

A photograph of a young child with dark hair, wearing a brown jacket, kneeling in a garden. The child is using a small metal spoon to dig in the soil next to a small green seedling. The scene is backlit by warm sunlight, creating a soft glow. A large yellow chevron graphic is overlaid on the right side of the image.

Embracing Green Hope For
A Promising Future

2023 Sustainability Report

Getac Holdings Corporation

Published on June 30th , 2024

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About This Report

Getac Holdings Corporation (formerly known as Getac Technology Corporation, hereinafter referred to as Getac Holdings), has been publishing annual sustainability reports since June 2017. These reports provide stakeholders with an overview of the company's policies, vision, and actions in the areas of economy, environment, and society, demonstrating its commitment to sustainability.

Scope and Boundary

- This report covers Getac Holdings' sustainability performance from January 1, 2023 to December 31, 2023. The reporting boundary includes eight major subsidiaries consolidated in Getac Holdings Corporation's financial report: Getac Holdings Corporation, Getac Technology Corporation (include Nangang, Xizhi Plant 5), Atemitech Corporation (include Nangang, Linkou, Hwa-ya), Getac Technology (Kunshan) Co. Ltd., MPT Solution (Kunshan) Co., LTD., MPT Solution (Suzhou) Co., LTD., MPT Solution (Vietnam) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd. (include GKS Kunshan Branch) and Getac Precision Technology Vietnam Co., Ltd. . As shown in the table on the right, these subsidiaries account for 91.2% of the company's consolidated revenue. The remaining consolidated entities not included in this report are primarily sales and marketing sites and the company's investment in National Aerospace Fasteners Corporation (hereinafter referred to as NAFCO, stock code: 3004). The unreported sales and marketing sites may be included in the future depending on the circumstances. For information on NAFCO's sustainability-related disclosures, please refer to its annual reports and official website. All consolidated entities of the company are detailed in the 2023 annual report's corporate organization chart.
- During the reporting period, the company's consolidated financial statements included a new consolidated entity, Greenmas New Material Technology (Kunshan) Co., Ltd., whose main operations involve the manufacturing and sale of engineering plastics and synthetic resins. This entity has not yet been included in the scope of this sustainability report.
- In this report, TCFD climate-related financial disclosures currently cover Getac Holdings and its subsidiaries Getac Technology, Atemitech Corporation , and Getac Kunshan. Subsidiaries in China and Vietnam are expected to be incorporated within the next two years.

Reporting Principles and Guidelines

This report adopts an integrated reporting approach:

- Following the GRI Standards 2021 for sustainability reporting guidelines and adhering to the AA1000 Accountability Principles.
- Incorporating the Task Force on Climate-related Financial Disclosures (TCFD)

Disclosure Scope of This Report

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



- This report incorporates the SASB (Sustainability Accounting Standards Board) industry standards for "Electronic Manufacturing Services & Original Design Manufacturing," providing investors with consistent, comparable, and financially significant data. This approach allows for ESG performance analysis to evaluate the company's long-term value creation capability, aiding investment decisions.
- It also includes the Taiwan Stock Exchange's "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies." According to Article 4, companies should enhance the disclosure of sustainability indicators by industry (Table 1-9), and Article 4-1 mandates listed companies to disclose climate-related information in a dedicated section (Table 2).
- The economic performance financial data in this report are based on the consolidated financial statements of Getac Holdings, disclosed in New Taiwan Dollars (NTD), and verified by PricewaterhouseCoopers (PwC) Taiwan. The environmental performance data are disclosed in US Dollars (USD) to align with international standards, such as water intensity, carbon emission intensity, and energy intensity. The exchange rates are converted to USD based on the annual average rates: 31.154 NTD/USD and 6.985 CNY/USD for 2023, 29.785 NTD/USD and 6.719 CNY/USD for 2022, and 28.008 NTD/USD and 6.453 CNY/USD for 2021.
- The conversion factor for electricity carbon emission equivalent per kWh is calculated based on the 2022 coefficient of 0.495 kg as announced by the Bureau of Energy, Ministry of Economic Affairs.

Revised Information

1. Correction of water usage data on pages 73 and 74 of the 2022 Sustainability Report, as detailed in Appendix 6.6 on page 143 of this report.
2. Supplementary explanation regarding regulatory compliance in 2022, including incidents of fines below NTD 1 million, is provided on page 60 of this report.

Report Issuance

This report is published annually in electronic format, available in both Chinese and English versions, and posted in the Sustainability Report section of the company's corporate website.

- Current version: Issued in June 2024, covering the reporting period from January 1, 2023, to December 31, 2023.
- Previous version: Issued in June 2023.
- Next version: To be issued in June 2025.

Internal Review of the Report

The company incorporates the report preparation process into its internal standard operating procedures for control. An annual kickoff meeting for the report is held, with data provided by the responsible units of each subsidiary. The Corporate Relations Department of the group compiles and drafts the report. An internal verification mechanism is then activated, where internal auditors review and complete the audit. After this, the report is submitted to the Sustainability Development Committee (a functional committee of the Board of Directors) for approval, and then it is presented to the Board of Directors.

Third-Party Verification

To ensure the quality and reliability of the information, the company commissions TUV Nord Taiwan Ltd. to verify the report according to the AA 1000 ASv3 Type 2 moderate assurance level. This verification covers the GRI indicators, SASB indicators, and TCFD climate-related financial disclosures. The independent assurance statement is published in Appendix 6.4 of this report. Other management system verifications are independently conducted by external verification bodies commissioned by subsidiaries, detailed on page 6 of this report: External Verification Status of Each Company's Management System.



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List of Certification & Verification

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS
ISO9001 Quality Management Systems	V	V	V	V	V	V	V		V	V
ISO13485 Medical Devices Quality Management Systems Standards			V	V	V					
IATF 16949 International Automotive Task Force						V	V	V	V	V
QC08000 Hazardous Substance Process Management System Requirements				V	V	V				
ISO17025 General Requirements For The Competence Of Testing And Calibration Laboratories				V	V					
ISO14001 Environmental Management Systems	V	V	V	V	V	V	V	V	V	V
ISO14064-1:2018 Greenhouse Gases	V	V	V	V	V	V	V	V	V	V
ISO50001 Energy Management Systems		V		V	V	V			V	V
ISO45001 Occupational Health And Safety Management Systems				V	V	V	V	V		
ISO27001 Information Security Management Systems	V	V	V							
TISAX Trusted Information Security Assessment Exchange		V						V	V	V
RBA CMA (V.7.0/V.7.1)					V	V	V			
SEDEX (Suppliers Ethical Data Exchange) SMETA V6.1							V			



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

Message from the Chairperson Of ESG Committee

Pursuing Sustainable Excellence: The Path to Green Prosperity

Getac believes that sustainable development is not just a responsibility but also our commitment to society, the environment, and future generations. While pursuing profits, we always adhere to the principles of fulfilling social responsibilities. Getac Holdings' operating profit in 2023 reached a record high since the company's establishment, with consolidated revenue growing for the eleventh consecutive year, and we were included in several ETF index constituent stocks. Over the past year, we have made steady progress in sustainable development. Our corporate governance evaluation has consistently ranked within the top 6-20% of publicly listed companies in Taiwan for five consecutive years, and we aim to reach the top 5% as our mid-term development goal. Additionally, we continuously enhance the transparency of sustainability information by actively or passively participating in ESG sustainability assessments in the investment community, such as those conducted by Morningstar (Sustainalytics), MSCI, and FTSE Russell. We improve our ratings annually, which not only serves as monitoring and review of our sustainability efforts but also demonstrates our commitment and actions toward sustainable development. We will continue to strengthen the company's risk management capabilities and enhance business resilience to cope with the ever-changing environment. Our goal is to achieve sustainable economic growth while protecting and respecting our planet's resources, providing enduring benefits to shareholders, employees, and partners. Regarding social and human rights aspects, we value the well-being of our employees and are dedicated to creating a friendly, diverse, and inclusive corporate culture. We encourage the promotion of local managers, achieving a local manager employment ratio of 73%, with the proportion of female managers increasing to 26%. Our subsidiary Getac Technology once again won the HR Asia Best Companies to Work for in Asia award last year. Our Vietnam subsidiary, Getac Precision Technology Vietnam Co., Ltd, was also recognized by the local government as an "Excellent Enterprise for Workers" in Bac Ninh Province. These acknowledgments affirm and encourage our efforts in social responsibility.



In addition, through Getac' Corporate Social Responsibility Trust and Charity Fund, we continue to collaborate with various social welfare organizations to assist vulnerable groups in society, support education in rural areas, and aid children and adolescents from families in need of social care. Addressing the pressing environmental protection issues that concern society, amidst our ongoing revenue growth, reducing carbon emissions has become a challenging mission. We have set a target to reduce emissions by 20% by 2030. In 2023, we launched 35 energy-saving and carbon-reduction projects, resulting in continuous declines in energy intensity and emission intensity over the past four years. Leveraging our core technologies and products, each business unit successfully introduced low-carbon and energy-efficient products. Our Plastics Business Group has successfully marketed PCR recycled materials, and our Rugged Computing Business Group has embraced circular economy principles by incorporating recycled materials into laptop casings, with plans to expand this initiative further.

We also recognize the strength of our supply chain and initiated the "Getac Group Tree Planting Volunteer Day," engaging our supply chain partners in supporting coastal afforestation and conservation projects. Additionally, we participated in customer-led initiatives such as "Reduce, Share, Love the Earth Alliance," contributing to beach clean-ups and marine litter removal. In 2023, we collaborated with supply chain partners in four low-carbon subsidy programs sponsored by the Ministry of Economic Affairs, enhancing our carbon management capabilities to minimize environmental impact.

We remain committed to achieving our sustainability goals and believe that through sustainable development, we can not only meet our business objectives but also positively impact society and the environment, jointly creating a better future.

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

ESG Performance Highlights



Corporate Governance Performance



- Getac has consecutively been ranked in the top 6-20% of listed companies in the corporate governance evaluation by the Taiwan Stock Exchange for five terms.

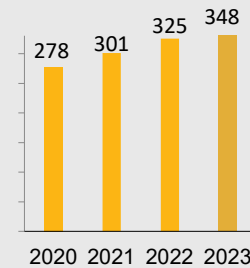
- Board Independence and Diversity
 - Independent directors constitute over 40% of the board seats, exceeding one-third.
 - Directors who concurrently serve as company executives make up 20% of board seats, which is below one-third of the board.
 - The tenure of independent directors does not exceed 3 terms. There is one female independent director.
- Getac has been included in multiple sustainability-related indices of the Taiwan Stock Exchange.
 - TIP Customized Taiwan ESG High Dividend Equal Weight Index (Valid until May 3, 2024)
 - FTSE TWSE Taiwan Dividend+ Index (Valid until April 18, 2024)
 - TIP Customized Taiwan Select High Dividend Index (Valid Until June 17, 2024)
 - Taiwan Social Enterprise Responsibility Small and Medium-sized Index Component Stocks (Valid Until July 23, 2024)



Business Performance

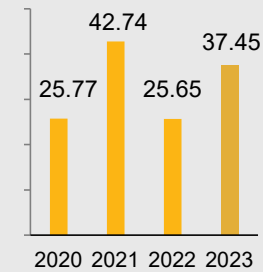
Consolidated Revenue

Unit: NT\$ Billion



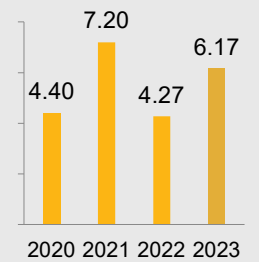
Profit After Tax

Unit: NT\$ Billion



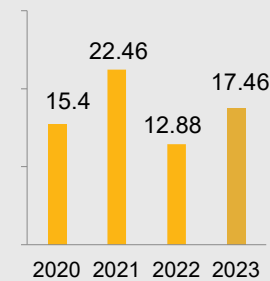
Earning Per Share

Unit: NT\$



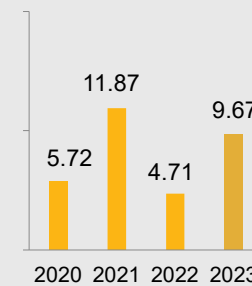
Returned on Equity

(%)



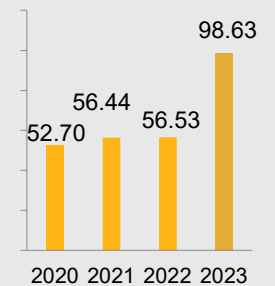
Income Tax

Unit: NT\$ Billion



Total Salary

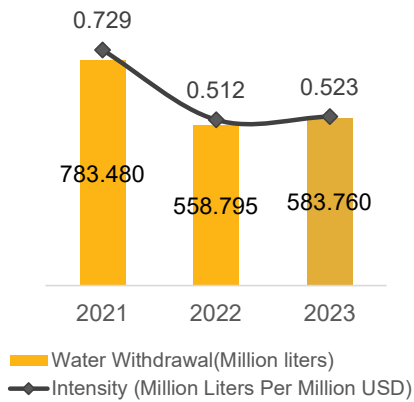
Unit: NT\$ Billion



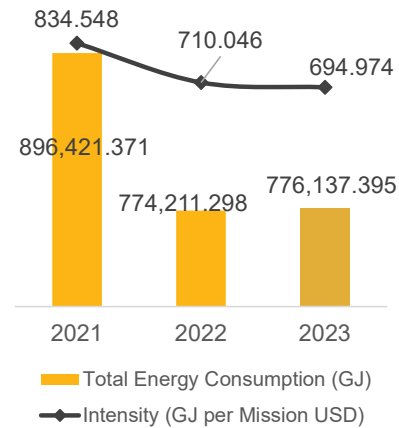


Environmental & Social Performance

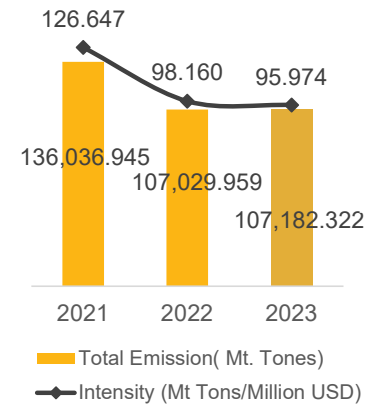
Water Withdrawal & Intensity



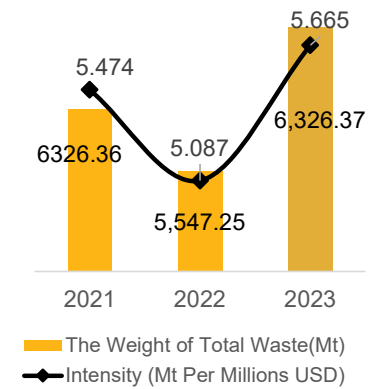
Energy Consumption & Intensity



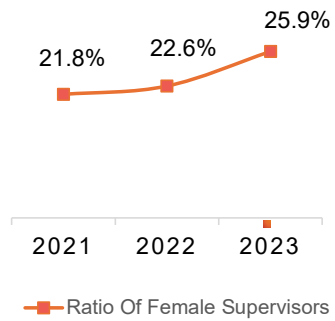
GHG Emission & Intensity (Scope 1, 2)



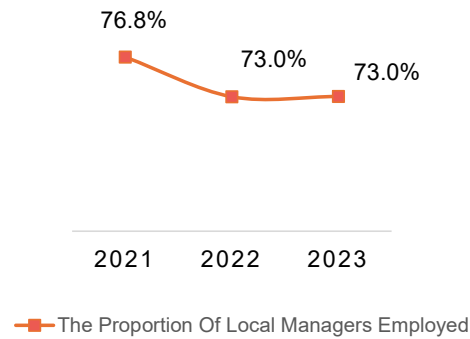
Total Waste & Intensity



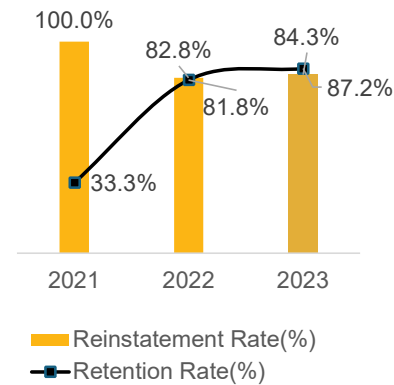
The proportion of female Supervisors



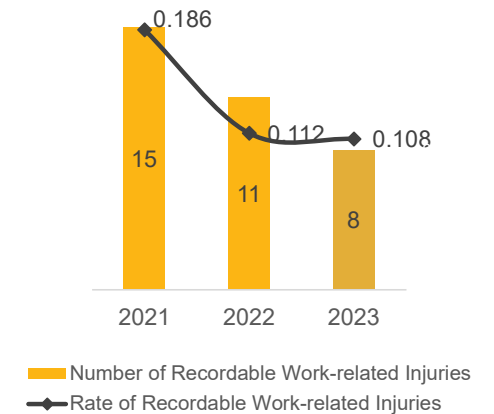
The Proportion Of Local Managers Employed



Reinstatement & Retention Rate after Parental Leave



The Number And Rate Of Work-related Injuries





Honor and Recognition



Getac Technology has been awarded the HR Asia 'Best Companies to Work for in Asia' award for the third time.



Getac Precision Technology Vietnam Co., Ltd has been recognized as an "Outstanding Employer" in Bac Ninh Province, Vietnam.



MPT Kunshan awarded "Jiangsu Province Provincial Enterprise Technology Center".



MPT Kunshan has been awarded the title of "National Intellectual Property Model Enterprise" as part of Suzhou City's Enterprise Intellectual Property Pinnacle Action.



MPTK Kunshan, MPT Suzhou, and Getac Kunshan have been selected as 3A-grade Green Factories in Suzhou, China.



GOOD DESIGN AWARD 2023

Getac X600, the rugged mobile workstation series by Getac Technology, was honored with the 2023 Good Design Award in the Communication Products category and the Silver Award at the 32nd Taiwan Excellence Awards."



台灣精品銀質獎





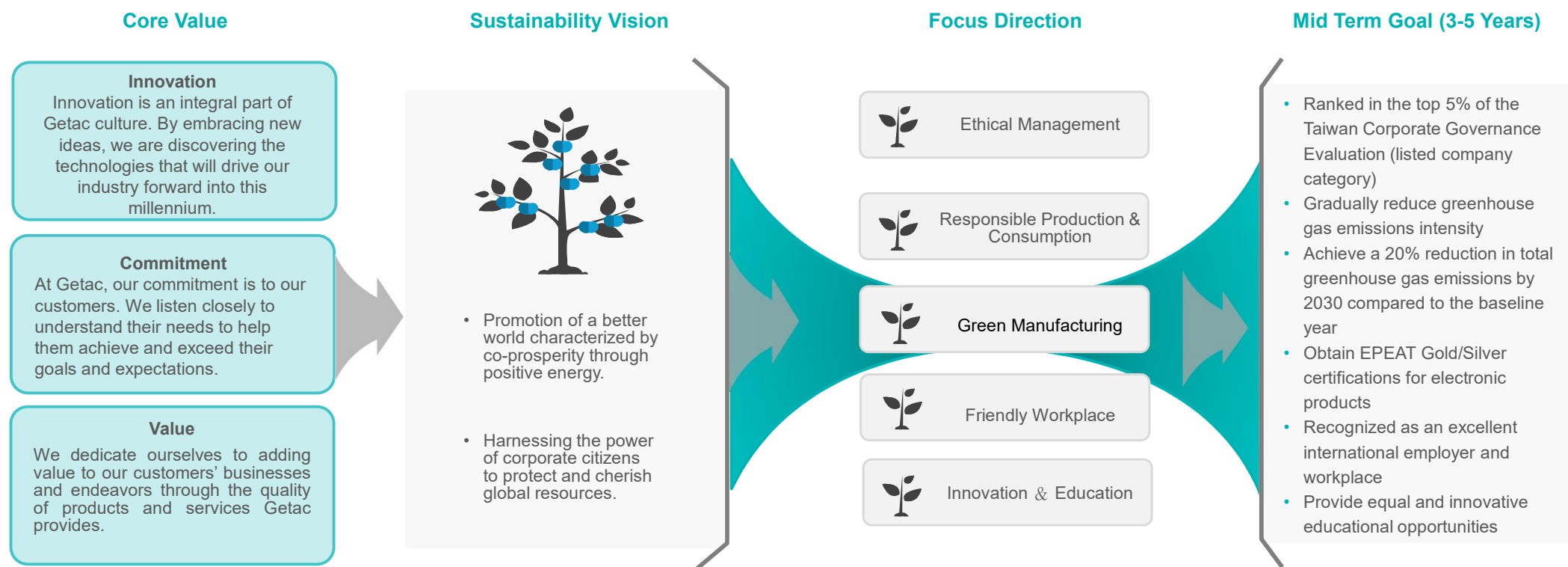
Sustainable

1.0 Sustainability policy

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1.1 Sustainability Vision and Goals

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. Based on the three core values of "Innovation, Commitment, and Value," Getac responds to the United Nations Sustainable Development Goals (SDGs) by integrating operational strategies with Environmental, Social, and Governance (ESG) perspectives. Getac has formulated its sustainable development direction, aiming to use its positive influence to promote a better and more prosperous society, fulfill its role as a corporate citizen, and protect the planet's resources.



Policies and Commitments

Getac recognize the critical importance of sustainable operations for the long-term development of the enterprise. Therefore, we have established a comprehensive set of policies and guidelines to ensure that our business activities achieve a balance in environmental protection, social responsibility, and economic benefits.

- **Corporate Governance Best Practice Principles** We adhere to best practice guidelines to ensure transparency and efficiency in corporate governance structures. This includes the composition and functions of the board of directors, as well as communication with stakeholders.
- **Code of Business Conduct and Ethics for the Board of Directors and Managers** Our directors and managers adhere to strict ethical standards to ensure that their decisions and actions align with the best interests of the company and shareholders.
- **Ethical Corporate Management Best Practice Principles** We uphold integrity in our operations, oppose any form of corruption and unethical behavior, and guide our business practices through this code.
- **Getac ESG Policy** Getac adheres to the Responsible Business Alliance (RBA) Code of Conduct to develop our ESG (Environmental, Social, Governance) guidelines. These ensure that our activities in environmental, social, and corporate governance areas meet the highest standards. We strive for continuous improvement, applying these guidelines across all subsidiaries, contractors, and supply chain partners. We educate and train all employees on ESG principles, integrating them into our corporate culture and daily operations. In addition to our own practices, we encourage our supply chain partners to join us in promoting sustainability.

- **Employee Code of Conduct** The “Employee Code of Conduct” sets forth the basic standards of employee behavior, outlining the legal requirements and obligations that colleagues should adhere to in their work. It serves as the fundamental standard for all employees engaging in business-related activities and a commitment shared by all personnel. This includes but is not limited to upholding human rights, protecting customer privacy, respecting intellectual property rights, and maintaining high ethical standards.
- **Human Rights Policy** In line with the principles and spirit of the Universal Declaration of Human Rights, the UN Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, we pledge to respect and promote human rights. We implement this policy in our operations and throughout our supply chain.
- **Information Security Policy** Recognizing the importance of information security, we implement stringent policies to safeguard company and customer information from threats. These guidelines and policies represent our commitment to achieving sustainable development. We will continue to assess and improve our practices to ensure our business has a positive impact on the environment, society, and economy. Through these efforts, we believe we can contribute to a better future for our employees, customers, shareholders, suppliers, and society at large.



Getac Holdings Sustainability Development Journey

2017

2018

2019

2020

2021

2022

2023

2024

- Establish a Sustainable Development Committee to promote sustainability work.
- Publish the first sustainability report following the GRI Reporting Standards, which passed external verification.
- In the third Corporate Governance Evaluation, rank among the top 36-50% of listed companies.

- Established an audit committee to replace the supervisor system.
- Established an information security committee.
- Received the TCSEA Taiwan Sustainable Enterprise Award for comprehensive performance excellence and the Sustainability Report Gold Award.
- Achieved ISO 27001 certification for information security management system.
- Getac rugged computers received EPEAT Bronze certification (compliant with IEEE 1680.1-2019 criterion).

- Appointed a Chief Governance Officer.
- Selected as a certified Sports Enterprise by the Taiwan Sports Administration.
- Subsidiary MPT Kunshan was consecutively recognized as the "Most Popular Employers Among College Students" in the Kunshan area.
- Established a Risk Management Team under the Corporate Sustainability Development Committee to promote and plan company risk management.

- The Sustainable Development Committee has been upgraded to a functional committee of the board.
- A Climate Change Team has been established under the Sustainable Development Committee.
- Getac Holdings signed as a TCFD Supporter.
- Getac Holdings published its first TCFD report.
- Issued the first TCFD climate-related financial report.
- Subsidiaries MPT Kunshan, MPT Suzhou, Getac Changshu and its Kunshan branch have obtained ISO 50001 Energy Management System certification.
- Getac Kunshan, a subsidiary, received EcoVadis Global Supply Chain Sustainability Assessment Bronze Medal for the second time.

- In the fourth Corporate Governance Evaluation, rank among the top 6-20% of listed companies.
- Implement and complete the "Board Performance" evaluation process.
- First-time recipient of HR Asia's "Best Companies to Work for in Asia" award.
- Subsidiary Getac Inc. is rated as one of the best workplaces for small and medium-sized businesses in the United States for the first time.

- The subsidiary Getac Technology's Xizhi branch obtained the ISO 50001 Energy Management System certification.
- Obtained TISAX certification for the "Trusted Information Security Assessment Exchange" in the automotive industry.
- Included for the first time in the Taiwan Stock Exchange's Taiwan Corporate Governance 100 Index, Taiwan High Dividend 100 Index, and Taiwan High Compensation 100 Index.

- Added a new female independent director to the board.
- Getac Holdings and eight key subsidiaries (covering over 90%) completed ISO 14064-1 GHG inventory and passed third-party verification.
- The subsidiary Getac Kunshan obtained the ISO 50001 Energy Management System certification.

- Achieved top 6-20% ranking in the Corporate Governance Evaluation for five consecutive years.
- Subsidiary Getac Technology was selected as the "Best Companies to Work for in Asia" for the third time.
- Subsidiary Getac Precision Technology Vietnam Co., Ltd. was recognized as an "Outstanding Enterprise for Workers" in Bac Ninh Province, Vietnam.
- Subsidiaries MPT Kunshan, MPT Suzhou, and Getac Kunshan were selected as 3A-level green factories in Suzhou, China.
- Subsidiary Getac Technology had its carbon reduction targets approved by the Science Based Targets initiative (SBTi).
- Subsidiary Getac Changshu implemented product carbon footprinting and passed external verification.

1.2 Getac responds to SDGs



Getac Holdings responds to the UN SDGs by aligning its sustainable actions based on industry attributes, core capabilities, practical resources, and stakeholder expectations. The company focuses on Goals 8 (economic growth), 9 (industry innovation), 12 (sustainable consumption and production), and 4 (quality education) as its long-term sustainability directions.

Our approach includes:

- Public Good Initiatives: Utilizing Getac Holdings' Social Charity Fund for charitable donations and leveraging technology to enhance rural education.
- Corporate Initiatives: Organizing the "Y.S Award" to provide youth with platforms for creativity and internship opportunities. Getac Holdings also focuses on R&D in core technologies to drive process innovation, improve energy efficiency, and promote the adoption of environmentally friendly materials.

Additionally, Getac Holdings aims to create high-value industries, enhance company value, generate more job opportunities, and foster an environment of continuous learning and innovation. The company also influences its supply chain partners to prioritize human rights and environmental protection, leveraging its role as a corporate citizen through communication and encouragement.



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

- Supporting continuous education for children in remote and underprivileged areas: Taiwan Hope Children Care and Development Association.
- Donating to support disadvantaged groups:
 - Father Yung-Nien Catholic Social Welfare Foundation
 - Quaker Hui Long Center for Underprivileged Families
 - Mennonite Hualien Dawn Care Home
- Industry-academia collaboration for generational empowerment:
 - Co-organizing the Y.S Award, now in its 21st year.



Encouragement Of Talent Innovation Diversity And Equality As The Best Catalyst

- Enhancing employee capabilities
 - In 2023, the average employee received 78.65 hours of training.
- Optimizing recruitment channels for persons with disabilities to promote social inclusion.
 - In 2023, a total of 15 disabled employees were hired.
- Providing a streamlined process for rehiring retired employees.
 - In 2023, a total of 25 retired employees were rehired.



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

- Integrating sustainability into product research and technical innovation, developing eco-friendly materials such as PCR (Post-Consumer Recycled) plastics, and increasing the proportion of recyclable materials used in computer product casings.



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

- Process water recycling rate reached 98.1% in 2023.
- Recycled material incorporation rate was 61% in 2023
- NT\$34.39 million was invested in 35 energy-saving and carbon-reduction projects, resulting in savings of 3,418 gigajoules of energy and reducing carbon dioxide emissions by 2,412 metric tons equivalent. This also saved NT\$6.46 million in energy costs in 2023.

1.3 Stakeholder Engagement

Identification of Stakeholders

Stakeholder opinions are a critical foundation for Getac's progress. Besides ensuring timely communication and response by each department within their responsibilities to maintain smooth channels for opinions, Getac Holdings' Sustainability Development Committee Chair convenes all committee members annually to identify stakeholders following the AA1000 Stakeholder Engagement Standard. This process involves inviting 14 senior managers and functional unit heads to evaluate the mutual influence and impact between the company and 11 types of stakeholders from four dimensions: actual positive impact, potential positive impact, actual negative impact, and potential negative impact, with particular emphasis on negative impacts. The questionnaire results are ranked by total scores, and the ESG Committee meets to decide the top eight categories for the year based on these scores. The stakeholders, ranked from highest to lowest, are customers, employees, suppliers, shareholders, government agencies, external rating agencies, media, and banks, with external rating agencies being a new addition compared to 2022. The mutual influence relationship

between the company and various stakeholders shows that scores for positive impact dimensions are higher than those for negative impact dimensions.

Identification of Material Topics

Getac Holdings annually engages in dialogue and negotiation with stakeholders to gather significant issues. Through an identification process, the company discerns sustainability issues impacting operations, finances, and stakeholders. Based on this assessment, it formulates sustainable development plans and goals. In 2023, the company identified 21 sustainability issues aligning with 14 GRI material topics and one customized topic, including newly added topics such as non-discrimination and energy (refer to page 18 for material topic list and topic boundaries compared to 2022). Following the PDCA management cycle, it proposes responses to each issue to mitigate negative impacts and enhance positive potentials, meeting stakeholder expectations and generating positive corporate outcomes.

Process for Identification of Material Topics

01 Clarifying ESG challenges and opportunities: reference to regulations and industry guidelines

- RBA (Responsible Business Alliance) Code of Conduct
- "Enhanced Supply Chain Sustainability Performance Criteria" under the Automotive Industry Action Group (AIAG) and Drive Sustainability's "Automotive Industry Guidelines"
- SASB (Sustainability Accounting Standards Board) index.

02 Collecting sustainability issues relevant to company operations based on stakeholder feedback

Here's the summary of 37 sustainability issues, including:

- Negative Actual Impacts (3 issues)
- Negative Potential Impacts (17 issues)
- Positive Actual Impacts (7 issues)
- Positive Potential Impacts (10 issues)

03 Conducting a sustainability materiality assessment using questionnaires

- Obtained 14 valid questionnaire results from senior executives for decision-making reference, and 459 questionnaire results from stakeholders as a control group.
- Scoring mechanism: The significance of issues = Impact severity or influence level × Likelihood of occurrence, with a maximum score of 25 points. Higher scores indicate greater impact or influence.

04 Deciding major sustainability issues based on questionnaire results and aligning with GRI topics

The resolution of the Sustainable Development Committee:

21 sustainability issues:

- 3 negative actual impacts
- 8 negative potential impacts
- 4 positive actual impacts
- 6 positive potential impacts

Corresponding to 15 material topics.




05 Presenting material topic boundaries and identification results to the board of directors

Material Topics: 15

- Environmental Topic: 5
- Social Topic: 6
- Governance Topic: 4

The material topic list can be found on page 18.

Material Topic and Boundary










Category	Level of Impact	Sustainability Topics	GRI Material Topics	Corresponding SASB Index	Boundary		Primary Impact Scope		
					GTH (Parent Company)	Subsidiaries	Employee	Supplier	Customer
<div>Corporate Governance</div> 	Potential negative	Intellectual Property Rights Infringement	Intellectual Property Rights		V	V			V
	Potential negative	Violation of business ethics	Anti-corruption		V	V	V	V	V
	Actual negative	Suppliers Violating Environmental and Social Regulations	Supply chain management	TC-ES-320a.2 TC-ES-320a.3 TC-ES-440a.1					
	Actual negative	Suppliers Violate Human Rights				V		V	V
	Potential positive	Building a resilient and sustainable supply chain							
	Potential negative	Ignoring the impact of climate-change risks	Climate Change		V	V			V
<div>Social</div> 	Potential positive	Enhancing Protection and Rights of Women	Diversity and Equal Opportunity		V	V	V		
	Actual positive	Prioritizing Work-Life Balance for Employees	Forced or compulsory labor	TC-ES-310a.1					
	Potential negative	Employee's working hours exceed the legal limit				V	V	V	V
	Potential positive	Effective Talent Development Program	Training & Education		V	V	V		
	Potential negative	Workplace discrimination, bullying, and sexual harassment incidents	Non-discrimination		V	V	V	V	V
	Potential negative	Information system breached by hackers	Customer Privacy (include Information Security)		V	V			V
	Potential positive	A safe workplace with zero injuries	Occupational Health & Safety	TC-ES-320a.1	V	V	V	V	V
<div>Environment</div> 	Actual positive	Improve water recycle rate	Water and effluents	TC-ES-140a.1		V			
	Actual positive	Use recycled materials	Material	TC-ES-410a.1		V			V
	Potential negative	Not Using Renewable Energy	Energy		V				
	Potential positive	Developing Low-Carbon Products and Technologies				V		V	V
	Potential positive	Reducing Corporate Greenhouse Gas Emissions (Scope 1,2)	Emission				V		
	Actual negative	Failure to Meet Scope 3 Carbon Reduction Requirements						V	V
	Actual negative	Waste Reduction	Waste	TC-ES-150a.1			V		
	Potential negative	Improper Waste Disposal				V		V	V










Stakeholder Communication







Stakeholder	The Significance of Stakeholders to Getac	Issues of Concern	Getac's Response Methods	Communication and Response
Customer	Steadily growing customer orders are the source of a company's revenue and profit, and are also key to supporting business operations and ongoing investments.	<ul style="list-style-type: none"> Prioritizing Work-Life Balance for Employees Use recycled materials Waste Reduction Increase local procurement ratio 	<ul style="list-style-type: none"> Customer service section on corporate website (immediately) Sales contract & Non-disclosure agreement(immediately) Telephone customer service hotline (immediately) Channel partner conference(periodically) Consumer service mailbox(immediately) Customer satisfaction survey 	<ul style="list-style-type: none"> In response to customer sustainability initiatives, subsidiary Atemitech Corp. participated in the Ministry of Economic Affairs' "Low-Carbon Sustainable Supply Chain Integration Project," "Smart Circular Low-Carbon Supply Chain Management Promotion Project," and "Supply Chain Smart Circular Solution Evaluation Platform and Waste Management Guidance Project." In 2023, all significant subsidiaries conducted at least one customer satisfaction survey, achieving a response rate of 98.99%. The average customer satisfaction score was 93.58 points.
Supplier	Steadily growing customer orders are the source of a company's revenue and profit, and are also key to supporting business operations and ongoing investments.	<ul style="list-style-type: none"> Prioritizing Work-Life Balance for Employees Waste Reduction Increase local procurement ratio Freedom of association and collective bargaining 	<ul style="list-style-type: none"> Supplier visit (immediately) Supplier procurement contract(immediately) Supplier audit(annually) Supplier query mailbox (immediately) Supplier Conference (periodic) 	<ul style="list-style-type: none"> We conduct an annual ESG self-assessment questionnaire for suppliers, achieving a response rate of 98.8% in 2023. A total of 171 suppliers participated in the 2023 stakeholder sustainability issues impact and influence questionnaire, with a 100% response rate. The proportion of global local procurement was 67.4% in 2023.
Employee	Talent is the most important asset of a company, and its growth relies on the collective efforts of employees to achieve its goals.	<ul style="list-style-type: none"> Waste Reduction Prioritizing Work-Life Balance for Employees Use recycled materials Improve water recycle rate 	<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"> In 2023, a total of seven subsidiaries conducted Employee Satisfaction Surveys, achieving an average response rate of 99.32% and an average satisfaction score of 87.5 points.
Shareholder	In 2023, a total of seven subsidiaries conducted Employee Satisfaction Surveys, achieving an average response rate of 99.32% and an average satisfaction score of 87.5 points.	<ul style="list-style-type: none"> Use recycled materials Waste Reduction Improve water recycle rate Supplier violates environmental regulations 	<ul style="list-style-type: none"> Shareholders' meeting/ investor conference (annually) One-on-One Investor Meetings Corporate website (immediately) Market observation post system (immediately) Investor query mailbox / hotline (immediately) 	<ul style="list-style-type: none"> In 2023, we hosted 3 IR Conference and 26 physical/online meetings with institutional investors. We participated in ESG sustainability assessments such as S&P ESG, FTSE ESG, and Sustainalytics.









Stakeholder	The Significance of Stakeholders to Getac	Issues of Concern	Getac's Response Methods	Communication and Response
Media	Media orientation influences public opinion direction, and businesses must take early precautions to prevent negative coverage from affecting their corporate image adversely.	<ul style="list-style-type: none"> Effective Talent Development Program Building a resilient and sustainable supply chain Developing Low-Carbon Products and Technologies Employee's working hours exceed the legal limit 	<ul style="list-style-type: none"> News releases (immediately) Press conferences (periodically) Spokesperson interviews (immediately) Posting of information on the corporate website (immediately) Line App Media Group (Immediately) 	<ul style="list-style-type: none"> In 2023, a total of 28 press releases were issued in Taiwan, resulting in over 957 instances of exposure in Taiwan media.
Government Agencies	Adhering to government regulations ensures corporate compliance and prepares businesses in advance to seize potential opportunities or mitigate risks arising from policy changes.	<ul style="list-style-type: none"> Participation in social welfare Improve water recycle rate Waste Reduction Use recycled materials Freedom of association and collective bargaining 	<ul style="list-style-type: none"> Official documents (immediately) Regulatory meetings and training Seminars(periodically) 	<ul style="list-style-type: none"> In the 10th Corporate Governance Evaluation, Getac Holdings ranked in the top 6-20% among listed companies. Subsidiary Getac Technology participated in the Ministry of Economic Affairs' Industrial Bureau's "Low-Carbon Transformation Promotion Project for the Electronics and Information Industry."
Bank	Banks provide another source of operational funding. Maintaining a good relationship with banks ensures a stable and competitive source of ongoing operational funding.	<ul style="list-style-type: none"> Improve water recycle rate Waste Reduction Use recycled materials 	<ul style="list-style-type: none"> Daily business transactions (real-time) Annual credit limit renewal and extension (annually) Regular review of company bank account (irregular) Participation in seminars and briefings organized by banks (irregular) Arrangement of meetings between both parties based on business needs (irregular) 	<ul style="list-style-type: none"> Getac Holdings and its subsidiaries Getac Technology and Atemitech Corp. have undertaken sustainable development fixed deposits with Far Eastern International Bank, contributing to sustainability efforts through support for green financial products
External Rating Agencies	Utilizing external evaluation agencies to assess policy integrity enables businesses to mitigate environmental and social impacts during their operational development. This approach allows them to formulate specific plans for key improvement areas, thereby strengthening their sustainable competitiveness.	<ul style="list-style-type: none"> Improve water recycle rate Waste Reduction Use recycled materials Participation in social welfare 	<ul style="list-style-type: none"> Market research agency surveys (ad hoc) Participation in briefings for various awards (regular/ad hoc) Responses to surveys for various awards or research (regular/ad hoc) 	<ul style="list-style-type: none"> Subsidiary Getac Technology received the 'Best Companies to Work for in Asia' by HR Asia for the third time. Subsidiary Getac Precision Technology Vietnam Co., Ltd was recognized as an "Outstanding Employer" in Bac Ninh Province, Vietnam. The Getac brand was named a global leader in IDC MarketScape's evaluations for rugged mobile devices, rugged tablets, and personal computers.

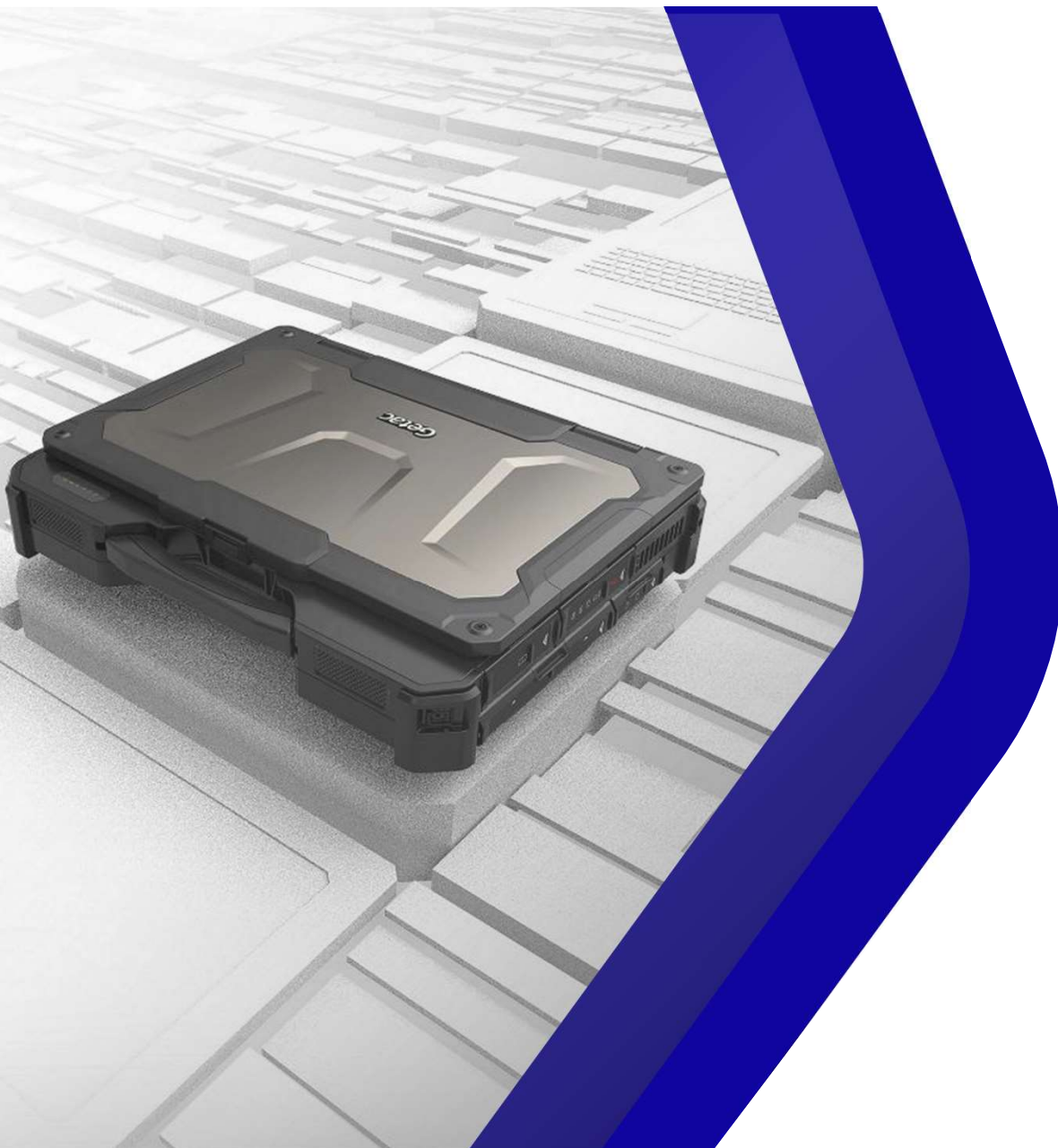
1.4 Material Topics, Targets, and Performance

No	Material Topic	Negative Impacts of the Topic	Management Approach	2023 Goal	Ach. Status	2023 Performance
1	Occupational Health & Safety	An unsafe workplace not only jeopardizes the safety of employees and neighboring communities but may also indirectly lead to financial losses for investors due to work-related accidents.	We comply with occupational safety and health regulations at our operational sites. Key production bases have obtained ISO 45001 certification, which serves as the foundation for daily management and implementation of relevant standards.	Zero fatalities, Zero work-related illnesses		There were no cases of employee work-related deaths or work-related illness reported.
				With the goal of zero work-related injuries, reduce workplace injury incidents year by year		Getac Holdings and its subsidiaries, including Atemitech Corp., Getac Kunshan, MPT Suzhou, MPT Vietnam, Getac Changshu and its Kunshan Branch have achieved the goal of zero work-related injuries.
						Getac Technology, Atemitech Corp., and Getac Vietnam subsidiaries collectively reported 8 incidents of work-related injuries involving 8 employees in total, which is 3 fewer than in 2022.
						2023, the recordable work-related injury rate was 0.108, a decrease of 3.6% from 0.112 in 2022.
2	Training and Education	Lack of training not only hinders employees' ability to improve themselves but may also lead to operational mistakes that could harm the interests of the company, consumers, and investors.	Each site develops annual training plans and completion rates for different job categories. Courses are designed according to departmental expertise, with annual course numbers set to ensure diversity and accessibility.	Average training hours per person exceeded 73.95 hours in 2022.		In 2023, the average training hours per person were 78.65 hours, an increase of 4.7 hours compared to 2022.
3	Diversity and Equal Opportunity	Workplace inequality and lack of diversity can lead to discrimination and exclusion, weakening employee motivation and creativity, and impacting organizational efficiency, innovation, and competitiveness.	Following our company's human rights policy and employee code of conduct, we ensure equal opportunities for promotion, fair compensation, and benefits. We've also set up a mechanism for employees to report labor rights issues, aligned with OECD guidelines for responsible business conduct.	Six subsidiaries in China and Vietnam conduct an annual external salary survey.		Six subsidiary companies in China and Vietnam completed external salary surveys.
				The global number of employees with disabilities increased to 17 in 2023, up by 8 from 9 in 2022.		In 2023, the total number of employees with disabilities was 15, an increase of 6 from 2022, but below the original target of 17.
				Global target for retiree rehires: 8 people.		In 2023, a total of 25 retirees were rehired, exceeding the original target of 8 by 17 people.
4	Forced or compulsory labor	Forced or compulsory labor deprives workers of their rights, dignity, and freedom, causing physical and psychological harm and potentially leading to social disharmony.	We adhere to local labor laws at our production bases and strictly enforce internal regulations, prohibiting forced labor.	Number of cases of forced or compulsory labor incidents: 0.		Number of cases of forced or compulsory labor incidents: 0.

No	Material Topic	Negative Impacts of the Topic	Management Approach	2023 Goal	Ach. Status	2023 Performance
5	Non-discrimination	Employees experiencing discrimination or any behavior that violates their consent related to gender or sexual orientation during job duties can harm their physical and mental well-being and affect organizational cohesion.	Develop a human rights policy ensuring a safe, friendly, and equitable workplace. Ensure employment and promotion decisions are free from bias based on race, color, gender, age, language, region, or political beliefs. Prohibit unlawful acts and provide a clear complaint mechanism to prevent discrimination or retaliation.	No incidents of discrimination occurred.		In 2023, a total of 3 human rights complaints were received: 2 cases were resolved appropriately and closed, while 1 case is currently under review.
				The completion rate for human rights training among all employees is 75%, defined as scoring 80 or above on the post-training assessment.		The completion rate for human rights-related training for all employees reached 75%, with completion defined as achieving a score of 80 or higher on the post-training assessment.
6	Anti-corruption	Corporate corruption incidents damage corporate reputation, weaken market competitiveness, increase legal risks, reduce employee motivation, and hinder corporate development. These negatively impact economic interests and long-term growth of the enterprise.	Implementing integrity principles involves promoting honesty and integrity through multiple internal systems and regulations. Additionally, establishing contract management mechanisms and whistleblower systems helps prevent violations of professional ethics.	Zero incidents of corruption violations.		One internal corruption incident was reported, thoroughly investigated, and addressed by the special investigation committee. Measures have been taken to ensure whistleblower safety.
				The goal is an anti-corruption and anti-money laundering education training completion rate above 85%, with all exam scores requiring a perfect 100%.		Completion rate for anti-corruption training is 87%.
7	Supply chain management	Poor supply chain management can cause production shutdowns, delays, increased costs, and customer loss, impacting corporate image, revenue, and market position. It may also lead to product quality issues, safety hazards, and legal risks.	Implement a robust supplier management system with qualification reviews, annual audits, reassessments, and mentoring. Require vendors to sign commitments to environmental and social responsibility and procurement contracts to ensure compliance.	Supplier ESG self-assessment questionnaire response rate reaches 85%.		The ESG self-assessment questionnaire obtained responses from 693 suppliers, achieving a response rate of 98.8%.
				Local procurement ratio is not less than 50%.		The local procurement ratio is 67.4%.
8	Intellectual Property Rights	IP litigation may cause product launch delays, resource depletion, reputation damage, increased legal risks, and reduced market share, impacting social equity, consumer rights, and human rights protections.	The Legal Center has established an Intellectual Property Department to monitor industry patent application trends, identify risks of potential rights infringement, and analyze and mitigate them. The Legal Center handles intellectual property dispute cases exclusively.	No definitive judgment of infringement of intellectual property rights.		No definitive judgment of infringement of intellectual property rights. °
				Implement comprehensive reviews of existing patents quarterly to assess infringement risks.		Completed patent reviews quarterly.
				Encourage and support each subsidiary to achieve 100% of their annual patent proposal targets.		In 2023, we acquired 293 domestic and international patents, bringing our total to 2,634 patents, a 7% increase from 2022.

No	Material Topic	Negative Impacts of the Topic	Management Approach	2023 Goal	Ach. Status	2023 Performance
9	Customer Privacy	Customer privacy breaches can undermine trust, damage corporate reputation, increase legal risks, reduce market competitiveness, and potentially lead to financial and personal information loss or disclosure for customers.	Getac prioritizes compliance with international customer privacy regulations by designing removable hard drives from R&D to protect personal data. The service department ensures precautions like removing hard drives before repairs and signing confidentiality agreements to safeguard customer data, enforcing five key information security principles with ongoing management cycles.	No incidents of customer privacy breaches, infringements, or losses have occurred.		No incidents of customer privacy leaks, breaches, or losses have occurred.
				Quarterly social engineering drills are conducted.		No incidents of customer privacy leaks, breaches, or losses have occurred.
10	Climate Change	Climate change leads to extreme weather, ecological imbalance, food security issues, disrupting economic, social, and ecological balance, severely impacting human survival and development.	Getac implements the TCFD framework to address climate change risks across governance, strategy, risk management, indicators, and goals.	Develop and finalize annual reduction targets and performance tracking for water, waste, energy, and carbon emissions. Establish goals and work plans for implementation.		The 2023 performance and 2024 goal setting have been approved by the Sustainability Committee.
				Publish the 2023 TCFD report.		Completed the 2023 TCFD disclosure and integrated it into the sustainability report disclosure.
11	Material	Wasting materials increases resource consumption, intensifies environmental damage, imposes greater waste management burdens, and causes higher economic losses.	Getac adopts “recycling and reuse” strategy and increases the use of recycled materials to reduce environmental impact.	The percentage of recycled materials utilized each year continues to rise, exceeding the 62% from 2022.		In 2023, the proportion of recycled materials reached 61%.
12	Energy	Compliance with regulations and internalizing carbon costs impact operational expenses and product prices. Increased electricity usage and intensity raises production costs, reduces profits, and attracts stakeholder attention. Anticipating potential carbon fees or taxes from various countries further increases operational expenses.	ISO 50001 enables us to monitor global regulatory trends on greenhouse gases, industry standards, and customer needs. We set targets for energy savings and carbon reduction, improve energy efficiency in key equipment, and strengthen our sustainable competitiveness.	Energy intensity decrease annually, falling below 710.05 GJ per million USD compared to 2022.		Energy intensity is 694.974 GJ per million USD, down 2.12% from 2022 and 16.7% from the baseline year (2021). Total energy consumption is 776,137.395 GJ, a 13.4% decrease from the baseline year.

No	Material Topic	Negative Impacts of the Topic	Management Approach	2023 Goal	Ach. Status	2023 Performance
13	Emission	Greenhouse gas emissions exacerbate climate change, extreme weather, and rising sea levels, threatening ecological balance and human survival, and causing severe impacts on the economy, society, and the environment.	<ul style="list-style-type: none"> Obtain ISO 14001 environmental management system certification and implement internal waste gas management procedures. Conduct greenhouse gas emissions inventory in accordance with ISO 14064-1 standards and obtain third-party verification statements. 	No incidents of unauthorized emissions or leaks.		No incidents of unauthorized emissions or leaks.
				The greenhouse gas emissions (Scope 1 + 2) intensity decrease annually, below 98.16 CO2e metric tons per million USD from 2022.		The greenhouse gas emissions (Scope 1 + 2) intensity is 95.974 CO2e metric tons per million USD, a decrease of 2.2% from 2022 and a reduction of 24.2% compared to the baseline year. The total emissions amount to 107,182.322 metric tons, down 21.21% from the baseline year."
				Establishing an ISO 14064-1 greenhouse gas inventory calculation platform.		The system was completed as scheduled, passed testing, and officially went online.
14	Water and effluents	Wasting water resources and illegal discharge cause water scarcity, water pollution, ecological damage, and pose threats to human health. These actions violate laws and regulations as well as social ethics, negatively impacting social and economic development	Implement ISO 14001 for water resource management by promoting daily water conservation, and enhance water use efficiency through various water-saving and recycling methods.	No wastewater discharge violations occurred.		No incidents of chemical or oil leaks, or illegal discharge of wastewater
				The water intensity is lower than 0.512 million liters per million USD from 2022		The water intensity is 0.523 million liters per million USD, an increase of 2.1% from 2022 and a decrease of 28.3% compared to the baseline year. The total water intake is 583.760 million liters, down 25.5% from the baseline year."
				The process water reuse rate is not less than 96%.		Process water reuse rate is 98.1%
15	Waste	Waste causes serious environmental pollution, endangers health and ecological balance, wastes resources, and increases economic costs, affecting sustainable development and social welfare	Obtained ISO 14001 environmental management system certification, implemented internal waste disposal procedures, and selected legal vendors for waste management	No waste disposal violations		No waste disposal violations occurred in 2023.
				Each subsidiary has set absolute reduction targets of 1% to 3%		In 2023, the total waste weight was 6,326.36 metric tons, an increase of 7.6% compared to the baseline year. The waste intensity was 5.66 metric tons per million USD, up by 3.5% compared to the baseline year.



2.0 Innovative Value

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2.1 Green Product

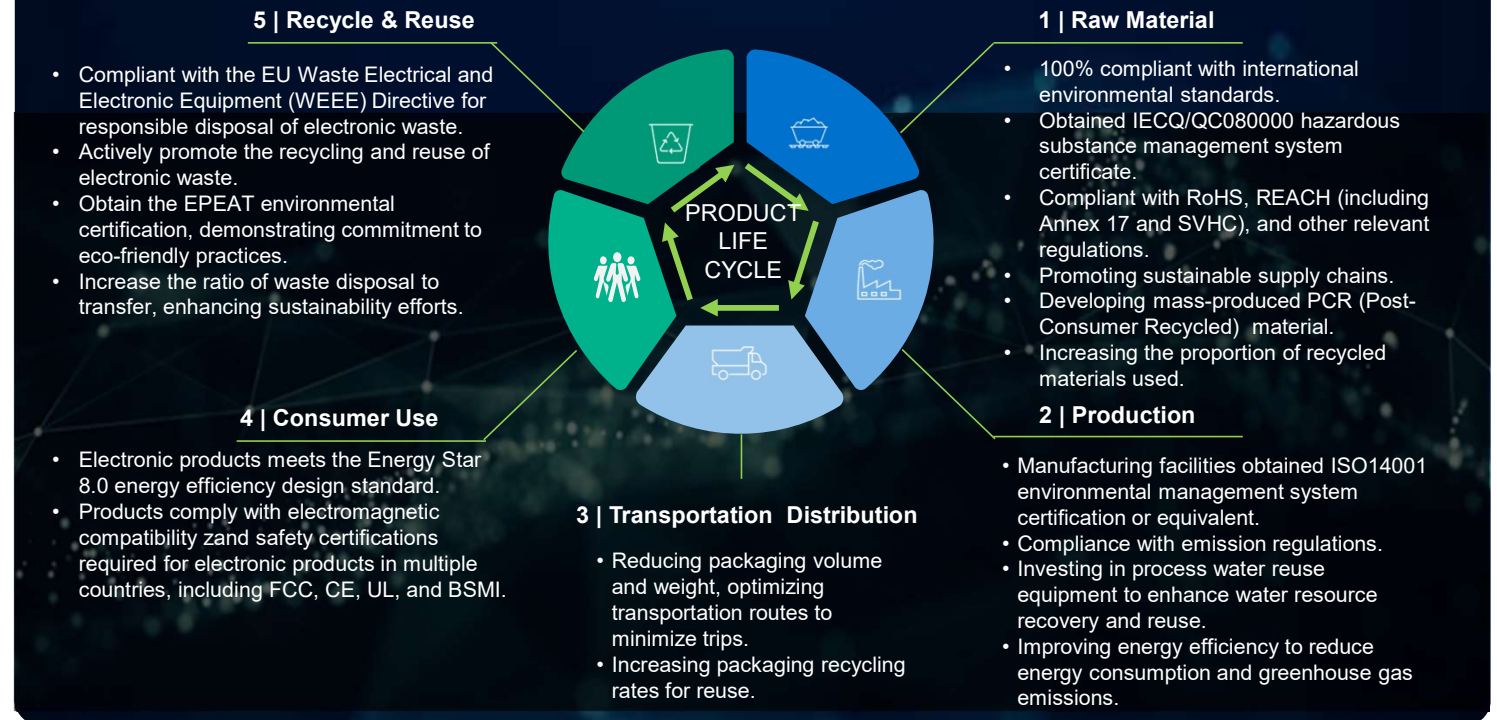
Responsible Production and Consumption

Providing healthy and safe products is a commitment of Getac to our customers. The United Nations has established 17 Sustainable Development Goals (SDGs), with Goal 12 focusing on "Responsible Consumption and Production". Getac advocates for this principle, making it our mission to produce products that are safe and healthy. We implement stringent quality requirements throughout the product design, development, sales, and after-sales service processes, ensuring compliance with international safety standards and environmental regulations to meet the expectations of customers and users.

Getac integrates the concept of green products into the lifecycle of our products. This includes sourcing raw materials, research and development, manufacturing, distribution, consumer use, and recycling after product end-of-life, aiming to maximize resource reuse through thoughtful design. We implement measures such as waste reduction, reuse, material recycling, and energy recovery to minimize environmental impact.

Our research and development team harnesses technology to fulfill our commitment to protecting the planet. This includes developing low-energy consumption products for energy efficiency and gradually increasing the use of PCR (Post-Consumer Recycled) materials in plastic casings, thereby reducing the use of virgin materials and advancing towards a circular economy.

Getac Green Product Life Cycle



Restriction of Hazardous Substances

To ensure that our products comply with the environmental directives of the countries in which they are sold, Getac Holdings key subsidiaries have established environmental material regulations, regularly tracking domestic and international environmental regulations and updating restrictions on hazardous substances. Subsidiaries such as Getac Technology, Atemitech Corp., Getac Kunshan ensure that 100% of their products comply with the Restriction of Hazardous Substances Directive (RoHS), the EU's Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), and Substances of Very High Concern (SVHC) regulations. Additionally, we have established a dedicated green product team to promote environmentally friendly product design, keeping abreast of the latest developments in domestic and international environmental regulations related to restricted and prohibited substances. We have also implemented an online Green Product Management (GPM) system that can instantly update EU green product standards, upgrade improvements in response to international environmental trends, and expand the control and investigation of hazardous chemical substances. This system not only updates EU green product standards in real-time, but also allows the green product team to review and audit suppliers' product inspection reports for compliance.

All new incoming materials must provide product inspection reports from within the past two years to ensure that the products are free of harmful substances, and they must resubmit these reports every two years to ensure that the product materials comply with international environmental trends. In 2023, due to regulatory changes, we modified and added new restrictions on excluded substances.

The major additions or revisions include: the new substance list in the IEC62474 standard, the EU Batteries and Waste Batteries Regulation (Regulation (EU) 2023/1542) replacing the Battery Directive 2006/66/EC, and the addition of controlled substances Per- and Polyfluoroalkyl Substances (PFAS).

MPT Kunshan, MPT Suzhou, and MPT Vietnam engage in plastic injection molding processes, ensuring that 100% of their products comply with the Restriction of Hazardous Substances Directive (RoHS) for electronic and electrical equipment. All molded products have passed UL QMMY2 certification, and assembled products have also passed UL VZQC2 certification. For the EMI process, MPT Suzhou has 17 projects that have passed UL QMRX2 certification, while MPT Vietnam has 6 certified projects.

IECQ/QC080000 HSPM Hazardous Substance Process Management System

Getac Kunshan, MPT Kunshan, and MPT Suzhou have also obtained the IECQ/QC080000 certification for the process management system of hazardous substances in electronic and electrical parts and products. They adhere to the management regulations of REACH (including Annex 17 and SVHC), RoHS, and other hazardous substances to prevent the materials, components, or products containing hazardous substances from entering and being used by the company, thereby impacting the ecological environment. For qualified incoming material suppliers, the quality control unit conducts random inspections of incoming materials. In 2023, all incoming material inspections passed, and no materials containing hazardous substances were detected.

Product Labeling

Subsidiary Getac Technology engages in proprietary brand products, ensuring product safety according to the safety regulations of the shipping regions, Atemitech Corp. engages in OEM manufacturing, strictly following customer specifications to meet environmental and safety standards in the destination countries. In 2023, all electronic products from Getac Technology and Atemitech Corp. have passed international safety standard certifications, complying with safety, wireless radio frequency, electromagnetic compatibility (EMC), and other regulatory requirements in the shipping countries. These include FCC and UL in the United States, CE in the European Union, UKCA in the United Kingdom, and BSMI in Taiwan. Products are labeled with relevant certification information regarding safety, environmental protection, energy efficiency, and communication requirements as mandated by regional regulations. No penalties were incurred in 2023 for violations related to product and service information labeling regulations. Additionally Getac Technology produces rugged computers that meet specific safety requirements for industries such as pharmaceuticals, chemicals, and petroleum. Some models are voluntarily certified to high safety standards, such as ATEX in Europe and IECEx Zone2/22 internationally, as well as ANSI UL121201 Class I/Division 2 in the United States. These certifications ensure intrinsic safety design to protect employees in hazardous work environments.

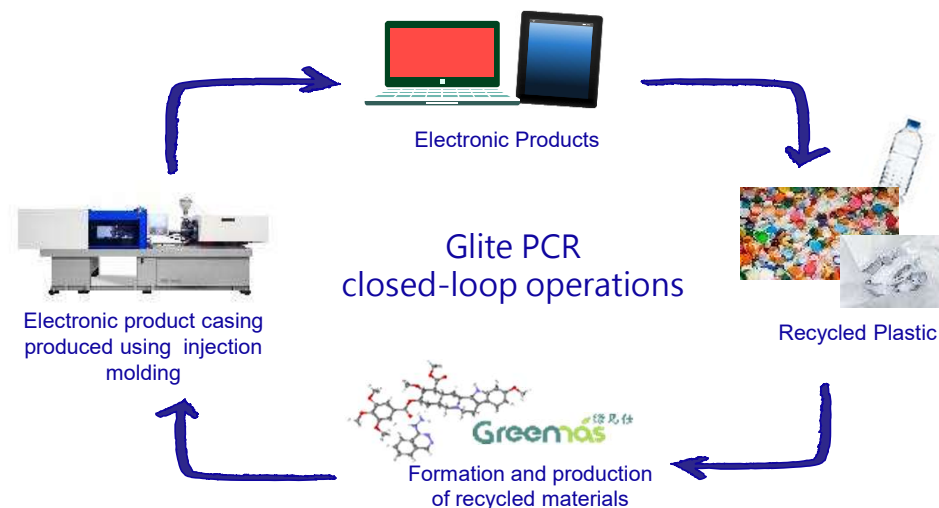
2.2 Circular Economy



Waste Recycling and Utilization

Internationally, efforts are being made to promote the recycling and reuse of energy resources through collaboration among various industries within industrial zones, moving towards the goal of "zero waste." Getac Holdings' subsidiaries, MPT Kunshan and MPT Suzhou, primarily engage in plastic injection molding processes. Since 2007, they have been collaborating with nearby factories to purchase waste steam generated from their processes for use in heating molds for plastic injection molding and supplying power for the factory's air conditioning system. Additionally, the residual heat from the steam is fully utilized as a heating source for water boilers in employee dormitories, exemplifying the successful integration and recycling of energy resources through inter-industry collaboration.

In 2023, MPT Kunshan and MPT Suzhou collectively used 41,730.32 metric tons of steam, accounting for approximately 37.2% of the total energy consumption of both plants for the year. In addition to achieving the recycling and reuse of exhaust gases, the condensate water generated after the steam cools in the process is guided back through pipelines to be reused in the process, significantly reducing environmental pollution.



Developing Sustainable Recycled Materials

Circular economy is a sustainable economic model that minimizes waste and extends the lifespan of resources. The R&D team of Getac Plastic Business Group, has been dedicated to developing Glite recycled materials, which have now entered commercial production after rigorous testing.

Glite utilizes at least 40% post-consumer recycled (PCR) plastic materials as the base, promoting the development of a circular economy. The PCR materials, which are derived from used plastic waste, are transformed into high-quality, sustainable plastic raw materials that can be reused in production. The PC-based PCR materials not only have halogen-free flame retardant properties, but also exhibit high fluidity and an aesthetically pleasing appearance after molding.

Reusing these PCR materials not only reduces the demand for new plastic raw materials, but also mitigates the environmental impact of landfilling and incineration. Furthermore, the development of PCR plastic materials can lower production costs, enhance a company's competitiveness, and provide consumers with more eco-friendly product choices.



Reduce Material Usage And Increase The Proportion Of Recycled Materials.

Increasingly, brands are acknowledging that utilizing recycled materials for product casings not only yields environmental benefits but also meets the pressing societal demands for sustainability. In response to this critical issue, numerous companies are augmenting the proportion of recycled materials in their products, thereby underscoring their dedication to sustainable development and their corporate social responsibility. In 2023, subsidiaries of Getac Holdings set a goal to reduce material usage in their products. They introduced various material reduction initiatives, including decreasing the thickness or volume of products, and employing innovative strategies such as multi-cavity injection molding and enhanced mold design to minimize waste generation in the manufacturing process.

In addition, subsidiaries have increased the use of recycled materials in their products. Within the Plastic Business Group (MPT Kunshan, MPT Suzhou, and MPT Vietnam), which primarily uses plastic injection processes with plastic pellets as the main material, the proportion of PCR (Post-Consumer Recycled) materials reaches 33%. In the Automotive Business Group (Getac Changshu and Getac Vietnam), which focuses on die-casting processes with aluminum ingots as the primary material, the proportion of recycled materials reaches 75%. In 2023, Getac Holdings (consolidated) used a total of 24,529 metric tons of raw materials, with recycled materials accounting for 14,997 metric tons, representing 61% of the total materials used.

Easy Disassembly For Less Electronic Waste

Subsidiary Getac Technology's rugged computer products comply with the EU's Waste Electrical and Electronic Equipment (WEEE) Directive. In addition to featuring the "crossed-out wheelie bin" recycling symbol and providing dismantling instructions with each product, they engage local certified recyclers in Europe for disposal. These designs facilitate easy disassembly for reuse, minimizing resource wastage. Furthermore, the products adhere to EU Energy-related Products (ErP) Directive, US Green Electronics EPEAT certification, France's Triman recycling label, and Italy's packaging labeling requirements.

In 2023, Getac Technology's revenue from EPEAT-certified notebook computers sold in the US accounted for 30.16%, while tablets accounted for 15.60%, totaling 45.76% of annual revenue. Similar EPEAT-certified products were also sold in other countries. Therefore, globally, revenue from EPEAT-certified notebook computers accounted for 50.73%, and tablets accounted for 28.62%, totaling 79.34% of annual revenue, as detailed in the table on the right.



The Revenue Share (%) Of Epeat-certified Products From Getac Technology

	2022	2023
The Revenue Proportion Of EPEAT-certified Tablets	33.79%	28.62%
The Revenue Proportion Of EPEAT-certified Notebook Computers	46.35%	50.73%
The Revenue Share (%) Of EPEAT-certified Notebook Computers And Tablets	80.14%	79.34%

Disposal Products And Recycling Of Electronic Waste

Subsidiary Getac Technology operates as a manufacturer of rugged computers under its proprietary brand, catering primarily to governmental and private sector clients. Due to their clients' established waste management protocols or confidentiality considerations, most handle the disposal of electronic waste internally. For those clients unable to manage disposal independently, Getac Technology provides the option to return obsolete products or directs them to approved third-party facilities for proper handling. In 2023, Getac Technology entrusted third parties with managing 2.82 metric tons of obsolete products and electronic waste, achieving a recycling rate of 21.98%. Other subsidiaries focus on manufacturing institutional components or battery modules, exempting them from end-user product recycling responsibilities and complicating the acquisition of recyclable product weight data from terminal clients.

Reducing Packaging Weight And Recycling Utilization

Getac Holdings' subsidiaries have developed packaging recycling plans based on sales models and delivery locations. Addressing challenges with the recycling of outsourced cardboard boxes for export products, subsidiary Getac Technology has initiated a plan to reduce box sizes (see table on the right), introducing three standard sizes applicable to multiple product models. The new packaging dimensions decrease by 11% to 177% compared to older packaging. With smaller dimensions, the new boxes allow for increased stacking of computers on standard pallets. For instance, after implementing the new packaging for the A140 model, the pallet stacking capacity increased from 40 computers (with the original size box) to 90 computers, significantly enhancing transportation efficiency and cost-effectiveness.

MPT Kunshan, MPT Suzhou, and MPT Vietnam factories have engaged professional vendors to assist in cardboard recycling and reuse, paying per piece to encourage intact box preservation and increase recycling rates during transportation. In 2023, C reuse rates were 65.0% for MPT Kunshan, approximately 42.5% for MPT Suzhou, and about 42.4% for MPT Vietnam relative to total shipments. For plastic pallets, MPT Kunshan achieved a reuse rate of 90.6%, MPT Suzhou was at 54.73%, and MPT Vietnam achieved around 78.5%.

In the Automotive Business Group (Getac Changshu and its Kunshan Branch), which manufactures metal die-cast parts for export, recycling overseas cardboard boxes is challenging. Therefore, domestically and within the factories, they have switched to durable, load-bearing plastic boxes for

domestic and internal transportation. They have also replaced wooden pallets with plastic ones to extend their lifespan.

Additionally, each factory continues to recycle, clean, and reuse various process packaging materials such as partitions, knife cards, plastic boxes, and fragile discs to minimize environmental impact.

Getac Technology Cardboard Size Reduction Plan				
Model	Cardboard Box (Old) (cm ³)	Cardboard Box (New) (cm ³)	The Reduction In Cardboard Box Volume	The Number Of Cardboard Boxes That Can Be Stacked On A Standard Pallet
K120	50*31*9.3	49*28*7.5	26%	From 72 to 120 boxes
S410	44*40*12	39.3*41.2*9.8	25%	From 60 to 90 boxes
A140	54*40*13		177%	From 40 to 90 boxes
X600 Pro	55*38*18	49*40*17	11%	From 30 to 44 boxes



2.3 Low Carbon Products

Low-Carbon Design

In recent years, frequent energy shortages and rising electricity costs have made the ability to balance computational performance and energy efficiency a key competitive capability for electronic products. As a subsidiary, Getac Technology Corporation (GTC), a leading global manufacturer of rugged computers, produces products widely adopted by government agencies and major international enterprises. The rugged computer solutions sold by Getac not only provide exceptional durability but also feature high-performance battery life. Their energy-efficient designs comply with the latest international energy-saving standards and regulations, such as the U.S. Environmental Protection Agency's Energy Star 8.0, the U.S. Department of Energy (DOE), and the California Energy Commission (CEC) energy efficiency standards. These products have been tested and certified by third-party laboratories to ensure low-energy consumption specifications, allowing users to save a significant amount of unnecessary energy loss.

In 2023, Getac Technology had a total of 14 rugged computers and tablets certified to the U.S. Energy Star 8.0 standard. Sales of laptops and tablets to the U.S. accounted for 30.16% and 15.60% of total revenue, respectively, totaling 45.76%. Given that the same product designs are sold to regions outside the U.S., Getac Technology's Energy Star 8.0-compliant products account for 79.34% of global sales revenue.

Energy Saving and Carbon Reduction Performance of Getac Technology Corporation Products

Getac Technology Corporation's products, certified by the U.S. Energy Star program, have demonstrated superior energy-saving and carbon reduction performance. Actual laboratory tests show that the energy consumption values of these products are consistently below the standard values required by the certification. Here are some specific examples: B360 Laptop: The actual energy consumption value is approximately 16.10 kWh/year, significantly lower than the standard value of 50.54 kWh. S410 Laptop: The actual energy consumption value is 13.80 kWh/year, compared to the standard value of 19.69 kWh. F110 Tablet: The actual energy consumption value is 16.80 kWh/year, which is below the standard value of 25.06 kWh. The annual energy savings for each model can be calculated by subtracting the standard value from the actual tested value. By multiplying the annual energy savings per model by the number of units sold in 2023, it is estimated that the global sales of Getac's rugged computers could save the planet 1,658.36 thousand kWh annually. This is equivalent to 821 metric tons of CO₂ emissions. This exceptional performance underscores Getac's commitment to energy-efficient design and its significant impact on reducing energy consumption and carbon emissions.

Note: The carbon emission factor used to convert each kilowatt-hour (kWh) of electricity saved into CO₂ emissions is based on the 2022 value announced by the Ministry of Economic Affairs' Bureau of Energy, which is 0.495 kg of CO₂ per kWh.



Low Carbon Product Design

1,658MKh

Energy-saving for the Earth in 2023

821Mt CO₂e

Reduction of Carbon Emissions
for the Earth in 2023

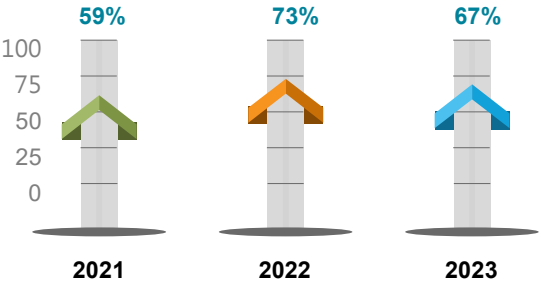
2.4 Sustainable Supply Chain

Overview Of The Supply Chain

Getac Holdings’ operational scope includes the design, manufacturing, and assembly of electronic products, injection molded plastic parts, and automotive metal die-casting components. The primary raw materials procured are electronic components, plastic pellets, and aluminum ingots. Procurement expenditures are distributed as follows: 51% for electronic products (rugged computers and mechatronic and energy business groups), 40% for plastic business group, and 9% for automotive business group. Production facilities are concentrated in Taiwan, China, and Vietnam, reflecting Getac’s commitment to a sustainable supply chain. We aim to establish robust operational models in these locations to ensure sustainable production. Through a multi-location supply chain approach, we provide prompt service to customers and achieve efficient product delivery. Our material strategy emphasizes local procurement while encouraging suppliers to adopt environmentally and socially responsible manufacturing practices. Despite the need to import some critical components and materials, we actively seek sustainable sourcing options to minimize environmental impact.

In 2023, Getac’s procurement expenditures were distributed by country as follows: 50.0% in China, 29.2% in Taiwan, 4.23% in Vietnam, 4.0% in the United States, and 12.5% in other countries. This procurement strategy takes into account the development and industrial characteristics of each country, ensuring the stability and sustainability of the supply chain.

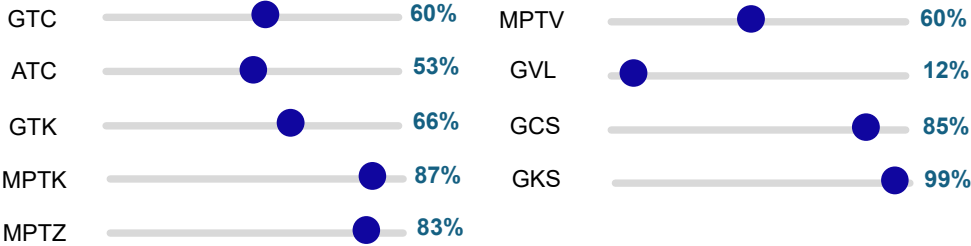
Local Procurement Percentage Of Getac Holdings (Consolidated)



Local Procurement

Localized procurement is a supply chain policy of Getac, where subsidiaries aim to achieve over 50% local procurement as a management target. This strategy reduces risks and costs associated with transportation while creating local job opportunities. In 2023, Getac Holdings (consolidated) achieved a 67% local procurement rate, a decrease from 73% in 2022. This decrease was primarily due to the substantial revenue growth of subsidiary Getac Technology, resulting in procurement spread across China and Taiwan. Additionally, the plastic business unit saw increased shipments from the MPT Vietnam factory due to customer demand adjustments, although only 60% of raw materials could be sourced locally. Subsidiary Getac Vietnam relies heavily on imported aluminum ingots as they cannot be sourced locally, resulting in a local procurement rate generally below 20%. Conversely, MPT Kunshan, MPT Suzhou, Getac Changshu, and Getac Kunshan can locally source the main raw materials such as plastic pellets and laptop components, achieving local procurement rates generally exceeding 80%. For detailed subsidiary local procurement rates, please refer to the diagram below.

Local Procurement Percentage Of Subsidiaries In 2023



Supply Chain Management Strategy

Getac Holdings is committed to establishing stable and trusted partnerships with suppliers to mutually advance development and growth. With years of industry experience and collaboration, we believe in cultivating long-term, stable relationships with suppliers to ensure the steady supply of critical components. To achieve this goal, we have implemented a series of measures, including actively fostering technical exchanges and research and development cooperation to pioneer and lead the industry.

When launching new products or making version changes, we collaborate early with suppliers on development and testing to ensure products have sufficient adaptability. Simultaneously, we work closely with suppliers to explore opportunities for low-carbon products, leveraging the strength of our supply chain to reduce carbon emissions. Together, we study and promote sustainable production methods and material choices to minimize the carbon footprint during manufacturing. Through technological innovation and resource sharing, we are dedicated to building a more environmentally friendly supply chain to address the challenges of climate change while delivering more valuable products and solutions to our customers.

Supplier Code of Conduct

Getac believes that a solid foundation for effective supply chain management stems from close cooperation with suppliers, sharing risks and mutual benefits. Based on the Responsible Business Alliance (RBA) Code of Conduct, Getac also references the UN Universal Declaration of Human Rights, the UN Global Compact, the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, and the OECD Due Diligence Guidance for Responsible Business Conduct. These frameworks collectively inform the development of Getac's Supplier Code of Conduct. This code requires suppliers to adhere to commitments in corporate social responsibility, uphold fundamental human rights, promote environmental sustainability, comply with relevant laws and regulations, and follow Getac's specific guidelines. Non-compliance may lead to corrective actions or contract termination as stipulated in agreements.

In 2023, there were no instances where supplier relationships were terminated due to child labor or forced labor issues. For further details on Getac's Supplier Code of Conduct, please scan the QR code on the right or visit our company's website under the Sustainability section for downloads.

Incorporation of Sustainability Clauses in Getac's Master Purchase Agreement

To ensure that suppliers adhere to environmental and social standards, Getac requires all raw material suppliers to sign the "Master Purchase Agreement". They must fulfill commitments outlined in the contract, including integrity pledges, environmental protection responsibilities, respect for labor rights, prohibition of conflict minerals, and willingness to disclose and provide evidence to facilitate the investigation of mineral sourcing and production processes. In cases where violations persist despite notifications and deadlines for improvement, Getac reserves the right to terminate the contract or cancel transactions and orders with the supplier, either in part or entirely.

In 2023, Getac Group globally onboarded 99 new suppliers, marking an increase from the previous year. This growth is primarily attributed to increased shipping requirements in Vietnam by customers, leading to a higher number of new suppliers for MPT Vietnam. Among the 99 new signatories, 55 suppliers signed long-term procurement contracts. The signing rates across various subsidiaries were: 100% for Getac Vietnam and Getac Changshu Kunshan branch, 80% for Getac Technology, 83% for Getac Kunshan, 90% for MPT Kunshan, and 87.5% for MPT Suzhou. However, signing rates were below 80% for Atemitech Corp., MPT Vietnam, and Getac Changshu.

Sustainability Provisions in Getac's Master Purchase Agreement

1. Guarantees non-use of environmentally hazardous substance and comply with environmental related laws and regulations.

2. Prohibit use of conflict minerals.

3. Prohibition of child labor.

4. Prohibition of forced labor.

5. Respect for freedom of association and collective bargaining rights.

6. Non-discrimination, equal pay for equal work.
7. Protect intellectual property rights and prohibit against infringement of others' trademarks, copyrights, patent rights, and trade secrets.

8. Prohibit offering or accepting bribes, commission rebates, and accepting improper endowments or hospitality.

9. Protecting occupational health and safety.

10. Pollutant emissions and waste disposal comply with environmental regulations..

Getac Holdings
Supplier Code
of conduct



Supplier Sustainability Management

Since 2014, subsidiaries MPT Kunshan and MPT Suzhou have been early adopters of the RBA Code of Conduct, establishing RBA management systems to promote the RBA supply chain framework, demonstrating our commitment to fulfilling corporate social responsibility. From the third quarter of 2023 onwards, subsidiaries Atemitech Corp, Getac Technology, and Getac Kunshan have sequentially introduced RBA management systems. The Supplier Management Procedures have been revised, and new Supplier Investigation Operation Specifications have been implemented. Production suppliers are now categorized into three levels: Level 1 Key Management Suppliers, Level 2 Suppliers, and Level 3 General Suppliers. Following the classification requirements of suppliers, we conduct appropriate management, risk assessments, and on-site audits.

New Supplier Management

For new suppliers, according to the supplier classification chart, we require them to sign the following commitments: "Anti-corruption Undertaking", "Letter of Undertaking for Responsible Business Alliance Code of Conduct", "Letter of Undertaking for Non-use of Conflict Minerals," and "Letter of Undertaking for Non-use of Prohibited/Restricted Substances." Our Quality Assurance (QA) unit

follows the "Supplier Management Procedures" and "New Supplier Investigation Operation Specifications" to conduct Quality System Audits (QSA), Hazardous Substance Non-Use Audits (HSFA), and ESG/RBA audits. Based on the supplier's self-assessment results, QA dispatches personnel to conduct on-site audits of new suppliers, and assesses them as qualified, conditionally qualified, or unqualified according to company audit assessment criteria. Other subsidiaries that have not yet implemented the RBA management system audit new suppliers according to their respective "Supplier Investigation Operation Specifications." They require suppliers to sign the "Master Purchase Agreement" to fulfill environmental and social responsibilities. Through annual ESG self-assessment questionnaires, we monitor the sustainability practices and compliance of suppliers.

Supplier Performance Evaluation (Monthly Rating System)

To ensure supplier quality and incoming material quality, Shinki conducts monthly online TQRDC performance evaluations for key suppliers. These evaluations cover five aspects: Technology, Quality, Responsiveness, Delivery, and Cost, and suppliers are rated on a scale from A to D. For suppliers rated as non-compliant, improvement suggestions are provided. If issues persist without improvement, suppliers may be disqualified. Through the TQRDC management chain, we aim to maximize company value and deliver higher service levels and value experiences to our customers.



Supplier ESG Self-assessment Questionnaire

Since 2019, Getac Holdings has required suppliers to complete an annual ESG self-assessment questionnaire to understand the sustainability performance and regulatory compliance of supply chain partners. In 2023, Getac Holdings and its subsidiaries invited a total of 693 suppliers to fill out the ESG self-assessment questionnaire, with a response rate of 98.8%. The survey results showed that 79.6% of suppliers have established labor practices or human rights-related policies, 79.9% have environmental health management systems, and 86.9% ensure compliance with corporate social responsibility through various methods such as supplier self-assessment questionnaires, internal audits, or on-site audits.

Regarding regulatory compliance, two suppliers were found to have minor environmental violations: one was fined NT\$1,000 and the other NT\$200,000 for violations of the Air Pollution Control Act, both of which were corrected within the stipulated period. Additionally, three suppliers were fined between NT\$50,000 and NT\$350,000 for violations of working hours regulations. Two have since made improvements, and one supplier is under observation and monitoring.

Annual Supplier Audit

The quality assurance department annually develops an audit plan and audit list for suppliers based on transactions of the current year. Auditors are deployed to conduct on-site audits, covering quality audit systems, restricted substance audit systems, and audits related to environmental health and occupational safety. In 2023, all subsidiaries formulated annual audit plans and completed annual audits of suppliers according to supplier guidance regulations. Subsidiaries that have implemented the RBA management system additionally require suppliers to complete the RBA SAQ Self-Assessment Questionnaire. Based on the results of the self-assessment form, personnel are dispatched to conduct on-site audits of suppliers and issue reports detailing the audit results and recommended improvements. Suppliers must respond to the improvements of the deficiencies within a specified period. The quality assurance unit decides whether to arrange a second on-site audit based on the suppliers' improvement conditions. If a supplier fails consecutive audits, its supplier qualification can be revoked. In 2023, MPT Kunshan and MPT Suzhou had 51 and 57 suppliers respectively complete the RBA SAQ self-assessment questionnaire. Based on the self-assessment results, on-site audits were conducted on 21 and 17 suppliers respectively, all of which passed the audits. No violations were found in the areas of labor rights, integrity, management systems, and environmental protection.

RBA Validated Audit Process

In recent years, more companies have recognized the importance of supply chain transparency and responsible procurement, leading to an increasing demand for Responsible Business Alliance (RBA) Verification (VAP) audits. This trend stems from growing concerns about global supply chain risks, sustainable development, and the ongoing pursuit of corporate social responsibility. RBA VAP audits cover aspects such as labor rights and environmental protection, and implementing these audits helps

enhance supply chain management and achieve sustainability goals. Since 2014, our plastics business group (MPT Kunshan, MPT Suzhou) has adhered to RBA Code of Conduct to assess operations related to labor, health and safety, environmental, and ethical management. They also integrate sustainability management across our supply chain and regularly undergo RBA CMA audits from customers. In 2023, their RBA CMA audit score exceeded 160 points. Additionally, subsidiaries Getac Technology, Atemitech Corp., and Getac Kunshan have developed RBA VAP verification plans and are currently preparing for related activities.

Additionally, we conducted investigations into our Tier 1 key suppliers to understand their RBA VAP verification status. In 2023, there were a total of 21 Tier 1 key suppliers within Getac undergoing external RBA VAP verification, constituting approximately 21% of all Tier 1 key suppliers. Among these 21 suppliers, 4 are formal members of the Responsible Business Alliance (RBA), including Full and Regular Members. The remaining 17 suppliers passed the RBA VAP audit, with all scoring above 160 points and achieving Platinum, Gold, or Silver level ratings. None of these 17 suppliers were found to have any Priority Non-Conformance issues, resulting in a Priority Non-Conformance rate of 0%. According to the RBA VAP verification program, suppliers at Platinum and Gold levels must close all Priority and Major Non-Conformance issues identified. Suppliers at the Silver level are required to close all Priority Non-Conformance issues.

Getac Holdings' 2023 RBA VAP Scores and Non-Compliance Items for Level 1 Key Suppliers

RBA Recognized Program Level	Scores	Number of Suppliers	Number of Priority non-conformance	RBA VAP Recognized Program Explanation
Platinum	200	2	0	Applicable to factories with a minimum VAP score of 200 and all priority, major, and minor non-compliance findings closed.
Gold	196.5	3	0	Applicable to factories with a minimum VAP score of 180, with all priority and major non-compliance findings closed.
Silver	180-190	3	0	Applicable to factories with a minimum VAP score of 160, with all priority non-compliance findings closed.
	170-179	1	0	
	160-169	8	0	

• ¹RBA Membership Requirements Explanation : <https://www.responsiblebusiness.org/join-us/>

• ²RBA VAP Recognition Program Levels Explanation: <https://www.responsiblebusiness.org/vap/about-vap/>

Collaborate with the supply chain to promote a circular economy development model, envisioning future environmental action plans from a broader perspective.



Getac Holdings, along with its subsidiaries Getac Technology and Atemitech Corp., organized the "Getac Tree Planting Volunteer Day" event. We invited supply chain partner Intel Taiwan to join us in planting and nurturing 600 native Taiwanese seedlings along the Shalun Coastline in New Taipei City. This initiative aims to contribute to the restoration of the forest in the area over a three-year period.



Getac Holdings' subsidiary Atemitech Corp. responded to Gigabyte Technology's initiative "Reduce, Share, Love the Earth Alliance" by participating in a beach cleaning event at Pig's Nose Beach. Alongside more than 200 supply chain partners, they successfully cleared 1,894 kilograms of marine waste, contributing to the sustainability of our oceans and humanity.

Watch the Event Video



2.5 Responsible Minerals

Prohibition Of Conflict Minerals

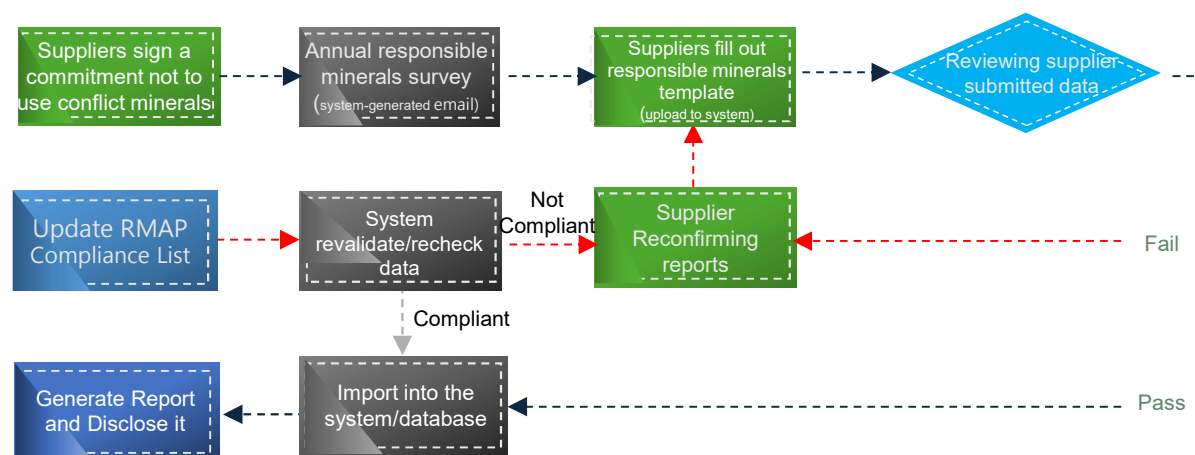
Getac Holdings and its subsidiaries commit to jointly assume responsibility for social and environmental protection with suppliers, supporting and adhering to the Responsible Minerals Initiative (RMI). We pledge not to use conflict minerals sourced from regions affected by armed conflict and high-risk areas, particularly gold (Au), tantalum (Ta), tungsten (W), tin (Sn), and cobalt (Co), which are derived from conflict-affected and high-risk areas (defined as regions with armed conflict, widespread violence, or other risks causing harm to people). All suppliers are required to comply with this commitment, utilizing the Conflict Minerals Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) provided by RMI to investigate and confirm the source of these minerals in their products through due diligence. Additionally, suppliers must communicate this policy to their upstream suppliers and supply chains, ensuring compliance and refusing materials sourced from illegal mining operations that directly or indirectly fund or benefit armed groups, or involve forced labor and human rights abuses.

Getac Group's automotive business group (Getac Changshu and its Kunshan branch, and Getac Vietnam) primarily engages in aluminum alloy die-casting. The raw material used is aluminum alloy, and their products or production processes do not involve the addition or use of any 3TGs metals. The plastic business unit (MPT Kunshan, MPT Suzhou and MPT Vietnam) primarily uses plastic pellets as raw materials, with only the electroplating process involving the use of 3TGs metals. After investigation, only one smelter has been identified, with a qualified smelter rate of 100%.

Getac Technology and Atemitech Technology conduct due diligence on their supply chains based on the OECD Due Diligence Guidance for Responsible Supply Chains from Conflict-Affected and High-Risk Areas. In 2023, Atemitech Corp. conducted investigations on a total of 211 suppliers, achieving a CMRT response rate of 87% and an EMRT response rate of 89%. A total of 264 smelters and refiners were identified, with 256 qualifying under the latest approved smelters and refiners list.

There were 8 non-compliant smelters and refiners (including delistings), resulting in

Conflict Minerals Due Diligence Management Process



a compliance rate of 97% for smelters and refiners. We analyzed the distribution of compliant smelters and refiners in the supply chain, primarily located in Asia by Europe.

For Getac Technology, in 2023, a total of 226 suppliers were investigated, achieving CMRT and EMRT response rates of 87%. A total of 250 smelters and refiners were identified, with 211 qualifying under the latest approved smelters and refiners list. There were 39 non-compliant smelters and refiners (including delistings), resulting in a compliance rate of 84% for smelters and refiners. We analyzed the distribution of compliant smelters and refiners in the supply chain, primarily located in Asia followed by Europe. The results of this investigation, including the list of smelters and refiners used by all suppliers and their outcomes, are disclosed in the sustainability section of our company's official website.





3.0 Corporate Governance

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3.1 Company Introduction

Getac Holdings Corporation

Stock Symbol: TWSE 3005

Company Introduction

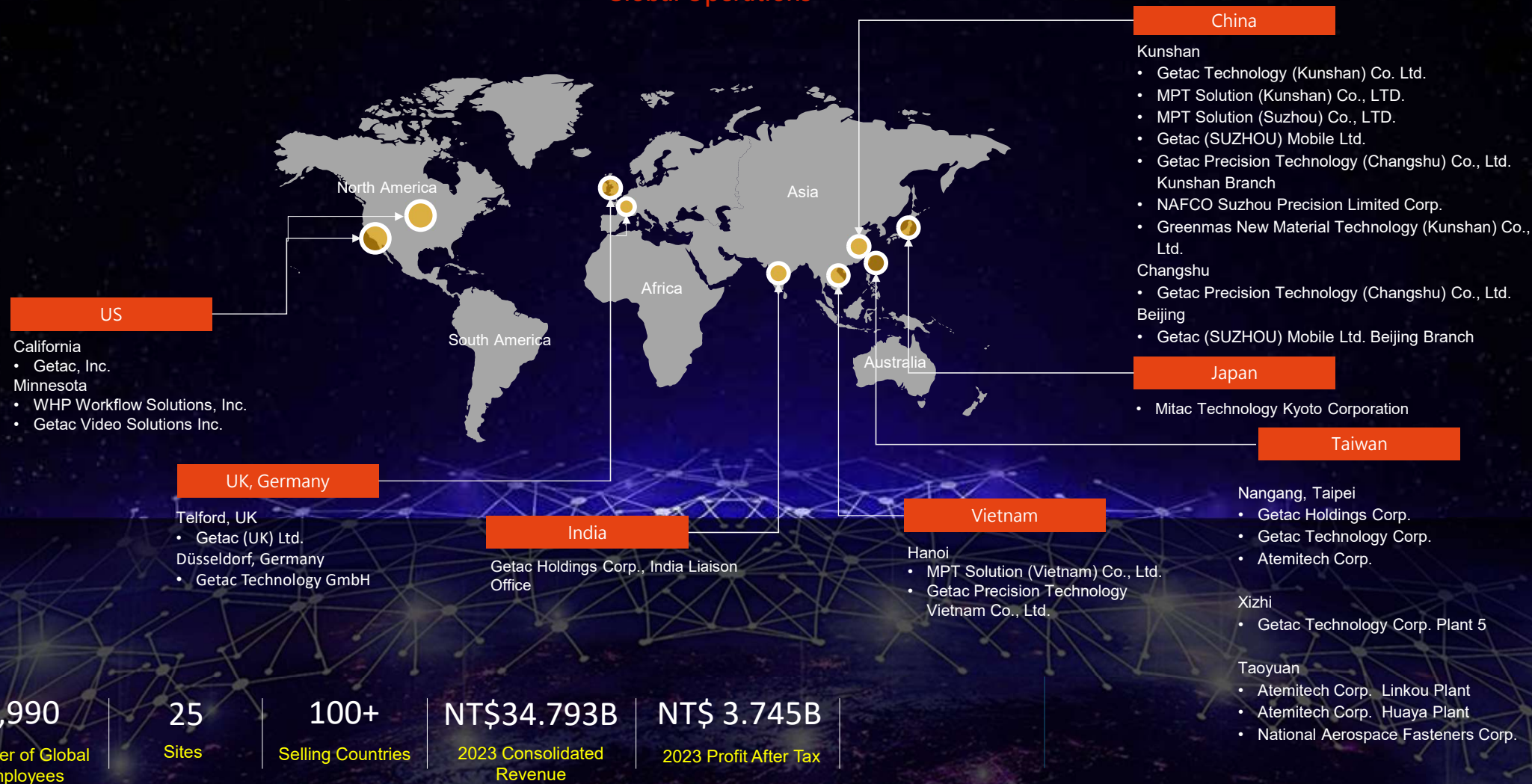
Getac Holdings Corporation (hereafter as Getac Holdings) was established in 1989 and publicly listed on the Taiwan Stock Exchange in 2002. The company was established by MiTAC International Corporation and GE Aerospace as a joint venture, providing defense electronic equipment for military use. In 1998,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

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

Getac Holdings has its headquarters located in Taiwan. The main business groups include the Rugged Computing & Video Solution BG, Mechatronic and Energy BG, Automotive BG, and Aerospace Fasteners BG. The primary products and services offered encompass rugged computer brands, plastic casings, automotive lightweight metal castings, and aerospace fasteners. The operational headquarters and production centers of its subsidiary companies are distributed in Taiwan, China (Changshu City, Kunshan City in Jiangsu Province) and Vietnam (Hanoi). Due to the global customer base of the rugged computer brand business, Getac Holdings has established marketing bases in major countries worldwide, including the United States, the United Kingdom, Germany, France, Italy, China, Japan, and India. Additionally, we have set up business representatives in Australia and Dubai to provide immediate service to customers.

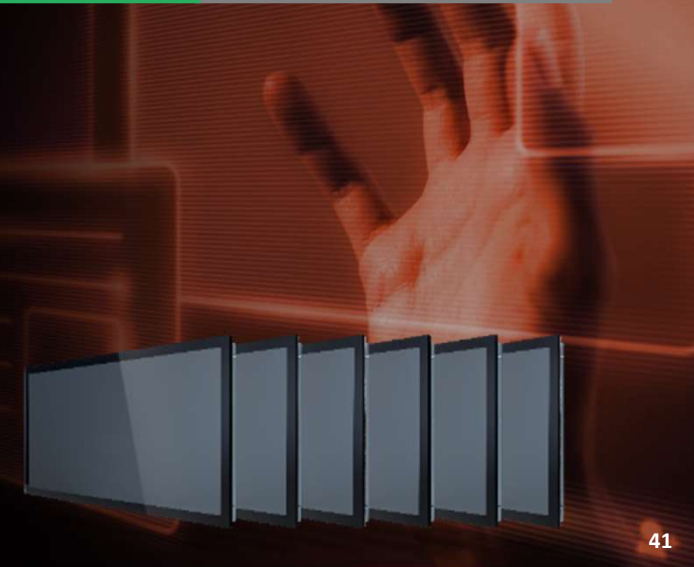


Global Operations



Business Scope

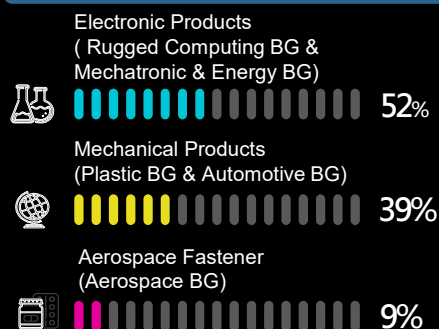
Rugged Computing Solution Business Group	Mechatronic & Energy Business Group	Mechatronic & Energy Business Group	Plastic Business Group	Automotive Business Group
Provide rugged laptops and tablets that are suitable for use in extremely harsh operating environments. These products are utilized in various industries such as defense, law enforcement, public utilities, communications, manufacturing, and transportation.	Provide advanced battery solutions, industrial touch screen and optical bonding services, docking, and prototype molding services for OEM/ODM customers. With a high level of customization capability, we create exclusive integrated design and manufacturing services for our customers.	The company offers composite mechanical solutions utilizing the Rapid Heat Cycle Molding (RHCM) process. With expertise in RHCM, we create stylish, aesthetically pleasing, lightweight, and environmentally friendly composite structural components.	An IATF16949-certified manufacturer, specializing in the design and manufacturing of automotive metal die-casting components. Its primary customers are international tier-one automotive parts suppliers..	Accredited by both General Electric (GE), a prominent American aircraft engine manufacturer, and Snecma, a renowned European company, we offer aerospace-grade fasteners specifically designed for utilization in aircraft engines and airframes.
Leading Rugged Computing Brand	International Suppliers of Battery module and Industrial Displays	Leading Manufacturer of Composite Material Chassis	40% global market share of seatbelt spinles	Certified Aerospace fastener manufacturer in the Asia-Pacific region



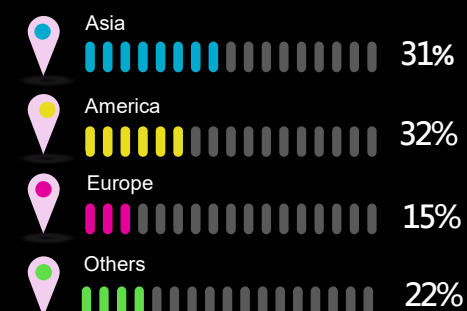
Business Performance

In 2023, Getac Technology's consolidated revenue reached NT\$34.793 billion, with contributions from electronics products at NT\$18.156 billion, mechanical components at NT\$13.566 billion, and aerospace fasteners at NT\$3.071 billion. The consolidated revenue grew by 7.1% compared to the previous year, marking eleven consecutive years of growth. The increase in revenue was primarily driven by higher demand from European and American clients in the rugged computer business unit, resulting in a 5 percentage point increase in electronics products revenue compared to 2022. However, the plastics business group faced challenges due to high inventory levels in the laptop market, leading to reduced shipments and an approximately 8 percentage point decrease in revenue share compared to 2022. In terms of profitability, the consolidated operating profit for 2023 was NT\$3.967 billion, a 28.2% increase from the previous year, setting a new record since the company's inception. The net profit attributable to the parent company was NT\$3.745 billion. Getac Holdings distributed cash dividends totaling NT\$3.055 billion in 2023, with tax expenses amounting to NT\$967 million. Government subsidies amounted to NT\$71.66 million in the consolidated income statement.

Revenue Distribution By Product



Revenue distribution by Region



Getac Holdings Key Financial Indicators Over The Past Five Years

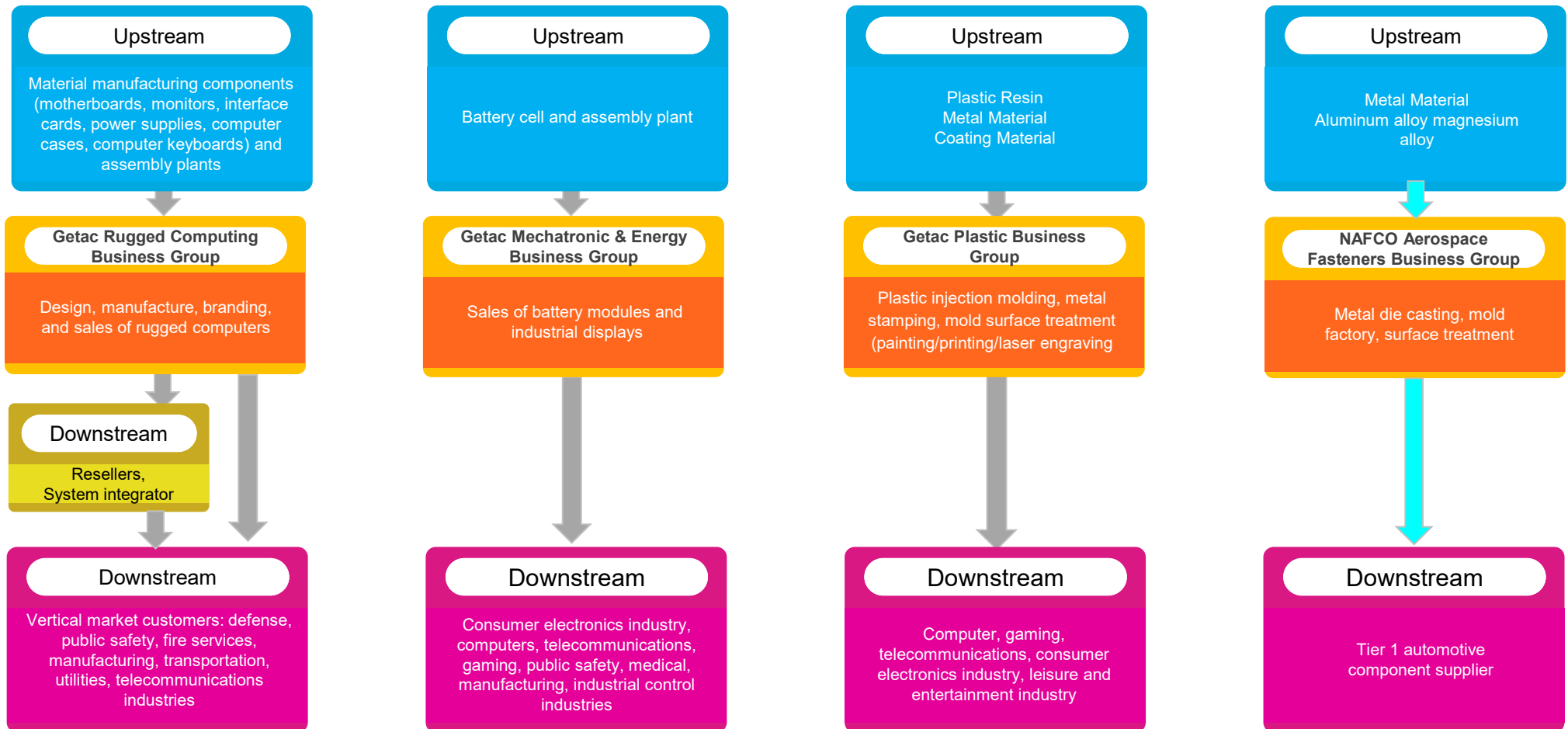
(Unit : NTD)

	Item	2019	2020	2021	2022	2023
Economic Value Produced	Operating income	26,952,910	27,837,743	30,084,126	32,476,133	34,792,557
	Gross Profit	7,641,085	7,776,828	7,566,408	8,262,354	9,735,429
	Net Profit from operating income	2,975,816	3,115,781	2,612,242	3,093,783	3,966,563
	Profit from continuing operations before tax	2,947,375	3,240,940	5,450,008	3,153,057	4,923,955
	Net Profit Attributable To Parent Company	2,129,188	2,577,039	4,273,793	2,565,168	3,744,542
Economic Value Distributed	Total Salary	4,793,380	5,270,967	5,643,608	5,653,408	5,862,910
	Total Benefits	833,506	853,332	1,047,047	1,185,112	1,223,221
	Income Tax Expense	577,447	572,147	1,186,816	471,380	966,538
	Cash Dividends For Shareholders	1,632,879	1,632,879	2,123,911	2,154,075	2,294,771

Financial
Report of
Q4'23



Enterprise Value Chain



Remark: The company's corporate value chain has not undergone significant changes in the past three years.



Participation In External Associations

To fulfill our corporate social responsibility, stay abreast of the latest trends, and advocate for human rights values, we actively participate in international and regional trade associations and organizations. We aim to leverage our influence and promote industry exchange. The list of associations we participated in during 2023 is as follows:

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

3.2 Corporate Governance

Aim for the Top 5% in Corporate Governance

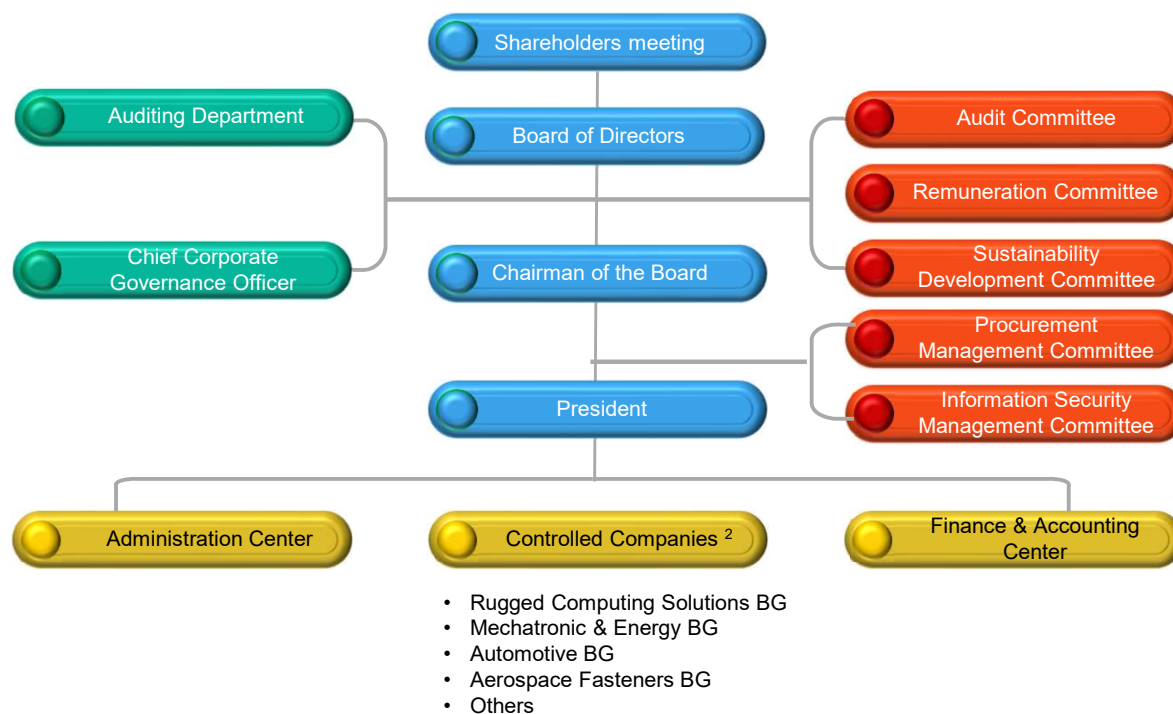
Good corporate governance is the cornerstone of a company's sustainable operation. At Getac, we adhere strictly to the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and relevant regulations set by the authorities. We continuously implement corporate governance across multiple dimensions, including safeguarding shareholder rights, strengthening board operations, enhancing information transparency, and fulfilling corporate social responsibility, thereby accumulating sustainable development energy for the company. To align our corporate governance system with international standards, Getac has set a mid-to-long-term development goal of entering the top 5% of listed companies in corporate governance evaluations. We actively respond to the evaluation criteria to improve our governance practices. From the sixth evaluation (2019) to the tenth (2023), Getac has consistently ranked within the top 6-20% of listed companies.

Corporate Governance Structure

The Board of Directors of Getac Holdings is the highest governance unit of the company, overseeing the Audit Committee, the Remuneration Committee, and the Internal Audit Department. In line with regulatory requirements, a dedicated Corporate Governance Officer was appointed in 2021. The main responsibilities of this officer include handling matters related to Board and shareholder meetings in accordance with the law, preparing minutes for these meetings, assisting with the onboarding and ongoing training of directors, providing necessary information for directors to perform their duties, and assisting directors in complying with laws and other requirements stipulated by the company's charter or contracts.

On November 9, 2022, the Board approved the elevation of the existing Sustainable Development Committee to a functional committee of the Board to strengthen the oversight and management of sustainability-related issues. The operational management structure of the company is clearly defined, as shown in the organizational chart on the right. The Chairman also serves as the General Manager, adhering to the operational policies set by the Board, planning and executing various operational strategies, and overseeing all business operations of the company. The management team is composed of elites from various fields, accumulating rich professional experience.

Organizational Chart of Getac Holdings



The Board of Directors

The Board of Directors of our company operates under a candidate nomination system, where the list of director candidates (including independent directors) is reviewed by the Board to ensure they meet the necessary qualifications before being submitted to the shareholders' meeting for election.

For the current term (May 27, 2022, to May 26, 2025), the Board has appointed a total of ten directors, adding one female independent director to promote diversity compared to the previous term. James Hwang serves as both Chairman and General Manager. Among the ten directors, two are employees, and there are four independent directors, all held by external independent individuals. Basic information about the directors can be found on page 48 of this report.

To ensure the smooth operation of the Board, the company has established the "Standard Operating Procedure for Handling Director Requests" approved by the Board, which includes criteria for handling requests and timelines for response. Additionally, during Board meetings, key business unit managers, finance and accounting units, and audit units regularly report business updates to the Board. This facilitates the integration of risk assessment and control by the management into the company's decision-making processes. For details on the Board's operations in 2023, please refer to page 22 of our annual report.

Board Diversity and Independence

Based on the diversity policy and to strengthen corporate governance and promote the sound development of the Board's composition and structure, the nomination of director candidates follows the candidate nomination system as stipulated in the company's articles of association. The evaluation includes assessing each candidate's educational and professional qualifications, professional background, integrity, and other relevant qualifications. After approval by the Board, the candidates are submitted to the shareholders' meeting for election. The Board formulates appropriate diversification policies based on its operational model and developmental needs, including:

- Basic Conditions and Values: Gender, age, nationality, and culture.
- Professional Knowledge and Skills: Operational judgment, accounting and financial analysis, management skills, crisis management, industry knowledge, international market perspective, and leadership ability.

As of the end of 2023, all four independent directors of the company comply with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." According to Article 26-3, Paragraph 3 of the Securities and Exchange Act, directors must not have a

spousal or second-degree kinship relationship. For details on the independence, professional qualifications, and diversity of the company's Board members, please refer to pages 13-16 of the annual report.



- Independent director seats exceed 40% of board seats, more than one-third
- Incorporation of managers as directors in the company accounts for 20%, which is less than one-third of the director seats."
- The tenure of independent directors does not exceed 3 terms.
- Add one female independent director.
- Sufficient diverse professional knowledge and skills.

Board Performance Evaluation

Our board of directors has formulated the 'Board Performance Evaluation Method' and conducts an annual self-assessment covering the entire board, individual directors, and functional committees (audit and remuneration committees) at the end of each fiscal year. Evaluation indicators for board members include understanding of company goals and missions, awareness of director responsibilities, participation in company operations, internal relationship management and communication, professional expertise and continuous education, and internal controls. The results of the 2023 board performance evaluation were submitted to the board on February 26, 2024, and are available for review in the 'Corporate Governance' section of our company's website. To enhance corporate governance and strengthen the board's knowledge and skills in sustainable development, directors undergo continuous education annually.

Board members' resumes

Major Resolution of the Board of Directors

Director's professional qualification & independence

Diversity of board members

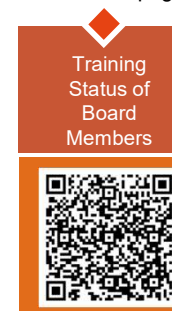
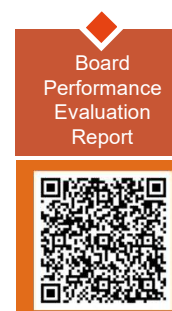
All directors comply with the requirements of the 'Guidelines for Continuing Education for Directors and Supervisors of Listed and Over-the-Counter Companies,' with new directors completing at least 12 hours of education. Other educational training courses cover topics such as corporate governance, integrity in business operations, case studies of corporate financial fraud, analysis of IFRS sustainability disclosure standards S1, S2, information security governance, sustainable finance and climate change, and corporate sustainability issues. Details of director education and training hours are disclosed in the Corporate Governance section on the Market Observation Post System.

Avoidance of Conflict of interest

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

This information includes:

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



Members and attendance of board members

Chairman James Hwang

Members	Directors	Independent Directors
	Miau, Matthew Feng Chiang, Lin, Chuan Cheng, Chou, Teh-Chien, Miau, Matthew Feng Chiang	Lin, Kuan-Ming Lin, Long Song Chang, Chia-Hsin Wang, Po Hsia

The Number Of Meetings In 2023
5 Times
Average Attendance Rate
90%

Members and attendance of the Remuneration Committee

Chairman Lin, Kuan-Ming

Members Lin, Long Song
Chang, Chia-Hsin

The Number Of Meetings In 2023
3 Times
Average Attendance Rate
100%

Members and attendance of the Audit Committee

Chairman Chang, Chia-Hsin

Members Lin, Kuan-Ming
Lin, Long Song
Chang, Chia-Hsin

The Number Of Meetings In 2023
5 Times
Average Attendance Rate
95%

Members and attendance of the Sustainability Development Committee

Chairman James Hwang

Members Chang, Chia-Hsin
Wang, Po Hsia

The Number Of Meetings In 2023:
2 Times
Average Attendance Rate
100%

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

Board of Directors		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	Wang, Po Hsia
Independent Director								✓	✓	✓	✓
Nationality		R.O.C.	R.O.C.	U.S	R.O.C.	R.O.C.	R.O.C.	R.O.C.	R.O.C.	R.O.C.	R.O.C.
Gender		Male	Male	Male	Male	Male	Male	Male	Male	Male	Male
Age	51+ Years old	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Experience (Education) (For detailed information, please refer to pages 8 to 10 of the annual report for the year 2023)		<ul style="list-style-type: none"> • M.S. of Electrical engineering, Utah State University, U.S.A. • B.S. of Electrical engineering, National Taiwan University. • VP, MITAC International Corp. 	<ul style="list-style-type: none"> • B.S of Computer/Control Engineering Department, Chiao-Tung University • VP, Lian Tong Electronics Ltd. • VP of Sales, MITAC Inc. • Vice Chairman, MITAC International Corp. • Chairman and CEO, Getac Holdings Corp. 	<ul style="list-style-type: none"> • Honorary Ph.D., National Chiao Tung University • MBA, Santa Clara University • BSEE, University of California, Berkeley • Laureate of Industrial Technology Research Institute (ITRI) • Delegate, APEC Business Advisory Council (ABAC) • Convener, Civil Advisory Committee of National Information & Communications Initiatives (NICI) • Chairman, Chinese National Federation of Industries 	<ul style="list-style-type: none"> • Ph.D. of Mechanical Engineering, national Cheng Kung University • Senior Specialist, National Chung-Shan Institute of Science & Technology • AVP of RD and Sales, Tsann kuen Enterprise co., Ltd. • R&D Project Manager, Altek Corp. 	<ul style="list-style-type: none"> • Ph.D of Rutgers University, USA • Investment Special Assistant to the Chairman, MITAC International Corp. 	<ul style="list-style-type: none"> • Ph.D in Department of Management Information Systems, National Chengchi University • NCCU, College of Commerce - Executive MBA (EMBA) • Vice President, Mitac Incorporated • Special Assistant to Chairman, Mitac-SYNNEX Group 	<ul style="list-style-type: none"> • BS of Electrical Engineering , National Taiwan University • Chairman , Taiwan Venture Capital Association • Chairman , Taiwan Private Equity Association • CEO, SINOCON Industrial Standards Foundation • Chairman, System General Corp. 	<ul style="list-style-type: none"> • Ph.D in Electrical and Computer Engineering, Purdue University, U.S.A. • Chairman, Taiwan Network Information Center (TWNIC) • Corporate Vice President, Global Consumer Product Group, Dell, USA • General Manager, Intel Subsidiary in Asia, Intel Corporation, U.S.A. 	<ul style="list-style-type: none"> • M.S. in Business Administration, Soochow University • Partner, KPMG in Taiwan 	<ul style="list-style-type: none"> • M.S.IE & CS., National Taiwan University • President, IBM World Wide High Volume Power Systems Development Center. • Technical Consultant, Delta Research Center Corp. • Adjunct Professor, EE, National Taiwan University
Independent Directors Years of Service	Less than 3 Years										✓
	3-9 Years							✓	✓	✓	
	More than 9 Years										
Diversification	Operating judgement	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Operation management	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Accounting & Financial analysis capability					✓		✓		✓	
	Crisis Management Capability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Industrial knowledge (Technology)	✓	✓	✓	✓	✓	✓	✓	✓		✓
	Industrial knowledge (Venture capital)					✓		✓			
	International Market Insights	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Leadership Capability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Decision-making Capability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

The Audit Committee

In the shareholder meeting held on May 27, 2022, our company conducted director elections. Four independent directors (Lin Kuan-Ming, Lin Long song, Chang Chia-Hsin, and Wang Boxia) were appointed, forming the Audit Committee. Each member serves a three-year term and the committee convenes at least four times annually. The Audit Committee's primary responsibilities include overseeing:

- 1. The fairness of the company's financial statements.
- 2. The selection (dismissal) and independence and performance of the auditors.
- 3. The effective implementation of internal controls within the company.
- 4. Compliance with relevant laws and regulations.
- 5. The management of existing or potential risks, with decisions submitted for discussion by the Board of Directors.

For details on the operation of the Audit Committee in 2023, please refer to pages 24 and 25 of our company's annual report.

Independent Assessment of Auditor Independence

The company conducts an annual assessment of the independence and suitability of auditors at least once a year. This assessment evaluates criteria such as the auditor's professional qualifications, years of continuous audit service, absence of conflicts of interest with the company (such as investment in the company or holding concurrent positions), absence of familial relationships with company principals or managers, and participation in regular professional development. Additionally, a statement from the auditors is obtained, and their audit quality indicators (AQIs) are considered during the evaluation. Following the assessment, it has been determined that both Ms. Liu Qianyu and Mr. Li Dianyi from KPMG Huazhen LLP meet the company's standards for independence and suitability. The results were reported to the Audit Committee and the Board of Directors on January 19, 2024.

The communication between independent directors, internal audit executives, and auditors

To strengthen the independent directors' understanding and supervision of the company's operations, our company organizes at least one annual communication meeting between the internal audit executives and the independent directors. These meetings also include invitations to the auditors to

Attend. During these sessions, detailed explanations are provided regarding the company's internal audit execution and the operational status of internal controls. Comprehensive records of these discussions are maintained. In the event of significant anomalies, the independent directors are promptly notified, and efforts to track and improve the situation are undertaken. In 2023, a total of one such meeting was held, and the details of this meeting have been publicly disclosed in the Investor Relations section of our company's official website.

The Remuneration Committee

To continuously strengthen corporate governance and align with international standards, and to establish a sound compensation system for directors and executives, our company established the Remuneration Committee in 2011. According to the "Getac's Remuneration Committee Charter", the committee consists of three members serving a three-year term, regularly reporting its activities and decisions to the Board of Directors. Following the election on May 27, 2022, independent directors Lin Kuan-Ming, Lin Longsong, and Chang Chia-Hsin were appointed to the Remuneration Committee, ensuring their independence from the company and prohibiting them from serving more than three consecutive terms. The primary responsibilities of the Remuneration Committee include periodically reviewing the performance evaluation and compensation policies, systems, standards, and structures for directors and executives. Recommendations are submitted to the Board of Directors to ensure proper oversight of their compensation. For details on the operation of the Remuneration Committee in 2023, please refer to page 33 of our company's annual report.

Major Resolution of the Audit Committee



Independence of Auditor



Communication between independent directors, internal audit executives, and auditors



Major Resolution of the Remuneration Committee



Compensation Policy

Our company's Remuneration Committee formulates compensation based on market benchmarks and overall company performance, without the involvement of compensation consultants. The committee considers industry norms, the company's operational performance, future business risks, and development trends. It also evaluates individual performance and contributions to company performance to provide fair compensation and nomination recommendations. The committee reviews the compensation system periodically based on actual business conditions and relevant regulations to balance sustainable operations and risk management. The annual compensation package for Getac's directors and senior executives consists mainly of basic salary, allowances, and incentive rewards. After proposals from the Remuneration Committee, these are implemented following approval by the Board of Directors. Details on the performance assessment of directors and executives and the link to compensation can be found on page 33 of the company's annual report. Our company's Articles of Association stipulate that up to 1% of net profits after tax should be allocated for directors' remuneration and not less than 0.1% for employee remuneration. In the consolidated financial statements for 2023, total payments to directors amounted to 0.32% of net profits after tax. Payments to senior executives (CEO and Vice Presidents) accounted for 0.89% of net profits after tax. The highest annual total income in our company's compensation was 54.41 times the median employee salary. The ratio of the highest individual annual salary adjustment to the median salary adjustment for other employees was 3.08%.

³ The calculation of the ratio of the highest annual total income of the highest-paid individual in our company to the median employee salary covers information from nine consolidated entities employed in 2023, totaling 7,975 employees (excluding the highest-paid individual). It involves taking the median of the medians of the nine companies' salaries and considering each company's number of employees to confirm the final median salary.

⁴ The calculation of the ratio of the highest individual annual salary adjustment to the median salary adjustment for other employees involves taking the median of the medians of annual salary adjustments for employees across nine companies (excluding the highest-paid individual). It considers each company's number of employees to confirm the final median adjustment in employee salaries." °

Internal Control System

Our company follows regulations to establish an internal control system and organizational management framework. The board of directors oversees an internal audit unit, which includes one audit supervisor and several professional auditors, some of whom hold international internal auditor certifications. Every year, internal auditors are legally required to continue their education for at least 12 hours. The appointment and dismissal of the audit supervisor must be approved by the Audit Committee and reported to the board of directors for resolution. The internal audit unit reports directly to the board to ensure its independence and objectivity.

Our internal control system includes the management and supervision of operational risks, facilitating continuous operation across various business locations. The internal audit unit develops an annual audit plan based on the results of risk assessments, executing audit tasks monthly through professional audit systems and procedures. Audit reports are submitted for review by independent directors. The audit supervisor regularly attends board meetings to report, reasonably assuring the board of the effectiveness of internal control system designs, operational efficiency and effectiveness, and compliance with laws and regulations across business units. This reduces risks to acceptable levels, addressing the rapidly changing business environment and safeguarding stakeholders' interests.

In 2023, our company has updated its internal control system in accordance with relevant laws and regulations. This includes revising the subsidiary supervision procedures and establishing and implementing related-party transaction procedures.

Safeguarding Shareholder Rights

The soundness of corporate governance directly impacts shareholder rights. To this end, our company continuously improves its governance framework, strengthens the functions of the board of directors, and enhances the transparency and timeliness of information disclosure, ensuring equal treatment of all shareholders and safeguarding their rights. We hold annual general meetings (AGMs) and, starting from 2023, we record important shareholder questions and company responses, with the entire proceedings audio and video recorded. The AGM meeting handbook and records are available on the company website. Additionally, we provide press releases, annual reports, sustainability reports, major announcements, AGM notifications, and meeting minutes in both Chinese and English. The company regularly publishes relevant operational and financial information to shareholders and stakeholders and discloses important information and financial reports on the stock exchange information disclosure platform and the company website. AGMs employ an electronic voting system, and we also accept written votes, allowing shareholders to exercise their voting rights via computer or mobile phone. The company has a spokesperson and deputy spokesperson system, acting as a communication bridge between the company and shareholders, fulfilling the responsibilities and obligations of information disclosure. All information disclosure and operations follow the internal material information handling procedures for listed companies to ensure accuracy, consistency, and timeliness of information. Quarterly presentations in both Chinese and English are updated on the investor section of the company website for domestic and international investors to access and download, protecting their interests.

Investor Relations Communication

Getac Holdings has established a dedicated investor relations and stock affairs unit responsible for shareholder services, enhancing real-time communication with investors. Shareholders and investors can contact the investor relations office via phone or email and receive a response within 24-48 hours. In 2023, the company conducted three self-organized or broker-invited investor conferences and 26 small-scale in-person or online meetings with institutional investors.

In recent years, most financial institutions have begun to carefully assess the ESG (Environmental, Social, and Governance) risks and performance of their targets before making investment or financing decisions. Institutional investors have also started conducting ESG performance surveys or referencing ESG evaluation results as part of their assessment criteria. This trend has increasingly impacted companies. Since 2021, GTC has actively responded to international ESG evaluations, including those by S&P ESG, FTSE Russell, Sustainalytics, and MSCI ESG. The company

participates in these evaluations either proactively or passively, using the results to monitor changes in ESG trends, comprehensively review the company's ESG initiatives, analyze potential risks and opportunities, and take early countermeasures. The results of various international evaluations indicate that GTC's scores have been improving year by year, demonstrating the company's commitment to sustainable development and building trust with investors. These efforts aim to continuously improve environmental, social, and governance practices, pursuing consensus and shared development.

Shareholder Structure of Getac Holdings

Shareholder Type	No. of People	Number of shares held	Shareholding Ratio
Government institutions	0	0	0
Financial Institutions	27	32,334,000	5.29%
Other Institutional Investments	297	357,864,482	58.50%
Natural Person	58,465	136,691,286	22.34%
Foreign Investments (Institutional Investments & natural person)	347	84,871,132	13.87%
Total Number of Shares	59,136	611,760,900	100%

Source: Taiwan Depository & Clearing Corporation, Data cut off date was on March 31,2024



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

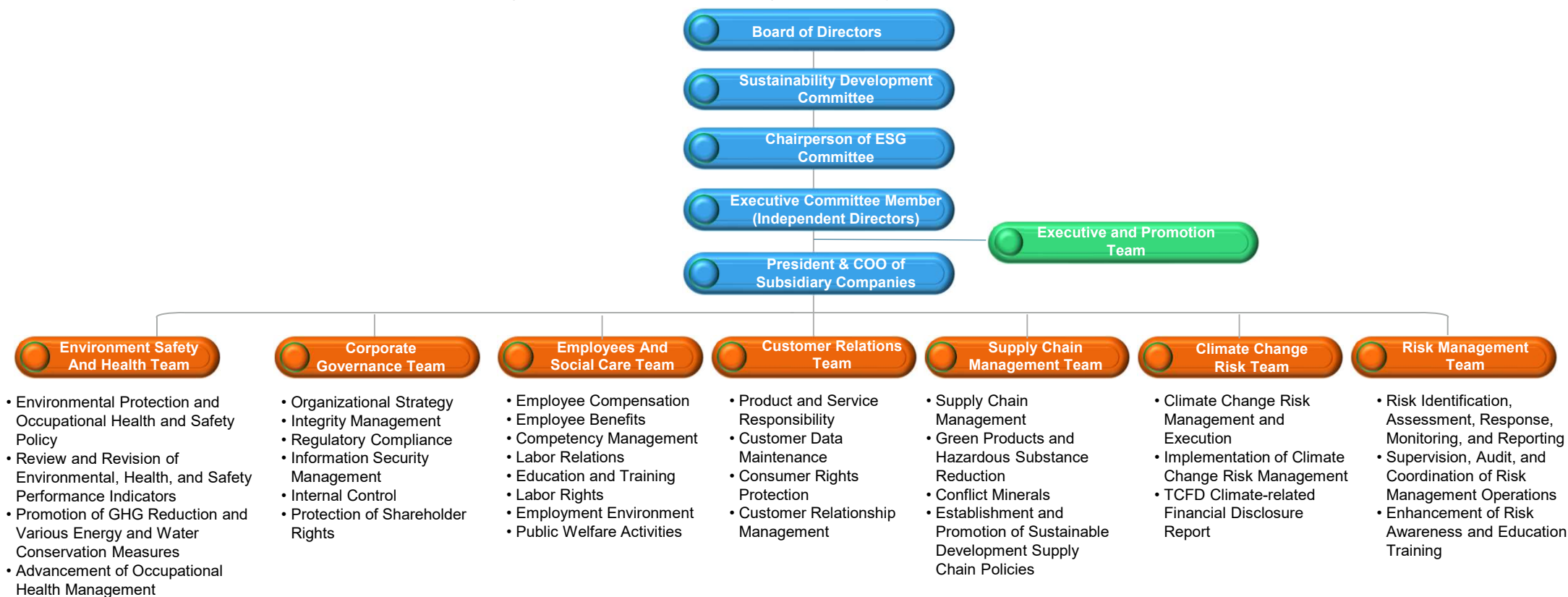
Stock Transfer Agent
CTBC Bank
Phone: 02-6636-5566

IR Conference
Schedule &
Presentation
Download

3.3 Corporate Governance Structure

The Sustainability Development Committee (ESG Committee) of our company is the highest governing body for sustainability governance. It consists of three board members, with two independent directors invited to serve as executive committee members. The chairman, James Hwang, serves as the chairperson of the ESG committee. Under the committee, there are two groups: the Execution and Promotion Team and seven Functional Teams. Refer to the organizational structure chart of the Getac Holdings Sustainability Development Committee below.

Organizational Chart of Getac Holding's Sustainability Development Committee



The Sustainability Development Committee (ESG Committee)

The Sustainability Development Committee of our company is the highest governance body for sustainability governance. It is responsible for overseeing and enhancing the company's long-term strategic planning and goal achievement in economic, social, and environmental aspects, and for reporting important decisions to the Board of Directors. The committee consists of three board members, with two independent directors invited to serve as executive committee members. Chairperson James Hwang serves as the chairman. Under the committee, there are two groups established:

- The Execution and Promotion Team is responsible for promoting and monitoring the implementation of committee resolutions.
- There are seven Functional Teams which include Corporate Governance, Employee and Social Care, Environmental Health and Safety, Supply Chain Management, Customer Relations, Risk Management, and Climate Change Risk. These groups are tasked with promoting and executing the company's sustainability strategy goals. Members of each Functional Team are appointed by the committee chairman in collaboration with subsidiary general managers.

The responsibilities of the Sustainable Development Committee of Getac Holdings include:

1. Drafting relevant sustainable development policies for the company and aligning them with regulatory revisions.
2. Formulating the company's sustainable development policy direction and promotion plans, and regularly monitoring and supervising their implementation progress.
3. Periodically assessing the effectiveness of the company's sustainable development plans and publishing sustainability reports as scheduled.
4. Other related matters.

Operations of the Sustainability Development Committee in 2023

In 2023, the Sustainable Development Committee of Getac Holdings and its subsidiaries convened twice, responsible for reviewing the company's annual sustainability plans and strategic directions, supervising the execution performance of various sustainability initiatives, including:

- Communication with stakeholders in 2023
- Identification of significant sustainability material topics and stakeholders in 2023
- Annual sustainability work plan for 2023
- Setting of sustainability goals and performance reporting for 2023
- Report on the execution of risk management in 2023
- Planning report for the preparation of the sustainability report (to be issued in 2024)

Operations of
the Sustainable
Development
Committee



- Progress report on ISO 14064-1 and energy management system audits completed by important subsidiaries
- Management and tracking of energy and greenhouse gas emissions reduction, as well as renewable energy policies
- International ESG assessment (S&P, MSCI, FTSE) performance report
- Corporate governance assessment performance tracking and improvement

The company's ESG implementation status in 2023, sustainability performance, and significant resolutions have all been reported to the board of directors. From January 2023 to February 2024, there were 7 board reports, covering a total of 21 key ESG-related issues listed on pages 34-35 of the company's annual report.

Key ESG-related Events Reported To The Board In 2023

Date	Agenda
2023/01/13	<ul style="list-style-type: none">• Directors' and officers' liability insurance coverage report• Intellectual property management plan implementation report• Report on risk management and integrity operations• Report on communication with stakeholders• Report on information and communication security management• Revision of Risk Management Policy and Procedures
2023/02/24	<ul style="list-style-type: none">• Board performance evaluation report
2023/05/12	<ul style="list-style-type: none">• Greenhouse gas inventory and verification schedule planning report
2023/08/10	<ul style="list-style-type: none">• Greenhouse gas inventory and verification schedule planning report
2023/11/13	<ul style="list-style-type: none">• Explanation of the 2022 Sustainability Report Compilation Results and Greenhouse Gas Inventory and Verification Schedule Planning Report• Greenhouse gas inventory and verification schedule planning report• Report on sustainability operations and communication with stakeholders• Report on risk management• Report on integrity operations
2024/01/19	<ul style="list-style-type: none">• Directors' and officers' liability insurance coverage report• Intellectual property management plan implementation report
2024/02/26	<ul style="list-style-type: none">• Report on information and communication security management• Report on Board performance evaluation and qualifications of independent directors in compliance with regulations• Greenhouse gas inventory and verification schedule planning report

3.4 Business Ethics

An enterprise culture of integrity and honesty forms the foundation for sustainable business operations. Getac adheres to relevant laws and regulations, establishing robust corporate governance and risk control mechanisms while promoting a culture of integrity. Employees are required to implement these principles in internal management and business activities, eliminating unethical behaviors and creating an environment conducive to sustainable development. In addition to creating a sincere and honest corporate culture, Getac complies with external laws and regulations and establishes internal systems to ensure that Getac employees operate by the highest level of ethical standards. The company strictly prohibits employees from making illegal political donations in exchange for commercial gains or business advantages. As for laws and regulations, Getac complies with the Corporate Governance Best Practice Principles to be a law-abiding corporate citizen. The company formulated the Ethical Management Best Practice Principles and the Code of Ethical Conduct for Directors and Supervisors to act as the business ethics and ethical management standards, and require all directors, supervisors, and employees to abide by these standards. Getac Holdings has established internal procedures to ensure the confidentiality of significant information, as outlined in the "Procedures for Handling Material Inside Information." Insiders are obligated to maintain confidentiality and are prohibited from using such information for personal gain or to benefit others. The company educates directors, managers, and other individuals with access to significant internal information about these requirements. Relevant legal compliance guidelines are provided to insiders upon assuming their roles. To uphold the principles of integrity, Getac includes clauses on integrity, professional conduct, and conflict of interest in employment contracts. The employee code of conduct explicitly prohibits corruption, theft, abuse of power, bribery, and other unethical behaviors that harm the company's interests. Employees involved in specific projects are required to sign confidentiality agreements. Any violations, once verified, are addressed in accordance with the "Employee Reward and Disciplinary Measures." For severe violations, the company may terminate the employment contract without prior notice and pursue legal action for any criminal liabilities, as well as compensation for related losses.

In 2022, Getac introduced the "Anti-Corruption and Anti-Money Laundering Policy" and the "Anti-Corruption and Anti-Money Laundering Policy Statement." The company is committed to adhering to the principles of the United Nations Convention Against Corruption (UNCAC) and complying with relevant anti-corruption laws and regulations in the regions where it operates. The company adopts a zero-tolerance policy towards corruption and provides guidance to stakeholders to help prevent corrupt practices.

To prevent money laundering, tax evasion, and violations of sanctions, Getac is dedicated to complying with anti-money laundering laws and regulations. The company demonstrates its commitment to preventing money laundering crimes by implementing a zero-tolerance policy. From

2022 onwards, anti-corruption and anti-money laundering operational audits have been included in the annual audit plan, conducted once a year to verify the effectiveness of related education and control measures.

Ethical Management Best Practice Principles

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

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

員工行為準則宣導 禁止收受廠商不正當利益

Corporate Governance Best Practice Principles

Ethical Management Best Practice Principles

Anti-Corruption and Anti-Money Laundering Policy

Getac Supplier Code of Ethics

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

1. Business Integrity

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

2. No Improper Gains

Commitments, offers, grants, giving, or acceptance of bribes and other forms of benefits intended to secure illegal or improper advantages are strictly prohibited. This prohibition extends to both direct and indirect actions through third parties, including any promise, offer, authorization, giving, or acceptance of anything of value to obtain or retain business, or to otherwise gain improper benefits. Monitoring, recording, retaining, and enforcement procedures should be implemented to ensure compliance with anti-corruption laws.

3. Disclosure of Information

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

4. Intellectual Property

Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; customer and supplier information is to be safeguarded.

5. Fair Business, Advertising and Competition

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

6. Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers (any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body) are to be maintained, unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise any

concerns without fear of retaliation.

7. Responsible Sourcing of Minerals

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

8. Privacy

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

9. Avoiding Conflict of Interest

Supplier must avoid all activities that cause conflicts of interest with the Getac Holding Corp., and any agreement or negotiation involving offering behavior must be prohibited.

Anti-Corruption Risk Identification

In 2023, Getac Holdings and its eight subsidiaries conducted a risk assessment in accordance with the spirit of the OECD Due Diligence Guidance for Responsible Business Conduct. This assessment focused on eleven anti-corruption topics, including dishonest behavior, conflicts of interest, payment processes, sales and collections, procurement and payments, as well as engineering tenders and acceptance. The evaluation considered both the likelihood of these risks occurring and their potential impact on the company's finances, operations, or reputation.



Operational Risk (R) = Probability of Occurrence (L) X Level of Impact (I)

Out of the 11 anti-corruption topics evaluated, two were identified as medium risk, while the remaining were categorized as low risk. The detailed results of the 2023 anti-corruption risk assessment can be found in the table below.

Anti-Corruption Risk Prevention and Response Measures

All items, regardless of low, medium, or high significance, identify current management measures and assess risk prevention and response plans to reduce the probability of corruption incidents. For two medium-risk items, 'Sales and Receivables' and 'Dishonest Behavior,' the corresponding response measures are explained as follows:

Sales and Receivables

- **Risk Description:** 1) Fabrication or overstatement of travel expenses or entertainment expenses; 2) Collusion with customers to embezzle receivables from the company; 3) Establishment of fictitious businesses and creation of fake customers to embezzle company funds or sell company products fraudulently; 4) Acceptance of benefits during significant quality incidents with suppliers.
- **Risk Prevention and Response Measures:**
 - Establish a procedure manual for expense claims and control mechanisms, outlining regulations for travel and entertainment expenses, and implement electronic management systems for expense claims and reimbursements.
 - Design appropriate organizational structures, authority matrices (DOA), ERP systems, and expense travel management platforms. Implement hierarchical approval and designated co-signatory processes based on DOA to reduce opportunities for fraud.
 - Develop a "Credit Management Procedure" and design processes for customer credit limits and payment terms applications. Implement an ERP credit control system to facilitate credit limit reviews by credit control personnel.
 - Establish standard operating procedures for quality management. Major quality issues should be jointly handled by business, quality assurance, and manufacturing units.
 - Implement an outbound identification control system. Warehouse and quality assurance units should handle receipt and inspection operations for returned goods.

Dishonest Behavior

- **Risk description:** Engaging in actions during business operations where oneself or others directly or indirectly offer, promise, request, or accept any form of undue benefits, or engage in other acts that violate integrity, law, or contravene their duties.

Risk Prevention and Response Measures:

- Implement the "Whistleblowing and Anti-Corruption Management Regulations" across the company and its subsidiaries as an ethical reporting mechanism and whistleblower protection measure to enhance fraud detection and deterrence.
- Conduct post-survey investigations of whistleblowers and the investigation committee to inform policy and procedural adjustments, thereby improving the effectiveness of the reporting mechanism.
- Regularly conduct awareness campaigns on anti-corruption and anti-money laundering for employees and managers, including feedback surveys to inform future planning.
- Establish the "Shinji Group Supplier Code of Conduct," which outlines ethical standards that suppliers must adhere to and mandates the signing of integrity assurance agreements.
- Clearly define principles governing the acceptance and handling of gifts in employee behavior management procedures.
- Conduct periodic audits by internal audit units to ensure adherence to integrity management policies and prevention plans.

2023 Anti-Corruption Risk Assessment Results

Role	Anti-corruption Issues	Stakeholders	Risk Level
Employee	Dishonest behavior	Company Employees, Supplier, Customer	Moderate
Director of the Board	Conflict of interest	Company	Low
Finance	Financial matters - Receipt operations	Company, Customer	Low
Finance	Financial matters - Payment operations	Company, Supplier	Low
Sales	Sales and receipts	Company, Customer	Moderate
Finance	Procurement and payments	Company	Low
Research & Development	Purchase and payment for research and development materials/machinery	Company	Low
Warehouse Management	Warehouse management	Company	Low
Quality Assurance	Incoming materials quality inspection	Company, Customer	Low
Personnel with conflicts of interest	Conflict of interest	Company & Employees	Low
Construction	Engineering bidding and acceptance	Company & Employees	Low

Irregular Business Conduct Reporting Channel

To reinforce our company's commitment to human rights and due diligence, we revised the "Guidelines Governing the Reporting of Corruption and Malpractices" in 2022, as depicted in the process diagram on the right. This revision expands the scope of whistleblower acceptance to include clients, suppliers, partners, and other stakeholders engaged in business dealings. The regulations specifically outline confidentiality measures during the investigation process and mechanisms for protecting whistleblowers. The company treats whistleblower reports with sensitivity and caution. For each case, we enter into a Unilateral Confidentiality Agreement with the whistleblower to protect their information. Upon conclusion of the case, we provide a questionnaire for whistleblowers to ensure their rights and confidential information are safeguarded. All reports, transcripts, or related materials are handled confidentially and securely stored. Unauthorized disclosure is subject to disciplinary action under company policies. Additionally, the company ensures the safety of whistleblowers and takes legal action against anyone threatening, intimidating, or engaging in unlawful acts against them.



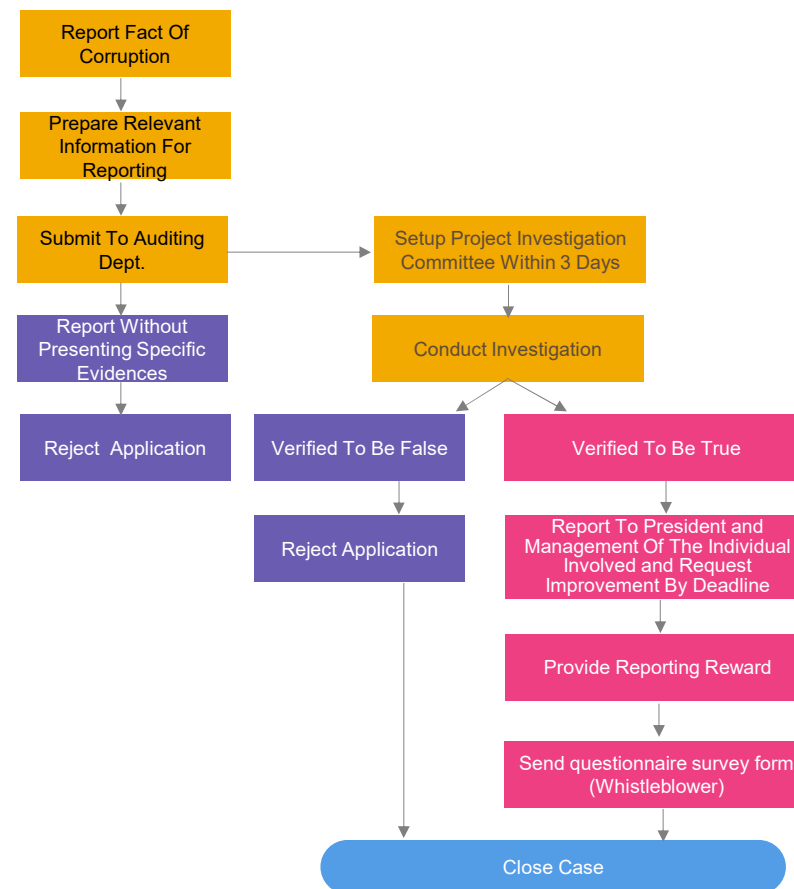
Irregular Business Conduct Reporting
Contact
Head of Auditing Department
gthaudit@getac.com.tw

Whistleblower system

Getac Holdings has established a whistleblower system for internal and external stakeholders to provide feedback or report violations anonymously regarding breaches of professional ethics. Details of the whistleblower system are available on Getac Holdings official website, procurement contracts, and the "Guidelines Governing the Reporting of Corruption and Malpractices". Promotion of the whistleblower system is also included in anti-corruption and anti-money laundering training courses. According to regulations, each reported case is categorized as significant or general based on the anticipated loss amount, with internal personnel receiving a bonus of NT\$200,000 for significant cases and 5% of the loss amount for general cases upon successful investigation.

To enhance user awareness of the complaint channel and ensure its effectiveness, the company implements regular and ad-hoc communication methods to strengthen understanding of the whistleblower system. Continuous improvement measures include raising the threshold for completing anti-corruption and anti-money laundering training, redesigning post-training feedback surveys, urging subsidiaries with company websites to establish integrity operation pages clarifying feedback received through the ethics reporting mailbox, and redesigning post-ethics reporting feedback surveys to gather input from whistleblowers and investigation committee members on the use of the reporting mechanism and channels.

Anti-corruption Informant Regulation Workflow



Integrity Management Operational Status

The company's Human Resources Development Center is responsible for formulating the integrity management policies and prevention programs, promoting and coordinating the training on integrity policies, planning the whistleblower system, and ensuring the effectiveness of these plans. It also supervises and audits corruption incidents through internal control and audit systems. The internal audit unit, based on the assessment results of integrity risk behaviors, formulates relevant audit plans to check the compliance of prevention programs and can appoint accountants to conduct audits. If necessary, professionals may be hired for assistance. The results of the audits will be reported to senior management and the dedicated integrity management unit and will be included in the audit report to the board of directors. The implementation status of integrity management for the year 2023 was reported to the board of directors on November 13, 2023. The board of directors fulfills its duty of due diligence by urging the prevention of dishonest behavior, reviewing its effectiveness, and making continuous improvements to ensure the implementation of integrity management policies. The implementation status is as follows:

- In 2023, Getac Holding and its 8 subsidiaries (consistent with the scope disclosed in the report) completed anti-corruption risk assessments.
- In 2023, one internal corruption incident was discovered, investigated, and dealt with by a special investigation committee, and the safety of the whistleblower was adequately protected.
- In 2023, the "Anti-Corruption and Anti-Money Laundering, Insider Trading Prevention" integrity management education training (digital courses) was arranged for the entire Getac Holdings Group, mandatory for all employees.

Anti-Corruption and Anti-Money Laundering Education Training

To implement integrity education, all directors, management, and employees of Getac Holdings must undergo anti-corruption related training. Since 2022, anti-corruption and anti-money laundering education training has been designated as a mandatory course. It is stipulated that all management and employees of the company and its subsidiaries must complete the training once and take a post-training test to ensure their understanding of the anti-corruption policies.

In 2023, the training completion rate target was raised to 80%. Completion is defined as each employee taking the post-training test and correctly answering all ten questions to achieve a perfect score of 100. If an employee scores below 100, they must retake the training and post-training test until they pass to be considered as having completed the training.

In 2023, a total of 6,965 employees from Getac Holdings and its subsidiaries received anti-corruption and anti-money laundering education and training, with a completion rate of 87.3%, as shown in the table below. In terms of senior management, six directors of Getac Holdings received three hours of anti-corruption training in 2023, accounting for 60% of all board seats. The courses included sessions on insider trading prevention and the code of integrity management, as well as how to avoid crossing the red line of director and supervisor responsibilities. The company has disclosed the details of the 2023 training courses and hours for all directors in the "Corporate Governance" section of the Market Observation Post System.

The Anti-corruption Training Status

Job Category	Item	2022	2023
Direct Employee	Number Of Trainees	4,438	4,075
	Number Of Total Employees	4,782	4,696
	Training Rate(%)	92.8%	86.8%
Indirect Employee (Not include supervisors)	Number Of Trainees	2,409	2,631
	Number Of Total Employees	2,924	2,959
	Training Rate(%)	82.4%	88.9%
Management	Number Of Trainees	276	259
	Number Of Total Employees	333	320
	Training Rate(%)	82.9%	80.94%
Total	Number Of Trainees	7,123	6,965
	Number Of Total Employees	8,039	7,975
	Training Rate(%)	88.6%	87.3%

Regulatory Compliance

Getac Holdings adheres strictly to applicable laws and regulations across its global operations. Regular comprehensive regulatory audits and compliance assessments are conducted to ensure all business activities comply with relevant legal requirements. Close communication is maintained with regulatory authorities to stay updated on the latest regulatory changes, and internal legal education initiatives are implemented. The Legal Affairs Center and responsible units conduct periodic comprehensive regulatory audits and compliance assessments based on their business scope to ensure alignment with legal requirements. We are committed to continually enhancing our compliance management mechanisms to adapt to evolving regulatory environments.

Statistics on Violations and Penalties

0 case	1 case ⁶	1 case ⁷
Major Violations in 2023 ⁵	Penalty Payments for Regulatory Violations in 2023	Events Of Fines Paid For Violating Regulations In 2022

⁵ Definition of Significant Violations: According to Article 26 of Article 4 of the Verification and Public Handling Procedures for Significant Information of Listed Companies on the Taiwan Stock Exchange Limited, significant events are defined as cases where the cumulative amount of fines for a single event reaches or exceeds NT\$1 million.

⁶Subsidiary Getac Technology was fined NT\$50,000 for violating Article 36, Paragraph 2 of the Labor Standards Act. Relevant improvements and response measures have been implemented.

⁷In 2022, subsidiary Getac Technology was fined NT\$100,000 for exceeding the legal limit on extended working hours under Article 32, Paragraph 2 of the Labor Standards Act and Article 24, Paragraph 1.

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.



Tax Policy

Getac Holdings and its subsidiaries comply with national regulatory requirements where operations are located, ensuring honest disclosure of necessary information. Tax filings, payments, and compliance with OECD Base Erosion and Profit Shifting (BEPS) regulations, including country-by-country reporting, are promptly completed. Substantive investments are supported in accordance with government policies, tax offsets are applied for as per regulations, and tax information is disclosed in financial statements to ensure transparency.

Getac Holdings primarily interacts with tax authorities in tax reporting. The principles include:

- Proactively seeking advice from regulatory authorities on regulatory ambiguities in daily operations.
- Timely compliance with regulatory tax reporting requirements.
- Engaging with tax authorities to understand policy applicability and actively participating in discussions.

The Finance and Accounting Center is responsible for all tax matters within the company. Department heads oversee tax operations and risk management, reporting to the CFO and CEO on tax execution to ensure effective tax management mechanisms. Biannual reviews and periodic analyses based on significant regulatory updates are conducted.

In addition, when handling corporate income tax filings and various tax declarations, the company and its subsidiaries divide responsibilities and obtain approvals from supervisors. For cross-border or non-routine tax issues such as mergers or changes in equity structure, land or building acquisitions, disputes with tax authorities, and changes or additions to major transaction models, the Finance and Accounting Center's management and tax specialists must be notified.

The Finance and Accounting Center is committed to providing timely tax advisory services based on the needs of each unit, and regularly reviewing the tax compliance status and risks of the company and its subsidiaries in accordance with current regulations. Additionally, the internal audit department conducts annual reviews to assess compliance with tax governance and control frameworks. Periodic tax risk assessments are conducted with the assistance of the accounting department and external experts, in line with updates to tax regulations from the OECD and the countries where related enterprises are located.

By confirming compliance with tax policies, conducting advance impact assessments, and controlling operational tax risks, we aim to evaluate potential tax implications from a long-term group perspective. This proactive approach helps inform operational decisions and planning.

Our group has completed the country-by-country reporting for the year 2022 in accordance with Taiwan transfer pricing regulations and OECD BEPS Action 13 requirements. According to regulations, the deadline for submitting the country-by-country report for the year 2023 is December 31, 2024, and our company will also complete this filing within the prescribed period.

The Finance and Accounting Center is responsible for executing various tax matters within our company. Tax specialists oversee supervision and management, reporting directly to the CFO. Additionally, our internal audit department conducts annual reviews to ensure compliance with tax governance and control frameworks. Tax planning and policies are developed by tax specialists within the Finance and Accounting Center, reviewed and approved by the CFO, and subsequently published and implemented upon approval by the CEO and relevant decision-making authorities.

The Finance and Accounting Center provides timely tax advisory services as per the needs of each unit and regularly reviews the tax compliance status and risks of our company and its subsidiaries in accordance with current regulations.



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

3.5 Risk Management

Enhancing Corporate Resilience

In 2023, given the volatile geopolitical tensions between China and the United States, global supply chains accelerated their restructuring efforts. Major corporations began strategizing on a global scale to mitigate impacts, employing strategies such as cross-border investments and diversifying supply chain geographic locations to navigate uncertain international political and economic landscapes. Additionally, governments worldwide implemented export controls and sanctions against specific countries, organizations, and individuals based on political and economic considerations and interests.

Factors like inflation, trade protectionism, extreme weather events, and widespread cyberattacks further complicated international affairs and global industrial supply chains. In this environment of constant change, maintaining corporate resilience, seizing opportunities swiftly, and responding effectively are crucial. Effective risk management, aligned with domestic regulatory requirements and international sustainability standards, has been a proactive measure adopted by our company to strengthen resilience in sustainable operations.

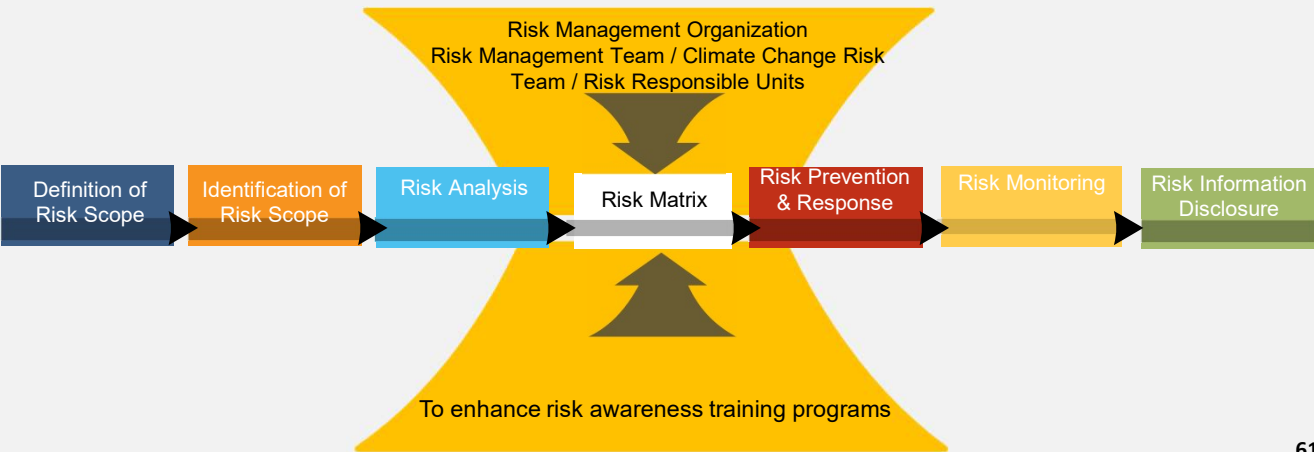
Risk Management Governance Framework

The Board of Directors of our company serves as the highest governance unit for risk management. Under the Sustainability Committee, the Risk Management Team (refer to page 52 of this report for the Governance Structure of the Sustainability Committee) and the Climate Change Risk Team drive the company's risk management planning. General Managers/Operations Directors of each subsidiary, along with unit supervisors, are responsible for risk management. Detailed explanations of our company's risk management organization and responsibilities can be found in the table in the upper right corner.

Risk Management Organization and Responsibilities at Getac Holdings

Risk Management Organization		Duties
The highest unit of company risk management	Board of Directors	According to laws and regulations, operational strategies, and the overall business environment, the company approves risk management policies, reviews and supervises the implementation of risk management, and assumes ultimate responsibility for risk management.
Company risk management planning and implementation unit	Risk Management Team	Responsible for integrating corporate risk management mechanisms and implementing procedures under the Sustainability Development Committee, and reporting risk management outcomes regularly to the Committee and the Board of Directors.
	Climate Change Risk Team	Reporting to the Sustainability Development Committee, responsible for climate change risk management and integration into the annual corporate risk management execution.
The responsible unit for corporate risk management	General Managers/ Operations Directors	The General Managers/Chief Operating Officers and unit managers of each subsidiary are responsible for assessing and monitoring risks within their units. They develop and execute risk prevention and response strategies.

Getac Holdings Risk Management Governance

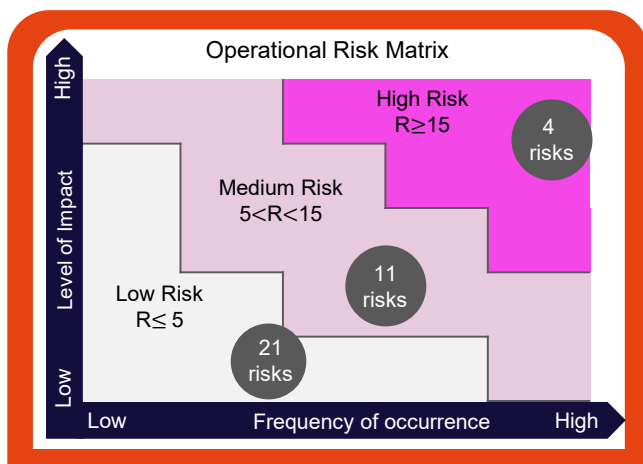




Risk Identification

In 2023, our Risk Management Team conducted a risk identification exercise for GTC Holding and its eight subsidiaries. These companies account for 91% of the consolidated revenue. The risk identification process produced an operational risk matrix based on the impact and likelihood of each risk occurring. The operational risk value (R) is calculated as the probability of occurrence (L) multiplied by the impact level (I). This year, the responsible risk units identified 36 risk items and evaluated their operational risk values using a risk measurement scale. There are four high-risk items, eleven medium-risk items, and twenty-one low-risk items.

An analysis of the high-risk items shows that 75% are related to economic (corporate governance) risks, while social risks account for 25%. For medium-risk items, economic risks make up 73%, social risks 18%, and environmental risks 9%. Getac Holdings adopts different response strategies according to the various operational risk values. For "low-risk" items, which have lower impact and likelihood, the company adopts an acceptance strategy and does not propose additional risk prevention and response plans. Only "medium-risk" and "high-risk" items have specific risk prevention and response plans. Details can be found on pages 63-65 of this report.



- Geopolitical Risk
- Export Control/Sanctions Compliance Risk
- Export Control/Sanctions Compliance Risk
- Risk of Cyber Intrusion Leading to Virus Propagation

Medium Risk

- Phishing Attack and Email Scams
- Corporate Website Content Tampering
- Data breach resulting from hacking leading to confidential information leakage
- Risk of non-compliance in storing or using personal data
- Patent infringement risk
- Overly concentrated sales
- Insufficient electricity supply in Vietnam
- Non-compliance with restrictions on hazardous substances regulations
- Risk of shortage of technical talent
- Risk of skills gap in key positions

Risk Education & Training

In August 2023, Getac Holdings conducted its first risk management education training under the theme "Essential Corporate Risk Management." The training covered indirect employees from GTC and its eight key subsidiaries (consistent with the scope disclosed in this report). A total of 3,241 employees participated in the training, with 2,891 individuals successfully completing the training assessment, achieving a completion rate of 88%. The training was conducted online and included topics such as the purpose and procedures of risk management, strategies for risk prevention and response, and practical case studies. The content was delivered through engaging videos, using recent corporate risk events as practical examples to illustrate the importance of risk management for the company and its employees. The training aimed to enhance employees' awareness of risks in their daily work, fostering a corporate culture with a heightened awareness of risk management. To accommodate employees with different language preferences, the training materials were published in both Chinese and English, facilitating easier comprehension and promoting the adoption of risk management knowledge across all GTC subsidiaries.

Risk Mitigation Measures

Risk Item	Risk Level	The Impact Of Risks On Operations	Getac Response Measures
Geopolitical Risk	High Risk	Geopolitical Risk Leading to Specific Countries Requiring Products or Components to Originate from Designated Countries, Resulting in Supply Chain Realignment and Increased Costs for Businesses	<ul style="list-style-type: none"> Regularly review government procurement regulations in key sales markets for the company. Plan differentiated product specifications to cater to diverse market demands.
Export Control/Sanctions Compliance Risk	High Risk	Due to geopolitical considerations and economic interests, governments of various countries issue embargo lists, prohibiting suppliers and customers from directly or indirectly shipping goods to countries under international sanctions. Products are also prohibited from being used for military purposes.	<ul style="list-style-type: none"> Implement sanction screening mechanisms. Report any suspected violations to the legal and audit units for investigation. Conduct regular education and training sessions. Establish export control policy statements and compliance guidelines applicable to the company and its subsidiaries for employees to follow. Provide export control compliance policies to suppliers, partners, and customers, and maintain records of compliance with export control regulations.
Export Control/Sanctions Compliance Risk	High Risk	Inadequate daily fire management, aging or poorly maintained electrical equipment in the factory, or deficiencies in fire facilities can lead to fire or explosion incidents, resulting in casualties and factory shutdowns.	<ul style="list-style-type: none"> Regularly conduct security inspections and strengthen automated monitoring. Strictly prohibit the use of devices and materials that have not been confirmed to be secure. Implement intelligent fire monitoring systems. Organize regular employee safety education training and fire drills.
Risk of Cyber Intrusion Leading to Virus Propagation	High Risk	A cyber intrusion into a subsidiary resulting in virus spread to other subsidiaries.	<ul style="list-style-type: none"> Implement network and physical segmentation across all companies within the group. Implement firewall isolation measures.
Phishing Attack and Email Scams	Moderate Risk	Hackers sending phishing emails to deceive individuals into divulging personal information or account details, exploiting human vulnerabilities to mislead victims into disclosing confidential information. This can lead to unauthorized alterations in financial operations, resulting in financial losses.	<ul style="list-style-type: none"> Conduct social engineering drills quarterly to enhance employee risk awareness. Conduct online training and assessments annually. In the event of a hacker intrusion, immediately notify relevant personnel to change passwords and issue reminders to employees to stay vigilant.
Corporate Website Content Tampering	Moderate Risk	Corporate website being hacked and maliciously altered or disrupted, leading to visitors being misled and causing negative impact, or leakage of company confidential information, resulting in fines for violating privacy or confidentiality agreements.	<ul style="list-style-type: none"> Perform vulnerability detection checks quarterly and activate WAF (Web Application Firewall) protection systems. In the event of a hacker attack causing website downtime, immediately activate backup data recovery systems.

Risk Item	Risk Level	The Impact Of Risks On Operations	Getac Response Measures
Data breach resulting from hacking leading to confidential information leakage	Moderate Risk	Cyber Intrusion into Security Systems Resulting in Unauthorized Access to Confidential Data, Leading to Company Trade Secrets or Customer Personal Information Leakage, and Potential Cyber Extortion Threats	<ul style="list-style-type: none"> • Install EDR (Endpoint Detection and Response) protection systems for alerting purposes. • Implement segmentation between internal and external website systems. • In case of confidential data leakage, activate the cybersecurity incident SOP (Standard Operating Procedure) for forensic analysis and notification, and inform the monitoring management unit.
Risk of non-compliance in storing or using personal data	Moderate Risk	Failure to comply with local data protection regulations in the storage or use of individuals' personal information may lead to risks such as theft, leakage, or misuse of customer personal data, impacting reputation.	<p>Getac Technology</p> <ul style="list-style-type: none"> • The company's official website implements the EU General Data Protection Regulation (GDPR), collecting and using personal data only within consented scopes. • The Company adheres to standard operating procedures when external vendors or third parties exercise data rights under GDPR requirements. • Regular reviews of data processing methods are conducted to ensure compliance with the latest regulations. • GDPR education training is held periodically. <p>Other Subsidiaries :</p> <ul style="list-style-type: none"> • Regularly conduct human rights risk advocacy for relevant units, including local data protection laws and GDPR-related policies. • Engage in human rights risk advocacy with suppliers and collaborative units, jointly committed to maintaining cybersecurity.
Patent infringement risk	Moderate Risk	The company's products or services may face allegations of patent infringement from competitors or any collaborating manufacturers. If infringement is proven, this could result in substantial licensing fees or damages, and potentially lead to financial losses due to disruptions in delivery.	<ul style="list-style-type: none"> • Establish a comprehensive patent management system and patent proposal review process • Continuously screen patents to ensure freedom to operate • Plan patent offense and defense strategies; when faced with claims from collaborators, analyze strategies with external lawyers • Conduct a comprehensive inventory of the company's patent portfolio to understand GTC's patent layout and related rights scope, increasing the possibility of using company patents as bargaining chips in settlement negotiations
Overly concentrated sales	Moderate Risk	The risk of over-concentration in sales implies that the company's product shipments overly depend on a small number of customers or markets, which could increase business risks for the company.	<ul style="list-style-type: none"> • Expand and diversify the proportion of orders from customers beyond a single client • Diversify development efforts by actively introducing new technological products and expanding into new processes, customers, and markets • Leverage the advantages of multiple manufacturing bases to increase the share of orders from diverse customer types

Risk Item	Risk Level	The Impact Of Risks On Operations	Getac Response Measures
Insufficient electricity supply in Vietnam	Moderate Risk	Insufficient electricity supply in Vietnam, affecting production and delivery schedules	<ul style="list-style-type: none"> Maintain adequate inventory to address power shortage emergencies. Purchase new generators to fulfill priority and urgent orders. Foster mutual support among subsidiaries; when capacity allows and molds are available locally, assist the Vietnam plant with production and delivery.
Non-compliance with restrictions on hazardous substances regulations	Moderate Risk	Suppliers' non-compliance with environmental regulations on prohibited and restricted substances, such as RoHS, REACH, Battery Directive, or California Proposition 65 requirements, resulting in delayed product shipments and associated contractual liabilities.	<ul style="list-style-type: none"> Sign long-term procurement contracts with suppliers, requiring compliance with RoHS substance restrictions and GP product specifications. Utilize the GP online system for declaring hazardous substances, provide suppliers with testing reports, and conduct regular self-assessments of material compliance. Implement standard operating procedures for material input and manufacturing processes. When involving environmentally-friendly processes, mandate suppliers to pre-plan compliance with local regulations and develop backup plans for alternative suppliers.
Risk of shortage of technical talent	Moderate Risk	Shortage of local technical professionals with engineering and technical backgrounds at operational sites, leading to extended training periods. Additionally, high competition for talent through aggressive salary offers impacts the timelines for new product development and mass production.	<ul style="list-style-type: none"> Facilitate mutual support among subsidiaries to transfer molds and conduct technical training after completing new product development. Conduct employee training aligned with customer needs and based on trainer feedback, continuously auditing and improving methods, and passing knowledge to new hires. Continuously recruit new talent, offering incentives to outstanding employees to stabilize the pipeline of successors.
Risk of skills gap in key positions	Moderate Risk	Insufficient mechanisms for training and developing talent in key positions, coupled with a lack of suitable successors in middle and senior management roles, may lead to leadership vacancies and instability in management. This could subsequently impact the operational efficiency and growth of the enterprise.	<ul style="list-style-type: none"> Regularly assess key positions and adjust based on organizational strategy and market changes. Establish an effective talent assessment and development system to ensure succession candidates have necessary skills and qualities. Provide learning opportunities for successors, such as job rotations and training, to enhance their knowledge and experience. Maintain loyalty among successors through fair compensation, rewards, and commitments to proactively prevent turnover. Conduct biannual training for frontline supervisors to address future expansion needs.
Overly Centralized Procurement	Moderate Risk	Customers specify materials with exclusive supply or excessive concentration of major component suppliers, leading to longer lead times for material preparation and impacting deliveries.	<ul style="list-style-type: none"> Accelerate development of alternative materials and increase supplier diversity. Seek customer assistance in identifying alternative suppliers to avoid exclusive agency arrangements, and coordinate inclusion of substitutes. Engage customers early in product design to discuss adopting alternative materials.

Identification of Human Rights Risks

To enhance the focus on human rights and adhere to the spirit of the OECD Guidelines for Responsible Business Conduct, the Risk Management Team conducted a human rights risk assessment this year. From an employer's perspective, five human rights risks were identified, including forced labor, freedom of association, discrimination, illegal employment of child labor, and occupational health and safety issues. From a procurement perspective, five human rights risks were identified, including forced labor, failure to provide legally required rest or pay, various forms of discrimination and harassment, incidents compromising worker health and safety, and the use of conflict minerals. From the perspective of product and service providers, violations of the EU GDPR data protection rules were identified. Following this, human resources, procurement, legal, and environmental health and safety managers from eight subsidiary companies were invited to conduct human rights risk identification. They assessed the likelihood of occurrence and severity of impacts for each human rights issue. Specific preventive and mitigation measures were proposed for the identified high-risk human rights issues.

Based on the results of the assessment, each issue in the questionnaire has a maximum risk value (R) of 25 points, calculated as the probability (L) multiplied by the impact severity (I). It was found that the risk values (R) for all ten issues identified from the perspectives of employers and procurement are ≤ 5 , indicating low-risk levels. This is attributed to the significant production bases and supplier concentrations in Taiwan, China, and Vietnam, where national laws provide protective measures for labor rights.

The only issue identified with a moderate risk level is compliance with the EU GDPR data protection rules. According to our company's risk management policy, low-risk issues only require observation without the need for risk prevention and mitigation plans. For the moderate-risk issue concerning GDPR compliance, detailed response measures are outlined in page 73 of this report on compliance risks related to the storage or use of personal data. In the event of a customer data breach, immediate cessation and damage control measures will be implemented. Corresponding actions will be taken to rectify and prevent recurrence, along with disciplinary measures as per our compliance regulations for individuals involved in non-compliance.

Getac Holdings (Consolidated) Identification of Human Rights Risks in 2023

Role	Description of Risk	Stakeholders	Risk Level
As an Employer	Employees working excessive overtime, unable to balance work and life, long-term harm to physical and mental health.	Employees exceeding the statutory working hours per month.	≤ 5 , Low
	Restricting or coercing employees from exercising their right to free association	All Employees	≤ 5 , Low
	Employees facing discrimination or actions against their will while performing their duties.	All Employees	≤ 5 , Low
	Failing to verify the age of new employees, resulting in the employment of child labor.	All Employees	≤ 5 , Low
	The company fails to provide employees with sufficient job training or safety knowledge, leading to injuries, illnesses, or fatalities while on duty	All Employees	≤ 5 , Low
As a Procurement	Suppliers often demand employees to work overtime, which affects quality and delivery schedules, damages company interests, and may lead to strikes, impacting service quality and threatening operations.	Employees of suppliers	≤ 5 , Low
	Due to various forms of discrimination, harassment, and similar incidents, there is a potential for reputational risk and significant negative impact on operations.	Employees of suppliers	≤ 5 , Low
	Supplier's business negligence, occupational fatalities, and violations of safety and health regulations carry high legal risks that can lead to work stoppages, business closures, and severe operational disruptions.	Employees of suppliers	≤ 5 , Low
	Legal risks arising from the illegal employment of child labor or reputational risks resulting from occupational accidents, causing significant negative impacts on customers	Employees of suppliers	≤ 5 , Low
	The use of raw materials by suppliers that may originate from regions associated with forced labor, child labor exploitation, or armed conflict indirectly oppresses and harms local human rights and living conditions, leading to reputational risks.	Employees of suppliers	≤ 5 , Low
As a provider of products and services	Failure to comply with local data protection regulations in the storage or use of individuals' personal information may impact customer rights, leading to risks such as theft, leakage, or misuse of personal data, thereby affecting reputation.	Product and Service User	6, Moderate

3.6 Intellectual Property

Intellectual Property Management

We are committed to establishing a robust intellectual property management system to protect the company's innovative achievements and technological assets. We actively engage in patent application and protection, continually optimizing our patent portfolio strategy to ensure effective protection and control over key technologies. Simultaneously, we enhance monitoring and mitigation of patent infringement risks, actively pursue patent licensing and collaborations to maximize the value of our intellectual property. Through effective intellectual property management, we aim to maintain our competitive position in a fiercely competitive market, achieving sustained growth and value creation. Our intellectual property management initiatives include: 1) Protection of trade secrets, 2) Trademark management, 3) Patent planning and management measures.



Measures for protecting trade secrets include:

- Employee Confidentiality Obligations: Through regulations and project management, regulate employees' protection of trade secrets.
- External Confidentiality Responsibilities: Sign confidentiality agreements with external parties to manage their confidentiality obligations.
- Work Area Security: Implement security measures such as access control and surveillance systems.
- Information Security Management: Manage information policies through an Information Security Committee and implement the ISO 27001 and TISAX dual certification systems.
- Education and Training: Regularly educate and train employees on trade secret protection.
- Implementing trade secret protection measures can safeguard research and development outcomes, enhance product competitiveness, and prevent leakage of new product information.



Trademark management measures

- Utilize the e-Trademark platform to centrally manage trademark-related information, ensuring the validity of trademark rights.
- Conduct risk assessment before using new trademarks, including searches in various countries' trademark databases to ensure no infringement concerns.
- Undertake trademark protection efforts, investigate suspected infringement cases, and assert rights to mitigate the risk of infringement.



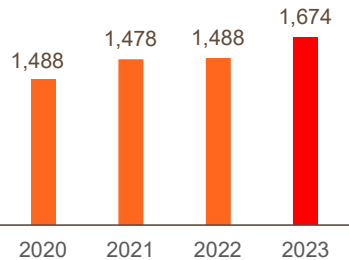
Patent planning and management measures

- Establish patent regulations and incentive measures to encourage technical innovation, and provide corresponding bonuses and commendations.
- Collaborate with internal and external resources to jointly develop patent applications, ensuring valuable patent filings.
- Optimize the patent electronic platform to enhance management efficiency, protect employees' innovative inventions, and improve the quality and competitiveness of patents.
- Conduct product infringement risk assessments and avoidance designs to mitigate infringement risks.
- Build a patent portfolio with offensive and defensive capabilities to enhance the patent's ability to withstand challenges.
- Provide periodic patent-related education and training to employees to enhance their patent knowledge.

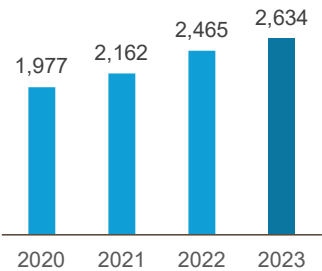
Intellectual Property Rights Operations

- 1. In 54 countries globally, we have registered 165 trademarks including Getac, Getac Select, Atemitech, among others. Collaborating with key clients, we've created successful case studies to continually strengthen brand identity, enhance reputation, and expand market presence.
- 2. In 2023, we invested NT\$1.674 billion in research and development, approximately 5% of net operating income. Our focus remains on designing products that deliver optimal user experiences, leveraging differentiated process technologies to enhance competitiveness. We encourage our subsidiaries to achieve annual patent goals, resulting in the acquisition of 293 new domestic and international patents in 2023. This brings our cumulative total to 2,634 patents, reflecting a 7% increase compared to 2022.

Getac Holdings (Consolidated)
Research & Development Expense
Unit: NT\$million



Getac Holdings'(consolidated)
Cumulative Total Of Patents
Unit: NT\$million



- 3. Granted patents covering multiple domains provide solutions integrated into product designs to enhance functionality and competitiveness, expand product applications, create more sales opportunities, and increase revenue. Simultaneously, this strengthens the company's capability to offer comprehensive solutions while meeting industry demands.
- 4. Every quarter, a comprehensive review of existing patents is conducted to assess infringement risks. Communication between the Intellectual Property Department and the R&D department ensures analysis and, as necessary, avoidance designs to safeguard operational freedom.

- 5. In 2023, subsidiaries Getac Technology and Atemitech Corp. completed the planning for their patent management systems, scheduled for full implementation by the end of 2024.
- 6. Throughout the year, we conducted 17 seminars and courses globally on patent-related topics, featuring both external speakers and internal experts, including both physical and online sessions, to enhance awareness of intellectual property among colleagues.
- 7. Recognizing the competitive landscape of patent litigation in the market, Getac Technology implemented a new patent review system aimed at protecting company technology patents and preventing infringement. This new system categorizes patent proposals into three major evaluation categories: patentability assessment, product applicability evaluation, and market competitiveness evaluation. Based on these evaluations, patent proposals are graded into four different levels by three different departments. Proposals rated highly across all categories receive a Level 1 grade, suggesting applications aligned with the company's global strategy. Those lacking market competitiveness, technical innovation, or product applicability receive a Level 2 grade, with country-specific deployment at the discretion of central management. Proposals only deemed feasible for patenting receive a Level 3 grade, typically for defensive patent applications. Proposals rated low or not recommended across all categories receive a Level 4 grade, advising against application. Additionally, the Intellectual Property Management Department oversees the timeline for patent proposals, ensuring that the period from receiving a proposal to obtaining the first national patent application date is completed within three months. Furthermore, the timeline for global deployment from the effective first national patent application date is controlled within two months, ensuring the timeliness and effectiveness of patent applications. To incentivize high-quality innovation proposals, revisions were made to the patent performance reward scheme, along with the introduction of a patent proposal competition with monetary awards. In 2023, compared to 2022, there was an 86% increase in the number of patent proposals.
- 8. In 2023, Getac Technology did not face any confirmed judgments regarding infringement of others' intellectual property rights.

0 case

Confirmed judgments of
infringement of others' intellectual
property rights in 2023

3.7 Information Security

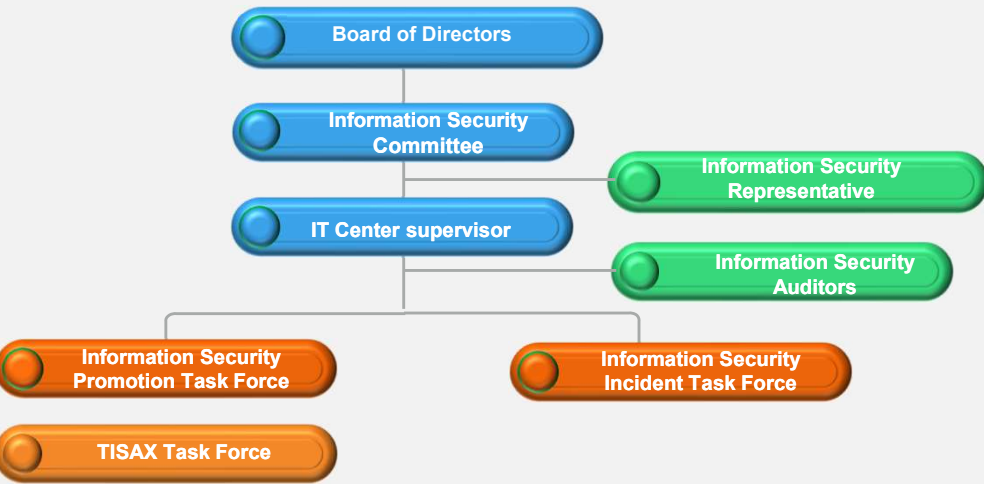
Information Security Management Structure

Information security is crucial for enterprises, especially with the increasing threat of cyberattacks today. These attacks can disrupt normal business operations, lead to leakage of confidential data, and result in operational downtime, financial losses, damage to reputation, and potential liabilities such as compensation responsibilities and customer loss. Therefore, establishing information security resilience becomes a key issue for enterprises to mitigate risks.

To address these challenges, the company has established an Information Security Committee, detailed in the Information Security Committee Organizational Structure diagram below. Chaired by the Chairman, it serves as the highest guiding and arbitrating body for group information security. Its responsibilities include setting the direction for information security policies, supervising their implementation, planning initiatives, and coordinating all information security-related matters.

In addition, the Information Security Committee assigns roles such as information security auditors, security representatives, a security policy promotion team, and a security incident response team. These teams are responsible for developing, executing, and rehearsing relevant security operations. The company's Information Security Committee meets quarterly to report on the implementation plans and progress of information security, and to address evolving domestic and international security trends and industry alerts. The security teams regularly monitor technological developments and consolidate internal and external expert recommendations, reporting to the Information Security Committee for strategy formulation and implementation. The Chairman reports to the Board of Directors. Through this organizational structure and operational model, the company effectively addresses information security challenges, reduces risks, and ensures the stability of its operations.

Information Security Organizational Chart of Getac Holdings



The operation of the Information Security Committee

In 2023, the Information Security Committee convened a total of 3 meetings. Key accomplishments in cybersecurity defense included:

1. Regular implementation of social engineering simulation programs to educate employees on new types of internet phishing scams. Additional educational training courses were arranged for colleagues who did not pass the tests to strengthen their cybersecurity awareness.
2. Completion of network segmentation within the group to prevent any subsidiary from being vulnerable to hacker intrusions, thereby reducing the spread of risks to other subsidiaries.
3. Regular internal and external vulnerability scans covering network security, website security, email security, account passwords, and cloud security. Analysis was conducted to identify and address exposure situations, proposing corresponding action plans.
4. Establishment of a Web Application Firewall (WAF) for external website protection to enhance security.
5. Implementation of a website penetration testing exercise plan, scheduled for early 2024.
6. Compliance with regulatory requirements by clearly defining the responsibilities of information security management executives and units.

Information Security Defense Measures

In 2020, to ensure that Getac's security protection systems remain current, we implemented several measures to address risks associated with existing and future developments. On the management front, we strengthened the cybersecurity governance framework and strictly controlled personnel access rights. On the hardware side, we introduced a cybersecurity monitoring platform, constructed internal firewalls, and implemented the GDMS equipment management system, creating a comprehensive protection network from core to periphery to enhance information security. In 2021, we completed a corporate cybersecurity risk assessment for our global operational sites. Based on the operational models of each site, we established corresponding cybersecurity levels and conducted risk assessments for different data center equipment. We assessed risks across data, software, physical, service, and personnel aspects, assigning low, medium, or high ratings and implementing appropriate security measures for identified vulnerabilities.

In 2022, facing increasingly complex cyber-attacks, we not only continued our routine management

but also established a rapid recovery framework. This framework ensures that, in the event of system or data damage, operations can be restored within 12 hours of identifying the damage. We also created a real-time backup environment for the ERP critical systems, significantly reducing the risk of business interruptions and data loss. In 2023, in response to the increasing frequency of global cyber-attacks, we initiated internal network segmentation to prevent potential zero-day attacks and hacker intrusions, completing all corporate network segmentation operations by August.

In 2024, our key plans include upgrading the ISO 27001 certification to the 2022 version and expanding the certification scope to include both the headquarters and subsidiaries, ensuring compliance with regulations and meeting customer expectations. We will produce basic cybersecurity awareness videos available in multiple languages to enhance cybersecurity awareness among our employees. Additionally, we will implement endpoint management software developed by the headquarters to strengthen the cybersecurity control of personal computers and automate the distribution of cybersecurity policies, achieving a comprehensive and rapid cybersecurity upgrade.

Getac Information Security System Structure

Information Security Verification

- Intelligence Analysis
- Inventory of Security Assets
- Password Management/Two-Factor Authentication
- Source IP Control
- Website Filtering
- Network Monitoring

Information Security Protection

- Antivirus Software
- Next-Generation Firewall
- Endpoint Protection Software
- Spam Email Protection
- External Website Protection
- Data Encryption Mechanism
- Social Engineering Simulation
- Web Application Firewall Protection System

Intrusion Detection

- Antivirus Software
- Next-Generation Firewall
- Vulnerability Scanning and Patching
- Security Operations Center (SOC)
- Endpoint Intrusion Detection
- External Exposure Reporting

Event Response

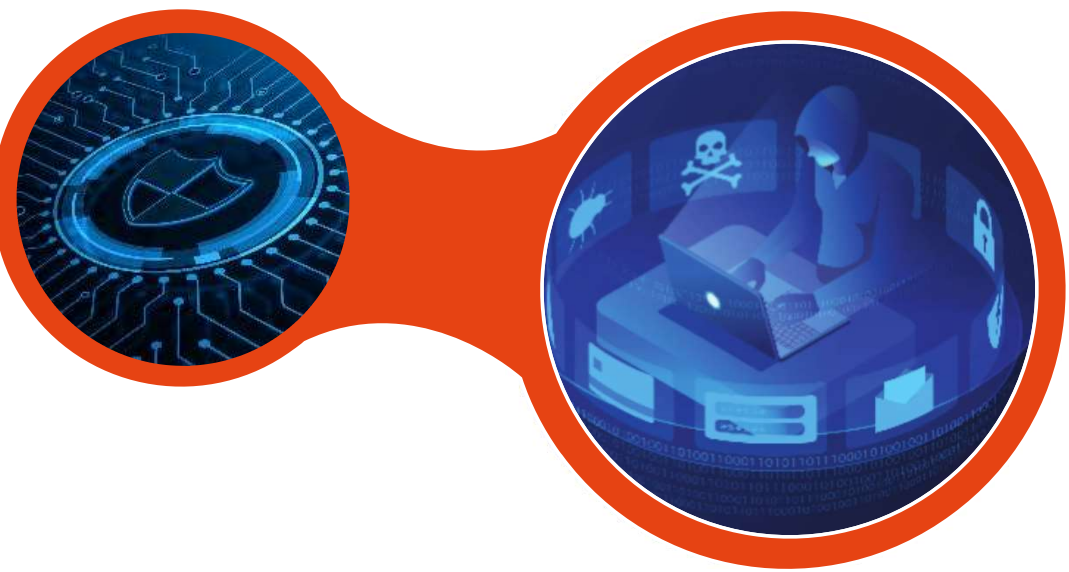
- Cybersecurity Incident Reporting
- Cybersecurity Incident Response SOP
- Cybersecurity Advisory Team
- Cybersecurity Incident Forensics
- TWCERT (Taiwan Computer Emergency Response Team) Membership
- Penetration Testing Exercises

Disaster Recovery

- Multi-generation Backup
- Offsite Backup
- Cloud Backup
- System Rapid Restore
- Offsite Redundancy

Information Security Certification

To ensure that Information security management and personal data protection capabilities align with international standards and meet the requirements of major international clients, Getac Holdings obtained ISO 27001 Information Security Management System certification in 2019. In 2020, the company further acquired the "Trusted Information Security Assessment Exchange" (TISAX, VDA ISA) certification, becoming one of the few domestic companies with both ISO 27001 and TISAX dual cybersecurity certifications. In 2023, three automotive business group sites, including Getac Changshu and its Kunshan branch, and Getac Vietnam, passed the TISAX certification. Additionally, in 2023, GETAC Technology once again passed the more stringent updated version of the TISAX cybersecurity certification.



Cybersecurity Education and Training

In addition to proactive defense, detection, and alerting with software and hardware, we place great emphasis on daily cybersecurity education and training for our employees, implementing regular monitoring and spot checks. To address future cybersecurity risks and challenges, we maintain vigilance with diverse preventive measures and integrate cybersecurity awareness into internal management. The Information Security Department ensures that 100% of its employees complete educational training, ensuring that all relevant personnel have sufficient cybersecurity knowledge to counter potential risks. Personnel involved in TISAX projects must also undergo additional TISAX training courses related to phishing attack prevention.

To elevate cybersecurity awareness and foster consensus among all employees, Getac Holdings has issued the "Personnel Information Security and Computer Usage Regulations" and made cybersecurity promotion a mandatory part of new employee training. For daily usage, we periodically publish cybersecurity reminder messages via the internal portal and email. To enhance email security awareness and strengthen cybersecurity, we add warning messages in the subject and content of external emails. Additionally, to reinforce employees' familiarity with cybersecurity knowledge, we periodically conduct cybersecurity awareness announcements and directly communicate the importance of cybersecurity awareness to our colleagues. We have also installed TV broadcast systems in offices and factory sites to continuously and repeatedly reinforce cybersecurity messages among employees.

To further raise employees' awareness of cybersecurity risks, we offer various cybersecurity-related training courses, including topics on information security knowledge (such as how hackers attack computers and data leakage pathways), risks of using illegal software, understanding computer usage crimes, and cybersecurity risk management and response strategies. Recognizing that many intrusion methods originate from phishing emails, the IT team has developed a social engineering simulation software to conduct regular social engineering exercises. In 2023, we conducted four social engineering drills, targeting global indirect employees. During each drill, 2,800 to 2,910 phishing emails were sent to employees worldwide. Over the four exercises, the test pass rate increased from 93% to 97%.

3.8 Customer Relationship

Quality Management

Getac Holdings is firmly committed to providing its customers with top-notch products and services. The Company embraces a customer-centric philosophy, carefully listens to the voice of its customers, and adopts a customer perspective. We actively offer advice and suggestions to help customers solve their problems and ensure optimal customer experiences. We follow the ISO 9001 international quality certification system to build our quality management system, establish quality management manuals, and collect the feedback from the customers regarding product abnormalities, technique problems, sales and services, aftersales repairs, and so on. We request the departments concerned to review and analyze the problems to find out causes and propose corrective and preventive measures as a basis for the improvement.

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

Customer Privacy

Protecting customer privacy is a legal and ethical obligation that every enterprise should strictly adhere to. In the digital age, customer privacy faces greater threats because private information can be easily stolen, misused, or leaked. To safeguard customer confidentiality and privacy, Getac Holdings and its subsidiaries aim to have "zero confirmed cases of judicial complaints due to violations of customer privacy or loss of customer data" as an annual goal. Measures are implemented across employee codes of conduct, confidentiality agreements, access control, personal data protection during maintenance services, and privacy policies on the company's website. The company's measures for protecting customer confidentiality and privacy include:

1. Employees are required to strictly comply with protecting customer confidentiality and privacy.
2. Confidential information obtained from clients will be disclosed only on a need-to-know basis. Disclosure will only be made to individuals who have signed confidentiality agreements based on specific cases.

3. Ensuring the security of network and electronic platforms to prevent leakage or dissemination of customer confidential information, thereby protecting customer rights. Information security measures are detailed on pages 69-71 of this report.
4. Regularly organize training courses to strengthen internal staff awareness of compliance with laws and regulations regarding business secrets and customer privacy protection. Establish the "Production Site Confidentiality System" method, prohibiting visitors from taking photos, videos, or audio recordings when entering the production line.

Personal Data Protection in Repair Services

Furthermore, the subsidiary Getac Technology's rugged computer products are primarily used by government agencies or large enterprises, where the sensitivity and confidentiality of the stored information are high. Therefore, there are higher demands on the cybersecurity capabilities of the products themselves. To ensure that users can use Getac products with peace of mind and to reduce the likelihood of information leakage, we implement necessary customer privacy protection measures from the initial product design to the final after-sales service, as outlined below:

1. The Legal Department monitors relevant legal changes in the company's operating locations, promptly updates regulations for protecting customer privacy and data, and extends relevant measures to every aspect of product production. During the product development stage, we consider user data security and compliance with personal data protection regulations and establish corresponding preventive mechanisms.
2. Product design incorporates industry-leading cybersecurity specifications and collaborates with internationally renowned encryption vendors to ensure software and hardware compatibility. We provide comprehensive solutions for customers requiring advanced encryption software and offer a convenient removable hard drive design, allowing users to immediately remove and take the hard drive from the device in case of emergency evacuation.
3. Global customer service centers and authorized third-party service providers must comply with relevant personal data protection laws. When repairing product devices, they must not improperly store customer information and are reminded to remove the hard drive before sending the device for repair to protect personal data from leakage during the repair and transportation processes.
4. We offer "Keep Your Hard Drive" & "Keep Your Solid State Drive" high-end hard drive warranty services. When storage devices are damaged, we provide new replacement devices and allow customers to retain the old devices, thereby preventing data leakage.
5. To enhance customer confidence in the company's information security, the Taiwan headquarters has implemented the ISO 27001 Information Security Management System to strengthen anti-hacking capabilities and has obtained third-party certification.

Privacy Breach Incident

0 case

Total number of privacy breaches involving customers confirmed by regulatory authorities in 2023.

0 case

Total number of privacy breaches involving customers confirmed by external parties and verified by the organization in 2023.

0 case

Total number of confirmed incidents of information leakage, theft, or loss of customer data in 2023.

General Data Protection Regulation (GDPR)

The European Union's General Data Protection Regulation (GDPR), officially implemented on May 25, 2018, mandates that all businesses offering goods, services, or observing behaviors of individuals within the EU must comply. Shenzhen Jincheng Holdings has engaged professional consulting firms to assist in implementing comprehensive personal data protection strategies for its Solid-State Drive Solutions division, including:

1. Conducting an inventory of units involved in personal data collection and their operational procedures, and implementing strengthened measures for personal data protection mechanisms.
2. Implementing secure transmission protocols on all websites to protect personal data and modifying privacy notices to meet GDPR standards, ensuring collection and use of personal data only within the scope and limits agreed upon by the data subject.
3. Reviewing agreements with third-party vendors involved in data collection and processing, and ensuring inclusion of data protection obligations in contracts.
4. Appointing dedicated Data Protection Managers to promptly address customer or stakeholder concerns regarding personal data protection rights.
5. Providing GDPR education and training to employees, with plans to digitize educational materials in 2022 and enhance employee awareness through online interactive training methods.

In 2022, the European Commission issued new guidelines under GDPR Article 46(2)(c) concerning the international transfer of personal data. These guidelines require all multinational corporations to begin using the latest version of Standard Contractual Clauses (SCCs), published by December 2022, as the legal basis for legitimate cross-border data transfers. Accordingly, Getac Holdings' subsidiary, Getac Technology, completed the implementation by adopting the European Commission's latest version of SCCs. This framework serves as the legal basis for legitimate cross-border data transfers between Getac Technology and its subsidiaries, ensuring compliance with the latest regulations set forth by the European Commission on data transmission.

GDPR Education & Training



In 2023, Getac Technology conducted GDPR education and training under the theme "GDPR Awareness and Personal Data Management Advocacy Training." The training targeted units involved in collecting and processing personal data of individuals within the EU, including operations, customer service, procurement, product planning, and IT departments. A total of 194 employees were scheduled to participate, with 170 employees completing the training, achieving a completion rate of 87.6%. The training required participants to pass a test scoring above 80 points. The program was open to all Getac Technology employees, with 224 employees completing the training overall.

The training consisted of physical seminars supplemented by online courses for those unable to attend in person. Key topics included GDPR's core principles to ensure compliance in data

handling and understanding data subjects' rights, emphasizing effective responses to requests. The aim was to enhance employees' awareness of GDPR risks and regulatory requirements, mastering key concepts of data management to ensure legal compliance. The seminars were conducted primarily in Chinese, with English materials provided for non-Chinese-speaking employees to support their understanding and completion of post-training assessments.

Contact the GDPR Data Protection Officer

Getac Technology has appointed a GDPR Data Protection Officer (DPO) responsible for handling matters related to personal data protection. This role includes ensuring effective processing of data subject rights requests and providing consultation services on data protection.



The GDPR Data Protection Officer
dpm.LAC@getac.com.tw

GDPR Complaint Incidents

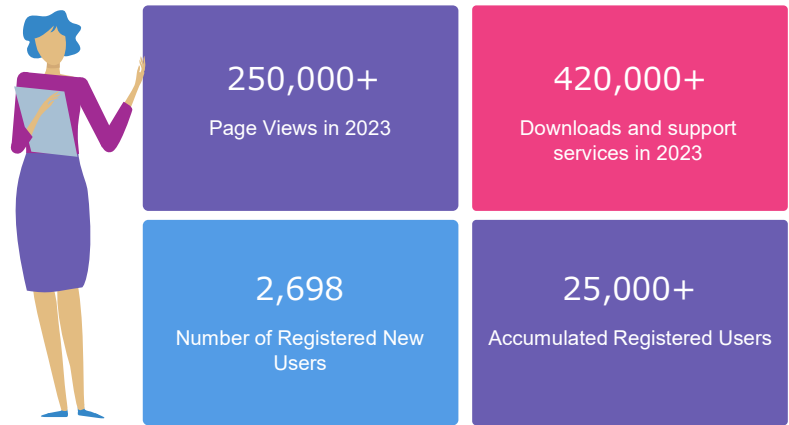
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GDPR-related
complaint incidents in
2023.

Sales and After-Sales Service

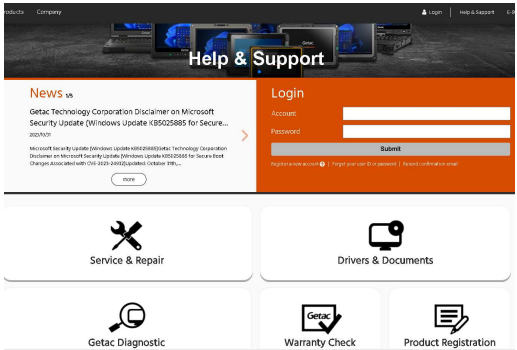
Subsidiary Getac Technology specializes in marketing rugged computer brands, focusing in recent years on deepening local marketing efforts to provide more immediate and higher-quality services to local customers. This is achieved through close collaboration with regional strategic channel partners to plan marketing activities and messages tailored to channel markets, enhancing brand marketing and communication. Currently, Getac brands have established maintenance centers or authorized repair partners in key global sales regions to provide real-time service support. Service points are continuously increasing to meet the demands of sales and customer needs for rapid and immediate service. Getac Technology leverages IT management systems to enhance communication with customers, incorporating tools such as Partner Portal, E-quotation, Marketing Automation, and the second-generation Service Portal service platform. These systems systematically provide product information and after-sales service, enabling channel partners to quickly access information about Getac Technology's products and services. This facilitates more effective and streamlined sales to end users, significantly improving customer satisfaction.

GETAC Service Portal Service Record



GETAC Service Portal Service Content

1. Product Registration and Warranty Inquiry
2. Driver and Document Downloads
3. Repair Service Requests
4. System Video Tutorials
5. Frequently Asked Questions (FAQs)
6. Self-Diagnosis and Recovery Tools
7. Online Support (On-line Q&A)
8. Technical Support via Email and Phone Services



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

Have any questions? Talk to us.

Customer Satisfaction

Each subsidiary conducts customer satisfaction surveys according to the company's standard operating procedures for satisfaction surveys, based on their business type and transaction volume. The annual survey targets and quantities are determined accordingly. The survey covers aspects such as product quality, sales service, delivery times, technical support, and after-sales service. Understanding and analyzing customer satisfaction serve as crucial bases for adjusting operational strategies and continuously improving product and service quality. In 2023, each subsidiary of Getac Holdings conducted at least one Customer Satisfaction Survey, while Getac Vietnam conducted one monthly. A total of 139 manufacturing partners participated in the surveys, achieving a response rate of 98.99%. The survey results were generally positive, with the lowest customer satisfaction score at 87.30 and an average score of 93.58.

Customer Complaint Incidents

Each subsidiary of Getac Holdings has established customer complaint channels to safeguard customer rights. In 2023, a total of 58 customer feedback and complaint cases were received. Complaints were related to product issues, including quality errors and improvements, appearance defects, structural dimensions, and abnormal sizes. All complaints were handled properly, with no unresolved customer complaint cases.



Customer Consultation and Complaint Channel

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





4.0 Social inclusion

4.1	Employee Diversity And Inclusiveness	77
4.2	Talent Attraction and Retention	80
4.3	Human Capital Investment	87
4.4	Human Rights Protection	90
4.5	Employee Health And Safety	93
4.6	Social Participation	99

4.1 Employee Diversity And Inclusiveness

Getac believes that talent is the key to sustained growth and profitability of the enterprise. A happy and safe workplace can boost employees' creativity and morale. Therefore, Getac is committed to creating a friendly and safe work environment. We start with corporate culture and encourage a transparent and open communication culture, transcending cultural and regional limitations. As long as one has the ability, there are equal opportunities for promotion. We offer competitive salary and benefits, comprehensive education and training, and a comfortable and safe working environment to attract and retain excellent talent.

A Culture Of Diversity And Integration

Getac firmly believes in the value of a diverse and inclusive culture. Therefore, we are not just an international brand, but also a team comprising members from over a dozen countries worldwide. Our operational headquarters, production bases, and sales offices are located in Taiwan, China, Vietnam, USA, UK, Germany, Italy, France, Netherlands, Poland, Australia, India, Japan, Dubai, and Indonesia. We prioritize local talent and integrate them into our teams. The hiring of managers and senior executives also follows this principle to ensure full integration into local cultures and societies wherever we operate.

Additionally, our company is committed to gender equality, hiring based on professional competence and performance rather than gender or age. We also welcome individuals with disabilities, providing necessary support and resources to help them achieve their career goals. These practices reflect our commitment to diversity and inclusivity, believing they enhance creativity, efficiency, and mutual growth within our team.





In 2023, Getac Holdings had a total of 8,990 global employees (including all consolidated entities), an increase of 26 headcounts compared to 2022. The distribution of global employees by country is as follows: China 59.1%, Vietnam 24.4%, Taiwan 13.6%, United States 2.0%, and others 0.9%. This sustainability report, focusing on non-financial performance disclosures, covers Getac Holdings and its eight subsidiaries, totaling 7,975 employees, representing approximately 93% of consolidated revenue. All global employees, whether permanent or temporary, are required to sign labor contracts. There are no casual or non-guaranteed hour employees. Getac Technology and Atemitedh Corp. employed 84 non-employee workers through dispatch companies due to plant adjustments, accounting for about 1.1% of total employees, which is not a significant proportion compared to the total workforce. The ratio of direct to indirect employees is approximately 59:41, with a male-to-female ratio of 59:41. This is mainly due to more men than women in engineering roles and the heavier workload and higher risk factors in die-casting lines. In terms of age, employees aged 30 and below account for 35%, those aged 31 to 50 account for the majority at approximately 62%, and those aged 51 and above account for 3%. Getac Holdings provides a smooth retirement and re-employment process for retirees (current retirement ages in China are 60 for male workers, 55 for female executives, and 50 for female workers). In 2023, Getac Kunshan, MPT Kunshan, MPT Suzhou, and Getac Changshu set annual targets for re-hiring retirees, hiring a total of 25 people, exceeding the initial target of 8 people.

Additionally, the company hires a certain number of disabled individuals each year to promote social inclusion, reduce discrimination, and enable individuals with disabilities to utilize their talents and contribute value to the company. In 2023, Getac Holdings (consolidated) employed 15 disabled individuals, an increase of 6 people from 2022.

Employee Composition Of Getac Holdings (Consolidated)

Item	Contractual	Number of Total Employees	Percentage of Total Employees
Employment Type	Permanent Employee	7975	100.0%
	Temporary Employee	0	0.0%
Gender	Male	4,715	59.1%
	Female	3,260	40.9%
Age	Under 30 Years old	2,783	34.9%
	31-50	4,914	61.6%
	≥51 Years old	278	3.5%
Disability	Male	9	0.1%
	Female	6	0.1%
Job Category	Direct Employee	4,691	58.8%
	Indirect Employee	2,967	37.2%
	Management	317	4.0%
Educational background	Bachelor's	2,074	26.0%
	Postgraduate	289	3.6%
	Doctorate	10	0.1%

Basis of Calculation

- Employee count based on year-end headcount as of December 31st of the current year.
- Management positions refer to supervisors and above.

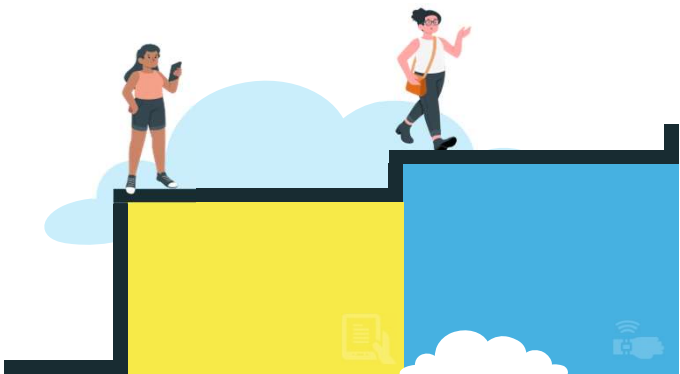


An Equal Workplace

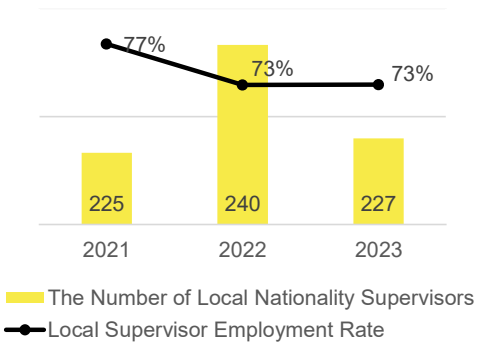
Getac Holdings employs talent-based hiring practices, with no differences in the selection or promotion of supervisors based on gender or nationality. We support and recognize the performance of our female employees, with all subsidiaries employing female supervisors. In 2023, Getac Holdings (consolidated) had a total of 82 female supervisors (manager level and above), accounting for 25.9% of all supervisors, an increase of 3.3% compared to 2022.

Deeply Rooted in Culture, Employing Local Talent

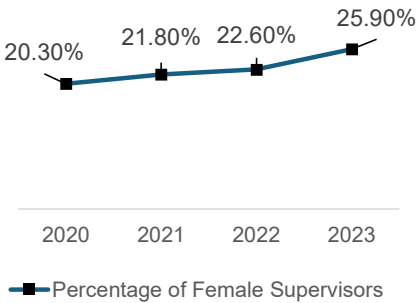
The global local supervisor employment rate for Getac Holdings (consolidated) is 72.99%, an increase of 0.04 percentage points from the previous year. In Taiwan, the local supervisor employment rate for Getac Holdings and its subsidiaries, Getac Technology and Atemitech Corp. is 100% Taiwanese. In China, 100% of supervisors at Getac Changshu Kunshan branch are Chinese nationals. At Getac Kunshan, MPT Kunshan, MPT Suzhou, and Getac Changshu, the majority of supervisors are Taiwanese and Chinese, with Chinese nationals comprising between 56% and 73%. In Vietnam, due to a lack of relevant science and engineering education resources and the difficulty in bridging the talent gap, the management teams at Getac Vietnam and MPT Vietnam are mainly composed of Taiwanese and Chinese supervisors, resulting in a local Vietnamese supervisor rate of less than 50%. In the future, we aim to enhance the overall educational environment and continue to develop corporate talent to expand the hiring of outstanding local talent.



Local Supervisor Employment Rate
(Supervisor: assistant manager above)



Percentage of Female Supervisors



4.2 Talent Attraction and Retention



Employee
Stock Option
Issuance
Status



Getac Holdings continues to pursue corporate growth, recognizing that excellent talent is key to this endeavor. To attract more outstanding individuals. We offer generous salary benefits and a high-quality working environment that encourages employees to excel and grow alongside the company. Each operational location worldwide strictly adheres to local labor laws, labor contracts, wage payment methods, and provides relevant protections for female workers. We continuously optimize our management systems and offer competitive compensation packages to enhance our workforce quality and competitiveness. Internally, we have established the "Talent Recruitment Procedures" and "Resignation Management Regulations" to ensure that all roles within the organization are filled by capable and enthusiastic individuals. No unit may interfere with hiring policies based on job roles, and employees' spouses and second-degree relatives are not allowed direct subordinate relationships in hiring, regular appointment, transfer, and promotion processes within the company.

Generous Salary

Getac Holdings provides employee salaries and benefits that exceed market standards, ensuring no discrimination based on race, religion, political affiliation, gender, sexual orientation, age, marital status, or disability. The salaries for frontline staff in Taiwan, China, and Vietnam are equal to or higher than local regulatory minimums, based on actual job responsibilities. Gender pay differences are minimal, with some subsidiaries offering higher salaries to female managers than male counterparts. The ratio of our standard employee salaries to local minimum wages can be found in detail on page 81 of this report. In 2023, our total salary expenditure amounted to 5.863 billion NT dollars, with welfare costs totaling NT\$1.223 billion.

To incentivize and retain high-performing employees, our company's salary levels are regularly benchmarked against industry standards through the Compensation Committee's participation in industry salary surveys. This ensures that our compensation and benefits remain competitive and linked to market trends, allowing us to assess salary growth opportunities and provide salary increases and promotions to outstanding colleagues. Annually, we allocate profit-sharing bonuses based on individual contributions and performance evaluations.

In 2023, based on calculations following the Taiwan Stock Exchange's guidelines for reporting full-time employee salaries excluding executive positions, Getac Holdings' total salary expenditure for full-time non-executive employees was NT\$850.491 million, with an average salary of NT\$1.75 million. This reporting adheres to a territorial principle, encompassing all employees employed in Taiwan, including both Taiwanese and foreign nationals, with a total of 516 employees employed for more than six months, and 506 full-time non-executive employees. Additionally, we offer stock option plans to exceptional employees to encourage long-term commitment and participation in the company's growth, enhancing loyalty. Employee stock options have a six-year validity period from the date of issuance, detailed further in our annual report on page 60.

Retirement Benefits

Getac Finance maintains sound financial health and ensures employee retirement benefits comply with local regulations, adhering to both the Labor Retirement Pension Regulations and Labor Standards Act. The retirement system is designed and operated in accordance with local laws at production bases, ensuring no violations or underfunding issues. Government agencies manage both the retirement fund accounts and benefit disbursements. Specific procedures for retirement systems at regional operational sites are detailed in the attached table.

Getac Retirement System

Area	Regulations	Pension Contribution As A Percentage Of Salary		Description of Retire System
Taiwan	"The Labor Standards Act" "The Regulations on Labor Retirement Pension"	Employer (Old)	-	Employees eligible for retirement receive benefits based on their years of service and the average salary of their last six months before retirement. For service periods up to 15 years, each year is compensated with two units; beyond 15 years, each year earns one unit, capped at a maximum of 45 units.
		Employee (New)	0-6%	Colleagues covered by the new Labor Pension Act are required to contribute monthly to their employee retirement accounts as stipulated by the Labor Pension Act.
China	"The State Council Regulations on the Retirement and Resignation of Workers"	Employer	20%	Under PRC government regulations, the company contributes 20% of local employees' total monthly salaries to pension insurance. The government centrally manages and arranges pensions for retired employees, with contributions based on each employee's payment base.
		Employee	8%	
Vietnam	"The Labor Law" "The Social Insurance Law"	Employer	17%	In compliance with local labor and social insurance laws, the company allocates 17% of employees' salaries for pensions or retirement funds. All Vietnamese employees are covered by social insurance.
		Employee	7%	

Ratio of Standard Wages for Entry-level Employees to Local Minimum Wages & the average salary ratio between male and female employees in 2023

		GTH		GTC		ATC		GTK		MPTP		MPTZ		MPTV		GVL		GCS		GKS	
Gender		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Ratio of Standard Wages for Entry-level Employees to Local Minimum Wages & the average salary ratio between male and female employees in 2023		—	—	1.14	1.15	1	NA	1	1	1	1	1	1	1.27	1.27	1.19	1.19	1	1	1	1
The Average Salary Ratio Between Male And Female Employees In 2023	Direct Employee	—	—	1	1.025	1	—	1	1.02	1	0.98	1	1.02	1	1	1	1.03	1	0.91	1	0.93
	Indirect Employee (Not incl. Managers)	1	0.99	1	0.811	1	0.92	1	0.8	1	0.82	1	0.81	1	1.07	1	1.09	1	0.84	1	0.73
	Management	1	0.81	1	0.924	1	0.98	1	0.84	1	0.97	1	0.96	1	1.28	1	1.15	1	0.96	1	1.02

- Basis of Calculation
- Based on the standard salary laws in each region: Taiwan's "Labor Standards Act," China's "Minimum Wage Regulations," and Vietnam's basic wage announced by the National Wage Council.
 - The salary ratio for frontline personnel is based on the standard salary for the lowest wage positions at our production bases in Taiwan, China, and Vietnam, using the local standard salary as the baseline "1".
 - Getac's employees primarily consist of staff in legal affairs, finance, information technology, shareholder services, auditing, and public relations roles, with no frontline staff.
 - The gender pay ratio compares the average salary of all male employees to that of all female employees, using male salaries as the benchmark "1".

Welfare Policies

In addition to providing a robust salary and vacation system, Getac Holdings offers a diverse and comprehensive welfare policy. Employees benefit from health insurance, labor insurance, as well as marriage and funeral subsidies, birthday bonuses, holiday gifts or tokens, employee trips, health check-ups, and club subsidies. In recent years, the company has allocated 0.15% of annual revenue to employee welfare funds, meeting the legal maximum limit.

Each operational site has an Employee Welfare Committee responsible for managing welfare matters, aiming to create a high-quality workplace environment both physically and culturally. Annually, the committee organizes year-end banquets, family day activities inviting employees' families, and celebrates major festivals with events like drinking sweet soup during winter solstice, riddles for Lantern Festival, mooncake tasting for Mid-Autumn Festival, and handing out red envelopes during Chinese New Year. To strengthen family ties, the Kunshan factory in China hosts an annual open day for employees to bring their children to visit and experience their parents' workplace, actively fostering a family-friendly work environment. Additionally, the welfare committee in Taiwan collaborates with childcare facilities and insurance companies to secure discounted childcare services and insurance plans for employees' dependents.

Employee Incentives and Rewards Measures

To boost morale and enhance employee cohesion, Getac Holdings and its subsidiaries in Taiwan annually awards trophies to employees who reach milestones of five, ten, fifteen, twenty, twenty-five, and thirty years of service, acknowledging their dedication and contribution to the company. Overseas branches also conduct quarterly immediate recognition awards for outstanding performance, granting medals and bonuses to encourage excellence.



Maternity care

Pregnancy, childbirth, and childcare are challenging journeys for women, especially when balancing family and work. To support female colleagues during pregnancy, childbirth, and childcare, each operating site of Getac Holdings follows local labor laws to provide prenatal check-up leave, maternity leave, paternity leave, and other benefits to safeguard the rights of pregnant employees.

In Taiwan, employees are entitled to prenatal check-up leave (7 days), maternity leave (56 days), paternity (check-up) leave (7 days), and unpaid parental leave. In China and Vietnam, where there are no specific laws regarding parental leave, local regulations are followed. In China, the facilities provide paternity leave (15 days), maternity leave (158 days), childcare leave, and regular salary during leave periods. To promote parental leave, both parents are entitled to 10 days of childcare leave annually until their child turns 3. Additionally, male employees are entitled to nursing leave (15 days) while their wives are on maternity leave. In Vietnam, under labor laws, maternity leave and recuperation leave total approximately 200 days, with male employees entitled to 5 working days of paternity leave when their wives give birth. Moreover, to create a supportive childcare environment, each subsidiary site is equipped with lactation rooms. They also offer considerate care, such as free meals for pregnant employees and priority seating in the cafeteria at the Kunshan, China site. In Taiwan, quarterly "Happy Pregnancy Gatherings" are held for colleagues who are pregnant or within one year postpartum to share experiences. In 2023, a childcare course attracted 40 employees.

Furthermore, subsidiaries in China strictly adhere to the Labor Law and Special Regulations on the Labor Protection of Female Employees, implementing appropriate measures for female workers during pregnancy, childbirth, and lactation to avoid exposing them to high-risk work environments and minimizing health and safety risks. Upon notification of pregnancy, HR adds employees to the "Female Worker List for Pregnancy, Childbirth, and Lactation Periods" and evaluates whether their positions are suitable, following specific guidelines for identifying and controlling physically demanding tasks. For lactating mothers, the company provides adequate rest times and facilities.

In Taiwan, once a pregnant employee informs the safety office, they receive a "Happy Pregnancy Kit" and the safety office begins assessing the employee's work environment. Measures are taken to avoid tasks involving heavy lifting or exposure to vibration, noise, or high radiation. Safety guidelines are also provided for different stages of pregnancy, along with emergency contact information.

Reinstatement & Retention Rate After parental leaves

According to Taiwan's Gender Equality in Employment Act, Taiwan employees who have worked for at least one year can apply for unpaid parental leave until their child reaches three years old, with a maximum duration of two years. In 2023, GTC Group (consolidated) reported a return-to-work rate after parental leave and a retention rate (or return-to-work rate and retention rate after maternity leave) of 84.31% and 87.18%, respectively, which improved from 2022.

Parental Leave Status of Getac Holdings (Consolidated) in 2022

		2022			2023		
	Item	Male	Female	Total	Male	Female	Total
Current Year	Number of employees that were eligible to apply for unpaid parental leave	178	107	285	139	115	254
	Number of employees that applied for unpaid parental leave	142	98	240	110	107	217
	Number of employees expected to be reinstated from unpaid parental leave	142	97	239	103	101	204
	Number of employees reinstated from unpaid parental leave	117	81	198	85	87	172
	Reinstatement rate (%)	82.39%	83.51%	82.85%	82.52%	86.14%	84.31%
Previous Year	Number of employees reinstated after taking a parental leave	86	66	152	63	54	117
	Number of employees that worked for one year after reinstatement	73	53	126	58	44	102
	Retention rate(%)	84.88%	80.30%	82.89%	92.06%	81.48%	87.18%

Calculation Basis for Parental Leave:

- Number of employees eligible for parental leave in 2023: Employees who applied for maternity or paternity leave from 2021 to 2023 and were still employed as of December 31, 2023
- Reinstatement Rate=(Number of employees who returned to work in 2023/ Expected number of employees to return in 2023)*100%
- Retention rate=(Number of employees who continued working one year after returning from parental leave in 2022/ Number of employees who returned from parental leave in 2022)*100

Enhancing Employee Happiness through Improved Working and Dormitory Environments

Getac is committed to providing employees with excellent working and dormitory environments, understanding that higher employee happiness correlates with increased productivity. Across global operational sites, efforts are focused on offering comfortable office spaces. Sites with a sufficient number of employees also feature employee cafeterias for convenient dining, alongside leisure spaces and fitness facilities. In recent years, both the Kunshan, China, and Vietnam facilities have invested in new factory constructions, enhancing office areas and workshop environments for greater comfort and humanization.

In Kunshan, China, since 2022, several multifunctional buildings, dormitories, and parking structures have been progressively introduced. The multifunctional building includes amenities such as a large conference hall for up to 100 people, indoor sports facilities, and dining areas featuring renowned food services. The parking structure accommodates 1,097 electric scooter spots and 252 car spaces, addressing the needs of employees commuting by car, bicycle, or electric bicycle. Dormitories offer various room types like singles, doubles, and quadruples, equipped with essential appliances, furniture, and laundry facilities. To enhance residential experiences, ongoing improvements in dormitory management include regular patrols to ensure safety and the provision of counseling services by life counselors.

In 2023, recreational facilities such as a gaming zone and an indoor golf experience room were added, providing dual leisure spaces for employee and client interactions. The gaming zone allows four-person simultaneous gaming experiences, while the indoor golf system accommodates four players per session. At the Vietnam facility in 2023, security measures were enhanced through the adoption of facial recognition card readers replacing chip cards, alongside the establishment of a central control room for unified management of surveillance cameras and fire alarm systems. A dormitory building with 120 rooms underwent hardware upgrades starting in 2023, with furniture and bathroom facilities replaced. By the end of 2023, 66 rooms had been refurbished, with the remaining 54 rooms scheduled for completion in 2024.

Employee Assistance Program

The establishment of the Life Counselor system at our China facilities involves voluntary participation by employees. In 2023, there were a total of 38 Life Counselors who assisted new employees in familiarizing themselves with company and dormitory environments, providing support to help them

settle in comfortably and enhancing overall employee satisfaction and cohesion within the company. Responsibilities of the Life Counselor system include:

- Assisting new employees in familiarizing themselves with the company and work environment.
- Monitoring the dormitory living conditions of employees.
- Facilitating effective communication between team leaders and frontline staff.
- Organizing knowledge competitions, including safety awareness and attendance quizzes.

Employee Satisfaction Survey

In 2023, Getac Holdings conducted Employee Satisfaction Surveys across seven subsidiaries, engaging 1,753 employees in total. The response rate was exceptional at 99.32%, with 1,729 employees providing feedback. Each facility's satisfaction questionnaire varied, covering topics such as company restaurant quality, dormitory management, administrative procedures, compensation, career advancement, welfare benefits, training programs, departmental communication, management styles, authorization processes, commuting and parking issues, and career growth prospects within the company. The average satisfaction score across all subsidiaries was 84.23 points. Subsidiaries addressed areas of lower satisfaction identified in the surveys by implementing improvement measures and fostering open communication with employees.



Creating Employee Accommodation and Leisure Entertainment Spaces



New Parking Garage - 252 Parking Spaces



Dormitories - Multiple Room Type Options



Single-room Dormitory



Employee Cafeteria - Introducing Renowned Dining Options



Kunshan Plant Integrated Building



MPT Suzhou Plant, Indoor Golf Experience Room



Game Experience Zone



Vietnam Plant Lobby Facade Renovation



Vietnam Plant Dormitory Bathroom Renovation



Vietnam Plant - Addition of Facial Recognition Card Readers



Vietnam Plant Automatic Water Dispenser



Vietnam Plant Dormitory Room Renovation

Talent Recruitment and Retention

In talent recruitment and promotion, we uphold principles of fairness, objectivity, and diversity, emphasizing individual capabilities. We prioritize hiring or promoting local talent suitable for each operational location, thereby contributing to local economic development and employment opportunities while providing equal career advancement opportunities. Each operational site develops talent recruitment strategies tailored to national conditions and cultural considerations, utilizing diverse recruitment channels such as staffing agencies, campus recruitment, employee referrals, and industry-academia collaboration internship programs to identify talent. In 2023, Getac Holdings globally welcomed a total of 7,462 new employees, with a monthly average new hire rate of 7.64%.

Additionally, Getac Holdings and its subsidiaries have set reducing turnover rates as an internal management goal. Upon receiving employee resignation notices, proactive efforts are made to understand the reasons for departure to guide improvement initiatives, and every effort is made to retain employees, thereby decreasing turnover rates. In 2023, the monthly average turnover rate for Getac Holdings (consolidated) was 6.51%. Detailed figures for each subsidiary's new hire and turnover rates in 2023 are available in the accompanying table.



Employee Turnover And New Hire Rates In 2023

	Year-end Headcount	Average Monthly Headcount	Average Monthly New Hires	Average Monthly New Hire Rate	Average Monthly Turnover	Average Monthly Turnover Rate
GTH (Standalone)	39	39	0.33	0.90%	0.08	0.23%
GTC	519	519	9.58	1.99%	3.58	0.75%
ATC	188	188	2.25	1.17%	3.33	1.74%
GTK	826	826	83.33	10.06%	77.50	9.35%
MPTK	2,468	2,468	173.25	7.04%	272.75	11.13%
MPTZ	1,137	1,137	51.00	11.35%	135.75	11.72%
MPTV	1,522	1,522	102.08	7.48%	50.58	3.57%
GVL	671	671	87.67	13.83%	25.67	4.19%
GCS	444	444	48.58	10.50%	47.00	10.11%
GKS	161	161	20.00	12.10%	20.33	12.27%
GTH (Consolidated)	7,975	7,975	578.08	7.64%	636.58	6.51%

Basis of Calculation:

- Year-end headcount is the number of employees as of December 31, 2023.
- Monthly New Hire Rate=Number of new hires in the month / (Number of employees on the 1st of the month + Number of employees at the end of the month) / 2) × 100%, Average Monthly New Hire Rate=(Sum of monthly new hire rates from January to December / 12) × 100%.
- Monthly Turnover Rate=Number of turnover in the month / (Number of employees on the 1st of the month + Number of employees at the end of the month) / 2) × 100%, Average Monthly Turnover Rate=(Sum of monthly Turnover Rates from January to December / 12) × 100%
- Average Monthly Headcount= (Sum of monthly headcounts from January to December / 12)

4.3 Human Capital Investment

5C1L Corporate Culture

Getac Holdings continues to pursue corporate growth, believing that having outstanding talent is key to this growth. The company emphasizes continuous goal implementation and execution as the driving force behind its progress. Getac Holdings is dedicated to fostering an efficient team culture and cultivating key talents. The company integrates the 5C1L framework into talent standards, selection, development, and deployment, aiming to develop employees' abilities in creativity, critical thinking, solving complex problems, communication, collaboration, and leadership.

The goal is to attract and nurture high-quality talent, supporting their growth and development within the company. Through talent development programs, Getac aims to establish a proactive, innovative, and open corporate culture to tackle future business challenges.

Talent Development Program

In recent years, with the vigorous development of artificial intelligence (AI), big data, and digital transformation, Getac Holdings has adjusted its talent development program accordingly. Our focus is on cultivating and attracting more AI-related technical talent, helping employees learn digital transformation knowledge, and deepening related expertise. Through the application of digital transformation technologies, we aim to enhance work efficiency, improve customer experiences, and even undergo business model transformation.

To achieve this, we've adapted our strategies for talent recruitment and development to support employees in cultivating an international perspective and to facilitate various working modes including remote work. We utilize online platforms and virtual reality for sales and technical sharing to enrich employee knowledge and skills, enhance work efficiency and quality, and

promote both career growth for employees and company development.

Starting from employee onboarding, we provide systematic and diverse training programs to continuously enhance employee learning and development. We regularly review implementation progress and performance indicators to optimize improvement measures and enhance training effectiveness.

Employee Education And Training Strategies

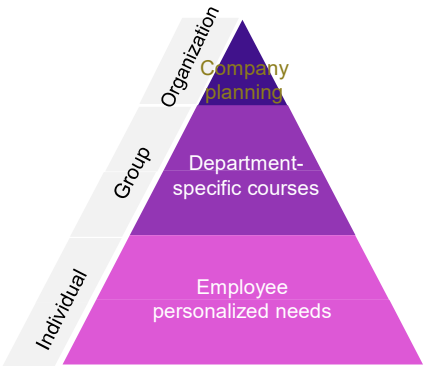
In 2023, Getac Holdings' executive education program for senior executives emphasized leadership development. The Harvard Business Review (HBR) case study sessions enabled senior managers to deepen their understanding of key leadership elements such as influence, decision-making, and strategic vision, preparing them to navigate the rapidly changing business environment. Vice managers and above participated in the HBR PLC Personal Academy courses, focusing on four main themes: digitalization, cross-departmental collaboration, talent development, and innovation. These courses aimed to enhance mid-level managers' professional knowledge and capabilities in digital transformation, improve their team management skills, and foster their ability to develop subordinates.

At the grassroots level, team leaders focused on developing foundational management skills, analyzing and solving on-site problems, and improving communication and collaboration abilities. Annually, TWI grassroots team leader training combined e-learning online courses with offline sessions, integrating theoretical study with case analyses to deepen the training impact. This approach aimed to elevate team leaders' on-site leadership from basic to advanced levels, ensuring enhanced training outcomes.

For non-supervisory staff, the emphasis is on enhancing professional skills and knowledge. Therefore, the development focus of educational training programs emphasizes "department customization" and "employee personalization." Department customization involves designing relevant courses based on departmental attributes, development directions, and professional needs, with the goal of refining professional skills. Technical proficiency courses such as mold drafting and die-casting technology certification are arranged to assist employees in obtaining professional certifications.

The goal of employee personalization is to enable employees to assess their own needs for educational training based on individual strengths and weaknesses. Therefore, our company continues to enhance the e-learning platform, enriching online course content to foster a learning culture amidst digital trends. We implement pre-recorded sessions, live broadcasts, micro-courses, digitalized materials, and both synchronous and asynchronous teaching modes. This setup allows employees to learn online anytime, overcoming time and space constraints.

Getac Holdings' Education And Training Development Strategy



The Content Of Employee Education And Training Courses

Getac Holdings and its subsidiaries design a diverse range of courses tailored to the career development needs of employees at different stages. These include training for newcomers, general education, and specialized courses for direct staff, indirect staff, and management positions. In 2023, Getac Holdings (consolidated) conducted a total of 627,248.27 hours of education and training, an increase of 32,786.77 hours compared to 2022. The average education and training hours per person were 78.65 hours, up from 73.95 hours in 2022, representing an increase of 4.70 hours per person. Detailed figures are available in the table below.



New Employee Training

All new employees are required to complete newcomer training. This includes important company policies, explanation of employee complaint channels, and compliance with regulations. Upon joining their respective units, employees undergo vocational skills and language training tailored to their roles. For batches of recent graduates joining, additional training in team communication, collaboration, and critical thinking skills is provided to help them quickly adapt to the workplace and undergo a transformation in identity and thinking. New employees on the production line must also pass workplace safety education training and tests before they can begin their roles.



General Education Training

- For all employees, internal and external speakers are invited to conduct health and hygiene seminars and training on government regulations, including anti-corruption and anti-money laundering, information security, customer privacy protection, internal regulations and compliance, attendance management, ESG guidelines or RBA compliance, environmental safety, and other educational training and advocacy.
- Indirect staff receive general education covering project management, computer skills, language courses, human resources, workplace etiquette, communication skills, and more. Getac Holdings, Getac Technology, and Atemitech Corp. emphasize business English training to meet job requirements, offering diverse internal and external learning opportunities and subsidies.



Professional Training

- For indirect staff (non-supervisory roles), training focuses on professional skills and knowledge required for their specific job roles. This includes hiring professional speakers or participating in external training courses as necessary.
- Direct staff receive training tailored to their job-specific professional skills and knowledge needs. This includes training in specialized job knowledge, team leader training, GB national standards projects, and ISO certification upgrade training. Employees can also apply for external training courses based on individual needs. In terms of occupational health and safety, training covers Level III safety training, emergency response procedures, chemical safety, and the use of personal protective equipment (PPE), among others.



Management System training

Internal auditors, departmental system implementation members, and supervisors all undergo system-related training courses. These courses include ISO series training, EHS (Environment, Health, and Safety), hazardous substances management, environmental factors, hazard identification and risk assessment, and other relevant educational training.



Management Training

Colleagues are required to participate in systematic leadership and management knowledge development training to strengthen core organizational decision-making capabilities. Monthly supervisor meetings are held where internal speakers cover topics such as internal regulations and compliance, sharing of professional expertise, management strategies, personal growth, and insights from relevant literature.



Training On Environmental Safety

All employees are invited on a monthly or quarterly basis to attend safety-related training sessions conducted by internal speakers or through e-learning platforms. Participation is determined based on relevant safety regulations, including all staff, direct and indirect employees, or production line personnel. Training covers topics such as resumption of work safety training, energy and environmental safety training, and equipment operation safety training.

Employee Education and Training Information of Getac Holdings in 2023

		2021	2022	2023
Total Number of Employees Received Training		9,461	8,039	7,975
Total Training Hours		574,534.03	594,461.50	627,248.27
Average Training Hours Per Employee	All Employees	60.73	73.95	78.65
	Male Employees	57.60	39.92	78.28
	Female Employees	65.60	74.70	79.19
	Direct Employees	60.59	77.66	82.02
	Indirect Employees	62.19	41.43	75.17
	Management	48.60	37.94	61.69

Employee Performance Evaluation

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

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



The performance evaluation consists of three parts:

1. Achievement of Work Objectives: 70% weighting.
2. Employee Behavioral Performance: 30% weighting. Evaluation criteria include team leadership, execution capabilities, positive thinking, communication skills, planning and organizational skills, etc., tailored to job roles and whether the employee holds a managerial position.
3. Employees and supervisors conduct comprehensive self-assessments. Employees can communicate with supervisors about work challenges, assistance needed (such as education/training and resource requirements), and career plans for the next one to three years.

In 2023, Getac Holdings (consolidated) had a total of 7,359 employees undergo performance evaluations, accounting for 92.28% of the total workforce. Employees who did not undergo evaluations mainly included expatriates not subject to local assessment mechanisms or new probationary employees. This distribution was not influenced by gender or job type. The percentage of employees undergoing performance evaluations in 2023 decreased by 4.51 percentage points compared to 2022, detailed in the table below-left.

Percentage Of Employees Subjected To Performance Appraisal in 2023

	2021	2022	2023
Total Number Of Employees	9,461	8,039	7,975
Total Number Of Employees Undergoing Evaluation.	8,685	7,781	7,359
The Percentage Of All Employees Undergoing Performance Evaluations(%)	91.80%	96.79%	92.28%
Total Number Of Male Employees	5,759	4,808	4,714
The Percentage Of Male Employees Undergoing Performance Evaluations(%)	91.09%	96.65%	92.30%
Total Number Of Female Employees	3,702	3,231	3,261
The Percentage Of Female Employees Undergoing Performance Evaluations(%)	93.25%	97.34%	92.30%
The Percentage Of Direct Employees Undergoing Performance Evaluations(%)	92.41%	96.34%	90.77%
The Percentage Of Indirect Employees Undergoing Performance Evaluations(%)	93.84%	97.81%	93.86%
The Percentage Of Management Undergoing Performance Evaluations(%)	88.50%	99.40%	99.40%

4.4 Human Rights Protection

Getac Human Policy

Getac Holdings committed to upholding fundamental human rights, adhering to the requirements of the Responsible Business Alliance Code of Conduct, and supporting the principles of the United Nations Universal Declaration of Human Rights, the UN Global Compact, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. The company has formulated its human rights policy to enhance awareness among internal colleagues and stakeholders, aiming to eliminate any acts that violate or infringe upon human rights. In 2022, the company revised its ESG guidelines and Supplier Code of Conduct, emphasizing adherence to the OECD Due Diligence Guidance for Responsible Business Conduct in safeguarding, respecting, and remedying principles. The company actively implements human rights due diligence processes, identifies and assesses relevant human rights issues, and establishes effective internal complaint mechanisms to ensure the implementation of its human rights policy. Getac Holdings also requires its supplier partners to commit to upholding the spirit and fundamental principles of human rights.

Getac Human Rights Policy

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

Prohibition of Child Labor

The company complies with labor laws and regulations in the countries where its production bases are located. Recruitment channels explicitly state that individuals below the legal employment age will not be hired. Internally, the company has established the "Management Measures for Child Labor and Underage Workers" to directly control from the source. During recruitment, the Human Resources department uses second-generation ID card readers to verify authenticity, confirm identity and age, and implements a check mechanism in the hiring system. Upon registration, age must be entered into the system, which automatically identifies minors and alerts HR for appropriate action.

To prevent employees from using others' IDs, interview managers randomly verify personal information based on experiential rules, such as reciting ID numbers or zodiac signs, observing natural reactions for any suspicious behavior. The company encourages employees to report incidents of using false IDs to enter the company, ensuring prompt detection and proper care for any child laborers who may enter for any reason. If child labor is identified, work must cease immediately. A designated person arranges for the child to undergo a health check at a hospital and notifies the local labor bureau. The company is not permitted to terminate child laborers immediately. If the child is found to be in good health, with approval from the labor bureau, arrangements are made to return them to their parents at the company's expense. The company investigates the reasons for mistakenly hiring child labor and implements effective measures to prevent similar incidents in the future.

Prohibition Of Discrimination, Sexual Harassment, And Workplace Bullying



Getac Holdings recognizes and eradicates discrimination in the workplace, affirming fairness across all aspects of employment such as recruitment, promotion, compensation, benefits, training, job assignment, and termination, ensuring no differentiation based on race, gender, sexual orientation, age, disability, religion, skin color, or nationality. Our Code of Conduct explicitly prohibits discrimination, sexual harassment, and bullying. In operations in China and Vietnam, policies include procedures for handling complaints related to sexual harassment and workplace bullying to protect employee rights. In Taiwan, to prevent workplace sexual harassment and uphold gender equality and personal dignity, we comply with the Gender Equality in Employment Act

and the Ministry of Labor's "Complaint and Disciplinary Measures for Preventing Workplace Sexual Harassment." This includes establishing a Sexual Harassment Complaints Committee, defining complaint procedures, and taking appropriate disciplinary actions according to company regulations upon substantiation of complaints. Getac Holdings also assists complainants in criminal matters and ensures fair handling of all complaints related to sexual harassment, with measures in place for monitoring, assessment, and supervision of decisions made by the Sexual Harassment Complaints Committee.

Collective Bargaining Protection

At Getac Holdings, we respect and uphold our employees' basic rights, including collective bargaining rights. At our Taiwan headquarters, we convene labor-management meetings in compliance with Taiwan's Labor Standards Act and Implementation Rules for Labor-Management Meetings. Similarly, our production facilities in China and Vietnam have unions established in accordance with each country's labor laws. Currently, approximately 89.5% of our employees are covered by group collective bargaining agreements. In the event of significant operational changes, we provide advance notification to the unions as required by law: 10 to 30 days in Taiwan, and 30 days in China and Vietnam. We are proud to report that there were no incidents of employee strikes or work stoppages in 2023.

The Percentage Of Employees Covered By Group Collective Bargaining Agreements In 2023

	2021	2022	2023
The Number Of Employees Covered By Group Collective Bargaining Agreements	7,988	6,537	7,138
The Total Number Of Employees	9,461	8,039	7,975
The Percentage Of Employees Covered By Group Collective Bargaining Agreements	84.43%	81.32%	89.50%

Freedom of association

Getac Holdings encourages employees to participate in club activities through the Employee Welfare Committee's "Club Application and Subsidy Regulations." They subsidize activities for any club that promotes physical and mental health. In 2023, established clubs include Yoga, Hiking, Badminton, Table Tennis, Basketball, Golf, and Tongxin Club, aiming to help employees relieve work stress and maintain overall well-being.

Additionally, if colleagues participate in provincial or local sports competitions like marathons or dance contests outside our company, we also award bonuses to encourage physical fitness and balance between work and leisure.

Prohibition Of Forced Labor

Getac Holdings and its subsidiaries strictly prohibit forced labor. The 'Labor Management Rules' and 'Employee Attendance Management Measures' stipulate clear regulations for working hours and rest periods. Overtime and shift adjustments required for production needs are conducted with voluntary consent, documented through signed overtime or shift adjustment request forms. Employees who decline overtime may inform their immediate supervisors directly, who are not permitted to compel overtime. Wage and overtime standards adhere to local regulations. GTK Kunshan, MPT Kunshan, MPT Suzhou, and MPT Vietnam have established unions under collective bargaining agreements, which specify labor management, working hours, rest periods, occupational health and safety, special protections for female employees, and insurance benefits. Vietnam also has attendance management regulations governing shift operations in addition to labor laws. Moreover, MPT Kunshan, MPT Suzhou, and MPT Vietnam follow the Responsible Business Alliance (RBA) Code of Conduct on labor rights and undergo external audits by partner suppliers.

Human Rights-related Education And Training For Security

Getac Holdings and its subsidiaries, whether hiring security personnel internally or through legally contracted security firms, provide human rights-related education and training. The training covers basic security theories, human rights considerations, and includes practical exercises and case studies to enhance security personnel's on-site responses. Internally hired security personnel are included in the company's annual employee training plan, while external security firms are required to ensure their personnel receive human rights-related training during their deployment period as per regulations.

Human Rights Advocacy and Education Training

Human rights education and training are crucial elements in promoting sustainable development. Getac Holdings and its subsidiaries arrange various advocacy and educational training courses related to human rights issues. These include creating a gender-friendly workplace, understanding workplace harassment, an overview of workplace misconduct, and advocacy against corruption and labor rights violations. These efforts aim to uphold labor rights and prevent the spread of corruption. Furthermore, for ESG responsibility units, there are sessions on "RBA General Education" to cultivate

understanding among employees about corporate social responsibility, fostering a synergy between human rights and sustainable development. In 2023, a total of 7,998 individuals globally participated in these education and training programs, with 6,075 successfully completing post-training assessments, achieving a completion rate of 76%.

Employee Consultation and Complaint Mechanism

Getac Holdings has established a robust and diverse communication channel internally to continuously listen to employee feedback. Each subsidiary within the group has its own dedicated entry point (EIP) accessible through a unified group portal, serving as a platform for communication and service provision. These portals convey company announcements, updates, regulations, system links, and departmental information. In 2022, the EIP was upgraded to version 2.0, significantly improving user interface and experience. Employees can access other subsidiaries' EIPs through the unified group homepage, facilitating real-time communication and information sharing between subsidiaries to enhance work efficiency and collaboration.

Additionally, operations in Taiwan and China utilize social platforms such as Teams and WeChat Official Accounts for instant communication with employees. Employees can express their opinions through social software, email, or employee satisfaction surveys.

Whistleblowing and Complaint Mechanism

Getac Holdings and its subsidiaries provide complaint channels to encourage both internal and external individuals to report any dishonest or illegal behavior. A complaint and reporting system and regulations have been established for issues such as dishonest professional conduct, corporate pollution, workplace sexual harassment, and labor rights-related matters. The identity of the whistleblower is ensured to remain confidential, and they will not face retaliation or personal threats for reporting. Upon receiving a complaint, depending on the type of case, the audit department or responsible unit will initiate an investigation within a specified period and will fully communicate with the whistleblower about the case handling situation. If the investigation finds the case to be true, the company will take action and remedial measures according to its regulations to prevent similar occurrences in the future."

Total Number Of Employee Feedback And Complaint Cases

In 2023, our company globally received a total of 245 feedback cases primarily related to employee salaries, benefits, and quality of life. These issues were effectively resolved after



communication with employees, achieving a closure rate of 100%. Additionally, the company received 3 complaints of unlawful acts in 2023. Following the procedures outlined in the Complaint Reporting and Management Measures and the Prevention Plan for Preventing Unlawful Acts Against Executing Duties, one case is currently under investigation, while two cases were resolved appropriately and communicated with the involved parties regarding investigation outcomes and recommendations. Moving forward, we plan to enhance company-wide awareness and education on unlawful acts and promote a friendly workplace environment.

Employee Complaint Channel

GTH		Employee Relations Email Speakout_GTH@getac.com.tw
		Sexual Harassment Complaints Email Wecare_GTH@getac.com.tw
GTC		Employee Relations Email speakout_getac@getac.com.tw
		Sexual Harassment Complaints Email wecare_gtc@getac.com.tw
ATC		Employee Relations Email Speakout_ATC@atemitech.com
		Sexual Harassment Complaints Email Wecare_ATC@atemitech.com
GTK MPTK MPTZ GKS		Getac's WeChat Account "Complaints and Suggestions" Channel
MPTV		Employee Relations Email Speakout_kshr@mpt-solution.com.cn
		Physical Employee Suggestion Box
GVL		Employee Relations Email Speakout_GVL@getacauto.com.vn
		President's Email Box
GCS		Getac's WeChat Account "Complaints and Suggestions" Channel
		Employee Relations Email speakout@getacauto.com.cn

4.5 Employee Health and Safety

Getac Health and Safety Policy

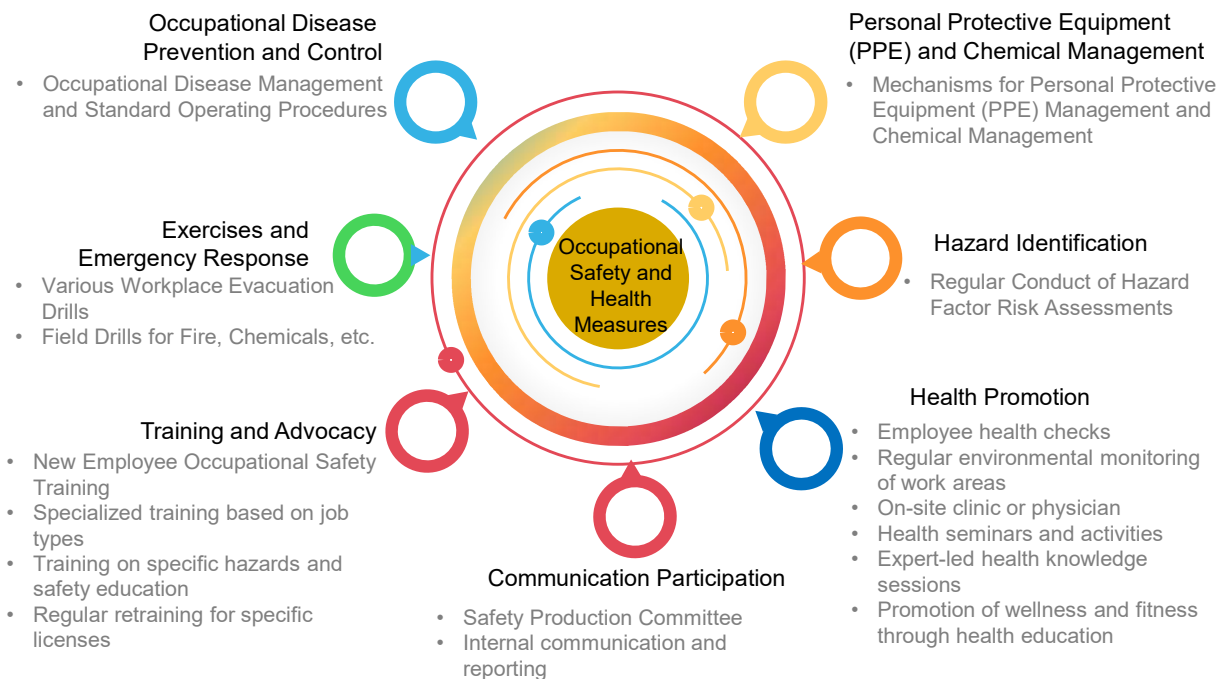
- Following local safety and health regulations and standards, actively addressing global safety and health issues, conducting risk assessments proactively, and establishing a conducive work environment.
- Implementing a safety and health management system, adopting stringent safety and health control measures, continuously reviewing improvements to reduce occupational hazards.
- Planning and conducting safety and health education and training to enhance all employees' awareness and responsibility for safety and health.
- Collaborating with suppliers and contractors to strengthen safety and health education and advocacy, collectively reducing occupational safety risks.

Occupational Safety and Health Management System

As a company that values employee safety and health, we place great importance on occupational safety and health management. To ensure the safety and health of our employees at work, we adhere to the ISO 45001 Occupational Health and Safety Management System or management systems that comply with local operational regulations. Our management coverage includes 100% of employees (7,975 people) and 100% of non-employee workers (8,059 people). Currently, production sites including Getac Kunshan, MPT Kunshan, MPT Suzhou, MPT Vietnam, and Getac Vietnam have obtained ISO 45001 certification, covering 83.06% of employees (6,624 people). Sites not yet certified with ISO 45001 in 2023 are currently in the planning stages for implementation.

Goal: Zero Fatalities, Zero Occupational Diseases, Zero Occupational Injuries

Getac Holdings and its eight subsidiaries have established occupational safety and health policies, goals, and plans. They have integrated occupational safety and health into the entire corporate management system, setting clear operational norms to ensure compliance. This includes labor management procedures, environmental health and safety manuals, health operation standards, occupational disease prevention and control procedures, emergency response, and contractor management. Their goal is zero accidents, strictly implementing site safety management. Through regular and ad hoc inspections, they continuously improve to minimize occupational hazards.



Hazard Identification and Risk Assessment

To reduce potential occupational safety and health hazards during construction, production, and operational activities, Getac has implemented a "Risk Assessment Procedure." Each year, qualified personnel from relevant departments identify existing or potential hazards related to activities, personnel, or equipment. These identified hazards are documented in a "Hazard Identification and Risk Assessment Table," and assessed using the LEC evaluation method: D (Risk Value) = L (Likelihood) * E (Exposure Frequency) * C (Consequence).

- L represents the likelihood of accidents or hazardous events occurring.
- E indicates the frequency of exposure to hazardous environments.
- C signifies the impact on people, assets, the environment, and socio-economic aspects after an accident.

After conducting risk assessments, immediate corrective and preventive measures are implemented based on the risk level. Actions may include halting operations, immediate rectification, required corrections, or enhanced vigilance measures.

Monitoring and Improvement of Working Environment

Getac subsidiaries conduct regular third-party assessments of operational environments based on actual operations and regulatory requirements. This practice ensures timely detection of potential negative impacts and hazards, enabling prompt improvements to the operational environment. The main chemical factors monitored include particulate matter (PM) and volatile organic compounds (VOCs), while physical hazards include noise and dust. Continuous implementation of environmental improvement equipment such as ventilation and wet dust suppression systems aims to minimize health impacts in the operational environment and reduce health hazards.

Safety Production Committees

In the Taiwan plants, "Occupational Safety and Health Committee" have been established, while overseas plants have formed a "Safety Production Committee" to implement the safety production performance management system. The committee is chaired by the highest executive or the head of the HR department, with participation from both labor and management sides. Representatives from various departments including administration, HR, quality assurance, manufacturing, sales, procurement, construction, logistics, and finance are appointed as members. Meetings are held quarterly to fulfill responsibilities such as:

- Advising on occupational health and safety policies;
- Monitoring the implementation of occupational health and safety measures;
- Conducting occupational health education and occupational disease prevention to ensure the work environment risks are minimized.
- In case of occupational safety issues, relevant units are tasked to thoroughly investigate the causes and implement corrective actions.

Labor-Management Ratio in Subsidiary Safety Production Committees in 2023

	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GVL
Location	Taiwan	Taiwan	China	China	China	Vietnam	Vietnam	China	China
Number of Employee Representatives	4	4	10	17	15	12	12	21	7
Total Member numbers of the Committee	10	11	11	18	28	13	13	23	11
Proportion of Labor Representatives	40%	36%	91%	94%	54%	92%	92%	91%	64%

Occupational Disease Prevention and Control

To prevent and control occupational diseases, and reduce the health hazards posed by environmental risks to employees, Getac Holdings establishes "Occupational Disease Prevention and Control Regulations" at each factory site. These regulations clearly define related hazard factors and establish standard safe operating procedures. Training and assessments are conducted for new and current employees before and during their tenure to ensure they are equipped with skills for preventing and controlling occupational hazards. Employees must pass assessments before commencing operations. The HR department informs workers truthfully about potential occupational disease hazards, consequences, protective measures, and signs an occupational disease hazard notification form with employees.

Each production base conducts an annual assessment of occupational disease hazard factors based on production types, strictly managing and monitoring high-risk positions. Detailed reports are submitted on related occupational disease hazard factors and categories, environmental concentrations/intensities, and the total number of workers exposed. Major high-risk positions defined by process and product include:

- Electronics Business Group: Welding
- Plastics Business Group: Noise, chemicals, X-ray radiation
- Automotive Business Group: Noise, dust, high temperatures

Furthermore, daily occupational disease prevention and control work is implemented, providing qualified occupational health protective equipment and facilities. Emergency medical kits are placed in office areas and workshops. Employees in high-risk positions have identification cards marked with a prominent green circle for easy identification, and job rotations are carried out to avoid prolonged exposure to dangerous environments. Pregnant and breastfeeding women are not assigned hazardous operations that endanger themselves or their babies, such as printing, laser engraving, paint mixing, spray painting, dust, noise, chemicals, and x-ray operations.

All new employees undergo pre-employment medical examinations. New employees in high-risk occupational disease hazard positions must undergo pre-job medical examinations and can only engage in operations involving occupational hazard factors after passing the examination. Additionally, at least once a year, on-duty employees exposed to occupational hazard factors undergo mid-job health checks. If health warnings are detected, immediate job reassignment occurs. The company bears the costs of occupational health examinations and re-examinations. For departing employees,

resignation applications are assessed by the medical room. If more than six months have passed since the last examination, they must undergo a specialized examination at a designated hospital before approval for departure is granted by administration.

The company should also comply with national personal data protection laws, internal Occupational Health Management System, and the Occupational Disease Prevention and Control Procedures to ensure that workers' personal health information and their participation in any occupational health services are respected in terms of privacy, and that they are not subject to any favorable or adverse treatment.

Furthermore, in achieving the goal of zero occupational diseases in its Chinese and Vietnamese facilities, the company has established the following five management objectives with a 100% achievement rate, rigorously implementing occupational disease prevention and control management:

- 100% examination rate for positions involving occupational diseases
- 100% qualification rate for environmental factor testing in workshop positions involving occupational diseases
- 100% signing rate of employee occupational disease hazard notification forms for positions involving occupational diseases
- 100% completion rate of occupational health training for workshop employees
- Maintaining zero cases of occupational health loss or occupational taboos



Health Promotion Measures

To ensure the health and safety of workers in the workplace and help them maintain good health while working, in Taiwan, Getac Holdings, Getac Technology, and Atemitech Corp. provide employees with group insurance plans and offer free employee health check-up services once every two years. In 2022, they jointly conducted employee health check-ups with a high participation rate of 96%. The check-ups were complemented by two health seminars where professional physicians interpreted health reports and answered related questions, demonstrating the company's commitment to employee health. The next round of employee health check-ups will take place in 2024. Additionally, the office building in Nangang, Taiwan, employs professional masseurs who provide free appointment-based massage services to employees. This service includes three visually impaired masseurs who offer massages 1-2 times per week, accumulating a total of 859 hours of service in 2023.

In China, subsidiaries (Getac Kunshan, MPT Kunshan, MPT Suzhou, Getac Changshu and its Kunshan branch) provide free employee health check-up services once every two years. However, the participation rate among employees at Chinese factory sites was only 43.57% in 2023. In Vietnam, subsidiaries (MPT Vietnam, Getac Vietnam) offer free annual employee health check-up services with a higher participation rate of 84.95%.

In 2023, Getac Investment globally organized a total of 15 health promotion-related courses, attracting 767 employee registrations. These courses covered topics such as mental health, fatty liver management, traditional Chinese medicine wellness, occupational safety, food safety, first aid training, emotional management, and epidemic prevention and control. The aim was to enhance employee health awareness and health care knowledge.

**脂肪肝不吃藥
可以逆轉嗎?**

【2023職安衛講座】

★講師資訊★
中華民國肥胖研究學會專科醫師
台北榮總 內科部 主治醫師
教育部 郭宏謀醫師
日本國立癌症中心 內視鏡科 研究員

★課程資訊★
日期 2023/09/12
時間 14:00~15:30
地點 A111會議室

★報名資訊★
實體課程開放入場 40人
線上TAMS直播 50人
(僅供門口與止敵端)

Getac Getac Atemitech
請至各廠門口 索取票 #3333 #2324

2023 Q3 職安衛講座

人人都該認識的心理健康

★講座主題★
1) 介紹壓力的基本概念
2) 壓力源辨識
3) 壓力檢測
4) 壓力下的自我狀態觀察
5) 紓壓轉輪與技巧運用

日期: 2023/07/21(五)
時間: 10:00~11:30
地點: A111訓練教室
學員人數:
直轄: 55位(限現場參加)
汐止及林口: 共25位

健仁全人發展中心主任
杜長齡 臨床心理師

Getac Getac Atemitech

On-site Health Services

Getac ON-SITE HEALTH SERVICES

GTC Occupational physician Consultation July 2
Full Time On-site Occupational Health Nurse / Building C, 3rd Floor,
Please call to schedule an appointment, Extension #3363

GTH Occupational physician Consultation July 16
Full Time On-site Occupational Health Nurse July 2, July 5, July 9,
July 16, July 22, July 23

ATC

Appointment and Consultation Hotline: Extension #3363



In addition, Getac has personnel dedicated to providing timely emergency medical assistance to ensure the health and safety of employees during work hours.

Taiwan Facilities: Nurses or on-site contract doctors/nurses are stationed to offer health consultations, occupational disease prevention education, and emergency medical care. In 2023, there were a total of 41 cases handled by on-site contract doctors and 342 cases managed by full-time and on-site contract nurses. Furthermore, to enhance emergency response capabilities, one first aid personnel is designated per 50 employees in compliance with regulations. Volunteers among employees undergo external training courses to obtain certificates in first aid and safety education, enabling them to promptly and effectively administer emergency medical treatment to minimize personnel injury risks.

China Facilities: Administrative medical offices are established with nurses providing health consultations, along with emergency medical kits available on production lines.

Vietnam Facilities: Nurses and physicians are stationed to provide necessary medical consultations and emergency services.

**低碳飲食
與健康生活**

Low-Carbon Diet
& Healthy Living

講師: 廖淑娟

課程日期: A棟 A111
OCT 05 14:30 PM -
2023 16:30 PM

課程內容摘要:
• 低碳飲食與環境
• 如何減少碳足跡
• 如何減少食物浪費
• 如何減少能源消耗
• 如何減少水資源消耗



Safety and Health Education Training

In terms of occupational safety training, we implement occupational safety and health education training as well as Level Three safety training, regularly reinforcing awareness. New personnel in the factory are required to participate in courses on occupational safety, hazards, prevention, and others. Completion of these courses and passing the tests are mandatory to complete the hiring process.



For on-duty personnel, periodic safety training courses are required. Personnel operating critical processes or specific equipment (such as boilers, forklifts) must obtain legally mandated certificates before operation. All work tasks must follow relevant safety operating procedures, with risk assessments and emergency drills conducted for potential workplace hazards. During production processes, strict adherence to labor protective equipment identified through risk identification is mandatory.

Chemical storage areas are clearly marked with warning signs and managed by designated personnel. Additionally, each factory area features television screens displaying videos outlining correct operational procedures. General education courses are held to explain the presence of hazardous substances in the work environment or products that may impact health, such as lead, cadmium, mercury, hexavalent chromium, polychlorinated biphenyls (PCBs), and polybrominated diphenyl ethers (PBDEs).

Safety information is disseminated through newsletters or WeChat public accounts. In China, subsidiary companies extend safety education five minutes before each shift to all workshops. Shift leaders educate employees on safety risks, accident case studies, emergency procedures, and alert reminders. Workshops with higher risks or frequent injuries are equipped with instructional machines and visual boards for practical training purposes.

Emergency Disaster Response Education And Drills

Getac Holdings conducts regular safety evacuation drills (earthquake, fire, various disasters) and hazardous chemical handling exercises across all its plants annually. CPR and AED training are

also provided to enhance employees' emergency response capabilities. In Taiwan, special fire escape knowledge quizzes with rewards are organized to encourage employees to understand more about fire emergency handling, ensuring they can react quickly and correctly in emergencies to protect themselves and others. Furthermore, all plant fire facilities comply with government occupational safety and health regulations, installed according to national standards, and undergo regular inspections, maintenance, and updates to ensure their proper functioning.

There were no fire incidents in 2023. In case of a fire event, the following improvements will be implemented to prevent recurrence: (1) Conduct comprehensive fire hazard inspections and management based on accident investigation results; (2) Provide specialized safety training for fire use, smoking, and hot work operations; (3) Enhance evacuation and fire drill training to raise employee awareness of evacuation procedures.



Non-employee Worker Health Management And Education Training

To enhance the safety of non-employee workers within the factory premises, Getac has established the "Vendor Safety and Health Management System." This system requires non-employee workers entering the premises to adhere to relevant safety and health regulations as well as internal operational standards of Shinji. In addition to filling out a construction operation application form, vendors must also sign either a "Contractor Safety and Environmental Commitment Form" or an "Engineering Construction Safety Notice," ensuring that non-employee workers understand the relevant safety and health regulations of the work environment. Apart from clearly stipulating safety and health education and protective measures in advance contracts, on-site verification is conducted by Shinji's safety personnel during construction operations. For hazardous operations such as working at heights or hot work, separate applications must be made and operation is permitted only after approval from the organizing authority.

Accident Incident Report

According to our "Accident and Incident Management Procedures," in case of employee injury or accident, the injured person or relevant personnel must promptly report to their supervisor or safety unit and ensure the injured receive hospital treatment. The department involved must submit an injury report, confirmed as occupational by authorities, and approved by HR and the site manager. For other incidents (e.g., natural disasters, power outages, poisoning), report immediately to department heads and safety managers. They notify higher management and government per "Incident Notification Content." Any new developments post-report must be promptly updated. Deliberate non-reporting or concealment will face administrative penalties upon verification.

Management of False Alarms

In 2023, Getac Holdings (consolidated) received 2 false alarm incident reports, resulting in a false alarm rate of 0.027. The false alarm incident rate among contracted employees was 0. Given that these incidents did not result in casualties, property damage, or process interruptions but caused alarm among personnel, supervisors at all levels are encouraged to actively encourage reporting of past false alarms. Reports of false alarm incidents should be submitted using the "Safety Abnormal Events Report Form." Through investigation and review processes, the aim is to understand the potential severity of any changes in circumstances that could lead to accidents, identify the causes of incidents, and propose preventive or improvement measures.

Disabling injury

In 2023, Getac Holdings (consolidated) reported no cases of occupational disease or work-related fatalities. Getac Holdings and its six subsidiaries, including Atemitech Corp., Getac Kunshan, MPT Suzhou, MPT Vietnam, Getac Changshu and its Kunshan branch, achieved a zero workplace injury target with no incidents of occupational accidents. The remaining three subsidiaries recorded a total of eight recordable occupational injury events, resulting in injuries to eight employees. Calculated per 200,000 work hours, the recordable occupational injury rate was 0.108, representing a 3.6% decrease from 0.112 in 2022. This decrease in the recordable occupational injury rate has been consistent since 2020. In 2023, there were eight disabling injury incidents among employees. Two employees suffered minor injuries: one due to not paying attention to road conditions and colliding with a glass door while walking, and another due to colliding with a car block in the parking lot, resulting in lip and limb abrasions. Another employee was injured while inspecting equipment, cut by an iron bottle rack. Measures have since been

taken, including improved marking on glass doors, enhanced parking lot lighting, and the installation of guardrails to prevent accidents. The remaining five employees were injured due to negligence in operating machinery or not following standard operating procedures. Injuries included one impact injury and four crush injuries, one of which was severe (fractured finger from being caught in a machine). Enhanced job training and clear safety operation guidelines have been implemented, with production units strictly monitoring compliance. In 2023, there were no incidents of occupational injuries resulting in non-employee workers in the factory area, work-related deaths, or cases of occupational disease-related

Work-Related Injuries and Occupation Diseases of Getac Holdings in 2023

	2021	2022	2023
Total Working Hours	16,162,307	19,712,497	14,842,986
Number of fatalities as result of work-related injury	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0
Number of recordable work-related injuries	15	11	8
Rate of recordable work-related injuries (IR)	0.186	0.112	0.108
Number of high-consequence work-related injuries	5	2	1
Rate of high-consequence work-related injuries	0.062	0.023	0.013
Number of false alarm incidents	1	1	2
Rate of false alarm	0.012	0.010	0.027

Basis of Calculation

- Calculation exclusion of commuting accidents for disabled injury incidents
- Definition of high-consequence work-related injuries: work-related injuries that result in the inability to return to pre-injury health status within six months
- Rate of fatalities as result of work-related injury : Number of deaths due to occupational injuries / work hours * 200,000
- Rate of high-consequence work-related injuries: Number of serious occupational injuries / work hours * 200,000
- Rate of recordable work-related injuries : Number of occupational injuries / work hours * 200,000
- Definition of high-consequence work-related injuries : According to local regulations at operational locations
- Total work hours data collection method: In Taiwan, the total hours are collected from monthly occupational accident reports; in China/Vietnam, they are exported via a clock-in system
- False alarm incident rate: Number of false alarm incidents / work hours * 200,000

4.6 Social Participation



About Getac Holdings Charity Trust Fund

Getac firmly believe that the sustainable growth of businesses originates from societal resources and the support of the broader public. Therefore, each year, the Getac's Board of Directors allocates a portion of the company's profits to establish the "Getac Holdings Public Welfare Trust Charity Fund." Getac has consistently upheld education and social care as core values. We maintain long-term partnerships with various non-profit organizations, social welfare foundations, care centers, and centers for intellectual development. We support their operational development and participate in guardianship programs aimed at assisting disadvantaged families, rural education, and child welfare.

In 2023, we expanded our support to vulnerable groups, providing assistance to disadvantaged families, women, elderly individuals, and the homeless. A total of 2.5 million New Taiwan Dollars were allocated to help more vulnerable communities in society.



In 2023, Private Hannah's Home in Taitung County provided services to 21 orphaned infants and toddlers aged 0-2 years. They offered 24-hour nurturing care, daily living assistance, and facilitated either returning to their biological families, placement in foster care, or adoption to start new lives.

Social Care Initiative

Over the past year, Getac Holdings has been steadfast in its commitment to giving back to society by supporting various charitable organizations. We focus on education and social welfare, cultivating long-term partnerships with nonprofits, social welfare foundations, care centers, and development centers. These organizations play crucial roles in society, providing essential support and services to disadvantaged families, rural education, and child welfare. In 2023, alongside ongoing support for vulnerable families, we placed special emphasis on women, the elderly, and the homeless, offering tailored assistance and support. This care and support aim not only to enhance the quality of life for more vulnerable groups but also to bring them warmth and hope. We view these charitable organizations as our partners and look forward to their continued efforts in advancing and improving society.



Love and Hope Children's Care Development Association participates in a program providing nutrition and equipment assistance to rural disadvantaged children's tutoring classes. This initiative ensures children receive nutritious meals and necessary equipment for a conducive learning environment. In 2023, over 8,000 students across 30 locations nationwide benefited from the program.



In 2023, Taipei Love and Compassion Social Welfare Foundation supported 13 protective infants, 77% affected by drug addiction, through medical care (194 instances), music therapy (33 sessions), and Montessori activities (38 sessions), engaging a total of 257 participants.



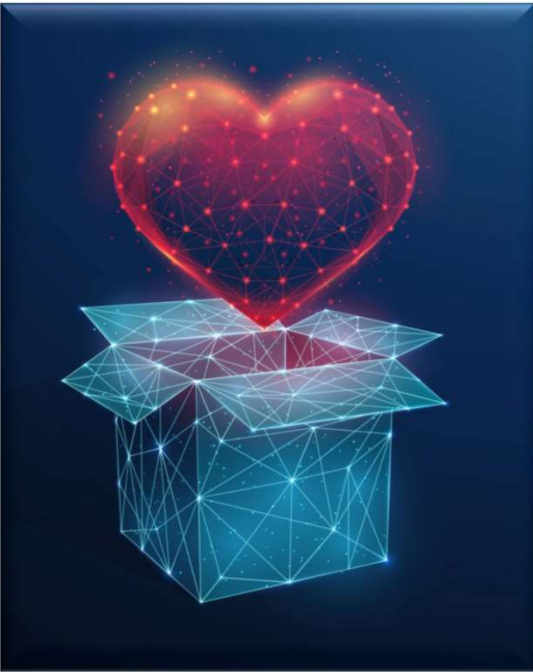
The Quaker Christian Friends Service Center in Hualien supports disadvantaged families by offering after-school tutoring and services for children facing various challenges, including single-parent households, grandparents raising grandchildren, economically disadvantaged families, indigenous and new immigrant children, and families in crisis. In 2023, they organized a summer camp for about 50 participants to enhance life skills through group training sessions.



Panshi Social Welfare Foundation in Pingtung County is involved in the "Soaring Angels Forever Home - Home for Cerebral Palsy, Building a Home Together with Love" project, which aims to build a comprehensive care center. Phase one, the main building, is completed with 96 full-time residential beds. Phase two will add a multi-functional activity center and classrooms to enhance learning spaces and create a nurturing environment.



Lixing Social Welfare Foundation supports abused women and children through the "Supporting Rebuilding Lives for Victims of Violence" project, helping them leave violent homes and addressing housing, employment, and childcare challenges. Since 2013, they have provided personalized companion services to promote self-reliance.



The "Meal Subsidy Program" at the Private Dawn Care Home in Hualien County assists individuals facing multiple disabilities and age-related functional decline with dietary adjustments and improvements. In 2023, the program served a total of 120 individuals. The institution's kitchen operates year-round, providing three meals a day without interruption, and offers personalized dietary services for those with abnormal nutritional indicators.



The Taiwan Children and Family Support Foundation's Nantou and Tainan branches participated in the "Taitung Family Support Center Academic Year 112 Scholarship" program, assisting economically disadvantaged families with over 1,600 households and about 3,000 children. In 2023, 85 elementary and junior high students received support, aiding their families with back-to-school supplies and easing financial burdens.



The Father Bai Yongen Social Welfare Foundation participated in the "Together with Love, Guarding Continuous Service" project, supporting the "Rural Elderly Care Service Program for the Poor and Solitary" to improve living conditions and health for elderly living alone in remote areas. They provide daily necessities, food, and organize community activities to ensure proper care for the elderly. In 2023, they served 386 individuals, totaling over 2,000 person-times of service.

Lanyu Elementary School in Orchid Island, Taitung County, participated in the "112 Taitung County Lanyu Elementary School Improvement and Enrichment of Teaching Environment Equipment Donation Project." Over 98% of the students are of the Yami tribe. Climate effects had caused rust and malfunctions in the school's teaching equipment. In 2023, donations of digital devices and e-books benefited a total of 46 individuals, significantly enhancing the learning environment for both students and teachers.



The Life's Flavors Cultural Construction Association participated in the "Urban Poverty Reconstruction and Connection Project," assisting homeless individuals, recyclers, and other disadvantaged groups in rebuilding their lives and connections. This initiative aims to enhance self-confidence, motivation for work, and public understanding of poverty issues. In 2023, they completed cleaning and organizing activities for 166 households, involving a total of 437 participants.

Employee Charitable Acts

Getac Holdings' Charitable club- Tongxin Club

Getac Holdings' charitable initiative, the "Tongxin Club," encourages employees to participate in social welfare activities outside of work. Established in August 2023, it operates with a volunteer spirit, focusing on caring for the disadvantaged, community service, donating supplies, and environmental conservation. Tongxin Club plans two activities per quarter, totaling four in the third and fourth quarters of 2023, aiming to assist vulnerable groups and contribute positively to society.

The Tongxin Club subscribes to Love Reading Secondhand Bookstore's secondhand books.



The Love Reading Second-Hand Bookstore is a self-supporting organization that assists people with disabilities in employment. They provide a physical workshop space and utilize donated materials to support ongoing work opportunities for their disabled partners. Tung Shin Society visited Love Reading in September and encouraged its members to support the bookstore through a charity book subscription initiative.

The AiCi Social Welfare Foundation specializes in caring for children aged 0-2 from disadvantaged families, particularly those with parents affected by AIDS or drug addiction. Over 70% of its funding comes from self-raised donations. In September, the Tongxin Society visited AiCi and donated essential baby items such as bath products, pacifiers, and bottles. Additionally, in celebration of the Mid-Autumn Festival, Tongxin Society also prepared mooncakes, pomelos, and other festive foods for the occasion.



The Tongxin Club donated baby supplies to the Love and Mercy Foundation.

The Tongxin Club extends Christmas blessings to the remote areas of Lanyu, including Lanyu Orchid Island Elementary School and its affiliated kindergarten.



To support children in remote rural areas and spread Christmas cheer through action, promoting social inclusivity, Tongxin Club prepared various Christmas gifts in December. Members spent their after-work hours personally packing 50 gift bags. These gifts are intended to bring heartfelt warmth and encouragement to the children of Lan Yu Lang Island Elementary School and its affiliated kindergarten, aiming to make them feel the caring support from society.

Getac labor union in China participated Kunshan City's "2023 Lu Cheng Da Ai" and "Charity Day Donation" online fundraising events, initiating the "Lu Cheng Da Ai, Let Love Rise" charity campaign. They invited colleagues to donate and support individuals with serious illnesses, disabilities, disadvantaged children, and rural revitalization.



The union of Getac's factories in China calls upon employees to participate in the "Deer Star Day Donation" campaign.

Nurturing Industry Talents



About Y.S. Educational Foundation

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

About Y.S Awards

The "Y.S Awards - Yushow Cup" is a creative competition organized by the Yushow Foundation. Getac Holdings participates annually in event planning and judging, aiming to connect creative energy with industrial development and translate inspiration into actionable projects. Since 2003, we have collaborated with affiliated enterprises to promote the Yushow Award Creative Competition, making it a crucial avenue for encouraging young people's development.

Over the past two decades, the Yushow Award has nurtured over 30,000 young students, providing a platform to showcase creativity and implement ideas. Aligned with Taiwan's digital technology and design education, the competition focuses on cultivating international digital content and design talent, empowering young generations to innovate within Taiwan's industries.

The 21st Yushow Cup, themed "Future Technology, Earth Solutions," emphasizes innovation and environmental sustainability. This year's competition places greater emphasis on eco-friendliness by using reusable exhibition stands and minimizing disposable waste, in alignment with ESG principles of environmental sustainability. Additionally, adopting a semi-open judging format allows participating teams to observe and learn from each other, enhancing communication and interaction.

The competition received over 680 submissions this year, rigorously evaluated by judges, with 47 teams ultimately advancing to the finals. Three teams were awarded first place, demonstrating deep exploration in their respective fields and a strong understanding of user needs, earning high praise from the judges.

The Yushow Cup Creative Awards provide a platform for young students to showcase their talents, using technological innovation to drive industrial development. It explores how technology can empower the next generation, injects new ideas into businesses, and fosters a new paradigm of sustainable development, aiming to create an ecologically harmonious and mutually beneficial society.





5.0 Environmental Protection

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5.1 Environmental Policy

Getac, with the goal of "Care for the Environment, Embrace Sustainability," has established an environmental policy that mandates all operational sites to strictly adhere to local environmental regulations. The company advocates for the conservation of Earth's resources, product recycling and reuse, enhancing energy efficiency, reducing greenhouse gas emissions, and prohibiting the use of harmful substances to minimize environmental impact.



Care for the Environment, Embrace Sustainability

- 01. 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.
- 02. Energy-saving, Carbon-reduction, Circular Innovation** In response to the carbon reduction action of controlling the global warming within 1.5 degrees Celsius, formulate energy resource reduction (water, energy, carbon emissions, waste) policies and goals, invest resources to implement effective energy and water conservation, and maximize the efficiency of energy resource use; reduce carbon emissions through green manufacturing processes and innovative technologies; continue to improve waste and pollution management performance, reduce emissions and waste in every production link, to achieve the goal of sustainable development and resource recycling/reuse.
- 03. 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.
- 04. 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.
- 05. 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.

5.2 Climate Change Response

Implementation of TCFD Climate-related
Financial Disclosure Framework

Getac Holdings, in pursuit of corporate sustainability, is dedicated to addressing climate change risks and opportunities. Climate change is integrated into our critical issues and key risk items for analysis and management, and we continuously promote low-carbon transformation and climate adaptation.

In 2022, Getac Holdings, along with its subsidiaries Getac Technology, Atemitech Corp., and Getac Kunshan, began implementing the TCFD Climate-related Financial Disclosure Framework to better identify risks and establish response mechanisms. We have also officially signed on as a supporter of TCFD, continuously enhancing the transparency of our climate-related risk and opportunity disclosures. Six key subsidiaries in China and Vietnam are also expected to adopt this framework by 2026, ensuring comprehensive identification and response measures for climate risks. This strategic approach allows us to develop future environmental action plans from a broader perspective, aligning more closely with the United Nations' 2050 net-zero emission goals, and gradually creating a cleaner, better world through sustainability, ensuring a longer and farther journey together.

Climate-related Financial Disclosures

Governance

The Board of Directors
The Board of Directors serves as the highest authority for risk management within the company. It adheres to legal requirements, operational strategies, and the overall business environment. The Board approves the company's risk management policies, reviews and supervises the implementation of risk management practices, and holds ultimate responsibility for risk management.

Management Level
Under the Sustainability Committee, the Climate Change Risk Team is responsible for managing climate-related risks and promoting climate change risk management. They provide their findings to the Risk Management Team, which integrates them into the annual corporate risk management execution. General Managers/Operations Managers of each subsidiary and unit heads are responsible for assessing and monitoring relevant risks within their units. They establish preventive and responsive measures for these risks and ensure their implementation.

For details on the company's climate governance organizational structure, please refer to pages 52 and 61 of this report.

Strategy

Getac Holdings categorizes climate change risks and opportunities into short-term (by 2025), medium-term (2026-2030), and long-term (2031-2050) categories. Short-term risks include government carbon pricing, while medium-term risks involve regulatory requirements for product efficiency standards, carbon tariffs, demand for low-carbon products/new technology investments, and changing customer preferences. Long-term risks include extreme temperature changes.

In response to these risks and opportunities, the company focuses its climate mitigation and adaptation efforts in several directions:

- 1. Developing low-carbon products and reducing material use.
- 2. Enhancing process technologies,
- 3. Upgrading equipment to improve energy efficiency.
- 4. Implementing smart control systems to optimize energy use,
- 5. Optimizing equipment performance.
- 6. Recycling energy
- 7. Using renewable energy sources.

These measures are aimed at addressing climate challenges while capitalizing on emerging opportunities in sustainable practices.

Risk Management

The company has established a "Risk Management Policy and Procedures" covering governance, environmental, social, operational, and other aspects, including both physical and transitional risks associated with climate change.

In response to climate change, the company adopts the Task Force on Climate-related Financial Disclosures (TCFD) framework. Annually, it conducts assessments and identifies climate change risks and actions based on governance, strategy, risk management, metrics, and targets. These evaluations help identify potential risks and opportunities related to climate change, guiding the planning and implementation of mitigation and adaptation measures.

Metrics & Targets

The company is advancing energy conservation and carbon reduction initiatives with the goals of reducing absolute greenhouse gas emissions and greenhouse gas intensity.

To ensure the implementation of sustainable actions, the company integrates sustainability goals with operational strategies. It regularly reviews the setting of sustainability objectives and tracks their performance. Sustainability goals related to climate change include targets for energy, emissions, waste reduction, water resources, and material reduction, as well as initiatives for waste recycling, development of low-carbon products, and incorporation of recycled materials.

Climate Risk and Opportunity Assessment Identification Process

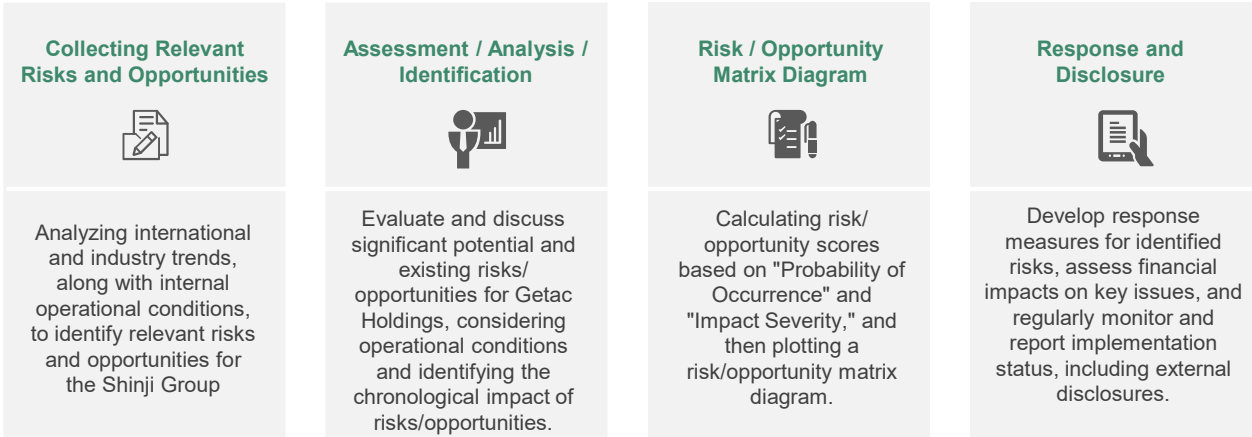
The Climate Change Risk Team analyzes international and industry trends, along with internal operational conditions, to compile reports on climate-related risks and opportunities. They identify relevant risks and opportunities for Getac Group, followed by convening the "Climate Change Risk and Opportunity Identification and Evaluation Meeting." This meeting includes senior executives or representatives from each subsidiary, who identify and assess climate change risks/opportunities and propose response measures based on the risk and opportunity list.

The team identifies potential challenges and opportunities and conducts climate change scenario analysis. They refer to domestic and international climate-related reports and consider internal operational conditions to evaluate the "impact severity" and "probability of occurrence" of risks/opportunities over different time frames. The results are used to create a risk/opportunity matrix. Based on the risk assessment results, Getac develops response plans, evaluates financial risks and impacts, and monitors and communicates externally on a regular basis.

Climate-related Risk and Opportunity Management Process

The Board oversees risk management execution and holds ultimate responsibility. The Sustainability Committee reviews climate change risk and opportunity outcomes. The Risk Management Team establishes and integrates corporate risk management mechanisms, implements procedures, and reports results regularly to both committees. The Climate Change Risk Team is responsible for assisting in the assessment of climate-related risks and opportunities. Based on the identification of significant climate-related risks and opportunities, the team manages the risk management process, which includes but is not limited to strategic and financial impact analysis, assisting in setting indicators and targets, promoting climate change mitigation or adaptation plans, and regularly providing outcomes to the risk management team for integration into the annual corporate risk management execution. Each unit, after assessing and summarizing risk items, proposes climate

Climate Risk and Opportunity Assessment Identification Process



change adaptation or mitigation plans, selects appropriate risk response strategies, formulates strategies, and implements appropriate response measures. Risk response strategies may include, but are not limited to, pursuit strategies, acceptance strategies, mitigation strategies, transfer strategies, and avoidance strategies.

Climate Risks and Opportunities Identification Result

The company's Climate Change Risk Committee convened a meeting on Climate Change Risk and Opportunity Identification, integrating TCFD risk scenario analysis with company operations. They assessed significance based on "impact severity" and "likelihood of occurrence," categorizing risks by timeframes: short-term (by 2025), medium-term (2026-2030), and long-term (2031-2050). The scope covered four subsidiaries: Getac Holdings, Getac Technology, Atemitech Corp., and Getac Kunshan.

In 2023, they identified six major climate-related risks, including five transition risks: "Government imposition of corporate carbon fees," "Product efficiency regulations and standards," "Carbon tariffs," "Demand for low-carbon products/new technology investments," and "Shift in customer behavior." Additionally, they identified one immediate physical risk: "Extreme temperature changes." They also analyzed potential opportunities, including "Utilize more efficient production and distribution processes," "Adopting more efficient transportation methods," and "Developing or increasing low-carbon goods and services." For details, refer to page 109 of the Climate Risk and Opportunity Report.

Corresponding Measures of Climate Risks and Opportunities in 2023

Getac Holdings identifies climate change risks and opportunities based on its corporate risk management procedures and the TCFD framework. Identified risk factors in 2023 include emerging regulations, technological advancements, and market shifts related to transformation; immediate physical risks; and potential opportunity factors such as product and service innovation and resource efficiency. See the table below for details.

No.	Risk Type	Risk Topic	Time Duration	Level of Impact	Potential Impact on Operations or Finances	Corresponding Measures
Risk 1	Transition Risk	Government imposition of corporate carbon fees	Short term	Moderate	Increased costs, capital expenditures	Adopt low-carbon energy sources such as solar power in the future. Additionally, the company will utilize decentralized energy storage systems to mitigate the financial risks associated with carbon fees.
Risk 2	Transition Risk	Product efficiency regulations and standards	Mid Term	Extremely severe	Growth constraints, Rising costs	Gradually achieve energy efficiency certification for all products to comply with various governments' regulations and reduce their financial impacts.
Risk 3	Transition Risk	Carbon tariff	Mid Term	Severe	Rising costs	The company will actively seek suppliers of low-carbon raw materials to reduce product carbon footprint and mitigate financial risks associated with carbon tariffs.
Risk 4	Transition Risk	Demand for low-carbon products / investment in new technologies	Mid Term	Extremely severe	Growth constraints, Rising costs	The company will invest in research and development to use recycled materials in manufacturing products, and actively seek packaging materials made from recycled materials to meet customer requirements.
Risk 5	Transition Risk	Shift in customer behavior	Mid Term	High	Growth constraints	Continued investment in EPEAT certification.
Risk 6	Physical Risk	Extreme temperature changes	Long Term	Severe	Growth constraints, Fixed costs	Deploying energy storage systems and implementing shift adjustments to address power outages or restrictions caused by climate change.

No	Opportunity Topic	Time Duration	Level Of Impact	Potential Opportunities For Operations Or Finances	Corresponding Measures
Opportunity 1	Developing or increasing low-carbon goods and services	Short term	Extremely High	Research and development costs increase, Revenue increase	Investment in battery for electric-assisted vehicle research and development and sales
Opportunity 2	Implementing more efficient production and distribution processes	Short term	High	Expense & cost reduction	Investment in energy-efficient equipment and its replacement. Optimization of process efficiency
Opportunity 3	Adopting more efficient transportation methods	Mid Term	High	Cost reduction	Investing in packaging reduction design to reduce procurement and transportation costs.

Climate Scenario Resilience Assessment

We have set hypothetical scenarios to understand climate change impacts on our company, focusing on transition and physical risks, and climate opportunities as per the TCFD framework. We analyzed the Worst-case Scenario to assess our resilience and adaptability to climate-related disasters and natural hazards. These scenario analyses are vital for our strategy, risk management, and evaluating corporate resilience under varying external conditions.

Transition Risks and Opportunities Scenario

Getac Holdings assesses potential financial impacts and cost estimates under Taiwan's "2050 Net Zero Emissions Pathway" and "Nationally Determined Contributions (NDC)," targeting a 50% reduction in greenhouse gas emissions by 2030 from Business as Usual (BAU). Aligned with the 1.5°C global warming limit goal, the analysis covers risks from policy, market, and technological changes. It evaluates effects on revenue growth, operational costs, capital expenditures, and management costs related to improving resource efficiency and introducing low-carbon products and services as part of the transformation strategy.

Scenario Assumptions for Physical Risks and Opportunities

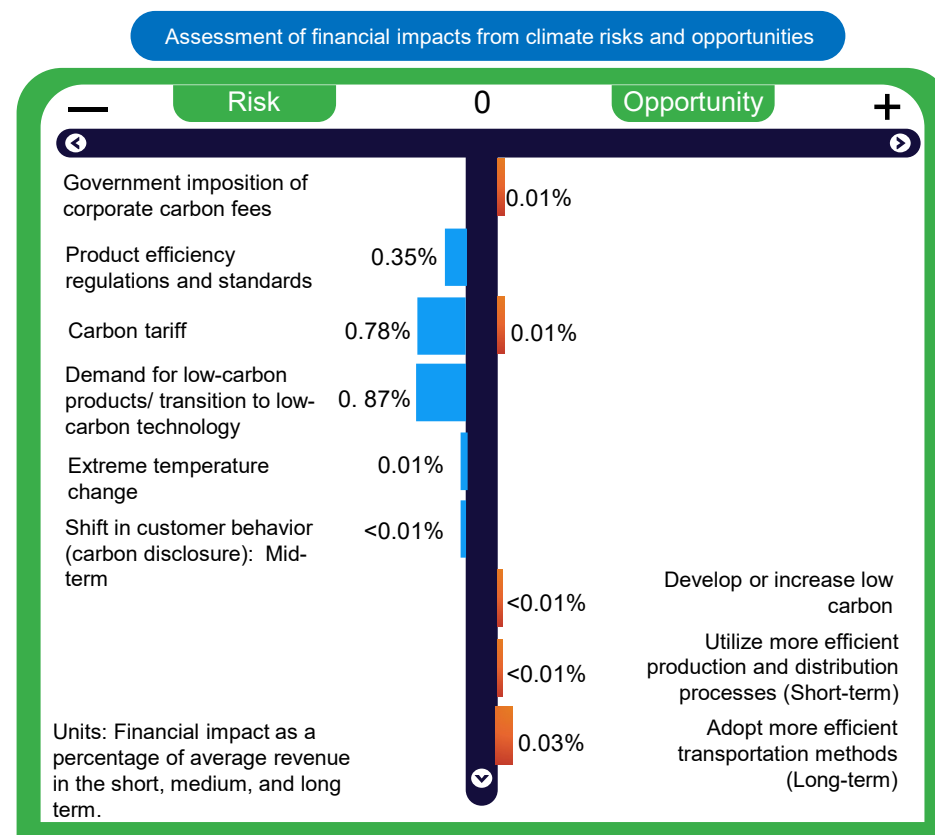
Getac Holdings considers the impact of extreme heat events in Taiwan based on IPCC's Sixth Assessment Report and Taiwan's climate change analysis updates. Under the worst-case scenario (SSP5-8.5), where days with temperatures above 36°C increase significantly, the assessment focuses on potential power outages or restrictions affecting company operations and factory production processes. This scenario could lead to production halts due to operational disruptions caused by extreme temperatures.

Getac's Climate Scenario Assumptions

Risk/Opportunity	Scenario Assumptions
Transition Risk & Opportunity	<ul style="list-style-type: none"> Taiwan's 2050 Net Zero Emissions Pathway Strategy Taiwan's 2030 Nationally Determined Contributions (NDC) 1.5°C Scenario
Physical Risk	<ul style="list-style-type: none"> IPCC's Sixth Assessment Report, extremely high-emission scenario (SSP5-8.5)

Financial Impact Assessment

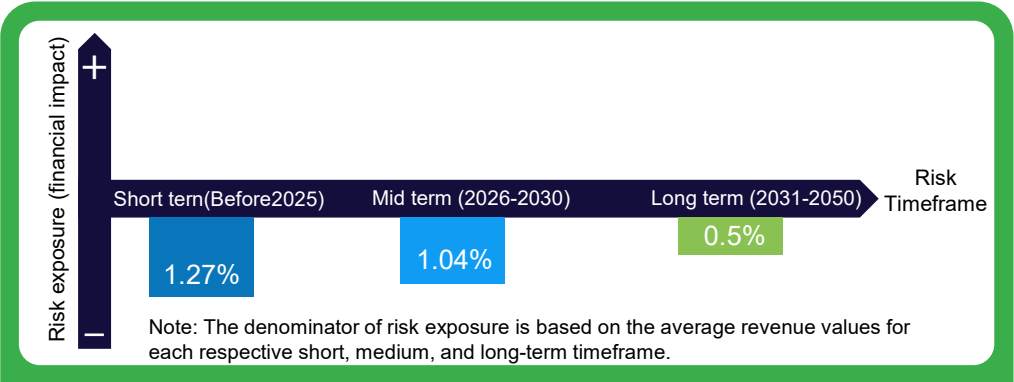
Getac conducted a financial impact assessment for identified climate risks and opportunities in 2023, projecting their effects on the company until 2050 based on climate scenario assumptions. This assessment covers Getac Holdings, Getac Technology, Atemitech Corp., and Getac Kunshan. Detailed assessment results are as follows:



Climate risk and opportunity financial impacts presented over short, medium, and long terms are as follows:

- Short term: Risk exposure represents approximately 1.27% of average revenue.
- Medium term: Risk exposure represents approximately 1.04% of average revenue.
- Long term: Risk exposure represents approximately 0.5% of average revenue.

Financial impact severity of climate-related risks/opportunities in the short, medium, and long term



Climate-related Metrics and Targets

To mitigate climate change risks, our company has established "reducing absolute greenhouse gas emissions and greenhouse gas intensity" as key climate-related indicators and goals. Using the year when all major subsidiaries completed greenhouse gas inventories and verifications as the baseline (2021), we have set short- and medium-term targets for reducing greenhouse gas emissions.

In the short term, our goal is to annually decrease greenhouse gas intensity per unit of revenue. For 2024, we aim to achieve a 24.4% reduction in greenhouse gas intensity compared to the baseline year. In the medium term, our target is to reduce total greenhouse gas emissions by 20% compared to the baseline year. These goals are part of our commitment to addressing climate change through proactive management and targeted emission reduction strategies.

Getac Holdings (Consolidated) GHG Emission Metrics & Targets

Short term (2024) Target	Greenhouse gas emission intensity (Scope 1 and 2) decreased by 24.4% compared to the base year (2021).
Mid Term (2030) Target	Total greenhouse gas emissions (Scope 1 and 2) decreased by 20% compared to the base year (2021).

Climate Mitigation And Adaptation Measures

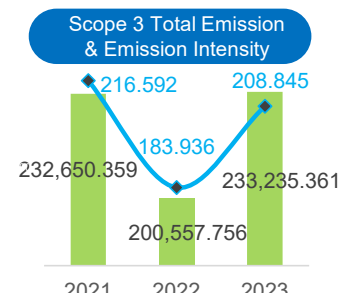
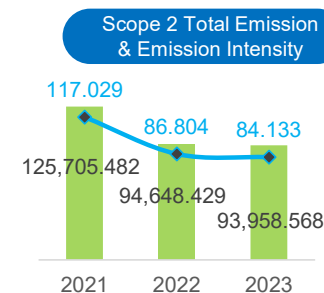
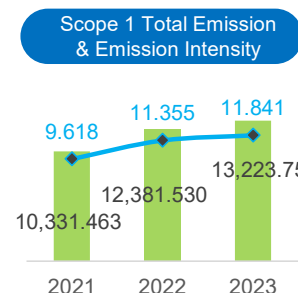
In 2023, Getac Holdings (consolidated) reported third-party verified greenhouse gas emissions totaling 340,417.682 metric tons of CO2 equivalent. Scope 1 and Scope 2 emissions amounted to 107,182.322 metric tons, with major emissions from purchased electricity and steam in Scope 2, accounting for approximately 28% of total emissions, while Scope 1 accounted for only about 4%. The company integrates climate issues into daily operations and business processes, developing energy-saving and carbon reduction plans that include optimizing process technologies, upgrading equipment, implementing smart control systems, improving equipment efficiency and operation, and recycling energy. Regular reviews of reduction targets and performance tracking are conducted. Details of the energy-saving and carbon reduction projects for 2023 can be found on pages 114-115 of the report.

Scope 3 greenhouse gas emissions totaled 233,235.361 metric tons, accounting for 69% of total emissions. The primary emission categories in Scope 3 were procurement of goods and services, representing 64% of the total. Proactively collaborating with the value chain, we initiated projects such as product carbon footprint assessments and zero landfill waste guidance. Through technological innovation, we reduce material use, develop low-carbon products, and increase the use of recycled materials. Details can be found on pages 28-31 of the report.

Getac Holdings aims to manage and annually reduce energy intensity and greenhouse gas intensity per million USD of revenue. In 2023, the consolidated Scope 1 and Scope 2 greenhouse gas intensity decreased to 95.974 metric tons of CO2 equivalent per million USD, a 2.2% reduction compared to the previous year and a 24% reduction compared to the base year (2021), reflecting improved energy efficiency. Detailed greenhouse gas emission trends over the past three years for Getac Holdings can be found on page 112 of the report.

GHG Emission Inventories Of Getac Holdings In Recent Three Years

		2021	2022	2023
Scope 1 Direct Emissions		10,331.463	12,381.530	13,223.754
Scope 2: Indirect Energy Emissions		125,705.482	94,648.429	93,958.568
Scope 3 Other Indirect Emissions	Category 3: Transportation Indirect Emissions	29,045.762	5,256.687	5,921.715
	Category 4: Indirect Emissions from Use of Products by the Organization	197,483.432	189,620.998	217,661.616
	Category 5: Indirect Emissions from Use of Sold Products sold by the organization	6,121.164	5,680.071	9,652.030
	Total of Category 3-5	232,650.359	200,557.756	233,235.361
Total Emission	Scope 1, 2	136,036.945	107,029.959	107,182.322
	Scope 1, 2, 3	368,687.303	307,587.715	340,417.682
Emission Intensity	Scope 1	9.618	11.355	11.841
	Scope 2	117.029	86.804	84.133
Unit : Mt CO ₂ e/million USD	Scope 3	216.592	183.936	208.845
	Scope 1, 2	126.647	98.160	95.974
	Scope 1, 2, 3	343.239	282.095	304.819



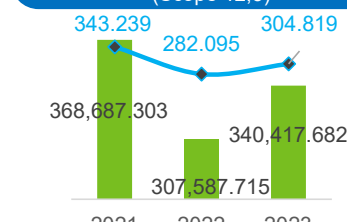
Total Emission(Mt CO₂e)
Emission Intensity(Mt CO₂e/Million USD)

Total Emission(Mt CO₂e)
Emission Intensity(Mt CO₂e/Million USD)

Total Emission(Mt CO₂e)
Emission Intensity(Mt CO₂e/Million USD)

Total Emission & Emission Intensity (Scope 1,2)

Total Emission(Mt CO₂e)
Emission Intensity(Mt CO₂e/Million USD)

Total Emission & Emission Intensity (Scope 1,2,3)

Total Emission(Mt CO₂e)
Emission Intensity(Mt CO₂e/Million USD)

Basis of
Calculation

- From 2021 to 2023, the greenhouse gas inventory was verified according to ISO 14064-1 standards, and the scope of the inventory aligns with the contents of this report.
- The GHG data for Taiwan and China in this report are based on the Global Warming Potential (GWP) values referenced from Table 7.SM.7 of the IPCC Sixth Assessment Report 2021. For Vietnam, the data is sourced from Table 2014 of the IPCC Fifth Assessment Report.
- The emission factors for Taiwan are derived from several sources, including the Ministry of Economic Affairs, Energy Bureau's 112th Year Electricity Carbon Emission Coefficient, the Executive Yuan's Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table version 6.0.4, the Environmental Protection Administration's Product Carbon Footprint Calculation Platform, and Simapro 9.5.0.0.
- The emission factors for China are sourced from various documents, including the 2006 IPCC National Greenhouse Gas Inventory Guidelines, the 2022 revised edition of the Enterprise Greenhouse Gas Emission Accounting Methods and Reporting Guidelines for Power Plants, and the Trial Edition of the Industrial Other Industry Enterprise Greenhouse Gas Emission Accounting Methods and Reporting Guidelines. Additionally, they are sourced from Simapro or the China Products Carbon Footprint Factors Database.
- For Vietnam, the emission factors are sourced from the 2006 IPCC National Greenhouse Gas Inventory Guidelines and The Letter No. 1278/BDKH-TTBVTOD dated December 31, 2022.

Energy and emissions management

Carbon management is not only a necessary measure for businesses to address climate change and regulatory requirements but also a key strategy for enhancing corporate image, reducing costs, managing risks, and achieving sustainable development.



ISO50001 Energy Management System

Since 2020, Getac Holdings has successfully implemented the ISO50001 Energy Management System in five subsidiaries, verified externally. These include Getac Technology Xizhi Plant, Getac Kunshan, MPT Kunshan, MPT Suzhou, and Getac Changshu and its branch. To strengthen energy management, employees are required to adhere to internal energy operation management procedures, including guidelines for energy conservation and emissions reduction, water and electricity management, and energy management procedures. Additionally, we enhance internal energy conservation through advocacy and training, such as adjusting air conditioning temperatures reasonably, turning off lighting during lunch breaks, and reducing heating usage in winter based on actual needs. These measures contribute to improving energy efficiency, reducing emissions, and aligning with the company's sustainability strategy.



ISO 14064-1 Greenhouse Gas Inventory Management System

The company disclosed in this report has implemented the ISO-14064-1 Greenhouse Gas Inventory Management System since 2021, verified by external audit firms (SGS, BSI). Emission source boundaries are delineated according to operational control rights, with a coverage rate of 91.2% in 2023 (based on revenue). This facilitates accurate quantification and monitoring of greenhouse gas emissions, enabling effective measures to reduce emissions and achieve sustainable development goals.



Implementation of Energy Conservation and Carbon Reduction Projects

In 2023, Getac Holdings (consolidated) recorded a total energy consumption of 776,137.39 GJ, marking a 13.4% reduction compared to the baseline year of 2021, which saw a decrease of 120,284 GJ. Despite a 7.1% increase in revenue, energy intensity continued to decrease annually, down by 16.7% from the baseline year. This reflects improved energy efficiency and effective control of greenhouse gas emissions.

Throughout the year, Getac Holdings (consolidated) invested NT\$34.39 million in implementing 35 energy conservation and carbon reduction projects. These initiatives collectively saved 3,247 MWh of purchased electricity, 244 metric tons of steam, 80,584 cubic meters of natural gas, and 1,440 metric tons of water, equivalent to saving 3,418 GJ of energy. The carbon reduction benefits amounted to 2,412 metric tons of CO₂ equivalent, contributing to savings of NT\$6.46 million in energy costs. Detailed information can be found on page 114 of this report.

Calculation Basis:

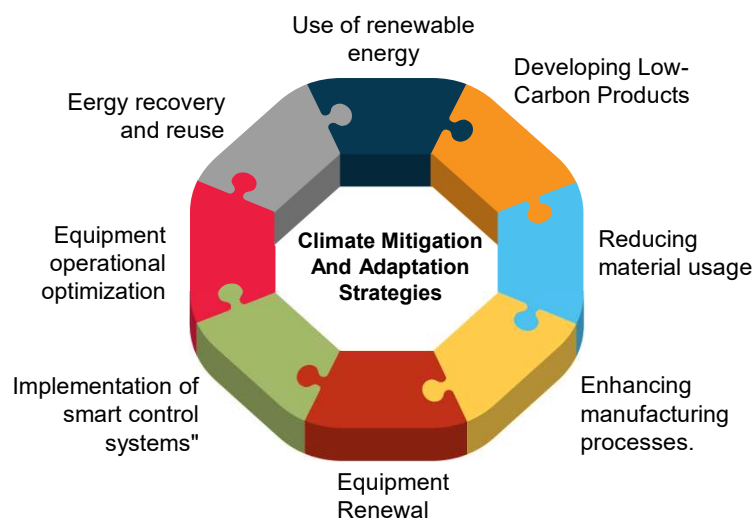
- The energy savings for each energy conservation project can be calculated within 12 months after the project's launch. The energy savings performance for 2023 is only calculated for the achievements within the year following project initiation; any unrealized energy savings extend to the next year for calculation. Electricity carbon emission factors: China: 0.5703 kg CO₂e per kWh; Taiwan: 0.495 kg CO₂e per kWh; Vietnam: 0.7221 kg CO₂e per kWh
- Energy savings amount = Energy savings (kWh) × Electricity price. The electricity price per kWh is determined based on the annual electricity bill amount divided by the annual electricity consumption at each plant, converted to New Taiwan Dollar (NT\$). The exchange rate is 31.154 TWD per USD and 4.424 TWD per RMB.



Energy-saving And Carbon Reduction Performance In 2023

35 ProjectsNumber of energy-saving
and carbon reduction
projects in 2023**3,418 GJ**Energy-saving
performance in 2023**2,412 Mt CO_{2e}**Carbon reduction
performance in 2023

Climate Mitigation And Adaptation Strategies



Scope 1: Carbon Reduction Projects

Equipment operational optimization

- Central furnace gas efficiency improvement

Equipment upgrades

- Energy-saving improvements for dormitory hot water supply

202.97 Mt CO_{2e}
Carbon reduction amount

Scope 2: Carbon Reduction Projects

Energy recovery and efficiency

- Thermal recovery for barrel insulation

Process optimization

- Burn-In process improvements

Operational enhancements

- Lighting system and air conditioning adjustments
- Energy-saving measures for compressed air systems
- Central furnace gas efficiency improvements

Implementation of smart controls

- Lighting system
- Installation of temperature and variable frequency controllers for cooling tower fans
- Installation of variable frequency and temperature probes for air compressor cooling tower fans
- Constant pressure and temperature control for water circulation systems
- Automatic start-stop for lapping machine feed trays
- Upgrades to high-temperature cooling towers and water pump linkage systems

Equipment Renewal

- Lighting system
- Insulation and energy-saving retrofit for drying barrels
- Replacement of variable frequency water pumps
- Energy-saving retrofit for insulation furnaces
- Energy-saving through constant pressure variable frequency control for water circulation systems
- Workshop negative pressure system upgrade
- Energy-saving retrofit for air compressors
- Energy-saving retrofit for workshop high-temperature cooling towers and high-temperature water pump linkage systems
- Conversion of workshop air conditioning systems from ducted to workstation cooling methods
- Other unspecified improvements

2,191.53 Mt CO_{2e}
Carbon reduction amount

Scope 3: Carbon Reduction Projects

Operational optimization

- Reuse of hard water generated by the pure water system for heat dissipation in cooling towers

17.74 Mt CO_{2e}
Carbon reduction amount

Energy Resource Management

Getac Holding's major product lines have different levels of electricity consumption. The assembly lines for computer systems have low energy consumption, while plastic injection molding and metal die-casting processes have high energy consumption. In terms of energy type distribution, "electricity, heating, cooling, and steam purchased and consumed" accounted for 75.5% of the total energy consumption in 2023, mainly comprising externally purchased electricity and steam. "Non-renewable fuels" accounted for 24.5%, including diesel, petroleum, liquefied petroleum gas (LPG), and natural gas. Generators, forklifts, boilers, and company vehicles use diesel for power generation, while some company vehicles and lawnmowers use gasoline. Liquefied petroleum gas is used for cooking in kitchens, and natural gas is used for furnaces. The company currently does not generate electricity itself, purchase other electricity from partner manufacturers, use renewable fuels, or produce and sell electricity, heating, cooling, and steam. Getac Holding aims to reduce energy intensity year by year as its energy management goal. In 2023, the total energy consumption was 776,137.395 gigajoules, and the energy intensity was 694.974 gigajoules per million USD, maintaining a year-by-year decrease, which is a 16.7% reduction compared to the base year (2021).

Getac Holding (Consolidated) Energy Usage Data

	Fuel Type	Unit	2021	2022	2023
Non-renewable Fuel	Diesel	Kilogram	204,482	264,796	263,283
	Natural Gas	M³	3,283,870	2,593,926	2,502,398
	LPG	Kilogram	327,251	1,573,724	1,963,627
	Gasoline	Kilogram	93,780	56,698	78,399
Electricity Purchased And Consumed	Purchased Electricity	KWh	159,591,795	129,140,689	130,271,517
	Purchased Steam	Metric Tons	184,292	47,634	41,920

Getac Holdings' Total Energy Consumption in 2023

• Unit of Energy Consumption : GJ

• Unit of Energy Intensity: GJ per million USD

• Unit of Energy Consumption : GJ • Unit of Energy Intensity: GJ per million USD			2021	2022	2023	2023 Percentage Of Energy Consumption
Energy Consumption	Non- renewable Fuel	Diesel	8,723.336	11,370.149	11,326.249	1.5%
		Natural Gas	105,865.388	87,674.706	84,541.023	10.9%
		LPG	15,482.245	74,452.882	90,519.732	11.7%
		Gasoline	4,067.759	2,480.020	3,439.063	0.4%
		Sub-total	134,138.728	175,977.757	189,826.067	24.5%
	Electricity Purchased And Consumed	Purchased Electricity	577,990.514	464,906.479	468,977.460	60.4%
		Purchased Steam	184,292.128	133,327.062	117,333.867	15.1%
		Sub-total	762,282.642	598,233.541	586,311.328	75.5%
	Total		896,421.371	774,211.298	776,137.395	100%
Energy Intensity	Non-renewable Fuel		124.880	161.393	169.975	
	Electricity Purchased And Consumed		709.668	548.653	524.998	
	Total Energy Consumption		834.548	710.046	694.974	

Basis of Calculation:

- Getac Holdings, Getac Technology, and Atemitech Corp. share office spaces, factory areas, and infrastructure with external organizations. Electricity usage is proportionally allocated based on the area of use; gasoline consumption is calculated by dividing total expenses by the average annual oil price for the year.
- Taiwan:** Conversion coefficients for various types of energy are based on Taiwan EPA Greenhouse Gas Emission Coefficient Management Form 6.0.4. Gasoline heating value is 0.0327 GJ/L; purchased electricity heating value is 0.0036 GJ/KWh.
- China:** Conversion coefficients for various types of energy are referenced from GB/T 2589-2020 General Rules for Comprehensive Energy Consumption Calculation. Purchased steam heating value is referenced from Guidelines for Greenhouse Gas Emission Accounting and Reporting requirements – other industrial sectors (Trial)", Formula 15. Natural gas heating value is referenced from the natural gas company's gas quality analysis report. Heating values for Gasoline is 0.0431 GJ/L; purchased electricity is 0.0036 GJ/KWh; diesel is 0.0427 GJ/kg; purchased steam is 2.799 GJ/ton; natural gas is 0.0338 GJ/m³.
- Vietnam:** Conversion coefficients for fuels in Vietnam are referenced from the 2006 IPCC. Heating value for gasoline is 0.0443 GJ/kg; purchased electricity is 0.0036 GJ/kWh; diesel is 0.0430 GJ/kg; liquefied petroleum gas (LPG) is 0.0473 GJ/kg; natural gas is 0.0480 GJ/m³.



Internal Carbon Pricing

Our company has not yet initiated operations for Internal Carbon Pricing (ICP) but will evaluate the implementation schedule based on operational and carbon management conditions. The establishment of Internal Carbon Pricing will follow Taiwan's National Climate Change Adaptation Act, taking into account the EU Emissions Trading System and the Taiwan Carbon Exchange, utilizing a market-based approach to design an Internal Carbon Pricing mechanism that reflects the cost direction of greenhouse gas emissions' negative environmental impacts.

Upon the future implementation of Internal Carbon Pricing, plans include internalizing carbon emission costs into business operations and integrating them into financial decision-making processes. This involves setting internal carbon quotas for each business unit, converting these quotas into costs. For instance, if a business unit exceeds its carbon quota in the future, it will incur corresponding carbon costs. This may entail assigning a carbon cost to each unit of energy consumption or product production and incorporating this cost into budgeting, investment decisions, and procurement processes, thereby taking concrete steps toward carbon management and progressing towards sustainable operations.

Climate Change Issue Incentive Mechanism

In response to climate change, subsidiary Getac Kunshan has implemented the Continuous Innovation Program (CIP) since 2006. Initially focused on process improvement incentives, it has gradually expanded to include environmental management proposals such as energy conservation, emission reduction, and process efficiency enhancement. This program encourages employees to propose innovative ideas and provides substantial rewards accordingly. In 2023, there were a total of 33 CIP projects related to energy conservation and emission reduction, yielding a one-time tangible benefit of approximately NT\$3,071,047. Details of the incentive program are shown in the table to the right.

CIP Incentives Program Of Getac Kunshan Unit: NT\$million

Item	2022	2023
Number of incentives	5	33
Amount of incentives	2,871,711	3,071,047

Note: One-time tangible benefit amounts converted to New Taiwan Dollars using the exchange rate announced by the Bank of Taiwan on December 31, 2023, for cash purchase of Renminbi.

5.3 Water Resource Management

In the face of rapid global climate change, access to freshwater is crucial for the survival of all humanity. The United Nations' 2030 Sustainable Development Agenda underscores the importance of "ensuring availability and sustainable management of water and sanitation for all" as a critical goal. Saving water resources and ensuring clean emissions have become essential issues for corporate sustainability. Getac aims to maximize the efficiency of every drop of water used.

Water Resource Usage

Getac Holdings as a holding company, water is used for domestic purposes, and the water resource uses of its major subsidiaries vary due to process differences. Getac Technology, Atemitech Corp., and Getac Kunshan are mainly engaged in electronic products with low water demand for assembly processes, so water withdrawal is mainly used for domestic purposes. The Plastic Business Group (MPT Kunshan, MPT Suzhou, MPT Vietnam) mainly engages in plastic injection molding, using water for mold cooling in the injection molding process and painting processes. The Automotive Business Group (Getac Changshu and its Kunshan branch and Getac Vietnam) produces metal die-cast parts, with some die-cast product processes involving cleaning processes. To save water, process water recycling equipment is installed in the plant for repeated circulation, so process water mainly relies on recirculation water, not in water-intensive industries.

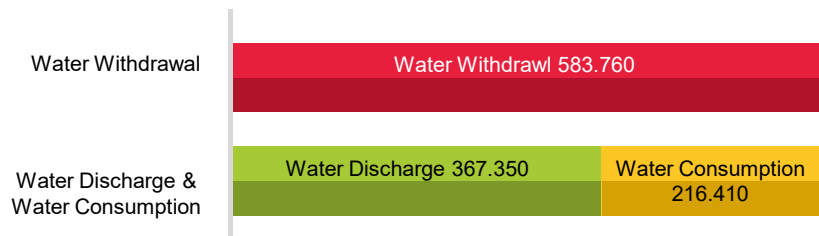
Water Usage in 2023

In 2023, Getac Holdings (consolidated) utilized a total water withdrawal of 583.760 million liters, a decrease of 25.5% compared to 2021(baseline year). In water resource management, Getac emphasizes increasing process water recycling rates to ensure infrastructure maintenance and inspections, while also enhancing daily water conservation initiatives. Water intensity has shown a continuous decline from 2019 to 2022, indicating improved water efficiency per unit of revenue generated. In 2023, water intensity was 0.523 million liters per million USD, a decrease of 28.3% from 2021(baseline year), demonstrating ongoing efforts to further reduce water intensity. Detailed information on Getac Holdings' (consolidated) water withdrawal and consumption over the past three years can be found in the table on the right.

Water Withdrawal, Water Discharge And Water Consumption Of Getac Holdings (Consolidated) In Recent Three Years

Item	Unit	2021	2022	2023
Water Withdrawal	Million liters	783.480	558.796	583.760
Water Discharge	Million liters	486.450	342.958	367.350
Water Consumption	Million liters	297.030	215.838	216.410
Water Intensity	Million liters per million USD	0.729	0.512	0.523

Water Usage of Getac Holdings in 2023 (Unit: Million liters)



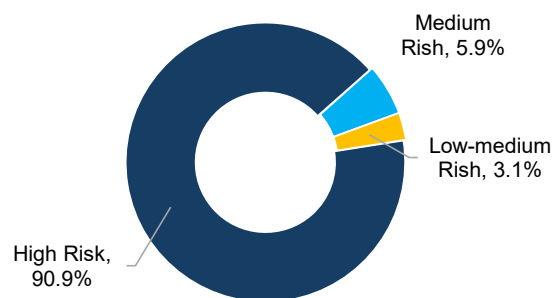
Basis of Calculation:

- Getac Holdings, Getac Technology and Atemitech Corp. use water only for domestic purposes, not for production.
- Water Withdrawal = Domestic water withdrawal + Production water withdrawal
- Water Discharge = Domestic water discharge + Production water discharge
- Global operational sites calculate domestic water consumption as 20% of domestic water withdrawal and 80% of domestic water discharge.
- MPT Kunshan and MPT Suzhou process use steam, water withdrawal = domestic water withdrawal + production water (air conditioning) water withdrawal + 50% steam usage, production water consumption = (production water intake + 50% steam usage) - production water discharge.
- The rest of the operational sites calculate production water consumption as 80% of production water withdrawal.

Water Risk Analysis

Our company obtains water from local municipal networks in China and Taiwan, sourced as tap water, and from groundwater in Vietnam. Currently, only process water used in production is recyclable for reuse; domestic water for living quarters cannot be recycled. According to the Aqueduct Water Risk Atlas standards by the World Resources Institute, Getac Changshu is classified as a medium to high-risk area. Total water intake and annual available renewable water supply in regions Getac Kunshan, MPT Kunshan, MPT Suzhou, Getac Changshu Kunshan Branch, MPT Vietnam, and Getac Vietnam are categorized as high-risk areas, accounting for 90.9% from high-risk water stress areas. Fortunately, process water in each factory area primarily uses recycled water as the main water source, with a minimal proportion sourced from local water bodies, causing no significant impact on local water resources. They are less affected by water supply disruptions. For details, refer to the Water Resource Risk Identification Table below.

Getac Holdings Water Resource
Stress Zone Distribution



Water Risk Analysis Of Getac Holdings (Consolidated)

Water Withdrawal	Low risk	In China and Taiwan, water withdraw for Getac Holdings is sourced from the local municipal networks. As the electronic manufacturing process does not require water, and plastic and metal processes primarily use recycled water, Getac Holdings is less affected by water supply disruptions. The company's reliance on water is relatively low due to the nature of its operations and water management practices, further minimizing the impact of water availability on its activities.
Drinking water	Low risk	The drinking water in our plants is processed with filter equipment. Regular inspections are carried out pursuant to relevant laws and regulations.
Flooding	Low risk	The Company has formulated "Emergency Response Procedures" and devises adaptation plans to enhance the post-disaster recovery ability. No major disasters occurred in 2023.
Legal compliance	Low risk	Relevant laws are reviewed on a regular basis to ensure conformity. Qualified wastewater treatment operators which have been licensed by the government are commissioned to treat the wastewater and sewage generated by the Company. The discharge water quality is measured and tested on a regular basis. No fines were imposed for wastewater discharge related violations in 2023.

Water Withdrawal, Discharge and Consumption by Site in 2023

	GTH (Standalone)	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	GTH (Consolidated)
Water Withdrawal	0.622	11.100	6.562	29.560	158.285	73.585	129.716	107.355	34.578	32.398	583.760
Water Source	Feitsui Reservoir	Feitsui Reservoir	Feitsui Reservoir	Kuilei lake	Kuilei lake	Kuilei lake	Nam Son Dap Cau	Nam Son Dap Cau	Changhu River	Kuilei lake	
Water Stress Level	Low-medium	Low-medium	Low-medium	High	High	High	High	High	Medium-high	High	
Effluent Stream	Tamsui River	Tamsui River	Tamsui River	Wu-Song River	Wu-Song River	Wu-Song River	Qiu River	Qiu River	Yangtze River	Wu-Song River	
Percentage of Water withdraw(%)	0.1%	1.9%	1.1%	5.1%	27.1%	12.6%	22.2%	18.4%	5.9%	5.5%	100%

Process Water Recycling

We recognize the preciousness of water resources in our company, which is why we continuously strive to enhance the recycling and reuse rates of water in our processes, aiming to reduce our reliance on natural water sources. We are committed to improving process technologies, implementing advanced recycling systems to reuse water, and conducting regular management and monitoring of water resources to ensure efficient use, protect the environment, and achieve sustainable development.

To conserve water, subsidiaries including MPT Kunshan, MPT Suzhou, MPT Vietnam, Getac Vietnam, Getac Changshu and its Kunshan branch have invested in process water recycling equipment to ensure continuous recycling of water resources. In 2023, the total recycled water volume was approximately 16,141.68 million liters, which is 27.65 times the water withdrawal volume for the year, equivalent to approximately 6,456.67 standard swimming pools. The water recycling rate reached 98.1%. Detailed water recycling rates for each plant are shown in the table on the right.

⁸The Olympic standard swimming pool size is 50 meters long, 25 meters wide, and 2 meters deep, containing approximately 2.5 million liters of water.

Total Process Water Recycling Volume and Water Recycling Rate of Getac Holdings

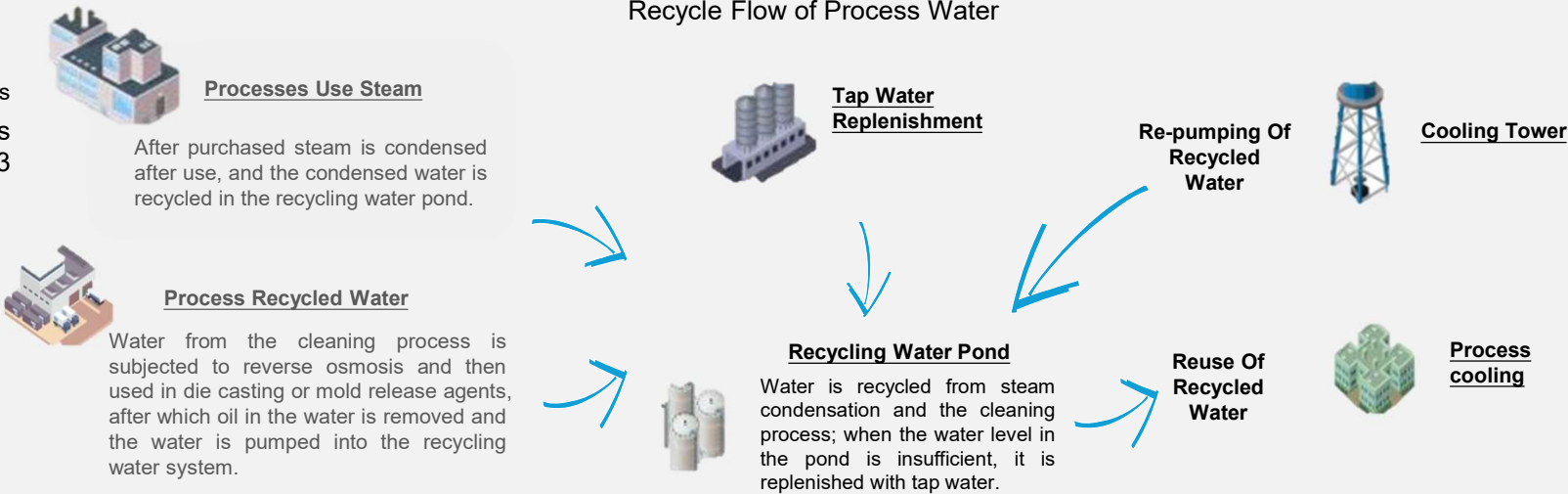
	2021	2022	2023
Total Process Water Recycling Volume (Million Liters)	17,974.19	13,753.81	16,141.68
Recycling Rate (%)	96.8%	97.9%	98.1%

Basis Of Calculation:

- Process Water Recycling Rate:= Recycled Volume / (Recycled Volume + Production Water Extraction Volume)

16,141.68 million liters
Total water volume of process recirculation in 2023

98.1%
Recycling Rate



Wastewater Management - Regulatory Compliance

At Getac Holdings, we prioritize pollution prevention with strict adherence to regulatory standards, aiming for zero pollution and compliance incidents. There are no highly hazardous substances discharged into the environment through our processes. We follow internal wastewater and exhaust gas management procedures, as well as environmental safety monitoring operations, to manage wastewater discharge daily. Wastewater from the plastic business group originates from water used for cooling molds in the plastic injection process and from painting processes, while wastewater from the automotive business group comes from processes such as demolding water and cutting fluids. After preliminary treatment on-site, wastewater is discharged to external organizations for further treatment by municipal sewage treatment plants or qualified entities.

Rainwater runoff collected through the factory's stormwater drainage system is directed to municipal pumping stations or sewage treatment plants for processing, ensuring no adverse impact on natural ecosystems. Sewage from the drainage system undergoes treatment at municipal sewage treatment plants or certified wastewater treatment facilities. After removing harmful substances, the treated wastewater is legally discharged into the Tamsui River in Taiwan, the Wusong and Yangtze Rivers in China, and the Qiu River in Vietnam. This discharge ensures that industrial water usage does not directly affect water bodies or land. Wastewater discharge adheres to local emission standards set by each facility's management unit, with regular third-party verification of effluent water quality compliance.

Regular Monitoring and Testing

Getac Holdings ensures that industrial and domestic wastewater at all production sites meets national emission standards before discharge. They engage government-certified sewage treatment firms with qualified licenses to manage wastewater. Regular testing of discharge water quality is conducted: internal personnel at the Vietnam site perform daily pH testing and management of wastewater ponds, while external partners conduct quarterly wastewater testing at discharge points, covering pH, COD, BOD, suspended solids, and other required parameters. Testing frequency is annual for the Kunshan and Changshu sites. Due to the use of cutting fluids, the automotive business group conducts monthly enhanced sampling of petroleum-based items. Testing standards comply with local regulations, with Chinese sites following China's National Environmental Protection Agency's "Comprehensive Wastewater Discharge Standards." pH levels range from 6 to 9; COD < 100 mg/L; BOD < 20 mg/L; suspended solids < 70 mg/L. The Vietnam site adheres to the "National Technical Regulation on Industrial Wastewater," with pH levels ranging from 5.5 to 9; COD < 150 mg/L; BOD < 50 mg/L;

suspended solids < 100 mg/L; total nitrogen < 40 mg/L; total phosphorus < 6 mg/L.

In 2023, all sites passed water quality tests without penalties or incidents of chemical spills, oil leaks, or wastewater leaks.

Investment in Water Purification Equipment

Getac Holdings continues to invest in upgrading environmental protection and energy-saving equipment. In 2023, the Getac Vietnam plant installed a pure water machine. Raw water is filtered through an impurity removal system, then enters the RO membrane, producing pure water and concentrated water through reverse osmosis, primarily used for production needs. Additionally, MPT Vietnam introduced a sludge press treatment system, where wastewater passes through an air tank (hydrocarbons (OH), PAC, polymers) into a reaction tank system, then through a clarifier to a sedimentation tank and sludge press system. This process dehydrates the sludge, and the treated clear water returns to the water storage tank's residual water storage tank for continued recycling.



5.4 Waste Management

To minimize the environmental impact of waste and promote sustainable resource utilization, Getac Holdings' various facilities classify waste comprehensively based on its purpose and nature. Priority is given to reusing and utilizing resources internally over recycling. Standards and protocols for storage and disposal are established for different categories. Hazardous waste, after classification and collection, is entrusted to local qualified operators for proper disposal, ensuring compliance with legal regulations. For the waste value chain of Getac Holdings, please refer to page 123 of this report.

Disposal Of General Industrial Waste

Getac's general industrial waste includes paper, pallets, packaging materials, and household waste. Waste paper and pallets are reused repeatedly until no longer usable, and then entrusted to local vendors for recycling and reuse. Household waste is incinerated at municipal waste treatment plants. Getac encourages employees to reduce waste in daily life, implements resource classification at all operational sites, encourages the use of eco-friendly cups, utensils, and bags, and refrains from providing paper cups during meetings to minimize waste generation.

Disposal Of Hazardous Industrial Waste

Hazardous industrial waste mainly comes from the production process and residues filtered out by wastewater treatment facilities. In the electronic product assembly process, the main pollutants are battery cells and defective PCBs. Battery cells are reclaimed by the original manufacturer, while PCBs are recycled by specialized vendors. In the plastic injection molding process, high-risk pollutants include oil-based paints and cutting fluids, as well as filter sludge and filter sponge generated by filtering exhaust gases and wastewater during painting. Some are incinerated by specialized vendors, some are recycled back into the process after treatment with chemicals, and the ashes are neutralized with chemical agents and made into bricks for construction materials.

The amount of Waste and Waste management Of Getac Holdings (Consolidated) in 2023

Unit: Metric Tones

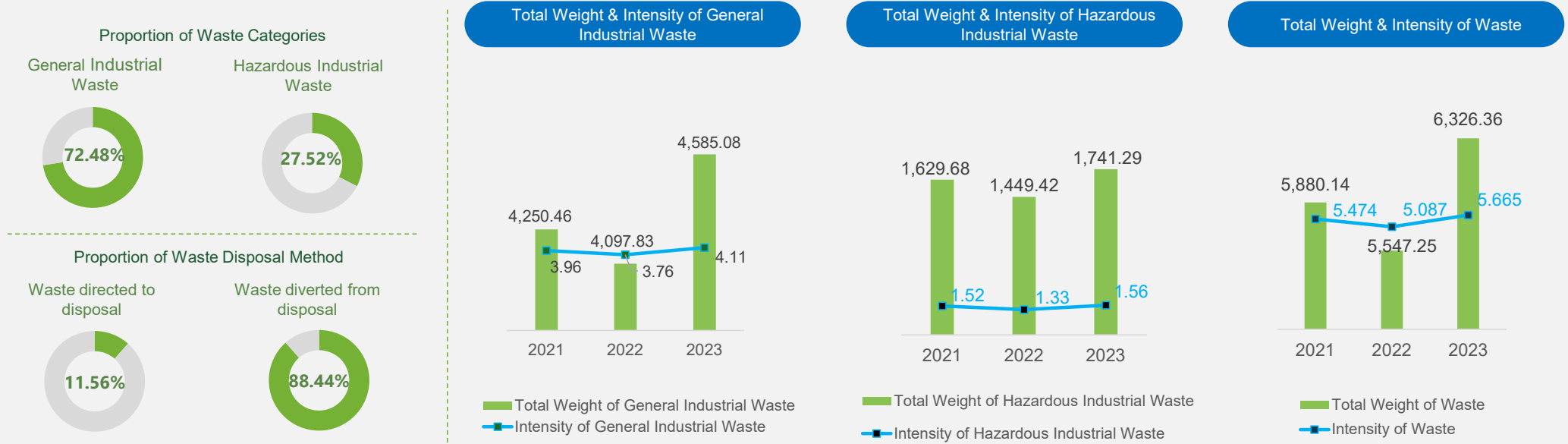
Disposal Category	Type of Waste	Disposal Methods	Items	Weight	Ratio of Total Waste(%)
Waste directed to disposal	General Hazardous Industrial Waste	Incineration (without energy recovery)	Household waste	180.89	2.86%
		Incineration (without energy recovery)	Waste packaging materials (plastic packaging materials such as waste bubble wrap, foam padding) and waste pallets	251.62	3.98%
		Sub-total		432.51	6.84%
	Hazardous Industrial Waste	Incineration (without energy recovery)	Waste packaging containers, used rags, and oil-contaminated wiping gloves.	2.16	0.03%
		Incineration (without energy recovery)	Incineration (without energy recovery)	296.57	4.69%
		Sub-total		298.74	4.72%
	Total weight of waste directed to disposal (A)			731.25	11.56%
Waste diverted from disposal	General Hazardous Industrial Waste	Recycling	Waste plastic, scrap metal, waste cardboard, waste pallets, waste packaging materials, aluminum scrap	1,519.93	24.03%
		Other recovery operations	Household waste, waste packaging materials, waste cardboard, waste plastic, scrap metal, aluminum scrap	2,632.64	41.61%
		Sub-total		4,152.56	65.64%
	Hazardous Industrial Waste	Recycling	Aluminum ash, waste cutting fluid, waste activated carbon, waste engine oil/mineral oil	820.57	12.97%
		Other recovery operations	Scrap mixed hardware, waste paint residue, waste plastic packaging materials, sludge, waste engine oil	621.98	9.83%
		Subtotal		1,442.55	22.80%
	Total weight of Waste diverted from disposal (B)			5,595.11	88.44%
Total Weight of Waste = (A)+(B)	Total (A+B)			6,326.36	100%

- The hazardous waste generated from the die casting process includes waste engine oil and aluminum dross. Solvents such as waste engine oil are entrusted to specialized vendors for recycling and disposal, while aluminum dross, classified as heavy metal industrial waste, is handled by qualified vendors for recycling and disposal.

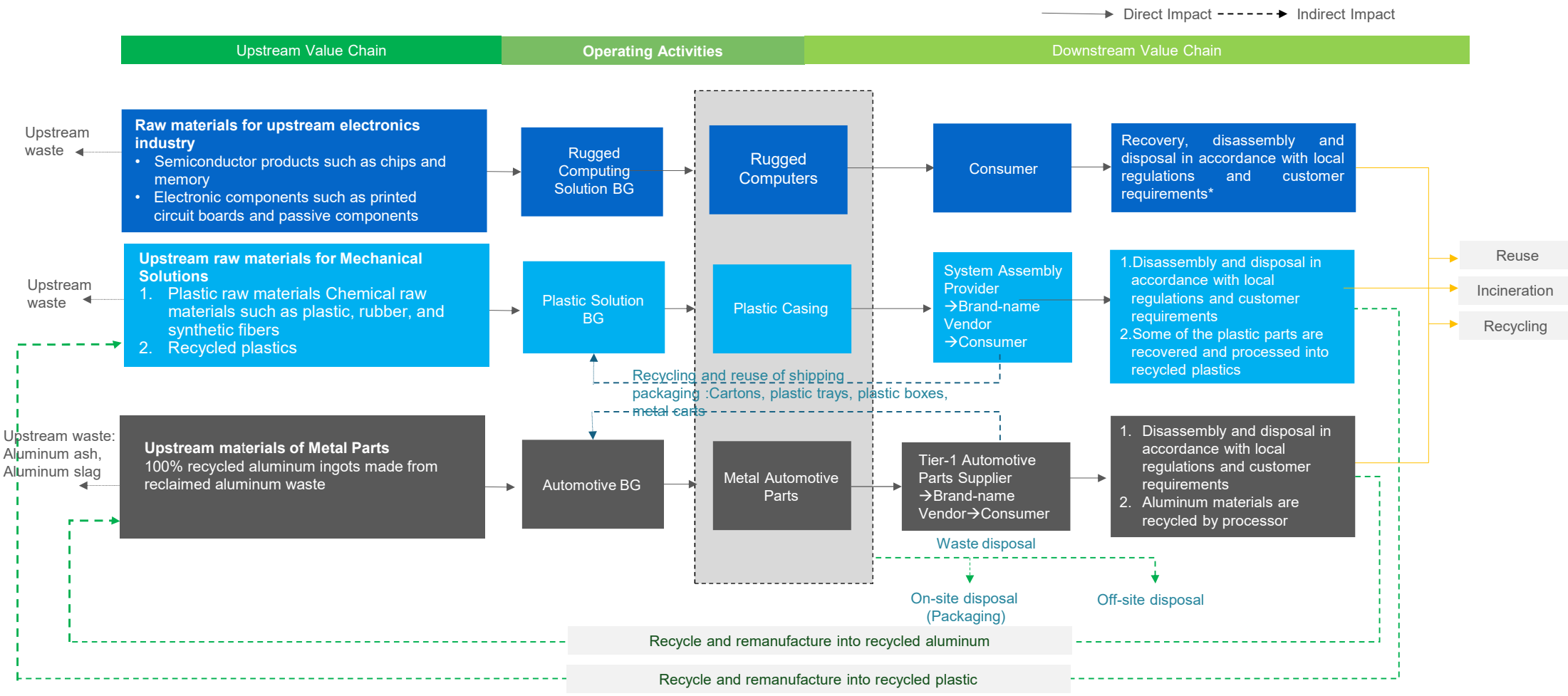
Hazardous waste is centralized for processing and classification, and entrusted to local environmental vendors with valid permits for hazardous waste management. Transport and receiving locations for hazardous waste are meticulously recorded in consignment notes to ensure legal handling by vendors, minimizing environmental impact. For hazardous waste transport vehicles in Chinese facilities, personnel are assigned to accompany them to ensure they reach the designated location and are

signed off by the vendor for processing.

In 2023, the total waste amounted to 6,326.36 metric tons, reflecting a 7.59% increase compared to the baseline year of 2021. The waste intensity was 5.66 metric tons per million USD of revenue, showing a 3.48% increase from the baseline year. Despite continuous revenue growth, efforts to reduce waste yielded limited results. However, improvements were made in waste management and recycling: 11.56% of waste was directly disposed of, while 88.44% was managed through recycling and disposal transfers, a significant improvement from 59.8% in 2022. All waste in 2023 was managed off-site. For detailed waste management information by subsidiary, please refer to Appendix 6.7 of this report.



Getac Waste Value Chain



5.5 Corporate Pollution Prevention

Air Quality Management

- Getac manages exhaust emissions in compliance with ISO 14001 standards and “internal Waste Water and Gas Handling Procedures” as crucial measures for air pollution control. Our management goal is zero violations, subject to supervision and oversight by regulatory authorities and external complaints. We obtain government-issued emission permits based on local regulations at each operational site. All emitted exhaust undergoes initial treatment within our facilities to ensure compliance with emission standards before release. Due to varying processes, different pollutants are generated across our facilities.
- Getac Holdings and subsidiaries Getac Technology and Atemitech Corp. do not emit air pollutants and are exempt from testing and reporting requirements. Getac Kunshan, an electronics assembly plant, generates minimal VOCs (volatile organic compounds) from processes involving paints and adhesives. The Plastics Business Group involves plastic molding and coating processes, resulting in VOCs, particulate matter (PM), and trace amounts of toluene emissions.
- The Automotive Business Group (Getac Changshu and its Kunshan Branch, Getac Vietnam) primarily engages in die-casting and finishing processes, including central melting furnaces, emitting nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), and carbon monoxide (CO).
- In 2023, Getac Holdings (consolidated) emitted a total of 73,232.58 kilograms of exhaust gases, with the top three emissions being particulate matter (PM) at 62,987.42 kilograms, carbon monoxide (CO) at 8,685.49 kilograms, and nitrogen oxides (NOx) at 789.33 kilograms, detailed in the table on the right.

Waste Gas Emission in 2023

Unit: Kilogram	2021	2022	2023
Nitrogen Oxides (NOx)	14,974.30	5,328.11	789.33
Sulfur Oxides (SOx)	21,990.40	1,071.00	38.03
Persistent Organic Pollutants (POPs)	0	0	0.00
Volatile Organic Compounds (VOC)	1,079.62	225.55	570.33
Particulate Matter (PM)	51,022.85	113,393.66	62,987.42
Non-methane total hydrocarbon (NmHc)	679.68	812.75	140.14
Toluene	173.25	48.60	21.85
Xylene	0.00	11.28	0.00
Carbon Monoxide(CO)	0.00	595.44	8,685.49
Total weight of air pollutant emissions	89,920.09	121,918.12	73,232.58

Basis of Calculation:

- 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

In 2018, the Chinese State Council launched the "Three-Year Action Plan for Winning the Blue Sky Defense Battle" and implemented the "Volatile Organic Compounds (VOC) Unorganized Emission Control Standard " starting from July 1, 2020. This standard specifies limits on the emission of volatile organic compounds from products. We conducted audits across our facilities in China and found that industrial protective coatings, inks, adhesives, and cleaning agents used in the production processes at Getac Kunshan, MPT Kunshan, and MPT Suzhou must comply with VOC standard regulations. We have also communicated labeling requirements to upstream supply chains, requiring suppliers to provide VOC compliance statements or declarations.

By December 2020, Getac Group has completed the implementation and audits of all VOC standards, ensuring that related raw materials comply with environmental regulations to maintain air quality. Newly approved materials must meet VOC requirements before being accepted, otherwise alternative materials or suppliers are sought.

Getac Changshu and Getac Kunshan plants conduct regular air pollution monitoring in accordance

with local emission regulations to ensure compliance with standards, despite their processes and materials not falling under the regulated industries of the Blue Sky Plan.

Regular Air Quality Monitoring

Each production facility annually engages third-party partners to conduct exhaust emission tests for compliant reporting and verification. Immediate corrective actions are taken if emissions exceed regulatory limits. In 2023, Getac Holdings (consolidated) reported no significant air pollution violations. All Getac production sites have transitioned away from legacy refrigerants, eliminating substances detrimental to the ozone layer.

Air Pollution Violation Incidents in 2023



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



6.0 Appendix

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	FSC Sustainable Reporting Guidelines: Appendix 2	137
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6.1 GRI Index

Statement of Use	Getac Holdings Corporation published its 2023 Sustainability Report based on the GRI Standards 2021 Reporting Guidelines. The data covers the period from January 1, 2023, to December 31, 2023.
GRI 1 Used	GRI 1: Foundation 2021
GRI Industrial Standard	N.A

General 2:General Disclosure

Indicator		Corresponding SASB Index	Chapter	Page Number
GRI 2-1: 2021	Organizational details		3.1 Corporate Introduction	39-42
GRI 2-2: 2021	Entities included in the organization's sustainability reporting		About This Report	4
GRI 2-3: 2021	Reporting period, frequency and contact point		About This Report	5
GRI 2-4: 2021	Restatements of information		About This Report	5
GRI 2-5: 2021	External assurance		About This Report, 6.4 Sustainability Report Verification Statement	5,6, 141
GRI 2-6: 2021	Activities, value chain and other business relationships		3.1 Corporate Introduction	39, 40,43
GRI 2-7: 2021	Employees		4.1 Employee Diversity And Inclusiveness	78
GRI 2-8: 2021	Workers who are not employees		4.1 Employee Diversity And Inclusiveness	78
GRI 2-9: 2021	Governance structure and composition		3.2 Corporate Governance	45
GRI 2-10: 2021	Nomination and selection of the highest governance body		3.2 Corporate Governance	46
GRI 2-11: 2021	Chair of the highest governance body		3.2 Corporate Governance	46
GRI 2-12: 2021	Role of the highest governance body in overseeing the management of impacts		3.2 Corporate Governance, 3.5 Risk Management 5.2 Climate Change Response	45,52,61,108
GRI 2-13: 2021	Delegation of responsibility for managing impacts		3.2 Corporate Governance, 3.5 Risk Management 5.2 Climate Change Response	45,61,108
GRI 2-14: 2021	Role of the highest governance body in sustainability reporting		3.3 Corporate Governance Structure	52, 53
GRI 2-15: 2021	Conflicts of interest		3.2 Corporate Governance	47

Indicator		Corresponding SASB Index	Chapter	Page Number
GRI 2-16: 2021	Communication of critical concerns		3.3 Corporate Governance Structure	53
GRI 2-17: 2021	Collective knowledge of the highest governance body		3.2 Corporate Governance	46,47
GRI 2-18: 2021	Evaluation of the performance of the highest governance body		3.2 Corporate Governance	46
GRI 2-19: 2021	Remuneration policies		3.2 Corporate Governance	50
GRI 2-20: 2021	Process to determine remuneration		3.2 Corporate Governance	49, 50
GR 2-21: 2021	Annual total compensation ratio		3.2 Corporate Governance	50
GRI 2-22: 2021	Statement on sustainable development strategy		Message From The Chairperson of ESG Committee	7, 8
GRI 2-23: 2021	Policy commitments		1.1 Sustainability Vision and Goals	13
GRI 2-24: 2021	Embedding policy commitments		3.3 Corporate Governance Structure, 3.4 Business Ethics, 4.4 Human Rights Protection	45, 54, 90
GRI 2-25: 2021	Processes to remediate negative impacts		3.4 Business Ethics, 4.4 Human Rights Protection	57,60, 92
GRI 2-26: 2021	Mechanisms for seeking advice and raising concerns		3.8 Customer Relationship, 4.4 Human Rights Protection	73, 75,92
GRI 2-27: 2021	Compliance with laws and regulations		3.4 Business Ethics	59
GRI 2-28: 2021	Membership associations		3.1 Corporate Introduction	44
GRI 2-29: 2021	Approach to stakeholder engagement		1.3 Stakeholder Engagement	19,20
GRI 2-30: 2021	Collective bargaining agreements		4.4 Human Rights Protection	91
General 3:	Material Topics			
GRI 3-1: 2021	Process to determine material topics		1.3 Stakeholder Engagement	17
GRI 3-2: 2021	List of material topics		1.3 Stakeholder Engagement	18

Indicator		Corresponding SASB Index	Chapter	Page Number
201-2 Climate Change Risk				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 4.4 Human Rights Protection, 5.2 Climate Change Response	23, 107-112
GRI 201-2: 2021	Financial implications and other risks and opportunities due to climate change		5.2 Climate Change Response	107-111
205: Anti-corruption				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 3.4 Business Ethics	22, 54-58
GRI 205-1: 2016	Operations assessed for risks related to corruption		3.4 Business Ethics	55,56
GRI 205-2: 2016	Communication and training about anti-corruption policies and procedures		3.4 Business Ethics	58
GRI 205-3: 2016	Confirmed incidents of corruption and actions taken		3.4 Business Ethics	58
301: Materials				
GRI 3-3: 2018	Management of material topics		1.4 Material Topics, Targets, and Performance 2.2 Circular economy	23 ,26-30
GRI 301-1: 2018	Materials used by weight or volume		2.2 Circular economy	29
GRI 301-2: 2018	Recycled input materials used	TC-ES-410a.1	2.2 Circular economy	29
GRI 301-3: 2018	Reclaimed products and their packaging materials		2.2 Circular economy	30
302: Energy				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 5.2 Climate Change Response	23,113-116
GRI 302-1: 2018	Energy consumption within the organization		5.2 Climate Change Response	115
GRI 302-3: 2018	Energy intensity		5.2 Climate Change Response	115
GRI 302-4: 2018	Reduction of energy consumption		5.2 Climate Change Response	113, 114
GRI 302-5: 2018	Reductions in energy requirements of products and services		5.2 Climate Change Response	31
303: Water and Effluents				

Indicator		Corresponding SASB Index	Chapter	Page Number
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance 5.3 Water Resource Management	24 ,117-120
GRI 303-1: 2018	Interactions with water as a shared resource		5.3 Water Resource Management	117,118
GRI 303-2: 2018	Management of water discharge-related impacts		5.3 Water Resource Management	120
GRI 303-3: 2018	Water withdrawal		5.3 Water Resource Management	117,118
GRI 303-4: 2018	Water discharge		5.3 Water Resource Management	117,118
GRI 303-5: 2018	Water consumption		5.3 Water Resource Management	117,118
305: Emissions				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 5.2 Climate Change Response	24, 113
GRI 305-1: 2021	Waste generation and significant waste-related impacts		5.2 Climate Change Response	112
GRI 305-2: 2021	Management of significant waste-related impacts		5.2 Climate Change Response	112
GRI 305-3: 2016	Waste generated		5.2 Climate Change Response	112
GRI 305-4: 2016	Management of material topics		5.2 Climate Change Response	112
GRI 305-5: 2016	Waste generation and significant waste-related impacts		5.2 Climate Change Response	113, 114
GRI 305-6: 2016	Management of significant waste-related impacts		5.5 Corporate Pollution Prevention	125
GRI 305-7: 2016	Waste generated		5.5 Corporate Pollution Prevention	124
306 Waste				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 5.4 Waste Management	24, 121, 123
GRI 306-1: 2020	Waste generation and significant waste-related impacts.		5.4 Waste Management	121,122
GRI 306-2: 2020	Waste generated		5.4 Waste Management	121,122
GRI 306-3: 2020	Waste generated	TC-ES-150a.1	5.4 Waste Management	121,122

Indicator		Corresponding SASB Index	Chapter	Page Number
GRI 306-4: 2020	Waste diverted from disposal	TC-ES-150a.1	5.4 Waste Management	121,122
GRI 306-5: 2020	Waste directed to disposal		5.4 Waste Management	121,122
403: Occupational Health and Safety				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 4.5 Employee Health And Safety	21 , 93-98
GRI 403-1: 2018	Occupational health and safety management system		4.5 Employee Health And Safety	93
GRI 403-2: 2018	Hazard identification, risk assessment, and incident investigation		4.5 Employee Health And Safety	94, 97, 98
GRI 403-3: 2018	Occupational health services		4.5 Employee Health And Safety	95, 96
GRI 403-4: 2018	Worker participation, consultation, and communication on occupational health and safety		4.5 Employee Health And Safety	94
GRI 403-5: 2018	Worker training on occupational health and safety		4.5 Employee Health And Safety	97
GRI 403-6: 2018	Promotion of worker health		4.5 Employee Health And Safety	96
GRI 403-7: 2018	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		4.5 Employee Health And Safety	93-94
GRI 403-8: 2018	Workers covered by an occupational health and safety management system		4.5 Employee Health And Safety	93
GRI 403-9: 2018	Work-related injuries	TC-ES-320a.1	4.5 Employee Health And Safety	98
GRI 403-10: 2018	Work-related ill health		4.5 Employee Health And Safety	95,98
404: Training and Education				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 4.3 Human Capital Investment	21, 87-89
GRI 404-1: 2016	Average hours of training per year per employee		4.3 Human Capital Investment	88
GRI 404-2: 2016	Programs for upgrading employee skills and transition assistance programs		4.3 Human Capital Investment	84,87, 88
GRI 404-3: 2016	Percentage of employees receiving regular performance and career development reviews		4.3 Human Capital Investment	89

405: Diversity and Equal Opportunity

Indicator		Corresponding SASB Index	Chapter	Page Number
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 4.1 Employee Diversity And Inclusiveness	21, 77-79
GRI 405-1: 2016	Diversity of governance bodies and employees		4.1 Employee Diversity And Inclusiveness	77-79
GRI 405-2: 2016	Ratio of basic salary and remuneration of women to men		4.1 Employee Diversity And Inclusiveness	80, 81
406: Non-discrimination				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 4.4 Human Rights Protection	22, 90-92
GRI 406-1:2016	Incidents of discrimination and corrective actions taken		4.4 Human Rights Protection	92
409: Forced or Compulsory Labor				
GRI 3-3: 2021	Management of material topics	TC-ES-310a.1	1.4 Material Topics, Targets, and Performance, 4.4 Human Rights Protection	21, 91-92
GRI 409-1:2016	Operations and suppliers at significant risk for incidents of forced or compulsory labor		4.4 Human Rights Protection	35, 66, 91
418: Customer Privacy				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 3.8 Customer Relationship	23, 72,73
GRI 418-1: 2016	Substantiated complaints concerning breaches of customer privacy and losses of customer data		3.8 Customer Relationship	72,73
308/414: Supplier Assessment				
GRI 3-3: 2021	Management of material topics	TC-ES-440a.1	1.4 Material Topics, Targets, and Performance, 2.4 Sustainable Supply Chain	22, 32-36
GRI 204-1:2016	New suppliers that were screened using environmental criteria		2.4 Sustainable Supply Chain	32
GRI 308-2: 2016	Negative environmental impacts in the supply chain and actions taken	TC-ES-320a.3	2.4 Sustainable Supply Chain	34,35
GRI 414-1:2 016	New suppliers that were screened using social criteria	TC-ES-320a.2	2.4 Sustainable Supply Chain	34,35
GRI 414-2: 2016	Negative social impacts in the supply chain and actions taken	TC-ES-320a.3	2.4 Sustainable Supply Chain	34,35

Indicator		Corresponding SASB Index	Chapter	Page Number
Self-defining Topic : Intellectual Property				
GRI 3-3: 2021	Management of material topics		1.4 Material Topics, Targets, and Performance, 3.6 Intellectual Property	22, 67-68
Self-defining Topic	Intellectual Property		3.6 Intellectual Property	68

6.2 SASB Index

Topic	Index No.	Metric	Unit of Measure	Response	Chapter	Page No.
Water Management	TC-ES-140a.1	1) Total water withdrawn, percentage of each in regions with High or Extremely High Baseline Water Stress 2) Total water consumed	Thousand cubic metres (m ³), Percentage (%)	(1) Total Water Withdrawal: 583.76 thousand meters ; Proportion of high water pressure areas:90.9% (2) Total Water Consumption: 216.41 thousand meters	5.3 Water Resource Management	117,118
Waste Management	TC-ES-150a.1	1) Amount of hazardous waste from manufacturing, 2) Percentage of hazardous waste recycled	Metric tonnes (t), Percentage (%)	(1) Total weight of hazardous waste: 1741.3 metric tons (2) Percentage of hazardous waste recycled: 82.8%	5.4 Waste Management	121, 122
Labor Practices	TC-ES-310a.1	1) Number of work stoppages 2) Number of days idle	Number, Days idle	1) There were no employee strikes or work stoppages in 2023 2) Idle days due to employee strikes or work stoppages in 2023: 0 days	4.4 Human Rights Protection	91
Workforce Conditions, Health & Safety	TC-ES-320a.1	1) Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees 2) Total recordable near miss frequency rate (NMFR) for direct employees and contract employees	Rate	1) The recordable accident rate for full-time employees is 0.108, while the recordable accident rate for contract employees is 0. 2) The near miss frequency rate for full-time employees is 0.027, while the near miss frequency rate for contract employees is 0.	4.5 Employee Health And Safety	98
	TC-ES-320a.2	1) Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent by all facilities and high-risk facilities 2) Percentage of Tier 1 Supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent by all facilities and high-risk facilities	Percentage (%)	1) Number of Getac facilities that completed RBA VAP audits: 0 (Note: 20% of the factory area undergoes RBA CMA audits, scoring over 160 points, with a high-risk ratio of 0.) 2) The percentage of Tier 1 supplier facilities completed RBA VA audit is 21%, the percentage of high-risk facilities is 0%. (Note: 1 RBA Full member (F), 3 regular members (R), 17 suppliers completed RBA VAP audits with scored over 160 points, and no findings of priority non-conformities.)	2.4 Sustainable Supply Chain	35
	TC-ES-320a.3	1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent for priority non-conformances and other nonconformances, for the entity's facilities	Rate	1) Getac Facilities: RBA VAP audits have not yet been conducted, so this question is not applicable. (Note: No priority non-conformance issues were found in Getac factories that underwent RBA CMA audits, resulting in a priority non-conformance rate of 0%.) Tier 1 Suppliers: 17 suppliers achieved RBA VAP Platinum, Gold, and Silver recognition with no findings of priority non-conformities, hence the percentage of priority non-conformities is 0. Other non-conformities: Unable to be statistically determined due to insufficient information on VAR provided. See report page 35 for details.	2.4 Sustainable Supply Chain	35

Topic	Index No.	Metric	Unit of Measure	Response	Chapter	Page No.
	TC-ES-320a.3	2) Associated corrective action rate for priority non-conformances and other nonconformances, for the entity's Tier 1 supplier facilities	Rate	2) Getac Facilities : RBA VAP audits have not yet been conducted, so this question is not applicable Tier 1 Suppliers: No priority non-conformance issues were found, so no corrective actions are needed. For other non-conformance issues, due to the lack of a complete VAR report from the suppliers, the information is insufficient to calculate the corrective action rate. For more details, please refer to page 35 of this report.		
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered; percentage recycled	Metric tons (t), Percentage (%)	<ul style="list-style-type: none"> Getac Holdings (Parent company) is a holding company, so this question is not applicable. The subsidiary, Getac Technology Corporation, is a manufacturer of rugged computers under its own brand. Its customers include government agencies and private enterprises. Most of the disposal of scrapped products and electronic waste is handled internally. Getac outsources part of this process to third parties. In 2023, the weight of scrapped products and electronic waste handled by third parties was 2.82 metric tons, with a recycling rate of 21.98%. Other subsidiaries are engaged in providing manufacturing services and do not involve the recycling and disposal of end user waste. Therefore, it is difficult to obtain information on the weight of recyclable products from end customers. 	2.2 Circular Economy	30
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	<ul style="list-style-type: none"> Only the subsidiaries Getac Technology and Atemitech Cop. purchase components that may contain related metals. However, they have not yet implemented a Full Material Disclosure (FMD) mechanism, making it impossible to precisely identify all key materials contained in purchased parts. To ensure the stability of material supply and pricing, corresponding strategies have been adopted based on the Bill of Materials (BOM) and the criticality and risk of components or materials. These strategies include establishing secondary sources, using alternative materials, advance stocking, and strategic stocking to mitigate risks. For conflict mineral management, refer to Chapter 2.5, page 37 of this report. 	3.5 Risk Management	65
Activity Metrics	TC-ES-000.A	Number of manufacturing facilities (Note: In 2023, Getac had registered business operations in the following regions: Taiwan, China, and Vietnam)	Number	10	-	-
	TC-ES-000.B	Area of manufacturing facilities	Square feet (ft²)	5,293,144 Square feet	-	-
	TC-ES-000.C	Number of employees	Number	7,975	4.1 Employee Diversity And Inclusiveness	78

6.3 FSC Sustainable Reporting Guidelines: Appendix 1-9 Sustainability Disclosure Indicators

No	Indicator	Indicator Type	Unit	Annual Disclosure		Page Number
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Quantitative	Gigajoules (GJ) , percentage (%)	<ul style="list-style-type: none"> Total energy consumption: 776,137 billion joules (GJ) Percentage of purchased electricity: 60.42% 		115
2	Total water withdrawn, total water consumption	Quantitative	Thousand cubic meters (m³)	<ul style="list-style-type: none"> Total water intake: 583.76 thousand cubic meters Total water consumption: 216.41 thousand cubic meters 		117
3	Total hazardous waste generated and percentage recycled	Quantitative	Metric tons (t), percentage (%)	<ul style="list-style-type: none"> Total hazardous industrial waste weight: 1,741.29 metric tons Percentage recycled: 82.8% 		121,122
4	Types of, number of employees in and rate of occupational accidents	Quantitative	Percentage (%), quantity	<ul style="list-style-type: none"> In 2023, the occupational injury rate was 0.108, with a total of 8 incidents involving employees. These incidents included 1 case of crushing and pushing, 4 cases of pinch and crush injuries, and 3 other cases (injuries from collisions, cuts, and trips/falls). 		98
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	Metric tons (t), percentage (%)	<ul style="list-style-type: none"> As Getac Holding is an industrial holding company, this question is not applicable. Subsidiary Getac Technology is a manufacturer of rugged computers under its own brand, serving government agencies and private enterprises. Most of its scrapped products and electronic waste are handled internally. GTC outsources a portion of this to third parties. In 2023, the weight of scrapped products and electronic waste handled by third parties was 2.82 metric tons, with a recycling rate of 21.98%. Other subsidiaries are engaged in industrial activities without involvement in user waste recycling and face challenges in obtaining information on the weight of recyclable products from end customers. 		30
6	Description of the management of risks associated with the use of critical materials	Qualitative description	Not applicable	<p>Only subsidiaries Getac Technology and Atemitech Corp. potentially contain some related metals in the components they purchase. Due to the lack of comprehensive material testing, it's currently not possible to accurately identify all critical materials in purchased components. To ensure material stability in terms of supply and pricing, corresponding strategies have been adopted regarding the Bill of Materials (BOM), component or material criticality, and risk, including establishing secondary sources, alternative materials, early stocking, and strategic stocking to mitigate risks. On the other hand, through operations management and IT systems, sales forecasting capabilities and stocking accuracy are enhanced to reduce potential risks of insufficient stocking or inventory surplus.</p>		37,65
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	Quantitative	Reporting currency	None		59
8	Production by product category	Quantitative	Varies by product category	Electronic parts (Unit): 170,654 Mechanical parts (Thousand pcs): 411,807	Automotive Parts (Thousand pcs): 155,751 Aerospace Fasteners (Thousand pcs): 187,422	-

6.3 FSC Sustainable Reporting Guidelines: Appendix 2 Climate-Related Information of TWSE/TPEX Listed Company

No	Indicator	Chapter	Page No.
1	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	5.2 Climate Change Response	107
2	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities	5.2 Climate Change Response	108
3	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities .	5.2 Climate Change Response	109
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	5.2 Climate Change Response	108
5	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	5.2 Climate Change Response	110, 111
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	5.2 Climate Change Response	109
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	5.2 Climate Change Response	116
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	5.2 Climate Change Response	111
9	Greenhouse gas inventory and assurance status (separately fill out in point 1-1 below)	FSC Sustainable Reporting Guidelines: Appendix 2	138,139,140
	Reduction goals, strategies, and specific action plans.	5.2 Climate Change Response	111,113,114

Greenhouse Gas Inventory and Assurance Status Table 1-1

Basic Information of Our Company		According to the sustainable development roadmap regulations for listed companies, at least the following should be disclosed			
○ Companies With Capital Of 10 Billion Yuan Or More, Steel Industry, Cement Industry	● Companies with a capital of 5 billion to less than 10 billion NTD	● Parent Company Standalone Audit	● Consolidated Financial Statements Subsidiary Audit		
○ Companies with a capital of less than 5 billion NTD		● Parent Company Standalone Assurance	● Consolidated Financial Statements Subsidiary Assurance		

Scope 1 Greenhouse Gas Inventory and Assurance Status						
Unit of Total Emission: Mt Tons CO ₂ e Intensity : Mt CO ₂ e per mission USD	2022		2023		Assurance Status Explanation	
Scope 1	Total GHG Emission	Intensity	Total GHG Emission	Intensity	Assurance Organization	Assurance Explanation
Getac Holdings Corporation (Parent Company consolidated)	12,381.530	11.355	13,223.754	11.841	SGS, BSI	Reasonable Assurance
Getac Holdings Corporation (Parent Company Standalone)	13.110	0.160	12.328	0.097	SGS	Reasonable Assurance
Getac Technology Corporation (include Nangang, Xizhi Plant 5)	22.550	0.072	26.787	0.074	SGS	Reasonable Assurance
Atemitech Corporation (include Nangang, Linkou, Hwa-ya)	13.485	0.080	17.195	0.113	SGS	Reasonable Assurance
Getac Technology (Kunshan) Co. Ltd.	116.140	0.416	115.808	0.404	SGS	Reasonable Assurance
MPT Solution (Kunshan) Co., LTD.	1,614.883	6.581	1,047.508	4.821	SGS	Reasonable Assurance
MPT Solution (Suzhou) Co., LTD.	430.139	3.872	546.072	6.129	SGS	Reasonable Assurance
MPT Solution (Vietnam) Co., Ltd.	410.961	7.335	513.319	9.492	BSI	Reasonable Assurance
Getac Precision Technology Vietnam Co., Ltd.	4,730.790	74.367	5,732.132	90.785	BSI	Reasonable Assurance
Getac Precision Technology (Changshu) Co., Ltd.	3,978.561	92.278	3,768.884	68.799	SGS	Reasonable Assurance
Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch	1,050.909	80.730	1,443.721	141.871	SGS	Reasonable Assurance

Scope 2 Greenhouse Gas Inventory and Assurance Status

Unit of Total Emission: Mt Tons CO ₂ e Intensity : Mt CO ₂ e per mission USD	2022		2023		Assurance Status Explanation	
Scope 2	Total GHG Emission	Intensity	Total GHG Emission	Intensity	Assurance Organization	Assurance Explanation
Getac Holdings Corporation (Parent Company consolidated)	94,648.429	86.804	93,958.568	84.133	SGS,BSI	Reasonable Assurance
Getac Holdings Corporation (Parent Company Standalone)	56.298	0.688	55.161	0.433	SGS	Reasonable Assurance
Getac Technology Corporation (include Nangang, Xizhi Plant 5)	1,052.710	3.372	1,193.637	3.278	SGS	Reasonable Assurance
Atemitech Corporation (include Nangang, Linkou, Hwa-ya)	466.775	2.770	399.179	2.627	SGS	Reasonable Assurance
Getac Technology (Kunshan) Co. Ltd.	3,871.220	13.879	3,823.352	13.344	SGS	Reasonable Assurance
MPT Solution (Kunshan) Co., LTD.	31,582.197	128.712	28,803.712	132.577	SGS	Reasonable Assurance
MPT Solution (Suzhou) Co., LTD.	15,621.905	140.631	13,700.641	153.769	SGS	Reasonable Assurance
MPT Solution (Vietnam) Co., Ltd.	14,777.536	263.748	16,935.320	313.172	BSI	Reasonable Assurance
Getac Precision Technology Vietnam Co., Ltd.	18,338.645	288.278	18,625.145	294.984	BSI	Reasonable Assurance
Getac Precision Technology (Changshu) Co., Ltd.	5,806.077	134.664	6,026.627	110.012	SGS	Reasonable Assurance
Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch	3,075.067	236.225	4,395.794	431.965	SGS	Reasonable Assurance

ISO14064-1 GHG Inventory Reports Download <https://shorturl.at/Waqic>

Scope 3 Greenhouse Gas Inventory and Assurance Status

Unit of Total Emission: Mt Tons CO2e Intensity : Mt CO2e per million USD	2022		2023		Assurance Status Explanation	
Scope 3	Total GHG Emission	Intensity	Total GHG Emission	Intensity	Assurance Organization	Assurance Explanation
Getac Holdings Corporation (Parent Company consolidated)	200,557.756	183.936	233,235.361	208.845	SGS,BSI	Reasonable/Limited Assurance
Getac Holdings Corporation (Parent Company Standalone)	2.896	0.035	3.162	0.025	SGS	Limited Assurance
Getac Technology Corporation (include Nangang, Xizhi Plant 5)	5,685.844	18.210	15,087.982	41.430	SGS	Limited Assurance
Atemitech Corporation (include Nangang, Linkou, Hwa-ya)	757.987	4.499	615.677	4.051	SGS	Limited Assurance
Getac Technology (Kunshan) Co. Ltd.	42,870.340	153.697	58,101.714	202.785	SGS	Reasonable Assurance
MPT Solution (Kunshan) Co., LTD.	19,337.812	78.810	27,449.720	126.345	SGS	Reasonable Assurance
MPT Solution (Suzhou) Co., LTD.	12,696.941	114.300	11,282.560	126.630	SGS	Reasonable Assurance
MPT Solution (Vietnam) Co., Ltd.	1,693.408	30.224	8,341.798	154.258	BSI	Reasonable Assurance
Getac Precision Technology Vietnam Co., Ltd.	19,073.037	299.823	19,133.655	303.037	BSI	Reasonable Assurance
Getac Precision Technology (Changshu) Co., Ltd.	78,264.841	1,815.253	81,730.762	1,491.943	SGS	Reasonable Assurance
Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch	20,174.650	1,549.805	11,488.332	1,128.933	SGS	Reasonable Assurance

Explanation of Greenhouse Gas Inventory and Assurance:

1. The company can conduct its greenhouse gas inventory following the standards issued by the International Organization for Standardization (ISO), specifically ISO 14064-1.
2. The intensity of greenhouse gas emissions is calculated per million USD of revenue. All of the company's operational sites and subsidiaries have completed the inventory and assurance process.
3. Sales sites are excluded from the inventory as their emissions account for less than 5% of the total emissions.

6.4 Sustainability Report Verification Statement

TUVNORD

Assurance Statement

Getac Holdings Corporation Sustainability Report

TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by Getac Holdings Corporation (hereinafter referred to as Getac) to perform the 2023 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards.

The Scope of Statement and Assurance Standards

- The scope of assurance is consistent with the scope of disclosure in Getac 2023 Sustainability Report, which covers the period from 1 January 2023 to 31 December 2023.
Scope includes: Getac Holdings Corporation, Getac Technology Corporation, Atemitech Corporation, Getac Technology (Kanshan) Co., Ltd., MPT Solution (Kanshan) Co., LTD., MPT Solution (Suzhou) Co., LTD., MPT Solution (Vietnam) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd. Kanshan Branch, Getac Precision Technology Vietnam Co., Ltd.
- The verification of compliance with the AA1000 Principles of Accountability for Getac company bases on the AA1000 Assurance Standard, Third Edition, Application Type II. This includes verification of the reliability of the information/data disclosed in the report.
- Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing sector sustainability accounting metrics.
- Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Computer and Peripheral Equipment Industry Sustainability Disclosure Indicators.
- TCFD climate related financial disclosure recommendation.

Intended Users

The intended users of this statement are the stakeholders of Getac.

Assurance Type and Level

In accordance with the requirements of the AA1000 Assurance Standard Version 3, Type 2, Moderate of Assurance Level.

Page 1 of 4

TUVNORD

Opinion Statement

Getac complies with the GRI sustainability reporting and AA1000 accountability principles of inclusivity, materiality, responsiveness and impact. The sustainability report presents the commitment of top management, the needs and expectations of stakeholders. To achieve sustainability performance indicators by stakeholders' engagement.

We assure that Getac complies with the SASB Electronic Manufacturing Services & Original Design Manufacturing sector sustainability accounting standards to disclose relevant metrics.

We assure that Getac complies with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Computer and Peripheral Equipment Industry Sustainability Disclosure Indicators.

We assure that Getac complies with TCFD's climate-related financial disclosure recommendations and discloses relevant metrics.

Methodology

The verification is in accordance with the above stated assurance standards and the TUV NORD Sustainability Report Verification Agreement.

Our verification includes the following activities:

- * Collect objective evidence of relevant performance metrics, as mentioned in the report.
- * Assurance of expectations of local or national regulations; international standards as set forth in public opinion and/or expert opinion are relevant to such general considerations.
- * Document review records and report content assessment in the context of GRI criteria application requirements.
- * Interviews with managers and related staff on issues of concern to the company's stakeholders.
- * Interviews with personnel involved in sustainability management, information gathering and report preparation.
- * Review significant organizational developments and review internal and external audit findings.
- * Review AA1000 (2018) Principles of Accountability and other compliance requirements.

Conclusion

The results of the AA1000 accountability standard for inclusivity, materiality, responsiveness and impact in the report are set out below.

Inclusivity

Getac identifies 8 stakeholders and their concerns via the questionnaire method, decides materiality through stakeholder discussions, sustainability committees and experts. There are 21 material topics determined among the 15 sustainability topics including economic, governance, social, human rights and climate impact.

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TUVNORD

Materiality

Getac complies with the GRI Guidelines, SASB Electronic Manufacturing Services & Original Design Manufacturing sector sustainability Indicators disclosure related metrics, Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Computer and Peripheral Equipment Industry Sustainability Disclosure Indicators, and TCFD climate related financial disclosure proposed indicators to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report.

Responsiveness

Getac's Sustainability Report clearly describes the relationship between sustainability and organizational strategy and the performance metrics corresponding to the materiality and their achievement status, and adequately addresses the main issues of concern to stakeholders.

Impact

Getac's sustainability report fully identifies materiality that reflect the significant economic, environmental, and social impacts on the organization. The company has established a robust process to monitor and measure the impact and establish short-, medium-, and long-term strategic planning through corporate governance.

Reliability and quality.

The data and information in the report are sampling verified, and the accuracy of the sampling data is reliable.

GRI Sustainability Reporting Standards

Getac's sustainability report complies with the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure.

Limitations

The financial report of Getac was verified by the accounting firm PwC.

The data of carbon emission verification was verified by BSI & SOS.

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TUVNORD

Independent Statements and Competence

TUV NORD Group is a leader in the supervision, testing and certification. It operates businesses and provides services in more than 150 countries around the world. The services include management systems and product certification; quality, environmental safety, social and moral audits and training; corporate sustainability report assurance.

TUV NORD and Getac are mutually independent organizations, and there is no conflict of interest with Getac or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the sustainability report of Getac, TUV NORD bases on the Getac verification agreement, and does not assume any legal or other responsibilities. Getac is responsible for responding to any questions that intended users concerned.

The verification team is composed of experienced chief reviewers such as ISO 9001, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001, KA 8000, ISO 50001, ISO 27001 etc., and has received the CSAP verification practice qualification certification of AA1000 AS v3 accountability training. The verification team is based on his qualifications, extensive knowledge and experience in the industry to provide professional advice in this assignment.

Jack Yeh
General Manager

Date of Issuance: 2024.05.30
TUV NORD Taiwan Co., Ltd.
Room A1, 9F, No. 333, Sec. 2, Tun Hsu S. Rd., Taipei 10669 Taiwan, R.O.C.








AA1000
Assurance Provider
100-75

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Download the AA1000 Verification Statement: <https://shorturl.at/Kt911>

6.5 ISO 14064-1 GHG Verification Certificate

Company Name	Download Access (QR Code)		Company Name	Download Access (QR Code)	Website Download	
Getac Holdings Corporation (Parent Company Standalone)	Scan and Download		MPT Solution (Vietnam) Co., Ltd.	Scan and Download	<div>Click to Download: https://shorturl.at/EUuUE</div>	
Getac Technology Corporation (include Nangang, Xizhi Plant 5)	Scan and Download		Getac Precision Technology Vietnam Co., Ltd.	Scan and Download		
Atemitech Corporation (include Nangang, Linkou, Hwa-ya)	Scan and Download					
Getac Technology (Kunshan) Co. Ltd.	Scan and Download					
MPT Solution (Kunshan) Co., LTD.						
MPT Solution (Suzhou) Co., LTD.						
Getac Precision Technology (Changshu) Co., Ltd.						
Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch						

6.6 Information Correction

Page 74 of the 2022 Sustainability Report contains errors, which have been corrected in red font below.

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

Items	Unit	2019	2020	2021	2022
Water Withdraw	Megaliter	640.33	734.38	783.48	558.80
Water Discharge	Megaliter	423.74	465.58	486.45	342.96
Water Consumption	Megaliter	216.59	268.80	297.03	215.84
Water Intensity	Megaliter /per million USD	0.81	0.78	0.73	0.51

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

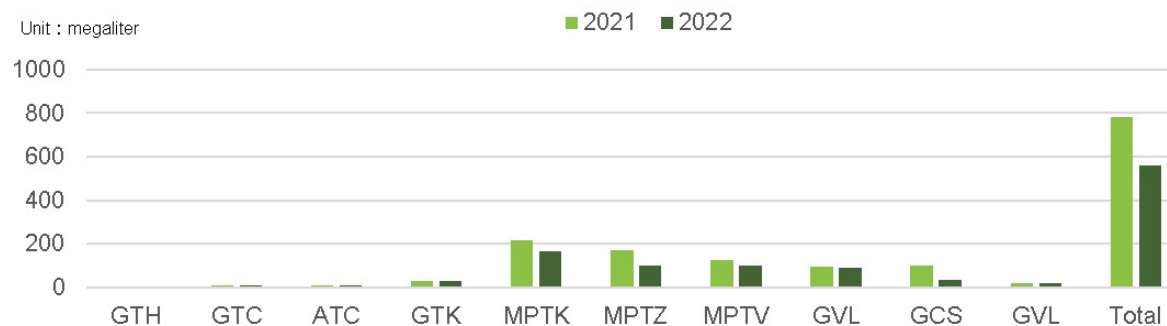


Table 21. Water Withdraw, Discharge and Consumption by Site in 2022

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Water Withdraw	0.58	7.38	6.72	28.05	167.24	97.74	102.43	91.21	36.07	21.39	558.80
Living Water	0.58	7.38	6.72	22.79	115.29	18.21	50.76	25.27	7.21	8.56	262.76
Process water	0.00	0.00	0.00	5.26	51.95	79.53	51.67	65.94	28.85	12.84	296.04
Water Discharge	0.46	5.90	5.37	22.44	93.14	14.76	81.94	72.97	28.85	17.11	342.96
Water Consumption	0.12	1.48	1.34	5.61	74.10	82.97	20.49	18.24	7.21	4.28	215.84
Water Intensity(Megaliters/per million US dollars)	0.01	0.02	0.04	0.10	0.68	0.88	1.83	1.43	0.84	1.64	0.51
Water Source	Feitsui Reservoir	Feitsui Reservoir	Feitsui Reservoir	Kuilei lake	Kuilei lake	Kuilei lake	Nam Son Dap Cau	Nam Son Dap Cau	常許河	Kuilei lake	
Water Stress Level	Low-medium	Low-medium	Low-medium	High	High	High	High	High	Medium-high	High	
Effluent Stream	Tamsui River	Tamsui River	Tamsui River	Wu-Song River	Wu-Song River	Wu-Song River	Qiu River	Qiu River	Yangtze River	Wu-Song River	%
Percentage Of Total Water Withdraw	0.1%	1.3%	1.2%	5.0%	29.9%	17.5%	18.3%	16.3%	6.5%	3.8%	100.0%

Page 75 of the 2022 Sustainability Report contains errors, which have been corrected in red font below.

Process Water Recycling

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

The total amount of recycled water in 2022 was 13,753.81 million liters, which is 24.61 times the water withdraw. This is equivalent to 5,501 standard swimming pools⁶. The water recycling rate was 97.9%. Please refer to Table 22 for the detailed water recycling rates of each subsidiary.

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

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

	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Total Volume Of Recycled Water In 2022 (Megaliters)	4,112.64	3,179.04	3,329.252	886.579	1,440	806.3	13,753.811
Water Recycled Rate (%)	98.75%	97.56%	98.47%	93.08%	98.04%	98.43%	97.93%

6.7 Getac Holding' Subsidiaries ESG-related Data



GRI 2-26 Mechanisms For Seeking Advice And Raising Concerns

Incidents Of Employee Discrimination Or Unlawful Infringement Complaints In 2023			
Company Name	Number Of Complaints	Number Of Cases Closed	Number Of Cases Pending
GTH(Standalone)	0	—	—
GTC	2	2	0
ATC	1	1	0
GTK	0	—	—
MPTK	0	—	—
MPTZ	0	—	—
MPTV	0	—	—
GVL	0	—	—
GCS	0	—	—
GKS	0	—	—
GTH(Consolidated)	3	3	0

Incidents Of Customer Complaints In 2023.			
Company Name	Number Of Complaints	Number Of Cases Closed	Number Of Cases Pending
GTH(Standalone)	0	NA	NA
GTC	2	2	0
ATC	2	2	0
GTK	3	3	0
MPTK	4	4	0
MPTZ	18	18	0
MPTV	0	NA	NA
GVL	2	2	0
GCS	10	10	0
GKS	17	17	0
GTH(Consolidated)	58	58	0



GRI 2-30 Collective Bargaining Agreements

The Percentage Covered By Collective Bargaining Agreements In 2023.			
Company Name	Number of employees covered by collective bargaining agreements	Total Number of Employees	Coverage(%)
GTH(Standalone)	0	39	NA*
GTC	0	519	NA*
ATC	0	188	NA*
GTK	826	826	100%
MPTK	2,468	2,468	100%
MPTZ	1,137	1,137	100%
MPTV	1,468	1,522	96.45%
GVL	634	671	94.49%
GCS	444	444	100%
GKS	161	161	100%
GTH(Consolidated)	7,138	7,975	89.50%

*Getac Holdings, Getac Technology, and Atemitech Corp. have not formed labor unions but have established labor-management meetings that are held regularly each year.



GRI 202-2 Proportion of senior management hired from the local community

The Number And Proportion Of Local Hires In Senior Management Positions In 2023				
Company Name	Nationality of Supervisor	Local nationals in supervisory positions	Total number of all supervisors locally	Ratio of locally hired supervisors
GTH(Standalone)	Taiwan	13	13	100%
GTC	Taiwan	95	95	100%
ATC	Taiwan	37	37	100%
GTK	China	28	40	70%
MPTK	China	23	41	56%
MPTZ	China	17	23	74%
MPTV	Vietnam	1	20	5%
GVL	Vietnam	0	20	0%
GCS	China	11	20	55%
GKS	China	2	2	100%
GTH(Consolidated)	China/Taiwan/ Vietnam	227	311	73%



GRI 205-2 Communication And Training About Anti-corruption Policies And Procedures

The Anti-corruption Training Status In 2023												
	Direct Employee			Indirect Employee			Management			Total		
Company Name	Number Of Trained Individuals	Total No. Of Employees	Training Participation Rate	Number Of Trained Individuals	Total No. Of Employees	Training Participation Rate	Number Of Trained Individuals	Total No. Of Employees	Training Participation Rate	Number Of Trained Individuals	Total No. Of Employees	Training Participation Rate
GTH(Standalone)	0	0	0.0%	25	26	96.2%	12	13	92.3%	37	39	94.9%
GTC	41	56	73.2%	312	368	84.8%	78	95	82.1%	431	519	83.0%
ATC	0	7	0.0%	121	141	85.8%	28	40	70.0%	149	188	79.3%
GTK	336	548	61.3%	237	237	100.0%	29	41	70.7%	602	826	72.9%
MPTK	1,217	1,540	79.0%	780	891	87.5%	26	37	70.3%	2,023	2,468	82.0%
MPTZ	586	648	90.4%	320	460	69.6%	21	29	72.4%	927	1,137	81.5%
MPTV	1,048	1,048	100.0%	454	454	100.0%	20	20	100.0%	1,522	1,522	100.0%
GVL	478	480	99.6%	171	171	100.0%	20	20	100.0%	669	671	99.7%
GCS	254	254	100.0%	169	169	100.0%	21	21	100.0%	444	444	100.0%
GKS	115	115	100.0%	42	42	100.0%	4	4	100.0%	161	161	100.0%
GTH(Consolidated)	4,075	4,696	86.8%	2,631	2,959	88.9%	259	320	80.9%	6,965	7,975	87.3%



GRI 205-3 Confirmed incidents of corruption and actions taken

Incidents Of Corruption In 2023.			
Company Name	Number of confirmed corruption incidents	Number of cases closed	Number of cases pending
GTH(Standalone)	0	—	—
GTC	1	1	0
ATC	0	—	—
GTK	0	—	—
MPTK	0	—	—
MPTZ	0	—	—
MPTV	0	—	—
GVL	0	—	—
GCS	0	—	—
GKS	0	—	—
GTH(Consolidated)	1	1	0



GRI 302-1 Internal energy consumption of the organization



GRI 302-3 Energy Intensity

Energy Usage And Energy Intensity In 2023.

	Non-renewable Fuel Usage				Electricity Consumption Purchased And Consumed		Energy Consumption & Intensity				
Fuel Type	Diesel Oil	Natural Gas	LPG	Petrol	Purchased Electricity	Purchased Steam	Non-renewable Fuel Energy Consumption	Energy Consumption of Purchased Electricity	Energy Consumption of Purchased Steam	Total Energy Consumption	Energy Intensity
Unit	Kilogram	M ³	Kilogram	Kilogram	KWh	Metric Tons	GJ	GJ	GJ	GJ	GJ per Million USD
GTH (Standalone)	0	0	0	3,761.280	111,436.400	0	166.665	401.171	0	567.836	4.453
GTC	0	0	0	2,689.682	2,411,388.800	0	119.182	8,681.000	0	8,800.181	24.164
ATC	0	0	0	2,306.884	806,422.400	0	102.220	2,903.121	0	3,005.340	19.775
GTK	700.000	0	0	0	6,605,614.000	189.600	29.894	23,780.210	530.690	24,340.794	83.735
MPTK	19,088.222	123,038.000	0	18,038.211	35,025,787.698	29,729.960	5,749.758	126,092.836	83,214.158	215,056.752	1,086.998
MPTZ	636.334	35,899.262	0	689.877	17,789,636.808	12,000.364	1,269.746	64,042.693	33,589.019	98,901.457	1,112.205
MPTV	191,701.440	0	84,232.000	40,621.800	23,452,874.000	0	14,026.881	84,430.346	0	98,457.228	1,859.311
GVL	31,281.600	0	1,879,395.000	0	25,793,027.000	0	87,897.645	92,854.897	0	180,752.542	2,769.001
GCS	17,204.005	1,686,568.000	0	10,291.737	10,567,467.750	0	58,157.531	38,042.884	0	96,200.415	2,346.996
GKS	2,671.200	656,893.000	0	0	7,707,861.875	0	22,306.547	27,748.303	0	50,054.849	2,086.015
GTH (Consolidated)	263,282.802	2,502,398.262	1,963,627.000	78,399.469	130,271,516.730	41,919.924	189,826.067	468,977.460	117,333.867	776,137.395	694.974



GRI 303-1 , 303-2, 303-3 Water Withdrawal, Water Discharge, And Water Consumption

Water Resource Usage And Intensity in 2023						
Company Name	Water Resource Usage And Intensity in 2023				Process Water Recirculation Status In 2023	
	Water withdrawal	Water Discharge	Water Consumption	Intensity	Annual Total Volume Of Process Water Recirculation	Process Water Recirculation Ratio
	Million Liters(1000 M ³)	Million Liters(1000 M ³)	Million Liters(1000M ³)	Million Liters per million USD	Million Liters	(%)
GTH (Standalone)	0.622	0.498	0.124	0.005	NA	NA
GTC	11.100	8.880	2.220	0.030	NA	NA
ATC	6.562	5.249	1.312	0.043	NA	NA
GTK	29.560	23.648	5.912	0.102	291.44	98.7%
MPTK	158.285	88.303	69.983	0.800	4,112.64	98.8%
MPTZ	73.585	11.322	62.263	0.828	3,179.04	98.2%
MPTV	129.716	103.773	25.944	2.450	3,558.75	98.2%
GVL	107.355	85.884	21.471	1.645	1,773.16	95.6%
GCS	34.578	29.228	5.350	0.844	1,440.00	98.0%
GKS	32.398	10.567	21.831	1.350	1,786.66	99.0%
GTH (Consolidated)	583.760	367.350	216.410	0.523	16,141.68	98.1%



GRI 305-1, 305-2, 305-3 Scope 1,2,3 GHG Emission



GRI 305-4 Emission Intensity

Greenhouse Gas Emissions And Intensity In 2023

Company Name	Total Emission					Intensity				
	Scope 1	Scope 2	Scope 3	Scope 1+2	Scope 1+2+3	Scope 1	Scope 2	Scope 3	Scope 1+2	Scope 1+2+3
GTH (Standalone)	12.328	55.161	3.162	67.489	70.651	0.097	0.433	0.025	0.529	0.554
GTC	26.787	1,193.637	15,087.982	1,220.425	16,308.406	0.074	3.278	41.430	3.351	44.781
ATC	17.195	399.179	615.677	416.374	1,032.051	0.113	2.627	4.051	2.740	6.791
GTK	115.808	3,823.352	58,101.714	3,939.160	62,040.874	0.404	13.344	202.785	13.748	216.534
MPTK	1,047.508	28,803.712	27,449.720	29,851.220	57,300.940	4.821	132.577	126.345	137.399	263.744
MPTZ	546.072	13,700.641	11,282.560	14,246.713	25,529.273	6.129	153.769	126.630	159.898	286.528
MPTV	513.319	16,935.320	8,341.798	17,448.639	25,790.436	9.492	313.172	154.258	322.664	476.923
GVL	5,732.132	18,625.145	19,133.655	24,357.277	43,490.932	90.785	294.984	303.037	385.769	688.806
GCS	3,768.884	6,026.627	81,730.762	9,795.511	91,526.273	68.799	110.012	1,491.943	178.811	1,670.754
GKS	1,443.721	4,395.794	11,488.332	5,839.515	17,327.847	141.871	431.965	1,128.933	573.836	1,702.769
GTH (Consolidated)	13,223.754	93,958.568	233,235.361	107,182.322	340,417.682	11.841	84.133	208.845	95.974	304.819



GRI 305-7 Nitrogen Oxides (Nox), Sulfur Oxides (Sox), And Other Significant Air Emissions

Nitrogen Oxides (Nox), Sulfur Oxides (Sox), And Other Significant Air Emissions in 2023

Unit: Kilogram

Company Name	NOx	SOx	Volatile organic compounds (VOC)	Particulate matter (PM)	NmHc	Toluene	Xylene	CO	Total Weight of Air Emission
GTK	0.00	0.00	234.97	0.00	0.00	0.00	0.00	0.00	234.97
MPTK	0.00	0.00	0.19	0.21	0.07	0.01	0.00	0.00	0.49
MPTS	0.00	0.00	277.14	167.58	0.00	0.00	0.00	0.00	444.71
MPTV	40.41	38.03	0.00	18,000.78	0.00	21.84	0.00	36.52	18,137.58
GVL	128.79	0.00	0.00	44,008.42	0.00	0.00	0.00	8,648.96	52,786.17
GCS	585.13	0.00	0.00	715.91	140.07	0.00	0.00	0.00	1,441.11
GKS	35.01	0.00	58.03	94.52	0.00	0.00	0.00	0.00	187.55
GTH (Consolidated))	789.33	38.03	570.33	62,987.42	140.14	21.85	0.00	8,685.49	73,232.58



GRI 306-3,306-4, 306-5, Waste Generated, Waste diverted from disposal, Waste directed to disposal

Waste Disposal in 2023															
Disposal Method	Waste directed to disposal							Waste diverted from disposal							The Weight of Total Waste
	General Industrial Waste			Hazardous Industrial Waste			Total Weight of Waste directed to disposal	General Industrial Waste			Hazardous Industrial Waste			Total Weight of Waste diverted from disposal	
	Incineration (with energy recovery)	Incineration (without energy recovery)	Sub-total	Incineration (with energy recovery)	Incineration (without energy recovery)	Sub-total		Recycling & Reuse	Other Recovery Operation	Sub-total	Recycling & Reuse	Other Recovery Operation	Sub-total		
GTH (Standalone)		8.13	8.13			0.00	8.13			0.00			0.00	0.00	8.13
GTC		144.75	144.75			0.00	144.75			0.00			0.00	0.00	144.75
ATC		40.24	40.24			0.00	40.24	29.53		29.53			0.00	29.53	69.77
GTK	33.60		33.60		8.59	8.59	42.18	327.26		327.26	33.71		33.71	360.97	403.15
MPTK	131.36		131.36		157.03	157.03	288.40	821.10		821.10	33.83		33.83	854.93	1,143.33
MPTZ	15.93		15.93		9.89	9.89	25.82	92.47		92.47	43.52		43.52	136.00	161.82
MPTV			0.00			0.00	0.00		2,566.00	2,566.00		462.20	462.20	3,028.20	3,028.20
GVL			0.00			0.00	0.00	106.67	66.64	173.31	292.52	158.80	451.32	624.63	624.63
GCS		54.00	54.00		116.94	116.94	170.94	96.70		96.70	264.05		264.05	360.75	531.69
GKS		4.50	4.50	2.16	4.12	6.29	10.79	46.19		46.19	153.92		153.92	200.11	210.89
GTH (Consolidated)	180.89	251.62	432.51	2.16	296.57	298.74	731.25	1,519.93	2,632.64	4,152.56	821.55	621.00	1,442.55	5,595.11	6,326.36
Percentage of Total Waste (%)	2.86%	3.98%	6.84%	0.03%	4.69%	4.72%	11.56%	24.03%	41.61%	65.64%	12.99%	9.82%	22.80%	88.44%	100.00%



GRI 401-3 Parental leave

2023 Parental Leave Status

Year	Item	GTH (Standalone)		GTC		ATC		GTK		MPTK		MPTZ		MPTV		GVL		GCS		GKS	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2023	Number Of Employees That Were Eligible To Apply For Unpaid Parental Leave	0	0	26	8	3	2	5	13	32	25	5	5	29	33	25	20	10	7	4	2
	Number Of Employees That Applied For Unpaid Parental Leave	0	0	0	1	0	1	5	13	32	25	5	5	29	33	25	20	10	7	4	2
	Number Of Employees Expected To Be Reinstated From Unpaid Parental Leave	0	0	0	1	1	2	5	13	32	25	5	5	29	33	25	20	2	0	4	2
	Number Of Employees Reinstated From Unpaid Parental Leave	0	0	0	1	0	2	4	10	17	14	5	5	28	33	25	20	2	0	4	2
	Reinstatement Rate (%)	0%	0%	0%	100%	0%	100%	80.0%	76.9%	53.1%	56.0%	100%	100%	96.6%	100%	100%	100%	100%	0%	100%	100%
2022	Number Of Employees Reinstated After Taking A Parental Leave	0	1	2	0	2	3	1	9	15	11	8	6	20	12	8	8	4	2	3	2
	Number Of Employees That Worked For One Year After Reinstatement	0	1	2	0	2	3	1	5	11	7	7	4	20	12	8	8	4	2	3	2
	Retention Rate (%)	0%	100%	100%	0%	100%	100%	100%	55.6%	73.3%	63.6%	87.5%	66.7%	100%	100%	100%	100%	100%	100%	100%	100%



GRI 403-9 Occupational Health and Safety

2023 Employee Disability and Injury Status

	GTH (Standalone)	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	GTH (Consolidated)
Total Working Hours	75,015	931,265	386,968	1,520,526	4,563,259	2,079,525	3,026,984	1,159,761	806,442	293,242	14,842,986
Number of fatalities as result of work-related injury	0	0	0	0	0	0	0	0	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0	0	0	0	0	0	0	0	0
Number of recordable work-related injuries	0	3	0	0	4	0	0	1	0	0	8
Rate of recordable work-related injuries (IR)	0	0.644	0	0	0175	0	0	0.172	0	0	0.108
Number of high-consequence work-related injuries	0	0	0	0	0	0	0	1	0	0	1
Rate of high-consequence work-related injuries	0	0	0	0	0	0	0	0.172	0	0	0.013
Number of false alarm incidents	0	0	0	0	1	1	0	0	0	0	2
Rate of false alarm	0	0	0	0	0.044	0.096	0	0	0	0	0.027



GRI 404-1 Average Of Training Hours Per Year Per Employee

Employee Education and Training Status in 2023

	Total Number of People Trained	Total Training Hours	Average Training Hours per Person					
			All Employees	Male Employees	Female Employees	Direct Employees	Indirect Employees	Management
GTH (Standalone)	39	1,182.17	30.31	27.41	32.33	0	28.08	34.77
GTC	519	16,300.35	31.41	30.94	32.34	2.7	32.06	45.8
ATC	188	4,159.00	22.12	19.82	27.15	0.5	19.58	30.86
GTK	826	90,182.05	109.18	106.27	112.12	121.25	87.65	72.32
MPTK	2,468	233,294.65	94.53	96.42	90.93	93.14	97.03	91.94
MPTZ	1,137	88,681.05	78	78.85	76.75	79.83	74.53	92.02
MPTV	1,522	115,139.00	75.65	76.4	74.97	70.62	86.95	82.85
GVL	671	38,231.00	56.98	51.48	66.48	53.41	65.53	69.4
GCS	444	36,121.00	81.35	84.87	75.46	80.05	83.27	80.72
GKS	161	3,958.00	24.58	14.71	36.79	25.33	22.29	27.25
GTH (Consolidated)	7,975	627,248.27	78.65	78.28	79.19	82.02	75.17	61.69



GRI 404-3 Percentage Of Employees Receiving Regular Performance And Career Development Reviews

Proportion Of Employees Undergoing Performance Evaluation In 2023

	Total Number Of Employees	Number of Employees Undergoing Performance Evaluation by Gender			Number of Employees Undergoing Performance Evaluation by Job Nature			Proportion of Employees Undergoing Performance Evaluation by Gender(%)			Proportion of Employees Undergoing Performance Evaluation by Job Nature(%)		
		Male	Female	TTL	Direct Employee	Indirect Employee	Management	All Employee	Male Employee	Female Employee	Direct Employee	Indirect Employee	Management
GTH (Standalone)	39	15	23	38	0	26	26	97.44%	93.75%	100.00%	0%	100.00%	92.31%
GTC	519	347	172	519	56	368	424	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
ATC	188	124	57	181	7	134	141	96.28%	95.38%	98.28%	100.00%	95.04%	100.00%
GTK	826	395	388	783	516	226	742	94.79%	95.18%	94.40%	94.16%	95.36%	100.00%
MPTK	2,468	1,449	746	2,195	1,404	754	2,158	88.94%	89.56%	87.76%	91.17%	84.62%	100.00%
MPTZ	1,137	572	369	941	452	444	896	82.76%	84.99%	79.53%	69.75%	100.00%	100.00%
MPTV	1,522	695	785	1,480	1,026	435	1,461	97.24%	96.13%	98.25%	97.90%	95.81%	95.00%
GVL	671	385	232	617	433	164	597	91.95%	90.59%	94.31%	90.21%	95.91%	100.00%
GCS	444	278	166	444	250	176	426	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
GKS	161	89	72	161	115	42	157	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
GTH (Consolidated)	7,975	4,349	3,010	7,359	4,259	2,769	7,028	92.28%	92.26%	92.30%	90.77%	93.86%	99.40%



GRI 405-1 Diversity Of Governance Bodies And Employees

Ratio Of Female Supervisors In 2023			
Company Name	Total Number Of Female Supervisors	Total Number Of Supervisors	Ratio Of Female Supervisors
GTH(Standalone)	8	13	61.50%
GTC	27	95	28.40%
ATC	5	40	12.50%
GTK	12	41	29.30%
MPTK	10	37	27.00%
MPTZ	10	29	34.50%
MPTV	4	18	22.20%
GVL	2	4	50.00%
GCS	2	20	10.00%
GKS	2	20	10.00%
GTH(Consolidated)	82	317	25.90%

Note: Supervisors are at the level of “Assistant Manager” and above.

A young girl with long brown hair, wearing a red and blue plaid shirt, is shown in profile, looking down at a small green seedling with two leaves growing out of a mound of dark brown soil. She is holding the soil mound gently in her hands. The background is a bright, out-of-focus green field with a strong sun flare in the upper left corner, creating a warm, golden light.

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