, and align individual career growth with the company's development. Starting from the employees' onboarding process, we provide systematic and diverse training programs to promote continuous learning and development. We also review the implementation status and measure the outcomes of various training initiatives, allowing us to optimize and improve our training effectiveness.

In recent years, with the rise of Artificial Intelligence, big data, and digital transformation, our company's talent development plan focuses on cultivating and attracting more AI-related technical talents, fostering employee learning in digital transformation, and deepening relevant expertise. Through the application of digital transformation, we aim to enhance work efficiency, customer experience, and even business model transformation.

Senior executive education and training emphasize the development of leadership. In 2022, we have arranged case studies conducted by HBR (Harvard Business Review) to enable senior managers to learn key elements of leadership such as influence, decision-making ability, and vision, to adapt to the rapidly changing business environment. For assistant manager level and above, we have arranged the HBR PLC Personal Academy program, which focuses on four themes: digitization, cross-department collaboration, talent development, and innovation. Through these courses, we aim to enhance mid-level managers' expertise and capabilities in digital transformation, as well as their team management and subordinates' development skills.

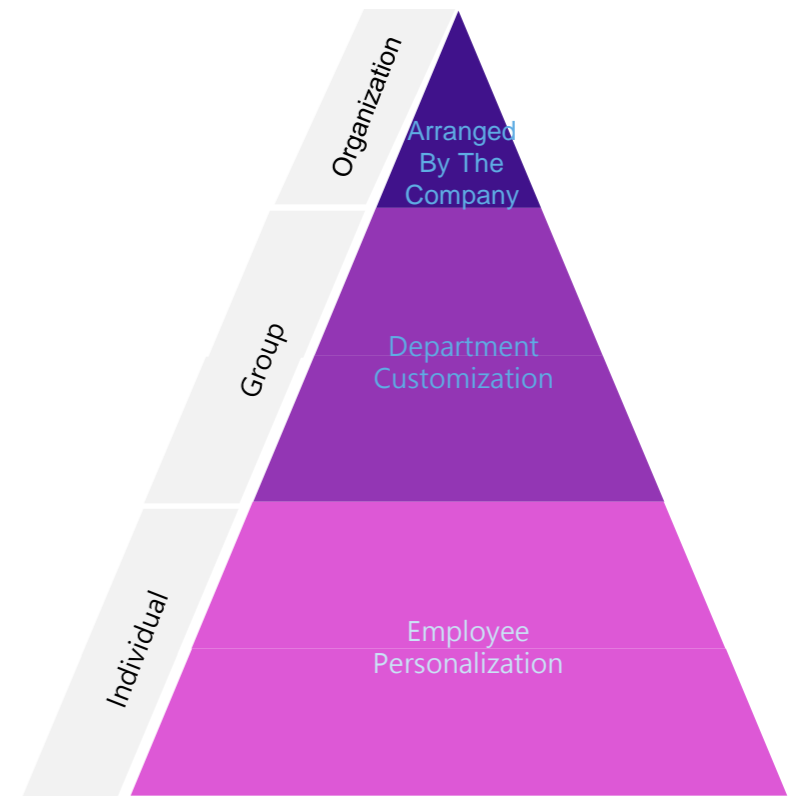
For non-supervisory staff, the emphasis is on enhancing professional skills and knowledge. Therefore, the development of educational training programs focuses on "department customization" and "employee personalization." Department customization involves designing relevant courses based on department attributes, development direction, and professional needs, with the goal of improving professional skills. Professional technical courses such as mold design and die casting certification programs are arranged to assist employees in obtaining professional certifications.

The purpose of employee personalization is to enable employees to evaluate the education and training courses they need based on their individual strengths and weaknesses. Therefore, the company continues to improve the e-learning platform, enrich online course content, create a learning culture in the digital era, and implement pre-recorded, live, and micro-courses, as well as digitize teaching materials. Both synchronous and asynchronous teaching modes are employed to allow employees to learn online without being restricted by time and space.

In 2022, Getac Holdings and the subsidiaries located in Taiwan, the management objectives were set based on the average training hours per employee and the average course satisfaction. The three companies achieved better results than the set targets in terms of both average training hours per employee and average course satisfaction. The subsidiaries in China and Vietnam, the management objectives were to develop 30 new micro-courses. Most of the subsidiary companies achieved this target, except for one or two companies that fell short due to a decrease in new recruits, resulting in a lower number of courses offered compared to expectations.

In 2022, the total education and training hours for Shinji Group (merged) amounted to 594,461.5 hours, an increase of 19,927.47 hours compared to 2021. The average training hours per employee were 73.95 hours. Please refer to Table 32 on page 91 for more details.

Education And Training Development Strategy Of Getac Holdings



Employee Education And Training Course Content

Getac Holdings and its subsidiaries design a wide range of courses to cater to the diverse needs of employees at different stages of their career development. These courses include new employee training, general education, as well as specialized training courses for direct employees, indirect employees, and managerial positions.

- **New Employee Training**
All new employees are required to complete new employee training. The content of this training includes important company regulations, employee complaint channels, compliance with laws and regulations, and more. After being assigned to their respective positions, employees receive occupational skills and language training tailored to their job roles. For new employees on the production line, they must also undergo workplace safety education training and pass the corresponding tests in order to complete their employment process.
- **General Education Training**
 - All employees: Inviting both internal and external speakers to conduct health and hygiene seminars as well as training on government regulations. This includes education and promotion on anti-corruption and anti-money laundering measures, information security, customer privacy protection, compliance with internal regulations and laws, attendance management, ESG guidelines, and Responsible Business Alliance (RBA) compliance.
 - General education for indirect employees includes project management, computer skills, and language courses. For GTH, GTC, and ATC, due to job

requirements, language courses primarily focus on enhancing business English training, and multiple internal and external learning channels and subsidies are provided.

- **Management training**
Management staff are required to participate in systematic leadership and management knowledge development training to enhance core organizational decision-making abilities. Monthly management meetings are held, and internal speakers provide training on compliance with internal regulations and laws, sharing expertise, management skills, personal growth, and insights from relevant books, based on the needs.
- **Professional training**
 - Indirect employees (non-supervisory positions): Training on professional skills and knowledge according to job requirements, either through hiring professional trainers or participating in external training courses.
 - Direct employees: Training on professional skills and knowledge according to job requirements, including training on specific job roles, team leader training, GB national standards projects, and ISO certification transition. Employees can also apply for external training courses based on individual needs. The occupational health and safety department includes training on three-level safety, emergency response, chemical safety, and the use of personal protective equipment.

Table 32. Employee Education and Training Information of Getac Holdings in 2022

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total	
Total Number of Employees Received Training	37	452	198	828	2612	1148	1461	601	528	174	8039	
Total Training Hours	920.99	7,798.1	3,366.2	7,6146.7	247,887.1	80,516.5	108,239	38,949	30,105	533	594,461.5	
Average Training Hours Per Employee	All Employees	24.89	17.25	17.00	91.96	94.9	70.14	74.09	64.81	57.02	3.06	73.95
	Male Employees	26.06	17.30	15.00	94.86	94.63	70.79	76.31	62.18	50.20	3.23	39.92
	Female Employees	24.10	17.16	22.19	89.07	95.42	69.07	72.02	69.49	68.10	2.87	74.70
	Direct Employees	0.00	1.92	0.00	101.44	95.81	69.70	62.90	63.95	65.30	1.33	77.66
	Indirect Employees	16.31	15.11	14.59	75.10	94.87	71.82	97.24	68.43	42.05	6.98	41.43
Management	40.73	30.60	31.23	59.44	66.61	57.51	86.13	55.65	46.65	25.80	37.94	



Employee Performance Evaluation

The management team at Getac Holdings adopts visionary leadership and holds regular strategy meetings to establish operational strategy direction and goals. The progress towards these goals is periodically reviewed to improve operational performance. To ensure effective goal achievement, the Company has implemented a comprehensive performance evaluation system. At the beginning of the year, employees are required to set their performance goals. They then discuss these goals with their immediate supervisors to ensure alignment with the strategic direction. At the end of the year, a performance assessment is conducted to evaluate the achievement of both company strategy objectives and individual performance goals, with the aim of helping employees enhance their work efficiency.

The performance evaluation is conducted online through the "Achieve+" Employee Performance Management System. This system assists supervisors and employees in managing performance records over the years and helps confirm goal setting and evaluation criteria to accurately assess performance achievements. Supervisors are also required to provide comprehensive feedback to employees, address their needs and concerns, and communicate the company's development plan for the employee's next 1-3 years, assisting them in their career growth. The performance evaluation consists of three parts:

1. Work Goal Achievement: Accounts for 70%.
2. Employee Behavioral Performance: Accounts for 30%.

The evaluation criteria include team leadership, execution ability, positive thinking, communication and coordination, planning and organizational skills, etc. The behavioral requirements may vary based on the nature of the job and whether the employee holds a managerial position.

3. Comprehensive self-assessment by employees and supervisors. Employees can communicate with their supervisors about any difficulties they encounter at work and request assistance, such as education and training needs, resource requirements, and career planning for the next one to three years.

In 2022, a total of 7,781 employees of Getac Holdings (Consolidated) underwent performance evaluation, accounting for 96.8% of the total workforce. The employees who did not undergo evaluation mainly consisted of expatriate employees who were not subject to the local evaluation mechanism or new employees who had not completed their probation period. There were no differences based on gender or job type. The percentage of employees undergoing performance evaluation in 2022 increased by 5% compared to 2021. Please refer to Table 33 for more details on the evaluation rates. The performance evaluation status of each subsidiary is provided in Table 34.

Table 33. Percentage Of Employees Subjected To Performance Appraisal in the last three years

		2020	2021	2022
All Employees		93.17%	91.80%	96.79%
BY Gender	Male	92.67%	91.09%	96.65%
	Female	93.94%	93.25%	97.34%
By Employee Type	Direct	92.35%	92.41%	96.34%
	Indirect	94.95%	93.84%	97.81%
	Management	99.26%	88.50%	99.40%

Table 34. Percentage Of Employees Subjected To Performance Appraisal By Site in 2022

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Total number of employees undergoing evaluation.	32	452	175	828	2516	1098	1446	601	459	174	7781
Total Number of Employees	37	452	198	828	2612	1148	1461	601	528	174	8039
Execution ratio of all employees.	86.49%	100%	88.38%	100%	96.32%	95.64%	98.97%	100%	86.93%	100%	96.79%
Execution ratio of male employees.	80.00%	100%	84.62%	100%	96.18%	96.49%	99.15%	100%	87.77%	100%	96.65%
Execution ratio of female employees.	90.91%	100%	98.18%	100%	96.59%	96.79%	98.81%	100%	85.57%	100%	97.34%
Execution ratio of Direct employees.	-	100%	0%	100%	96.01%	96.11%	98.47%	100%	83.93%	100%	96.34%
Execution ratio of indirect employees.	83.33%	100%	94.41%	100%	97.68%	96.39%	100%	100%	91.28%	100%	97.81%
Execution ratio of management	92.31%	100%	97.56%	100%	100%	100%	100%	100%	100%	100%	99.40%

6.3 Human Rights Protection

Getac Human Rights Policy

Getac Holdings is committed to upholding basic human rights and adheres to the requirements of the Responsible Business Alliance (RBA). The company supports the principles of the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In accordance with these principles, the company has developed its human rights policy to enhance the awareness of human rights among its internal colleagues and stakeholders and to prevent any actions that infringe upon or violate human rights.

In 2022, the company revised its ESG guidelines and supplier code of conduct. The code explicitly states that in ensuring, respecting, and remedying human rights, the company takes actions consistent with the OECD Due Diligence Guidance for Responsible Business Conduct. These actions include proactively establishing human rights due diligence procedures, identifying and assessing relevant human rights issues, and establishing an effective and confidential internal grievance mechanism to ensure the implementation of the human rights policy. The company also requires its cooperative suppliers to commit to the spirit and fundamental principles of human rights. Getac's human rights policy includes:

1. Compliance with local labor rights and regulations and acceptance of inspections and monitoring by competent authorities.
2. Provide a safe, friendly, equal and equal working environment for all employees. Employment and promotion do not differ due to race, skin color, gender, age, language, region, or politics. Unequal treatment, discrimination, sexual harassment and workplace bullying are prohibited.
3. Prohibition of child labor
4. Respect employees' right to freely choose their work, and under no circumstances shall use forced or coercive means to restrict employees' labor.
5. Employee working hours management and salary payment meet or exceed regulatory standards
6. Respect the rights of employees to organize and participate in trade unions of their choice, to bargain collectively and to participate in peaceful assemblies.
7. Provide a smooth grievance mechanism, anyone can file a formal complaint, and shall not be discriminated against or retaliated against. We

strive to ensure that this process is transparent, and that all grievance will be dealt with anonymously.

Diverse and Inclusive Workplace with Anti-Discrimination Practices

Getac Holdings promotes a culture of diversity and inclusion. Operating locations encourage the employment of local residents to foster local economic development and provide job opportunities. Subsidiaries such as GTK, MPTK, and GKS have established channels for hiring individuals with disabilities and aim to hire a certain number of disabled individuals each year. By providing employment opportunities to people with disabilities, the company promotes social inclusion, reduces discrimination, and allows individuals with disabilities to contribute their talents and create value for the organization. In 2022, the Company (consolidated) hired 9 individuals with disabilities, an increase of 3 compared to 2021. Furthermore, for retired employees, Getac offers a smooth process for reemployment. In 2022, GTK, MPTK, MPTZ and GKS set targets for rehiring retired talents and successfully hired 34 individuals, exceeding the initial target of 19 by 179%.

Equal Promotion and Job Opportunities

In talent recruitment and promotion, Getac adheres to principles of fairness, objectivity, and merit-based considerations. The company hires or promotes suitable local talents, taking into account individual capabilities and diversity, while also contributing to the economic development and job opportunities in the operating locations. Getac provides equal career development opportunities for all employees.

In 2022, Getac Holdings (consolidated) had a local supervisor hiring ratio of 72.95%, including Taiwan (Republic of China nationality), China (People's Republic of China nationality), and Vietnam (Vietnamese nationality). The local supervisor hiring ratio decreased by 4 percentage points compared to the previous year. The three companies in Taiwan all had local supervisor ratios exceeding 99%. In the Chinese subsidiaries, the supervisors were primarily Taiwanese and Chinese, with a Chinese supervisor ratio of 55% in the Kunshan Changshu factory. The other three Chinese subsidiaries (GTK, MPTK, and MPTZ) had Chinese supervisor ratios ranging from 67% to 74%. Due to the lack of relevant technical education resources and challenges in talent integration in Vietnam, the current management level of MPTV and GVL is predominantly composed of Taiwanese and Chinese executives. In the future, efforts will be made to enhance the overall educational environment and corporate talent development, with the aim of continuously expanding the employment of excellent local talents.

Getac Holdings values talent and supports and acknowledges the abilities and performance of female employees. The selection and promotion of supervisors are not influenced by gender. In 2022, the proportion of female supervisors (managerial level and above) in Getac (consolidated) was 22.6%. All subsidiary companies have employed female supervisors (see Table 35), and a new female independent director was added during the 2022 board and supervisory board election.

Table 35. Ratio Of Female Supervisors

Definition of Supervisor: Managerial Level and Above	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Total number of female supervisor	8	19	5	9	10	12	2	4	3	3	75
Total number of supervisor	13	82	41	37	52	36	16	26	20	9	332
Ratio of female supervisors(%)	61.5%	23.2%	12.2%	24.3%	19.2%	33.3%	12.5%	15.4%	15.0%	33.3%	22.6%

Against CHILD LABOUR



Prohibition Of Child Labor

Getac Holdings and its subsidiaries comply with the labor laws of the countries where its production sites are located. The recruitment channels clearly state that individuals who have not reached the legal employment age will not be hired. Internally, the company has established the "Management Measures for Child Labor and Minors" to directly control and manage this issue. During recruitment, the HR department uses second-generation ID card recognition devices to verify the authenticity of identification, confirm the identity and age of applicants. The company's hiring system is also equipped with a fail-safe mechanism. During the registration process, the age of the applicant must be entered into the system. The program automatically identifies and locks minors, notifying the HR department for further handling. Furthermore, to prevent employees from using others' identification documents, interviewers randomly verify personal information based on experiential rules, such as reciting the ID number or zodiac sign, and observe for any suspicious responses. The company encourages employees to report any incidents of individuals using fake identification to gain access to the company premises, in order to detect child labor cases as early as possible and ensure proper care for underage workers. If a case of employing child labor is discovered, immediate action must be taken to stop the child's work and designate a responsible person to accompany them to a hospital for a health examination. The local labor authority must also be notified, and the company is not allowed to terminate the employment of the child worker immediately. If the child worker is in good health, with the consent of the labor authority, arrangements will be made to reunite them with their parents at the company's expense. The company must investigate the reasons for the erroneous employment of child labor and take effective measures to prevent similar incidents from occurring in the future.

@ Sexual Harassment Grievance Channel

Taiwan
Speakout_Getac@getac.com.tw

China
Speakout.kshr@mpt-solution.com.cn
Getac Perspective WeChat Platform

Vietnam
President's Email Box

STOP SEXUAL HARASSMENT

Prohibition of Discrimination, Sexual Harassment, and Workplace Bullying

Getac Holdings is committed to identifying and eliminating discrimination in the workplace, promoting fairness within the organization. Employees are treated equally in terms of recruitment, promotion, compensation and benefits, education and training, job assignments, and termination, regardless of race, gender, sexual orientation, age, disability, religion, skin color, nationality, or any other factors. The Employee Code of Conduct explicitly prohibits discrimination, sexual harassment, and workplace bullying. In China and Vietnam, the prevention of sexual harassment and workplace bullying is incorporated into the employee complaint reporting and management procedures to protect the rights of employees. In Taiwan, to prevent workplace sexual harassment and uphold gender equality and personal dignity, the company establishes a Sexual Harassment Complaint Handling Committee in accordance with Article 13(1) of the Gender Equality in Employment Act and the "Measures for Complaints and Disciplinary Actions against Workplace Sexual Harassment" issued by the Ministry of Labor. The committee sets procedures for handling complaints and based on the severity of the situation; the company takes appropriate measures in accordance with its work regulations against the party involved in the complaint. If the matter involves criminal liability, the company assists the complainant in filing a complaint. If it is found that a sexual harassment complaint is false, the company may take appropriate disciplinary or corrective actions against the complainant in accordance with its work rules. Decisions of the Sexual Harassment Complaint Handling Committee should be tracked, assessed, and monitored.



Prohibition Of Forced Labor

Getac Holdings strictly prohibits forced labor in all of its subsidiaries. The "Labor Management Rules" and "Employee Attendance Management Regulations" provide clear guidelines and regulations regarding working hours and rest periods. Overtime or shift changes required for production needs must be obtained through voluntary overtime or shift change/rest application forms signed by employees. If an employee is unwilling to work overtime, they can directly inform their immediate supervisor, who is not allowed to force overtime work. The wage and overtime pay standards comply with local regulations. GTK, MPTK, MPTZ have established labor unions, and based on the "Collective Bargaining Agreement," the unions have made specific provisions regarding labor employment management, working hours and rest breaks, occupational health and safety, special protection for female workers, and insurance and welfare benefits. In Vietnam, in addition to labor-related regulations, attendance management regulations have been established to regulate working hours for different shifts. Furthermore, MPTK, MPTZ and adhere to the labor rights obligations set forth by the Responsible Business Alliance (RBA) in their code of conduct and have passed external audits by collaborating suppliers.

Freedom of Association

Getac Holdings encourages employees to participate in club activities and has established the "Club Application and Subsidy Guidelines" by the Staff Welfare Committee to provide subsidies for club activities. Any club that promotes physical and mental well-being can apply for subsidies. In 2022, clubs such as yoga, hiking, badminton, table tennis, and basketball were established, aiming to help employees relieve work-related stress and maintain their physical and mental health through these activities.

Furthermore, if employees participate in provincial or local sports events and competitions outside of the company, such as marathons or dance competitions, the company also provides bonuses as an incentive to encourage employees to engage in sports and fitness activities and strike a balance between work and leisure.

Collective Agreement Protection

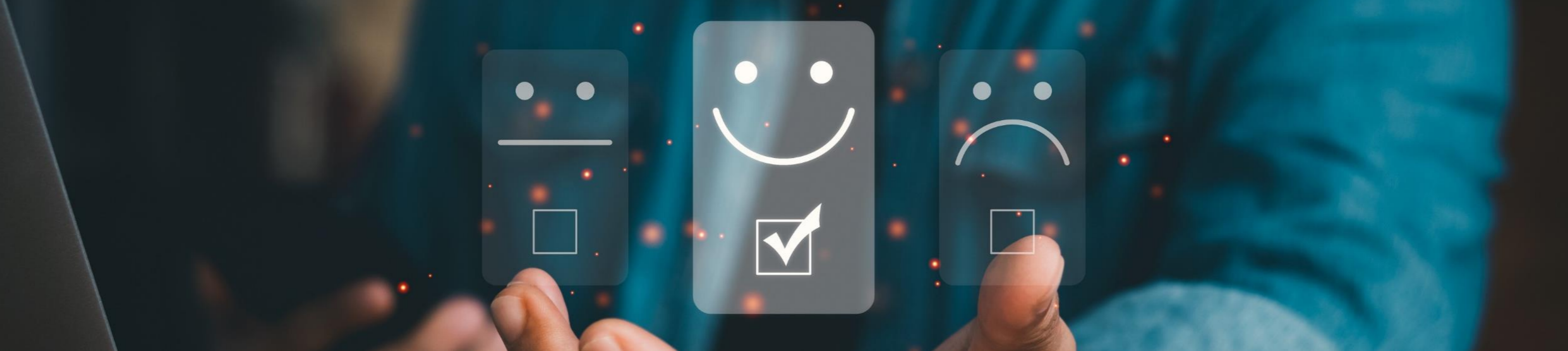
Getac Holdings and its subsidiary companies establish labor unions or labor-management according to the regulations of the respective countries. Through the mechanism of collective agreements, formal dialogue between labor and management is facilitated. GTH, GTC and ATC have formed labor-management meetings in accordance with the Labor Standards Act and the Regulations for Implementation of Labor-Management Meetings in Taiwan. MPTK, MPTZ, and GTK, GVL, MPTV have established labor unions based on the respective country's Trade Union Law. Although GCS, GKS have not established labor unions, they are protected under the Labor Contract Law of the People's Republic of China. Currently, 6,537 employees of the company are protected by collective agreements, accounting for 81.3% of the total number of employees, as shown in Table 36. In the event of significant operational changes, Getac complies with the regulations by providing advance explanations to the labor unions. Advance explanations to the labor unions in Taiwan are given ten to thirty days in advance, while in China and Vietnam, it is required to be given thirty days in advance.

In 2022, Getac Holdings and its subsidiaries did not experience any employee strikes or work stoppages.

Table 36. Coverage of Collective Agreements by Employee Count

	GTK	MPTK	MPTZ	MPTV	GVL	Total
Coverage of Collective Agreements by Employee Count	828	2,612	1,148	1,395	554	6,537
Total number of Employees	828	2,612	1,148	1,461	601	8,039
Coverage (%)	100%	100%	100%	95.48%	92.18%	81.32%





Human Rights Training for Security guards

The security service personnel, including security guards internally recruited or externally dispatched by legal security service providers, at Getac Holdings and the subsidiaries disclosed in this report have taken educational training on security, including the basic security theory and major points of human rights. They were also trained with practical drills and case study courses to ensure their spontaneity. The Company arranged annual educational training plans for internally recruited security guards and requested security service providers to provide human rights related training for externally dispatched security guards during their service.

Employee Consultation Channels

Getac has established internal communication channels to ensure smooth and diverse avenues for employee consultation. Each subsidiary within the company has its own Enterprise Information portal (EIP) as well as a unified group portal. The EIPs are set as the homepage, serving as platforms for communication with employees and providing various services. They convey company announcements, the latest news, regulations, system links, and departmental information. In 2022, the EIP was upgraded to version 2.0, significantly improving the user experience with enhanced interfaces. Employees can access other subsidiary EIPs through the unified group homepage, facilitating real-time communication and information sharing among subsidiaries, thereby promoting work efficiency and collaboration.

In addition, both the Taiwan and China subsidiaries utilize social media platforms such as Teams and WeChat official accounts to communicate with employees in real-time. Employees can express their opinions through these social media platforms, email, or employee satisfaction surveys.

Employee Satisfaction Surveys:

In 2022, employee satisfaction surveys were conducted at least once in seven global locations. The content of the satisfaction questionnaires varied among different factory areas. The main areas covered included the quality of the company's cafeteria and food, dormitory management, administrative management, salary and benefits, promotion opportunities, welfare programs (both hardware and software), training programs, departmental communication, supervisor management style, authorization system, commuting and parking issues, and prospects for career development within the company. The average response rate for all surveys was 98%, with an average satisfaction score of 83. (Getac Kunshan, Hansa Vietnam, and Getac Vietnam achieved satisfaction scores exceeding 90. Getac Technology, Hansa Kunshan, and Hansa Suzhou achieved satisfaction scores of 71, 79, and 73, respectively). Based on the survey results, improvement measures were implemented and communicated extensively with the employees.

Getac Holdings and its subsidiaries provide a whistleblowing and complaint channel to encourage both internal and external individuals to report any dishonest or unlawful behaviors. Complaint and reporting systems and regulations are established to address issues related to unethical conduct, corporate pollution, workplace harassment, and labor rights, among others. The identity of whistleblowers is kept confidential to ensure their protection, and measures are in place to prevent retaliation or personal threats against them. Upon receiving a complaint or report, the Audit Department or the responsible units will initiate an investigation within a specified timeframe, depending on the nature of the case. Effective communication with the whistleblower regarding the progress of the case is ensured. If the investigation confirms the validity of the reported case, appropriate measures and remedies will be taken in accordance with company policies and regulations to prevent similar incidents from recurring.



Employee Grievance Channel
 Taiwan Speakout_Getac@getac.com.tw
 China Speakout.kshr@mpt-solution.com.cn
 Getac Perspective WeChat Platform
 Vietnam President's Email Box

Whistleblowing and Complaint Mechanism

6.4 Safe Workplace

Occupational Safety and Health Policy

As a company that values employee safety and health, we place great importance on occupational safety and health management. Our Taiwan facility implements the occupational safety and health management system in accordance with Article 23 of the Occupational Safety and Health Act. Both our production bases in China and Vietnam have obtained ISO 45001 certification for occupational safety or an equivalent level of certification for management systems, ensuring that our occupational safety and health practices comply with international standards and safeguard the safety and health of our employees in their work. At Getac, a total of 7,352 employees, accounting for 91.45% of the total workforce, have been certified under the ISO 45001 management system.

The health and safety policy of Getac Holdings includes:

1. Compliance with local safety and health regulations and standards, actively monitoring global safety and health issues, conducting pre-risk assessments, and establishing a favorable working environment.
2. Establishing a safety and health management system, implementing strict safety and health control measures, and continuously reviewing and improving to reduce occupational hazards.
3. Conducting safety and health education and training according to plans to enhance the awareness and responsibility of all employees regarding safety and health.
4. Collaborating and advocating with suppliers and contractors to strengthen safety and health education, jointly reducing occupational risks.


Occupational safety and health measures include risk assessment and control, workplace monitoring, incident management, personal protective equipment and chemical management, employee training and awareness enhancement, occupational disease prevention and control, employee health promotion, drills and emergency response, as well as contractor management.









Goal management: Zero fatalities, zero occupational diseases, zero accidents.

Getac Holdings and its key subsidiary companies establish relevant occupational safety and health policies, goals, and plans, and integrate occupational safety and health into the management system of the entire business operation. Clear operating standards are set and strictly followed, including labor management procedures, environment, health and safety management manuals, health operating specifications, occupational disease prevention and control operating specifications, emergency response, contractor management, etc. The goal is to achieve zero accidents and strictly implement on-site safety management. Through regular and irregular inspections, continuous improvement is pursued to prevent occupational hazards and minimize injuries. In 2022, GTH, GTC, GTK, MTPZ achieved the goal of zero accidents with no work-related injuries. There were no reported cases of occupational diseases or work-related deaths at any of the company's global operating locations.

Hazard Identification and Risk Assessment

In order to reduce potential occupational safety and health hazards during construction, production, and operational activities, Getac Holdings has established a "risk assessment procedure." Each year, qualified personnel from relevant departments identify existing or potential hazardous factors related to activities, personnel, or equipment, which are then documented in the "Hazard Identification and Risk Assessment Table." The LEC evaluation method is used to assess the operational environment hazards, where $D \text{ (Risk value)} = L \text{ (Probability)} * E \text{ (Exposure Frequency)} * C \text{ (Impact)}$. L represents the likelihood of accidents or hazardous events, E indicates the frequency of exposure to hazardous environments, and C represents the impact on people, property, environment, society, and the economy after accidents occur. After conducting the risk assessment, immediate corrective and preventive measures are taken based on the risk level, including ceasing operations, immediate rectification, necessary rectification, and precautionary measures.


Getac Occupational Safety Measures

	Personal Protective Equipment and Chemicals Management	<ul style="list-style-type: none"> • Personal Protective Equipment Management Mechanism • Chemical Management
	Hazard Identification	<ul style="list-style-type: none"> • Regular hazard and risk assessments
	Health Promotion	<ul style="list-style-type: none"> • Employee health checks • Regular operating environment inspections • Medical rooms with stationed physicians • Health lectures and activities & health, nutrition, and exercise education provided by experts
	Communication Participation	<ul style="list-style-type: none"> • Labor safety committee • Internal communication and reporting
	Training and Advocacy	<ul style="list-style-type: none"> • New Employee Occupational Safety Training • Special training is arranged for new employees based on their job types to address specific hazards and provide safety education. • Regular training sessions are conducted to refresh the knowledge and skills associated with specific licenses or certifications.
	Drills And Emergency Response	<ul style="list-style-type: none"> • Various public safety and evacuation drills (earthquakes, different types of disasters) • Fire safety and chemical drills
	Occupational Disease Management	<ul style="list-style-type: none"> • Occupational disease management and standard operating procedures
	Contractor Management	<ul style="list-style-type: none"> • Contractor construction safety regulations and hazard notification • Contractor health and safety training

Work Environment Monitoring and Improvement

Getac Holdings' subsidiaries regularly commission third-party organizations to conduct inspections of the operational environment in accordance with actual operations and regulatory requirements. This allows for the timely detection of any negative impacts and hazards, and appropriate measures are taken based on the results to improve the work environment. Major monitoring of chemical factors includes suspended particulate matter (PM), volatile organic compounds (VOCs), etc., while physical hazards include noise, dust, etc. Continuous implementation of environmental improvement equipment, such as ventilation and cooling systems, wet dust collectors, is carried out to minimize factors that may affect health and reduce health hazards.

Safety Production Committee

Each Subsidiary establishes a safety production management committee to implement the safety production performance management system. The committee is chaired by the highest-ranking executive or the head of the personnel department of the subsidiary company, with participation from both labor and management. Representatives from various departments, including administration, human resources, quality assurance, manufacturing, sales, procurement, construction, logistics, and finance, serve as committee members. The committee meets quarterly and is primarily responsible for: 1) providing opinions and suggestions on occupational health and safety policies, 2) supervising the implementation of occupational health and safety measures, and 3) conducting occupational health education and occupational disease prevention work to ensure that the work environment risks for employees are minimized. In the event of occupational safety and health issues, relevant departments are required to thoroughly understand the causes and conduct reviews and corrective actions. The labor-management ratio of each subsidiary's production committee is detailed in Table 37.

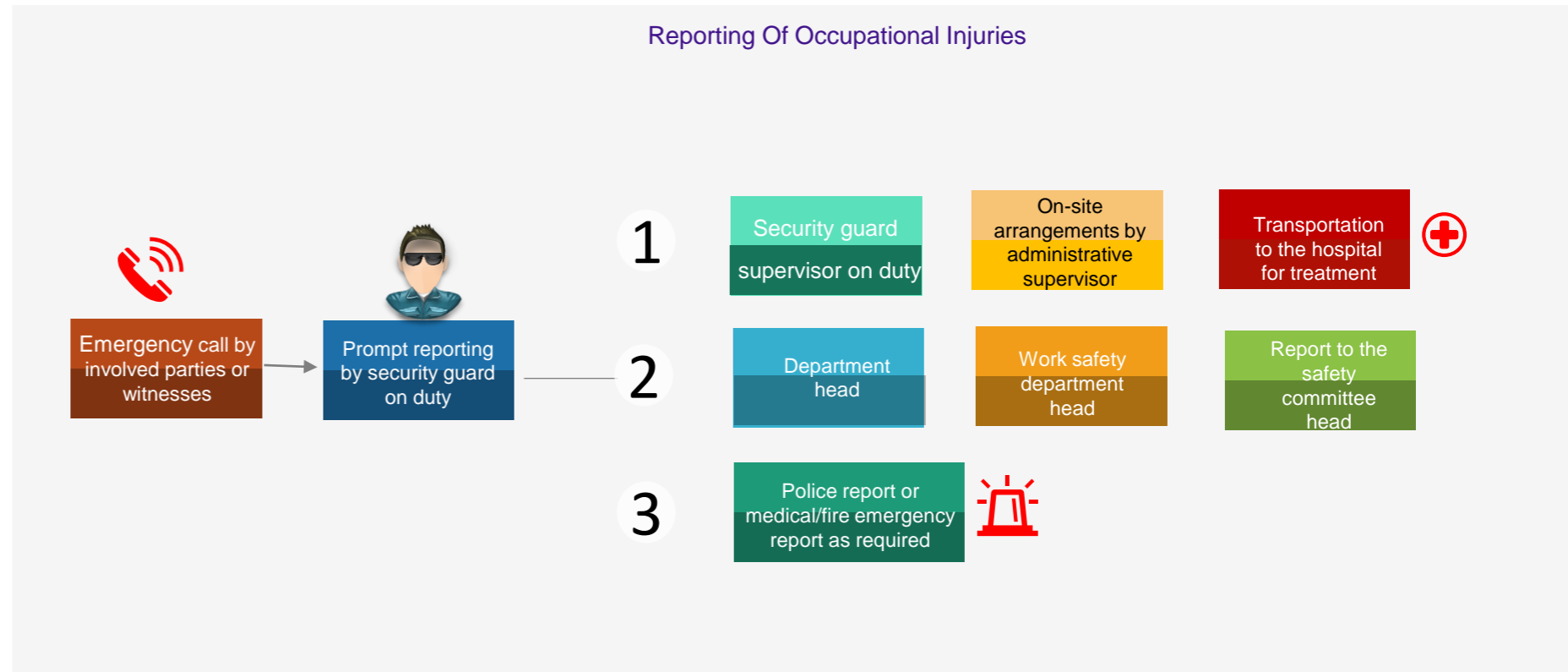
Reporting of Accidents and Incidents

In accordance with the company's "Accident and Incident Management Procedure," when an employee injury or accident occurs, the injured party or individuals at the accident scene should immediately report it to their supervisor or the occupational safety unit and ensure that the injured person is promptly taken to the hospital for treatment. If the occupational safety unit preliminarily determines the event as a work-related injury, a work injury report is submitted after the incident, and once the occupational safety unit investigates and confirms it as a work-related injury, it is then submitted to the Human Resources Center and the plant's general manager for approval. In the case of other types of accidents, such as natural disasters, power outages, water supply disruptions, food or chemical poisoning, etc., the individuals involved or individuals at the scene should immediately report the situation to their department supervisor and the responsible safety management supervisor. The responsible safety management supervisor, based on the content of the incident report, is responsible for reporting to the respective supervisors (e.g., significant

Table 37. Ratio Of Labor And Management Representatives In Safety Production Management Committee

	GTC	ATC	GTK	MPTK	MPTZ	MPTV	MPTV	GCS	GKS
Location	Xizhi, Taiwan	Linkou, Taiwan	Kunshan, China	Kunshan, China	Kunshan, China	Hanoi, Vietnam	Hanoi, Vietnam	Changshu, China	Hanoi, Vietnam
Number Of Labor Representatives	4	4	11	14	15	12	12	21	8
Total Number Of Members	10	11	13	15	28	13	13	22	9
Ratio Of Labor Representatives	40%	36%	85%	93%	54%	92%	92%	95%	89%

Reporting Of Occupational Injuries



incidents should be reported to the Board of Directors) and government agencies according to the specified requirements. If new developments arise after the incident report, they should be promptly supplemented in accordance with relevant regulations. If any department deliberately conceals or fails to report accidents or incidents, including false alarms, and it is substantiated after investigation or reporting, the individuals involved will be subject to administrative action.

Management of False Alarm Incidents

For false alarm incidents that do not result in casualties, property damage, or process interruptions but cause alarm among personnel, supervisors at all levels should encourage their subordinates to actively report any past false alarm incidents. The reporting of false alarm incidents should be done through the submission of a "Safety Abnormality Incident Report," which aims to investigate and review the situation to understand the potential severity of accidents if conditions change, identify the causes of the incidents, and propose prevention or improvement measures. In 2022, Getac Holdings (consolidated) received 1 report of a false alarm incident, resulting in a false alarm rate of 0.010.

Occupational Disease Prevention and Control

To prevent and control occupational diseases and reduce the harm of environmental risks to employees' health, Getac Holdings' key subsidiary companies follow the "Occupational Disease Prevention and Control Regulations." They clearly define relevant hazardous factors and establish standard operating procedures for safety. In addition, employees receive pre-employment and regular training and assessments to ensure that they acquire the skills to prevent and control occupational hazards. Only those who pass the assessment are allowed to work on-site. The Human Resources Department should also truthfully inform workers about the potential existence and consequences of occupational hazards during their work processes, as well as the protective measures against occupational hazards. An Occupational Disease Hazard Notification Form should be signed by employees.

Each subsidiary conducts occupational disease hazard factor testing and evaluation annually, based on its production types. High-risk positions are strictly monitored and controlled. Detailed reports are submitted regarding the relevant occupational disease hazard factors and types, on-site environmental

concentrations/intensities, and the total number of workers exposed to the hazards. In our company, high-risk positions are primarily defined based on the processes and product specifications, and they include:

- Electronic Products: Electric welding.
- Plastic Business Group: Noise, chemicals, and X-ray.
- Automotive Business Group: Noise, dust, and high temperatures.

Furthermore, to implement daily occupational disease prevention and control measures, we provide employees with qualified occupational health protective equipment and facilities, and emergency medical kits are available in office areas and workshops. Employees working in positions with occupational disease hazards are easily identifiable by a prominent green circle on their employee identification cards, distinguishing them from other positions. Job rotation is also implemented to prevent prolonged exposure to hazardous environments. Pregnant and nursing female workers are not assigned to tasks that may pose risks to themselves or their unborn babies, such as printing, laser engraving, paint mixing, spray painting, dust exposure, noise, chemicals, x-ray operations, etc.

All new employees are required to undergo pre-employment medical examinations. New employees working in positions with occupational disease hazards must pass a pre-employment medical examination before being allowed to handle tasks involving exposure to occupational hazard factors. Additionally, at least once a year, on-duty employees exposed to occupational hazard factors undergo mid-term health check-ups. If any health concerns are identified, the employee will be immediately reassigned, and the costs for occupational health examinations and follow-ups will be covered by the company. For off-duty employees, their resignation applications are referred to the medical room for assessment. If their last medical examination was more than six months ago, they must undergo a specialized examination at a designated hospital before their resignation is approved.

The company also complies with the national personal data protection laws and the internal "Occupational Health Management System" and "Occupational Disease Prevention and Control Operational Specifications." This ensures that employees' personal health-related information and any participation in occupational health services are treated with respect for personal privacy and without any favorable or unfavorable treatment toward the workers.

In addition, both the China and Vietnam production sites set the following five management goals to achieve a 100% success rate in reducing occupational diseases, strictly implementing occupational disease prevention and control management:

- 100% of employees in positions with occupational disease hazards undergo medical examinations.
- 100% compliance rate for environmental factor testing in workshop positions with occupational hazards.
- 100% signing of employee occupational disease hazard notification forms for positions with occupational disease hazards.
- 100% completion rate for occupational health training among workshop employees.
- Maintaining zero cases of occupational health losses and occupational contraindications.

Health Promotion Measures

Getac Taiwan provides employee group insurance services and offers free employee health check-ups once every two years. In 2022, a free employee health check-up was conducted, with 96% of Taiwanese employees participating in the check-up. Following the health check-up, two health seminars were arranged where doctors answered questions regarding health reports and medical issues for colleagues. Each year, all Getac facilities plan seminars that





promote stress relief and physical and mental well-being for employees, with the topics adjusted based on the needs of the year. In 2022, the health promotion-related courses in various facilities included employee mental health programs, FFC praise method, psychological adjustment and emotional release, 6 minutes to free yourself from emotional hijacking, summer heat prevention and health maintenance, stress release for a relaxed life, and better sleep until dawn. The headquarters in Nangang, Taiwan, employs professional massage therapists on a regular basis to provide employees with free stress-relief appointments. In 2022, two massage therapists were hired, working 2 days a week for 3 hours each time, totaling 624 hours of service.

Occupational Safety and Health Education and Training

In terms of occupational safety training, it is important to implement occupational safety and health education and training, as well as third-level safety training, and regularly reinforce promotion and advocacy. Newly hired personnel in the factory are required to participate in occupational safety, hazards, prevention, and other course trainings. Failure to pass the assessments may result in incomplete employment procedures.

Existing employees are also required to periodically receive relevant safety course trainings. Personnel involved in operating critical processes or specific equipment (such as boilers, forklifts) must obtain the necessary certifications before operating them. Furthermore, all employees should follow safety

guidelines regarding employee health awareness. Standard operating procedures, operation manuals, and safety checklists related to potential job hazards should be established and implemented. Specific equipment, such as boilers and forklifts, should have relevant safety management measures in place. The production process should strictly equip protective gear, and the storage area for chemicals should be marked with warning signs and managed by designated personnel.

In addition, each subsidiary has TV walls set up to play videos promoting the correct operating procedures. General education courses are also organized to explain the potential health effects of hazardous substances present in the work environment or products, such as mercury, lead, cadmium, hexavalent chromium, polybrominated biphenyls, and polybrominated diphenyl ethers. We also send newsletters or use WeChat official account to promote occupational safety knowledge.

In 2022, the subsidiary in China extended the pre-shift five-minute safety education to all workshops. The team leaders provided education and training to employees during the five minutes before the shift, covering safety risk awareness, accident cases, emergency procedures, warning reminders, and other relevant content. Additionally, instructional machines and visualized dashboards were installed in areas with higher risks or frequent work-related injuries to provide practical training.

Regular emergency disaster response education and drills were conducted in all of the company's facilities, including earthquake, fire, and other types of disaster evacuation drills, as well as hazardous chemical control drills. CPR and AED training were also provided to enhance employees' emergency response capabilities. In the Taiwan facility, to strengthen the emergency response capabilities of each site, one first-aid personnel was designated for every 50 employees, in accordance with regulations. Volunteers among the employees were recruited to undergo external training courses and obtain first-aid personnel safety education training completion certificates. This ensured that immediate and effective first aid measures could be taken when an incident occurred, minimizing the risk of personnel injuries.

Health Management and Education Training For Non-employees

Each subsidiary's fire protection facilities comply with government occupational



safety and health regulations. Fire equipment is installed in accordance with national standards, and regular inspections, maintenance, and updates are conducted to ensure their proper functioning.

Health Management and Training for Non-Employee Workers

To enhance the safety of non-employee workers within the premises, Getac Holdings has established the "Contractor Safety and Health Management System," which requires non-employee workers to comply with relevant safety and health regulations and internal operational guidelines. In addition to filling out a construction work application form, contractors are also required to sign a "Guarantee of Compliance with Safety, Health, and Environmental Regulations" or an "Engineering Construction Safety Notification" to ensure their understanding of relevant safety and health regulations in the working environment. In addition to including safety and health education and protective measures in the pre-contract agreement, Getac Holdings' safety personnel conduct on-site checks before and after construction and provide safety education during the pre-construction and construction phases. For hazardous operations such as working at heights or in high-temperature environments, separate applications must be submitted and approved by the organizing unit before work can proceed.

Disabling Injuries

In 2022, there were no cases of occupational disease or work-related deaths in Getac Holdings (Consolidated). The recorded number of work-related injuries was 11 individuals. Calculated per 200,000 work hours, the recorded work-related injury rate was 0.112, representing a 39.78% decrease compared to the rate of 0.186 in 2021. The recorded number of work-related injury events have been decreasing each year since 2020.

The causes of work-related injuries in 2022, apart from one minor traffic accident, were primarily due to non-compliance with standard operating procedures when operating machinery or negligence leading to injuries. The types of injuries mainly included three cases of crushing or impact injuries and seven cases of entrapment or compression injuries. Among the seven cases of entrapment or compression injuries, two were classified as severe, involving finger fractures due to machinery entrapment. Work training and safety operation guidelines have been reinforced, and strict supervision of their implementation has been mandated in the production units. Detailed information on the recorded number of occupational injuries and the occupational injury rates for the past three years in Getac Holdings (Consolidated) can be found in Table 38, while the specific work-related injury situations in each subsidiary can be found in Table 39. In 2022, there were no cases of occupational injuries, work-related deaths, or deaths due to occupational diseases among non-employees in our company's premises.

Tablet 38. Recorded Number Of Work-related Injuries And Occupation Diseases Of Getac Holdings In The Last Three Years

	2020	2021	2022
Total Working Hours	21,781,231	16,162,307	19,712,497.29
Number of occupational disease rate	0	0	0
Number of of occupational fatalities	0	0	0
Number of recordable work-related injuries	27	15	11
Rate of recordable work-related injuries	0.248	0.186	0.112
Number of high-consequence work-related injuries	0	5	2
Rate of high-consequence work-related injuries	0	0.062	0.023

Basis of Calculation

- The calculation of employee injuries and disability excludes injuries caused by commuting accidents.
- Rate of occupational fatalities: Number of deaths due to occupational injuries / Total working hours * 200,000.
- Rate of high-consequence work-related injuries = Number of high-consequence work-related injuries / Total working hours * 200,000.
- Rate of recordable work-related injuries= Number of recordable work-related injuries/ Total working hours * 200,000.
- Definition of high-consequence work-related injuries : According to local regulations at the operating site.
- The collection of total work hours data is done as follows: In Taiwan, the sum of work hours is obtained from the monthly occupational accident report. In China/Vietnam, it is exported from the timekeeping system.

Tablet 39 : Recorded number of Work-Related Injuries and Occupation Diseases of Getac Holdings in 2022

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Total Working Hours	112,176	1,007,488	549,880	2,186,986	6,192,594	2,450,464	3,718,781	1,820,992	1,115,136	558,000	19,712,497
Number of occupational disease rate	0	0	0	0	0	0	0	0	0	0	0
Number of of occupational fatalities	0	0	0	0	0	0	0	0	0	0	0
Number of recordable work-related injuries	0	0	2	0	4	0	1	3	1	0	11
Rate of recordable work-related injuries	0	0	0.727	0	0.129	0	0.054	0.329491	0.179	0	0.112
Number of high-consequence work-related injuries	0	0	0	0	0	0	0	1	1	0	2
Rate of high-consequence work-related injuries	0	0	0	0	0	0	0	0.110	0.179	0	0.023

7.0 Social Participation

7.1 Caring for Disadvantaged Groups

7.2 Cultivate Industrial Experts



7.1 Social Participation



About Getac Holdings Charity Trust Fund

The growth and prosperity of a company come from social resources and the support of the public. With a deep sense of gratitude and appreciation, the Board of Directors of Getac Holdings sets aside a portion of profits each year and allocates it to the "Getac Holdings Charity Trust Fund." In 2022, as the world gradually recovered from the pandemic and social interactions and activities resumed, the Company continued to focus on education and social welfare. We established long-term partnerships with various non-profit organizations, social welfare foundations, care centers, and intelligent development centers, supporting their organizational development and participating in safeguarding programs. Our efforts aimed to provide assistance and care to underprivileged families, rural education, and child welfare. In 2022, a total of NT\$450,000 was spent to support the disadvantaged in society.

Dawn Care Home Hualien

The Dawn Care Home's "Meal Subsidy Program" primarily allocates funds to provide meals for 62 individuals aged 35 and above with intellectual and multiple disabilities, accounting for 54% of the total residents. With more than half of the residents facing aging-related issues, the central kitchen in the care home not only provides three meals a day throughout the year but also offers individualized dietary services for those with abnormal nutritional indicators. In 2022, the Dawn Care Home served a total of 115 individuals with intellectual and multiple disabilities, providing 112,083 meals. The meals were based on a 15-day rotating menu designed by contracted nutritionists.



Taitung Muh Shin Intellectual Development Centre

The Muh Shin Intellectual Development Center primarily serves people with disabilities in remote areas of Taitung. It provides day and night care for individuals with disabilities, including rehabilitation services, special dietary services, health and wellness programs, medical transportation assistance, and employment training support, ensuring proper care for people with disabilities in rural areas. In 2022, the Shepherd's Mind Development Center served 111 individuals with disabilities, providing training for 24,000 person-times, including daily living support, rehabilitation training, and accompanying medical visits. The Shepherd's Bakery Sheltered Workshop provided training for 9,000 person-times.





The Christian Quaker Meeting Dragonfly Church

The Christian Quaker Meeting Dragonfly Center for Vulnerable Families is dedicated to providing after-school counseling and related shelter and placement services for children from disadvantaged families. These vulnerable families include single-parent households, multi-generational households, impoverished families, low-income households, indigenous children, children of new immigrants, families facing significant crises, and high-risk families. In the year 2022, the center provided after-school counseling services to a total of 60 elementary and junior high school students, and shelter and placement services to 3 students.



The Catholic Father Bai Yongen Social Welfare Foundation

The Father Bai Yongen Social Welfare Foundation of the Catholic Church participates in the "Together with You, Guarding and Spreading the Warmth of Love" project. It provides residential care, life education, and rehabilitation for individuals with disabilities. The foundation also offers early intervention and music art therapy for children with developmental delays, as well as supportive services such as parenting workshops. In response to the long-term care needs of the aging society, it implements community care functions. In the year 2022, the foundation provided care services for a total of 94 impoverished elderly individuals, with home meal delivery service provided to 58 individuals. The full-day services for individuals with disabilities accommodated 31 people, while one-on-one developmental and disability intervention services were provided to 57 children.



Taiwan Love and Hope Children's Care and Development Association

The Taiwan Love and Hope Children's Care and Development Association participates in the "Assistance Program for Nutritious Meals and Equipment Needs for Children in Remote and Underprivileged Areas." The program provides subsidies for nutritious meals, food supplies for cooking dinner in after-school classes, and funding for necessary equipment. This support enables underprivileged children in remote areas to have sufficient meals and a conducive environment for doing homework. In the year 2022, the Love and Hope Association provided meal subsidies to over 20 remote after-school class locations across Taiwan, benefiting over 5,000 elementary and middle school students through their caring services.



Hana Home, Taitung County.

The Hana Home, a private institution in Taitung County, caters to infants and toddlers aged zero to two years old who are orphaned or have no guardians. They provide 24-hour nurturing and care, including living assistance, healthcare, and psychological support. In 2022, the Hana Home served a total of 23 infants and toddlers. They facilitated 141 referrals for medical services and 41 referrals for early intervention services. Additionally, they arranged for 9 children to be placed in foster families and matched 3 children with adoptive families, enabling them to embark on new lives.



7.2 Cultivating Industrial Experts

About Y.S Awards

Linking creative energy to industry development and transforming inspiration into concrete and achievable projects has always been the direction encouraged by Getac Holdings. Getac Holdings and its affiliated companies spare no effort in promoting the "Youth Creative Competition." In 2003, the Youth Creative Foundation entered campuses and organized the "1st Youth Creative Digital Content Competition." Since then, the "Youth Creative Award Competition" has been held continuously. Over the past twenty years, it has nurtured over 30,000 young students, providing a platform for them to practice creativity and showcase their talents in domestic universities and colleges. It has become a significant benchmark competition, accompanying the development of digital technology and design education in Taiwan. With the goal of cultivating internationally-oriented digital content and design talents, it collaborates with young generations to create a bright future for Taiwan's industrial innovation.

The 20th Youth Innovation Cup is themed "Cultivating a Sustainable New Future." It responds to the United Nations Sustainable Development Goals (SDGs). Sustainable development is no longer just empty talk; it has become a tangible action guideline and a common language for the world. With regards to achieving net-zero carbon emissions, the intersection of sustainability issues and digital innovation technology is crucial for strengthening sustainable development and stimulating the circular economy in industrial development.

Getac Holdings encourages participating teams to develop conceptual proposals for the application software or VR scene application of rugged laptops and tablet computers in special environments such as national defense, public safety, logistics, transportation, healthcare, industry, and natural resources. The proposals should embody environmentally friendly and sustainable innovation concepts, opening up possibilities for innovative design and digital creation and constructing a future blueprint for smart technology, ecological environment, and sustainable development. This year's digital application and industrial design category can be broadly divided into three major directions: sustainable environmental and ecological issues, applications of environmentally friendly materials; detection and assistance in future transportation and public safety; and the development of educational and entertaining projects integrating SDGs and technology.

The works of the winners in each category not only impress with their creativity but also demonstrate feasibility and relevance to real-life situations. In the Dynamic Image category, the winner of the Getac Technology Creative Marketing award, titled "The Harder It Gets, the Stronger It Gets," received high praise from the judges. It showcased a high level of video production and sparked public awareness of the impact of war disasters and abnormal climate on Earth, emphasizing the ability for individuals to contribute to human survival.



Y.S. Educational Foundation

The Y.S. Educational Foundation was established at the end of 2002. It is a philanthropic organization formed through joint donations from seven companies under the MiTAC Holdings Corporation, including Getac Holdings Corp., MPT Solutions, Lien Hwa Industrial Holdings Corp., UPC Technology Corporation, Synnex Technology International Corporation, and Mix System Holdings Ltd. The foundation's purpose is to promote and develop digital knowledge for industrial advancement and to enhance the quality of an information-based society. It also aims to cultivate internationally competitive information technology talents to benefit the competitiveness of our country's information industry.

The 20th Y.S Awards: Award-winning Works



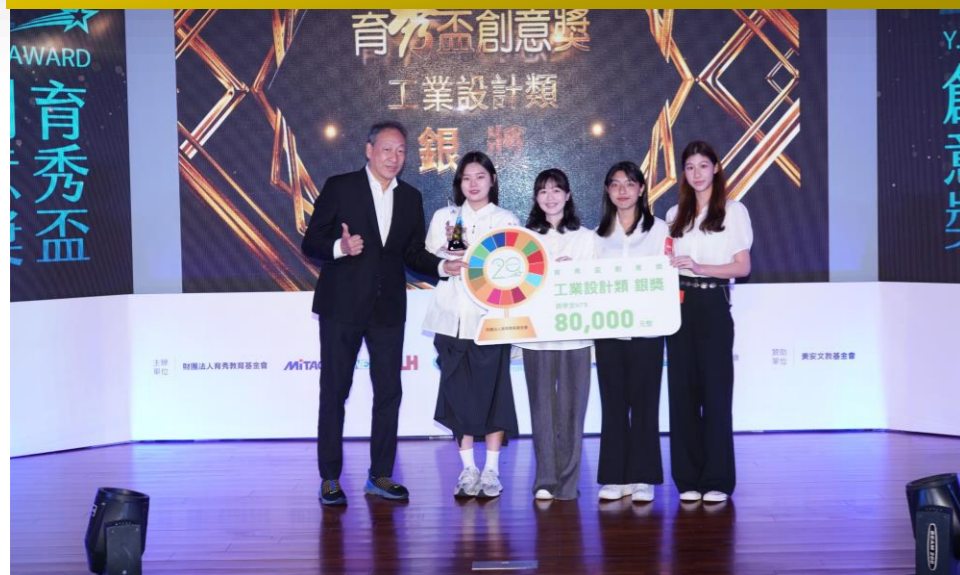
Silver Award In Industrial Design Category
Smart Safety Door Block For Cargo Trucks



Gold Award in Industrial Design Category
Turtle Protection Shield



Bronze Award in Industrial Design Category
Daily Water Collection Tactics



8.0 Appendix

8.1 GRI Standards Index

8.2 SASB Index



8.1 GRI Index

Statement of Use	Getac Holdings Corporation published its 2022 Sustainability Report based on the GRI Standards 2021 Reporting Guidelines. The data covers the period from January 1, 2022, to December 31, 2022.
GRI 1 Used	GRI 1: Foundation 2021
GRI Industrial Standard	N.A

General 2: General Disclosures 2021				
GRI Standard	Disclosure	Corresponding SASB Disclosure	Chapter	Page Number
GRI 2-1: 2021	Organizational details		1.2 About Getac	9
GRI 2-2: 2021	Entities included in the organization's sustainability reporting		3.1 Corporate Governance Structure	29
GRI 2-3: 2021	Reporting period, frequency and contact point		About This Report	3
GRI 2-4: 2021	Restatements of information		About This Report	2
GRI 2-5: 2021	External assurance		About This Report	2,3,4,5
GRI 2-6: 2021	Activities, value chain and other business relationships		1.2 About Getac	10,11,12
GRI 2-7: 2021	Employees		6.1 Talent Attraction & Retention	82
GRI 2-8: 2021	Workers who are not employees		6.1 Talent Attraction & Retention	82
GRI 2-9: 2021	Governance structure and composition		3.1 Corporate Governance Structure	29,30,31,32
GRI 2-10: 2021	Nomination and selection of the highest governance body		3.1 Corporate Governance Structure	30
GRI 2-11: 2021	Chair of the highest governance body		3.1 Corporate Governance Structure	29
GRI 2-12: 2021	Role of the highest governance body in overseeing the management of impacts		3.1 Corporate Governance Structure 3.3 Risk Management	29, 34, 42
GRI 2-13: 2021	Delegation of responsibility for managing impacts		3.1 Corporate Governance Structure	29, 34, 42
GRI 2-14: 2021	Role of the highest governance body in sustainability reporting		3.1 Corporate Governance Structure	2
GRI 2-15: 2021	Conflicts of interest		3.1 Corporate Governance Structure	33

GRI Standard	Disclosure	Corresponding SASB Disclosure	Chapter	Page Number
GRI 2-16: 2021	Communication of critical concerns		3.1 Corporate Governance Structure	35
GRI 2-17: 2021	Collective knowledge of the highest governance body		3.1 Corporate Governance Structure	30
GRI 2-18: 2021	Evaluation of the performance of the highest governance body		3.1 Corporate Governance Structure	30
GRI 2-19: 2021	Remuneration policies		3.1 Corporate Governance Structure 6.1 Talent Attraction & Retention	32, 84
GRI 2-20: 2021	Process to determine remuneration		3.1 Corporate Governance Structure	32
GR 2-21: 2021	Annual total compensation ratio			32
GRI 2-22: 2021	Statement on sustainable development strategy		1.1 Message from Chairman of ESG Committee 2.1 Sustainability Policy 2.4 Management Direction and Performance	8, 17, 24, 25, 26, 27
GRI 2-23: 2021	Policy commitments		2.1 Sustainability Policy 4.3 Sustainable Supply Chain	17, 61
GRI 2-24: 2021	Embedding policy commitments		3.1 Corporate Governance Structure 3.2 Ethical Management 6.3 Safe Workplace	29, 34, 37, 94, 95, 96
GRI 2-25: 2021	Processes to remediate negative impacts		3.2 Ethical Management 5.5 Corporate Pollution Prevention 6.3 Safe Workplace	39, 40, 42, 81, 95, 97
GRI 2-26: 2021	Mechanisms for seeking advice and raising concerns		4.2 Customer Service 6.3 Safe Workplace	54,91
GRI 2-27: 2021	Compliance with laws and regulations		3.2 Ethical Management 5.0 Environmental Protection	42, 80
GRI 2-28: 2021	Membership associations		1.2 About Getac	12
GRI 2-29: 2021	Approach to stakeholder engagement		2.3 Stakeholder Engagement	19, 22, 23
GRI 2-30: 2021	Collective bargaining agreements		6.3 Safe Workplace	96
General 3: Material Topics 2021				
GRI 3-1: 2021	Process to determine material topics		2.3 Stakeholder Engagement	20
GRI 3-2: 2021	List of material topics		2.3 Stakeholder Engagement	21
201-2 Climate Change Risk				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 5.2 Climate Change Response	26, 70, 71, 72, 73

GRI Standard	Disclosure	Corresponding SASB Disclosure	Chapter	Page Number
GRI 201-2	Financial implications and other risks and opportunities due to climate change		5.2 Climate Change Response	70, 71, 72, 73
205: Anti-corruption				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 3.2 Ethical Management	27, 37, 38, 39, 40,41
GRI 205-1: 2016	Operations assessed for risks related to corruption		3.2 Ethical Management	39,40
GRI 205-2: 2016	Communication and training about anti-corruption policies and procedures		3.2 Ethical Management	30, 41
GRI 205-3: 2016	Confirmed incidents of corruption and actions taken		3.2 Ethical Management	39,40
301: Materials				
GRI 3-3: 2018	Management of material topics		2.4 Management Direction and Performance 4.1 Green Product	27, 55, 56
GRI 301-1: 2018	Materials used by weight or volume		4.1 Green Product	55, 56
GRI 301-2: 2018	Recycled input materials used		4.1 Green Product	55, 56
GRI 301-3: 2018	Reclaimed products and their packaging materials		4.1 Green Product	56
303: Water and Effluents				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 5.3 Water Resource Management 5.5 Corporate Pollution Prevention	26, 74, 75, 76, 81
GRI 303-1: 2018	Interactions with water as a shared resource	TC-ES-140a.1	5.3 Water Resource Management	74
GRI 303-2: 2018	Management of water discharge-related impacts		5.5 Corporate Pollution Prevention	81
GRI 303-3: 2018	Water withdrawal		5.3 Water Resource Management	75
GRI 303-4: 2018	Water discharge		5.3 Water Resource Management	75
GRI 303-5: 2018	Water consumption		5.3 Water Resource Management	75
305: Emissions				
GRI 3-3: 2018	Management of material topics		2.4 Management Direction and Performance 5.1 Energy & Emission 5.5 Corporate Pollution Prevention	26, 67, 68,69, 80, 81

GRI Standard	Corresponding SASB Disclosure	Corresponding SASB Disclosure	chapter	Page Number
GRI 305-1: 2021	Direct (Scope 1) GHG emissions		2.4 Management Direction and Performance 5.1 Energy & Emission	68, 69
GRI 305-2: 2021	Energy indirect (Scope 2) GHG emissions		5.1 Energy & Emission	68, 69
GRI 305-3: 2016	Other indirect (Scope 3) GHG emissions		5.1 Energy & Emission	68, 69
GRI 305-4: 2016	GHG emissions intensity		5.1 Energy & Emission	68, 69
GRI 305-5: 2016	Reduction of GHG emissions		5.1 Energy & Emission	67
GRI 305-6: 2016	Emissions of ozone-depleting substances (ODS)		5.5 Corporate Pollution Prevention	80 (Not applicable)
GRI 305-7: 2016	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		5.5 Corporate Pollution Prevention	80, 81
306: Waste				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 5.4 Waste Management	26, 77,79
GRI 306-1: 2020	Waste generation and significant waste-related impacts		5.4 Waste Management	77, 78, 79
GRI 306-2: 2020	Management of significant waste-related impacts		5.4 Waste Management	77, 78, 79
GRI 306-3: 2020	Waste generated	TC-ES-150a.1	5.4 Waste Management	77,79
GRI 306-4: 2020	Waste diverted from disposal	TC-ES-410a.1	5.4 Waste Management	77,79
GRI 306-5: 2020	Waste directed to disposal		5.4 Waste Management	77, 79
401: Employment				
GRI 3-3: 2016	Management of material topics		2.4 Management Direction and Performance 6.1 Talent Attraction & Retention	25, 84~90
GRI 401-1: 2016	New employee hires and employee turnover		6.1 Talent Attraction & Retention	90
GRI 401-2: 2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees		6.1 Talent Attraction & Retention	84,85,86, 89
GRI 401-3: 2016	Parental leave		6.1 Talent Attraction & Retention	87, 88
403: Occupational Health and Safety				

GRI Standard	Disclosure	Corresponding SASB Disclosure	chapter	Page Number
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 6.4 Safe Workplace	24, 98,99,100,101,102
GRI 403-1: 2018	Occupational health and safety management system		6.4 Safe Workplace	98
GRI 403-2: 2018	Hazard identification, risk assessment, and incident investigation		6.4 Safe Workplace	98, 99
GRI 403-3: 2018	Occupational health services		6.4 Safe Workplace	100
GRI 403-4: 2018	Worker participation, consultation, and communication on occupational health and safety		6.4 Safe Workplace	99
GRI 403-5: 2018	Worker training on occupational health and safety		6.2 Talent Cultivation 6.4 Safe Workplace	100
GRI 403-6: 2018	Promotion of worker health		6.4 Safe Workplace	94
GRI 403-7: 2018	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		6.4 Safe Workplace	101
GRI 403-8: 2018	Workers covered by an occupational health and safety management system		6.4 Safe Workplace	98
GRI 403-9: 2018	Work-related injuries	TC-ES-320a.1	6.4 Safe Workplace	102
GRI 403-10: 2018	Work-related ill health		6.4 Safe Workplace	102
404: Training and Education				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 6.2 Talent Cultivation	24, 91, 92, 93
GRI 404-1: 2016	Average hours of training per year per employee		6.2 Talent Cultivation	92
GRI 404-2: 2016	Programs for upgrading employee skills and transition assistance programs		6.2 Talent Cultivation	91, 92
GRI 404-3: 2016	Percentage of employees receiving regular performance and career development reviews		6.2 Talent Cultivation	93
405:Diversity and Equal Opportunity				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 6.1 Talent Attraction & Retention 6.3 Human Rights Protection	83, 84, 94
GRI 405-1: 2016	Diversity of governance bodies and employees		6.1 Talent Attraction & Retention 6.3 Human Rights Protection	83, 94
GRI 405-2: 2016	Ratio of basic salary and remuneration of women to men		6.1 Talent Attraction & Retention	84

GRI Standard	Disclosure	Corresponding SASB Disclosure	chapter	Page Number
409: Forced or Compulsory Labor				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 6.3 Human Rights Protection	24, 95
GRI 409-1: 2016	Operations and suppliers at significant risk for incidents of forced or compulsory labor		6.3 Human Rights Protection	47, 61, 62, 95
308 & 414 Supplier Assessment				
GRI 3-3: 2021	Management of material topics	TC-ES-440a.1	2.4 Management Direction and Performance 4.3 Sustainable Supply Chain	27, 61, 62, 63
GRI 308-1: 2016	New suppliers that were screened using environmental criteria	TC-ES-320a.2	4.3 Sustainable Supply Chain	62, 63
GRI 308-2: 2016	Negative environmental impacts in the supply chain and actions taken	TC-ES-320a.3	4.3 Sustainable Supply Chain	62, 63
GRI 414-1: 2016	New suppliers that were screened using social criteria	TC-ES-320a.2	4.3 Sustainable Supply Chain	62, 63
GRI 414-2: 2016	Negative social impacts in the supply chain and actions taken	TC-ES-320a.3	4.3 Sustainable Supply Chain	62, 63
416: Customer Health and Safety				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 4.1 Green Product	25, 53, 54
GRI 416-1: 2016	Assessment of the health and safety impacts of product and service categories		4.1 Green Product	53, 54
GRI 416-2: 2016	Incidents of non-compliance concerning the health and safety impacts of products and services		4.1 Green Product	54
418: Customer Privacy				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 3.4 Information Security 4.2 Customer Service	25, 48,49,57,58, 59
GRI 418-1: 2016	Substantiated complaints concerning breaches of customer privacy and losses of customer data		4.2 Customer Service	58
Self-defining Topic : Intellectual Property				
GRI 3-3: 2021	Management of material topics		2.4 Management Direction and Performance 3.5 Intellectual Property	27, 50, 51
Self-defining Topic	Intellectual Property		3.5 Intellectual Property	50, 51

8.2 SASB Index: Electronics Manufacturing Services and Original Design Manufacturing

Topic	Code	Accounting Metrics	Unit of Measure	Reporting	Chapter	Page
Water Management	TC-ES-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	1) Total water withdraw: 652.74 thousand cubic meters; Proportion of high water pressure areas: 92.2% 2) Total water consumption: 248.58 thousand cubic meters	5.3 Water Resource Management	74, 75
Waste Management	TC-ES-150a.1	Amount of hazardous waste from (1)manufacturing, (2) percentage recycled	Metric tons (t), Percentage (%)	1) Total weight of hazardous industrial waste: 1449.4 metric tons 2) Proportion of hazardous industrial waste recycling: 37.2%	5.4 Waste Management	77, 79
Labor Practices	TC-ES-310a.1	(1) Number of work stoppages and (2) total days idle	Number, Days idle	1) There were no employee strikes or work stoppages in 2022. 2) There were no idle days due to employee strikes or work stoppages in the year 2022.	6.3 Human Rights Protection	96
Labor Conditions	TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	1) The recordable accident rate for full-time employees is 0.112, while the recordable accident rate for contract employees is 0. 2) The near miss frequency rate for full-time employees is 0.010, while the near miss frequency rate for contract employees is 0.	6.4 Safe Workplace	100, 102
	TC-ES-320a.2	Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Percentage (%)	1) Number of factories that completed RBA VAP audits: 0 2) The subsidiary company, GTC, has conducted RBA audits for 32% of its primary suppliers. The proportion of high-risk suppliers is 0%.		
	TC-ES-320a.3	(1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities	Rate	1) The company itself has not conducted RBA VAP audits and, therefore, cannot provide the non-compliance proportion. Regarding the subsidiary company, GTC, only one supplier provided a VAR report, while the other seven suppliers provided platinum, gold, or silver-level certificates issued by RBA but did not provide VAR reports. Due to insufficient information, it is not possible to provide statistics in this regard. 2) Similarly, due to insufficient information, it is not possible to provide statistics.		
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered, percentage recycled	Metric tons (t), Percentage (%)	The subsidiary companies, ATC, GTK, MPTK, MPTZ, MPTV, GCS, and GVL, primarily engage in OEM manufacturing services, with a focus on component products. It is challenging to obtain information about the weight of recyclable products from end customers due to the nature of their business. The subsidiary company, GTC, is a rugged computing manufacturer with its own brand. The customers are primarily B2B vertical market clients, and gathering information from them is not easily accessible.		

Topic	Code	Accounting Metrics	Unit of Measure	Reporting	Chapter	Page
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	The Plastics Business Group and the Automotive Business Group do not use the listed key materials. Subsidiary companies GTC and ATC are electronic product manufacturers that have not yet implemented full material inspection, thus unable to accurately identify all key materials contained in purchased parts. The procurement units have adopted corresponding strategies to ensure the stability of material supply and prices, including establishing secondary sources, alternative materials, early material preparation, and strategic material stocking, based on the material list (BOM), components, or criticality and risk of the materials. Additionally, through operational management and IT systems, sales forecasting capabilities are enhanced to improve the accuracy of material preparation and mitigate potential risks of material shortages or inventory excess.	3.3 Risk Management	44
Activity Metrics	TC-ES-000.A	Number of manufacturing facilities	Number	There are a total of 1280 units of production facilities. Additionally, GTK is engaged in electronic assembly and the equipment is not counted in terms of units. It has a total of 3 SMT lines, 3 computer assembly lines, 7 battery assembly lines, and 2 screen production lines.		
	TC-ES-000.B	Area of manufacturing facilities	Square feet (ft²)	Due to the involvement of commercial secrets, the information will not be disclosed.		
	TC-ES-000.C	Number of employees	Number	8,039 employees	6.1 Talent Attraction & Retention	83

A group of soccer players in green and white jerseys are celebrating on a field. They are huddled together, with some players lifting others. The scene is set against a bright sunset, with the sun low on the horizon, creating a strong lens flare effect. The background shows a grassy field, some trees, and a distant mountain range under a clear sky. A tall stadium light pole is visible on the right side of the frame.

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