



Getac

2021 Sustainability Report

Getac Holdings Corporation

Published on June 30th, 2022.

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MESSAGE FROM THE SUSTAINABILITY DEVELOPMENT COMMITTEE CHAIRPERSON



James Hwang

Chairman and CEO of Getac Holdings Corporation &
Chairperson of Sustainability Development Committee

The COVID-19 pandemic, material shortages in e-supply chain, port congestion, China's power rationing measures, international attention to ESG, etc., are all challenging an enterprise's business resilience and innovation capability. In 2021, Getac Holdings has maintained the growth by performing sound management and constantly saved the resources of the earth with its strength as a corporate citizen, fostering a better world of co-prosperity with its positive influence. In response to the sustainable development goals (SDGs), we have focused on "ethical management," "responsible consumption and production," "green manufacturing," "friendly workplace," and "innovative education," which are set as the directions for the Company's sustainable development.

In terms of corporate governance, our objectives include improving the corporate governance structure, strengthening the functions of the Board of Directors, and ensuring the information transparency. Accordingly, the Risk Management Committee and the corporate governance officer have been established this year, the performance evaluations of the BoD and functional committees have been completed, and the corporate governance-related regulations have been required to be amended promptly to keep in line with the laws. Meanwhile, the transparency of our revealed information has been enhanced. The Company has constantly remained a member of the "Taiwan Corporate Governance 100 Index" of Taiwan Stock Exchange, and ranked in the top 6–20% listed companies in the corporate governance evaluation for the eighth consecutive year. For the future, the Company plans to promote the BoD's diversification by appointing female directors to incorporate more different opinions.

For the environmental aspect, Getac Holdings has been carrying out the Green Molding 2.0 Program to mitigate the impacts of extreme climate caused by global warming. We have saved energy and reduced the intensity of carbon emission year by year through the energy saving of the production process. Valuing the water resources, we have also established the objective of



decreasing water use intensity year by year, and maintained a recycling rate of processed water of more than 95% for several consecutive years. These are the actions for green manufacturing. In addition, as global warming has caused extreme climate change and management risks, each of our production bases around the world has hired a consultant to provide guidance for ISO 14064 GHG inventories and commissioned a third-party consultant to audit the data since Q1 of 2022. This enables the Company to prepare for the TCFD (Task Force on Climate-related Financial Disclosures) and the future carbon border tax, and be aware of the impacts of climate change on the financial performances early. Furthermore, we have also incorporated the concept of sustainability into the product R&D and technology innovation, developing eco-friendly materials such as PCR (post-consumer recycled resin) and increasing the proportion of recyclable materials in the computer cases. We have called for the stakeholders' attention to sustainability, taken responsibility for saving the earth, and enhanced the Company's business competitiveness.

As for the social aspect, Getac Holdings advocates the UN's Declaration of Human Rights and incorporates basic human rights in the operation, building a friendly and safe workplace for the employees. During the pandemic, we have made efforts to take proper pandemic prevention measures to protect the employees' health, so all of our production bases around the world have managed to work normally.

On the other hand, we have been improving the work environment, remuneration and benefits, and encouraging the employees to strike a balance between work and physical/mental health. We believe that talents are the keys to the Company's continuous growth. A company is responsible for providing talents with a safe and friendly work environment, which is also a goal that Getac Holdings has been moving towards. In addition to being certified as a "Taiwan iSports" enterprise by the Sports Administration, the Company has also been selected as one of the "Most Popular Employers for College Graduates" in Kunshan again in 2021.

Meanwhile, Getac Holdings doesn't fall behind in the social welfare aspect. In 2021, our Getac Charity Fund sponsored the schools in remote areas of Kaohsiung and Pingtung to buy remote teaching equipment so as to ensure that the education in remote areas could continue instead of being disrupted during the pandemic. Getac Charity Fund also supported many charitable organizations that care for underprivileged children and youth, expressing love and contributing to a better and harmonious society. With the growing attention to ESG of different nations, green investing has become popular, and the major countries and enterprises in the world have set long-term goals of net zero emissions. As part of the supply chain, we will continue to enhance the ESG performance, and integrate the sustainability strategies with the operations to take on the challenges of low-carbon economy.

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KEY PERFORMANCE

Economic, Environmental, and Social Violation

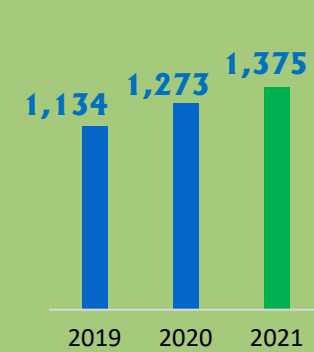
0 case

Rate of Recordable work-related injuries

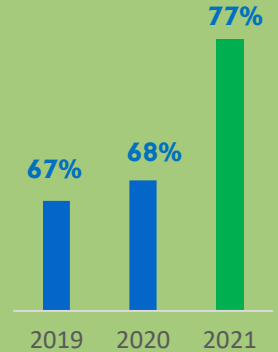
0.186

(Calculated based on per 200,000 hours of work)

Accumulated Number of patents



Local Hiring (Managerial positions)



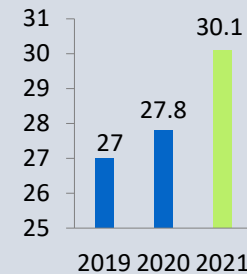
Corporate Governance Performance

- Received TWSE Corporate Governance Evaluation TOP 6-20% For The Third Consecutive Time
- Selected As A Constituent Of TWSE Corporate Governance 100 Index
- Number Of Independent Director Seats Accounts For More Than 1/3 Of The Board.

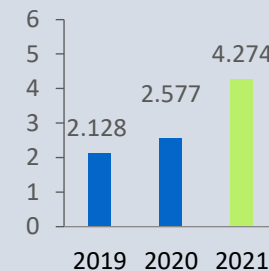


Getac Holdings Chairman James Hwang won the First Prize of National Brand Yushan Award "Outstanding Business leader" Category

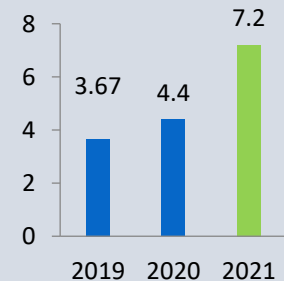
Consolidated Revenue (Unit: NT\$billion)



Profit After Tax (Unit: NT\$billion)

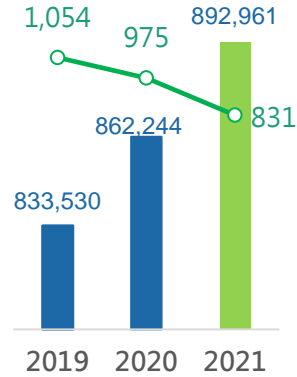


Earning Per Share (Unit: NT\$)



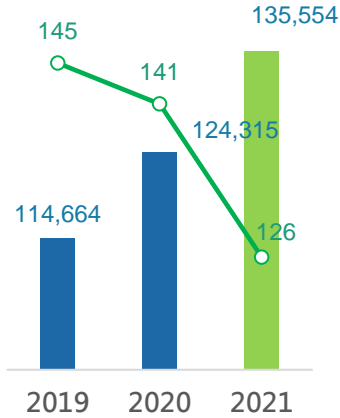
KEY PERFORMANCE

Energy Consumption



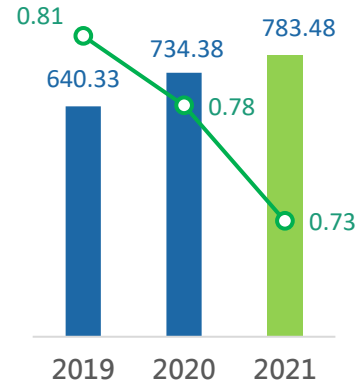
■ Total Energy Consumption(GJ)
○ Energy Intensity(GJ/Per Million USD)

Greenhouse Gas Emission



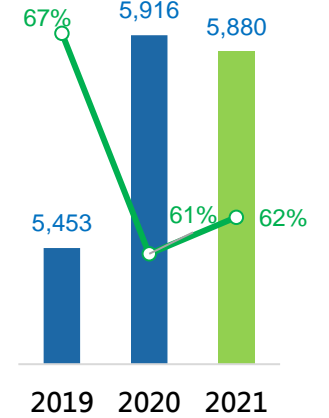
■ Total Emission (Scope 1+2) Mt CO2e
○ Emission Intensity (Mt CO2e/Per million USD)

Water Withdraw



■ Water Withdraw (Megaliters)
○ Water Intensity (Megaliters/Per million USD)

Average Weight Of Waste Per Person



■ Total Weight of Waste (Mt)
○ Average weight of Waste Per Person (Mt)

2021 Electricity Saving Performance

13,673 MWh

2021 Emission Saving Performance

9,017 Mt CO2e

(Equivalent to the annual carbon sequestration of 16 Da'an forest park.)

Total Product Emission Saving in 2021

Reducing **677** Mt CO2e Emission equivalent

2021 Water Recycled

17,454 Megaliters

2021 Water Recycling Rate

97 %

ABOUT THIS REPORT



Reporting Principles and Guidelines

Getac Holdings Corporation (Previous name was Getac Technology Corporation, hereafter as Getac Holdings) regards the Corporate Sustainability Report as an important basis for reviewing the company's non-financial performance. A team was formed that is responsible for compiling, organizing, and publishing the report every year. The report is also verified by external parties.

Getac implemented the Global Reporting Initiative (GRI) Standards reporting guidelines, and also complied with the AA1000 Accountability Principles, adopting the Core Options of the GRI standards to disclose details on strategies, action plans, and implementation outcomes with respect to economic, environmental, and social issues to demonstrate to the stakeholders the company's determination in implementing sustainable management policies.

Report Assurance

The company will include the reporting process in its internal standard operating procedures. The completed report will be verified internally so as to increase the quality and accuracy of the financial and non-financial information in the report. Deficiencies discovered during the verification process will be corrected and presented to the Corporate Sustainability Development Committee after it has been verified internally and by a third-party verification unit. The report will be issued after it has been approved by the committee chairperson (chairperson of the board of directors).

SGS Taiwan was commissioned to verify the content of this Report, and confirmed that this Report is in accordance with the core options of the GRI Standards framework and AA1000 Type 1 moderate-level assurance. SGS's Report Assurance Statement is provided on page 8 of this report.



Getac Holdings Corporation Annual Report- Organizational Chart

Scope and Boundary

The financial data in the disclosure scope of the Report includes all the consolidated entities in all Getac Holdings Corp.'s consolidated statements and corresponds with our 2021 Annual Report.

The scope of non-financial disclosure mainly covers the parent company, Getac Holdings Corp., and eight subsidiaries. Compared to the previous year, a new base, Getac Changshu Kunshan Branch (GCS Kunshan), is added, and the coverage is 94%. The rest of the consolidated entities not included in this disclosure are mainly sales and marketing bases, which might be included in the future if necessary. The code and abbreviation of entities covered in the disclosure scope of this Report are listed below.

Code	Abbreviation	Company Name
GTH	Getac Holdings	Getac Holdings Corporation
GTC	Getac Technology	Getac Technology Corporation) include Nangang, Xizhi Plant 5)
ATC	Atemitech	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.
GKS	GCS Kunshan	Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch
GVL	Getac Vietnam	Getac Precision Technology Vietnam Co., Ltd.



Other Certification & Verifications

The Company's consolidated financial data, presented in NTD, has been attested and acknowledged by PWC Taiwan. The other descriptions of the verification for environmental and social information are detailed on Page 9 of the Report.

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, 2020 to December 31, 2020.

Current issue: Published in June, 2022

Previous issue: Published in June , 2021

Next issue: Schedule to publish in June, 2023

CSR Contact Information

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Corporate Relations Department

Getac Holdings Corporation

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Email : Getac.csr@getac.com.tw

Correspondence Address : 5F, 209, Building A, Nangang Rd, Sec.1 , Taipei, 11568, Taiwan

Company Registry Address : 4th Fl., No.1, R&D 2nd Rd.,Hsin-chu Science-Based Industrial Park, Hsin-chu Hsien, Taiwan



Getac Holdings Corporation
Sustainability Report



Getac Holdings Corporation
Website Sustainability
Section

Third Party Assurance Statement



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE GETAC HOLDINGS CORPORATION'S SUSTAINABILITY REPORT FOR 2021

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 2021 (hereinafter referred to as the Sustainability Report). This disclosure of this report covers GETAC HOLDINGS and its subsidiaries GETAC TECHNOLOGY, ATEMTECH TECHNOLOGY, GETAC TECHNOLOGY (KUNSHAN), MPT SOLUTION (KUNSHAN), MPT SOLUTION (SUZHOU), MPT Solution (VIETNAM), GETAC PRECISION TECHNOLOGY (CHANGSHU), GETAC PRECISION TECHNOLOGY(CHANGSHU) Kunshan branch, and GETAC PRECISION TECHNOLOGY VIETNAM.

The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during on-site verification from 2022/3/08 to 2022/5/6. 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 2021 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 the 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, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2015 for report quality, and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

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 Level (AA1000AP Evaluation only)

TWLPF 5008 Issue 2201

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options

1. GRI Standards (Core)
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 Sustainability Reporting Standards (100, 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

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, 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.

TWLPF5008 Issue 2201

AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

GETAC HOLDINGS has demonstrated a fair commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, GETAC may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

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.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

Impact

GETAC HOLDINGS has performed the processes to understand, measure, evaluate and manage the organisation's impacts that are applied across the organisation under the governance of senior management. Measurement and evaluation of its impacts related to material topics are encouraged, as well as setting targets with combination of qualitative and quantitative measurements.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, GETAC HOLDINGS's Sustainability Report of 2021, is adequately in line with the GRI Standards in accordance with Core Option. The material topics and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material topics and boundaries, and stakeholder engagement, GRI 102-40 to GRI 102-47, are correctly located in content index and report. For future reporting, it is recommended to have more descriptions of GETAC HOLDINGS's involvement with the impacts for each material topic (103-1), and how efforts were given to mitigate the impacts. When reporting on goals and targets for each material topic, the expected results are suggested to be set, if applicable, with quantitative objectives.

Signed:

For and on behalf of SGS Taiwan Ltd.

David Huang
Senior Director
Taipei, Taiwan
20 June, 2022
WWW.SGS.COM



TWLPF5008 Issue 2201

List of Certification & Verification



Certification already acquired



Expected to acquire certification in 2H 2022

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

Complaint, Consultation, And Reporting Contacts



Irregular Business Conduct Reporting Contact

Head of Auditing Department
gtcaudit@getac.com.tw



Corporate Pollution Prevention Complaint Hotline

Taiwan Safety and Health Office
China Speakout.kshr@mpt-solution.com.cn
Getac Perspective WeChat Platform
Vietnam President's Email Box



Sexual Harassment Grievance Channel

wecare_gtc@getac.com.tw



GDPR Data Protection Manager

dpm.LAC@getac.com.tw



Labor Rights-related Grievance Hotline

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



ESG Contact

Getac.csr@getac.com



Media Contact

Corporate Relations Department
Getac.pr@getac.com



Customer/Vendors Service Channel

Customers can fill in the contact form in the "Contact Us" section of the Getac Holdings and Subsidiary website, and the responsible unit will respond immediately after receiving the inquiries.



Investors Relations Contact

Corporate Relations Department
stocks@getac.com.tw



1

Sustainability Management

- 1.1** Sustainability Policy
- 1.2** Getac responds to SDGs
- 1.3** Sustainability Governance Framework
- 1.4** Stakeholder Engagement
- 1.5** Management Direction and Performance

1.1 Sustainability Policy

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 CSR 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*. Our CSR policy covers all of our subsidiaries, contractors and supply chain partners. In addition to the implementation of our own CSR policy, we expect our supply chain partners to work together to jointly achieve corporate sustainability.



Getac Holdings Corporation
Corporate Social Responsibility 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.

Mid-long Term Goal

Provide equal and innovative educational opportunities



Best Global Employer and Workplace Evaluation



Top 5% in Taiwan Corporate Governance Evaluation, Listed Companies Group



CDP Rating Achieved a B rating



Gold and Silver EPEAT awards for electronic products



1.2 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.

In 2018, 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.

Constant Recycling Of Resources To Achieve Maximum Benefits Is Our Core Sustainability Goal



- In 2021, the water recycling rate reached 97%; No violation of regulation in the discharge of waste gas, waste water waste, and relevant data are disclosed publicly.
- Four new energy-saving projects in 2021 saved 3,211 MW of electricity. From 2017 to 2021, the cumulative power saving is 13,673MWh, equivalent to 9,017 Mt CO₂e, which can save \$NT35.81 million.

Unlimited Learning Possibilities Through The Combination Of Physical And Digital Approaches And Resources



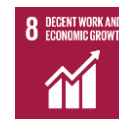
- Grants And Scholarships For Financially Challenged Students : Grants and scholarships for financially challenged students in northern Thailand enrolled at Tzu Chi University.
- Donation of clothing for financially challenged students at Quaker Care Center for underprivileged families in Huilong.
- Industry-academia Collaboration & Generational Empowerment – Campus recruitment program & Y.S. Award

Utilization Of Core Technologies Continued development of low carbon product and technology



- Integrate the concept of sustainability into product development and technological innovation, develop environmentally friendly materials, such as Post-consumer recycled plastic materials, and at the same time increase the proportion of recyclable materials used in the casings of computer products

Encouragement Of Talent Innovation Diversity And Equality As The Best Catalyst



- Enhancement Of Employee Competencies - In 2021, all employees received an average of 60.59 hours of diversified competency training
- Safeguarding Of Human Rights - All plants strictly prohibit the use of child labor and forced labor

1.3 Sustainability Structure

In order to promote sustainability affairs, Getac established the Corporate Sustainability Development Committee (hereafter as CSR Committee) in 2017. The Getac CSR Committee convenes one meeting every quarter. The focus of the work is to observe the concerned sustainability issues of the international community and the supply chain closely. The chairperson of the CSR committee reports to the board of directors the annual plan and implementation results of important sustainable issues.

The committee is chaired by the chairperson of the board, who may appoint or dismiss members as needed, in order to assist with implementing sustainability tasks. An implementation and promotion team under the jurisdiction of the committee is charged with the responsibility to promote and follow-up on the committee's resolutions. The chairperson assigns high-level managers of the business divisions to serve as the standing committee members and sets up five functional teams, including environment safety and health team, employees and society care team, customer relations team, corporate governance team, and supply chain management team.. Because of the drastic changes in the global business environment and the increasing influence of climate change, a new risk management team has been established under the CSR Committee in 2020. It is responsible for establishing a risk management mechanism and implementing risk management procedures, regularly reporting to the Sustainability Development Committee and the Board of Directors, and holding regular risk education to enhance the risk awareness of all employees.

The teams' six functional team leaders are comprised of tier-1 managers, each of whom is responsible for the promotion of economic, environmental, or social matters pertaining to sustainability issues within the scope of their duties. Team members follow the committee's decisions and request responsible departments such as administration, environmental safety and health, manufacturing center, product safety, R&D, sales, marketing and public relations, legal affairs, finance and accounting, human resources, and procurement to integrating the sustainability policies with daily affairs, in order to fully implement the company's sustainability policies.

Structure of Getac Sustainability Development Committee



CSR Committee Performance

In 2021, the chairperson of the Corporate Sustainability Committee of Getac held three meetings, as listed in the table on the right. In accordance with the provisions of the revised version 7.0 of the Code of Conduct of the Responsible Business Alliance, the Company's Supplier Code of Conduct was amended to meet the sustainability requirements of the supply chain for the electronics industry. On the other hand, we have also decided to introduce ISO14064 greenhouse gas inventory verification and third-party external verification for all global production sites in Q2 2022 to improve the quality of carbon emission data in the short term. In the medium to long term, we are aiming at carbon reduction and promoting corporate carbon footprint and product carbon footprint in response to Taiwan's upcoming imposition of carbon fees and the EU's carbon border tax.

The Corporate Sustainability Committee has also decided to introduce TCFD climate related non-financial disclosure reports in the second half of 2022 to systematically analyze the potential risks and opportunities of climate risks to the Company and apply scenario simulations to assist the Company in formulating climate change response and carbon reduction strategies.

From January 2021 to February 2022, the Company will report 8 key ESG-related events to the Board of Directors and disclose important Board resolutions in the Company's Annual Report and on the Company's website.



2021 CSR Committee Meeting Agenda

Date	Agenda
2021/08/19	<ul style="list-style-type: none"> ESG Risk Identification Project Report 2021 Revision of Supplier Code of Conduct 2020 EPEAT and Supplier Sustainability Survey Results Report
2021/11/01	<ul style="list-style-type: none"> Discussion of TCFD/ISO14064 Introduction Project 8th Corporate Governance Evaluations 2021 Stakeholder Identification and Reporting Boundary Development Carbon Fee and Carbon Boundary Tax Explanations Revision of the Code of Corporate Social Responsibility of Getac Holdings Corporation
2021/11./24	<ul style="list-style-type: none"> SASB Sustainability Accounting Standards Reporting Guidelines Identification of Key Themes in the CSR Report for 2021

ESG-related Key Events Reported To The Board Of Directors In 2021

Date	Agenda
110/1/22	Report on Directors' and Managers' Liability Insurance Coverage
110/02/25	Proposal of the Company's 2020 performance evaluation and remuneration distribution for the President
110/11/10	<ul style="list-style-type: none"> Report on the implementation of the intellectual property management plans Report on the state of the Company's risk management operations Integrity management
111/01/21	Communication with stakeholders
111/02/25	Report on Directors' and Managers' Liability Insurance Coverage Board Performance

1.4 Stakeholders Engagement

Identification Of Stakeholders

The opinions of stakeholders are an important basis for Getac's progress. In addition to timely communication and response of all departments according to their powers and responsibilities, and maintaining a smooth flow of opinions exchange, Getac Holdings convenes CSR Committee meeting with all members every year by the Chairperson of the CSR Committee to perform evaluation score operations in accordance with the AA1000 stakeholder Engagement Standard, scoring from five aspects of dependence, influence, multiple perspectives, responsibility and tension to identify key stakeholders, and ensure that the understanding of stakeholders by each department is updated and made progress constantly.

According to the results of stakeholder rating in 2021, the top-5 stakeholders are employees, customers/distributors, suppliers, shareholders, and government agencies, with banks ranked sixth and the media ranked seventh. The Sustainable Development Committee, after discussion, considered that the impact of banks on the Company is relatively controllable due to the Company's smooth operation, sound financial status, and good relationship with the major banks. Media, ranked seventh, are constantly included as one of our stakeholders upon resolution since we have more interaction and communication with media in terms of the requirements for the disclosure of brand marketing and listed company information.

EMPLOYEES



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

CUSTOMERS /DISTRIBUTORS



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.

SUPPLIER



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

SHAREHOLDERS



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.

GOVERNMENT AGENCIES



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.

MEDIA



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

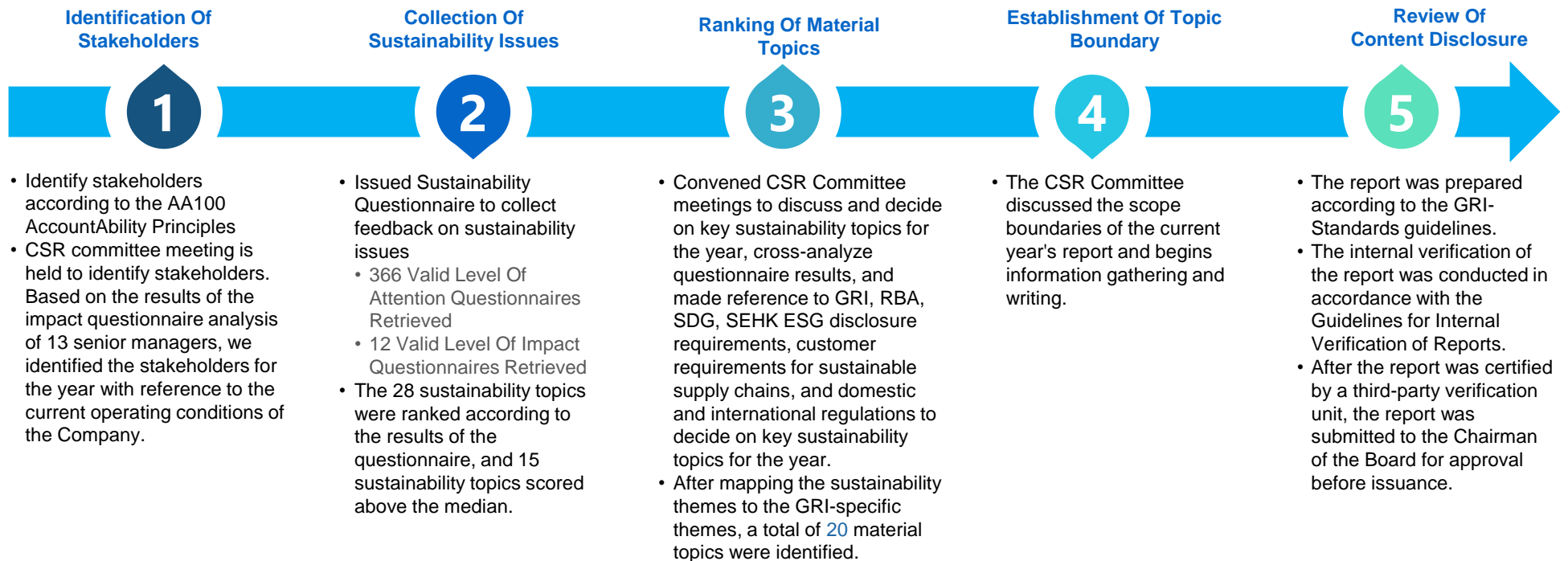
Getac Holdings Stakeholders

Material Topic Identification & Boundary Setting

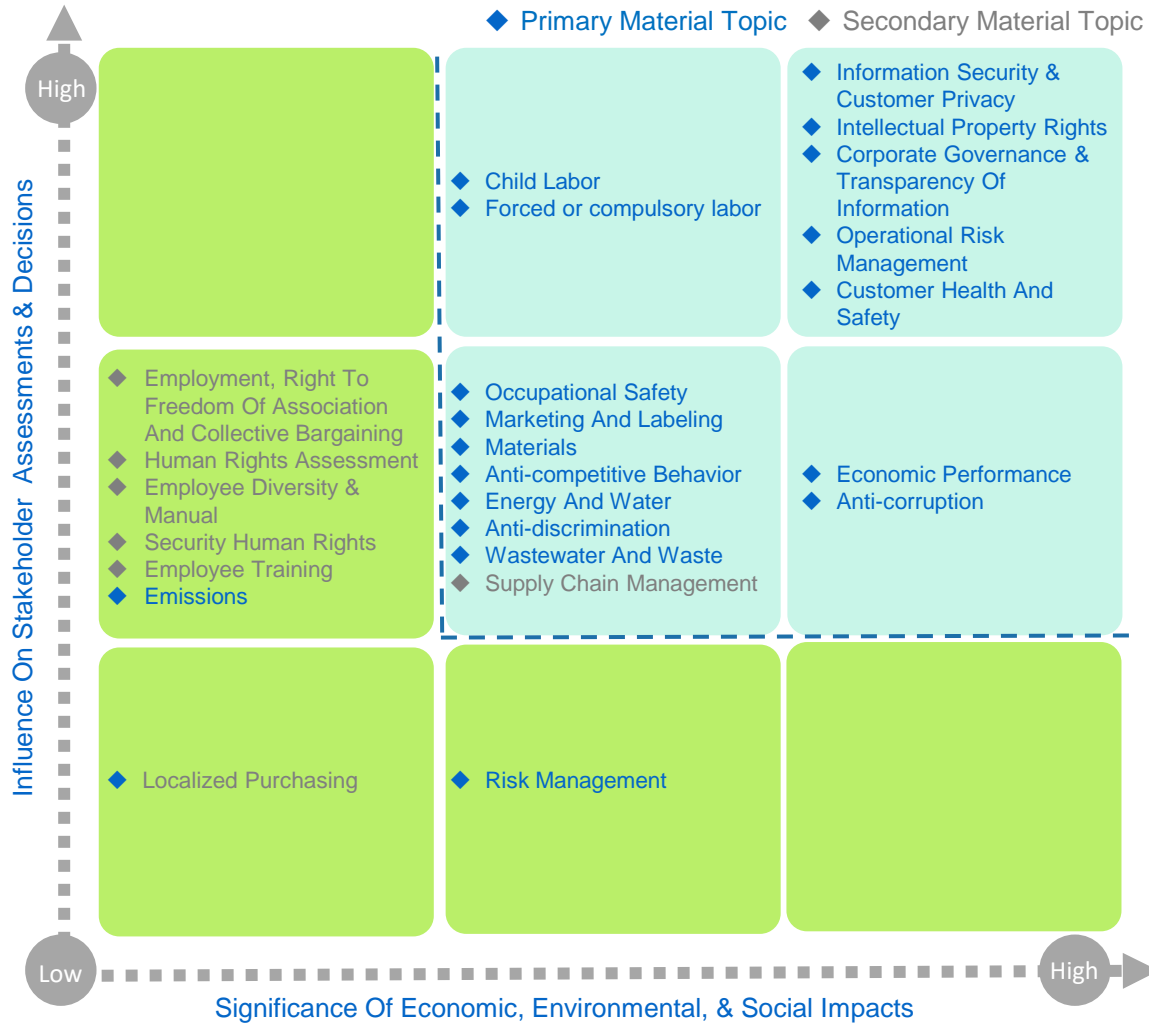
With reference to the GRI Standards, major international initiatives, and the Supplier Codes of Conduct adopted by and benchmark companies, the company identified 28 sustainability issues in 2021, and questionnaire surveys were made based on these issues. All the CSR Committee members were gathered to rate the impacts of the sustainability issues, and the concern level questionnaires were distributed to the stakeholders. The average score of each issue is calculated by dividing the sum of the average scores of impact and concern level by 2. After analyzing the 2021 questionnaire results, we have 15 issues with a rating exceeding the average median of 4.4 (out of 5).

Then, the chairman convened a meeting of the CSR committee, referring to benchmarking corporate practices, regulations, customer supply chain policy requirements, international initiatives and trends, and further evaluating the results of the questionnaire.

The Committee resolved upon discussion that the top-15 issues reflected the actual operation and corresponded to the fact. Besides this, although the “supply chain management,” “operational risk management” and “emission” have a rating below the median, due to the international trend of ESG development, the close attention to these three issues in the supply chain, and the fact that they were the material issues in the previous year, the Committee resolved to keep them. Thus, there are 18 sustainability issues in total for 2021, and after corresponding them to the specific topics of GRI standards, we have identified 20 specific topics, among which the intellectual property rights, information security, corporate governance, and risk management are customized topics. The material topics are listed on Page 18~19 of the Report, and for the management direction and performance of the material topics, please refer to Page 22~27 of the Report.



Prioritization Of Sustainability Issues



Material Topic	
Environmental 5 Topics	Waste
	Energy
	Water And Effluents
	Emissions
	Materials
Social 5 Topics	Marketing And Labeling
	Child Labor
	Training & Education
	Customer Health And Safety
	Occupational Health & Safety
Economics 10 Topics	Corporate Governance & Transparency Of Information
	Operational Risk Management
	Information Security
	Customer Privacy
	Intellectual Property Rights
	Risk Management
	Economic Performance
	Anti-corruption
	Supply Chain Management
	Anti-competitive Behavior





Topic Boundary

● Direct impact ● Indirect Impact



Category	Major Material Topic	Impact Boundary and Level of Involvement			
		Getac Group		Upper Stream	Down Stream
		Getac Holdings	Subsidiaries*	Suppliers	Customers
Economics	Corporate Governance & Transparency Of Information	●	●	●	●
	Operational Risk Management	●	●		●
	Information Security & Customer Privacy	●	●	●	●
	Customer Privacy	●	●	●	●
	Intellectual Property Rights	●	●	●	●
	Risk Management	●	●		●
	Economic Performance	●	●	●	●
	Anti-corruption	●	●	●	●
	Supply Chain Management		●	●	●
	Anti-competitive Behavior		● (GTC Only)		●
Environmental	Waste		●		●
	Energy		●		
	Water And Effluents		●		
	Emissions		●		●
	Materials		●	●	
	Marketing And Labeling		●	●	●
Social	Child Labor		●	●	●
	Training & Education		●	●	●
	Customer Health And Safety		●	●	●
	Occupational Health & Safety	●	●	●	●

*Subsidiaries: the subsidiaries entities covered in this report are listed on this page 6 of this report.

Stakeholder Engagement

Stakeholders	Getac's Response Methods	Issues Of Concerns	Communication and Response	Reference
 <p>Customers / Distributors</p>	<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) • ESG audit by third party (aperiodic) 	<ul style="list-style-type: none"> • Information Security & Customer Privacy • Corporate Governance • Customer health and safety • Environmental/Social/Economic Compliance • Intellectual Property Rights 	<ul style="list-style-type: none"> • Customer requirements and suggestions including those received through the express customer service e-mail and telephone hotlines are responded to in a timely manner. Satisfaction surveys and distributor conferences are also held on a regular basis. An ESG survey is conducted every year to learn about topics of concern of customers and respond to these topics through the report. • Further upgrades and improvements were carried out by Getac in 2021 in response to the importance of information security to customers. Both ISO27001 (Information Security Management System) and TISAX (Trusted Information Security Exchange) certification were obtained in 2021 to bring our information security standards in line with leading tier-1 international vendors. 	<ul style="list-style-type: none"> • 2.2 Corporate Governance Structure • 2.3 Ethical Management • 2.5 Information Security • 3.1 Innovation, Research & Development • 3.2 Green product • 3.3 Customer Service
 <p>Suppliers</p>	<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"> • Intellectual Property Rights • Customer health and safety • Corporate Governance • Information Security & Customer Privacy • Child Labor 	<ul style="list-style-type: none"> • By holding supplier conferences from time to time and regular supplier audits, Getac and its supplier partners continue to communicate on operational directions and CSR goals, and respond to related concerns. • In 2022, Getac Holdings conducted a supplier ESG Survey on 751 suppliers, 91% of the suppliers participated in the ESG self-assessment questionnaire, and 96% signed the Getac's suppliers code of conduct. 	<ul style="list-style-type: none"> • 2.2 Corporate Governance Structure • 2.5 Information Security • 3.1 Innovation, Research And Development • 3.2 Green Product • 3.3 Customer Service • 5.1 Happy Enterprise

Stakeholders	Getac's Response Methods	Issues Of Concerns	Communication and Response	Reference
 Employees	<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"> • Information Security & Customer Privacy • Intellectual Property Rights • Energy and Water • Customer health and safety • Corporate Governance 	<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. • The Company conducted employee satisfaction survey in the factories in China and Vietnam in 2021 to understand the employees' satisfaction level from multiple aspects including the Company, work, training, interpersonal relationship, communication, attendance, meals, incentives and functional units. We have adjusted and improved the parts that the employees were unsatisfied with, such as adjusting the meal options in the cafeteria for night shift, and establishing employee rest areas in new factories. 	<ul style="list-style-type: none"> • 2.2 Corporate Governance Structure • 2.3 Ethical Management • 2.5 Information Security • 3.1 Innovation, Research And Development • 3.2 Green Product • 3.3 Customer Service • 5.1 Happy Enterprise
 Shareholders	<ul style="list-style-type: none"> • Shareholders' meeting/ investor conference (annually) • Corporate website (immediately) • Market observation post system (immediately) • Investor query mailbox / hotline (immediately) 	<ul style="list-style-type: none"> • Corporate Governance • Economic Performance • Information Security & Customer Privacy • Supply chain management • Child Labor 	<ul style="list-style-type: none"> • Getac publishes its financial information and annual report in a timely manner as required by law. The corporate website also has an investor section for providing investors with real-time advice. • Scheduled shareholders' meetings and ad hoc investor conferences are used to communicate the current business progress and future developments with investors. During 2021, we organized two large public investor conferences and 35 sessions for small institutional investors. 	<ul style="list-style-type: none"> • 2.2 Corporate Governance Structure • 2.5 Information Security • 3.1 Innovation, Research And Development • 3.2 Green Product • 3.3 Customer Service • 4.1 Energy management • 4.2 Water management

Stakeholders	Getac's Response Methods	Issues Of Concerns	Communication and Response	Reference
 Media	<ul style="list-style-type: none"> • News releases (immediately) • Press conferences (periodically) • Spokesperson interviews (immediately) • Posting of information on the corporate website (immediately) 	<ul style="list-style-type: none"> • Corporate Governance • Economic Performance • Information Security & Customer Privacy • Supply chain management • Child Labor 	<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 2021, total exposure in Taiwan media reached 800 times. 	<ul style="list-style-type: none"> • 2.1 About Getac • 2.2 Corporate Governance Structure • 2.5 Information Security • 3.3 Customer Service • 3.4 Sustainable Supply Chain • 5.1 Happy Enterprise
 Government Agencies	<ul style="list-style-type: none"> • Official documents (immediately) • Regulatory meetings and training • Seminars (periodically) 	<ul style="list-style-type: none"> • Anti-corruption • Corporate Governance & Transparency Of Information • Risk Management • Information Security & Customer Privacy • Operational risk management 	<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. • After the "Corporate Governance 3.0 – Sustainable Development Blueprint" for enhancing corporate sustainability and ESG governance was issued by the Financial Supervisory Committee in 2021, Getac actively responded to the blueprint and introduced related requirements. Seven improvements were subsequently made and completed in 2021 based on the indicators 8th Corporate Governance Evaluation. 	<ul style="list-style-type: none"> • 2.2 Corporate Governance Structure • 2.3 Ethical Management • 2.4 Risk Management • 2.5 Information Security • 3.2 Green Product • 3.3 Customer Service



1.5 Sustainability Direction and Performance



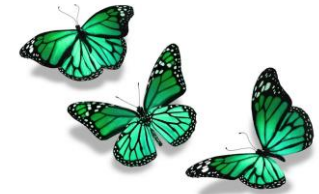
No	Material Topic	Impacts To The Business	Management Methods	2021 Goals	2021 Performance
1	Environmental, Social And Economic Regulatory Compliance	Legal compliance is not only the basic principle of the rule of law of society, but also one of the keys to gaining the trust from different fields.	Comply with the laws of competent authorities and implement internal control regulations relating to environmental protection, economy, and society.	<ul style="list-style-type: none"> No violation of any environmental, social, and economic laws or regulations in 2021. Implement E-sanction 	<ul style="list-style-type: none"> No violation of any environmental, social, and economic laws or regulations in 2021.
2	Information Security	In the era of networking and information technology, hacking techniques keep changing every day. The information protection must be enhanced to prevent data from being stolen and further causing business and reputation losses.	Implemented five major policies for information security and initiated a continuous management cycle, including regulating the information security management system, promoting education, information security prevention, and information security early warning measures.	<ul style="list-style-type: none"> No information security incidents Improve information security and hacking capabilities 	<ul style="list-style-type: none"> No information security incident occurred during the year Completed corporate information security risk rating at global operating locations. The installation of GDMS has been completed in all sites globally, and internal firewalls have been established for those operating locations with a higher information security risk rating.
3	Customer Privacy	A company should respect and protect the trade secret and privacy of every customer and stick to the non-disclosure agreement. Meanwhile, the General Data Protection Regulation (GDPR) of the EU should be complied with to avoid any penalty incurred due to data leakage or misuse.	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.	<ul style="list-style-type: none"> Regularly monitor network security to prevent hackers from invading and stealing data. Establish an internal firewall of the organization to prevent information leakage Globally complete import GDMS import No GDPR violations. 	<ul style="list-style-type: none"> No GDPR violations in 2021
4	Intellectual Property Rights	Infringing other people's intellectual property rights or experiencing patent infringement as a patent owner will both cause a great loss to a company.	The Intellectual Property Office under the jurisdiction of our Legal Affair Center serves to understand patent application trends in different industries, identify and analyze potential risks of infringement, in order to achieve risk aversion. The Legal Affair Center is responsible for handling intellectual property disputes.	<ul style="list-style-type: none"> No final judgement in the lawsuit concerning infringement of other's Intellectual Property Rights. 	<ul style="list-style-type: none"> No final judgement in the lawsuit concerning infringement of other's Intellectual Property Rights. In 2021, a total of 102 patents was applied for and approved, and the cumulative number of patents reached 1,375.



No	Material Topic	Impacts To The Business	Management Methods	2021 Goals	2021 Performance
5	Corporate Governance, Information	The Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies are followed, and the functions of the BOD and functional committees are enhanced to supervise the sustainable development of business operations.	Comply with the Company Act, Securities and Exchange Act, and regulations for public listed companies in order to ensure that the company operates legally. Develop a spokesperson and acting spokesperson system, as well as operating procedures for handling internal material information, and designate a dedicated division for maintaining effective communication with investors.	<ul style="list-style-type: none"> No violations of the laws and regulations of the competent authorities. Improve the rank in the “Corporate Governance Evaluation.” Set up the position for Chief Corporate Governance Officer 	<ul style="list-style-type: none"> Maintained the rank to 6-20% in the “Corporate Governance Evaluation.” Continued to be a constituent stock of the Corporate Governance 100 Index
6	Customer health and safety	The business complies with laws and regulations and provides green products that are safe, non-toxic and eco-friendly to develop customer trust.	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.	All of our products shall comply with the product safety requirements of sales regions.	There were no penalties or lawsuits in relation to product health and safety in 2021.
7	Economic Performance	Good business performance can not only provide good shareholders' return but also bring more resources to a company to expand the business.	Formulate performance goal management-oriented strategies and action plans by holding regular strategic meetings incorporating different management levels and increase the target completion rate through periodic performance inspection meetings.	<ul style="list-style-type: none"> Achieve the consolidated revenue target. 	<ul style="list-style-type: none"> The 2021 consolidated revenue was NT\$30.08 billion with the after-tax earnings per share at NT\$7.2 , revenues hit record highs for eight consecutive years
8	Anti-corruption	Ethical management is the foundation for a company's sustainable management. An ethical company gains the trust of stakeholders more easily and establishes stable long-term partnerships.	Implemented the principle of Ethical Corporate Management, encouraged honesty and integrity through multiple internal systems and norms, and eliminated violations of professional ethics through contract management mechanisms and the establishment of whistleblower system.	<ul style="list-style-type: none"> Zero corruption violation incident Strengthened anti-corruption training for all employees, with the objective of completion rate over 90%. 	<ul style="list-style-type: none"> There were no corruption incidents internally and externally in 2021. Anti-corruption educational training completion rate 100%



No	Material Topic	Impacts To The Business	Management Methods	2021 Goals	2021 Performance
9	Child Labor	As a responsible company, we place importance to the labor rights and meet the customer requirements in the sustainable supply chain for not employing child labor.	Comply with local child labor prohibition law at production bases, strictly enforce the company's internal regulations, strengthen identification inspection measures, and monitor the IT system, in order to prevent identity fraud.	Strictly enforce the prohibition of the hiring of underage children.	<ul style="list-style-type: none"> The company did not hire any underage children in 2021.
10	Occupational Health & Safety	Providing safe work environment shows the management attitude of being responsible to the employees and respecting life and labor rights.	Obtain the OHSAS18001 (or 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 rate of work-related injuries and move towards zero work-related injuries. 	<ul style="list-style-type: none"> There were no reports of occupational death or illness in 2021. The recorded occupational injury rate was 0.186, a decrease from 0.248 in the previous year.
11	Marketing and labeling	The marketing and labeling must comply with the requirements of laws and regulations in different countries to avoid false advertising or punishment for violating laws.	Conform to laws and regulations of sales regions regarding product safety, environmental protection, and other marketing and labeling regulations (e.g. Energy Star, WEEE EPEAT, CE).	No major violations of laws, decrees and codes related to marketing activities (including advertising, sales and sponsorship)	No major violations of laws, decrees and codes related to marketing activities (including advertising, sales and sponsorship)
12	Material	Valuing the resources on the earth, we reduce the applied materials and increase the proportion of recycled materials to satisfy the customer requirements for sustainability in the supply chain.	Getac adopted "waste reduction" and "recycling and reuse" to reduce environmental impact.	<ul style="list-style-type: none"> Increase the use rate of recycle material. Increase the recycling rate of packaging materials 	<ul style="list-style-type: none"> The use of recycled plastic pellets increased to about 21% of total plastic used. The weight of recycled plastic used increased by 39% compared to the previous year. MPT Kunshan carton recycling rate was 64%. MPT Suzhou was 33%, much better than previous year.



No	Material Topic	Impacts To The Business	Management Methods	2021 Goals	2021 Performance
13	Anti-competitive behavior	The Company is engaged in fair trade and avoids violating the antitrust law or being sanctioned.	Comply with the laws and regulations of regions of sales, request the partners must comply with local laws and regulations, must not violate the relevant government regulations, and must not conduct commercial activities by illegal means.	Zero anti-competitive behavior, antitrust and monopoly laws and regulations related litigation	There was no lawsuit related to anti-competitive behavior, antitrust and monopoly laws and regulations, and no closed legal actions cases in 2020.
14	Forced or compulsory labor	We endeavor to provide the employees with a safe and happy workplace. The labor-related regulations regarding the working hours are observed to ensure the leisure-work balance of employees.	Abided by the local labor laws and regulations of the production base, and implement the internal regulations of the Company strictly, prohibiting forced labor.	No incident of forced or compulsory labor in 2021.	<ul style="list-style-type: none"> • All sites abided by the local labor laws and regulations of the country where it operates • No incident of forced or compulsory labor in 2021.
15	Waste	While making profits, a company should also adopt good pollution control measures as a responsible citizen of the earth.	Obtain ISO14001 environmental system management certification, implement internal waste disposal procedures, and choose legal waste disposal vendors.	<ul style="list-style-type: none"> • Dispose of waste in accordance with regulations, no major penalty. 	<ul style="list-style-type: none"> • Dispose of waste in accordance with regulations, no major penalty.
16	Energy	As energy shortage and disruption will impact the normal operation of a company's production lines, it is vital to make sure that the power supply of the countries in which the production bases are located in is stable.	Implement ISO14001 in daily energy management and set process energy conservation as a business development goal, in order to reduce energy consumption.	<ul style="list-style-type: none"> • Reduce energy consumption intensity every year, Compliance emissions • Lower greenhouse gas emission intensity year by year • Completed the introduction of "Blue Sky Project-Volatile Organic Compounds (VOC) Related Specifications" 	<ul style="list-style-type: none"> • Energy intensity was 831GJ per million USD, lower than 975 GJ in the previous year. • The rugged computers sold are designed to be energy-efficient, saving the planet 677 Mt CO₂e each year.



No	Material Topic	Impacts To The Business	Management Methods	2021 Goals	2021 Performance
17	Water and effluents	Valuing the water resources, we increase the recycling rate of processed water to conform to the sustainability requirements in the supply chain.	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"> Recycling water rate is better than 96% No irregularities in wastewater discharge. 	<ul style="list-style-type: none"> The recycling water rate was 97%. Water intensity decreased for the second year in a row, using 0.73 metric tons of water per million USD in 2021, down 6.4% from 0.78 in 2020 No irregularities in wastewater discharge in 2021.
18	Operational risk management	Good risk identification and supervision can help a company avoid making a loss or being involved in illegal activities due to any risks.	The company complies with the laws and regulations to develop internal control systems and organizational management policies. Internal control systems include managing and monitoring operational risks, thereby prompting our branch offices to convert risks into business opportunities.	<ul style="list-style-type: none"> Complete the 2021 annual risk matrix analysis, propose countermeasures, and report to the board of directors. 	<ul style="list-style-type: none"> All sites completed the risk analysis in 2021, and proposed corresponding measures to reduce the risk, and submitted it to the board of directors. No major information security incidents affecting operations in 2021.
19	Supply chain management	The importance of supply chain resilience to a company has been highlighted because of the COVID-19 pandemic, for it is crucial to a company's maintenance of operation and shipment.	Establish effective supplier management systems, including qualification reviews and regular TQRDC (Technology, Quality, Responsiveness, Delivery, Cost) evaluations, and ask that our suppliers sign a statement of commitment to sustainability issues via supplier qualification reviews and contract mechanisms.	<ul style="list-style-type: none"> Getac supplier survey ESG self-assessment response rate above 85% 	Approximately 91% of the suppliers responded to the Getac Suppliers' ESG self-assessment, and 96% of the suppliers signed the letter of commitment.
20	Emissions	With the introduction of carbon tax, the performance of energy saving and emission reduction is going to affect a company's costs and competitiveness.	Obtain ISO14001 environmental system management certification, implement internal waste gas management procedures, and stop using old refrigerants in order to avoid ozone depletion.	<ul style="list-style-type: none"> Compliance emissions Lower greenhouse gas emission intensity year by year Implemented ISO14064 Greenhouse gas 	<ul style="list-style-type: none"> Compliance emissions 2021 greenhouse gas emission intensity was 126 Mt CO2e per million USD, a decrease of 11% compared to previous year. All manufacturing sites completed the ISO14064-1 greenhouse gas inventory and passed the third-party certification.



2

Corporate Governance

- 2.1** About Getac
- 2.2** Corporate Governance Structure
- 2.3** Ethical Management
- 2.4** Risk Management
- 2.5** Information Security

2.1 About Getac

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"

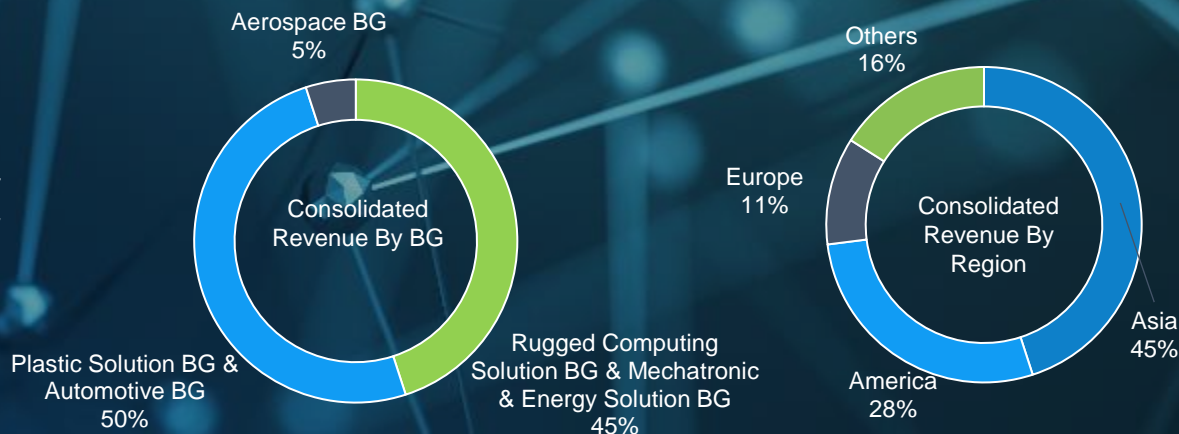




Business Coverage

Getac Holdings Corporation's main business scope include Getac-branded rugged computers, electromechanical and energy solutions, plastic injection mechanism solutions, automotive light metal die-casting parts, and aerospace metal fastener products. With a firm dedication in creating value for our customers, Getac is committed to creating user-friendly technology and developing more sustainable solutions to help our customers improve their efficiency and competitiveness.



Getac Holdings Corporation Annual Report 2021- Letter to the shareholders



Rugged Computing Solution BG	Mechatronic & Energy BG	Plastic Solution BG	Automotive BG	Aerospace BG
Getac	Atemitech		Getac	
Getac Technology Corporation	Atemitech Corporation	MPT Solutions	Getac Precision Technology	National Aerospace Fasteners Corporation
Provides rugged notebooks, tablet computers that are well-suited for critical environments; products are used in areas such as defense, public safety, utility, transportation and logistics, and manufacturing.	Provides OEM/ODM customers with advanced power supply solutions, industrial touch screens with optical bonding service, docking stations and proofing service of prototype molds.	Provides mechanical solutions of composite materials, using Rapid Heat Cycle Molding (RHCM) process to create trendy, aesthetic, lightweight, and eco-friendly mechanical parts.	An IATF16949-certified manufacturer specializes in providing die-casting light metal parts to world-class automotive parts suppliers.	Certified by GE Aerospace in the United States and Snecma under the Safran Group in Europe to provide aerospace fasteners for aircraft engines and airframes.

Business Performance



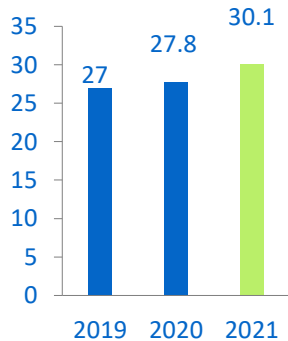
In 2021, Getac Holdings reported consolidated revenues of 30.084 billion NTD, an increase of 8.1% over the 27.838 billion NTD from last year; consolidated gross profits were 7.566 billion NTD, down 2.7% year-on-year; and consolidated operating profits were 2.612 billion NTD, down 16.2% year-on-year. Net profit attributable to the parent company in 2021 amounted to 4.274 billion NTD and was 65.8% higher than the previous year. Earnings per share (EPS) was 7.20 NTD and was 4.4 NTD higher than 2020.

In 2021, Getac issued a cash dividend of NT\$2,124 million, and tax expenses were NT\$6.86 million. In 2021, Getac Taiwan Headquarters received NT\$167 million in subsidies for R&D investments approved in 2019 by the National Taxation Bureau. Apart from this, no other major government subsidies were received..

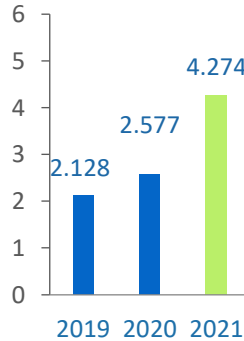


Getac Holdings Corporation
2021 Quarter Four Earning Report

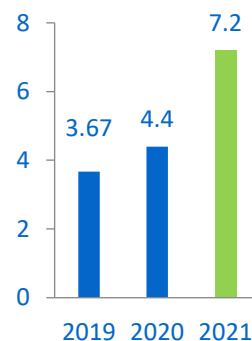
Consolidated Revenue
Unit: NT\$ Billion



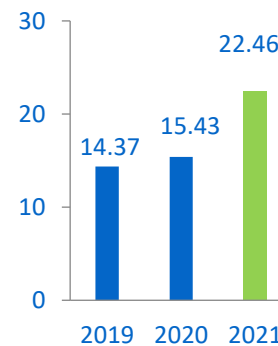
Profit After Tax
Unit: NT\$ Billion



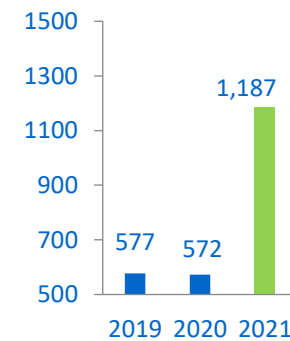
Earning Per Share
Unit: NT\$



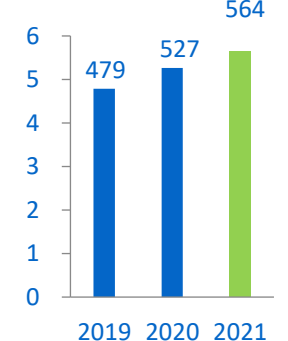
Return On Equity
(%)



Income Tax
Unit: NT\$ Million



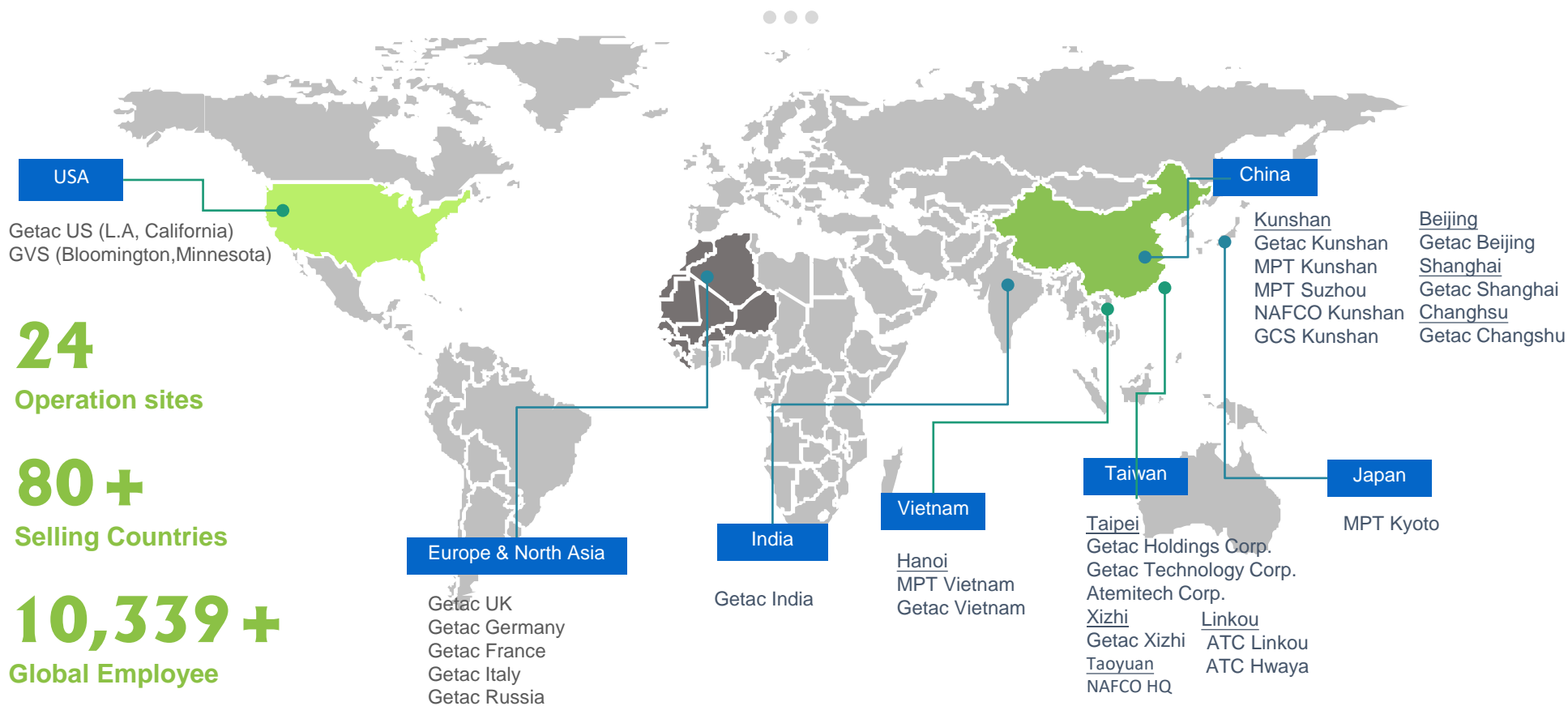
Total Salary
Unit: NT\$ Million



Global Operations

Getac's global headquarters is based in Taiwan, with operations and production centers in Taiwan, Changshu (China), Kunshan (China), and Hanoi (Vietnam).

As our customers are spread throughout the world, in order to expand the international market and provide prompt services to our customers, we have set up sales and marketing offices in major countries around the world, including the US, UK, Germany, France, Italy, China, Russia, Japan, India, etc. We also have offices or sales representatives based in Australia and Dubai.



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.



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	
	Diecasting Industry Technology Service Alliance	Corporate Member	
China	Kunshan Tongbao 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	
North America	North American Die Casting Association	Corporate Member	
Vietnam	Vietnam Taiwan Chamber of Commerce Federation Bac Ninh Branch	Class One Membership	

2.2 Corporate Governance Structure

Sound corporate governance is the backbone of corporate sustainable management. Getac adheres to the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and to relevant regulations set by competent authorities, and implements corporate governance from multiple levels abreast of new developments, including maintaining shareholders' equity, strengthening board operations, elevating information transparency, and fulfilling corporate social responsibilities, in order to build up our capacity in sustainable development. With the excellent corporate governance performance, the Company has been ranked in the top 6–20% listed companies in the eighth (2021) corporate governance evaluation made by Taiwan Stock Exchange. Meanwhile, Getac Holdings is also one of the "Taiwan Corporate Governance 100 Index" companies of the Taiwan Stock Exchange.

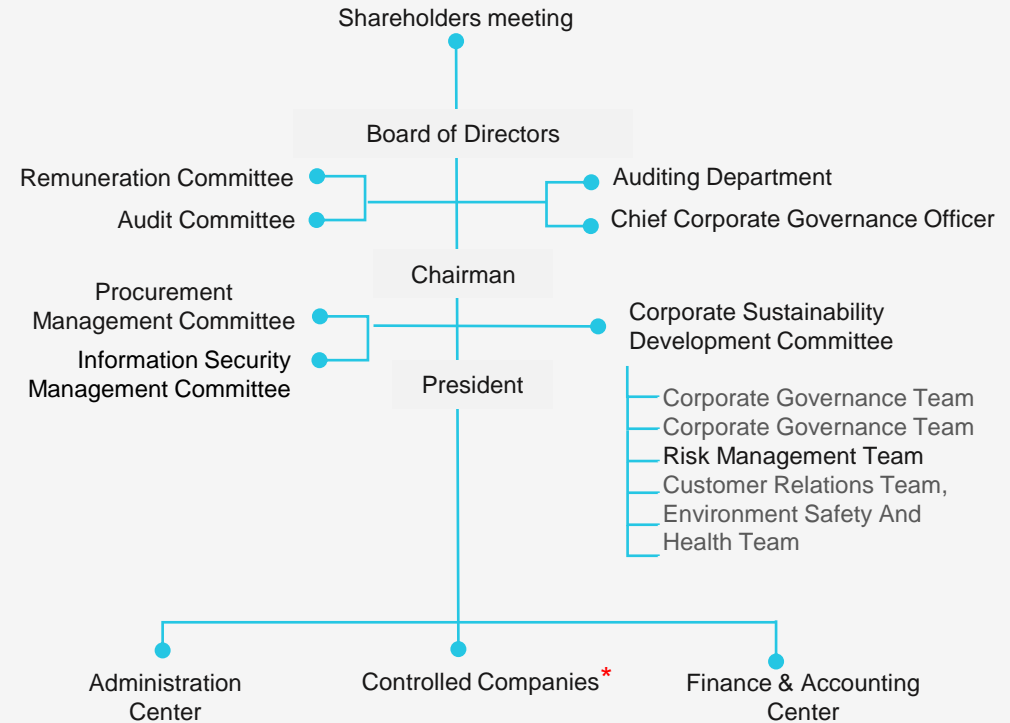


- Received TWSE Corporate Governance Evaluation TOP 6-20% for the third time
- Selected As A Constituent Of TWSE Corporate Governance 100 index

The Board of Directors of Getac Holdings has set up the Audit Department, Audit Committee, and Remuneration Committee. In 2021, to conform with the regulations of the competent authority, the position of a designated corporate governance officer has been established. The officer's main responsibilities include handling the matters related to the BoD and shareholders' meetings, preparing the minutes of the said meetings, helping the directors with their inauguration and continuing education, providing information required for the directors to perform their duties, assisting the directors in complying with the laws, regulations, and other matters specified in the Articles of Incorporation or contracts.

The company's organizational framework provides a clear division of rights and responsibilities. The chairman also acts as the president, upholding the board's operating policies, planning and implementing the business strategies and oversees all business operations of the company. The management team is composed of experienced elites from different industries.

Getac Holdings Organizational Structure



* For list of controlled companies, please refer to Getac Holdings' annual report 2021.



Organizational Structure and Description of Department Functions

Board of Directors & Functional Committee

Board of Directors

Term of Office: May 31, 2019 to May 30, 2022

Directors: Miao, Matthew Feng Chiang, Tsai, Feng-Tzu, Miao, Scott-Matthew, Lin, Chuan Cheng · Chou, Teh-Chien · Miao, ScottL-Matthew

Independent Directors: Lin, Kuan-ming, Lin, Long-song and Chang, Chia-hsin

Number of meetings **8**
Average Attendance **96%**

The Company's directors are elected under a candidate nomination system. There are nine directors elected for this term of BoD, including three independent directors (accounting for 33%), which is better than what the Taiwan Stock Exchange requires. The election of directors (including independent directors) is subject to the "Regulations Governing Election of Directors" and "Practice Principles for Corporate Governance." The professionalism, diversification and independence are included in the comprehensive assessment for the selection criteria. After the Board of Directors reviews the list of candidates and makes sure that the requirements are satisfied, the list will be submitted to the shareholders' meeting for further election.

The managers, financial and accounting units, and audit unit of the Company's main business unit regularly report the operations to the Board of Directors so that the Board can properly incorporate the risk assessment and control of the management into the decision-making process. For major Resolution of the Board of Directors, please refer to page 20-21 on the Getac Annual Report 2021.

Audit Committee

Term of Office: May 31, 2019 to May 30, 2022

Independent Directors

Lin, Kuan-ming, Lin, Long-song, Chang, Chia-hsin

Number of meetings **8**
Average Attendance **96%**

According to Getac's Audit Committee Charter, the Audit Committee is composed of three committee members, with a term of three years. It is composed of the company's independent directors Lin, Kuan-ming, Lin, Long-song and Chang, Chia-hsin.

Its functions and powers are centered around supervisory duties in the following four areas: 1) Fair presentation of financial statements, 2) Appointment and dismissal, impartiality, and performance of CPAs, 3) Effective implementation of the internal control system, 4) Compliance with relevant laws and regulations, 5) Management and control of existing or potential risks. Submission of resolutions to the board for discussion.



Major Resolution of the Board of Directors

Remuneration Committee

Term of Office: May 31, 2019 to May 30, 2022

Independent Directors

Lin, Kuan-ming, Lin, Long-song, Chang, Chia-hsin

Number of meetings **2**
Average Attendance **100%**

According to Getac's Remuneration Committee Charter, the Remuneration Committee is composed of three committee members, with a term of three years. It is composed of the company's independent directors Lin, Kuan-ming, Lin, Long-song and Chang, Chia-hsin, each of whom has no interest relationship with the company, which ensures independence in executing their authority. None of the three independent directors has served for more than three consecutive terms.

The "Remuneration Committee" formulates, determines, and reviews policies, systems, standards, structures, and remuneration amounts for the assessment of director and manager performance, salaries, and compensations. It also provides recommendations which are submitted to the board for discussion.

Diversity of the Board of directors

The members in the Board of Directors of Getac Holdings Corp. in this term specialize in venture capital, management, mechanical engineering, electronics, chemical engineering, finance and accounting, etc. The introduction, education and experience of the members are disclosed on Page 8–9 of the Company’s annual report and website. Please refer to the following table for their core capabilities and diversification:



Directors' education & Work experience



Information disclosure of the Independent director's professional qualification and independence

Diversification Capability/Name		Hwang, Ming-Hang	Tsai, Feng-Tzu	Miau, Matthew Feng Chiang	Lin, Chuan Cheng	Chou, Teh-Chien	Miau, Scott Matthew	Lin, Kuan-Ming	Lin, Long Song	Chang, Chia-Hsin
Title		Director	Director	Director	Director	Director	Director	Independent Director	Independent Director	Independent Director
Nationality		R.O.C	R.O.C	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
Age	Above 50	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Under 50									
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	✓	✓	✓	✓	✓	✓	✓	✓	✓



Avoidance of Conflicts of Interest

In order to prevent the highest governance body from engaging in conducts involving conflicts of interests, the Company's Ethical Corporate Management Best Practice Principles 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. For the directors' avoidance of motions in conflict of interest, please refer to the annual report on page 21.

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 Office 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. The communication records of the meeting are detailed in the investor section of Getac website

Performance Evaluation of Boards and Directors

The Board of Directors of the Company has established the "Regulations Governing Performance Evaluation of the Board of Directors," and the Board of Directors shall perform at least one internal performance evaluation at the end of each year. The results of the board performance evaluation have been reported to the Board of Directors on February 25, 2022, which are disclosed in the "Corporate Governance" section of the company's website for reference. . And all the members of the board have also completed minimum of six hours of training in 2021 and disclosed on page 26 of the company's annual report.



Directors' avoidance of motions in conflict of interest



Director's training records

Remuneration Policy

The company's Remuneration Committee is mainly responsible for regularly inspecting the performance evaluations of directors and managers, as well as remuneration policies, systems, standards, and structures, and for reporting their activities and resolutions to the Board of Directors on a regular basis.

At present, the annual remuneration package for the directors and senior managers of Getac is mainly based on base salary, allowances and incentive bonuses. The Remuneration Committee makes reference to industry standards, the Company's overall operating performance, the future operating risks and development trends of the industry, as well as the individual's performance achievement rate and contribution to the Company's performance, in order to provide reasonable compensation and reference for nomination for reappointment. The Committee also reviews the remuneration system from time to time in accordance with the actual operating conditions and relevant laws and regulations, and submits it to the Board for discussion and decision.

The remuneration committee of the company determines the remuneration with

reference to the market standard and the company's performance of Directors. There is no remuneration consultant involved in the salary formulation.

In 2021, the total amount of directors' remuneration of the company accounted for 0.27% of the net profit after taxation of stand-alone financial statement, and the senior managers (president and vice president) accounted for 2.75%. In 2021, the annual total income of the company with the highest salary is 19.58 times the average salary of employees*, and the annual increase in total compensation is 0% compared to the increase in employee compensation.

*Calculation Description ;

Calculated in reference to The "Declaration Operation Description of Salary Information Declaration Operation for Non-management Full-time Employees" prepared and issued by the Taiwan Stock Exchange Corporation. The basis of declaration is the statistical concept of "Territorial Principle," that is, a total of 646 employees hired in Taiwan (including Taiwanese and foreign employees) with a total of 575 full-time non-management employees.

Internal Control

The Company has established an internal control system and organizational management system in accordance with relevant laws and regulations. The internal control system includes the management and supervision of operational risks, and promotes the sustainable operation of each operating location to mitigate risks.

1. An audit unit is set up and report to the Board of Directors to ensure independence and objectivity.
2. The audit unit annually evaluates the operation cycle risk items of each operating location and then formulates an annual audit plan. The audit is performed monthly through a professional audit system and procedures, and the audit report is submitted to the independent Directors and Supervisors for review.
3. The audit supervisor regularly attends the Board of Directors' meetings and delivers reports to the Board to reasonably ensure the effectiveness of the design of internal control systems, the efficiency and effectiveness of operations, and compliance with laws and regulations in each operating unit, and to reduce risks to a tolerable level in order to respond to the rapidly changing operating environment and protect the interests of stakeholders.

INTERNAL CONTROL

Protecting Shareholders' Rights and Interests

The soundness of corporate governance affects the rights and interests of shareholders. The Company continues to improve its corporate governance structure and strengthen the functions of the Board of Directors. The Company also continues to improve the transparency and timeliness of information disclosure, treats shareholders equally, and protects the rights of all shareholders. The Company holds regular annual general shareholders' meetings. In recent years, the Company has been actively proposing improvement measures to protect shareholders' rights and interests, and the shareholders' meeting handbook and minutes are available on the Company's website for shareholders' reference. Shareholders can exercise voting rights at the shareholders' meeting through computers and mobile phones.

- Hold annual general shareholder meeting before the end of May.(the last date is 30th June by law).
- Upload the English annual report 7 days before the regular shareholders meeting (Comply with regulations).
- Publish the annual financial report within two months after the end of the fiscal year(within three months by law).

Getac Holdings Shareholding Structure

Holding Structure	No. of People	Number of shares held	Shareholding Ratio
Government institutions	0	0	0.00%
Financial Institutions	17	49,365,000	8.23%
Other Institutional Investments	252	280,327,225	46.72%
Natural Person	30,655	110,973,397	18.49%
Foreign Investments (Institutional Investments & natural person)	216	159,389,778	26.56%
Total Number of Shares	31,140	600,055,400	100.00%

Source: Taiwan Depository & Clearing Corporation, Data cut off date was on March 31,2022

Shareholder Communication Channel

Adhering to the principle of fair and open information, Getac has an established institutional spokesperson and deputy spokesperson system to ensure the accuracy, consistency and Immediacy of information. Information disclosure and operations at Getac follow the Procedures For Handling Material Inside Information Of Listed Companies. In addition to the monthly revenue announcements, the company's major information and financial reports are disclosed on the Market Observation Post System and the company's official website. In recent years, the English version of information disclosure has been continuously strengthened, taking into account the rights of domestic and foreign investors.

Moreover, Getac set up a dedicated investor relationship and shareholding unit responsible for shareholder services, strengthened immediate communication with investors. Individual or company shareholders can contact the Investor Relations window through channels such as voice calls or emails, and receive a reply within 24-48 hours. In 2020, Getac held a total of three large investor conference and 33 one-on-one communication meetings with institutional legal persons. All investors can check or download the quarterly business report in the investor section of the company's official website.



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

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

2.3 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 requires 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 the directors, supervisors, managers and employees of the company. 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.
12. Prohibit the use of minerals from conflict-affected and high-risk areas.

Getac monitors and checks corruption incidents through internal control and internal audit systems. Material corruption risks identified through risk assessments include violation of trade secrets, embezzlement, theft and distribution of company assets, and reception of rebate or improper benefits.



Employee contracts and the Employee Code of Conduct expressly prohibit corruption and theft, abuse of power, bribery, acts of malpractice for personal gain, and other violations of professional ethics or conducts that harm the interests of the company. In addition, relevant personnel are required to sign confidentiality agreements for certain projects. If it is found that an employee has violated the aforementioned code of conduct, the issue will be handled in accordance with the Employee Disciplinary Guidelines. In severe cases, the company may terminate the labor contract with the employee without prior notice. Employees involved in criminal offenses shall be brought to justice and will be liable for the relevant damage compensation.

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

Whistleblowing System

In order to prevent relevant illegal situations and maintain the normal operation of the company, The Company has formulated Guidelines Governing the Reporting of Corruption and Malpractices and Whistleblowing System. The audit unit shall set up a special investigation committee to investigate within three days after receiving the report of unethical conduct. The committee is composed of legal affairs, audit, and HR representatives as well as direct supervisors of involved employees with the audit unit serving as the convener. If the report is verified to be true, in addition to ordering the relevant units to make improvements within a time limit, punish the dereliction of duty in accordance with the law, and prosecute the liability for damages in accordance with the law, so as to set an example.

Getac has established a mailbox for reporting violations of the Ethical Management Best Practice Principles for internal and external personnel to respond to opinions or report violations, and include the reporting mailbox in the supplier contract. The informant is given a maximum reporting reward of NT\$200,000 or 5% of the loss amount according to the guidelines.

For the whistleblower reports, statements for the police or other relevant data, the audit unit shall keep them as a secret and retain them separately. Those who

disclose the said materials for no reason will be punished according to the Company's reward and punishment regulations. In addition, the Company shall guarantee the whistleblowers' safety. Those who threaten, intimidate or perform illegal actions to the whistleblowers shall be severely punished as per the laws and regulations

Anti-corruption Informant Regulation Work Flow



Anti-Corruption And Human Rights Education

In order to implement the education of integrity and strengthen the international anti-corruption trend promotion, Getac Holdings Corp. incorporated anti-corruption and human rights education into employee compulsory training, and compiled unified teaching materials, covered the following:

- the introduction of the United Nations Convention against Corruption,
- Corporate Governance Best Practice Principles,
- Codes of Ethical Conduct for Employees,
- Confidentiality of Material Information and Prohibition of Insider Trading,
- Codes of Conduct for Cooperation with Suppliers
- Regulations for Reward and Punishment of Reporting Corruption and Malpractice.
- Introduced the human rights protection of employees in the Chapters on Labor Human Rights, including law compliance working-hour and non-forced labor, prohibiting child labor, gender work equality, and eliminating sexual harassment.

The anti-corruption course adopts rolling training. In addition to the new employees who are compulsory for study, all employees are targeted for retraining every year, for employees to bear in mind the importance of human rights and anti-corruption.

In 2021, a total of 10,559 people from Getac Holdings and its subsidiaries received anti-corruption and human rights education and training, and the training ratio reached 100%. Please refer to table below for the training details of each subsidiary.

We did not find or receive any internal or external reports of unethical conducts by all operational sites in 2021, as disclosed in this report.



[Irregular Business Conduct Reporting Contact](mailto:gtcaudit@getac.com.tw)

Head of Auditing Department

gtcaudit@getac.com.tw

2021 Getac Holdings & Subsidiaries Anti-Corruption & Human Rights Education & Training

	Item	GTH	GTC	ATC	GTK	MPTK	MPTZ	GCS	GCS Kunshan	GVL	MPTV	Total
Direct Employee	Number of Trainees	N.A	22	4	699	3,420	1,529	396	137	344	955	7506
	Execution Ratio	N.A	59.46%	57.00%	84.01%	90.09%	141.57%	108.79%	100.00%	100.00%	100.00%	99.39%
Indirect Employee (Exclude Managers)	Number of Trainees	23	335	159	116	629	624	167	25	137	428	2,643
	Execution Ratio	92.00%	91.03%	99.00%	60.42%	69.35%	173.33%	101.83%	100.00%	100.00%	100.00%	95.52%
Managerial Position	Number of Trainees	11	80	38	35	74	75	28	8	45	49	443
	Execution Ratio	100.00%	88.89%	100.00%	50.00%	88.10%	147.06%	100.00%	100.00%	100.00%	100.00%	93.46%
All Employees	Number of Trainees	34	437	201	850	4,123	2,228	591	137	526	1,432	10,559
	Total Employee	36	450	203	832	3,796	1,491	556	137	527	1,433	9,461
	Execution Ratio	94.00%	97.11%	99.01%	102.16%	108.61%	149.43%	106.29%	100.00%	100.00%	100.00%	111.61%

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. There were no incidents of the following violations in 2021:

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

Tax Management

Getac provides truthful disclosure of required information based on the laws of each country that our group affiliates operate in. The filing of tax returns and payment of taxes are both completed in a timely manner. We also engage in substantive industry investment in accordance with government policy, apply for tax credits and exemptions provided by law, and disclose our taxation information in the financial reports for the sake of transparency.

The Accounting Department, a part of Getac’s Financial Center, is the unit responsible for all company tax affairs. The head of the department works with specialists to supervise all tax operations and taxation risk management. The head of the department is also responsible for updating the CFO and President on taxation affairs to ensure the effective operation of the tax management system. A review is undertaken every 6 months and major regulatory developments are analyzed as necessary. External and internal audit departments also review compliance on tax governance and management every year.

Changes to tax regulations issued by the OECD and the host countries of each affiliate are also regularly reviewed for taxation risk by the Accounting Department and external experts. Tax compliance status is checked to calculate the impact in advance and manage taxations risks in business operations. The long-term tax implications for the group are examined as well so that Inquire with the competent authority if there are any questions regarding the applicability of certain regulations during routine operations.

Tax returns should be filed on time in accordance with the law.

Actively cooperate and communicate with the requirements of the tax authorities.



Tax integrity Reporting Contact

Head of Auditing Office
gtcaudit@getac.com.tw

2.4 Risk Management

Enhancement of the Corporate Resilience

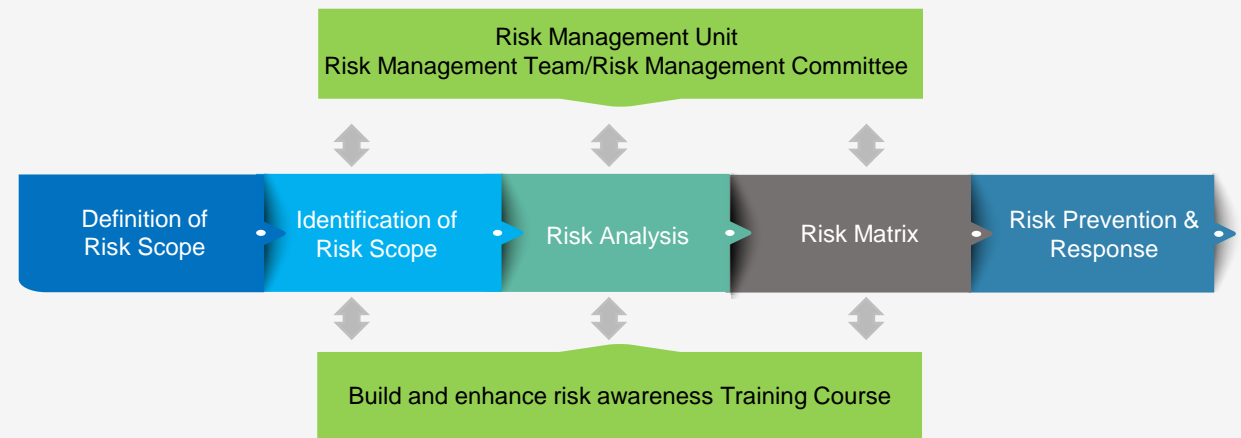
The frequency changes of the business environment, widely spread infections, extreme climate risks, information security, impact of trade protectionism, global supply chain issues, consumer and market preferences, and the development of digital technology in recent years have led to many hitherto unknown potential risks which have turned into “black swan” and “gray rhino” events. The increasing uncertainties have resulted in a closer association between the risk management and operating profit or loss. These emerging risks may potentially destroy the intangible assets, goodwill or operating capability of a company. Hence, the Company enhances the existing risk management system proactively. In addition to acting in compliance with the regulations of the competent authority governing the disclosure requirements of risk management and in line with the international sustainability standards and corporate risk management trends, we set up corporate risk management mechanisms in a forward-looking manner to integrate and manage all the potential risks in the operation and finance that may affect the business and profitability of the Company to enhance the resilience for or sustainable development.

Risk Management and Governance Framework

The Board of the Directors is the highest unit responsible for the risk management of the Company. It approves the risk management policy of the Company pursuant to regulations, operating strategies, and overall business environment, and shall take the final responsibility for the Company’s risk management. The “Risk Management Group” subordinate to the Corporate Sustainable Development Committee is the unit for the implementation of the Company’s risk management plans. It is responsible for building and enhancing the risk awareness among the employees, organization of risk management training, and internal communication and announcement to ensure all the supervisors and employees fully understand the risk management policy and procedure of the Company. The heads of all the business units (including subsidiaries) and functional committees are also responsible for the risk management, including measurement and supervision of internal risks, establishment of risk prevention plans and measures, and implementation of these plans and measures accordingly.

Risk Identification and Countermeasures

The risk management procedure of the Company includes scope of risk, identification of scope of risk, risk analysis, risk matrix, risk prevention and response. The risk management organization (risk management group and risk owner) executes risk management plans and continuous improvement to build and enhance risk awareness among the units by providing training courses.



Risk Identification Result

For major respects for the executives and staff center heads of Getac Holdings' major business groups: The "Identification of scope of risk" is conducted in the economy, environment, society and other respects. A risk matrix shall be produced with reference to the influence level of the risk and the probability of occurrence and disclosed on the website of the Company.

Operating value-at-risk® = Probability of occurrence
(L)*Influence level (I)
High value-at-risk $R \geq 15$
Medium value-at-risk $14 > R > 5$
Low value-at-risk $R < 5$

18 risk categories and 59 risk items were identified in 2021. (See the table below.)
The Company has requested the unit in charge of follow-up actions to implement countermeasures and reduce exposure to the risk.

Risk Category	Type of Risk	
Economic/ Corporate Governance (9)	Market Risk- Political & Economic Perspective	Information Security Management
	Operation Risk-Operation Management	Supply Chain Management
	Market Risk - Technology and Industry Perspective	Financial Investment
	Compliance of laws and regulations	Public Relations
	Intellectual Property Rights	
Environmental (3)	Environmental Safety	Climate Change
	Natural Disaster	
Social (4)	Occupational Safety	Fire Safety
	Human Resource	Equipment and facilities
Others (1)	Risk of insufficient innovation to meet customer needs	Major infectious disease

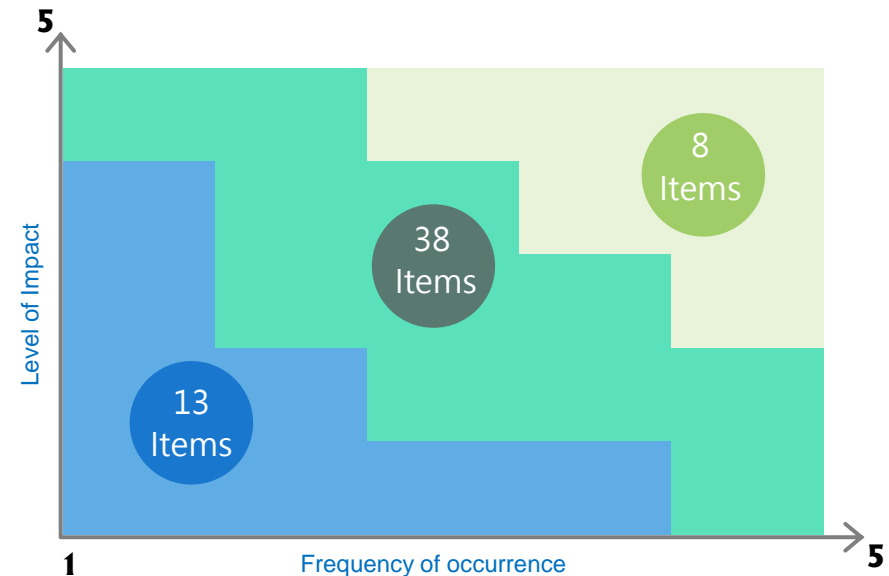
High Risk Category and Countermeasures

59 risk items are classified into low, medium and high risk categories to generate 8, 38 and 13 items, respectively. Refer to the operating risk matrix below.



The 8 high risk items contain the following 4 categories



- Intellectual property and patent: 1 item
- Legal compliance: 3 items
- Supply chain management: 1 item
- Financial investment: 3 items

The impact of these 8 items on the business operation and countermeasures were reported to the Board of Directors on February 25, 2022.



Countermeasures of Key Risks

2021 Risk Items	Impact on Business	Countermeasure
 Intellectual Property Rights	The design of the Company's produces infringe upon third-party patent	<ul style="list-style-type: none"> • Continuous enhancement of SOPs for prevention in advance to avoid similar designs: The product planning and R&D units work together with intellectual property unit to conduct patent search and make sure the appearance, design or our products is not similar to third-party patents. • Once infringement occurs, work with external lawyers to develop legal strategic measures and reduce the risk to a controllable level.
 Compliance of Laws & Regulations	Selection of suppliers in violation of the US sanction requirements against China	<ul style="list-style-type: none"> • With the creation of the E-Sanction "negative list" (the blacklist of the US Department of Commerce), upgrade and scan for comparison of all the "suppliers" on a regular basis to make sure no counterparties subject to the sanction are incorporated in the transactions through our supply chain. • Where any conformity or similarity to the supply chain list is identified during the scanning, submit it to the legal compliance group formed by the legal affair and audit units for manual checking and cross-validation.
	Customers' concerns about the Company's products due to trade sanctions and its impact on procurement behavior	<ul style="list-style-type: none"> • We have implemented a management mechanism for customers who have concerns about this, and have established an E-Sanction blacklist system and a legal compliance team. • We regularly conduct education and training for our procurement team members to strengthen their risk awareness and retain training records. • If a customer has concerns about the origin or manufacturer of a special component, we can provide written proof that the origin or manufacturer is not prohibited by the U.S. Department of Commerce, and can provide import and export documents as proof. For our U.S. customers, we have also published a compliance statement on the official GUSA website stating that we do not use components made by vendors banned by the National Defense Authorization Act (NDAA).
	Violation of the embargoed list of each country	<ul style="list-style-type: none"> • Through double filtering systems, we first check if the customer's location is a high-risk embargoed or sanctioned country, such as Iran and North Korea. • Through the creation of the E-Sanction "Negative List" (U.S. Department of Commerce Black List), all "customers" are regularly updated and scanned to ensure they are not sanctioned. • If the scan results match or are similar to the supply chain list, they are forwarded to the legal compliance team, which is composed of both legal affairs and audit units, for manual checking and cross-checking, and all relevant records are retained. In case of special circumstances, we will consult with an outside law firm depending on the circumstances of each case.

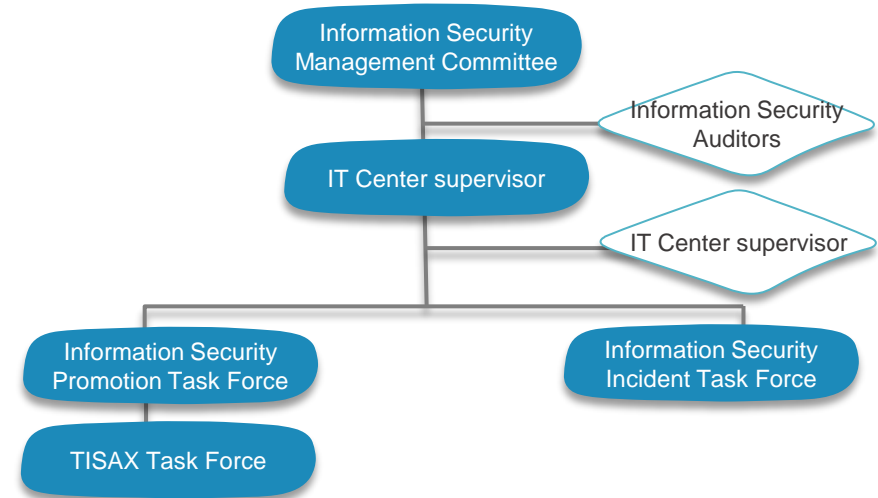
2021 Risk Items	Impact on Business	Countermeasure
 <p>Supply Chain Management</p>	<p>Shortage in key components, rising price, and labor shortage in supply chain resulting in rising procurement cost</p>	<ul style="list-style-type: none"> • Launch the strategic material preparation system and place orders earlier for the materials subject to a prolonged delivery period • Place orders for purchase of materials subject to a prolonged delivery period • Find material substitutes and conduct feasibility verification
 <p>Financial Investment</p>	<p>Significant losses due to changes in exchange rates and interest rates</p>	<ul style="list-style-type: none"> • Accounts receivable and accounts payable are mostly denominated and paid in U.S. dollars to reduce the impact of exchange rate fluctuations. • Derivative transactions are currently entered into to hedge actual foreign-currency assets and liabilities, and gains and losses are evaluated regularly in accordance with the "Procedures for Engaging in Derivative Transactions". • The Company collects exchange rate, interest rate and market information on a daily basis, and immediately reports and takes countermeasures in case of unexpected or abnormal situations. • The Company regularly evaluates bank borrowing rates and closely liaises with banks to obtain more favorable borrowing rates to reduce the impact of interest rate changes on the Company's profit and loss.
	<p>Loss arising from improper management of assets evaluation and impairment</p>	<ul style="list-style-type: none"> • Conduct assets impairment assessment pursuant to IFRS every year to make sure if assets impairment shall be recognized. The result shall be audited by CPAs and disclosed on the financial statement • Amendment to accounting principles and countermeasures: CPAs are invited regularly to give lectures to enhance the educational training on standards; enhance the understanding of the business procedures of the Company to ensure proper judgement and processing of the Company's accounting affairs in compliance with IFRS; communicate with stakeholders and investors on a regular or irregular basis (e.g. investor conference).
	<p>Changes and additions to international tax laws and regulations that affect the Company's profitability</p>	<ul style="list-style-type: none"> • We assess the impact of changes in tax laws and regulations on the Company and how to respond accordingly. • Continuously keep abreast of new information/changes in national laws and regulations and strengthen tax expertise through internal training. • Disclose tax information in financial statements and annual reports in accordance with SFAS published by the ARDF and related regulations.

2.5 Information Security

The events of attack and extortion to companies have been heard frequently and attracted much attention. The companies attacked by hackers may be forced to stop the operation and sustain loss in finance and goodwill. Leakage of information may lead to legal responsibility and compensation. How to create resilience in information security to reduce the operating risk has become a major issue of companies.

An Information Security Management Committee has been established by Getac as the top guidance and arbitration unit for information security within the group. The InfoSec Committee is headed by the Chairperson and is responsible for setting the direction of Information security policy, supervision and decision-making, planning and proposal, as well as the implementation and coordination of all information security related matters. Information security auditors, representatives as well as information security promotion and response teams have also been assigned to the development, execution and testing of related information security operations.

Information Security Organizational Chart



Information Security Verification

- Two-factor authentication
- Terminal control
- Software
- Network
- Equipment
- Behavior

Information Security Protection

- Antivirus software
- Firewall/VPN
- Server EDR installation
- Network/subnet Isolation
- IPS (Intrusion Prevention System)
- M365/O365
- Terminal protection

Intrusion Detection

- Antivirus software
- EDR
- IPS
- Vulnerability Scanning and Patching
- Security Monitoring Center (SOC)
- Terminal Intrusion Detection

Event Response

- Information Security Bulletin
- Information Security Response System
- Getac Information Security Policy
- Security Monitoring Center (SOC)

Disaster Recovery

- offsite backup
- System Quick Restore (within 12 hours)



Total Control Of Information Security Risks

To ensure that Getac's security protection system keeps pace with the times, a variety of measures were introduced in 2020 to upgrade Getac's security system to counter all current and future risks. Management initiatives included a strengthening of the information security structure and strict controls on personnel permissions. Hardware initiatives included the introduction of an information security monitoring system, internal firewall, and GDMS equipment management system. Information security was enhanced through comprehensive protection of everything from the core to the periphery.

The information security and risk rating was completed at the operating locations all over the world in 2021. The information security grade was defined depending on the operation model of individual operating bases. The risk assessment was conducted for the computer and machine rooms to rate based on the low, medium and high risk in the data, software, physical equipment, service and personnel. Appropriate security protection measures were required for identified deficiencies.

In the face of complex and ever-changing cyber attacks, Getac implemented multiple partitions on our network to counter complex cyber attacks. These included the internal firewalls for separation of servers and clients, as well as restrictions on unnecessary links between servers on different networks so that infections can't spread throughout the system. Suspicious programs are quarantined through sandbox technology to simulate their behavior and determine the intent of the software.

In 2021, key subsidiaries completed the installation of Getac Device Management System (GDMS), and built internal firewalls for those sites with high information security risk ratings to prevent the system from being invaded by the outside world. GDMS can manage and monitor the running status of deployed

devices in real time, and comprehensively improve device security as an important part of the overall information protection. In addition to real-time monitoring of device information such as battery, CPU, hardware and system status, custom alerts can also be set to detect potential threats.

ISO27001 And TISAX Certification

To ensure catching up with international trend in the information security management and protection of personal data and meeting the requirements of major international customers, Getac Holdings acquired the ISO 27001 Information Security Management System certificate in 2019 and the VDA ISA Trusted Information Security Assessment Exchange (TISAX) certificate in 2020. We are one of a few companies in Taiwan that have passed both ISO 27001 and TISAX certifications. The three sites, Getac Changshu, GCS Kunshan, Getac Vietnam have planned to acquire the TISAX certificate in the second half of 2022.

Information Security Education And Training

In addition to internal education and training, the information security team also takes part in external exchanges such as training events and seminars at different times. Every effort is made to stay on top of the latest information security developments and strengthen Getac's defensive and monitoring capabilities.

Getac issued the "Employee Information Security and Computer Usage Guidelines" to enhance information security awareness and consensus. Information security awareness is also a core component of new employee training. Information security reminders on routine usage are issued at various times via the intranet portal and e-mail. In 2021, internal online live streams were also used to communicate to employees the importance of information security awareness directly.



3

Innovative Product & Service

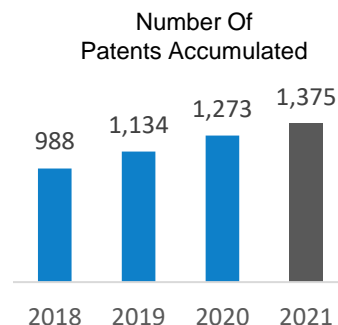
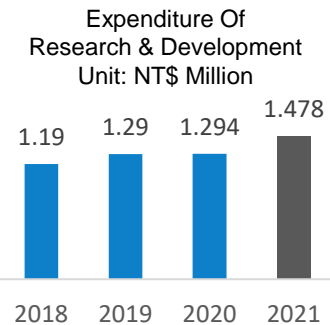
- 3.1** Innovation, Research And Development
- 3.2** Green Product
- 3.3** Customer Service
- 3.4** Sustainable Supply Chain

3.1 Innovation, Research And Development

Getac embraces the mission of providing safe, top-value, and prosperity-promoting solutions which rely on advanced technologies to help our customers leapfrog their competitors. Maintenance of innovation in the fields of products and technologies is one of the key factors ensuring continued growth of Getac. In our R&D and product design efforts, we focus on providing customers with optimized user experiences to increase their brand loyalty. Differentiated process technologies raise the competition threshold and automated process penetration rates, which in turn builds up our competitiveness.

In 2021, Getac's R&D expenditures amounted to NT\$ 1.478 billion, accounting for 5% of the consolidated net operating revenue. The Company acquired 102 international patents. In total, the company has accumulated 10,375 national and international patents.

R&D into rugged computer products upgraded key models to deliver cutting-edged computing power. A number of software utilities such as Getac Driving Safety Utility and Getac Device Monitoring System (GDMS) were also developed to provide a more complete solution for enhancing operational efficiency in different vertical markets and work sites. For mechanical products, Getac is continuing to develop new materials, process technologies and production automation technologies in line with the spirit of sustainability, energy efficiency, carbon reduction, and innovation. Green molding, material and assessments of 5G product casing materials and other projects will boost our competitiveness.



Product Awards Jan 2021~April 2022

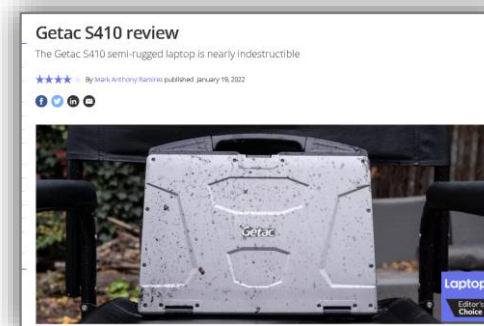
Editor's Choice

- B360 PC Mag Best Rugged Laptop Editor's Choice
- S410 Laptop Magazine Editor's Choice
- K120 Laptop Magazine Editor's Choice



Recommended Best Rugged Laptop/Tablet

- F110 ZDNet Best Rugged Tablet
- B360 ZDNet Best Rugged Tablet
- UX10 TechRadar Best Rugged Tablets of 2022
- F110 Tech Radar Best Rugged Tablets of 2022



Intellectual Property Rights Management

Getac Holdings Corporation's subsidiary, Getac Technology, is mainly engaged in the sales of branded products. Due to the rapidly evolving technology in the industry and the fierce competition in patent litigation in the market, it is not only pivotal to protect our own technology patents, but also to prevent infringement of others' patent rights.

In order to protect our intellectual property rights from infringement and prevent infringement of others' patents, Getac has developed a complete management framework, as well as internal rules and regulations. The Legal Affairs Center is responsible for handling intellectual property disputes, and depending on the situation, external lawyers are commissioned to handle the procedures. The Intellectual Property Office under the jurisdiction of the Legal Affairs Center serves as the dedicated department in charge of carrying out and promoting tasks related to intellectual property rights. The Intellectual Property Office selects competitors and related products and conducts patent search, in order to understand the patent application trends of different industries, identify risks of infringement, and analyze these risks to achieve risk aversion.

In October 2021, the Company abolished the old patent examination board and established new intellectual property management regulations. The newly

formalized intellectual property management regulation is based on the strategic patent portfolio direction set by the President.

At the same time, we reviewed the new patents announced in the current year, and the President can assign RD (Research and Development Center), PM (Product Management Center), ID (Integrated Design Center), or IP (Intellectual Property Division of Legal Affairs Center) supervisors to conduct project reports according to the requirements. In addition, the new patent application process is different from previous processes. In the past, the patent application was proposed by the R&D unit colleagues themselves, but now, R&D Division-level executives lead their team to propose the patent applications, and the top executive of RD, PM, and ID respectively suggest the market trends, industrial technology development, and product identification characteristics for the patent portfolio strategy, and attend the relevant meetings to exercise their right to consent. The IP team uses the proposal to plan the scope of patent applications, monitor the current patent status of the industry, and prepare for countersuit patent portfolios.

In 2021, Getac was not involved in any infringement cases relating to others' intellectual property rights.



3.2 Green Product

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.

Getac’s green product concepts have been incorporated into product life cycles. This ensures optimal utilization of precious resources during the whole process from the acquisition of raw materials, manufacturing development and design, and production to transportation, distribution, and recycling and reuse at the end of the product life cycle. Reduction, Reuse, Recycling, Recovery, and Repair concepts are utilized to alleviate environmental impacts.

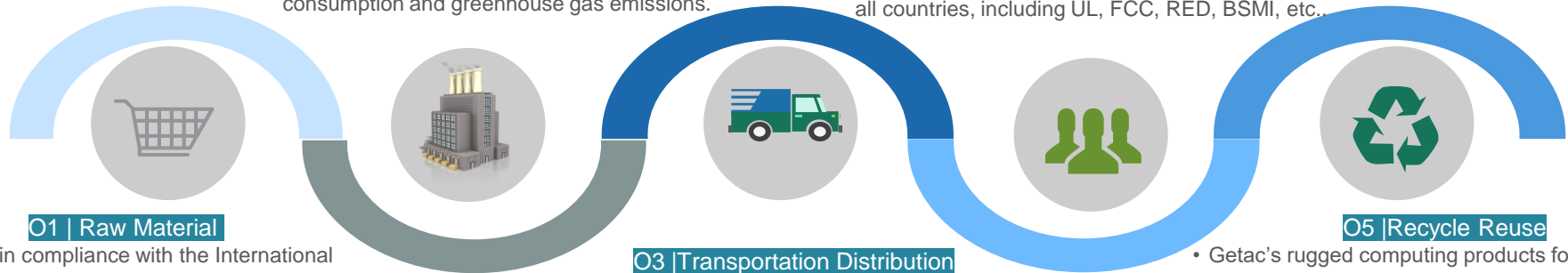
Getac Green Products Life Cycle Circulation

O2 | Production

- All factories have obtained the certification of ISO14001 environmental management system or the same level.
- Invest in advanced water recycling equipment to enhance water recycling and reuse.
- Increase the energy use efficiency, reduce energy consumption and greenhouse gas emissions.

O4 | Consumer Use

All production lines of the rugged computing product have received Energy Star 8.0 Energy-Efficient Design Label, and it is estimated that a reduction of approximately 677 metric tons carbon dioxide carbon emission equivalent per year for the Earth. Comply with Electronic Product Safety Certification of all countries, including UL, FCC, RED, BSMI, etc..



O1 | Raw Material

- 100% in compliance with the International Environmental Protection Indicators.
- Adopted IECQ/QC080000 Hazardous Substances Process Management System.
- Comply with RoHS, REACH and related regulations of Substance of Very High Concern (SVHC).
- Increase the proportion of local procurement
- Promote the supply chain to promote environmental sustainability and prohibit use of conflict minerals.

O3 | Transportation Distribution

- Optimized transportation route planning, which reduced the number of trips required.
- Evaluate the transportation distance for the trading partners with regular frequent dealings, and the packaging materials used shall be recycled and reused.

O5 | Recycle Reuse

- Getac’s rugged computing products follows the requirements of the European Union Waste Electrical and Electronic Equipment (WEEE) Directive and received the EPEAT Environmental Protection Label.
- Use recyclable aluminum and recyclable plastic materials.

Product Energy Saving

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 Getac Holdings Corporation are widely used by the government agencies of all countries and large international corporations.

The Rugged Computing Solutions sold by Getac Holdings Corporation 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.

The US Energy Star released the latest Version 8.0 Certification Standard in late 2019. In 2021, all the rugged notebooks and tablets of Getac are certified. 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 X500 is 23.33 KWh, which is lower than the standard value of 33.19 KWh. F110 actual test value is 18.68 KWh, which is lower than the standard value of 25.06 KWh.

The average power consumption of the twelve main models sold by Getac in 2021 is lower than the standard value of Energy Star by 7.88 KWh/yr. After multiplying this by the number of units sold in the year, it is estimated that the rugged computers sold by Getac in 2021 can at least save 677 metric tons of carbon dioxide emission equivalent. Demonstrate Getac's efforts and achievements in energy-saving design.



In 2021, reducing

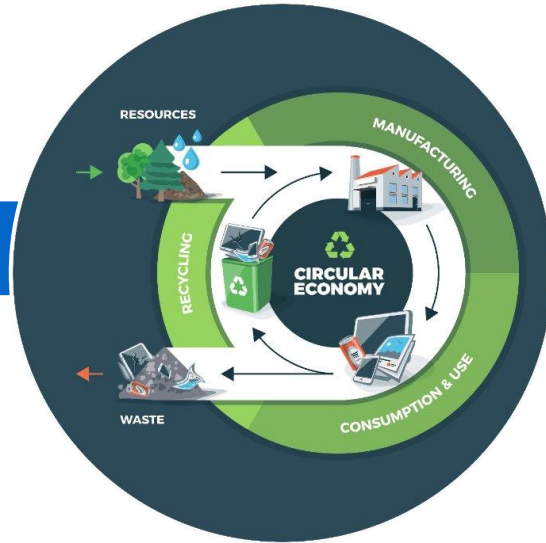
677 Mt CO₂e emission



All models passed Energy Star 8.0 Standard.

The average power consumption of 12 main models is lower than the standard value of Energy Star by 7.88 KWh/yr

Recycle & Reuse



Reduce Electronic Waste

Getac's system 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.

Reduce The Use Of Packaging Materials

Evaluate the transportation distance for the trading partners with regular frequent dealings, and the packaging materials used shall be recycled and reused. MPT Kunshan and MPT Suzhou Plants commissioned professional recycling companies to assist in the recycling and reusing the cartons, paying by pieces, and encourage manufacturers to keep the completeness of the cartons and increase the quantity of recycling during the transportation process. Also, record the quantity of cartons when shipping in and out of the plant. In 2021, for those customers whose location and usage mode can match Getac's recycling work, MPT Kunshan recycled cartons accounted for approximately 64% of the total shipped cartons, and MPT Suzhou approximately 33%, and MPT Vietnam approximately 90%.

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 whose location and usage pattern can match Getac's recycling work, the number of recycled plastic pallets from MPT Kunshan accounts for approximately 55% of the total number of shipments used, and that of MPT Suzhou is approximately 37%. The number of recycled and reused wooden pallets from MPT Vietnam accounts for approximately 99% of the total number of shipments used, recycled plastic pallets accounts for 93%, and recycled PV box accounts for 99%. and that of MPT Suzhou is approximately 37%.

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. Due to the heavy weight of the metal mechanical parts and the high consumption rate of the cartons, Getac Changshu and MPT Vietnam adopts durable and load-bearing plastic boxes for the transportation of domestic customers, which can reduce the wear and tear of carton boxes. The recycling rate in 2021 is 100%, and the average service life of a plastic box is at least five years and above.

The Use Of Recycled Materials

Plastic Solution BG and Automotive BG are OEM businesses; the materials used are mainly plastic pellets and aluminum ingots, which must be based on the materials designated by the customers.

In 2021, the plastics Solution BG used a total of 14,917 metric tons of plastic pellets. In response to the concept of circular economy, MPT Kunshan plant actively cooperates with customers to improve the recycled material policy. In 2021, the use of recycled plastic pellets has increased significantly to 3,081 metric tons, which is an increase of 39% compared with 2020. The proportion of recycled plastic pellets in plastic pellets is about 21%. In 2021, a total of 13,315 metric tons of aluminum materials was used for the automotive mechanical parts, and 76% of them were recycled aluminum.

Restriction of Hazardous Substances

Since establishing a dedicated Green Product Team in early 2005, Getac has been promoting green designs and limited the use of toxic hazardous substances, as well as monitored the latest directions of green initiatives. In recent years, Getac has incorporated sustainability issues into our supply chain management indicators, requesting full compliance of our suppliers. Getac ensures that the supply chain and manufacturing processes are in line with ethical and environmental standards at all times, in order to protect users' safety and health. Getac's rugged computers are products sold complete. All of the products comply 100% with international environmental directives, including RoHS, REACH, and SVHC. Getac has installed an online green product management systems and classified restricted substances into three categories

- A** Class A substances are substances prohibited or restricted for use in existing products, materials of critical parts, or production processes.
- B** Class B substances are prohibited or restricted for use in packaging materials.
- C** Class C substances are prohibited or restricted for use in batteries or battery packs and must comply with the restrictions of the EU 2006/66/EC directives and Amendment 2013/56/EU.

For new raw materials, a product inspection report must be provided within two years in order to ensure that the product does not contain any hazardous substances. A new report must be provided every two years, otherwise the system will suspend the use of the material and critical parts involved.

Furthermore, the Company upgraded its green product management system, expanding controls, inspections, and investigations of hazardous chemical substances. The system updates EU green product norms in a real-time manner and conducts reviews of supplier conformity to ensure that raw material usage of the Company is in sync with international environmental protection trends. In the field of hazardous substance controls, Getac has adopted the strictest standards and requirements. Product validations are carried out to ensure that exposure to hazardous substances is low risk in conformity with the regulations governing exposure to toxic chemicals that cause cancer, birth defects or other reproductive harm set forth in the 2019 version of "California's Proposition 65 (Safe Drinking Water and Toxic Enforcement Act)".

Getac Kunshan, which specializes in the assembly of electronic products, MPT

Kunshan and MPT Suzhou, which specialize in the production of plastic injection mechanical parts have incorporated the IECQ QC 080000 Hazardous Substance Process Management (HSPM) system for electrical and electronic components and products, and complies with international directives for environmental protection, including the REACH, Substance of Very High Concern (SVHC), and RoHS, to prevent the use of materials, parts, or products containing hazardous substance which would otherwise impact the ecosystem.

The quality assurance division inspects incoming materials from eligible suppliers. In 2021, all incoming materials passed the inspection, and no hazardous substances were found. Products produced by automotive plants are die-casting metal parts composed of aluminum alloys and are not end products. 100% of the automotive parts produced and metal materials purchased in 2020 complied with the specifications of automobile customers and were also in line with national environmental protection regulations and the EU Restriction of Hazardous Substances Directive (RoHS).

In 2021, all of Getac's products complied with international environmental regulations. As required by product environmental regulations adopted in the country of origin of the product, electronic products were certified by international safety standards, in compliance with regulations on product safety, radio frequency, electromagnetic compatibility (EMC), and other safety issues adopted in the country of origin (e.g., UL and FCC in the U.S., CE and RED in the EU, and BSMI in Taiwan). Our products or packages are labeled with information on safety regulations, energy conservation, and environmental communication certification. There were no violations of product labeling regulations.

For the needs of special industries, such as the pharmaceutical, chemical, and petroleum industries, some models are on the initiative certified for high-standard safety standards. For example, the EX-80 rugged tablet has passed the strict explosive environmental standard test and received the European standard ATEX & IECEx Zone 0/20 and UL913 Class I/II Division 1 Certification. The K-120 rugged tablet PCs have passed the US and European standards for explosion-proof certification with K120-ANSI and K120-Ex respectively, and the safety of the employees in the dangerous workplace is protected by the design of essential safety technology.



3.3 Customer Service

Quality Management



Getac 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.

Standardized validation procedures and checkpoints are in place for all stages of the product design process from project initiation and concept design to process and manufacturing design and finally product launch. The next stage is not initiated before all validation criteria are met. We have also increased the number of test machines to improve the accuracy and reliability of design validation.

In order to enhance quality control, we have 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

The Company exercises the due care of a good administrator and embraces proper safekeeping and usage principles to protect the business secrets of its customers. Confidential information that Getac acquires from its customers in the course of its business dealings are handled in strict compliance with “the principle of disclosure only if necessary”. Such information is only disclosed to persons who must be made aware of it.

In 2021, we received no complaints about invasion of customer privacy or loss of customer information

Customer Confidentiality Agreement

Getac's practices to protect client confidentiality and privacy include:

- The employee code and employment contract require employees to strictly observe the protection of client confidentiality and privacy.
- The company prescribes confidentiality obligations in a case-by-case basis for persons who come in possession of such information.
- Employees are educated periodically on their confidentiality obligations and compliance with confidentiality agreements is monitored.
- The Company maintains the security of network and electronic platform usage environments in a rigorous manner to prevent leakage or dissemination of confidential information of its customers and thereby safeguard their rights and interests. For relevant information security measures, please refer to Chapter 2.5 Information Security on pages 48-49 of this report.

Product Information Security

The users of Getac'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.

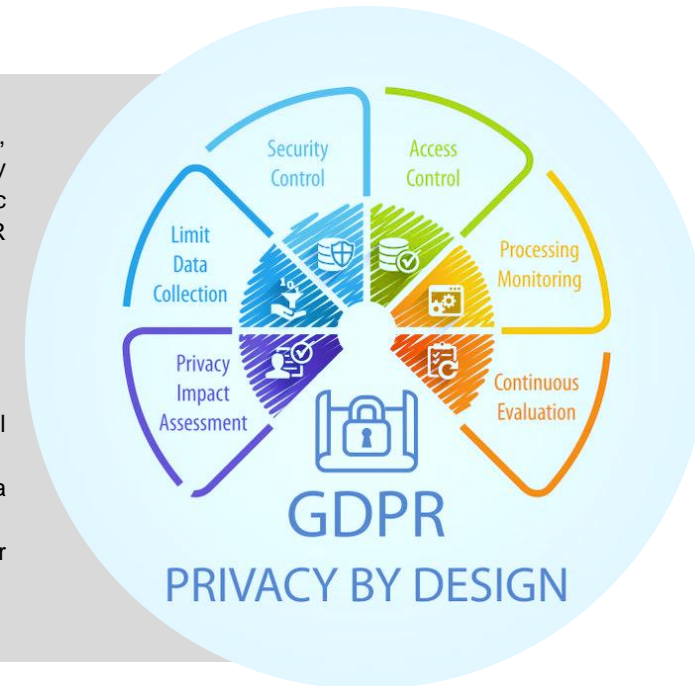
We consider user information security and the legitimacy of personal information protection laws in different countries in the product development phase, and develop corresponding prevention mechanisms. The Legal Affairs Department monitors changes to laws around the world and immediately updates protective measures for customer privacy and information.

Getac provides “keep your hard drive” premium service. When a hard drive is damaged, it is replaced with a new hard drive while allowing customers to keep their old hard drive, so as to prevent information leaks.

Product designs are integrated with the most advanced information security protection in the industry. By collaborating with internationally acclaimed encryption vendors, we ensure software

GDPR Response Measures

1. 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 the Company in introducing the GDPR comprehensive personal data protection strategy, including:
2. inventory the units related to personal data collection and their operation approaches
3. to strengthen the improvement measures for personal data protection mechanisms. Implemented secure transmission protocol for all websites of the Company to protect personal data. Use and sharing of personal data is only allowed after acquiring the consent of the data subject properly and within the scope of this consent.
4. Required all channels to modify the privacy notice to comply with the standard of European Union's "General Data Protection Regulation"
5. Reviewed the agreement with the third-party data processing company and require the company to include data protection obligations in the agreement.
6. Set up the Company's dedicated Data Protection Managers to respond timely to customer or stakeholder opinions on the rights to personal data protection.



In 2022, the EU Commission issued new guidelines for the international transfer of personal data under GDPR Article 46(2)(c), which requires all multinational companies to adopt the latest version of the Standard Contractual Clauses (SCC) issued by the Commission as the legal basis for the legal transfer of personal data across borders commencing from December 2022. We are currently preparing two versions of SCCs for the Company's current data processing modes: Controller to Processor and Processor to Controller. We expect to introduce them in Q3 2022 to ensure that the personal data flow between the subsidiaries of Getac Holdings Corporation, Getac Technology Corporation, and its UK and German subsidiaries, which are responsible for the local sales of rugged computers, can be separated to meet the latest GDPR requirements. The new framework will ensure the Company's compliance with the latest regulations.

There were no GDPR violations in FY 2021.



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

Sales and After-sales Service

Our rugged computing brand business involve channel operations. In recent years, Getac has intensified local marketing initiatives, providing local customers with more immediate, high quality services. Through close cooperation with regional channel partners, we jointly work together with our channel partners to plan messages and marketing campaigns in line with the channel markets to boost brand marketing and communications.

At present, the Getac brand has set up service centers or authorized maintenance partners to provide instant service support in various important sales regions around the world. In response to sales and customer needs, service bases are also continuously increasing. for fast and immediate service.

Getac also relies on IT management system improvements and customer communication. The Company has adopted a Partner Portal, E-quotation, Marketing Automation, and the 2nd Generation Service Portal to gain the ability to offer its customers product information and after-sales/maintenance services in a systematic fashion. Channel partners rapidly gain a firm grasp of Getac products and services, which facilitates their sales to end customers by raising the effectiveness of relevant activities, which in turn results in a substantial increase of customer satisfaction.

GETAC Service Portal provides customer service and customer consultation, including:

- Download and Support Services
- Frequently Asked Questions and Answers

- Request Repair Service Self-diagnostic tool
- Online support (On-line Q&A)
- E-mail and telephone services related to technical support

Customer Satisfaction Survey

Getac solicits customer feedback and suggestions for its products and services via different channels and implements improvements accordingly. In addition to routine business contacts, a customer consultation service channel has been set up on the official website and channel partner conferences are organized periodically. The Company also conducts annual customer satisfaction surveys in accordance with standardized operating procedures for such surveys.

They are conducted by all business units. Respondent categories and numbers are determined annually in accordance with type of business and transaction amounts. Questionnaire dimensions include quality, sales service, delivery times, technical support, and after-sale maintenance. Operating strategies are adjusted based on an in-depth analysis and full understanding of customer satisfaction levels, which also serve as a key reference for continued improvements of product and service quality.

In addition, Getac has established sound after-sales service and customer complaint handling mechanisms to safeguard the rights and interests of its customers. The customer service unit has set up a dedicated mailbox for any questions or complaints regarding Getac products and services.



Customer Service
GetacSupport_TW@getac.com

3.4 Sustainable Supply Chain

Types Of Suppliers

The global ESG have been developed concretely and the sustainable supply chain has become crucial to the competitiveness and sustainability of the companies. We are sustaining stress and must take more responsibility to work with customers, suppliers and employees for the implementation of global sustainability issues including net zero emissions, reduction of waste, improvement of labor conditions, and prevention of corruption.

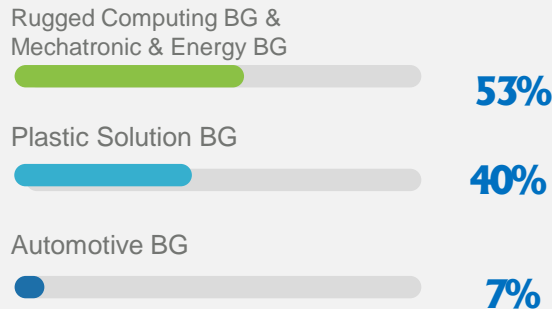
In 2021, the raw materials most frequently purchased included electronic parts, plastic pellets, and aluminum ingot. Production processes were conducted mostly in its own factories. The amount purchased for each product line as a percentage of the company's total procurements in the supply chain: 53% for rugged computing BG and Mechatronic & energy BG, 40 % for plastic solution BG, and 7% for automotive BG. The supply chain management section of this report mainly discloses raw

material-related procurements. Our suppliers are concentrated in China, Taiwan, and the United State. The breakdown of procurement by country is 46% for China, 36% for Taiwan, 4% for Vietnam, 2% for United States, and 12% for other countries.

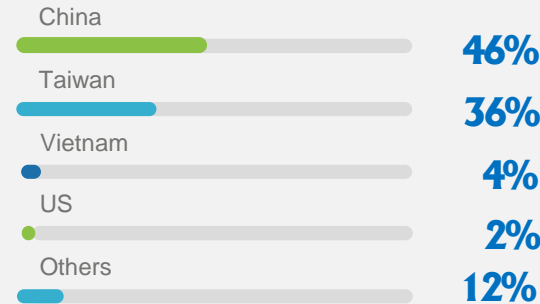
Localized purchasing is the supply chain policy of Getac. Increasing localized purchasing facilitates reducing the risks and costs of transportation, and also creates employment opportunities in the local manufacturing industry. In 2021, in response to changes in trade tariffs between China and the United States, business units will adopt a multi-location supply model, expand production capacity in non-China regions, and increase the proportion of purchases in Taiwan and Vietnam.

In total, 59% of Getac Holdings' (consolidated) materials are purchased locally. By region, the localized purchasing for Taiwan, China, and Vietnam are 54%, 63%, and 48% respectively.

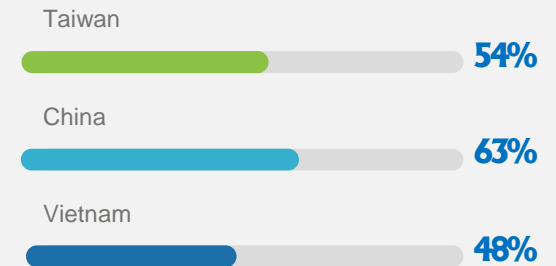
Breakdown Of Getac's Raw Material Procurement by Business



Breakdown Of Getac's Raw Material Procurement by Country



Ratio of Localized Purchasing



Supply Chain Management

Getac believes that effective supply chain management stems from close cooperation among suppliers. By sharing risks and benefits, they can increase operational efficiency through information system optimization, subsequently shortening the duration of delivery and reducing environmental costs, thereby achieving increased customer satisfaction and creating the best product and service experience.

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 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

In addition to the traditional TQRDC standards, Getac follows the RBA regulations on sustainability issues. Through our contract management mechanism, the company includes sustainability-related issues, such as environmental protection, customer health and safety, anti-corruption, and intellectual property rights, in its standard purchase order (PO) and in its Master Purchase Agreement. Getac's raw material suppliers must sign a statement stating their understanding of the terms and conditions of our standard PO, which states that the supplier must agree to the following statements and guarantees related to sustainability issues.

The company also asks suppliers to sign the Master Purchase Agreement, which requires suppliers and upstream suppliers to fulfill environmental responsibilities, respect labor rights, avoid the use of conflict minerals, engage in ethical management, and adopt sustainability practices. If suppliers violate any of the requirements, Getac reserves the right to terminate the contract and request for a penalty fine 10 times the amount of the damage and product orders.

Getac Holdings Supply Chain Management



Contract Management



Due Diligence



Supplier Audit

- Sign the Supplier's Letter of Commitment to Corporate Social Responsibility before the collaboration
- Sign a master purchase agreement that includes ESG requirements
- Sign a PO that incorporates ESG requirements
- Sign a PO that requires basic ESG requirement
- Sign the agreement of "Most Favorable Treatment and No-Corruption Guarantee Agreement".

- Declare the composition of the materials on the GP green product management system before collaboration
- Sign the VOC Compliance Declaration for the suppliers of coating materials, inks, adhesives, and cleaning agents in China and foreign countries
- Conduct a supplier sustainability questionnaire survey every year
- Investigation on the ESG compliance
- Implementation of the ESG training
- Suppliers are required to provide the management system certificate and test report

- High-risk manufacturers conduct on-site supplier audits



Getac Supplier Code of Conduct



4

Environmental Protection

- 4.1** Energy & Emission
- 4.2** Water Management
- 4.3** Waste Management
- 4.4** Corporate Pollution Prevention



Vision For A Sustainable Future

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. Our R&D team makes use of the technology for realization of decision to protect the earth, including improving the process and equipment or developing products of low energy consumption to save energy and reduce carbon emissions, and gradually increasing the use of PCR (Post Consumer plastic), a recycled plastic material, in the production of plastic shells to reduce the use of new materials and march toward the circular economy.

Getac Environmental Policy

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

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.

4.1 Energy & Emission

CO₂
Neutral

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. There is no substantial fine or non-monetary punishment to any plants for violation of environmental regulations in 2021.

In addition, Getac Holdings and eight subsidiaries introduced the ISO 14064 GHG emissions inventories in 2022 and acquired a third-party certificate. We also plan to introduce the TCFD for climate-related financial disclosures for complete identification of climate risks and formulation of measures. We plan environmental action plans for the future in broader horizons and combine them with the goal of net zero emission that the United Nations sets for 2050 to create a better and cleaner world for a long-range and sustainable development.

Energy Use

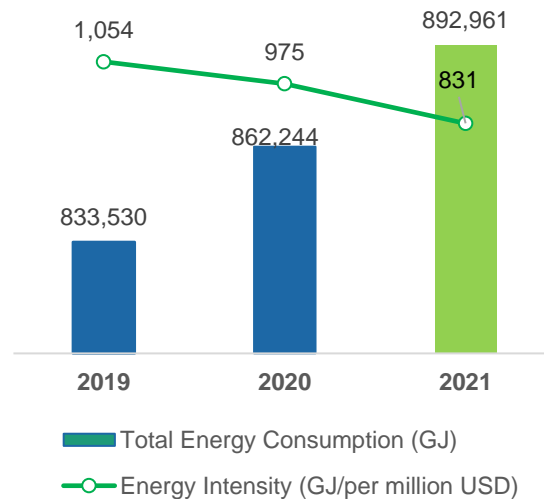
In order to meet the increasingly severe energy challenges and minimize the impact on the ecology, Getac's energy policy is to cherish resources and improve energy efficiency by means of process energy saving and emissions reduction. Getac also reduces the impact on the environment by integrating energy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

In order to enhance energy performance more effectively, Getac Holdings Corporation has started to drive its subsidiaries to implement ISO50001 energy management system to reduce energy consumption through the PDCA cycle management model. Getac Tech's Xizhi plant, has implemented the ISO system and was certified in 2020, while our Kunshan plant is scheduled to implement the system in the second half of 2022. Other plants will be evaluated and gradually implemented as required.

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 84.9% of total energy consumption, mainly sourced from purchased electricity and steam.

"Non-renewable fuels" accounted for 15.1% of total energy consumption, including diesel, petroleum, liquefied petroleum gas (LPG), and natural gas. Diesel fuel is used to generate electricity for vehicle equipment such as production line generators, forklifts and forklift trucks, while gasoline is used for company vehicles. 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. Total energy consumption in 2021 was 892,961.32 gigajoules (GJ) and energy intensity was 831 GJ/US\$1 million. This represents a 15% decrease compared to 975 GJ in 2020.

Energy Consumption & Energy Intensity of Getac Holdings (Consolidated) for the last three years



Item	Unit	2019	2020	2021
Total Energy Consumption	GJ	833,530	862,244	892,961
Intensity of Energy Consumption	GJ/ per million USD	1,054	975	831

2021 Getac Holdings (consolidated) Energy Consumption by fuel type

	Energy Type	Unit	Use Amount	Energy Consumption (GJ)	Percentage of Total energy consumption (%)
Non-renewable fuels	Diesel	KG	204,482	8,723.34	1.0%
	Natural Gas	M ³	3,283,870	105,865.39	11.9%
	LPG	KG	327,251	15,482.24	1.7%
	Petrol	KG	93,780	4,076.76	0.5%
Purchased energy	Purchased Electricity	KWH	159,591,795	574,530.46	64.3%
	Purchased Steam	Metric Tons	66,091	184,292.13	20.6%
Total Energy Used			GJ	892,961.32	
Energy Intensity			GJ/Per million US dollars	831	

Calculation Description of Energy Consumption :

- For buildings and pipelines of Getac Holdings, Getac Technology Corporation, and Atemitech Corporation, 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.
- The density of diesel fuel in Taiwan is calculated as 0.8g/cm³ and the density of gasoline for vehicles is calculated as 0.737/cm³. The density of diesel fuel in China is calculated as 0.84/cm³ and the density of gasoline for vehicles is calculated as 0.725/cm³.
- 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. 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.

GHG Emission

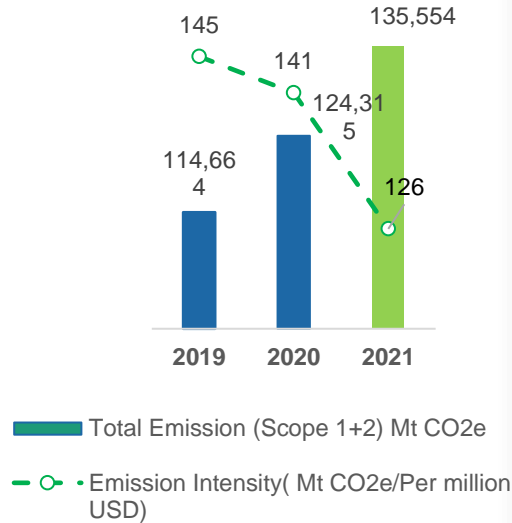
The Company conducts greenhouse gas emissions inventory boundary delineation of emission sources in accordance with Operational Controls, and added the Getac Kunshan Plant in FY2021 compared to FY 2020. All disclosed entities have also completed the introduction of ISO 14064-1 greenhouse gas emission inventory at the same time, and have been verified by a third party.

In 2021, the total greenhouse gas emissions of Getac Holdings Corporation were 344,751.45 metric tons of carbon dioxide equivalent, of which 135,553 metric tons of greenhouse gas emissions were categorized as Scope 1 and Scope 2, accounting for 39% of the total emissions, and 209,197 metric tons of greenhouse gas emissions were categorized as Scope 3, accounting for 61% of the total emissions.

In 2021, the total greenhouse gas emissions of Scope 1 and Scope 2 increased by 9% compared to 2020 due to the growth of sales, of which 92.4% were derived from purchased electricity and purchased steam in Scope 2, and the rest from LPG, diesel, automotive gasoline and refrigerants, etc. 99% of the emissions were mainly CO₂, with trace amounts of CH₄, N₂O and HCFs, with no emissions of ozone-depleting substances.

Getac seeks to manage the gradual reduction of the intensity of greenhouse gas emissions year by year. By improving the adoption rate of automation, enhancing intelligent energy consumption monitoring, improving energy-saving design of major process equipment, and replacing major energy-consuming equipment with new ones, we are able to effectively control the intensity of greenhouse gas emissions. Emissions intensity was reduced to 126 metric tons of carbon dioxide equivalent per million U.S. dollars in 2021, down 11% from 141 metric tons in 2020.

Getac Holdings (Consolidated) GHG Emission Intensity



Calculation of GHG emissions:

- All the physical companies within the disclosure scope in this report passed the third-party certification of ISO 14064 GHG emissions inventories in 2021
- Getac Precision Technology (Kunshan) Co., Ltd. was added to the Getac Holdings' carbon emissions disclosure scope in 2021
- The GWP value of GHG emissions in this report was determined with reference to the 2021 IPCC assessment report 6
- 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 the "2006 IPCC Guidelines for National Greenhouse Gas Inventories"
- China's electricity carbon emission factor is derived from the 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.

Getac Holdings (Consolidated) Greenhouse Gas Emission

Item	Unit	2019	2020	2021
Total emission (Scope 1+2)	Mt Co _{2e}	114,664	124,315	135,553.89
Total emission (scope 1+2+3)	Mt Co _{2e}	N.A	N.A	344,751.45
Scope 1	Mt Co _{2e}	12,039.82	10,881.30	10,331.46
Scope 2	Mt Co _{2e}	102,623.75	113,433.26	125,222.42
Scope 3	Mt Co _{2e}	N.A	N.A	209,197.56
Emission Intensity (Scope 1+2)	Mt Co _{2e} /per million USD	145	141	126
Emission Intensity (Scope 1+2+3)	Mt Co _{2e} /per million USD	N.A	N.A	0.321

Note: In 2019 and 2020, the Company's greenhouse gas emissions performance obtained Moderate Level Assurance under GRI Standards. In 2021, the Company's greenhouse gas inventory obtained ISO14064 verification.



Energy Consumption & GHG Emission of Getac Holdings (stand-alone) and subsidiaries in 2021

			GTH	GTC Nangang	GTC Xizhi	ATC Nangang	ATC Linkou	ATC Hwaya	GTK	MPTK	MPTZ	MPTV	GCS	GCS Kunshan	GVL
Energy	Diesel	KG	0	0	0	44	0	0	0	13,690	8,263	140,954	7,392	2,895	31,244
	Natural Gas	M ³	0	0	0	0	0	0	0	199,809	82,066	0	2,284,800	717,195	0
	LPG	KG	0	0	0	0	0	0	0	0	0	11,959	0	0	315,292
	Petrol	KG	3,278	2,544	179	815	0	0	0	0	53,964	11,414	21,586	0	0
	Purchased Electricity	KWh	56,900	580,380	813,777	255,597	483,829	18,351	6,438,450	47,463,100	30,208,928	31,617,382	11,494,892	6,185,805	23,974,404
	Purchased Steam	Mt	0	0	0	0	0	0	0	40,441	25,650	0	0	0	0
	Total Energy Consumption	GJ	350.1	2202.1	2,937.5	958.2	1,741.8	66.1	23,178.4	290,857.2	185,405.9	120,908.0	116,285.5	45,513.5	892,961.3
GHG Emission	Scope 1+2	Mt CO _{2e}	39.36	297.97	423.61	130.66	255.10	11.80	3,808.72	41,000.50	26,077.59	26,267.56	11,738.14	5,165.27	20,337.60
	Scope 1+2+3	Mt CO _{2e}	39.36	297.97	11,078.91	130.66	585.67	252.07	58,423.02	68,795.54	46,094.90	26,267.56	84,860.67	27,587.52	20,337.60
	Scope 1	Mt CO _{2e}	10.80	6.62	15.10	2.92	12.22	2.59	67.98	998.40	680.11	844.02	5,059.61	1,571.31	1,059.78
	Scope2	Mt CO _{2e}	28.56	291.35	408.52	127.74	242.89	9.21	3,740.74	40,002.10	25,397.48	25,423.54	6,678.53	3,593.95	19,277.82
	Scope 3	Mt CO _{2e}	0	0	10,656.30	0	330.57	240.27	54,614.30	27,795.04	20,017.31	N.A	73,122.53	22,422.26	N.A

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 plastic injection process of the MPTK plant under Getac plastic Solution BG is a typical case of cross-industry energy resource cooperation.

As of 2007, the Kunshan Plant 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. We also utilize steam and residual heat generated by injection machinery as an energy source for boilers that supply domestic water for employee dormitories. In addition, condensed water generated through the cooling of steam during production processes is channeled back via pipelines for recycling and reuse in these processes.

Through waste Gas Recycling, Getac used a total of 66,091 metric tons of steam in 2021, which accounted for about 39% of the total energy consumption that year.

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%.

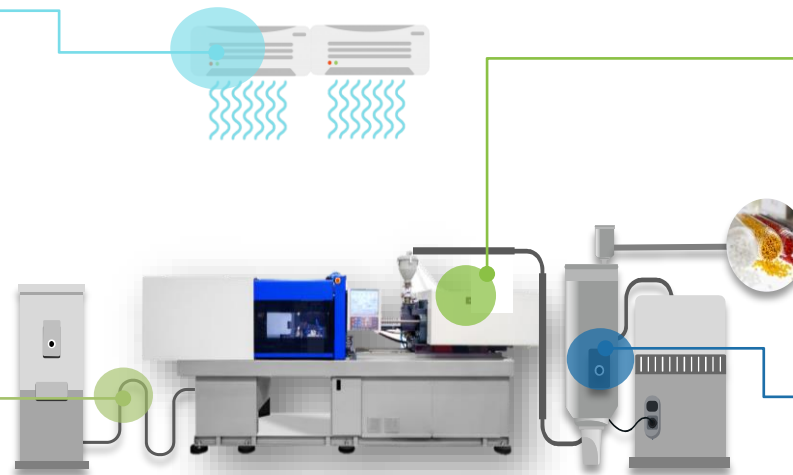
Greenmolding Green Energy-saving Technology

Power Consumption Reduced
By **15%**

Smart temperature-controlled inverter was installed for AC to reduce energy consumption from excessive cooling.

Surface Temperature Of
Conduits Reduced **38°C**

Thermal insulation was applied to the water pipes connecting the mold heating machine and mold. Surface temperature was reduced from 80°C to 42°C.



40%
Reduction In
Power
Consumption

Energy-saving nano infra-red heating process with unidirectional radiant heating improves heating efficiency = and reduces surface temperature for less energy waste.

57%
Reduction
In Power
Consumption

Added hot air recovery system with a new high-efficiency heat conversion pipe and stainless-steel cover. These help to save energy consumption on heating as well as heat dissipation in the workshop. The drying tank after refurbishment that can also be used as a dehumidifier is a local adjustment.

Daily Management

In the daily management, in addition to following internal energy operation management procedures, such as, energy conservation and emission reduction regulations, water and electricity management regulations, and energy management operating procedures in energy daily managements, it also strengthens internal energy conservation and education, such as setting the air conditioner to moderate temperatures, switching off lights during lunch breaks, and reducing energy use during the winter months.

Each plant has gradually introduced smart meter energy-saving monitoring solutions, which monitors the changes in electricity consumption and the impact factors of each vehicle room in the plant in real time through an online system, and analyzes the relevant variables as a reference for energy management decision-making.

Our plants that manufacture automotive products have set electricity consumption targets, monitoring and recording electricity consumption daily, while reviewing usage through monthly reports. In case of abnormal or excessive power consumption, the power consumption unit must propose a review and improvement plan. For example, in the Automotive BG, the energy consumption of the metal die-casting process is relatively high, and the energy cost per kilogram of magnalium materials is capped, and the daily energy management target is to save 2% or more on a single part produced.

Carbon Reduction Performance

Getac's energy management goal is to gradually reduce greenhouse gas emissions. In order to reduce carbon emissions, Getac conducts energy-saving assessments every year by reviewing relevant plants and equipment to reduce ineffective waste of energy. A total of four new projects were introduced in 2021, including the replacement of energy-saving air compressors and fans, the introduction of oil-electric hybrid machines, and the replacement of low-efficiency molding machines.

- The four new energy-saving project in 2021 can save 3,211 MWh, which is equivalent to 2,350 metric tons of CO₂e, also equivalent to NT\$7.58 million saving in electricity bill.
- The accumulated investment in energy-saving projects since 2017 can achieve 13,673 MWh of energy savings in 2021, which is equivalent to 9,017 metric tons of CO₂e, also equivalent to 1 forest park.



Site	Energy Saving Projects	Amount invested in equipment (NTD)	Electricity Saving (MWh)	Carbon Reduction (Mt CO ₂ e)	Value of Electricity Saving (NTD)
MPTK	Purchased 9 sets of oil-electric hybrid machines	171,418,679	1,145	665	3,329,836
GCS	Improve air compressor operating efficiency	0	238	138	690,977
GVL	Purchase 12 Energy Saving Fans	369,732	302	255	566,705
MPTV	Replacing inefficient molding equipment	71,204,333	1,526	1,291	2,992,671
Total		242,992,744	3,211	2,350	7,580,190

Calculation Description: CO₂ emission factors for China is 0.581KgCO₂e/kWH; Taiwan is 0.509 Kg CO₂e/kWH; Vietnam is 0.8458kg/kWH

4.2 Water Management

With the rapid changes in global climate, the access to freshwater is vital to the survival of all human beings. The 2030 Sustainable Development Agenda passed by the United Nations will also set the: “Ensure that all people have access to water and health facilities of sustainable management.” as the key agenda. How to save water resources and clean discharge has become an important issue for the Corporate Sustainable Development.

Based on a philosophy of cherishing global resources, Getac is firmly determined to use every drop of water to maximum effect. The total water withdraw in 2021 amounted to 734.38 megaliters, the total water discharge was 486.45 megaliters, and total water consumption was 297.03 megaliters. Currently, only the production water can be recycled and reused, and the domestic water in the plant cannot be recycled. Water intensity (water withdrawal (megaliters) / revenue (million USD)) was 0.73.

Getac’s water intake is mostly utilized for production processes. The demand for water varies depending on the process characteristics in different plants. System products are manufactured via assembly lines with low water demands. The water consumption of production processes for plastic solution BG and automotive BG is comparatively higher, accounting for over 94% of the total water intake (plastic injection process is 66%; die-casting process is 28%). The water is used for cooling of molds of plastic injection processes, painting production lines, and the cleaning of diecast metal products.

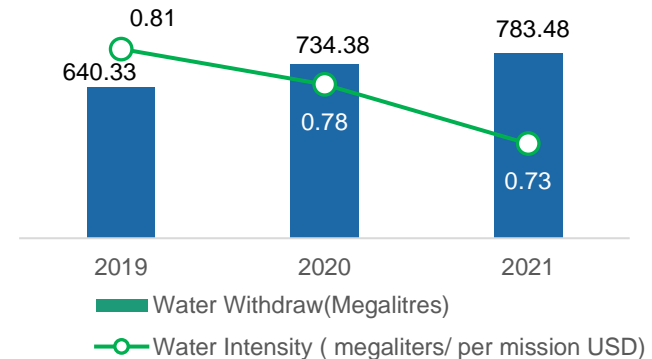
The total water withdrawal in 2021 increased by 49.1 million liters compared with 2020, which was an increase of approximately 7%. The increase in water use was due to the addition of the GCS Kunshan site to the reporting area, and the increase in sales of plastic injection and metal die casting compared to the same period last year.

Daily Management

Each plant of Getac has obtained the ISO14001 Environmental Management System Certification, and formulated operation management specifications for water use. Daily management includes:

1. Employees are constantly reminded to use water wisely and conserve domestic water. Water-saving faucets are installed in our bathrooms.
2. The plant management conducts daily patrol inspections of water meters and pipelines. If water is found to be abnormal, notify the use department to find out the cause, propose improvement plans or maintain pipelines to prevent leakage or waste.
3. Because the automotive mechanical part plant uses a considerable amount of water in the cleaning process, water consumption is included in the departmental performance management goal. Water is managed by setting the goal to save more than 2% of energy per unit product or defining the maximum level of water consumption per week.
4. Getac strictly adheres to local laws and regulations and acts as a law-abiding environmentalist in implementing water resource management.

Getac Holdings (Consolidated) Water Withdraw & Water Intensity



Calculation Description:

- The water discharge of domestic water is calculated as 80% of the amount of domestic water withdraw.
- For buildings and pipelines of Getac Holdings, Getac Technology Corporation, and Atemitech Corporation, which are jointly used by Getac and other external organizations; Water withdraw is therefore apportioned according to area of use.

Process Water Recycling

To save water, Getac continues to 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 2021 will be 17,974 million liters, accounting for about 97% of all water use, equivalent to 7,190 standard swimming pools.

2021 Water Recycle Rate **97%**

Volume of recycled Water **17,974** Megaliters

Volume of recycled Water **7,190** standard pools*

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

Water Use of Getac Holdings (Consolidated) in 2019-2021

Item	Unit	2019	2020	2021
Water Withdraw	Megaliters	640.33	734.38	783.48
Water Discharge	Megaliters	423.74	465.58	486.45
Water Consumption	Megaliters	216.59	268.80	297.03
Water Intensity	Megaliters/Per million USD	0.81	0.78	0.73

Processes Use Steam

After purchased steam is condensed after use, and the condensed water is recycled in the recycling water pond.



Process Recycled Water

Water from the cleaning process is subjected to reverse osmosis and then used in die casting or mold release agents, after which oil in the water is removed and the water is pumped into the recycling water system.



Tap Water Replenishment

Water is recycled from steam condensation and the cleaning process; when the water level in the pond is insufficient, it is replenished with tap water.



Re-pumping Of Recycled Water

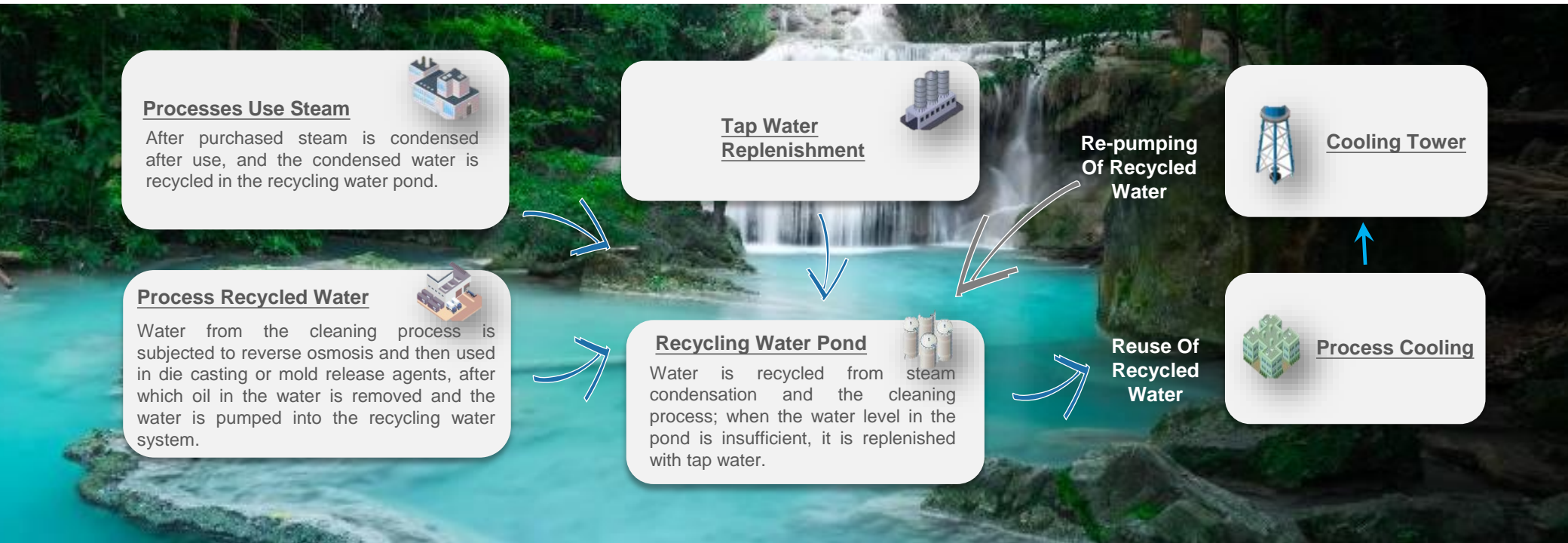
Reuse Of Recycled Water



Cooling Tower



Process Cooling



Water Risk Assessment

According to the World Wildlife Fund (WWF) “Water Risk Filter”*, Taiwan (Feitsui Reservoir), China Kunshan (Kuilei Lake, Dianshan Lake), Changshu Plant (Shanghu Lake), and Vietnam Hanoi Plant (ground water) are located in mid to high-risk areas of water resources, however, Getac Holdings Corp. is not a large water user with annual total water withdrawal accounted for less than 0.01% of the local water body, and has no significant impact on local water resources, however, to promote the recycling and reuse of water resources, Getac continues to strengthen various water conservation and water recycling measures.

A total of 486.45 megaliters of drainage was discharged, regardless of whether the industrial wastewater and domestic wastewater meet national discharge standards, and were discharged into the surface watershed through the local government sewer management system and sewage treatment facilities.

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Water Withdraw	Low risk	Our plants in China and Taiwan derive their water supply from the municipal water distribution network, while the Vietnam Plant mostly relies on ground water. Since system assembly production processes do not require any water and reclaimed water is utilized to satisfy the demands of plastic and metal processes, water supply fluctuations have a relatively low impact on the Company's operations.
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 2021.
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 environmental violations in 2021

Water Use of Getac Holdings (Stand-alone) and Subsidiaries in 2021

Unit: Megaliters

	Taiwan						Kunshan, China				Changshu, China	Hanoi, Vietnam		Total
	GTH	GTC Nangang	GTC Xizhi	ATC Nangang	ATC Linkou	ATC Hwaya	GTK	MPTK	MPTZ	GCS Kunshan	GCS	MPTV	GVL	
Water Withdraw	0.86	9.14	2.41	3.21	4.68		31.34	218.54	171.44	18.97	100.72	124.64	97.55	783.48
	Feitsui Reservoir						Kuilei Lake, Dianshan Lake				Shanghu Lake	Groundwater		
Water Discharge	0.69	7.31	1.92	2.57	3.74		25.07	114.51	103.46	4.83	80.57	49.91	91.85	486.45
	Tamsui River Basin						Soochow Creek Basin				Baimao Pond Basin	Taiping River Basin		
Water Consumption	0.17	1.83	0.48	0.64	0.94		6.27	104.02	67.97	14.13	20.14	74.73	5.70	297.03

4.3 Waste Management

In order to reduce the generation of waste materials and ensure the occupational safety for all employees, Getac differentiated the wastes thoroughly by their function and property. The wastes were identified as “General Waste Output” (recyclable, non-recyclable) and “Hazardous Waste Output”, and SOP of storage and clean were also set up according to the classification. After hazardous wastes are classified, local licensed operators are commissioned for waste disposal. See page 76 of this report for the upstream and downstream value chains of Getac Waste.

All the Getac waste operations complied with regulatory standards, internally Getac defines “Waste Management Procedure” as management system. Treatment agency and other documents and records, are tracked and managed, and training is provided for relevant treatment personnel to ensure that employees understand waste treatment risks and management methods.

Treatment Of General Industrial Waste



General 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 sites, 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. The total weight of general business industrial waste in 2021 is 4,250 metric tons, 14% of which is incinerated and 86% recycled. For details, see page 77 of this report.

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.

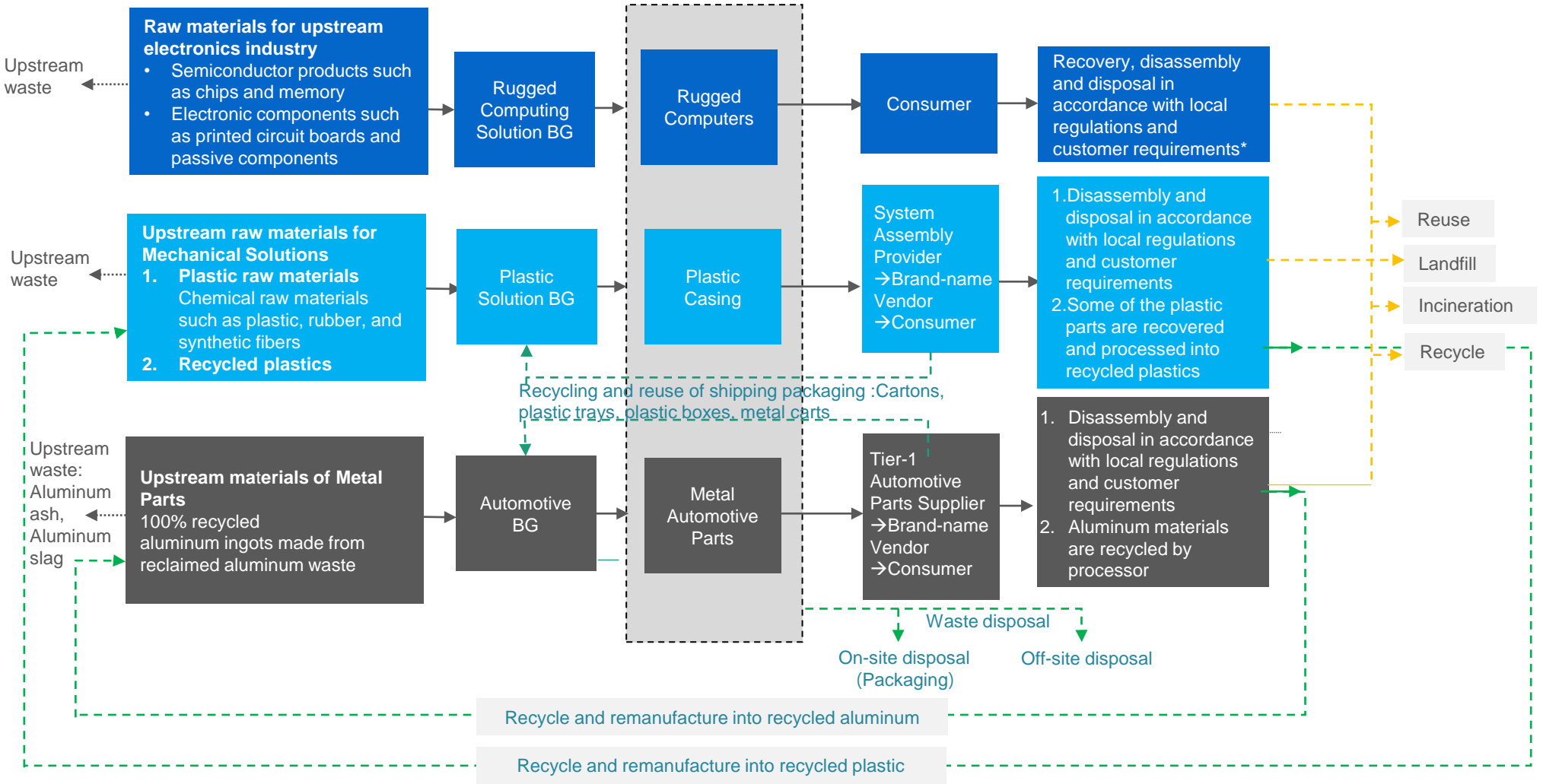
This waste is processed and sorted in a centralized manner before being treated by commissioned environmental protection operators which have acquired legal permits to manage such waste. Transportation conditions and receiving sites of hazardous waste are clearly listed on relevant forms to ensure treatment 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. No violations were committed by commissioned waste treatment operators in 2021. The total weight of hazardous industrial waste in 2021 is 1,629 metric tons, 50% of which is incinerated, 38% recycled, and 12% disposed of. For details, see page 77 of this report.



Getac Waste Value Chain

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

Upstream Value Chain Operating Activities Downstream Value Chain





Waste Weight And Waste Management Of Getac Holdings (Consolidated) In 2021

	Type of Waste	Weight(Mt)	Ratio(%)	Handling	Waste Disposal
General Industrial Waste	Waste metal (scrap Iron, stainless steel and others	1857.0	43.69%	Local Licensed Operator	Recycle
	Packaging materials	915.1	21.53%	Local Licensed Operator	Recycle
	Domestic waste	583.1	13.72%	Building Management Committee(Taiwan)	Incinerated
	Aluminum ash(China)	269.3	6.34%	Local Licensed Operator	Recycle
	Waste paper	246.3	5.80%	Building Management Committee(Taiwan) Local Licensed Operator (China/Vietnam)	Recycle
	Waste pallet	202.7	4.77%	Recycle and Reuse	Recycle
	waste plastics	176.9	4.16%	Local Licensed Operator	Recycle
		Total Weight of General Industrial Waste	4,250.46	100%	
Hazardous Industrial Waste	Aluminum ash(Vietnam)	606.13	37.19%	Local Licensed Operator	Recycled
	Waste waster by Pain coating and	264.28	16.22%	Local Licensed Operator	Incinerated
	Oil-based paint waste	220.72	13.54%	Local Licensed Operator	Incinerated
	Waste engine oil/waste mineral oil	151.90	9.32%	Local Licensed Operator	Disposal
	Waste cloth	82.12	5.04%	Local Licensed Operator	Incinerated
	Waste organic solvent tank	70.74	4.34%	Local Licensed Operator	Incinerated
	Waste coagulation	69.52	4.27%	Local Licensed Operator	Incinerated
	sludge	65.30	4.01%	Local Licensed Operator	Incinerated
	waste cutting fluid	43.14	2.65%	Local Licensed Operator	Disposal
	Waste active coal	30.48	1.87%	Local Licensed Operator	Incinerated
	Waste lamp tube, circuit board scrap	14.99	0.92%	Local Licensed Operator	Recycle
	Others: waste emulsion, waste washing gun water, waste water-based cleaning agent, etc.	10.35	0.64%	Local Licensed Operator	Incinerated
	Total Weight of Hazardous Industrial Waste	1,629.68	100%		
Total	Total Weight of Waste	5880.14			

4.4 Corporate Pollution Prevention

Wastewater Management

The rise in environmental awareness combined with pollution problems caused by greenhouse effects has prompted worldwide governments to enforce more rigorous environmental laws. With respect to corporate pollution prevention, Getac aims to achieve legal compliance, zero pollution, and zero violation as its management goals.

In our process, there is no environmentally hazardous substance discharged with wastewater, and the wastewater discharge is routinely managed in accordance with internal wastewater and exhaust gas management procedures as well as the environmental safety monitoring management regulations.

No fines were imposed for failure to conform to water quality testing standards in 2021.

All plants of the Company did not have chemicals, oil or wastewater leakage incidents in 2020 through thorough inspection.

Use of water in the manufacturing process

The plastic injection process of the plastic solution BG cools the mold temperature with water, and the automobile mechanical parts clean the powder dust and oil stains produced by the metal parts in the die-casting process, and the process wastewater such as mold release water and cutting fluid are discharged through the plant with initial treatment before being discharged to the outside of the organization, then further processed by the municipal sewage treatment plants or qualified operators.

Discharge in compliance with regulations

Industrial wastewater and domestic wastewater meet the national discharge standards before the discharge is allowed. The runoff caused by rainfall is collected by the rainwater sewage system of the plant and sent to the municipal pumping station or sewage treatment plant for treatment without affecting the natural ecology. Sewerage wastewater is treated by the municipal sewage treatment plants or qualified sewage treatment operators to remove harmful

substances and then lawfully discharged into water bodies. A total of 383.92 megaliters was discharged in 2021.

Regular inspection

Each Getac plant entrusts sewage treatment companies with qualified certificates issued by the government to treat waste water, and regularly monitor the discharge water quality inspection: Internal personnel of the Vietnam Plant conduct daily pH testing and management of wastewater ponds. Third-party divisions are commissioned once every quarter to test the wastewater from wastewater outlets. Test items included pH value, chemical oxygen demand (COD), biochemical oxygen demand (BOD), suspended solids, and other items required by law. The Kunshan and Changshu plants are inspected once a year. Since the automotive mechanical part plant uses cutting fluid, petroleum is also tested every month. Adopted testing standards conform to local laws and regulations. Our plants in China comply with the Integrated Wastewater Discharge Standards promulgated by the PRC State Environmental Protection Administration. (The pH value ranged from 6-9; Chemical oxygen demand (COD) was below 500 mg/L; Biological Oxygen Demand (BOD) was below 400 mg/L; Suspended Solids (SS) were below 400 mg/L). The Vietnam Plant has adopted relevant standards prescribed in "National Technical Regulation on Industrial Wastewater" as its testing standards (The pH value ranged from 5.5-9; Chemical oxygen demand (COD) was below <150 mg/L; Biological Oxygen Demand (BOD) was below 50 mg/L; Suspended Solids (SS) were below 100 mg/L).



Corporate Pollution Prevention Complaint Hotline

Taiwan	Safety and Health Office
China	Speakout.kshr@mpt-solution.com.cn Getac Perspective WeChat Platform
Vietnam	President's Email Box

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. The scope of disclosure of waste gas emissions in this report includes the five production bases in China, two in Vietnam. Taiwan sites does not emit air pollution and does not need to conduct tests and submit reports. In 2021, all plants were not involved in violation cases stemming from illegal emissions or leakage. 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. The use of coatings and adhesives in electronic processes generated VOCs, but

the amount is very small; The plastic injection process generated particulates and organic compounds due to sandblasting process and spraying process, including 2.25 Mt of nitrogen oxides (Nox) , 4 Mt of sulfur oxides (SOx), 18.57 Mt of particulate matter, and small account of volatile organic compounds (VOC), non-methane total hydrocarbons (NmHc) and toluene in 2021.

The automotive production line is die-casting and fine truing process , and with the use of central burner, metal powder dust and volatile organic compounds were produced during the process. A total of 19.74 Mt of nitrogen oxides (NOx), 10.92 Mt of sulfur oxides (SOx),3.25 Mt of particulate matters (PM) and a small amount VOC and NmHc were emitted in 2021. All Getac's production bases have prohibited the use of old refrigerants; therefore these bases do not produce any ozone-depleting substances. All production bases have commissioned a third party to conduct waste gas testing every year regularly, and have reported these test results in accordance with the law. In 2020, all production bases were not involved in violation cases stemming from illegal emissions or leakage.

Getac Plant Waste Gas Emission Procedure



Process Waste Gas Output

- Dust is produced during sandblasting.
- Particles and VOCs are produced during spray coating and by central burners.
- The die-casting and fine truing process produces metal powder dust and volatile organic compounds.



Filtration Within The Plant

Waste gases are ventilated from the production line and preliminarily treated via filters and water film scrubber to reduce the concentration of emitted substances to statutory requirements before they can be emitted outside of the organization.



Test And Report

Every year, Getac regularly commissions a third-party unit to test the waste gas level in ventilation systems and chimneys. If the level exceeds statutory standards, production is halted until improvements are made.



Emission

Getac Holdings (Consolidated) Waste Gas Emission in 2021

	Rugged Computing BG	Plastic Solution BG	Automotive BG	Total
Sulfur Oxides (SOx)	n.a.	4,048	10,926	21,990
Nitrogen Oxides (NOx)	n.a.	2,248	19,742	14,974
Volatile Organic Compounds (VOC)	43	728	351	1,080
Particulate Matter (PM)	n.a	18,574	32,449	51,023
Non-methane total hydrocarbon (NmHc)	n.a	680	0.015	680
Toluene	n.a	173.25	n.a.	173

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.

VOC Management

The State Council of China announced the “Three-Year Plan on Defending the Blue Sky” in 2018 and embarked on phase 2 of its atmospheric governance operations. The “Standard for fugitive emission of volatile organic compounds (VOC)” that took effect on July 1, 2020, also capped the VOC emissions of products.

An inventory of all processes and materials established that the industrial protective coatings, ink, adhesives, and cleaning agents used by Getac rugged computing BG Plastic solution BG were all required for compliance with VOC. Upstream supply chain should be investigated using this standard and suppliers informed about the standard a well. To fully respond to and comply with the VOC standards related to the Blue Sky plan, Getac carried out a series of investigations and internal SOP amendments in July, 2020.

The electronic manufacturing industry involves many suppliers. For the sake of effective management, Getac requires material suppliers of coatings/oil/ink/adhesive/cleaning agents produced in China to sign a declaration of conformity on VOCs. They must also state the relevant VOC compliance requirements on the external packaging or in the specifications of the VOC chemicals. In 2021, the percentage of suppliers that belong to related items signed back declarations was as high as 99.26%.

Mechanical Solutions is an OEM business so once all materials used in the factory have been inventoried and classified, improvements must be checked with the customer to ensure that the product being developed or produced complies with their requirements. The “Environmental Restricted Substance Control Standard” was also amended to include VOCs in new supplier audits. Compliance is required for all coating/ink/adhesive/cleaning agent suppliers. If a product cannot prove its compliance then alternative materials must be found, the formula adjusted, or the supplier replaced.

The processes and materials of Automotive Parts do not fall under the industries regulated by the Blue Sky Plan so regular air pollution testing is conducted in

accordance with local emissions regulations to ensure compliance with emissions standards.

All VOC standards were introduced and inventoried by Getac as of December 2020. Air quality is therefore protected by ensuring that all relevant raw materials comply with environmental regulations

VOC Standards

VOC Standards	Rugged Computing products	Plastics Solution Products
Limits Of Harmful Substances Of Woodenware Coatings		
Limit Of Harmful Substances Of Architectural Wall Coatings		
Limits Of Harmful Substances Of Vehicle Coatings		
Limit Of Harmful Substances Of Industrial Protective Coatings	V	V
Limits Of Volatile Organic Compounds Content In Adhesive	V	V
Limits Of Harmful Substances Of Interior Floor Coatings		
Limits Of Volatile Organic Compounds (Vocs) In Printing Ink	V	V
Limit Standard For Volatile Organic Compounds Content In Cleaning Agents	V	V



5

Friendly Workplace

- 5.1** Happy Enterprise
- 5.2** Talent Cultivation
- 5.3** Safe Workplace

5.1 Happy Enterprise

The China–United States trade war, COVID-19, material shortage in supply chain, and the highly valued sustainability on the global market lead the development of the industry and influence the recruitment strategy of the companies. Getac Holdings is engaged in both brand and OEM business and has complete integrated production capacity. In consideration of the China–United States trade war in recent years, we have started developing integrated capabilities of delivering goods in a cross-regional manner. For this, in addition to adjusting our recruitment and training strategies and forming an organizational structure favorable for multinational management, we employ more talents specialized in emerging technologies, assist employees with their international horizons, implement multiplex remote mobile offices, and use online or VR applications to sell products and share technologies.

We believe that talents are crucial to the continuous growth and profitability of a company and a happy and safe workplace is helpful in arousing the creativity of the employees and boosting their morale. Hence, we are dedicated to creating a friendly and safe work environment and, starting with the corporate culture, encouraging open and transparent communication culture, and breaking through cultural and geographic restrictions. All the employees who are competent in their work have the equal opportunity of promotion. We provide competitive salary and welfare, comprehensive educational training, and a comfortable and safe work environment to attract outstanding talents.



Getac Holdings (consolidated) had a total of 10,339 employees globally in 2021. 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.

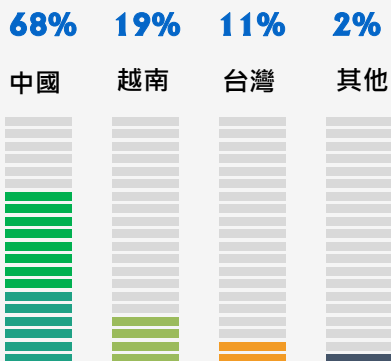
There were a total 9,461 employees at the operation locations disclosed in this report. Talents were recruited for their competence without discrimination in race, gender, or religion. The ratio of male to female employees was about 61:39 because more men work as engineers than women. Another reason for this ratio is the hardship and high risk coefficient of die-casting production lines. The ratio of direct to indirect employees was about 66:34. 40% of the

employees were less than 30 years (inclusive) of age and most of them were between 31 and 50, occupying a percentage of about 57%.

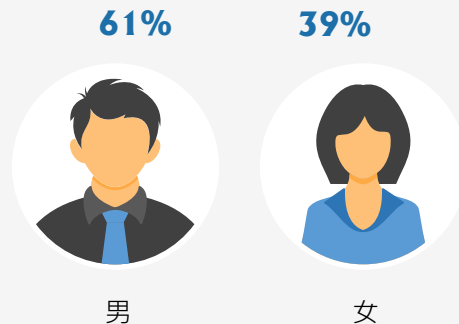
In order to protect the rights and interests of employees, all Getac employees must sign labor contracts regardless they are full time or temporary positions, and 100% of employees in the global bases include Taiwan, China, Vietnam, Europe and the United States, are full time employees, and no temporary employees. The global total number of non-employee resident workers is 68 persons, which is not a significant proportion compared with the total number of employees.



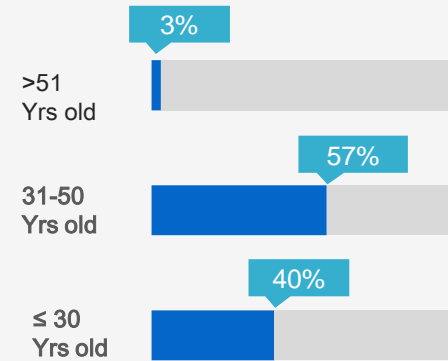
Employee Allocation by region



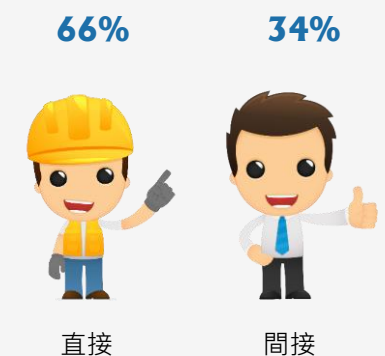
Employee Allocation By gender



Employee allocation by age



Ratio of Direct & Indirect



Diverse And Equal Working Environment

Getac Holdings is fully committed to safeguarding basic human rights and fully complies with all requirements set forth in the RBA Code of Conduct (Responsible Business Alliance). The company advocates the UNGP Human Rights Convention (United Nations Guiding Principles on Business and Human Rights) and eradicates any form of conduct in violation of human rights. The ultimate goal is to raise the human rights awareness of all employees and stakeholders. All operating bases of the company strictly abide by local labor laws and regulations. Cooperating suppliers are also required to comply with the spirit and basic principles of universal human rights. Getac human rights policies and initiatives include the following:

1. Compliance with local labor rights and regulations and acceptance of inspections and monitoring by competent authorities.
2. Provision of a safe and friendly work environment for all staff members and prohibition of unequal treatment, discrimination, sexual harassment, and bullying at the workplace.
3. Prohibition of child labor.
4. Prohibition of forced labor.
5. Working hour management and employee compensation meeting or exceeding legal standards.
6. Assistance in the maintenance of physical health and work-life balance.
7. Freedom of association in accordance with relevant laws.

Prohibition Of Unequal Treatment, Sexual Harassment, Discrimination, And Workplace Bullying

Getac Holdings Corporation has formalized a clear Code of Conduct for employees that prohibits discrimination, sexual harassment and bullying, and has established a complaint/grievance channel to protect the rights of employees. In addition, in order to prevent sexual harassment in the workplace and to protect the work equality and dignity of both genders, the Company has established sexual harassment complaint handling procedures as well as a Sexual Harassment Complaint Handling Committee in accordance with Article 13, Paragraph 1 of the Act of Gender Equality in Employment and the "Regulations for Establishing Measures of Prevention, Correction, Complaint and Punishment of Sexual Harassment at Workplace" promulgated by the Ministry of Labor. The Committee may, depending on the severity of the case, deal with the complainant's counterpart in accordance with relevant regulations. If criminal liability is involved, the Company shall assist the complainant in filing a complaint. If the act of sexual harassment is proven to be a false accusation, the Company shall take appropriate disciplinary action or deal with the complainant in accordance with relevant company regulations. The decisions of the Sexual Harassment Complaint Handling Committee shall be tracked, evaluated and monitored to ensure that disciplinary or handling measures are effectively implemented and to prevent the occurrence of similar incidents or further retaliation.



Stop
Sexual Harassment

Sexual Harassment Grievance Channel

wecare_gtc@getac.com.tw



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



Labor Practices



Prohibition Of Child Labor



Freedom Of Association



Equal Job And Promotion Opportunities

Getac Holdings has clear labor and rest regulations for all working hours, and the compensation is higher than the basic salary stipulated by local laws and regulations. According to the “Collective Bargaining Contract”, China Kunshan Trade Union has conducted clear regulation for the labor use management, working hours and rest vacation, labor safety and health, special protection for female employees and insurance benefits. In addition to labor-related regulations, Vietnam has established the regulations for attendance management to regulate the operation time of each shift. Production bases in China (MPT Kunshan and MPT Suzhou) comply with the labor and human rights constraint in the RBA's Code of Conduct and are subject to third-party auditing.

Getac subscribes to the prohibition of child labor as stipulated in the RBA's Code of Conduct, adheres to local labor laws, and prohibits the hiring of underage children, implemented “Regulations on the Management of Child and Minor Labor” to conduct internal control . When recruiting employees, the human resources department employs a second-generation ID identifier to verify the authenticity of the applicants' identity and age. The identifier is integrated with a system that automatically identifies underage applicants based on the age they enter into the system, and then automatically blocks the applicants from completing the recruitment procedure. Furthermore, the interviewer will randomly select applicants and have them confirm their own personal information. While doing so, the interviewer will observe them in order to detect any suspicious reactions and behavior.

Except for Getac Changshu, Getac's other production bases have all established union groups or labor management meetings in accordance with national laws, in order to promote formal dialogs between employers and employees through a collective bargaining mechanism. The Getac Headquarters in Taiwan has set up labor management meetings in accordance with the Labor Standards Act and the Regulations for Implementing Labor-Management Meeting. The Kunshan production base and Vietnam plant have each established union groups in accordance with the Trade Union Law of their respective countries. Around 81.47% of Getac employees are currently covered by collective agreements.

With respect to employment and promotion, we hold to being fair and objective, taking into consideration individual competence, diversity, and localization when hiring or recruiting talented individuals. We also promote local economic development and employment opportunities, so as to provide everyone with equal career development opportunities. In 2021, Getac Holdings' (consolidated) local supervisor* hiring ratio is 76.76%, an increase of 8.7 percentage points from the previous year. The local supervisor hiring ratio of local management level in Taiwan is 99.22%, 65% in China. Because of the lack of educational resources for science and engineering research in Vietnam, it is difficult to recruit the required talents. At present, the management in Vietnam is still dominated by Taiwanese and Chinese cadres. In the future, with the improvement of the overall educational environment and the cultivation of corporate talents, we hope to continue to expand employment Excellent local talents.



Training for Human Rights

All Getac Holdings' employees must receive human rights education courses every year to understand the company's relevant regulations to protect labor human rights. Training including labor human rights, law compliance working hours, prohibiting forced labor, anti-workplace bullying, prohibiting child labor, promoting gender equality in the workplace, and eliminating sexual harassment.

In 2021, a total of 10,559 people received education and training on anti-corruption and human rights, and the implementation ratio of each is 100%. Please refer to the table below for the implementation status of each operating location.



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.

2021 Getac Holdings Human Rights Training implementation

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GCS Kunshan	GCS	GVL	Total
Percentage Of Direct Employees Received Training	N.A	59.46%	57.00%	84.01%	90.09%	141.57%	108.79%	100%	100%	100%	99.39%
Percentage Of Indirect Employees Received Training (Exclude Management)	92.00%	91.03%	99.00%	60.42%	69.35%	173.33%	101.83%	100%	100%	100%	95.52%
Percentage Of Management Received Training	100%	88.89%	100%	50.00%	88.10%	147.06%	100%	100%	100%	100%	93.46%
All Employees Received Training	34	437	201	850	4,123	2,228	591	137	526	1,432	10,559
Total Employee	36	450	203	832	3,796	1,491	556	137	527	1433	9,461
Implementation Rate	94.00%	97.11%	99.01%	102.16%	108.61%	149.43%	106.29%	100%	100%	100%	111.61%



Employee Compensation

Getac offers salaries and benefits that are considerably higher than the market average. The salary standard is determined by the Remuneration Committee through a remuneration survey of industry standards that examines the connection between employees' salaries and benefits and market standards, and assesses the possibilities for salary increase. High-performing employees are given a raise and promotion opportunities. It is hoped that measures such as these will help attract, retain, and motivate talented employees. Employee bonus distribution is assessed according to the company's annual business performance, and the results are resolved at shareholders' meetings.

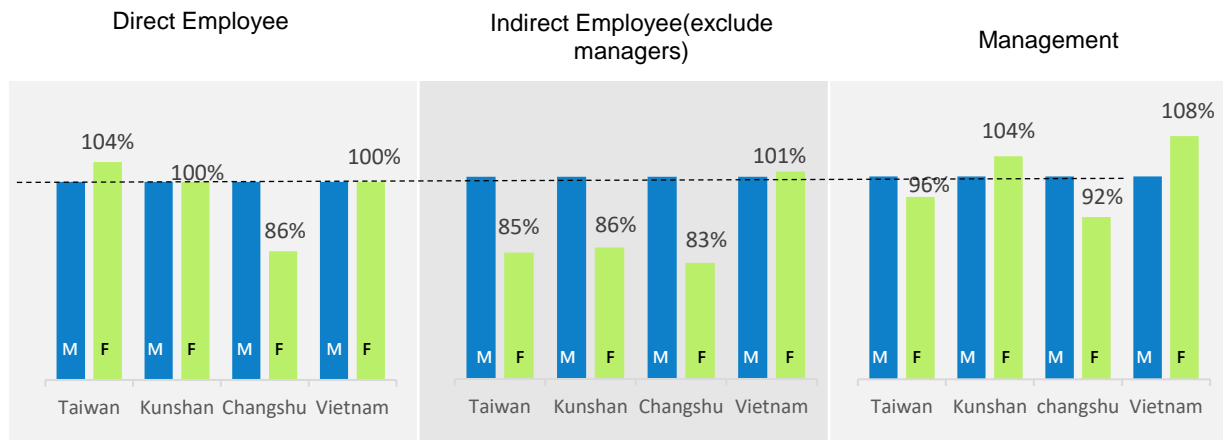
Salaries for entry-level employees in Taiwan, China, and Vietnam are higher than or equal to the local regulatory minimum wage, and the gender pay gap is minimal. Salaries may differ slightly as a result of work tenure, job grade, and the nature of work, but will not be affected by factors such as gender, race, religious beliefs, political opinions, marital status, or participation in union groups.

The ratio of the salary between the male and female direct employees and management personnel did not differ significantly in 2021. However, the difference is a little more significant between indirect employees (excluding supervisors) due to the nature of the work between male and female employees.

Calculated in reference to the "Declaration Operation Description of Salary Information Declaration Operation for Non-management Full-time Employees" prepared and issued by the Taiwan Stock Exchange Corporation, the total salary of the Company's non-management job positions was NT\$ 855,794,000 in 2021, and the average salary of employees was NT\$1,488,000, the median was NT\$1,242,000.

Note: The basis of declaration is the statistical concept of "Territorial Principle," that is, a total of 646 employees hired in Taiwan (including Taiwanese and foreign employees) with a total of 575 full-time non-management employees.

Average Salary By Gender In 2021



Basis of calculation

- Average salary by gender is calculated by comparing the average salary of male employees to the average salary of female employees. The salary of male employees is used as the basis (1).

Ratio Of Getac Holdings' (Consolidated) Entry-level Salary Compared To Local Regulatory Minimum Wages In 2021

	Taiwan	China	Vietnam
Male	1.33	1	1.22
Female	1.17	1	1.22

Basis of calculation:

- 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 basis for comparison is local standard wage (1).



Welfare System

In addition to providing social, health insurance, and leave systems, as well as allowances and other basic measures provided according to different job positions, Getac Holdings continues to improve its welfare system with the hope of expanding the scope of care for our employees. During the past few years, we have started to allocate 0.15% of our annual turnover as staff welfare benefits, which is the maximum limit as set by the law.

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

With the domestic COVID-19 epidemic situation becoming unpredictable in 2021, work-from-home was activated when the epidemic Alert Level was raised to 3 from May to July. The monthly movie appreciation was suspended for several months until the epidemic stabilized, and the annual year-end banquet was also temporarily suspended due to the epidemic. Parent-child family activities, as well as staff fun and sports competitions, were also suspended. The annual company travel was suspended due to the unpredictable nature of the epidemic. The NT\$20,000 travel subsidy was deferred to the next year, and applications were accepted for employees to convert the travel subsidy into private health check subsidies of up to NT\$20,000.

Retirement Plan

Getac has a complete retirement plan in place to secure employees' rights and interests. The design and operation of Getac's retirement plan are in line with the local laws implemented at our production bases. No violation or insufficiency has been found. Labor pension accounts and requests in Taiwan, China, and Vietnam are managed by the designated government departments. The retirement plans of different regions are described below:

- **Taiwan** : In compliance with the local law, Getac has established the "Labor Pension Supervisory Management Committee". Pensions under the new and old systems are contributed to the employee's personal account of Bureau of Labor Insurance or the dedicated pension account at the Bank of Taiwan. Calculations are performed by accountants at the end of the year to ensure that sufficient pensions are contributed. Please refer to Getac 2021 Annual Report Page 67 for details.
- **China**: Employees are insured according to the local regulations; based on to the base pay.
- **Vietnam**: Vietnamese employees are enrolled in a social insurance policy

Area	Regulations	Pension Contribution As A Percentage Of Salary	
Taiwan	"Labor Standards Act" and "Labor Pension Act"	Employer(Previous)	2%
		Employer (New)	6%
		Employee (New)	0-6%
China	"State Council Provisional Regulations on Retirement and Resignation of Workers"	Employer	20%
		Employee	8%
Vietnam	"Labor Law" and" Social Insurance Law"	Employer	17%
		Employee	7%

Healthy Workplace

Employees spend one-third of their time at the workplace. Health and vigor are the key prerequisites for employee drive and morale! Getac takes concrete action to implement employee care and create a healthy workplace culture.

Getac Health Strategy

1. Data monitoring (regular health exams to obtain an accurate picture of employee health)
2. Follow-up education (improve health awareness among employees)
3. Cultivation of the sports (promoting the habit of exercise)
4. cultivating a sense of accomplishment (participation in internal and external sporting competitions to build a sense of accomplishment in sports.)

2021 健康促進系列講座

Oct. 15 2PM-3PM 失智友善- 逐漸消失的人生彼岸	Oct. 22 3PM-4PM 生命的佳節- 飲食保健 小撇步
Nov. 05 2PM-3PM 『靠腰』啦	Nov. 19 2PM-3PM 剖析惱人的 肩頸痠痛

授課方式

- 實體課程開放 A109 上限10人
- 線上直播 人數不限

防疫規定

- 實體課程務必 保持防疫距離
- 確實全程 配戴口罩

報名資訊 請上EIP自行報名
課程訊息 請洽OSH Sydney#3333/HR Jennie#3361/HR Sherry#3353
Getac Atemitech

Annual Health Check & Seminar

The Company arranges health examination for employees once every two years. The next examination will be provided in July 2022. External professional institutions were commissioned for the health examination based on the gender, age and work type of the employees. The Top 10 abnormal data derived from the result of the examination are used for the Company to formulate health promotion plans.

The results of the health exams show that these ten abnormalities are mostly abdominal sonography, BMI, and cholesterol disorders. These symptoms clearly indicate that the greatest health risks facing Getac employees.

The risks are centered around “metabolic syndrome” which is mostly caused by bad dietary habits (low-fiber, high-sugar, and high-fat diets) coupled with work stress. They also tend to lead to hyperglycemia and numerous negative effects if left untreated for a prolonged period.

Employee health and habits can't be changed overnight. Health exams and analysis are used by Getac to monitor the most important health topics for employees so improvements can be made. Through positive reinforcement and

The 2021 Getac Health Promotion Lecture focused on diets and healthcare, aches in the shoulders and back, muscle strength at the waist, and being friendly to dementia to help employees have a correct idea on the healthy diets and daily healthcare.

Soothing Massage Services

Taipei Headquarters has hired professional resident masseurs to provide free stress-relieving massages by appointment. In 2021, due to the implementation of the level 3 alert in the company building and factory area due to the pandemic, masseuses cannot enter the building to provide services. Therefore, in 2021, a total of 720 hours of stress relief services was provided, more than halved compared to 2020.

Vibrant Culture Of Sports Clubs

To help employees have good exercise habit, senior executives act as a model to promote sport culture. They join sports clubs together with the employees and encourage establishment of more clubs like these in different forms and organization of fun competitions, in the hope to help employees cultivate regular exercise habit. Annual sports competitions are organized at operating locations to cultivate teamwork spirit and enhance the friendship between the employees in addition to improving their health. The good sports atmosphere helped the Company receive the “Taiwan i Sports” mark from the Sports Administration. The Company provides grants to the employees who participate in sports competitions at the province or local level, such as marathon or dance competition, as an encouragement to exercise and keep the balance between the work and leisure. Since the epidemic, all the external activities were suspended in 2021 and employees did not have a chance to participate in competitions.

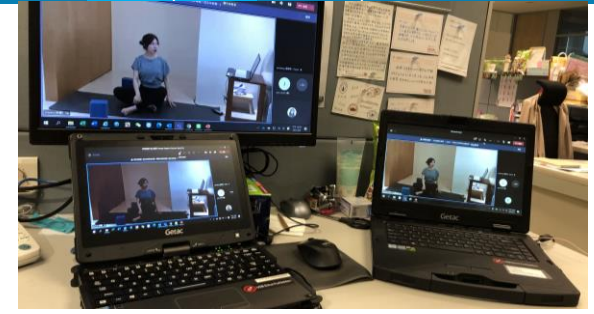
In addition, to increase the employees' interest in exercising, Getac Holdings offers a flexible way to form clubs with subsidies given. Applications are welcomed as long as the clubs are beneficial to physical and mental health. Before the COVID-19 broke out, nearly 20 kinds of sports were available for Getac's employees to choose from. Due to the pandemic, however, the club activities were limited to nine clubs in 2021, including the yoga club for muscular stretches, fat-burning weight training club, cycling club, golf club, badminton club, basketball club, baseball club, hiking club suitable for the whole family to participate in, and darts club that helped people relax.



Chairman's live broadcast of the epidemic



Online yoga for relaxation



Chairman's living streaming for the pandemic

Ensuring Pandemic Prevention For Employee Health

During the COVID-19 pandemic in 2021, our first priority was to take care of the health of our employees, ensure business continuity and maintain operational efficiency so as to meet the expectations of our stakeholders.

On May 15, 2021, the central government announced that Taipei City and New Taipei City were in a level 3 alert. Getac immediately initiated response measures, such as implementing staggered shifts, where 70% of the employees were required to work from home while 20–30% needed to work at the office due to the nature of their work; and providing more parking spaces for the employees to drive to work to avoid using public transportation to reduce the risk of infection.

Thanks to the emergency drills conducted and preparations made in advance, including the installation and testing of remote communication tools, coordination for staggered shifts, policies and measures related to family care leave, taking out overseas emergency medical insurance, and requiring employees to complete the daily online health declaration form, we were able to implement the WFH policy on the first day when the pandemic alert level was moved up to ensure the health and safety of the employees during the pandemic.

Ever since the employees started to work from home, Getac has leveraged online live streaming tools to manage the operations of its offices around the globe without time and geographical restrictions. The Chairman even live-streamed his conversation with the employees online to help them understand the development of the pandemic as well as how much Getac has focused on pandemic prevention. Regular and frequent conversations have allowed us to grasp the current needs of

the employees and customers worldwide and to think ahead to respond and make adjustments, thereby facilitating collaboration and enhancing efficiency. Protecting the employees from the pandemic indirectly ensures the safety of their families and prevents the company from ceasing its operations due to the pandemic.

Furthermore, to boost the physical and mental health of our employees during the quarantine and reduce the feeling of loneliness resulting from a lack of face-to-face communication, each live-streaming session has been designed for the employees to take part in quiz contests or online polls, press the like button and send various emojis. This way, their interaction with colleagues and the company can be increased. In addition, we have also arranged online lunch gatherings. The randomly selected departments must choose a day to make a video call for an online lunch. With a screenshot of the online lunch, the employees may receive a meal allowance for the lunch. Through wide-ranging creative ideas, the employees can get more familiar with each other, and company cohesion can be built.

Our offices in China and Vietnam have followed the local regulations and pandemic prevention rules and adopted prevention and protection measures against COVID-19. In case the pandemic is severe, the offices in Taiwan, China and Vietnam may require the employees to take a PCR test to ensure the safety of all employees in the workplace as well as the continuing normal operations of the company.

Children And Pregnancy Friendly



Families form the bedrock of everyone employee's professional aspirations and are a part of Getac too. Getac sites around the world host a variety of events every year such as movie appreciation, company holidays, and family days. Employees are invited to bring their families and even children through activities and prizes designed for families. We also offer flexible work hours, welfare committee-approved childcare bodies, and access to group insurance for family members as part of our push to create a family-friendly workplace.

Getac supports breast milk and milk expressing rooms are provided at each site to provide female employees with a safe and comfortable environment. MPT Kunshan in particular offers free meals and priority seating for pregnant women in the cafeteria.

To enhance our support for parents-to-be, Getac began offering the "Pregnancy Lucky Bag" to all pregnant employees in 2021 that offers protection throughout the different stages of pregnancy. A "Pregnancy Fellowship" event is also held every quarter for pregnant employees and those that had given birth within the past year to share their experiences.

Getac has formulated the Regulations for Implementing Unpaid Parental Leave for Raising Children based on the Act of Gender Equality in Employment. These regulations state that employees with at least one year of work experience at Getac can apply for a maximum of two years of unpaid parental leave before the child reaches the age of three. After the completion of the unpaid parental leave, Getac will arrange for them to be reinstated. In 2021, the reinstatement rate of employees at Getac's Taiwan headquarters who applied for parental leave was 100%, and the position retention rate of people reinstated from parental leave during the previous year and who have worked for one year since was 33%. For more data, please refer to the data disclosed in Table on the right of this page.

The laws of Mainland China and Vietnam did not stipulate requirements for parental leave; therefore, the plants are subject to local laws and regulations. Plants in China provide paternity leave (15 days), maternity leave (128 days), and breastfeeding leave. Plants in Vietnam provide 200 days of maternity leave and convalescent leave.

	Content	Male	Female
2021	Number of employees that were eligible to apply for unpaid parental leave	34	15
	Number of employees that actually applied for unpaid parental leave	1	5
	Number of employees expected to be reinstated from unpaid parental leave (A)	0	5
	Number of employees actually reinstated from unpaid parental leave(B)	0	5
	Reinstatement rate (%)=A/B*100%	-	100%
2020	Number of employees reinstated after taking a parental leave(C)	0	3
	Number of employees that worked for one year after reinstatement in (D)	0	1
	Retention rate(%)=C/D*100%	-	33%

- The number of employees qualified for parental leave in 2021 = the number of employees who applied for maternity and paternity leave in the past three years (2019-2021).
- Reinstatement rate=(No. of employees reinstated in 2021 / Expected no. of employees to be reinstated in 2021)x100%
- Retention rate=No. of employees that worked for one year after reinstatement in 2020 / No. of employees reinstated after taking unpaid parental leave in 2020)x100%

5.2 Talent Cultivation

5C1L Corporate Culture

The constant accomplishment of targets and demonstration of execution ability by teams is what drives continued business progress. Getac aims to build a high-performance team culture and to cultivate key skills in our people. We have adopted a 5C1L model (Creativity, Critical Thinking, Complex Problem Solving, Communication, Collaboration, and Leadership) as the basis for our employee development and talent cultivation efforts, so as to facilitate the company's sustainable development in a rapidly changing industrial environment.

5C1L Capability

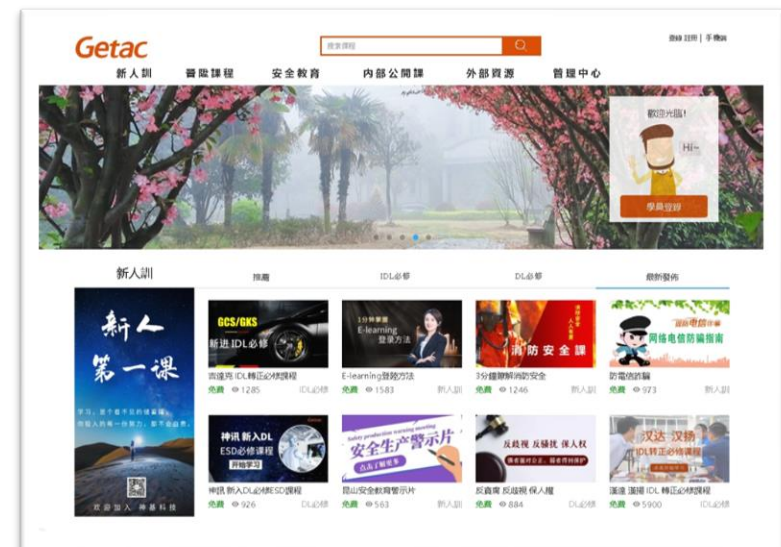
- ✓ Creativity
- ✓ Critical Thinking
- ✓ Solve Complex Problem
- ✓ Communication
- ✓ Collaboration
- ✓ Leadership



Employee Training

The Organizational Development Center has devised a talent blueprint to enhance the Company's overall competitiveness and maximize the potential for learning in the Company. In line with the latest trends in the field of AI and the Company's digital transformation strategy, talent cultivation is constantly fostered and employees are provided with much needed new skills for the age of intelligent technologies.

In terms of hard skills, we engage external and internal instructors to deliver professional knowledge and skills and hold technology forums for learning new technologies. As for soft skills, we focus on talents' ability to maintain interpersonal relationships and to communicate. In addition, Getac has designed a wide range of courses based on the employees' needs for different career development phases. We also continuously develop online training tools, give more course selection and promote comprehensive learning while ensuring the continuous learning of the employees during the pandemic through livestreaming or pre-recorded videos.



Education and Training

In response to the needs of colleagues at different stages of career development, Getac Holdings has designed a wide variety of courses, while also constantly developing online training tools to promote all-round learning.

In 2021, the average number of hours of education and training received by all employees of Getac Holdings Corporation was 60.73, a decrease of 14.67 hours compared to 2020. The difference is due to the fact that during the COVID-19 pandemic, in order to avoid social clusters, fewer physical courses and large-scale courses were held for direct employees, and fewer external courses were attended by supervisors and indirect employees, which is the main reason for the decrease in total training hours. However, the number of training hours for indirect employees increased rather than decreased. In recent years, the Company has been optimizing the content of online digital courses, so that employees are free to enroll in them according to their individual job requirements and use their free time to complete them online. In 2021, indirect employees received 62.91 hours of training and supervisors received 48.60 hours of training.

Employee Average Training Hours of Getac Holdings(Consolidated) in 2021

Total	All Employees	60.73 hours
Gender	Male	57.60 hours
	Female	65.60 hours
By Employee Type	Direct Employees	60.59 hours
	Indirect Employees	62.91 hours
	Management	48.60 hours

New Recruits

- Training courses for new recruits: Training covering the company's important internal regulations, employee complaints, and legal compliance, as well as occupational skills and language training based on different job positions.
- In addition to the above-mentioned courses, new production line employees must also pass workplace safety education, training, and tests, in order to become full employees.

General knowledge

- Indirect Employees : Education on anti-corruption, human rights, internal rules and compliance, and environmental protection is enhanced regularly so as to raise employees' awareness of these issues. For example, employees participate in courses on material information confidentiality and insider trading prevention.
- Direct Employees : Regularly enhance education and training on anti-corruption, human rights, compliance with internal regulations, environmental protection, and compliance with the RBA.

Managerial Employees

- Leadership and management skills training: Managerial employees must participate in systematic training programs, in order to foster the knowledge required for leadership management and develop core competencies for organizational decision-making.
- Management meetings: Management meetings are held on a monthly basis; education on legal compliance, environmental protection, and human rights is provided by internal lecturers as needed.

Indirect Employees

- Professional training: The company provides job-related skills and knowledge training programs. Employees attend talks by hired professional lecturers or external training courses.
- Language training: Strengthen business English training and provide different internal/external advanced education channels and subsidies aimed at improving language skills, in order to satisfy job requirements.
- Occupational safety and health: Regularly have internal/external lecturers give talks on health and hygiene.

Direct Employees

- Professional training: Training on professional skills and knowledge required for the job, including professional knowledge training, group leader training, Guobiao (GB) standard projects, and ISO certification training. Employees can also apply for external training courses based on individual needs.
- Occupational safety and health: Three-level safety training program targeting occupational safety and health, emergency response, chemical safety, labor protective devices, and fire drills

Performance Appraisal

The Getac management team embraces a philosophy of visionary leadership. Strategic meetings are convened on a regular basis for the formulation of operation strategies and goals and determination of strategic directions. Goal achievement status is reviewed regularly to improve operating performance. Getac has established a comprehensive performance appraisal system to ensure effective goal achievement. Employees are required to set their own performance targets, which is followed by discussions with their immediate supervisors to determine whether the set targets conform to the strategic direction of the company. Year-end performance appraisals have the dual purpose of strategic goal formulation and individual performance appraisals with the ultimate goal of enhancing employee work performance.

Performance evaluations are conducted online via the “Achieve + Employee Performance Management System” which can be accessed by employees. This system assists supervisors and employees in the management of past performance records and facilitates the confirmation and assessment of goal setting and evaluation standards to ensure a firm grasp of performance achievement conditions.

1. Performance appraisal is divided into three parts:
2. the achievement of work goals: 70% °
3. the performance of employees: 30%.

The performance of employees, such as team leadership, execution, positive thinking, communication and coordination, planning and organization, etc. according to the work attributes as well as the requirements if equipped with managerial job duties to have behavioral performances.

The comprehensive self-evaluation of the employee and manager: It provides a channel for the employee to communicate the required assistance when encountering difficulties in the work with the manager, including education and training and all types of resource needs, also able to propose personal career planning for one to three years in the future. The manager must also give the employee comprehensive advices, respond to the needs of employee, communicate the Company's 1-3 years development planning in the future with the employee, and assist the employee to have a better career development.

In 2021, a total of 8,685 employees will receive performance appraisal, accounting for 91.80% of the total number of employees. The employees not appraised were mainly for the reasons of dispatched employees who are not applicable to the local appraisal mechanism or the new employees still within the probation period.

2021 Percentage Of Employees Subjected To Performance Appraisal

	Total	91.80%
By Gender	Male	91.09%
	Female	93.25%
By Employee Type	Direct Employee	92.41%
	Indirect Employee	93.84%
	Management	88.50%

Employee Recognition

In order to motivate morale and to enhance solidarity of all employees, the Taiwan plant of Getac Holdings Corporation presents 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 factories will conduct quarterly recognition and awards for all employees with excellent performance, and confer medals and bonuses as a token of encouragement.



Employee Retention

Caring for employees is the attitude a responsible corporation shall have, Getac provides excellent quality compensation and benefits, and promotes employees' cohesiveness and identity. Getac has formulated the "Management Regulations for Talent Appointment" and "Resignation Management Measures" so that all tasks in the organization can be performed by people with appropriate abilities and enthusiasm, and everyone in the organization can give full play to their talents in their positions to achieve the goal of the organization. The appointing unit shall not interfere with the employment policy, and the employee's spouse and second-class relatives shall not have direct affiliation with the employee, including new appointments, formal appointments, transfers, and promotions in the company.

When an employee submits a resignation application, the reason for leaving will be concerned, and strive for dissuasion from leaving to reduce the turnover rate. As affected by the epidemic and lockdown in 2021, our manufacture centers in Kunshan and Changshu, China, suffered a higher turnover. Getac Holdings, Getac and Atemitech have headquarters located in Taiwan with the R&D, sales business, and operation management as the major business and, partially due to the relative low severity of the epidemic, have a low turnover. For the data on the annual new recruitment and employee turnover rates of individual subsidiaries, please refer to page 96 of this report.

Employee Satisfaction Survey

A happy workplace atmosphere helps to enhance the enthusiasm and efficiency of employees for their work. Getac Human Resources communicates with employees to understand employees' opinions and needs through various informal forms, and sometimes conducts surveys by means of questionnaires.

In 2021, our factories in China and Vietnam performed an employee satisfaction survey to understand the employees' satisfaction regarding the company, job, training, interpersonal relationship, information communication, attendance, dining, incentive policies, departments, etc. The overall result showed that, in general, the employees were satisfied with being able to perform to the best of their ability at their jobs while a few employees indicated that there were only a few dishes in the cafeteria for the employees working overtime at night. Some of them also suggested that the newly built factories lacked sufficient employee rest areas.

Adjustments and improvements have been made according to the employees' opinions. For example, upon communication with the outsourced catering company, new dishes have been provided regularly for the employees. In addition, our overseas plants hold quarterly or semi-annual employee evaluation activities or awards to recognize outstanding employees and boost their enthusiasm and motivation.





Employment Rate of Getac Holdings and Subsidiaries In 2021 — By Gender & Age

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GCS Kunshan	GCS	GVL
Male	0.00% (0)	12.66% (39 persons)	18.79% (28 persons)	104.62% (453 persons)	139.91% (3411 persons)	653.15% (3736 persons)	24.66% (180 persons)	565.43% (458 persons)	190.72% (658 persons)	76.97% (264 persons)
Female	13.04% (3 persons)	27.46% (39 persons)	31.48% (17 persons)	98.75% (394 persons)	201.99% (2743 persons)	226.55% (2082 persons)	23.04% (162 persons)	375.00% (210 persons)	255.45% (539 persons)	37.50% (69 persons)
≤30 years old	0.00% (0)	42.31% (22 persons)	69.23% (18 persons)	145.43% (589 persons)	180.63% (3255 persons)	556.18% (2970 persons)	33.25% (254 persons)	600.00% (288 persons)	221.69% (419 persons)	77.85% (239 persons)
31-50 years old	14.29% (3 persons)	15.91% (56 persons)	15.72% (25 persons)	62.02% (258 persons)	102.36% (1996 persons)	305.91% (2848 persons)	13.31% (88 persons)	432.93% (355 persons)	216.88% (681 persons)	43.72% (94 persons)
≥ 51 years old	0.00% (0)	0.00% (0)	11.11% (2 persons)	0.00% (0)	4.55% (2 persons)	0.00% (0)	0.00% (0)	428.57% (30 persons)	183.02% (97 persons)	0.00% (0)
Total	8.33% (3 persons)	17.33% (78 persons)	22.17% (45 persons)	101.80% (847 persons)	138.38% (5253 persons)	390.21% (5818 persons)	23.87% (342 persons)	487.59% (668 persons)	215.29% (1197 persons)	63.19% (333 persons)

Turnover Rate of Getac Holdings and Subsidiaries in 2021 Employment Rate of Getac and Subsidiaries In 2021 — By Gender & Age

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GCS Kunshan	GCS	GVL
Male	15.38% (2 persons)	9.42% (29 persons)	6.04% (9 persons)	90.99% (394 persons)	162.18% (3954 persons)	372.73% (2132 persons)	41.23% (301 persons)	538.27% (436 persons)	232.75% (803 persons)	113.70% (390 persons)
Female	4.35% (1 person)	13.38% (19 persons)	1.85% (1 person)	91.98% (367 persons)	141.38% (1920人)	152.34% (1400人)	35.99% (253人)	317.86% (178人)	271.56% (573人)	60.33% (111人)
≤30 years old	0.00% (0)	21.15% (11 persons)	7.69% (2 persons)	125.68% (509 persons)	204.88% (3692 persons)	359.36% (1919 persons)	52.88% (404 persons)	550.00% (264 persons)	291.01% (550 persons)	113.03% (347 persons)
31-50 years old	4.76% (1 person)	9.94% (35 persons)	3.77% (6 persons)	60.34% (251 persons)	111.90% (2182 persons)	172.61% (1607 persons)	22.54% (149 persons)	395.12% (324人)	217.52% (683人)	71.63% (154人)
≥ 51 years old	16.67% (2 persons)	4.35% (2 persons)	11.11% (2 persons)	9.09% (1 person)	0.00% (0)	23.08% (6 persons)	12.50% (1 person)	371.43% (26 persons)	269.81% (143人)	0.00% (0人)
Total	8.33% (3 persons)	10.67% (48 persons)	4.93% (10 persons)	91.47% (761 persons)	154.74% (5874 persons)	236.89% (3532 persons)	38.66% (554 persons)	448.18% (614 persons)	247.48% (1376 persons)	95.07% (501 persons)

*Calculation Description: the yearly turnover/employment rate (demission rate and rate of new employee hires) of employees, the denominator is based on the total number of employees at year-end(Dec 31) of each site.

5.3 Safe Workplace



Getac Group values every employee, and “Happy Enterprise and Safe Workplace” is our goal. In addition, to comply with local safety and health regulations and standards, Getac takes strict safety and health control measures to establish internal policies, and continuously improves through regular and irregular inspections to prevent occupational disasters and minimize injuries. Furthermore, we actively promote the physical and mental health of employees through event planning and achieve the balance of work and life.

Getac Health And Safety Policy

1. Follow the local safety and health regulations and standards, actively pay attention to global safety and health issues, assess risks in advance, and build a good working environment.
2. Construct a Safety and Health Management System, adopt strict safety and health control measures, and continuously review and improve to reduce occupational disasters.
3. Organize safety and health education and training according to the plan to deepen the awareness and responsibility for safety and health for all employees.
4. Strengthen safety and health education through cooperation and publicity with suppliers and contractors, to jointly reduce occupational safety risks.

All plants of Getac Holdings have introduced ISO45001 occupational Health and Safety Management Certification System or Management System of equivalent level, and establishes clear operational regulations for compliance, including Labor Management Procedures, Environmental Safety and Health Handbook, Healthy Operation Regulations, as well as Occupational Illness Prevention Regulations, to prevent occupational disasters and accidents from occurrence. We aim at achieving the zero-incident goal and implement on-site safety management rigorously.

Getac Occupational Safety Measures



Hazard Identification

- Regular hazard and risk assessments



Health Promotion

- 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

- Labor safety committee
- Internal communication and reporting



Training & Education

- Occupation safety training for newcomers
- Special training and education on hazards and risks in accordance with operation characteristics
- Specific refresher training organized annually on a regular basis (confirm course titles with Hsiao Hsieh)



Drills And Emergency Response

- Various public safety and evacuation drills (earthquakes, different types of disasters)
- Fire safety and chemical drills



Occupational Disease Management

- Occupational disease management and standard operating procedures



Contractor Management

- Contractor construction safety regulations and hazard notification
- Contractor health and safety training

Safety and Health Training

In terms of occupational safety training, general occupational safety and health education training and three-level safety training are properly implemented, and safety advocacy activities are also conducted regularly. New employees of the plants are required to participate in the trainings of occupational safety, hazard, prevention courses, for the new employees failed the tests, they cannot complete the recruitment procedure.

On-the-job personnel are required to receive relevant safety course training from time to time, For the personnel who operate important processes or specific equipment (such as boilers and forklifts) must obtain the statutory certificate in order to operate. And all work should be done in accordance with the relevant safety operating standards, operating procedures as well as work procedures safety checklist for implementation and inspection, and relevant safety management practices shall be set up for the specific equipment (such as boilers, forklifts). The production process shall be strictly equipped with protective gears; the chemical storage area shall have warning signs and the specially assigned person is responsible for management.

In addition, a TV wall is set up in each factory plant to promote proper procedures, and occupational safety is also promoted through e-newsletters or the Company's official WeChat account. In order to strengthen the professional capability of the emergency ambulance team in the Taiwan plant, one first responder is assigned for every 50 employees according to the ratio of the number of employees. 14 employees

volunteered to receive external training courses and obtain a certificate of completion of first responder safety education and training, so that they can immediately and reliably perform ambulance treatment when an incident occurs and minimize the risk of injury to personnel.

All Getac plants regularly commission third-party bodies to inspect plant operating environments in accordance with actual operations and legal requirements. The goal is to gain a firm grasp of hazard factors in the environment and implement improvements based on the inspection results. Monitoring of chemical factors includes particulate matter (PM) and volatile organic compounds (VOC). Physical hazards include noise and dust. The Company constantly adds environmental improvement equipment such as ventilation and heat dissipation equipment and wet scrubbers to minimize the impact of factors that affect employee health and health hazards in the operating environment.

Operating Environment Monitoring And Improvements

Getac has formulated "Risk Assessment Management Procedures" to minimize occupational health and safety hazards present in the Company's construction, production, and operating activities. Responsible units must identify potential accident and hazard sources in their operating activities. Hazard caused must be analyzed in the dimensions of objects, people, environment, and management. Upon completion of risk assessments using the "LEC method"*, risks are classified into one of the following five categories (risk ratings): termination of operations,

immediate rectification, rectification required, caution required, acceptable. Corrections and preventive measures must be adopted in a prompt manner in line with different risk ratings.

*LECD risk assessment methods: $D=L \times E \times C$.

- L stands for the likelihood of the occurrence of accidents or dangerous incidents
- E represents the time of exposure to dangerous environments, C stands for the consequences of accidents
- D represents the evaluation criteria for major danger sources.

急救人員與 AED 體外心臟去顫器 Getac

急救人員

急救的目的→維持患者的生命徵象

急救步驟：

- 1) 確認現場安全
- 2) 初步評估與處置
- 3) 電話求救，依照119指示之步驟給予適當協助，直到救護車或消防隊抵達現場

您注意到了嗎？每位急救人員的座位都有標記囉！

AED (Automated External Defibrillator)
「自動體外心臟電擊去顫器」

叫：呼叫、拍肩、確認患者意識
叫：大聲呼救、打119、拿AED
壓：壓胸按摩
電：使用 AED

AED 全程有語音與圖示指導，只要遵照指示便可正確使用！

A棟1樓AED設置處 (B棟亦設置於1樓)

想聽/看什麼主題？告訴我們！

神基科技股份有限公司
安南區 ☎ 3335/3333

Occupational Illness Prevention

In order to prevent occupational illnesses and reduce environmental risks that is harmful to employees' health, in addition to all Plants of Getac Holdings have clearly defined the relevant hazard factors and established the standard safety operating procedures, but also arranged complete education and training before work, including protective measures and possible risks to ensure that employees are aware of basic rights related to the remedy measures.

Each production base conducts risk factor analyses according to the type of production involved, and high-risk positions are strictly monitored and report in details for relevant occupational hazards and types, on-site environmental concentration/intensity, and the total number of workers exposed to relevant hazard factors. Definition of high-risk positions (based on process and product) :

- System products: Electric welding.
- Plastic Injected mechanical parts: Noise, chemicals, and X-ray.
- Automotive mechanical parts: Noise, dust, and high temperatures.

In order to distinguish general positions from occupationally hazardous positions, the ID cards of employees in occupationally hazardous positions are marked with a bright green dot. These employees also work in shifts, in order to avoid long-term exposure to dangerous environments. Furthermore, new employees in occupationally hazardous positions must undergo medical examinations before assuming their post, and receive yearly follow-up checks. If they show signs of deteriorating health, they must be transferred from the position immediately. For pregnant and breast-feeding female workers, they must not be assigned to works that are harmful to themselves, their fetus and babies (such as printing, laser engraving, paint mixing, spray painting, powder dust, noise and chemicals, x-ray operation, etc.).

As for outgoing employees, resignation applications must be forwarded to the medical room for assessment. If the last checkup was over six months ago, approval of applications by administrative units is subject to completion of a health check at a designated hospital. Getac's production bases are subject to the supervision of local labor authorities, and are obliged to provide accurate

accounts of any occupational safety incidents and of occupational illness monitoring conditions, as well as to improve their management systems in accordance with regulatory policies. There were no cases of occupational fatalities or occupational illnesses in 2021.

Health Management and Education Training For Non-employees

Getac has devised a "Contractor Health and Safety Management System" to enhance the operation safety of non-employees on the plant premises. Non-employees are required to comply with relevant health and safety laws and regulations and internal operational guidelines.

Contractors are required to submit construction work application forms and sign a "Letter of Compliance with ESH Norms" or a "Construction Safety Notice". They must also ensure that non-employees fully understand relevant health and safety regulations of their operating environment. In addition to health and safety education activities and protective measures stipulated in previously concluded contracts, Getac work safety personnel conduct pre- and post-construction on-site inspections and provide safety education before and during construction operations.

Separate applications must be submitted for hazardous operations such as work at high elevations or in high-temperature environments. Such operations are subject to prior approval by the organizing unit. In 2021, no occupational accidents resulting in fatalities of non-employees occurred at the main manufacturing bases of Getac Holdings. There were also no cases of non-employees sustaining disabling injuries or occupational diseases during operations in designated plant areas.

Safety Production Committee

Getac's plants have established "Safety Production Management Committee" to implement the safe production performance management system. The Committee is participated by both labor and management representatives and is chaired by the highest level manager of the plant or by the Person in Charge of Human Resources Unit to promote the implementation of safety and health policies, and discuss the safety and health issues related to the plant to ensure the risk in employees' work environment is minimized. In addition to inspect the industrial safety implementation of all production lines regularly, if there is an occupational safety problem, the Committee is responsible to instruct the related units to understand the cause thoroughly and perform review and correction.

Ratio Of Labor And Management Representatives In Each Plant's Safety Production Management Committee

Site	GTC	ATC	GTK	MPTK	MPTZ	GCS Kunshan	GCS	MPTV	GVL
Location	Taiwan		Kunsha			Changshu		Vietnam	
Number Of Labor Representatives	4	4	10	11	18	3	5	12	12
Total Number Of Members	10	11	12	13	28	5	15	13	13
Ratio Of Labor Representatives	40%	36%	83%	85%	64%	60%	33%	92%	92%

Safety Production Committee Organizational Structure



Zero Accident



Labor Rights-related Grievance Hotline

Taiwan Speakout_Getac@getac.com.tw

China Speakout.kshr@mpt-solution.com.cn

Vietnam President's email box

Disabling Injuries

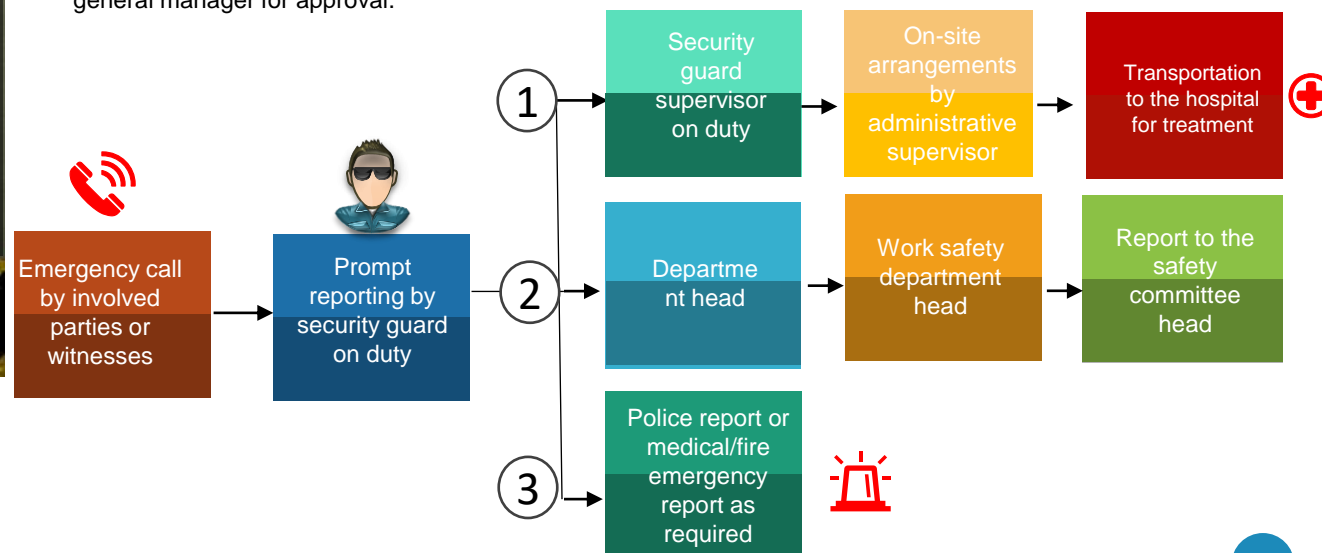
Getac Holdings did not have any cases of occupational fatalities or occupational illnesses in 2021, there were 15 cases of disability, all were male employees. The recorded occupational injury rate was 0.186 (calculated per 200,000 working hours), which is lower than the occupational injury rate 0.248 of previous year.

Lost day rate due to injuries was 8.254(per 200,000 hours of work), higher than 5.803 of previous year. For details of the disabling injuries, please refer to page 102 of this report.

Injuries were mainly a result of employees performing unfamiliar operations. We have already taken measures to enhance the training for new recruits and descriptions of safety precautions for work positions, and have also requested production divisions to strictly monitor the implementation system.

Reporting Of Occupational Injuries

When injuries occur, the injured person or witness should immediately report the incident to the supervisor or the Environmental Health & Safety Section (EHS). Upon the section's preliminary identification of the incident as an occupational injury, it will submit an occupational injury report. Once the section verifies the incident, the report will be submitted to the Human Resources Center and plant general manager for approval.





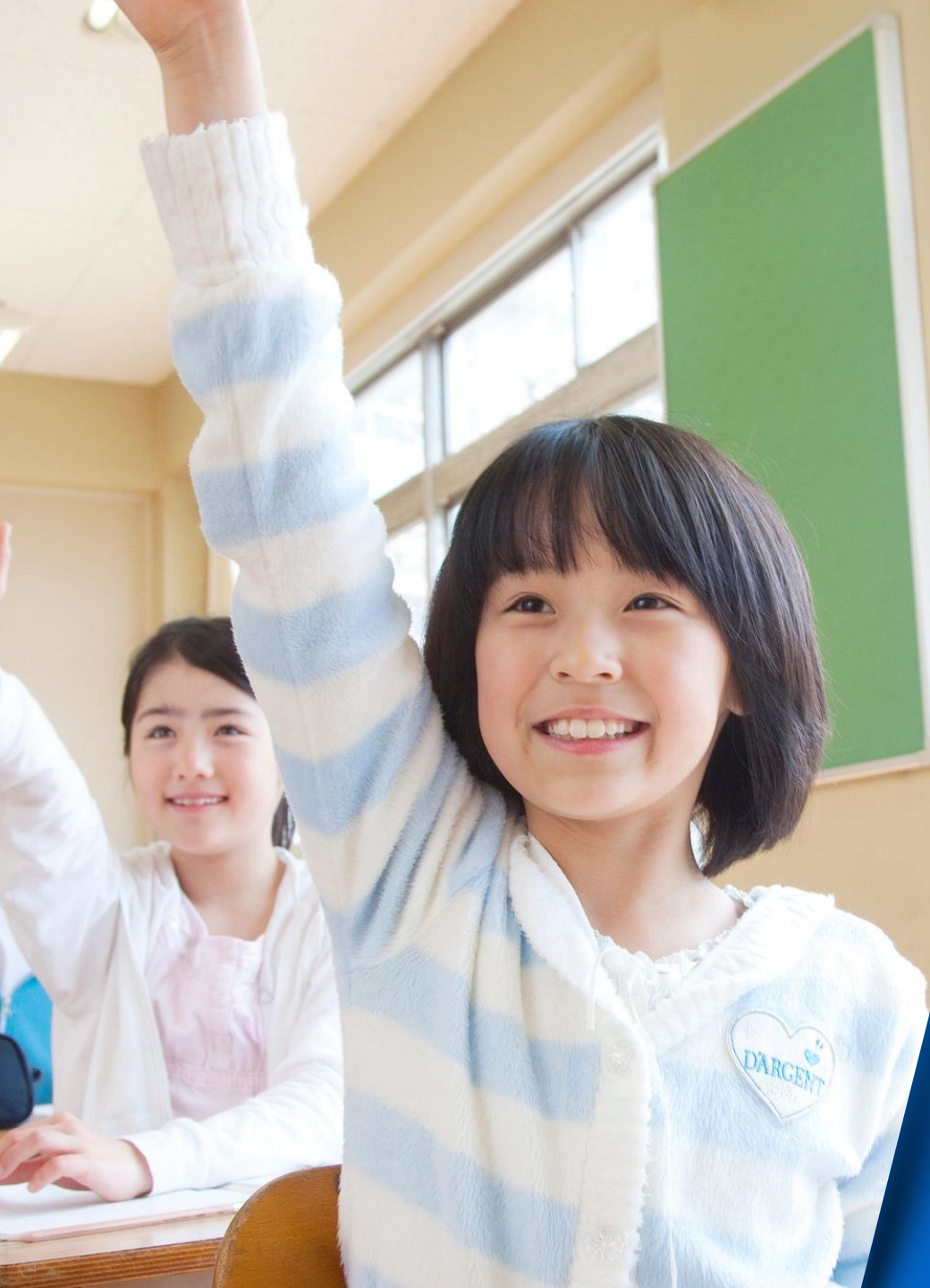
2018~2021 Getac Holdings (Consolidated) Employee Disabling Injuries

Gender	2018			2019			2020			2021		
	All	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female
No. of Disabling Injuries	24	23	1	31	31	0	27	26	1	15	15	0
Rate of recordable work-related injuries(IR)	0.203	0.348	0.019	0.402	0.647	0	0.248	0.388	0.024	0.186	0.305	0
Rate of high-consequence work-related injuries	0.009	0	0.019	0.013	0.104	0	0	0	0	0.062	0.102	0
Lost day rate (LDR)	11.03	12.94	8.61	18.476	29.754	0	5.803	9.263	0.263	8.254	10.473	4.804

2021 Getac Holdings (Stand alone) and its subsidiaries Employee Disabling Injuries & Occupational Disease

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GCS Kunshan	GCS	GVL
No. of occupational fatalities	0	0	0	0	0	0	0	0	0	0
No. of high-consequence work-related injuries	0	0	0	0	0	1	1	0	2	1
No. of Disabling Injuries	0	0	0	0	5	1	1	0	3	5
No. of occupational disease	0	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related fatalities	0	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries	0	0	0	0	0	0.054	0.104	0	0.345	0.279
Rate of recordable work-related injuries(IR)	0	0	0	0	0.199	0.054	0.104	0	0.518	1.394
Lost day rate (LDR)	0	0	0	3.108	15.72	2.050	6.56	0	0	39.59
Occupational disease rate(ODR)	0	0	0	0	0	0	0	0	0	0

- The calculation of employee injuries and disability excludes injuries caused by commuting accidents.
- Definition of high-consequence work-related injuries: Occupational injury resulting in inability to return to pre-injury health within six months
- Rate of high-consequence work-related fatalities=(No. of occupational disease /Total work hours)*200,000
- Rate of high-consequence work-related injuries=(No. of high-consequence work-related injuries/Total work hours)*200,000.
- Occupational disease rate=(No. of occupational disease/Total work hours)*200,000.



6

Social Participation

- 6.1** Caring for Disadvantaged Groups
- 6.2** Cultivating Industrial Experts

6.1 Social Participation



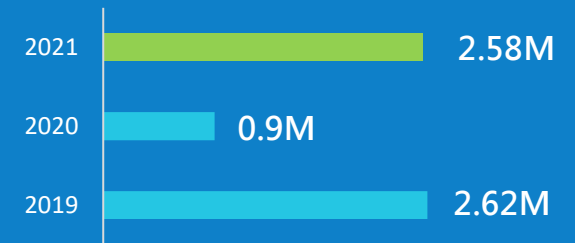
It is worth looking forward to because of love. Anyone has the opportunity to give their ability and love, and the elimination of estrangement makes people full of warmth and hope.



About Getac Holdings Charity Trust Fund

Getac espouses a spirit of “giving back to society in a spirit of gratitude”. The board of directors therefore earmarks part of the Company’s profits for the “Getac Charity Trust Fund”. In 2021, total expenditures amounted to NT\$ 2.58 million to help the disadvantaged in society and to assist rural education.

Expenditure of Getac Holdings Charity Trust Fund



Unit: NT\$ million

Caring for Disadvantaged Groups

In consideration of the huge impact of the COVID-19 pandemic on the society and economy, leading to the lack and uneven distribution of supplies, we participated in the Tzu Chi Foundation's "Doing Good Together to Relieve Sufferings" program and the Garden of Hope Foundation's "GOH Pandemic Prevention" program in 2021. Through their large volunteer networks, resources and supplies have been evenly and directly allocated to people in need to help disadvantaged groups as well as sufferers and their families and contribute to pandemic prevention.

In addition, with the help of non-profit organizations, Getac, as a group, has donated remote teaching equipment to the schools in remote areas in Kaohsiung and Pingtung, such as servers, computers, wireless access points, Google classroom computer management systems and electric vehicles. Teachers and students have not been able to go to school normally during the pandemic. However, through the remote teaching equipment, the geographical barriers between the teachers and students could be broken down, and education in the remote areas might continue thanks to the technology.

Pandemic Protection



- Buddhist Compassion Relief Tzu Chi Foundation – Participation in the "Doing Good Together to Relieve Sufferings" program
- The Garden of Hope Foundation – Participation in the "GOH Pandemic Prevention" program

- Taiwan Quaker's Hueilong Disadvantaged Family Care Center – Support for center development and subsidization Participation in the "Guardian Angel for Families in Need along the South-link Line, Taitung" program
- Beunen Foundation – Participation in the "Guardian Angel for Families in Need along the South-link Line, Taitung" program

Care for Disadvantaged



Donation



- Andrew Food Bank – Care for children and youth from advantaged families and provision of timely and appropriate resources to the Taiwan Mennonite New Dawn Educare Center Taiwan Hope in Love Children Care Association – Support for association development and subsidization

- Ma-Jia Junior High School – "Remedial Teaching Program for Remote Schools in Kaohsiung and Pingtung"
- Ligang Junior High School-"Remedial Teaching Program for Remote Schools in Kaohsiung and Pingtung"

Education in Remote Areas





List Of Donations Made By The Getac Charity Trust Fund In 2021



Category	2021 Donation List	Donation Amount (NT\$)
Pandemic Protection	The Garden of Hope Foundation – GOH Pandemic Prevention Program	NT\$650,000
	<ul style="list-style-type: none"> Buddhist Compassion Relief Tzu Chi Foundation – Participation in the "Doing Good Together to Relieve Sufferings" program 	
Education in Remote Areas	[Kaohsiung-Pingtung Rural School Remedial Teaching Program] Majia Junior High School	NT\$ 835,000
	[Kaohsiung-Pingtung Rural School Remedial Teaching Program] Ligang Junior High School	
Care for Disadvantaged	Taitung Christian Hospital - Galilee Family Social Welfare Foundation and Hannah's Home	NT\$850,000
	Andrew Food Bank – Care for children and youth from advantaged families and provision of timely and appropriate resources to the Taiwan Mennonite	
	Beunen Foundation – Participation in the "Guardian Angel for Families in Need along the South-link Line, Taitung" program	
	<ul style="list-style-type: none"> Taiwan Quaker's Hueilong Disadvantaged Family Care Center – Support for center development and subsidization 	
	Taiwan Hope in Love Children Care Association	
	Taiwan Fund for Children and Families - Nantou Branch	
	Total	NT\$2,300,000

6.2 Cultivating Industrial Experts

About Y.S Awards

Getac Holdings has encouraged young people to incorporate their creativity with industrial development and turn their inspiration into reality. Getac Holdings and its affiliates spare no effort to carry forward the “Y.S. Award”. The award’s philosophy centers around innovative thinking and technology-based education to continuously promote a well-developed information society and fulfill the goal of fostering global talent for digital content and design. We also ensure the implementation of our corporate social responsibility, help arts and humanistic education to take root, and engage in environmental protection and social care.

The 19th Y.S. Award was themed “Sustainable Practice+” in response to the UN’s sustainable development goals (SDGs). It serves as the best platform for universities in the country to express their opinions on Environmental protection, social justice and global economic development in the hope of drawing everyone’s attention to sustainability.

Sustainability cannot be achieved single-handedly and requires the collaboration of more people.

The COVID-19 pandemic has spread widely over the last two years. We human beings must learn how to live with the virus. Smart technology, thus, plays a key role in pandemic prevention. This year’s competition theme covered sustainability and smart technology applications. There were mainly three types of creations in the software application and industrial design category: 1. advanced technology applications used for sustainable and environmental issues; 2. detection and assistance technologies for future traffic safety; 3. remote contactless medical and healthcare services. The creations of the golden prize winners of all categories were not only creative and impressive, but also realistic. The film “Let’s do the planting together” of the golden prize winner in the Microfilm category won favor with all the judges. It aimed at calling on more people to save energy, reduce carbon emissions and care for the earth.





7

Appendix

7.1 GRI Standards Index

7.2 Environmental Data Disclosure
In The Report



7.1 GRI Index

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GRI 102-06	Markets Served	2.1 About Getac	30~32	V
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GRI 102-10	Significant Changes To The Organization And Its Supply Chain	About this report	6	V
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GRI 102-12	External Initiatives	1.1 ESG Policy	12	V
GRI 102-13	Membership Of Associations	2.1 About Getac	33	V
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GRI 102-15	Key Impacts, Risks, And Opportunities	2.4 Corporate Risk Management ,3.1 Innovation Research & Development	1,2	V
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GRI 102-51	Date Of Most Recent Report	About this report	7	V
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GRI 416-2	Incidents Of Non-compliance Concerning The Health And Safety Impacts Of Products And Services	2.3 Ethical Management	43,56	V
417	Marketing and labeling			
GRI 103-2	The Management Approach And Its Components	1.5 Sustainability management direction	25	V



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GRI 103-3	Evaluation Of The Management Approach	1.5 Sustainability management direction	25	V
GRI 417-1	Requirements For Product And Service Information And Labeling	3.2 Green product	55	V
GRI 417-2	Incidents Of Non-compliance Concerning Product And Service Information And Labeling	2.3 Ethical Management 3.2 Green product	43,56	V
GRI 417-3	Incidents Of Non-compliance Concerning Marketing Communications	2.3 Ethical Management	43	V
418	Customer Privacy			
GRI 103-2	The Management Approach And Its Components	1.5 Sustainability management direction	23	V
GRI 103-3	Evaluation Of The Management Approach	1.5 Sustainability management direction	23	V
GRI 418-1	Substantiated Complaints Concerning Breaches Of Customer Privacy And Losses Of Customer Data	3.3 Customer Service	58,59	V
419	Socioeconomic Compliance			
GRI 103-2	The Management Approach And Its Components	1.5 Sustainability management direction	23	V
GRI 103-3	Evaluation Of The Management Approach	1.5 Sustainability management direction	23	V
GRI 419-1	Non-compliance With Laws And Regulations In The Social And Economic Area	2.3 Ethical Management	43	V
	Intellectual Property Rights			
GRI 103-2	The Management Approach And Its Components	1.5 Sustainability management direction	23	V
GRI 103-3	Evaluation Of The Management Approach	1.5 Sustainability management direction	23	V
Self-defining Topic	Incidents Of Intellectual Property Rights Violation	3.1 Innovation Research & Development	52	V
	Information Security			
103-2	The Management Approach And Its Components	1.5 Sustainability management direction	23	V
103-3	Evaluation Of The Management Approach	1.5 Sustainability management direction	23	V



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Self-defining Topic	Information security loopholes are hacked, resulting in information leakage or loss	2.5 Information security	48,49	
Risk Management				
GRI 103-2	The Management Approach And Its Components	1.5 Sustainability management direction	27	V
GRI 103-3	Evaluation of the management approach	1.5 Sustainability management direction	27	V
Self-defining Topic	Risk management prevention, supervision and countermeasures	2.4 Corporate Risk Management	44-47	V
Corporate governance				
GRI 103-2	The management approach and its components	1.5 Sustainability management direction	24	V
GRI 103-3	Evaluation of the management approach	1.5 Sustainability management direction	24	V
Self-defining Topic	Execution and implementation of corporate governance evaluation	2.2 Corporate governance framework	34~39	V
Secondary topic				
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412-2	Employee training on human rights policies or procedures	5.1 Happy Enterprise	86	

7.2 Environmental Data Disclosure In The Report

Data Disclosure of Energy Consumption, GHG Emission and Water Resource of Getac Holdings (Consolidated)

	Item	Unit	2019	2020	2021
Energy	Total Energy Consumption	GJ	833,530	862,244	892,961
	Energy Intensity	GJ/ Per million USD	1,054	975	831
GHG Emission*	Total Emission (Scope 1+2)	Mt CO2e	114,664	124,315	135,553.89
	Total Emission (Scope 1+2+3)	Mt CO2e	N.A	N.A	344,751.45
	Emission of Scope 1	Mt CO2e	12,039.82	10,881,30	10,331.46
	Emission of Scope 2	Mt CO2e	102,623.75	113,433.26	125,222.42
	Emission of Scope 3	Mt CO2e	N.A	N,A	209,197.56
	Emission Intensity (Scope 1+2)	Mt CO2e /Per million USD	145	141	126
	Emission Intensity (Scope 1+2+3)	Mt CO2e /Per million USD	N.A	N.A	0.321
Water	Water Withdraw	Megaliters	640.33	734.38	783.48
	Water Discharge	Megaliters	423.74	465.58	486.45
	Water Consumption	Megaliters	216.59	268.80	297.03
	Water Intensity	Megaliters /Per million USD	0.81	0.78	0.73
Waste	Total Weight of Waste	Mt	5,452.52	5,915.97	5,881.14
	Total Weight of General Waste	Mt	4,345.28	4,583.96	4250.46
	Total Weight of Hazardous Industrial Waste	Mt	1,107.23	1,332.02	1,629.68



Data Disclosure of Energy Consumption, GHG Emission and Water Resource of Getac Holdings (Stand-alone) and Subsidiaries

	Item	Unit	GTG	GTC Nangang	GTC Xizhi	ATC Nangang	ATC Linkou	ATC Hwaya	GTK	MPT K	MPTZ	MPTV	GCS	GCS Kushan	GVL
Energy	Total Energy Consumption	GJ	350.1	2202.1	2,937.5	958.2	1,741.8	66.1	23,178.4	290,857.2	185,405.9	120,908.0	116,285.5	45,513.5	892,961.3
GHG Emission	Scope 1+2	Mt CO2e	39.36	297.97	423.61	130.66	255.10	11.80	3,808.72	41,000.50	26,077.59	26,267.56	11,738.14	5,165.27	20,337.60
	Scope 1+2+3	Mt CO2e	39.36	297.97	11,078.91	130.66	585.67	252.07	58,423.02	68,795.54	46,094.90	26,267.56	84,860.67	27,587.52	20,337.60
	Scope 1	Mt CO2e	10.80	6.62	15.10	2.92	12.22	2.59	67.98	998.40	680.11	844.02	5,059.61	1,571.31	1,059.78
	Scope 2	Mt CO2e	28.56	291.35	408.52	127.74	242.89	9.21	3,740.74	40,002.10	25,397.48	25,423.54	6,678.53	3,593.95	19,277.82
	Scope 3	Mt CO2e	0	0	10,656.30	0	330.57	240.27	54,614.30	27,795.04	20,017.31	0	73,122.53	22,422.26	0
Water	Water withdraw	Megaliters	0.86	9.14	2.41	3.21	4.68		31.34	218.54	171.44	124.64	100.72	18.97	97.55
	Water discharge	Megaliters	0.69	7.31	1.92	2.57	3.74		25.07	114.51	103.46	49.91	80.57	4.83	91.85
	Water Consumption	Megaliters	0.17	1.83	0.48	0.64	0.94		6.27	104.02	67.97	74.73	20.14	14.13	5.70
Waste	Total Weight	Mt	13.25	62.35		64.69			1,581.63		253.58	2,390.71	722.84	131.78	659.32
	Total Weight of General Waste	Mt	13.25	62.26		63.97			1,292.59		196.80	1,953.20	376.48	38.28	253.64
	Total Weight of Hazardous Industrial Waste	Mt	0	0.09		0.72			289.04		56.78	437.51	346.36	93.50	405.68

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