



Future in Motion

Leading Sustainable Change



2024 Sustainability Report

Getac Getac Holdings Corp.

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CONTENTS

OVERVIEW

Message From the chairman

About this Report

Sustainability Performance Highlights

Honors and Recognition

1 SUSTAINABILITY MANAGEMENT

1.1 About Getac

1.2 Sustainability Vision and Goals

1.3 Getac responds to SDGs

1.4 Sustainability Organization and Structure

1.5 Material Topics and Stakeholders

1.6 Sustainability Governance Performance

2 INNOVATION VALUE

2.1 Responsible Manufacturing

2.2 Circular economy

2.3 Low Carbon Products

2.4 Product & Service

2.5 Sustainable Supply Chain

3 CORPORATE GOVERNANCE

3.1 Economic Performance & Tax Policy

3.2 Operation of Board of Directors

3.3 Business Ethics

3.4 Risk Management

3.5 Human Rights Management

3.6 Information Security

3.7 Intellectual Property

4 ENVIRONMENTAL PROTECTION

4.1 Environmental Policy

4.2 Climate Change Response

4.3 Water Resource Management

4.4 Waste Management

4.5 Corporate Pollution Prevention

5 SOCIAL INCLUSION

5.1 Employee Diversity And Inclusiveness

5.2 Talent Attraction and Retention

5.3 Human Capital Investment

5.4 Employee Health And Safety

5.5 Social Participation

6 APPENDIX

6.1 Environmental Data of Subsidiaries

6.2 Social and Governance Data of Subsidiaries

6.3 Assurance Statement of the Sustainability Report

6.4 Verification Status of Management Systems

6.5 GRI Index

6.6 SASB Index

6.7 FSC Sustainability Disclosure Indicators

Message from the Chairman

Amid the accelerating global industrial transformation and the intensifying challenges of climate change, corporate responsibility extends beyond financial performance to encompass the mission of advancing social and environmental sustainability. As a responsible corporate citizen, we firmly believe that only by integrating sustainability into our core operations can we generate economic value while creating a positive impact on society and the environment. This is not only a demand of market trends but also a reflection of our commitment to long-term corporate sustainability.

Over the past year, we have actively advanced our corporate sustainability strategy, making continuous progress in governance, environmental stewardship, and social responsibility. Our corporate governance rating has consistently ranked within the top 6–20% bracket. Furthermore, we were named one of the World's Most Trustworthy Companies by Newsweek and international research organization Statista, alongside other global industry leaders. This recognition affirms our efforts in enhancing transparency and corporate accountability, as well as our solid reputation in international markets. In 2024, two more of our subsidiaries successfully passed the RBA VAP audit (Silver level), reinforcing our commitment to supply chain responsibility and sustainable development.

On the environmental front, we have actively promoted green manufacturing and low-carbon transformation, focusing on energy efficiency and carbon reduction. Getac Holdings, along with its subsidiaries Getac Technology, Atemitech Corp., and Getac Vietnam, all received a CDP Management Level (Grade B) rating. Additionally, the MPT Kunshan facility was recognized as a provincial-level green factory in Jiangsu Province—highlighting our strong efforts in carbon management and climate resilience. In 2024, we enhanced both quantitative and qualitative disclosures on our climate risk response measures and financial impact assessments, paving the way for alignment with IFRS Sustainability Disclosure Standards by 2027 and meeting global investors' and stakeholders' expectations for transparency. We have also advanced circular economy initiatives by increasing the proportion of recycled materials used in our products year over year, minimizing our environmental impact. Moreover, in response to global ecological conservation efforts, we partnered with the international



James Hwang

Chairman of Getac Holdings Corporation &
Chairperson of ESG Committee

reforestation organization One Tree Planted to plant 280 mangrove saplings along the southwest coast of Guatemala, helping to restore local ecosystems, support carbon sequestration, and strengthen coastal protection—further fulfilling our environmental responsibilities.

On the social front, we firmly believe that talent is the key driver of innovation. We are committed to fostering a diverse and inclusive workplace culture. Our fourth consecutive recognition as one of HR Asia’s Best Companies to Work for in Asia underscores our ongoing efforts to build a high-quality work environment. This year, the proportion of female managers rose to 27.5%, an increase of 1.6 percentage points compared to the previous year, reflecting our strong commitment to gender equality. Additionally, we actively promote the development of local talent, with over 85% of managerial roles now held by local employees—further strengthening our ties with the communities where we operate. We believe that a company’s growth is closely tied to societal progress, and only by continuously investing in employee development and career planning can we cultivate a more competitive and innovative corporate culture.

In the area of philanthropy, we have continued the strategies and donations established last year, proactively responding to social needs. Through charitable initiatives, we have provided ongoing support for disadvantaged groups and education development. We understand that a company’s influence extends beyond its internal operations; it must actively give back to society. By partnering with nonprofit organizations, we have advanced a wide range of impactful projects—from improving access to education to promoting environmental conservation—generating broad and positive societal impact. This year, our philanthropic programs expanded globally, emphasizing cross-border collaboration and social impact. Through this approach, we aim to create long-term value and maximize the effectiveness of our corporate social responsibility.

Looking ahead, we will uphold our core values of “Innovation, Resilience, and Collective Prosperity” to further strengthen our sustainability competitiveness. By leveraging digital transformation and green technological innovation, we are building a more resilient business model. Our ambition extends beyond continued financial growth—we are committed to taking meaningful action and working hand-in-hand with global partners toward a future of net-zero carbon emissions, shared prosperity, and sustainable development. In light of increasingly stringent international ESG standards, we will continue to monitor the evolution of global sustainability frameworks and proactively align with the IFRS Sustainability Disclosure Standards, TCFD climate-related financial disclosures, and RBA (Responsible Business Alliance) guidelines. Our commitment to sustainability will be deepened across supply chain management, energy transition, and talent development. We are confident that through long-term dedication and innovation, we can become a transformative force within our industry and co-create a more sustainable and prosperous future with our global partners.

About This Report

Getac Holdings Corporation (hereinafter referred to as “Getac Holdings,” stock code: 3005) has published an annual sustainability report since June 2017. This report is intended to communicate to stakeholders the company's policies, strategic vision, action plans, and implementation outcomes in the areas of economic, environmental, and social sustainability—demonstrating our firm commitment to sustainable development.

Reporting Principles

This report adopts an integrated reporting approach and follows the *Global Reporting Initiative (GRI) Standards 2021*. It is also compiled in accordance with the *Accountability AA1000 Principles*. Industry-specific standards from the *Task Force on Climate-related Financial Disclosures (TCFD)* and *Sustainability Accounting Standards Board (SASB)*—specifically for the “Electronic Manufacturing Services & Original Design Manufacturing” sector—are also incorporated (see Section 6.6). Furthermore, this report complies with Article 4 of the “Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” from the Taiwan Stock Exchange, disclosing relevant sustainability indicators (see Section 6.7).

Financial and Environmental Data

Financial figures in this report are presented in New Taiwan Dollars (NTD) and are based on Getac Holdings’ consolidated financial statements. Environmental performance indicators—such as water usage intensity, carbon emissions intensity, and energy intensity—are disclosed in U.S. dollars for alignment with international practices. Currency conversion is based on the average annual exchange rate. In 2024, the average exchange rate was 32.103 NTD/USD and 7.118 RMB/USD.

Reporting Scope and Boundaries

Two new entities were added to the consolidated scope of the Company compared to the same period last year: Huntwell Technology Co., Ltd. and Getac Precision (Thai) Co., Ltd.. As of the end of 2024, both companies had not yet commenced operations and are therefore not included within the disclosure scope of this report.

This sustainability report, including TCFD climate-related financial disclosures, covers the period from January 1, 2024 to December 31, 2024. The reporting boundary includes Getac Holdings and eight key subsidiaries under its consolidated financial statements:

- Getac Technology Corporation
- Atemitech Corp.
- Getac Technology (Kunshan) Co. Ltd.

- Atemitech Corp.
- Getac Technology (Kunshan) Co. Ltd.
- MPT Solution (Kunshan) Co., LTD.
- MPT Solution (Suzhou) Co., LTD.
- MPT Solution (Vietnam) Co., Ltd.
- Getac Precision Technology Vietnam Co., Ltd.
- Getac Precision Technology (Changshu) Co., Ltd. (include Kunshan Branch)

These entities together account for approximately 90% of the consolidated revenue. Getac’s publicly listed affiliate National Aerospace Fasteners Corp. (NAFCO, stock code: 3004), which contributes 10% of the group’s revenue, publishes its own independent sustainability report in accordance with the Taiwan Stock Exchange’s guidelines. The report is available on NAFCO’s corporate website.

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 Kunshan Branch)
Getac Vietnam	GVL	Getac Precision Technology Vietnam Co., Ltd.

Sustainability Information Management and Report Verification Mechanism

The preparation of this sustainability report adheres to the “Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies,” ensuring compliance with applicable laws, standards, and frameworks. The report compilation process has been incorporated into the company’s internal standard operating procedures for effective control.

The process is outlined as follows:

Each year, the Sustainability Information Management Unit convenes a report initiation meeting. Relevant data is provided by each responsible sustainability data unit and compiled by the Sustainability Information Management Unit into the draft report. An internal verification mechanism is then initiated. Internal verifiers develop a verification plan based on control procedures, conduct pre-verification meetings, perform verifications, and follow up on corrective actions to ensure the accuracy and completeness of report data and supporting evidence. Each sustainability data unit is required to regularly confirm that sustainability records are properly maintained and can be traced back to original documents or reconciled with financial records. The company’s Internal Audit Department also includes the management of sustainability information as part of its annual audit plan. Any identified deficiencies in internal controls must be promptly communicated or reported to management, the Board of Directors, and the Audit Committee.

To ensure the quality and reliability of disclosed information, the report is submitted for third-party assurance. Upon passing verification, it is reviewed and approved by the Sustainability Development Committee (a functional committee of the Board of Directors), and then submitted to the full Board for final approval.

Sustainability Report Compilation and Review Mechanism



Information Restatement

Not applicable. No restatements were made in this report.

Third-Party Assurance

This sustainability report was verified by TUV NORD Taiwan Ltd., based on AA1000 AS v3 Type 2 moderate assurance level. The assurance covered GRI indicators, SASB indicators, and TCFD climate-related financial disclosures. Economic performance data was derived from the company’s consolidated financial statements, which were audited and confirmed by PwC Taiwan.

For the ISO 14064-1 greenhouse gas inventory: Verification for Taiwan operations was conducted by the Taiwan branch of BSI Group (British Standards Institution). Verification for operations in China was conducted by SGS-CSTC Standards Technical Services Co., Ltd. Verification for Vietnam operations was carried out by BSI Assurance UK Ltd.

The independent assurance statement of this report is published in [Appendix 6.3](#). Other management system verifications were independently conducted by third-party certification bodies appointed by each subsidiary. For details, please refer to [Appendix 6.4](#) of this report, which includes verification results of management systems across subsidiaries and downloadable ISO 14064-1 certificates.

Report Publication

This sustainability report is published annually in electronic format, available in both Chinese and English versions. It is publicly accessible in the sustainability report section of the company’s official corporate website.

- Current Edition: Published in June 2025; Reporting Period: January 1, 2024 to December 31, 2024
- Previous Edition: Published in June 2024
- Next Scheduled Edition: To be published in June 2026

CONTACT US



ESG Report Contact Window

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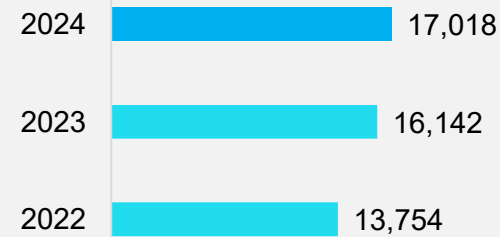
[Click to read more]

- Getac Holdings’ Organization Chart
- NAFCO Official Website | Sustainability Section

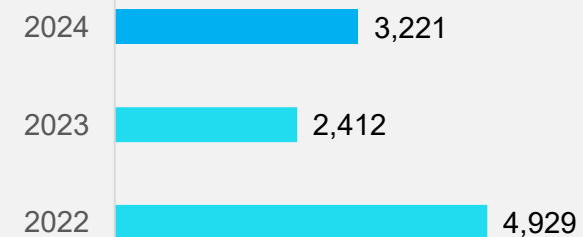
Sustainability Performance Highlights

Process Water Recycling Volume and Recycling Rate

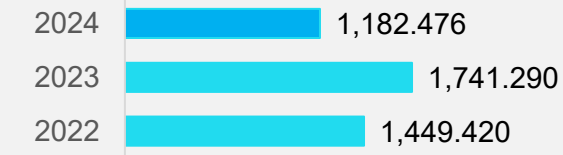
Unit: megalitres



Carbon Emissions Reduced through Energy Efficiency Projects

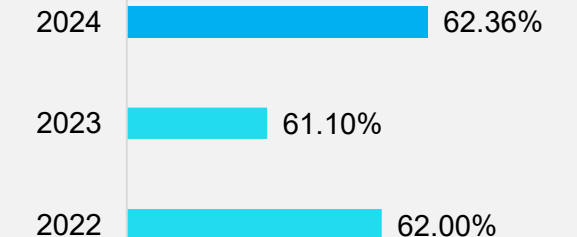
Unit: metric tons CO₂e

Hazardous Industrial Waste Volume and Intensity

Total Weight
(Mt)Intensity
(metric tons
per million
USD)

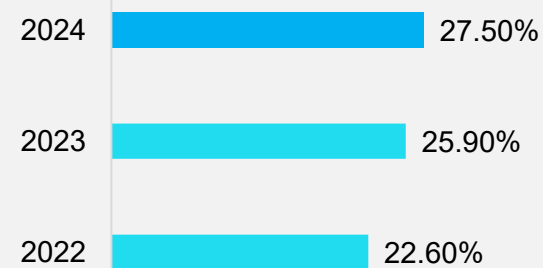
Percentage of Recycled Materials in Total Material Use

Unit: %



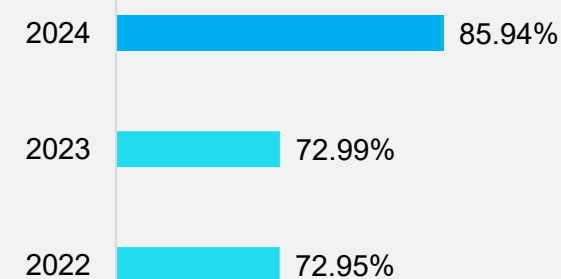
Proportion of Female Managers

Unit: %



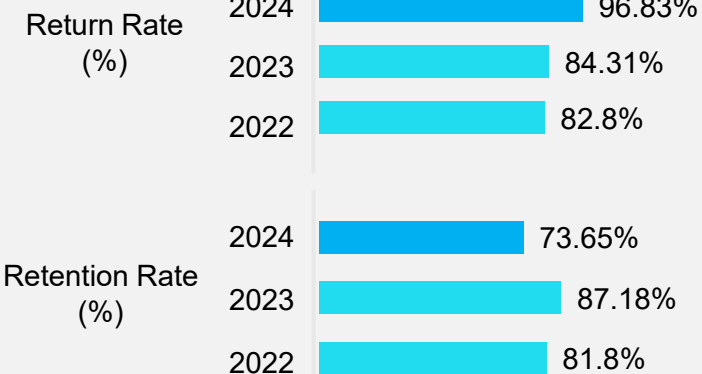
Local Manager Employment Ratio

Unit: %



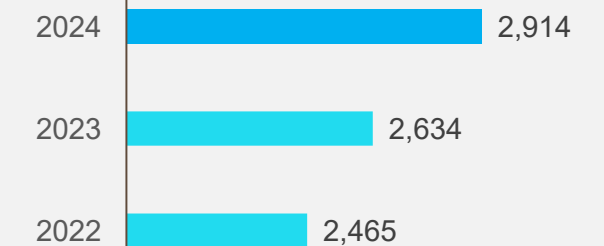
Parental Leave Return and Retention Rate

Unit: %



Cumulative Number of Patents

Unit: Number of Patents



Honors and Recognition



Chairman James Hwang of Getac Holdings was once again listed among the “Top 100 Taiwan CEOs” by Harvard Business Review.



Getac Holdings was also named one of the “World’s Most Trustworthy Companies” in 2024 by Newsweek in collaboration with Statista, a global data research firm.



Subsidiary Getac Technology Corporation received the HR Asia “Best Companies to Work for in Asia” award for the fourth time.



Corporate governance evaluations: Ranked among the top 6%–20% of listed companies in Taiwan for six consecutive sessions.



Getac Holdings and its subsidiaries—Getac Technology, Atemitech Corp., and Getac Vietnam—were rated “B” in CDP’s climate change management score, reaching the management level.



Subsidiary MPT Kunshan was certified as a green factory by the Jiangsu Provincial Department of Industry and Information Technology.



Subsidiary Getac Technology received the “Best Talent Retention Award” from the 104 Employer Brand Awards and the Bronze Award for “Best Employer Brand 2024” from LinkedIn, recognizing its strength in talent sustainability and employer branding.



Getac Technology Corporation’s fully rugged mobile workstation series, the Getac X600, received the prestigious 2024 iF Design Award in Hannover, Germany—one of the world’s top four international design honors.

1 SUSTAINABILITY MANAGEMENT

1.1 About Getac

1.2 Sustainability Vision and Goals

1.3 Getac responds to SDGs

1.4 Sustainability Organization and Structure

1.5 Material Topics and Stakeholders

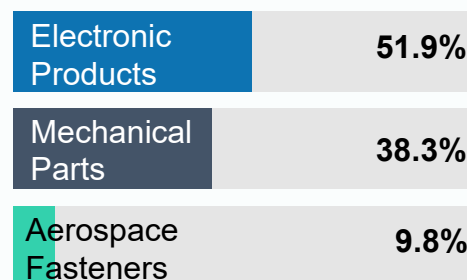
1.6 Sustainability Governance Performance

1.1 About Getac

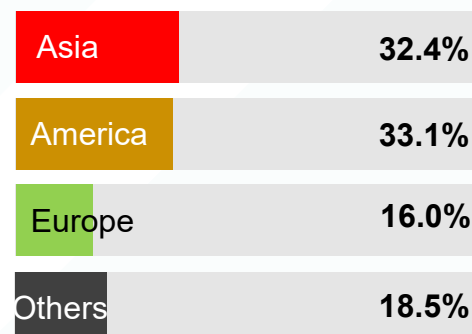
Getac Holdings Corp. (hereinafter referred to as Getac Holdings) was founded in 1989 and became publicly listed on the Taiwan Stock Exchange in 2002 (stock code: Getac 3005). The company was originally established as a joint venture between Mitac Inc. and the Aerospace Division of General Electric (GE), primarily supplying defense electronics to government agencies. In 1998, it merged with the notebook business unit under Mitac International Corp. thereby expanding into the consumer notebook ODM (original design manufacturing) sector and accumulating extensive experience in the design and manufacturing of computer products. In 2007, the company transformed its strategy by investing in its own brand of Getac rugged computers, and subsequently acquired professional plastics and automotive metal parts businesses to offer comprehensive mechanical solutions. On October 1, 2021, the company officially transitioned into an investment holding company and was renamed from Getac Technology Corporation to Getac Holdings Corp.

The company’s global operations headquarters is based in Taiwan. Major business groups under its umbrella include Rugged and Imaging Products Business Group, Electromechanical and Energy Business Group, Plastics Business Group, Automotive Business Group and Aerospace Business Group. Core products and services encompass rugged computer brands, plastic casings, lightweight aluminum automotive die-cast components, and aerospace fasteners. The operational and production centers for these business groups are located in Taiwan, Changshu and Kunshan in Jiangsu Province, China, and Hanoi, Vietnam. Given the global client base of the rugged computer brand business, Getac has established marketing offices in key countries including the United States, United Kingdom, Germany, France, Italy, China, Japan, and India, with additional sales representatives in Australia and Dubai to provide timely services to its customers worldwide.

Revenue Mix By Product



Revenue Mix By Region



10,049
Total Global Workforce

6.2B
Capital (NTD)

35.67B
2024 Consolidated Revenue (NTD)

4.45B
2024 Net Profit Ater Tax (NTD)

Rugged Computing Solution Business Group

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

Leading Rugged Computing Brand

Mechatronic & Energy Business Group

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.

International Suppliers Of Battery Module And Industrial Displays

Plastic Business Group

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

Leading Manufacturer Of Composite Material Chassis

Automotive Business Group

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

40% Global Market Share Of Seatbelt Spindles

Aerospace Fasteners Group

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

Certified Aerospace Fastener Manufacturer In The Asia-Pacific Region

Integrated Value Chain and Business Model

Getac Holdings has built a comprehensive value chain through a diversified business group layout—spanning from upstream materials and component supply, to branded design and manufacturing, and finally to downstream application sectors.

The Rugged Computer Business Group operates under a proprietary brand model, managing the design, manufacturing, and global sales of rugged computing products. Its customer base includes sectors such as defense, public safety, transportation, manufacturing, and telecommunications. The group's value chain extends from upstream electronic component supply to end-market applications, demonstrating a high level of vertical integration.

Meanwhile, the Mechatronic & Energy, Plastics, and Automotive Business Groups primarily adopt an OEM model, specializing in core manufacturing technologies such as power modules, plastic injection molding, metal die casting, and surface treatment. These groups supply critical components to industries including electronics, network and communications, medical devices, and automotive. Each business group contributes its expertise to reinforce Getac Holdings' manufacturing and R&D capabilities, enhancing the overall resilience and value creation of the supply chain.

Through vertical and horizontal integration, Getac Holdings not only strengthens the competitiveness of its proprietary brand products but also deepens technical excellence and client trust in its OEM businesses. This dual-track strategy of "brand advancement" and "manufacturing support" forms a sustainable and robust industrial value network.

Enterprise Value Chain

	Upstream	Getac	Downstream
Rugged Computing Solution Business Group	Material manufacturing components (motherboards, monitors, interface cards, power supplies, computer cases, computer keyboards) and assembly plants	Design, manufacture, branding, and sales of rugged computers	Vertical market customers: defense, public safety, fire services, manufacturing, transportation, utilities, telecommunications industries
Mechatronic & Energy Business Group	Battery cell and assembly plant	Sales of battery modules and industrial displays	Consumer electronics industry, computers, telecommunications, gaming, public safety, medical, manufacturing, industrial control industries
Plastic Business Group	Plastic Resin Metal Material Coating Material	Plastic injection molding, metal stamping, mold surface treatment (painting/printing/laser engraving)	Computer, gaming, telecommunications, consumer electronics industry, leisure and entertainment industry
Automotive Business Group	Metal Material Aluminum alloy magnesium alloy	Metal die casting, mold factory, surface treatment	Tier 1 automotive component supplier

Global Operations



10,049

Number of Global
Employees

25

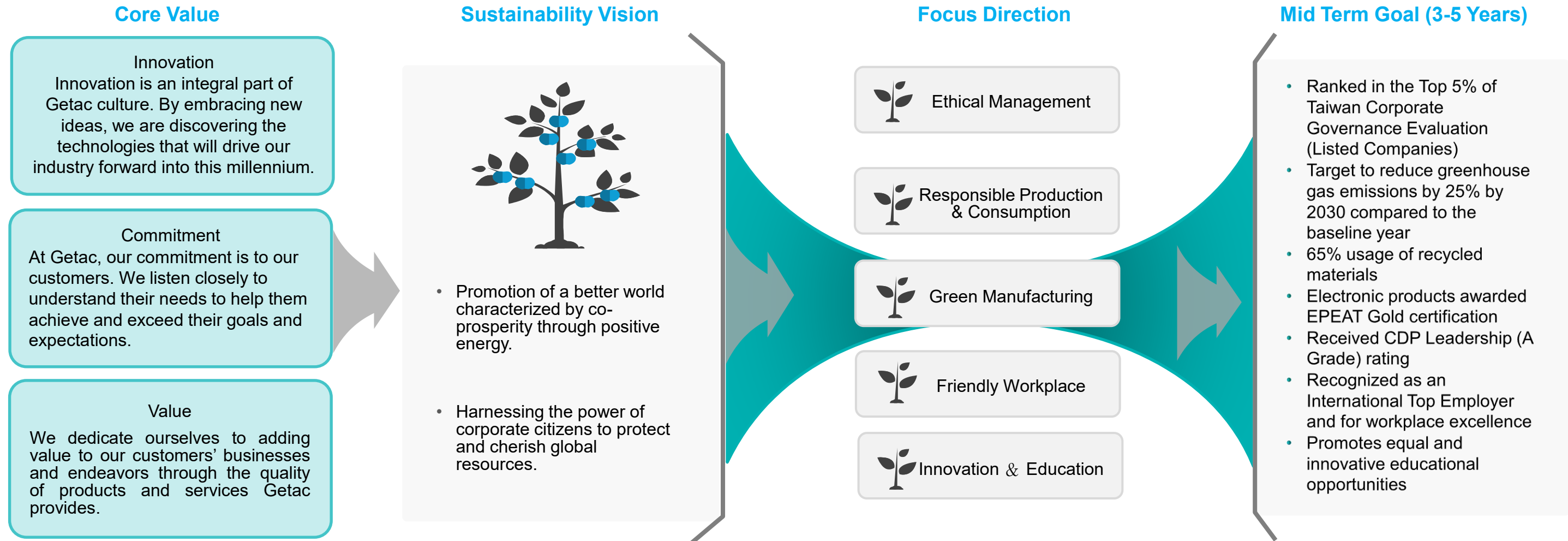
Sites

100+

Selling Countries

1.2 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 recognizes that sustainable operations are crucial to the long-term development of the company. As such, we have established a comprehensive set of policies and codes to ensure that our business activities strike a balance between environmental protection, social responsibility, and economic performance.

- **Corporate Governance Best-Practice Principles**

We adhere to best practices to ensure transparency and efficiency in corporate governance. This includes board composition, responsibilities, and stakeholder communication.

- **Code of Business Conduct and Ethics for the Board of Directors and Managers**

Our directors and managers are held to high ethical standards to ensure that decisions and actions align with the best interests of the company and its shareholders.

- **Ethical Corporate Management Best-Practice Principles**

We uphold integrity in our operations, oppose all forms of corruption and misconduct, and use this code to guide our business conduct.

- **Sustainable Development Best-Practice Principles**

In alignment with the FSC's (Taiwan Financial Supervisory Commission) Sustainable Development Best-Practice Principles, our Board of Directors approved the company's sustainability code on January 14, 2025. This code aims to advance governance, environmental sustainability, and social responsibility, thereby enhancing long-term corporate value. It covers: Governance structure, Environmental management, Employee rights, Supply chain accountability, and Stakeholder communication. The policy is reviewed regularly to strengthen organizational resilience and competitiveness.

- **Sustainability Information Management Guidelines**

Approved by the Board on November 13, 2024, this policy strengthens the integrity and credibility of sustainability data. It governs the collection, processing, and disclosure of sustainability information and includes:

1. Sustainability Goal Promotion: Ensuring sustainability data aligns with corporate social responsibility and international standards.
2. Data Integrity and Reliability: Establishing robust internal controls to ensure accuracy and reliability.
3. Clear Role Responsibilities: Defining departmental roles to ensure smooth data flow.
4. Risk Assessment and Internal Controls: Implementing periodic risk assessments and audits to mitigate information risks.
5. Reporting and Disclosure Procedures: Regulating disclosure practices to meet legal and global standards, ensuring transparency.

The implementation of these guidelines elevates corporate governance and ensures alignment with sustainability trends and regulatory expectations.

- **Getac ESG Code of Conduct**

Getac has established its ESG Code of Conduct in alignment with the Responsible Business Alliance. Getac's ESG Code of Conduct is based on the RBA Code of Conduct, ensuring our environmental, social, and governance practices align with global standards. It applies to all subsidiaries, contractors, and supply chain partners. We integrate ESG principles into employee training, daily operations, and corporate culture, and expect our partners to do the same.

In 2024, under RBA 8.0, we reinforced labor and human rights protections, including bans on forced labor, and raised environmental standards—focusing on reducing greenhouse gas emissions and improving water management.

- **Employee Code of Conduct**

Our Employee Code of Conduct outlines the basic behavioral standards for all personnel, specifying legal and ethical obligations in the workplace. It serves as a framework for business conduct and reflects shared values such as human rights protection, customer privacy, respect for intellectual property, and integrity in all interactions.

- **Human Rights Policy**

Getac is committed to respecting and promoting human rights in all areas of our business and throughout our supply chain. Our policy is guided by the Universal Declaration of Human Rights, the UN Global Compact, and the ILO Declaration on Fundamental Principles and Rights at Work.

- **Information Security Policy**

Recognizing the importance of information security, we have implemented robust policies to safeguard both company and customer data from threats and vulnerabilities. AI Tool Usage Policy. This policy governs the responsible use of AI tools by employees, with an emphasis on data confidentiality, security, legal compliance, and respect for human rights. An internal AI Steering Committee oversees governance and risk management. Employees are required to use only company-approved, closed-network AI tools and are strictly prohibited from inputting confidential or personal data into external AI systems. All AI-generated content must be verified for accuracy. Violations will be addressed in accordance with company regulations.

These codes and policies reflect our commitment to sustainability. We regularly review and enhance our practices to ensure a positive environmental, social, and economic impact. For more details, visit the Sustainability (Policies and Declarations) and Investor Relations (Internal Rules and Regulations) sections on our website. 

Getac Holdings Sustainability Development Milestones

2017-2020

2017

- 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.

2018

- 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.

2019

- Established an audit committee to replace the supervisor system.
- Established an information security committee.
- Received the TCSA 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).

2020

- 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.

2021-2023

2021

- 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.

2022

- 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 Kushan obtained the ISO 50001 Energy Management System certification.

2023

- The 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.

2024-2025

2024

- 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.
- Getac Holdings was named one of the World's Most Trustworthy Companies by *Newsweek*. Subsidiary Atemitech Corp. has obtained ISO 45001 certification for Occupational Health and Safety Management Systems.

2025

- Getac Holdings and its subsidiaries—Getac Technology, Atemitech Corp., and Getac Vietnam—were all rated at CDP Management Level (Grade B).
- Subsidiaries Getac Kunshan and MPT Vietnam received RBA VAP Silver certification.
- Subsidiary Getac Kunshan was awarded a Bronze Medal by the EcoVadis global supply chain sustainability rating platform.
- Getac Holding was ranked in the top 6–20% of listed companies in Taiwan's Corporate Governance Evaluation for six consecutive years.
- Subsidiary Getac Technology was named one of "Asia's Best Employers" for the fourth time.
- Subsidiary Getac Technology also received the "Best Retention Award" from 104 Employer Brand Awards and a Bronze award in LinkedIn's 2024 Top Employer Brands.

1.3 Getac responds to SDGs



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.



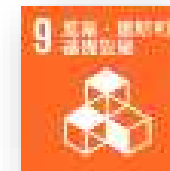
Constant Recycling Of Resources To Achieve Maximum Benefits Is Our Core Sustainability Goal

- Supporting education for underprivileged and rural children: Collaborated with the Taiwan Love & Hope Children's Foundation, Lanyu Langdao Elementary School, and the Lanyu Indigenous Culture Foundation to promote continuous education.
- Providing aid to disadvantaged groups: Donations were made to organizations including Mennonite Christian Hospital's Lih-Ming Center in Hualien, the Taipei Ai-Tzu Social Welfare Foundation, and the ROC Association for the Welfare of the Elderly.
- Promoting cultural events and cultivating national tech talent through partnerships with the Y.S Foundation. (See Chapter 5.5 "Social Engagement" of this report for details.)



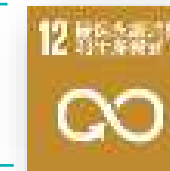
Encouragement Of Talent Innovation Diversity And Equality As The Best Catalyst

- **Skill Development:** In 2024, employees received an average of 72.85 hours of training.
- **Inclusive Hiring:** Improved recruitment channels for people with disabilities, resulting in 14 new hires with disabilities in 2024.
- **Post-Retirement Employment:** A streamlined rehire process enabled the company to rehire 32 retired employees in 2024, an increase of 7 from the previous year.



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

- Integrated sustainability concepts into product R&D and technological innovation, including the development of eco-friendly materials such as PCR (Post-Consumer Recycled) plastics.
- Optimized manufacturing processes to deliver lower-carbon mechanical components.



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

- Achieved a 97.6% process water recycling rate in 2024.
- Recycled materials accounted for 62.36% of total material usage.
- Implemented 16 new energy-saving and carbon reduction projects, saving 27,766 GJ of energy, reducing 3,221 metric tons of CO₂ equivalent, and cutting NT\$13.68 million in energy costs.

1.4 Sustainability Organization and Structure

The Sustainability Development Committee is the highest sustainability governance body within the company. It comprises three board members, including two independent directors serving as standing committee members. The committee is chaired by Chairman James Hwang. Under the committee, two sub-groups are established:

- Execution and Promotion Team: Responsible for driving and tracking the implementation of resolutions passed by the committee.
- Functional Teams: Tasked with advancing and executing the company's sustainability strategies and objectives. Members of each functional team are appointed by the Committee Chair and coordinated with the general managers of respective subsidiaries.

The second layer of the company's sustainability governance framework consists of ESG Committees at the subsidiary level. These committees align with the ESG strategy set by the parent company and are responsible for promoting sustainability policies and action plans within their respective organizations. They regularly report their progress and results to the Getac Holdings ESG Committee.



Sustainability Development Committee

The Sustainability Development Committee is the highest-level sustainability governance body in the company. It is responsible for supervising and strengthening the company’s long-term strategic planning and goal achievement across economic, social, and environmental dimensions. Key decisions are submitted to the Board of Directors for approval.

The Committee consists of three board members, with two independent directors serving as standing members. Chairman James Hwang serves as the Committee Chair. Under the Committee, two key structures are established:

- Execution and Promotion Team: Responsible for implementing and tracking committee resolutions.
- Seven Functional Teams: These include Corporate Governance, Employee and Social Care, Environmental Health and Safety, Supply Chain Management, Customer Relations, Risk Management, and Climate Change Risk. These teams are responsible for advancing and executing the company’s sustainability strategies and goals. Members are appointed by the Committee Chair and coordinated with the general managers of respective subsidiaries.

Committee Responsibilities

- Develop and revise the company's sustainability-related systems in alignment with applicable regulations.
- Formulate sustainability policies and action plans, and regularly monitor implementation progress.
- Periodically evaluate the effectiveness of sustainability plans and publish sustainability reports.
- Address other related matters as needed.

Sustainability Development Committee Operations

In 2024, Getac Holdings’ Sustainability Development Committee convened two meetings to review the company’s annual sustainability plans, strategic direction, and oversee the performance of various sustainability initiatives. Key agenda items included:

- 2023 sustainability performance review and 2024 sustainability goal setting report
- 2024 stakeholder engagement summary
- 2024 material topics identification
- 2024 annual sustainability action plan
- 2024 sustainability goals and performance report
- 2024 risk management implementation report
- Sustainability report (2024 edition, to be published in 2025) preparation plan
- ISO 14064-1 and energy management system inventory and verification progress
- Energy and greenhouse gas emissions reduction & renewable energy policy management
- Performance reports from international ESG ratings (S&P, MSCI, FTSE)
- Corporate governance evaluation tracking and improvement measures

In line with Taiwan FSC regulations, the company also established a Sustainability Information Management Policy, updated its internal control system, and formally incorporated “Sustainability Information Management” as part of its internal audit scope for the year.

From January to December 2024, the ESG execution status, sustainability performance, and all key resolutions were reported to the Board of Directors five times. A total of 11 key ESG topics were reported and disclosed on the company’s official website.

ESG-Related Matters Reported to the Board of Directors in 2024

Date	Issues
2024/01/19	• Directors' and officers' liability insurance coverage report
	• Intellectual property management plan implementation status report
	• Information security management plan implementation status report
	• Proposal to assess the independence and suitability of the company's certified public accountant.
2024/02/26	• Proposal to assess the independence and suitability of the company's certified public accountant.
	• Greenhouse gas inventory and verification planning report
2024/05/10	• Greenhouse gas inventory and verification planning report
2024/08/13	• Greenhouse gas inventory and verification planning report
	• The 2023 Sustainability Report has been finalized.
2024/11/13	• Greenhouse gas inventory and verification planning report
	• Report on risk management
	• Report on the implementation of ethical corporate management.
	• The Company's Internal Control System and Internal Audit Implementation Guidelines (Sustainability Information Operations Measures)

1.5 Material Topics and Stakeholders

Stakeholder Identification

In addition to real-time communication and response conducted by various departments according to their duties, Getac Holding annually convenes all members of the Sustainability Development Committee, led by the Chair, to conduct stakeholder identification in accordance with the AA1000 Stakeholder Engagement Standard. A total of 17 senior executives and functional department heads are invited to assess the company's interactions with 11 categories of stakeholders from four aspects: actual positive impact, potential positive impact, actual negative impact, and potential negative impact—particularly focusing on the negative ones.

Based on the total scores from the survey, the ESG Committee decides in a meeting to select the top eight stakeholder categories as the key stakeholders for the year. These are ranked in descending order of score as follows: Suppliers, Employees, Customers, Shareholders/Investors, Government Agencies, Media, External Rating Agencies, and Banks. Additionally, the scores for positive impacts across all stakeholder groups are higher than those for negative impacts. For more on stakeholder engagement, refer to pages 20–21 of this report.

Material Topic Identification Process

Each year, Getac Holding collects material sustainability topics through communication or engagement with stakeholders. Using a defined identification process, the company assesses the operational, financial, and stakeholder-related impacts of these topics. Based on this, Getac formulates its sustainability development plans and objectives. The material topic identification process is detailed in the flowchart below.

In 2024, the company identified a total of 17 sustainability topics, including 12 aligned with GRI standards and 1 self-defined topic. Compared to 2023, "Labor-Management Relations" was added as a new topic in 2024. Following the PDCA (Plan-Do-Check-Act) management cycle, Getac proposed response strategies for each topic—not only to mitigate negative impacts but also to proactively enhance the potential positive impacts. This approach reflects stakeholder expectations and brings more positive momentum to the company. The list of material topics for 2024 is provided on page 22 of this report.

Material Topic Identification Process

01	02	03	04	05
Refer to regulations and industry standards to clarify ESG-related challenges and opportunities for the company.	Refer to stakeholder opinions and collect sustainability issues related to company operations	Use questionnaires to assess the materiality of sustainability issues and financial significance.	Decide on material sustainability topics based on questionnaire results and align them with GRI topics	Report the boundaries and identification results of material topics to the Board of Directors
- RBA Code of Conduct - Sustainability performance enhancement standards for supply chains, as outlined in the "Automotive Industry Guiding Principles" issued by AIAG and Drive Sustainability - SASB Industry Standards	A total of 32 sustainability issues were identified, including: 4 actual negative impacts 11 potential negative impacts 11 actual positive impacts 6 potential positive impacts	- Collected 17 valid responses from senior managers and heads of key functional units as decision-making reference, and 439 responses from stakeholders as a control group. - Scoring mechanism: Materiality of the issue = Level of impact or influence × Likelihood of occurrence. The maximum score is 25. The higher the score, the greater the impact or influence.	Sustainability Committee Resolution 17 Sustainability Issues 3 Negative Actual Impacts 5 Negative Potential Impacts 6 Positive Actual Impacts 3 Positive Potential Impacts → Corresponding to 13 Material Topics	Material Topics: 13 - Environmental Topics: 4 - Social Topics: 6 - Governance Topics: 3 For the full list of topics, see page 22.

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.	- Data breaches or violations of confidentiality leading to customer privacy leaks - Products causing environmental or health hazards - Incidents of workplace discrimination, bullying, or sexual harassment	- 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	All major subsidiaries conducted at least one customer satisfaction survey in 2024. - Survey response rate: 95.4% - Average satisfaction score: 95.3 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.	- Violation of business ethics - Ensuring operational and supply chain information security to enhance customer trust - Data breach or confidentiality violation leading to customer privacy leaks	- Supplier visit (immediately) - Supplier procurement contract(immediately) - Supplier audit(annually) - Supplier query mailbox (immediately) - Supplier Conference (periodic)	- Conducted an annual ESG self-assessment survey for suppliers; 850 suppliers responded, with a response rate of 68%. - A total of 120 suppliers participated in the 2024 Stakeholder Sustainability Impact & Materiality Survey. - The local procurement rate across global operations reached 67.4% in 2024.
Employee	Talent is the most important asset of a company, and its growth relies on the collective efforts of employees to achieve its goals.	- Promoting employee physical and mental well-being - Enhancing corporate competitiveness and talent development opportunities - Incidents of occupational injuries or work-related illnesses	- Performance appraisal (annually) - Internal announcement (immediately) - Employee meeting (annually) - Labor management meeting/supervisor meeting/training (periodically) - Education & Training (periodically) - Employee consultation hotline (immediately)	In the 2024 Employee Satisfaction Survey, the average response rate was 96.68%, with an average satisfaction score of 85.27.
Shareholder	Shareholders provide capital to the company and are long-term stakeholders who share in operational risks. The company's performance is closely tied to their interests.	- Violation of business ethics - Supply chain operations causing harm to environmental or human rights issues - Maintaining stable governance and reducing legal risk	- Shareholders' meeting/ investor conference (annually) - One-on-One Investor Meetings - Corporate website (immediately) - Market observation post system (immediately) - Investor query mailbox / hotline (immediately)	- A total of 5 major public investor conferences were held in 2024. - Participated in ESG sustainability evaluations by S&P, FTSE Russell, 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.	- Litigation losses caused by anti-competitive behavior - Intellectual property infringement and being infringed - Maintain stable governance and reduce legal risks	- News releases (immediately) - Press conferences (periodically) - Spokesperson interviews (immediately) - Posting of information on the corporate website (immediately) - Line App Media Group (Immediately)	- A total of 26 press releases were issued in Taiwan during the year. - There were 767 media exposures in Taiwan during the year. - Four media communication meetings were held during the year.
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.	- Occurrence of occupational accidents or occupational diseases - Maintain stable governance and reduce legal risks - Non-compliance in product and service labeling	- Official documents (immediately) - Regulatory meetings and training - Seminars(periodically)	- Ranked in the top 6–20% bracket of the 11th Corporate Governance Evaluation for listed companies. - Subsidiary MPT Kunshan received the “Green Factory of Jiangsu Province” award.
Bank	Banks provide another source of operational funding. Maintaining a good relationship with banks ensures a stable and competitive source of ongoing operational funding.	- Maintain stable governance and reduce legal risks - Violation of business ethics - Occurrence of occupational accidents or occupational diseases	- 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)	Getac Holdings secured sustainability-linked loans from Yuanta Bank and Taishin Bank, partnering with stakeholders to reduce carbon emissions
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.	- Recycling and reuse rate during the production, sales, and disposal phases of plastics - Commitment to net-zero emissions by 2050 and a science-based carbon reduction pathway (SBTi) - Environmental pollution caused by waste	- 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)	- Subsidiary Getac Technology Corporation was awarded the “Asia’s Best Employer Brand Award” for the fourth time in 2024. - Getac Holdings was listed in the 2024 “World’s Most Trustworthy Companies” ranking, conducted jointly by <i>Newsweek</i> and global data research agency Statista.

Material Topic & Boundary

Category	Level of Impact	Sustainability Topics	GRI Material Topics	Corresponding SASB Index	Boundary		Primary Impact Scope		
					Parent Company	Subsidiaries	Employee	Supplier	Customer
Governance	Potential negative	Infringement and infringement of intellectual property rights	Intellectual Property Rights		V	V			V
	Potential negative	Supply chain operations are harmful to issues such as the environment and human rights	Supply chain management	TC-ES-320a.2 TC-ES-320a.3 TC-ES-440a.1		V		V	V
	Actual positive	Implement ESG risk management and enhance supply chain resilience							
	Actual positive	Maintain stable governance and reduce the risk of violations	Climate Change		V	V		V	V
Social	Potential positive	Improve women's protection and rights	Diversity and Equal Opportunity		V	V	V		
	Potential positive	Favorable salary and welfare system, employment of outstanding talents to enhance the competitiveness of enterprises	Employment		V	V	V		
	Actual positive	Enhance the competitiveness of enterprises and talent growth opportunities	Training & Education		V	V	V		
	Potential negative	Workplace discrimination, bullying, and sexual harassment	Non-discrimination		V	V	V	V	V
	Actual positive	Ensure operational and supply chain information security and enhance customer trust	Customer Privacy (include Information Security)		V	V	V		V
	Potential negative	The system is hacked or the confidentiality principle is violated, resulting in the disclosure of customer privacy							
	Actual negative	Occupational accidents or occupational disease incidents	Occupational Health & Safety	TC-ES-320a.1	V	V	V	V	V
	Actual positive	Promote the physical and mental health of employees			V	V	V		
Environment	Actual positive	Increase the proportion of recycled plastics and recycled metals	Material	TC-ES-410a.1		V			V
	Potential positive	Develop low-carbon products and technologies	Energy			V		V	V
	Actual negative	Failure to meet supply chain requirements to reduce carbon emissions (Scope 3)	Emission			V		V	V
	Actual negative	The proportion of plastics that are recycled at the production, sale, and end-of-life stages	Waste	TC-ES-150a.1		V		V	V

1.6 Sustainability Governance Performance

No	Material Topic	Negative Impacts of the Topic	Management Approach	2024 Goal	Status	2024 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 strictly comply with occupational safety and health regulations at all operational sites. Our key manufacturing bases have obtained ISO 45001 certification, which serves as the foundation for implementing relevant standards in daily management	Zero fatalities and zero cases of occupational disease.	✓	No employee fatalities or cases of occupational disease were reported.
				Achieve zero workplace injuries and reduce injury incidents year over year.	✓	Getac Holdings and its subsidiaries—including Atemitech Corp., MPT Vietnam, Getac Vietnam, and Getac Changshu Kunshan branch—achieved zero workplace injuries.
					—	2024, a total of 11 workplace injury incidents were reported across Getac subsidiaries—including Getac Technology, Getac Kunshan, MPT Kunshan, MPT Suzhou, and Getac Changshu—resulting in 11 injured employees. This represents an increase of 3 cases compared to 2023.
				Maintain a recordable occupational injury rate below the 2023 level of 0.108.	—	The recordable occupational injury rate rose to 0.122, a 13% increase from 0.108 in the previous year.
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 plant formulates annual training plans and completion rates based on different job categories. - Courses are designed according to departmental expertise, with a set number of sessions scheduled annually to ensure both diversity and accessibility of training programs	Achieve higher average training hours per employee than the 2023 level of 78.65 hours.	—	In 2024, the average training hours per employee were 72.85 hours, down 5.8 hours from 2023.
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	- Promoting a transparent personnel system and fair compensation. Emphasizing workplace safety and continuous improvement of the work environment. - Creating diverse and equal career opportunities, and encouraging re-employment after retirement	Conduct one external compensation survey annually for each of the six subsidiaries in China and Vietnam.	✓	All six subsidiaries in China and Vietnam completed external compensation surveys.
				Zero recruitment-related discrimination incidents in 2024.	✓	Zero recruitment-related discrimination incidents were reported in 2024. In 2024, the company employed 14 persons with disabilities and rehired 32 retired employees.
4	Employment	Frequent labor disputes have affected team morale and production efficiency, leading to an increase in employee turnover	The average monthly turnover rate in 2024 was below 6%."	The average monthly turnover rate in 2024 was below 6%."	✓	The average monthly employee turnover rate in 2024 remained below 5.91%.

No	Material Topic	Negative Impacts of the Topic	Management Approach	2024 Goal	Status	2024 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.	Target: Zero discrimination incidents.	✓	In 2024, two workplace discrimination complaints were received. After investigation, neither case qualified as discrimination. Both were properly addressed and closed.
				Conduct a comprehensive review of existing patents each quarter to assess infringement risks.	✓	In 2024, a total of 8,556 participants took part in human rights training. Of these, 8,409 passed the post-training assessment, resulting in a completion rate of 98.3%.
6	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.	Achieve an 85% response rate on the ESG self-assessment questionnaire for suppliers.	—	In 2024, 1,246 suppliers were surveyed, with 850 responding—yielding a response rate of 68%.
				Ensure a supplier response rate of over 90% for conflict minerals surveys in the electronics sector.	✓	The response rate for conflict minerals (CMRT, EMRT) surveys exceeded 90%.
				Prioritize sourcing of locally available materials and maintain a local procurement ratio above 50%.	✓	Local procurement ratio reached 67.44%.
7	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 confirmed legal rulings for infringement of intellectual property	✓	No confirmed legal rulings for infringement of intellectual property rights.
				Conduct a comprehensive review of existing patents each quarter to assess infringement risks.	✓	Patent review completed quarterly.
				Support and guide all subsidiaries in achieving 100% of their annual patent proposal goals.	✓	In 2024, 369 new domestic and international patents were granted. The company now holds a total of 2,914 patents worldwide, representing a 10.6% increase compared to 2023.

No	Material Topic	Negative Impacts of the Topic	Management Approach	2024 Goal	Status	2024 Performance
8	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.	✓	A total of 4 tests were conducted in 2024, with an average pass rate maintained at 95.7%.
				Target: Achieve an employee information security training completion rate above 80%.	✓	In 2024, the completion rate for employee information security training reached 98.56%.
9	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.	Target: Complete TCFD implementation, financial impact assessment, and disclosure in both China and Vietnam.	✓	TCFD implementation completed in China and Vietnam.
				Publish the 2024 TCFD report.	✓	TCFD results are reported to the Sustainability Committee and disclosed in the Sustainability Report.
10	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.	Target: Increase the recycled material ratio year over year, exceeding the 2023 level of 61%.	✓	The recycled material ratio reached 62.36%, an improvement over 2023.
				Target: Complete five component weight reduction projects and one packaging reduction initiative.	✓	Completed five component weight reduction projects and one packaging reduction initiative, saving a total of 50.789 metric tons in material weight.
11	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.	Target: Achieve year-over-year reductions in energy intensity, staying below the 2023 level of 694.974 GJ per million USD.	—	Energy intensity was 713.324 GJ per million USD, a 14.53% reduction compared to the baseline year (2021).
				Target: Achieve Energy Star certification for the entire line of rugged computer products.	✓	In 2024, 15 product models received Energy Star certification. Their energy-efficient designs are estimated to reduce CO ₂ emissions by 386.61 metric tons.
				In 2024, energy-saving and carbon reduction projects are expected to reduce carbon emissions by 4,229 metric tons.	—	In 2024, a total of 31 energy-saving projects reduced carbon emissions by 3,220.64 metric tons, achieving a completion rate of 76%.

No	Material Topic	Negative Impacts of the Topic	Management Approach	2024 Goal	Status	2024 Performance
12	Emission	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	- Obtained ISO 14001 environmental management system certification and implemented internal air emissions management procedures. - Conducted organizational greenhouse gas inventory in accordance with ISO 14064-1 standards and obtained third-party verification.	Target: Zero violations or leakage incidents.	✓	No violations or leakage incidents were reported.
				Target: Achieve a 17.65% reduction in total emissions (Scope 1 + 2) compared to the baseline year.	✓	Total emissions (Scope 1 + 2) in 2024 were 107,172 metric tons CO ₂ e, a 0.01% decrease from the previous year and a 21.22% reduction compared to the baseline year.
				Keep emissions intensity below the previous year's level of 95.974 GJ per million USD.	—	Emissions intensity (Scope 1 + 2) was 96.460 metric tons CO ₂ e per million USD, a 0.51% increase from 2023.
				Quarterly reports to the Board of Directors on the implementation status of ISO 14064-1 greenhouse gas inventories.	✓	Reported to the Board of Directors four times in 2024.
				ISO 14064-1 verification to be completed ahead of schedule by the end of March and reported to the next Board meeting.	✓	All key subsidiaries completed ISO 14064-1 verification by the end of March.
13	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 handling procedures, and selected qualified vendors for compliant waste disposal.	Target: Zero waste-related violations.	✓	No waste disposal violations occurred in 2024.
				The waste intensity target is set below 5.665 metric tons per million USD, the level recorded in 2023.	—	Waste intensity reached 5.866 metric tons per million USD, a 3.5% increase year-over-year. Total waste generated was 6,516.867 metric tons, up 10.83% from the baseline year.
				The target waste recycling rate remains above 85%.	✓	The waste recycling rate in 2024 was 89.60%, an improvement over 2023.



2 INNOVATION VALUE

2.1 Responsible Manufacturing

2.2 Circular economy

2.3 Low Carbon Products

2.4 Product & Service

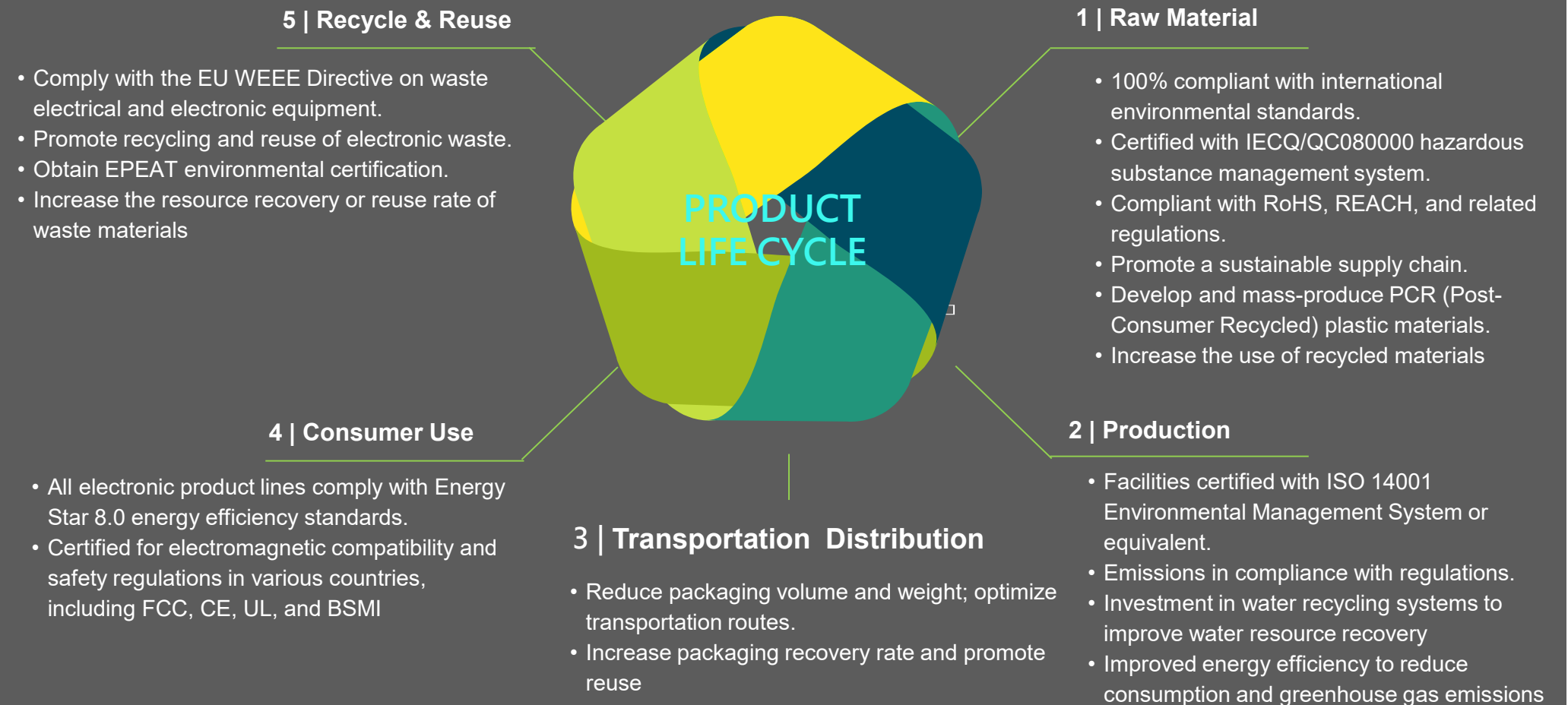
2.5 Sustainable Supply Chain

2.1 Responsible Manufacturing

Practicing a Sustainable Product Life Cycle

Providing safe and healthy products is part of Getac's commitment to our customers. The United Nations has outlined 17 Sustainable Development Goals (SDGs), and Goal 12 emphasizes "Responsible Consumption and Production." Embracing this principle, Getac is dedicated to producing safe, health-conscious products. Our commitment to quality begins at the product design stage and continues through development, sales, and after-sales service. Each step undergoes strict quality control to ensure compliance with international safety standards and environmental regulations, fulfilling customer and user expectations. We integrate green product concepts throughout the entire product life cycle—from raw material sourcing, research and development, and manufacturing, to logistics, consumer use, and end-of-life recycling. Through thoughtful design, we aim to maximize the reuse value of existing resources. Getac adopts strategies such as waste reduction (Reduce), extended product use (Reuse), material recycling (Recycle), and energy recovery (Recovery) to minimize environmental impact. Our R&D team is also committed to advancing sustainable practices through technology. This includes developing mass-produced PCR (Post-Consumer Recycled) plastics and recycled metal components, reducing the consumption of virgin materials and advancing our progress toward a circular economy.

Getac Green Product Life Cycle Loop



Hazardous Substances Management

To ensure our products comply with environmental regulations in countries where they are sold, all key subsidiaries have established their own environmental substance standards. These subsidiaries regularly monitor domestic and international environmental regulations and continuously update their lists of restricted and prohibited substances to ensure compliance in both supply chain management and product design. All of our products are 100% compliant with directives such as the Restriction of Hazardous Substances (RoHS), the EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), and Substances of Very High Concern (SVHC). We are committed to environmental compliance and enhance green supply chain management through internal mechanisms to ensure our products meet international environmental requirements. The Company's subsidiary Getac Technology discloses and declares the use of materials in all rugged computer products in accordance with the IEC 62474 declarable substances list developed by the International Electrotechnical Commission. Subsidiaries MPT Kunshan, MPT Suzhou, and MPT Vietnam, which manufacture mechanical components, have obtained UL QMMY2 certification for all molded parts, UL VZQC2 certification for assembled parts, and completed eight EMI process certification projects under UL QMRX2. These efforts ensure that material selection and manufacturing processes meet international safety and quality standards.



Full Implementation of IECQ QC 080000 to Ensure Environmental Compliance Across the Supply Chain

To further strengthen hazardous substance control and ensure environmentally responsible supply chain operations, five of our subsidiaries—Getac Technology, Getac Kunshan, MPT Kunshan, MPT Suzhou, and MPT Vietnam—have implemented an online Green Product Management System. This system provides real-time updates on EU green product regulations and is continuously upgraded to align with global environmental trends, expanding the scope of hazardous substance monitoring and investigation. In addition to real-time updates on regulatory requirements, the system enables our Green Product Team to review and verify supplier product testing reports for compliance. All incoming materials must be accompanied by a test report dated within the last two years, and such reports must be renewed biennially to ensure that materials remain aligned with evolving international environmental standards. All five subsidiaries have also adopted and obtained certification under the IECQ QC 080000 Hazardous Substance Process Management (HSPM) system. This strengthens hazardous substance control across processes and prevents non-compliant materials, components, or products from entering our manufacturing workflows.

2024 Regulatory Updates: Expansion of Restricted Substances Control Framework

In response to increasingly stringent global environmental regulations, Getac has aligned its internal standards to comply with the latest international requirements. In 2024, our subsidiaries engaged in electronic product manufacturing updated their restricted substances lists in accordance with new regulations. These updates have been incorporated into our internal *Hazardous Substances Control Specification*. Key revisions include:

1. Addition and Revision of Regulated Substances

We have adopted updated requirements from the U.S. *Toxic Substances Control Act (TSCA)*, EU *Regulation (EU) 2024/573* and *Regulation (EU) 2024/590*, as well as China's *GB/T 26572-2011 (Requirements for Restricting the Use of Certain Hazardous Substances in Electronic and Electrical Products)* to ensure product compliance across different markets.

- Regulation (EU) 2024/573 enhances restrictions on hazardous substances in electronic and electrical equipment under the RoHS Directive (2011/65/EU), introducing stricter product compliance assessments to further minimize environmental impact.
- Regulation (EU) 2024/590 strengthens SVHC (Substances of Very High Concern) control under REACH, requiring stricter supplier declarations and expanding the list of regulated substances to reduce health and environmental risks.

2. Enhanced PFAS Management

Following the OECD and EU's latest definitions of PFAS (per- and polyfluoroalkyl substances), we have expanded investigation and control of PFAS content in materials to ensure environmental compliance across the supply chain.

3. Strengthened Supplier Management and Audits

Suppliers are now required to update product testing reports in line with new regulations. Through the GPM (Green Product Management) system, incoming material compliance is rigorously reviewed. All materials inspected in 2024 passed and contained no restricted or hazardous substances.

Going forward, Getac will continue monitoring global environmental regulatory trends and actively collaborate with its supply chain to ensure compliance across all markets—while also advancing the design of more sustainable, eco-friendly products.

Product Safety Certifications and Labeling

In 2024, all electronic products manufactured by subsidiaries Getac Technology and Atemitech Corp. were certified in compliance with international safety standards. No violations or penalties were issued by regulatory authorities regarding product or service labeling. All products met the safety requirements of their destination markets—including electrical safety, radio frequency, and electromagnetic compatibility (EMC)—and complied with applicable regulations such as FCC and UL (U.S.), CE (EU), UKCA (UK), and BSMI (Taiwan). Required safety, environmental, energy efficiency, and telecommunications certification markings were clearly displayed on the products or their packaging in accordance with local laws.

In addition, certain rugged computer models produced by Getac Technology are specifically designed to meet the stringent safety standards of high-risk industries such as pharmaceuticals, chemicals, and petrochemicals. These models have obtained advanced certifications, including ATEX (EU), IECEx Zone 2/22 (international), and ANSI/UL 121201 Class I/Division 2 (U.S.), ensuring intrinsic safety and protecting workers in hazardous operating environments.



2.2 Circular Economy

As global focus on environmental protection and sustainable development intensifies, the circular economy—an approach that reduces resource waste and extends material life cycles—has become a key driver of corporate sustainability. Getac is committed to advancing circular economy practices across multiple dimensions, from material innovation and waste gas recovery to reduced material usage and the adoption of recycled materials. Each initiative reflects our responsibility toward the environment and dedication to long-term sustainability.

Waste Heat Recovery: Closing the Loop on Energy Use

In the area of energy resource reuse, our subsidiaries MPT Kunshan and MPT Suzhou have, since 2007, partnered with nearby factories to reclaim waste steam from their manufacturing processes. This recovered steam is used to heat molds in our plastic injection processes and power our facility's HVAC systems. Additionally, residual heat is utilized to warm water boilers in employee dormitories, exemplifying cross-industry collaboration and energy integration. In 2024, the two facilities consumed a total of 42,644 metric tons of steam—accounting for 14.9% of total energy use—and further reduced environmental impact through a condensate return system that significantly cuts water waste.

Vertical Integration and Material Innovation: Leading the Shift to PFAS-Free Materials

PFAS (per- and polyfluoroalkyl substances) are widely used in packaging, household goods, and coatings due to their chemical stability, heat resistance, and oil repellency. However, growing awareness of their environmental persistence and potential health risks has prompted urgent action. Since 2022, our subsidiary MPT Kunshan has invested in the development of PFAS-free materials and successfully created a regenerative material used in the GLite series—one of the industry's leading post-consumer recycled (PCR) resins in terms of PCR content. Part numbers have already received official certification.

GLite uses PCR plastic made from at least 40% polycarbonate (PC) base, transforming post-consumer plastic waste into high-quality, sustainable raw materials. It is halogen-free, flame-retardant, and offers excellent flowability and aesthetic quality, making it an ideal environmentally friendly and non-toxic alternative for consumers.

To scale this innovation and extend its industry impact, the Company established Greemas Material (unshan) Ltd.. in 2024. Green Mars not only supplies PCR materials to our affiliated factories but

also markets these materials externally—promoting a more sustainable direction for the broader manufacturing sector.

Promoting the Use of Recycled Materials: Advancing Sustainability

More and more brands are recognizing that using recycled materials for product casings not only provides environmental benefits but also aligns with modern society's urgent demand for sustainable development. In response to this global trend, Getac has increased the use of recycled materials in its products, reflecting both our commitment to sustainability and our sense of corporate social responsibility. With years of experience in PFAS-free material development, our Plastics Business Group—including MPT Kunshan, MPT Suzhou, and MPT Vietnam—has worked closely with clients to successfully integrate recycled materials into product casings and achieve mass production. The use of post-consumer recycled (PCR) materials continues to rise annually. In our Automotive Business Group, recycled aluminum now makes up 86.81% of the die-cast parts. Meanwhile, Getac Technology has begun using recycled materials in rugged computer casings and plans to expand this practice across all mainstream models within the next two years. In 2024, the company used a total of 15,829 metric tons of recycled plastics and metals, accounting for 62.36% of total material weight. Starting this year, we also unified the recycled material accounting method across all business groups, requiring that materials with less than 100% recycled content be reported based on their actual recycled percentage. Even with the new calculation method, both the total weight and proportion of recycled materials used in 2024 increased compared to 2023—highlighting our steady progress in advancing the circular economy.

[Calculation Explanation]

- Definition of Recycled Materials: Includes both recycled plastics and recycled metals.
- Actual Weight of Recycled Materials = Total material weight × Recycled content percentage (%)
- Recycled Material Usage Ratio (%) = Actual weight of recycled materials ÷ Total material usage × 100%
- Both recycled and total material quantities are calculated based on actual usage, factoring in inventory: the previous year's inventory is included, while the current year's ending inventory is excluded.

Disposal and Recycling of End-of-Life Products and Electronic Waste

All rugged computer products under the Getac brand comply fully with the European Union's Waste Electrical and Electronic Equipment (WEEE) Directive. Each product is labeled with the “crossed-out wheeled bin” symbol and comes with detailed disassembly instructions. The design phase incorporates principles of easy disassembly and recyclability, aligning with international environmental standards and regulations, including: the EU ErP Directive (Energy-related Products), U.S. EPEAT eco-label, France's Triman labeling requirement, and Italy's packaging recycling symbols. These design strategies facilitate quick product disassembly and efficient material recovery at end-of-life, reducing waste and enhancing resource circularity.

Recycling Mechanisms

- **Customer-led Recovery:** Getac's primary clients—government agencies and enterprise users—typically have internal disposal and data destruction systems. As such, some end-of-life products are recovered and processed by the clients themselves.
- **Assisted Collection:** For customers unable to process devices internally, Getac offers return support services. Disposal and disassembly are handled by Getac or certified third-party vendors.
 - **United States:** Getac appoints certified third-party recyclers to manage device recovery and disassembly. Partner organizations also report data on recovery and reuse rates.
 - **Europe:** Under the WEEE Directive, all electronics manufacturers and importers operating in Europe are subject to Extended Producer Responsibility (EPR). They are required to pay recycling and administrative fees based on product type and sales volume to ensure responsible end-of-life handling and material regeneration.

In 2024, a total of 19.03 metric tons of end-of-life products and e-waste were processed by third-party vendors on behalf of Getac Technology, with a recycling rate of 43.37%.

【Calculation Explanation】

- In the United States, recycling and recovery rates are calculated based on reports provided by certified recyclers.
- For Germany and the United Kingdom, estimates are derived by multiplying the weight of recovered products (as reported by third-party recyclers) by the respective national WEEE (Waste Electrical and Electronic Equipment) recycling rates and the average material recovery rate for electronics.
- Multiple research institutions indicate that, when properly disassembled, up to 80% of materials from a notebook computer can be effectively recycled and reused. According to Eurostat, Germany's WEEE recycling rate was approximately 38.6% in 2021, while the UK's rate in 2023 was around 57%.

Recycling for Other Subsidiaries

- Subsidiaries engaged in component or battery module OEM manufacturing do not sell complete systems and their products do not reach end users directly. As a result, end-of-life product weights or recycling data are not available and are therefore excluded from the recycling statistics.

Reducing Material Usage

To support sustainable development goals, our subsidiaries actively promoted material reduction and resource reuse initiatives in 2024, with the following outcomes:

1. Packaging Reuse

- Subsidiaries MPT Kunshan, MPT Suzhou, and MPT Vietnam partnered with professional vendors to recover cardboard boxes, with per-unit rebates to incentivize preservation. 2024 cardboard box recovery rates:
 - MPT Kunshan: 76.4% (up from 65% in 2023); MPT Suzhou: 32.1%; MPT Vietnam: 42.4%。
- The Automotive Business Group (Getac Changshu and its Kunshan branch) transitioned to reusable PV plastic boxes for domestic/in-plant transportation, replacing non-recyclable cardboard.
- Getac Kunshan branch launched four initiatives to reduce outer carton volume and streamline packing, effectively decreasing material consumption.

Optimization Items	Results
Reduced packaging volume for battery modules	Monthly shipping volume was reduced from 75 kg to 26 kg, achieving the targeted reduction goal.
Reduced packaging weight and shipping volume through end-cap and carton size optimization	Shipping volume reduced from 12,832 kg to 10,188 kg. Packaging weight reduced from 1,164.49 kg to 800.45 kg.
Adopted 10-in-1 and 6-in-1 pallets to replace carton boxes and die-cut separators	Reduced the use of six part numbers, cutting packaging weight by 100 kg per pallet.
Partitions were replaced with pallets, increasing the number of units per box and reducing the packaging weight per battery module	• Box capacity increased from 20 to 28 units. • Packaging weight per battery reduced from 0.381 kg to 0.376 kg, resulting in an annual reduction of approximately 500 kg in packaging materials.

2. Process Optimization to Reduce Raw Material Usage

- The Plastics and Automotive Business Groups implemented five material reduction initiatives by improving mold and runner designs, effectively minimizing scrap generation. In 2024, these efforts resulted in a total reduction of 25.3 metric tons of material usage.

3. Reuse of Pallets and Process Packaging Materials

- Plastic pallets were introduced across all production sites to replace wooden pallets, improving workplace safety and hygiene. Plastic pallets are highly durable, easy to clean, and reusable. A recovery mechanism was established to extend pallet lifespan and reduce both carbon footprint and waste generation.
- Process packaging materials—such as separators, die-cut inserts, plastic bins, and trays—are also recovered, cleaned, and reused to minimize packaging loss and reduce environmental impact.

EPEAT Environmental Label

EPEAT (Electronic Product Environmental Assessment Tool) is an international ecolabel jointly developed by the U.S. Environmental Protection Agency (EPA) and IEEE to evaluate the environmental performance of electronic products. It is one of the most recognized sustainability certifications in the IT industry.

In 2024, 15 rugged computer models under the Getac brand were certified under EPEAT, confirming that the company's product design and manufacturing processes meet stringent environmental criteria. EPEAT certification covers key indicators such as recyclability, disassemblability, energy efficiency, material selection, pollution control, and product lifespan. Holding the EPEAT label demonstrates that Getac's products help reduce e-waste, minimize hazardous substances, enhance energy performance, and promote sustainable materials—supporting government and corporate customers in meeting green procurement goals.

With the latest revision of the EPEAT standard, lifecycle assessment scope has expanded further. Beyond carbon footprint and supply chain sustainability management, the updated version requires higher usage of post-consumer recycled (PCR) and low-carbon materials, and strengthened energy efficiency criteria. EPEAT has also enhanced third-party verification to ensure compliance with the latest standards, improving market transparency and credibility.

Getac will continue advancing its environmental product design and aims to obtain EPEAT Silver and

Gold certifications across its product lines—offering rugged computers that deliver both high performance and environmental responsibility to meet industry demands for sustainable solutions.

Revenue Impact of EPEAT-Certified Products (2024)

- Revenue from EPEAT-certified notebooks shipped to the U.S. accounted for 33.79%
- Revenue from EPEAT-certified tablets shipped to the U.S. accounted for 13.97%
→ Total U.S. EPEAT-compliant product revenue share: 47.77%

As many of these products are also sold globally,

- Getac's global revenue from EPEAT-certified notebooks reached 54.70%
- Global revenue from EPEAT-certified tablets reached 27.62%
→ Combined global EPEAT-certified revenue share: 82.32% (Refer to the table below for details.)



Revenue Share of Getac's EPEAT-Compliant Products (%)	2022	2023	2024
EPEAT-Compliant Tablet Revenue (%)	33.79%	28.62%	27.62%
EPEAT-Compliant Notebook Revenue (%)	46.35%	50.73%	54.70%
EPEAT-Compliant Tabel + Notebook Revenue (%)	80.14%	79.34%	82.32%

2.3 Low-Carbon, Energy-Efficient Products

Low-Carbon Design and Energy Efficiency Outcomes

Amid global energy shortages and rising electricity costs, Getac Technology—our subsidiary—remains committed to balancing high-performance computing with energy-efficient design. The company continues to deliver rugged computer products that meet international energy efficiency standards. As one of the world's leading brands in rugged computing, Getac's products are widely adopted by government agencies and large enterprises worldwide.



- **Product Design Compliance with International Energy Standards**
In 2024, the entire product line complied with international energy efficiency standards including ENERGY STAR® 8.0 (U.S. EPA), DOE (U.S. Department of Energy), and CEC (California Energy Commission). All products were tested and verified by third-party laboratories to ensure low energy consumption and high performance.
- **Energy Efficiency Performance**
On average, each device saved 5.88 kWh annually, resulting in a total energy savings of 782,615 kWh, equivalent to a reduction of 386.61 metric tons of CO₂e emissions.

Getac Products Meet ENERGY STAR® Energy-saving Criteria

Model	Baseline Energy Usage (KWh/Year)	Actual Energy Consumption (KWh/Year)	Annual Energy Efficiency – per Unit (KWh)
S510	28.26	13.53	14.73
K120	28.08	16.51	11.57
ZX10	14.19	23.32	9.13
ZX80	13.39	22.75	9.36
X500	24.66	33.19	8.53

【Calculation Explanation】

- The electricity emission factor used for calculating carbon emissions per kilowatt-hour is based on the 2024 figure announced by the Bureau of Energy, Ministry of Economic Affairs: 0.494 kg CO₂e/kWh.

Energy-Efficient Product Results and Sales Share

- In 2024, a total of 15 rugged laptops and tablets were certified under ENERGY STAR® 8.0.
- Sales breakdown:
 - Devices shipped to the United States (laptops + tablets): Accounted for 47.23% of total revenue
 - Globally sold models with the same certified specifications: Accounted for 79.32% of total revenue

Revenue Share of ENERGY STAR®-Compliant Products (%)

	2023	2024
ENERGY STAR® -Compliant Tablet Revenue (%)	28.62%	27.00%
ENERGY STAR® -Compliant Notebook Revenue (%)	50.73%	42.49%
ENERGY STAR® -Compliant Tablet + Notebook Revenue (%)	79.34%	79.32%

Energy-Saving and Carbon Reduction Benefits of Products

2024 Energy Savings for the Planet

783 kWh of electricity saved

386.61 metric tons of carbon emissions reduced



2.4 Product and Service

Quality Management

Our company is committed to delivering top-tier products and services to our customers. Upholding a customer-centric philosophy, we actively listen to our clients, understand their perspectives, offer proactive suggestions, and solve problems to ensure the most exceptional customer experience.

Getac follows the ISO 9001 international quality certification system, establishing a comprehensive quality management framework and manual. We collect customer feedback on product anomalies, technical issues, sales services, and after-sales support, and require all departments to analyze root causes and implement corrective and preventive measures. This process serves as a foundation for continual improvement in line with the PDCA (Plan-Do-Check-Act) cycle, enabling ongoing technical and product advancement.

Good design is fundamental to product success. Getac's product design, development, and validation processes are governed by clear and effective management systems and procedures. From initial concept to launch, products go through defined stages—concept design, product design, engineering design, and manufacturing design—each with standard validation checkpoints. Progression to the next stage requires successful validation. We continuously invest in advanced manufacturing and inspection equipment to enhance automation rates and elevate the technical expertise and capacity of our product validation teams. Regular AFR (Annual Failure Rate) review meetings are held to rigorously assess root causes of product failures, with outcomes documented in a knowledge database to inform future R&D and design improvements.

Sales and After-Sales Service

Our subsidiary, Getac Technology Corp. is responsible for marketing rugged computing solutions. In recent years, we have deepened our localized marketing strategies, offering more immediate and higher-quality services to local clients. By collaborating closely with regional distribution partners, we co-develop tailored messaging and marketing campaigns that strengthen brand presence and communication. Getac has established service centers and authorized repair partners in all key global sales regions to provide timely support. In response to sales and customer needs, our service network continues to expand to ensure prompt, responsive service delivery.

Getac has also leveraged IT systems to enhance communication with customers, introducing tools such as the Partner Portal, E-quotation system, Marketing Automation platform, and the second-generation Service Portal. These platforms streamline the delivery of product information and after-sales services, enabling distribution partners to quickly and efficiently access Getac's offerings. This ensures a smoother sales process to end users and significantly improves overall customer satisfaction.

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.

408,585

Downloads and support services in
2024

27,037

Accumulated Registered Users

2,440

Number of Registered New Users



Customer Satisfaction Survey

Each of Getac’s subsidiaries conducts customer surveys to collect feedback on products and services and uses the results for continuous improvement. In addition to routine business contact, the company’s official website provides a customer inquiry channel, and partner conferences are held periodically alongside annual customer satisfaction surveys.

The surveys are conducted in accordance with the company’s standard operating procedures for satisfaction surveys. Target respondents and sample sizes are determined based on business model and transaction volume. Survey items cover product quality, sales service, delivery time, technical support, and after-sales service. Insights from these surveys guide strategic adjustments and continuous improvements to product and service quality.

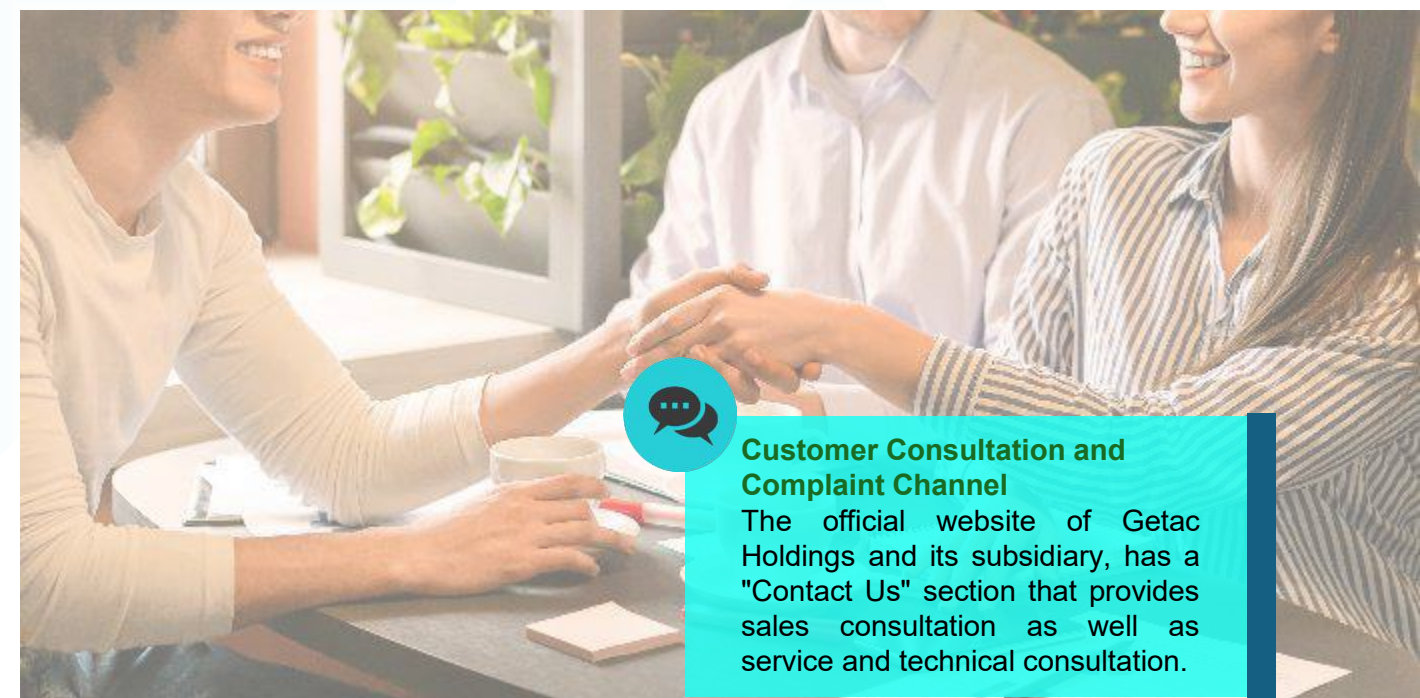
In 2024, each Getac subsidiary conducted at least one customer satisfaction survey, with Getac Vietnam conducting them monthly. A total of 133 customers were surveyed, and the response rate reached 95.4%. Overall results were positive, with the lowest satisfaction score being 87.30 and an average score of 95.3.

Customer Satisfaction Score	2022	2023	2024
Average Score	93.4	93.6	95.3

Customer Complaints

Getac’s subsidiaries have established customer complaint channels to safeguard customer rights. In 2024, a total of 67 customer feedback and complaint cases were received. All complaints were product-related, including issues such as quality defects and improvements, cosmetic imperfections, dimensional and structural anomalies, dimensional deviations, material anomalies, and QR code/label problems. All complaints were properly handled, and no unresolved customer complaints remain.

Customer Complaints	2022	2023	2024
Number of Complaints	69	58	67
Number of Complaints	69	58	67
Number of Unresolved Cases	0	0	0



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.

Customer Privacy

Protecting customer privacy is a legal and ethical obligation that every company must strictly observe. In the digital age, customer privacy faces greater threats, as private information can be easily stolen, misused, or leaked. To safeguard customer confidentiality and privacy, the Company and its subsidiaries have set the annual goal of “zero confirmed cases of legal actions or complaints due to breaches of customer privacy or data loss.” Measures include employee codes of conduct, confidentiality agreements, access control, personal data protection during repair services, and the privacy policy on the company’s website.

The Company’s key measures to protect customer confidentiality and privacy include:

1. Employee codes of conduct and employment contracts that mandate strict adherence to protecting customer confidentiality and privacy.
2. Confidential customer information obtained through business interactions is disclosed only on a need-to-know basis and with signed confidentiality agreements, depending on individual cases.
3. Rigorous maintenance of network and digital platform security to prevent information leaks and protect customer rights. (See Section 3.6 of this report for detailed information security measures.)
4. Regular training programs to enhance employees’ awareness of regulations on trade secrets and customer privacy protection.
5. Internal promotion via email and communication software, social engineering drills, and education campaigns on personal data protection and information security to reinforce employee awareness and security vigilance.
6. Implementation of the “Confidentiality Regulations for Production Areas,” which prohibit photography, video, or audio recording by external visitors in production lines.

Customer Privacy Performance in 2024

1. 100% of new employees signed employment contracts including confidentiality clauses.
2. No confirmed cases of data breaches, theft, or loss of customer information occurred in 2024.
 - Total number of confirmed privacy breaches from regulatory bodies: 0
 - Total number of confirmed privacy breaches from external parties: 0

Personal Data Protection in Repair Services



In addition, since the users of Getac Technology’s rugged computing products are primarily government agencies and large enterprises—with higher sensitivity and confidentiality in the data stored—the company places greater emphasis on the information security capabilities of its products. To ensure that users can confidently use Getac products and minimize the risk of information leaks, necessary customer privacy protection measures are implemented from the initial product design to after-sales services. The details are as follows:

1. The Legal Department monitors relevant legal changes in each location of business operations and updates customer privacy and data protection measures in real time, extending these measures to every stage of product manufacturing. Personal data security and legal compliance are considered from the product development phase, and corresponding preventive mechanisms are established.
2. Product designs incorporate advanced cybersecurity specifications from the industry and partner with internationally renowned encryption vendors to ensure software-hardware compatibility. For customers requiring high-end encryption solutions, comprehensive options are provided. Additionally, removable hard drive designs are offered, allowing users to quickly remove the drive from the device during emergencies.
3. Global customer service centers and authorized third-party service providers are required to comply with personal data protection laws. During device repairs, they must not access or improperly store customer data. Customers are also reminded to remove the hard drive before sending devices for repair to avoid the risk of data leakage during maintenance or transit.
4. High-end hard drive retention services, such as "Keep Your Hard Drive" and "Keep Your Solid State Drive," are offered. In the event of storage device failure, a replacement is provided while allowing customers to retain the original device, thus preventing data leaks.
5. To boost customer confidence in the company’s information security, the Taiwan headquarters has implemented the ISO 27001 Information Security Management System to enhance cybersecurity capabilities and has obtained third-party certification.

GDPR – EU General Data Protection Regulation

The European Union's General Data Protection Regulation (GDPR) officially came into effect on May 25, 2018. It mandates that all companies offering goods or services to, or monitoring the behavior of, individuals within the EU must comply with its provisions. Getac Holdings has engaged a professional consulting firm to assist its Rugged Computing Solutions business group (subsidiary Getac Technology) in implementing a comprehensive GDPR-compliant personal data protection strategy. The company continues to promote customer privacy protection through the following measures:

1. Established a Personal Data Protection Policy and Data Subject Rights Request Guidelines in accordance with GDPR and other relevant laws, serving as the internal guide for the collection, processing, and use of personal data, thereby strengthening data protection and management.
2. Periodically reviews data protection regulations and actual operational processes to maintain its website privacy statements in compliance with GDPR standards. Personal data is collected and used strictly within the scope of consent obtained from the data subject.
3. Assesses contracts with third-party vendors involved in personal data collection or processing, requiring the inclusion of data protection obligations in agreements.
4. Appointed a dedicated Data Protection Manager, responsible for promptly responding to customer or stakeholder inquiries regarding personal data rights.
5. Conducts regular employee training on data protection to enhance awareness of personal data handling and compliance. Internal communications also periodically remind employees of the importance of data protection.

In 2022, the European Commission issued updated guidance under GDPR Article 46(2)(c) concerning the international transfer of personal data. This guidance requires all multinational companies to adopt the most recent version of the Standard Contractual Clauses (SCCs) starting from December 2022 as the legal basis for cross-border data transfers. Accordingly, Getac Technology Corporation completed implementation in 2022, and currently uses the latest EU Commission-issued SCCs as the legal basis for cross-border data transfers between itself and its subsidiaries, ensuring compliance with the latest EU data transmission regulations.

GDPR Training

Subsidiary Getac Technology Corporation conducted a personal data protection training session in 2024. The theme of the training was "Personal Data Protection Policy Training." The training was mandatory for all employees of Getac Technology Corporation. Expected trainees: 548 Completed training: 498 Completion rate: 90.9% Passing standard: A minimum test score of 80 or above. The training was delivered through an online digital platform. Key topics included:

- The purpose, scope, and principles of the personal data protection policy.
- Incident notification procedures in the event of a data breach.
- The procedure for data subject rights requests.

The training aimed to enhance employees' understanding of relevant personal data protection regulations, familiarize them with the contents of the company's policy, and reinforce key concepts in data protection and management to ensure all personal data processing complies with legal standards.

GDPR Complaint Statistics

Number of GDPR-related complaints in 2024: 0

Contact the GDPR Data Protection Officer

Getac Technology Corporation has appointed a Data Protection Officer responsible for handling matters related to personal data protection, including ensuring that data subjects' requests are effectively addressed and providing consultation services on data protection.



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



2.5 Sustainable Supply Chain

Supply Chain Management Strategy

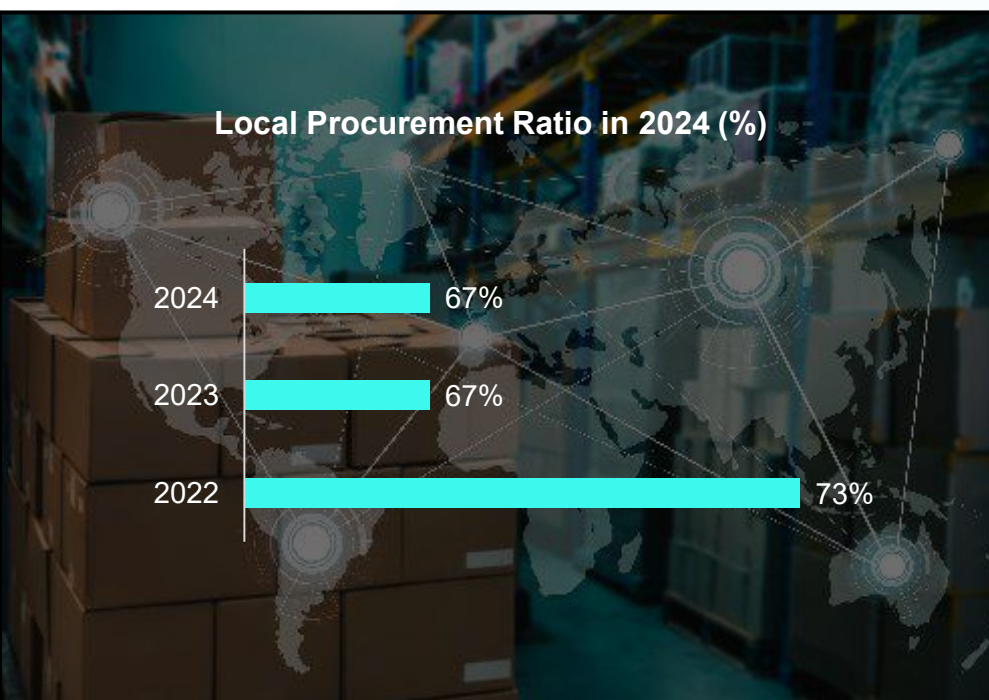
We are committed to establishing stable and trustworthy partnerships with our suppliers to drive mutual development and growth. With years of industry experience and collaboration, we aim to build long-term, resilient relationships that ensure the stable supply of critical components. To achieve this goal, we have implemented a series of measures, including actively establishing channels for technical exchange and R&D collaboration, positioning ourselves as a pioneer and leader in the industry. When launching new products or implementing version changes, we proactively engage with suppliers for joint development and testing to ensure product adaptability and resilience. At the same time, we collaborate closely with suppliers to explore low-carbon product opportunities, leveraging supply chain capabilities to reduce carbon emissions. Together, we research and promote sustainable production methods and material choices to reduce the carbon footprint during manufacturing. Through technological innovation and resource sharing, we strive to build a more environmentally friendly supply chain to address climate change while delivering greater value to our customers.

Supply Chain Sourcing Overview

Our business operations span electronic product design, manufacturing, and assembly, including plastic injection components and automotive metal die-casting parts. Key raw materials procured include electronic components, plastic pellets, metal plates, and aluminum ingots. Procurement spending is categorized by business segment as follows:

- Electronics Business (Rugged PCs, and Mechatronic and Energy BG): 47.5%
- Plastic Business Group: 40.6%
- Automotive Business Group: 11.9%

Our production facilities are primarily located in Taiwan, China, and Vietnam. Guided by our sustainable supply chain philosophy, we are committed to establishing resilient operations in these regions, ensuring timely services and efficient product delivery.



Local Procurement Priority Policy

In terms of material strategy, the Company promotes a local procurement priority policy and encourages suppliers to adopt environmentally friendly and socially responsible manufacturing practices. While some key components and raw materials must be imported, we actively seek sustainable sources to reduce environmental impact. In 2024, the distribution of our procurement expenditures by country was as follows: China 47%, Taiwan 25%, Vietnam 6%, the United States 8%, and other countries 14%.

Our procurement strategy takes into account the industrial characteristics and development of each country to ensure supply chain stability and sustainability. Getac emphasizes local sourcing and sets a management target for subsidiaries to achieve over 50% local procurement, aiming to reduce transportation-related risks and costs while creating more local employment opportunities. In 2024, the Company's consolidated local procurement ratio reached 67.4%, consistent with 2023. Subsidiaries also maintained relatively stable local procurement ratios, with minor fluctuations. Specifically, the Electronic Business Group (including GTC, ATC, GTK) sources components primarily from China and Taiwan, maintaining local procurement ratios between 53% and 67%. The Plastic Business Group (MPTK, MPTZ) and Automotive Business Group (GCS, GKS), which operate in China and source key raw materials such as plastic pellets and aluminum ingots locally, achieved high local procurement ratios of 89% to 99%. However, Getac Vietnam relies on imported aluminum ingots, resulting in a local procurement ratio below 20%.

Sustainable Supply Chain Management

Getac adheres to the Responsible Business Alliance (RBA) Code of Conduct and has established the Getac Supplier Code of Conduct, which all suppliers are required to follow. Suppliers must commit to fulfilling their corporate social responsibility, upholding fundamental human rights, promoting environmental sustainability, and complying with applicable laws and regulations as well as the Supplier Code of Conduct. If a supplier fails to meet these obligations, Getac reserves the contractual right to request corrective actions or terminate the partnership.

Implementation of RBA Standards and Supplier Tier Management

Six of Getac's subsidiaries engaged in electronics manufacturing have implemented the RBA Code of Conduct and established robust management systems. These systems are continuously enhanced through improved internal mechanisms and processes, such as updating the Supplier Management Procedure and New Supplier Due Diligence Guidelines, to align supply chain standards with international best practices. The remaining two subsidiaries, which specialize in automotive component manufacturing, follow automotive industry standards for supply chain management rather than the RBA system. Nonetheless, they maintain compliance and quality assurance according to relevant industry requirements.

Supplier Classification and Risk-Based Oversight

Suppliers are categorized into three levels based on product criticality and risk level:

- Level 1 Key management Suppliers
- Level 2 Suppliers
- Level 3 General Suppliers

Each tier is managed with corresponding oversight intensity and audit frequency, including risk assessments, documentation reviews, and on-site audits. Through this tiered system, Getac ensures comprehensive supply chain governance and continuous improvement.

New Supplier Management and Sustainability Commitment

Getac's electronics and plastics business groups implement the Responsible Business Alliance (RBA) Code of Conduct by establishing an environmental and social due diligence screening mechanism for onboarding new suppliers. Suppliers are required to sign a set of sustainability commitment documents, including:

- Integrity Commitment Letter – Ensures no bribery, fraud, or improper benefit exchanges.
- RBA Code of Conduct Commitment Letter – Commits to international labor, human rights,

environmental, and ethical standards.

- Conflict Minerals Declaration – Assists in tracing metal sources to avoid procurement from conflict-affected areas.
- Hazardous Substance-Free (HSF) Declaration – Avoids use of materials harmful to human health and the environment.

The Supplier Quality Assurance (SQA) team conducts three systematic audits in accordance with the Supplier Management Procedure:

- Quality System Audit (QSA)
- Hazardous Substance-Free Audit (HSFA)
- ESG/RBA Self-Assessment Review

Based on the results of supplier self-assessments, SQA identifies high-risk suppliers for on-site audits. Suppliers are classified into three categories—Qualified, Conditionally Qualified, and Non-Compliant—which serve as the basis for collaboration or corrective actions. For subsidiaries that have not implemented the RBA system, audits are conducted based on the internal Supplier Investigation Guidelines, and suppliers are required to sign a Long-Term Procurement Agreement.

In 2024, Getac onboarded 58 new suppliers, a decrease from 99 in 2023. Among them, 51 suppliers (approximately 88%) underwent environmental and social compliance screening prior to approval.



Incorporation of Sustainability Clauses in Getac's Master Purchase Agreement

To ensure suppliers comply with 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.

Sustainability Provisions in Getac's Master Purchase Agreement

- | | |
|--|--|
| 1. Guarantees non-use of environmentally hazardous substance and comply with environmental related laws and regulations. | 7. Protect intellectual property rights and prohibit against infringement of others' trademarks, copyrights, patent rights, and trade secrets. |
| 2. Prohibit use of conflict minerals. | 8. Prohibit offering or accepting bribes, commission rebates, and accepting improper endowments or hospitality. |
| 3. Prohibition of child labor. | 9. Protecting occupational health and safety. |
| 4. Prohibition of forced labor. | 10. Pollutant emissions and waste disposal comply with environmental regulations.. |
| 5. Respect for freedom of association and collective bargaining rights. | |
| 6. Non-discrimination, equal pay for equal work. | |

Supplier Performance Evaluation and Continuous Improvement

To ensure stability in supplier quality, delivery, and service, Getac has implemented a monthly TQRDC performance evaluation system. The system evaluates suppliers online based on five key indicators:

- Technology
- Quality
- Responsiveness

- Delivery
- Cost

Based on total TQRDC scores, suppliers are categorized into four levels: A, B, C, and D.

Suppliers rated as non-compliant will receive detailed improvement recommendations, and their corrective actions will be tracked. Suppliers who fail to improve after multiple evaluations will have their qualified supplier status revoked. Through a standardized and transparent TQRDC evaluation system, Getac is committed to co-creating value with suppliers, strengthening risk control, and continuously delivering higher-quality and more sustainable products and services to customers.

Supplier ESG Self-Assessment and Compliance Tracking

Since 2019, Getac has required suppliers to complete an annual ESG self-assessment questionnaire to evaluate their sustainability performance and regulatory compliance. In 2024, a total of 850 suppliers responded. Key findings from the questionnaire include:

- 54.5% of suppliers are certified with ISO 14001 Environmental Management Systems, while 28.8% have established environmental health and safety systems compliant with local regulations.
- 57% have incorporated environmental, labor, or human rights policies into their contracts with suppliers or subcontractors.
- 87% conduct audits on their suppliers using at least one of the following methods: self-assessment, internal audit, or on-site audit.
- 28.6% have undergone third-party audits such as RBA VAP or RBA CMA.
- 54.5% possess ISO 14001 certificates for environmental, health, and safety standards.
- 52% conducted annual GHG inventories, and 16.4% obtained verification under ISO 14064-1

In terms of legal compliance, six suppliers were found to have violated labor laws and one supplier was penalized for environmental non-compliance. All cases were addressed and corrective actions were completed in accordance with the requirements of relevant authorities.

Annual Audits and RBA Verification

Each year, our Quality Assurance (QA) department develops an annual audit plan based on the list of suppliers with active transactions. On-site audits are conducted covering key areas including quality systems, restricted substances, environmental protection, and occupational health and safety. Subsidiaries that have adopted the RBA system must implement additional procedures—suppliers are required to complete the RBA SAQ (Self-Assessment Questionnaire), and those identified as high-risk are selected for on-site audits. Audit reports are issued with recommendations and corrective timelines. Suppliers who fail to improve after repeated follow-ups may have their qualified status revoked.

In 2024, audits were conducted for 119 suppliers. No major violations were found related to labor rights, integrity, management systems, or environmental practices. No suppliers were disqualified due to forced labor or child labor incidents.

RBA VAP Audit Validations

In recent years, growing global awareness of supply chain transparency and responsible sourcing has prompted companies to seek certification through the Responsible Business Alliance (RBA), particularly via the Validated Assessment Program (VAP). This trend is driven by the need to manage supply chain risks and meet corporate social responsibility goals. RBA VAP audits cover labor rights, environmental stewardship, and more, helping companies strengthen supplier oversight and sustainability performance.

Six of our subsidiaries have adopted the RBA management system. Subsidiaries such as MPT Kunshan and MPT Suzhou have maintained RBA compliance since 2014 and have consistently passed CMA audits with scores above 160. Subsidiaries Getac Kunshan and MPT Vietnam also successfully passed RBA VAP audits in 2025, each scoring above 160 with no priority findings, and have completed corrective actions. Other subsidiaries are in the process of planning VAP implementation.

In 2024, we surveyed our tier-one critical suppliers regarding their RBA VAP certification status. A total of 31 tier-one suppliers, or 25.8%, had completed RBA VAP or CMA audits. Among them, 18 suppliers (15%) passed external RBA VAP audits with scores exceeding 160. All 18 were awarded Platinum, Gold, or Silver ratings by RBA, with 0% Priority Findings. Per RBA guidelines, Platinum and Gold ratings require closure of both Priority and Major Findings. Silver-rated suppliers are required to close all Priority Findings.



Getac Supplier RBA VAP Scores and Non-Compliance Items for Level 1 Suppliers in 2024

RBA Recognized Program Level	Scores	Number of Suppliers	Number of Priority non-conformance	RBA VAP Recognized Program Explanation	Remarks
Platinum	200	1	0	Applicable to factories with a minimum VAP score of 200 and all priority, major, and minor non-compliance findings closed.	- RBA Membership Requirements Explanation : https://www.responsiblebusiness.org/join-us/ - RBA VAP Recognition Program Levels Explanation: https://www.responsiblebusiness.org/vap/about-vap/
Gold	196.5	1	0	Applicable to factories with a minimum VAP score of 180, with all priority and major non-compliance findings closed.	
	180-190	3	0		
Silver	170-179	5	0	Applicable to factories with a minimum VAP score of 160, with all priority non-compliance findings closed.	
	160-169	8	0		



Getac Group Supplier Management

Signing Commitment and Contract Agreements with Suppliers

- Letter of Undertaking for Responsible Business Alliance Code of Conduct
- Letter of Undertaking for Non-use of Prohibited/Restricted Substances
- Letter of Undertaking for Non-use of Conflict Minerals
- Suppliers of protective coatings, inks, adhesives, and cleaning agents in China are required to sign a "VOC Compliance Declaration."
- Anti-corruption Undertaking (transactions exceeding eighty thousand yuan require signing)
- Master Purchase Agreement (including sustainability clauses)

Risk of Identification

- Supplier Monthly Rating System
- Supplier ESG Self-Assessment Questionnaire

Due Diligence

- New Supplier Audit
- Annual Supplier Audit
- Annual Responsible Minerals Reporting (CMRT, EMRT forms)
- Submission of RoHS Test Reports and Composition Data



Prohibition Of Conflict Minerals

The Company and its subsidiaries are committed to sharing the responsibility of social and environmental protection with suppliers. We support and comply with the Responsible Minerals Initiative (RMI) and prohibit the use of conflict minerals that are extracted through human rights abuses or armed coercion—particularly minerals from conflict-affected and high-risk areas (CAHRAs), including gold (Au), tantalum (Ta), tungsten (W), tin (Sn), and cobalt (Co), as well as their derivatives. (CAHRAs are regions affected by armed conflict, widespread violence, or other risks of harm to people; armed conflict may take various forms.)

Suppliers are required to uphold this commitment, use RMI-provided reporting tools—including the Conflict Minerals Reporting Template (CMRT) and the Extended Mineral Reporting Template (EMRT)—to investigate whether their products contain Au, W, Ta, Sn, and Co, and to conduct due diligence on the sources of these minerals. Furthermore, suppliers must communicate this policy to their upstream suppliers and ensure that the entire supply chain rejects any use of minerals or derivatives that directly or indirectly finance armed groups, involve forced or slave labor, or violate human rights.

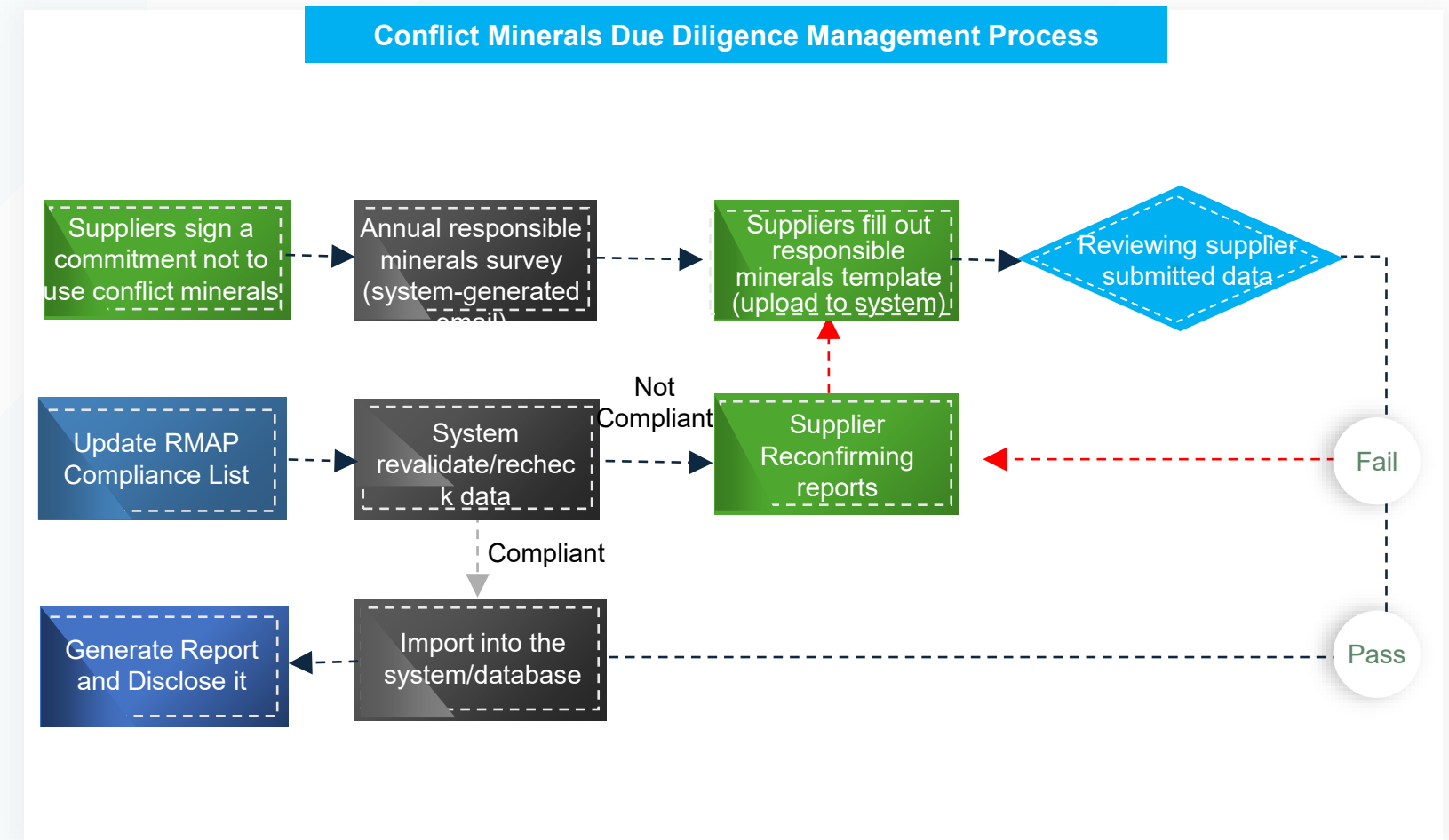
Subsidiaries related to electronics, including Getac Technology and Atemitech Corp., conduct conflict minerals due diligence based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

In 2024, Atemitech Corp. investigated 219 suppliers. The response rate for both CMRT and EMRT exceeded 95%, identifying a total of 273 smelters and refiners, with a 97% conformance rate. These qualified facilities were mainly located in Asia, followed by the Americas.

Getac Technology investigated 144 suppliers. The response rate for both CMRT and EMRT also exceeded 90%, identifying 285 smelters and refiners. The conformance rate was 93% for 3TG smelters and refiners and 89% for cobalt. Qualified facilities were primarily located in Asia, followed by the Americas. The full list and results of smelters and refiners used by all suppliers are disclosed on the official sustainability section of our corporate website.

For the Plastics Business Group (MPT Kunshan, MPT Suzhou, MPT Vietnam), the main raw material is plastic pellets. Only 51 smelters were identified in the investigation, all with a 100% conformance rate.

For the Automotive Business Group (Getac Changshu, Getac Kunshan, Getac Vietnam), the main production process is aluminum alloy die casting, and no 3TG metals are added or used in any product or manufacturing process.



3 CORPORATE GOVERNANCE

3.1 Economic Performance & Tax Policy

3.2 Operation of Board of Directors

3.3 Business Ethics

3.4 Risk Management

3.5 Human Rights Management

3.6 Information Security

3.7 Intellectual Property

3.1 Economic Performance & Tax Policy

Business Performance

In 2024, the global economy continued to be affected by multiple factors. High inflation and interest rate fluctuations impacted corporate capital expenditure and consumer demand, posing challenges to business operations. Additionally, global supply chain restructuring and geopolitical conflicts further influenced the stability of international trade and industrial supply chains.

Leveraging a solid business strategy and market layout, the company not only successfully maintained operational stability but also achieved growth in several core product lines. In 2024, consolidated revenue increased steadily compared to the previous year, with gross profit margin improving year over year. Both operating profit and net profit after tax reached record highs since the company's founding.

- Consolidated revenue in 2024 was NT\$35.668 billion, representing a 2.5% increase compared to NT\$34.793 billion in the previous year.
- Consolidated gross profit reached NT\$11.328 billion, up 16.4% year-over-year.
- Consolidated operating profit was NT\$5.202 billion, reflecting a 31.1% increase compared to last year.

Getac Holdings Key Financial Indicators	2022	2023	2024
Operating income	32,476,133	34,792,557	35,668,386
Gross Profit	8,262,354	9,735,429	11,327,689
Net Profit from operating income	3,093,783	3,966,563	5,202,118
Profit from continuing operations before tax	3,153,057	4,923,955	5,855,472
Net Profit Attributable To Parent Company	2,565,168	3,744,542	4,447,803
Total Salary	5,653,408	5,862,910	6,541,463
Total Benefits	1,185,112	1,223,221	1,254,793
Income Tax Expense	471,380	966,538	1,159,961
Cash Dividends For Shareholders	2,154,075	2,294,771	3,055,190

Unit: NTD

- Net income attributable to the parent company in FY2024 was NT\$4.448 billion, an 18.8% increase from the previous year.
- Earnings per share (EPS) reached NT\$7.26, a 17.7% growth from NT\$6.17 in 2023.

In 2024, the company distributed NT\$3.055 billion in cash dividends. Tax expenses amounted to NT\$1.16 billion. Consolidated government subsidy income totaled NT\$39.95 million.

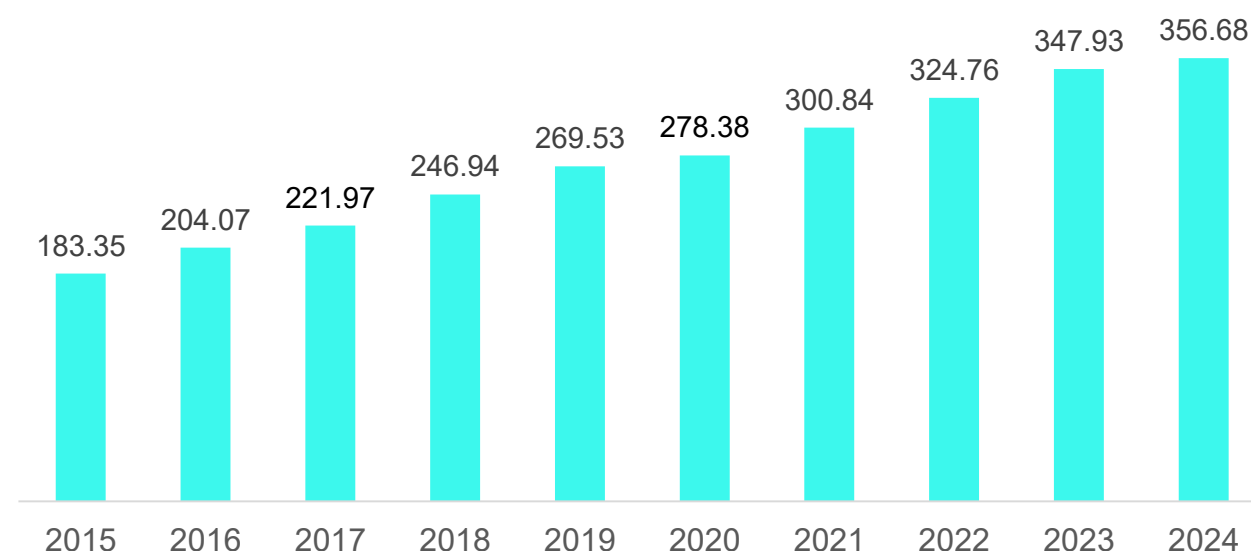


[Click to read more]

- Getac Holdings 2024 Q4 Financial Report

Getac Holdings Consolidated Revenue Trend

Unit: NTD



Tax Policy

The Company and its subsidiaries comply with legal requirements in each country or region of operation. We disclose tax-related information honestly, submit tax filings and payments on time, and comply with OECD's Base Erosion and Profit Shifting (BEPS) regulations, including country-by-country reporting obligations. We also cooperate with government policies by making substantial industrial investments and applying for relevant tax credits as allowed by law, ensuring transparency in tax disclosures within our financial statements.

The Company identifies tax authorities as the primary stakeholders in tax filings. Our principles for engaging and managing communication with tax authorities are as follows:

- Proactively consult relevant authorities when legal ambiguities arise in day-to-day operations.
- Complete all tax compliance filings as required by law in a timely manner.
- Communicate with tax authorities to understand the applicability of new policies and actively participate when appropriate.

The Company's Finance and Accounting Center is responsible for all tax-related matters. Designated personnel oversee tax compliance and risk management, reporting to the Chief Financial Officer and General Manager on the status of tax implementation. Tax policies and risks are reviewed semi-annually, or more frequently as needed, in response to major legislative updates.

In addition, when the Company and its subsidiaries file income tax and other tax declarations, the following cross-border or non-routine tax issues must be reported to and approved by the Company's Finance and Accounting Center and relevant tax personnel:

- Mergers or changes to equity structure
- Purchases of land or facilities
- Disputes or negotiations with tax authorities
- Major changes or additions to business models

The Finance and Accounting Center also provides timely consultation on tax-related matters based on each department's needs and regularly reviews the compliance status and tax risks of the Company and its subsidiaries. Internal Audit also conducts an annual review of tax governance and control mechanisms.

Furthermore, the Finance and Accounting Center monitors updates to tax laws issued by the OECD and jurisdictions where related parties operate. Through the Accounting Department and external experts, the Center periodically reviews tax risk exposure, confirms compliance with the tax policy, and conducts impact assessments in advance to manage potential tax risks. This proactive approach ensures long-term operational stability and provides decision-makers with early-stage planning insights.

Each subsidiary's tax compliance status and risk profile are regularly reviewed. Additionally, the Internal Audit Department conducts annual reviews to ensure adherence to tax governance and control frameworks. The Company's Finance and Accounting Center monitors updates to tax regulations issued by the OECD and governments in countries where affiliates operate. Through coordination with the Accounting Department and external experts, the Center periodically assesses various tax risks, verifies policy compliance, and performs proactive simulations to evaluate potential operational impacts. These efforts aim to manage tax risks and support long-term business strategy by enabling early-stage tax planning and informed decision-making.

The Company has submitted its 2023 Country-by-Country Report in accordance with Taiwan's transfer pricing regulations and OECD BEPS Action 13 requirements. In 2025, the Company will proceed with notification procedures and the submission of the 2024 Country-by-Country Report based on BEPS Pillar II global minimum tax laws enacted by various countries.

The Company's Finance and Accounting Center is the designated unit for managing all tax matters. Dedicated tax personnel oversee tax governance and report directly to the CFO. The Internal Audit Department also performs annual audits to assess compliance with tax governance frameworks. All tax strategies and plans are drafted by the Center's tax team, reviewed by the CFO, and approved by the General Manager or other authorized bodies before implementation. The Center also provides timely tax-related consultation as needed by various departments and regularly reviews the Company's and subsidiaries' compliance and tax risks in accordance with current regulations.

REPORT



Tax integrity Reporting Contact

Head of Auditing Department
gthaudit@getac.com.tw

3.2 Operation of Board of Directors

Aiming for Top 5% in Corporate Governance Evaluation as a Mid- to Long-Term Goal

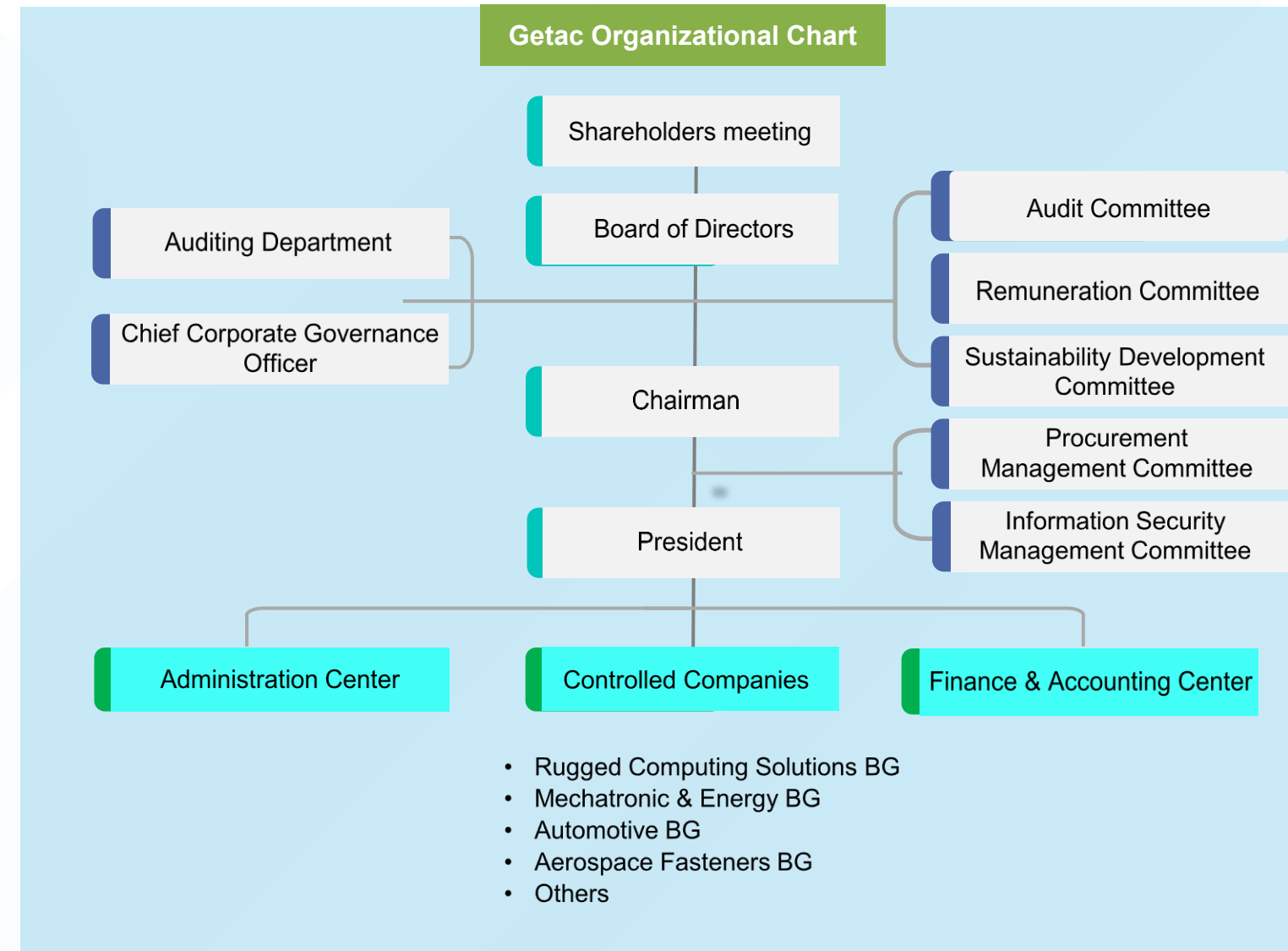
Strong corporate governance is the cornerstone of sustainable business operations. Getac is committed to the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and relevant regulations established by the competent authorities. The company continuously improves its governance across multiple dimensions, including protecting shareholder rights, enhancing the functioning of the Board of Directors, increasing information transparency, and fulfilling corporate social responsibility—thereby building long-term sustainability capacity. To align its governance practices with international standards, Getac has set the goal of ranking in the top 5% of listed companies in the Taiwan Stock Exchange's Corporate Governance Evaluation as a mid- to long-term objective. The company actively addresses areas outlined in the evaluation indicators to improve governance practices. From the 6th evaluation (2019) to the 11th (2024), Getac has consistently ranked within the top 6–20% among all listed companies in the evaluation results.

Corporate Governance Structure

The Board of Directors of Getac Holdings is the highest governing body of the company. Under the Board, there are the Audit Committee, the Remuneration Committee, and the Internal Audit Unit. In compliance with regulatory requirements, a dedicated Corporate Governance Officer was appointed in 2021. The responsibilities of this officer include:

1. Handling matters related to Board and Shareholders' meetings in accordance with the law; preparing meeting minutes;
2. Assisting directors with onboarding and continuous education;
3. Providing information necessary for directors to perform their duties;
4. Supporting directors in complying with relevant laws, company bylaws, and contractual obligations.

On November 9, 2022, the Board approved the elevation of the existing Sustainability Development Committee to a functional committee under the Board to enhance supervision of sustainability-related issues. The company's operational management structure clearly delineates responsibilities and authorities, as shown in the Getac Holdings organization chart to the right. The Chairman concurrently serves as President



and, in line with Board-approved operational policies, is responsible for planning and executing business strategies and overseeing all company operations. The management team comprises top talents from various fields, each with extensive professional experience.

Board of Directors

The Company adopts a candidate nomination system for the election of directors (including independent directors). Nominees are reviewed by the Board to ensure they meet the required qualifications before being submitted to the shareholders' meeting for election. The current Board term (2022/5/27 – 2025/5/26) consists of 10 directors, including 1 female independent director to promote diversity. The Chairman, Mr. James Hwang, concurrently serves as General Manager. Of the ten directors, two are employees, and four are independent directors, all of whom are external professionals.

To ensure effective Board operations, the Company has approved a Standard Operating Procedure for Handling Director Requests, which outlines the personnel responsible and response timelines to ensure prompt and appropriate handling. During Board meetings, key business unit heads, the finance and accounting departments, and internal audit regularly present reports to facilitate informed oversight and risk evaluation within decision-making processes.

For details on the 2024 Board operations, please refer to the “Major Resolutions of the Board of Directors” section in the Company’s corporate governance webpage.  Biographies of Board members can be found in pages 4-6 of the Company’s Annual Report. 

Board Diversity and Independence

To strengthen corporate governance and promote a sound and diverse Board composition, the Company adopts a diversity policy as well as the candidate nomination system in accordance with its Articles of Incorporation. Director candidates are evaluated based on academic and professional qualifications, integrity, and relevant credentials. After being approved by the Board, candidates are submitted to the shareholders' meeting for election.

The Company sets diversity guidelines tailored to its operational characteristics and development needs, which include:

- Basic attributes and values: gender, age, nationality, and culture.
The Company values gender equality on the Board and aims for at least one-third representation of either gender. Currently, there is 1 female director out of 10. The Company will continue to invite suitable and qualified professionals to meet its gender diversity goals.
- Professional knowledge and skills: operational judgment, accounting and financial analysis, business management, crisis management, industry expertise, global market perspective, and leadership and decision-making capabilities

The Company’s current Board consists of ten directors. The specific management objectives and implementation status related to the Board’s diversity policy are as follows:

Objective	Status
At least one-third of directors shall be independent directors (40% achieved)	
No more than one-third of directors may concurrently serve as company management (Directors who are employees must not exceed 20%)	
Independent directors shall not serve more than 3 terms	
Possess a diverse range of professional knowledge and skills	
At least one independent director of a different gender	

As of the end of 2024, all four independent directors of the Company fully complied with the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.” In accordance with Article 26-3, Paragraph 3 of the Securities and Exchange Act, no director may have a spousal or second-degree kinship relationship with another director.

Details regarding the independence, professional qualifications, and diversity of the Board of Directors are disclosed in pages 9-13 of the 2024 Annual Report. 

Board Performance Evaluation

The Company has established a “Board Performance Evaluation Policy.” At the end of each fiscal year, the Board conducts: a self-evaluation of the entire board, self-evaluations by individual board members, and self-evaluations by functional committees (audit committee and remuneration committee). Evaluation indicators for directors include understanding of the company’s goals and missions, awareness of directors’ responsibilities, level of participation in company operations, communication and internal relationship management, professional competence and continuing education, and oversight of internal controls. The results of the 2024 board performance evaluations were reported to the Board on February 26, 2024, and have been published on the Company’s website under the Corporate Governance section “Internal Policies and Procedures”.



[Click to read more]

- Board Performance Evaluation Guidelines 
- 2024 Board Performance Evaluation Report 

To enhance corporate governance and strengthen the Board's knowledge and capabilities in sustainable development, the Company arranges annual continuing education for all directors. All directors comply with the "Guidelines for the Continuing Education of Directors and Supervisors of TWSE/TPEX Listed Companies." Newly appointed directors are required to complete at least 12 hours of training, while incumbent directors must complete at least 6 hours.

In 2024, all directors met the 6-hour training requirement. Courses attended included Insider trading prevention, and legal compliance for insider share transactions. These sessions helped internal personnel understand relevant regulations under the Securities and Exchange Act and foster correct practices in managing insider shareholding, reducing the risk of unintentional violations due to unfamiliarity with the law. Additional training topics included: corporate governance, ethical business practices, business management and corporate innovation, intellectual property management, strategic mergers and acquisitions, board-level cybersecurity oversight, sustainable finance and climate change, and corporate sustainability issues.

Details of the 2024 board training programs and completed hours are disclosed on the Company's website under the Corporate Governance- Internal Policies and Procedures section. 

Conflict of Interest Avoidance

To prevent conflicts of interest within the highest governing body, Article 15 of Getac's *Board Meeting Procedures* stipulates that if a director—or the legal entity they represent—has a vested interest in any agenda item, they must fully disclose the nature and significance of that interest during the board meeting. If such interest may impair the company's interests, the director must refrain from participating in the discussion or voting on the matter, and may not act as a proxy for other directors.

Directors are also expected to exercise self-discipline and avoid improper mutual support to uphold the independence, fairness, and transparency of corporate governance. In 2024, the company disclosed conflict of interest-related information to stakeholders in the Annual Report, including:

- Implementation status of director recusals on conflict-of-interest matters- see pages 22 of the Annual Report 
- Directors' concurrent positions in other companies- see pages 4~6 of the Annual Report 
- Information on the top 10 shareholders, including whether they are related parties, spouses, or within second-degree kinship - see page 66 of the Annual Report 

Board of the Directors

Chairman: James Hwang

Directors:

Miau, Matthew Feng Chiang

Tsai, Feng-Tzu

Lin, Chuan Cheng

Independent Directors:

Lin, Kuan-Ming

Lin, Long Song

Chou, Teh-Chien

Miau, Scott-Matthew

Chang, Chia-Hsin

Wang, Po Hsia

Remuneration Committee

Chairman : Lin, Kuan-Ming

Independent Directors

Lin, Long Song

Audit Committee

Chairman : Chang, Chia-Hsin

Independent Directors

Lin, Kuan-Ming

Lin, Long Song

Wang, Po Hsia

Sustainability Development Committee

Chairman: James Hwang

Independent Directors

Chang, Chia-Hsin

Wang, Po Hsia

5 times

The Number Of
Meetings In 2024

98%

Average
Attendance Rate

3 times

The Number Of
Meetings In 2024

89%

Average
Attendance Rate

6 times

The Number Of
Meetings In 2024

96%

Average
Attendance Rate

2 times

The Number Of
Meetings In 2024

100%

Average
Attendance Rate

Audit Committee

Following the re-election of the Board of Directors at the Annual Shareholders' Meeting on May 27, 2022, four independent directors—Mr. Lin Kuan-Ming, Mr. Lin Long-Song, Mr. Chang Chia-Hsin, and Ms. Wang Po-Hsia—were elected and appointed to form the Audit Committee. Each term lasts three years, and the committee convenes at least four times annually. The primary responsibilities of the Audit Committee include oversight of the following:

- The accuracy and fairness of the company's financial statements
- The appointment, dismissal, independence, and performance of the external auditors
- The effectiveness of the company's internal control systems
- Compliance with relevant laws and regulations
- Management of existing or potential corporate risks, with decisions submitted to the Board for discussion

For details on the Audit Committee's operations in 2024, please refer to pages 24~25 of the company's Annual Report. 

Auditor Independence

The company evaluates the independence and competency of its certified public accountants (CPAs) at least once annually. This assessment considers the auditors' professional qualifications, years of continuous service, absence of conflicts of interest (such as shareholding or concurrent roles within the company), lack of familial ties with company executives, and participation in continuing education. The company also obtains a formal declaration of independence and reviews the Audit Quality Indicators (AQIs) provided by the auditors.

Based on this review, CPAs Liu Chien-Yu and Lee Tien-Yi of PwC Taiwan were found to meet the company's standards for independence and suitability. The evaluation results were reported to the Audit Committee and Board of Directors on January 19, 2024.

Communication Between Independent Directors, Internal Audit, and External Auditors

To strengthen oversight, Getac organizes at least one meeting annually between independent directors and the head of internal audit. Certified public accountants are also invited to attend. These meetings provide updates on the execution of internal audit plans and the effectiveness of internal control systems. Meeting minutes are formally recorded, and any significant irregularities are reported to independent directors for immediate review and follow-up.

In 2024, one such meeting was held, and the meeting details are publicly disclosed in the Investor Relations section of the company's website. 

Remuneration Committee

To continuously enhance corporate governance and align with international standards, Getac established the Remuneration Committee in 2011 to strengthen the remuneration system for directors and executives. In accordance with the company's *Remuneration Committee Charter*, the committee comprises three members serving a three-year term and reports regularly to the Board of Directors on its activities and resolutions.

Following the re-election held on May 27, 2022, independent directors Lin Kuan-Ming, Lin Long-Song, and Chang Chia-Hsin were appointed as committee members. All three maintain full independence with no conflicts of interest with the company, and none have served more than three consecutive terms. The Remuneration Committee's primary duties include regularly reviewing the performance evaluation and compensation policies, systems, standards, and structures for directors and executives. Its recommendations are submitted to the Board to ensure proper oversight of executive pay.

For details on the committee's activities in 2024, please refer to pages 35-37 of the company's Annual Report. 

Executive Compensation System

Getac's Remuneration Committee determines executive remuneration by considering market benchmarks and overall company performance. No external compensation consultants are involved in this process. The committee evaluates prevailing compensation standards in peer companies, company-wide operating results, industry risks and trends, as well as individual performance and contributions. These factors guide decisions on appropriate compensation levels and continued appointments. The compensation system is regularly reviewed and adjusted in line with business conditions and regulatory requirements to maintain a balance between sustainable growth and risk management. Annual compensation for Getac directors and senior executives primarily consists of base salary, allowances, and performance-based incentives. All compensation proposals are reviewed by the Remuneration Committee and approved by the Board of Directors. For details on the link between performance evaluation and executive compensation, please refer to page 29 of the company's Annual Report.

As stipulated in the company's Articles of Incorporation, if the company generates profit in a given year (defined as pre-tax earnings before the allocation of employee and director compensation), no more than 1% shall be allocated to directors and no less than 0.1% to employees. In 2024, total director compensation across all consolidated entities represented 0.35% of the company's standalone net profit after tax. Total compensation for senior executives (including the CEO and Deputy CEOs) accounted for 1.03% of standalone net profit after tax.

Annual Total Compensation Ratio

The ratio of total annual compensation for the highest-paid individual in the company to the median compensation of all global employees was 63.55. The ratio of the highest-paid individual's annual salary adjustment to the median annual adjustment for all other employees was 9.43.

[Calculation Explanation]

- The ratio of total annual compensation for the highest-paid individual to the employee median was calculated based on data from 8,960 employees (excluding the highest-paid individual) across nine consolidated entities under the company in 2024.
- The median of medians was used—first determining each entity's employee compensation median, then calculating the median across those entities, weighted by employee headcount.
- The ratio of the highest-paid individual's annual salary adjustment to the median adjustment of other employees was determined by calculating the median of the median salary adjustment rates across the same nine entities (excluding the highest-paid individual), again factoring in employee count to confirm the final median adjustment rate.

Internal Control System

Getac has established its internal control system and organizational governance framework in accordance with applicable regulations. An Internal Audit Office is set up under the Board of Directors, staffed by one audit supervisor and several professional auditors, many of whom hold internationally recognized certifications such as Certified Internal Auditor (CIA) and Certified Information Systems Auditor (CISA). Each auditor is required to complete at least 12 hours of continuing education annually, as mandated by law. The appointment or dismissal of the audit supervisor must be approved by the Audit Committee and submitted to the Board for resolution. The Audit Office reports directly to the Board to ensure its independence and objectivity. The internal control system encompasses the management and oversight of operational risks, supporting each operational unit in converting risk into resilience for sustained business continuity. Based on annual risk assessments, the Internal Audit Office formulates an annual audit plan and conducts audits monthly through a structured and professional audit framework. Audit findings are submitted for review by the independent directors. The audit supervisor regularly attends Board meetings to present audit outcomes, including evaluations of the design and effectiveness of control mechanisms, operational efficiency, the reliability and transparency of reporting, and compliance with applicable laws and regulations. These efforts help mitigate risks to an acceptable level and support responsiveness in a dynamic business environment while safeguarding stakeholder interests. In 2024, in compliance with regulatory requirements, Getac introduced a new internal control mechanism for "Sustainability Information Management" and revised the criteria used in evaluating the effectiveness of internal control self-assessments. Sustainability information management has also been integrated into the following year's audit plan to ensure ongoing monitoring and evaluation.



Safeguarding Shareholder Rights

Robust corporate governance is directly linked to the protection of shareholder rights. To this end, Getac continuously strengthens its governance framework, enhances the effectiveness of the Board of Directors, and improves the transparency and timeliness of information disclosure. We are committed to treating all shareholders fairly and ensuring their interests are upheld. An annual general meeting is held each year, and starting in 2023, key shareholder questions and company responses are recorded and documented via full audio and video. Meeting handbooks and minutes are available on the company's website. We also provide press releases, annual reports, sustainability reports, material announcements, shareholder notices, and meeting records in both Chinese and English.

The company regularly shares operational and financial updates with shareholders and stakeholders through both the stock exchange disclosure system and our corporate website. Electronic voting is available for shareholder meetings, in addition to traditional written ballots. Shareholders may exercise their voting rights via computer or mobile devices. Getac has designated spokespersons and deputy spokespersons to act as communication bridges between the company and its shareholders, fulfilling our responsibility for transparent disclosure. All disclosures and actions follow the company's internal procedures for handling material information, ensuring accuracy, consistency, and timeliness. Quarterly bilingual (Chinese and English) presentations are posted on the investor relations section of the company website, ensuring accessibility for both domestic and international investors.

Investor Relations Engagement

Getac has established a dedicated Investor Relations (IR) and shareholder services team to strengthen real-time communication with investors. Shareholders and investors can reach the IR team via phone or email and typically receive responses within 24–48 hours. In 2024, the company held five investor conferences, either independently or at the invitation of brokerages.

In recent years, many financial institutions have integrated ESG risk and performance assessments into their investment decisions. Institutional investors increasingly rely on ESG ratings and surveys as part of their evaluation criteria. In response, Getac has proactively engaged with international ESG assessments since 2021, including S&P ESG, FTSE Russell, Sustainalytics, and MSCI ESG. We participate in some assessments proactively, while others are conducted independently by rating agencies. These evaluations help us monitor ESG trends, assess our performance, and identify potential risks and opportunities. Getac's scores have consistently improved year over year, demonstrating our commitment to sustainable development and our efforts to build trust with investors. These initiatives aim to drive continuous improvement across environmental, social, and governance dimensions and foster shared progress through transparency and collaboration.

Shareholder Structure of Getac Holdings

Shareholder Type	Number Of People	Number Of Shares Held	Shareholding Ratio
Government institutions	0	0	0.00%
Financial Institutions	27	47,601,000	7.67%
Other Institutional Investments	314	346,584,553	55.89%
Natural Person	49,909	139,123,963	22.43%
Foreign Investments (Institutional Investments & natural person)	277	86,906,384	14.01%
Total Number of Shares	50,527	620,215,900	100.00%

Source: Taiwan Depository & Clearing Corporation, Data cut off date was on March 24, 2025



Investor Relations Contact

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Email: stocks@getac.com.tw

Stock Transfer Agent

CTBC Bank
Phone: 02-6636-5566



[Click to read more]

- Getac Holdings Corporate Website – *Investor Relations Section*
- Investor Conference Calendar and Presentation Downloads

3.3 Business Ethics

A culture of integrity is the foundation of sustainable corporate development. Getac adheres to all applicable laws and regulations by establishing sound corporate governance and risk management mechanisms, while fostering a culture rooted in honesty and ethical behavior. Employees are expected to uphold these values in both internal operations and external business dealings, ensuring compliance and eliminating unethical conduct to create an environment that supports long-term growth.

In addition to building a culture of integrity, Getac enforces the highest standards of ethical conduct through adherence to external regulations and the development of robust internal policies. The company strictly prohibits the offering of illegal political contributions in exchange for business advantages. From a regulatory standpoint, Getac complies with the *Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies* and acts as a responsible corporate citizen. Internally, the company has established the *Ethical Corporate Management Best Practice Principles* and the *Code of Business Conduct and Ethics for the Board of Directors and Managers* to serve as guidelines for ethical behavior, which all directors, supervisors, and employees are required to follow.

Getac's *Procedures for Handling Material Inside Information* outline confidentiality obligations for insiders, prohibiting the use of non-public material information for personal or third-party gain. Awareness training is provided to directors, executives, and others with access to such information due to their role or relationship with the company. Upon onboarding, personnel are also briefed on relevant legal compliance requirements.

To reinforce ethical conduct, all employee contracts include clauses on integrity, professional ethics, and conflict of interest avoidance. The employee code of conduct explicitly forbids unethical behavior such as corruption, theft, abuse of authority, bribery, and fraud. Employees involved in specific projects must also sign confidentiality agreements. Any violation of these principles, once verified, will be handled in accordance with the *Employee Reward and Disciplinary Measures*. In severe cases, the company reserves the right to terminate the employment contract without prior notice and may pursue legal action and claims for damages if criminal liability is involved.

Since 2022, Getac has implemented the *Anti-Corruption and Anti-Money Laundering Policy* along with a formal Statement of Commitment. The company pledges to abide by the *United Nations Convention Against Corruption (UNCAC)* and comply with all applicable anti-corruption laws and regulations in its operating regions, adopting a zero-tolerance policy toward corruption. Guidance is also provided to

stakeholders to help prevent corrupt practices. In addition, to mitigate the risks of money laundering, tax evasion, and sanctions violations, the company strictly complies with anti-money laundering laws and enforces a zero-tolerance stance toward financial crimes. Beginning in 2022, audits of anti-corruption and anti-money laundering practices have been included in the company's annual audit plan to verify the effectiveness of its compliance training and controls.

Ethical Management Best Practice Principles

Getac's *Ethical Corporate 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.



【For More Information, Click to Read:】

- Corporate Governance Best-Practice Principles
- Ethical Corporate Management Best Practice Principles
- Code of Business Conduct and Ethics for the Board of Directors and Managers
- Anti-Corruption and Anti-Money Laundering Policy Statement

Integrity Policy Implementation and Performance

The Human Resources Development Center is responsible for formulating the company's integrity policy and preventive measures, promoting and coordinating integrity training, and designing the whistleblower system to ensure effective execution. Through internal control and audit mechanisms, corruption-related incidents are monitored and investigated. Based on risk assessments of unethical conduct, the internal audit team develops audit plans to verify compliance with anti-corruption measures. External auditors may be engaged for reviews, and external experts may be consulted if necessary. Audit findings are reported to senior management and the designated integrity oversight unit and are formally submitted to the Board of Directors.

In 2024, the status of integrity policy implementation was presented to the Board of Directors on November 13. The Board fulfilled its duty of care by overseeing the prevention of unethical conduct, reviewing the effectiveness of measures taken, and ensuring continuous improvement and enforcement of the integrity policy. Key outcomes are as follows:

- In 2024, Getac and its eight subsidiaries (within the reporting scope) completed corruption risk assessments.
- No significant violations of ethical conduct occurred in 2024. No employees were dismissed or disciplined due to corruption-related issues.
- In 2024, a mandatory digital training course on “Anti-Corruption, Anti-Money Laundering, and Insider Trading Prevention” was conducted for all employees.

Anti-Corruption and Anti-Money Laundering Training

To uphold integrity education, Getac provides directors and executives with periodic updates on legal requirements regarding insider trading prevention. Prior to Audit Committee and Board meetings, email reminders are sent to reinforce compliance with insider trading restrictions. These communications also specify blackout periods—30 days before the release of annual financial results and 15 days prior to quarterly disclosures—during which trading of company shares is strictly prohibited. Calendar notifications are also sent to ensure clear observance of these periods.

All board members, management personnel, and employees are required to complete anti-corruption training. Since 2022, anti-corruption and anti-money laundering courses have been designated as mandatory. All Getac group executives and employees must complete the training and pass a post-course assessment to demonstrate understanding of relevant policies. For 2024, the company set a training completion rate target of at least 85%. Companies that exceeded this rate in the prior year must maintain or surpass their previous performance in 2024. To be deemed complete, an employee

must score a perfect 100 on the post-training test. Those who do not achieve this score are required to retake the training until they meet the standard. A training is considered complete only when the employee has taken the post-training assessment and answered all questions correctly with a perfect score of 100. Employees who do not achieve this score must retake both the training and the assessment until they pass.

In 2024, a total of 7,670 employees across the company and its subsidiaries completed anti-corruption and anti-money laundering training, achieving a completion rate of 85.6% (see table below). At the senior governance level, two directors participated in a three-hour anti-corruption training course, representing 20% of the Board. The training included sessions on insider trading prevention and essential knowledge for directors and supervisors, such as understanding how misconduct can occur through unconventional transactions and related-party dealings. Details on the full board's training hours and course content in 2024 are publicly disclosed on the Market Observation Post System (MOPS) under the “Corporate Governance” section and on the company's Corporate Governance webpage under “Internal Regulations.”

The Anti-corruption Training Status

Employee Type	Item	2022	2023	2024
Direct Employee	Number Of Trainees	4,438	4,075	4,556
	Number Of Total Employees	4,782	4,696	5,574
	Training Rate (%)	92.8%	86.8%	81.70%
Indirect Employee (Not include supervisors)	Number Of Trainees	2,409	2,631	2,843
	Number Of Total Employees	2,924	2,959	3,076
	Training Rate (%)	82.4%	88.9%	92.40%
Management	Number Of Trainees	276	259	271
	Number Of Total Employees	333	320	310
	Training Rate (%)	82.9%	80.9%	87.40%
Total	Number Of Trainees	7,123	6,965	7,670
	Number Of Total Employees	8,039	7,975	8,960
	Training Rate (%)	88.6%	87.3%	85.60%

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

Suppliers must avoid all activities that could lead to a conflict of interest with the Company. Any agreements or contracts involving acts of collusion are strictly prohibited. Suppliers conducting transactions with Getac exceeding NT\$80,000 must sign an Integrity Commitment Letter. Suppliers who fail to sign this agreement will be automatically blocked from the payment process by the system, preventing any potential loopholes. Contracts signed with suppliers will also include whistleblower hotline information. The Audit Department of the Company is responsible for handling complaints and reports related to business ethics.

Anti-Corruption Risk Identification and Mitigation Measures

In 2024, the Company and its eight subsidiaries conducted risk assessments on 11 anti-corruption topics in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct. The topics covered include dishonest conduct, conflicts of interest, payment and collection processes, sales and receivables, procurement and disbursement, and engineering tendering and acceptance. Risk evaluation is based on the Company's risk management policies and procedures, taking into account both the likelihood of occurrence and the potential impact on finance, operations, or reputation. Operational Risk Value (R) = Likelihood (L) × Impact (I). The likelihood (L) of risk occurrence is assessed with reference to the number of confirmed corruption incidents identified annually by each company. If a medium or high risk is identified, responsive measures such as "inclusion in individual assessment scope" or "review and revision of anti-corruption mechanisms" will be considered as part of the mitigation strategy. In 2024, all 11 identified anti-corruption topics were assessed as low risk. Details of the risk assessment results are shown in the table on the lower right. For the two topics that were previously rated as medium risk, the

corresponding mitigation measures are explained below.

Sales and Receivables

- Risk Description:
 1. Falsification or overstatement of travel or entertainment expenses.
 2. Collusion with customers to embezzle company receivables. Creation of fake business entities and fictitious customers to defraud the company or illegally sell company products.
 3. Accepting benefits during the handling of major supplier quality incidents.
- Risk Prevention and Mitigation Measures:
 1. Establish procedures and control mechanisms for expense reimbursement, specifying guidelines for travel and entertainment expenses, and implement a digital system for application and reimbursement.
 2. Design appropriate organizational structures, a Delegation of Authority (DOA) matrix, ERP systems, and travel expense management platforms. Configure systems to enforce hierarchical approval and designated co-signing processes in accordance with DOA, reducing the risk of fraud.
 3. Formulate a "Credit Management Procedure" outlining processes for applying customer credit limits and payment terms. Implement ERP-based credit control systems to assist credit control personnel in conducting credit reviews.
 4. Establish standard procedures for quality management. In the event of major quality issues, coordinate response among sales, quality assurance, and manufacturing departments.
 5. Implement a delivery certificate control system to ensure that returned goods are properly received and inspected by the warehouse and QA departments.

Dishonest Conduct

- Risk Description:

Engaging in or facilitating, either directly or indirectly, the offering, promising, soliciting, or accepting of any form of improper benefit under one's own name or another's, or participating in other dishonest, unlawful, or duty-violating acts during business execution.
- Risk Prevention and Mitigation Measures:

Establish a Code of Conduct and relevant policies for the Company and its subsidiaries, requiring all employees and managers to comply.

 1. The Company and its subsidiaries have established the "Guidelines for Reporting Corruption and Malfeasance" as the foundation for the ethical reporting mechanism and whistleblower protection, helping to detect and deter fraudulent conduct.

2. The Company and its subsidiaries have established the "Guidelines for Reporting Corruption and Malfeasance" as the foundation for the ethical reporting mechanism and whistleblower protection, helping to detect and deter fraudulent conduct.
3. Post-report surveys are conducted with whistleblowers and investigation committees to inform future updates to policies and guidelines, thereby enhancing the effectiveness of the reporting system.
4. Regular anti-corruption and anti-money laundering awareness campaigns are conducted for employees and managers, accompanied by feedback questionnaires to guide future planning.
5. A "Supplier Code of Conduct" has been established, outlining ethical standards expected of suppliers, who are also required to sign an Integrity Assurance Agreement.
6. The Employee Conduct Management Procedures specify the principles for accepting and handling gifts.
7. The internal audit unit regularly examines compliance with integrity policies and anti-corruption programs.

Anti-Corruption Risk Assessment Results

Role	Anti-corruption Issues	Stakeholders	Risk Level
Employee	Dishonest behavior	Company Employees, Supplier, Customer	Low
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	Low
Procurement	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

Ethical Complaint Channels

To reinforce the company's commitment to human rights and due diligence, the *Guidelines Governing the Reporting of Corruption and Malpractices* was revised in 2022. As illustrated in the flowchart on the right, the scope of reportable parties was expanded to include customers, suppliers, partners, and any external stakeholders engaged in business with the company. The updated policy also explicitly outlines confidentiality measures during the investigation and protection mechanisms for whistleblowers. The company handles whistleblowing cases with the utmost sensitivity and caution. A unilateral non-disclosure agreement (NDA) is signed with the whistleblower to protect their identity. Upon case closure, the whistleblower receives a feedback questionnaire to confirm that their rights and confidential information were properly safeguarded. All written reports, transcripts, and related documents are to be kept confidential and stored separately. Unauthorized disclosure will be subject to disciplinary action in accordance with the company's reward and penalty regulations. The company also ensures the safety of whistleblowers, and any threats, intimidation, or unlawful acts against them will be punished to the full extent of the law.

Whistleblower Channel and Anti-Corruption Measures

Getac has established a whistleblower email address to report violations of professional ethics. Both internal and external parties may submit complaints or reports, including anonymously. The email address is published on the Getac Holdings website, in procurement contracts, and in the company's Guidelines Governing the Reporting of Corruption and Malpractices. Awareness is also raised through anti-corruption and anti-money laundering training sessions. In line with policy guidelines, each report is assessed based on the estimated financial loss:

- Major cases: a reward of NT\$200,000 may be granted to internal personnel.
- General cases: the reward may be up to 5% of the estimated loss.

To improve user awareness and the effectiveness of the whistleblower system, the company has implemented both regular and ad-hoc communication strategies. These include:

1. Raising the passing threshold for anti-corruption and anti-money laundering training, along with post-training feedback surveys.
2. Requiring subsidiaries with official websites to create dedicated integrity pages that clearly list the ethics complaint email address.
3. Designing post-case feedback forms for whistleblowers and investigation committee members to collect insights and suggestions regarding the reporting mechanism.

REPORT

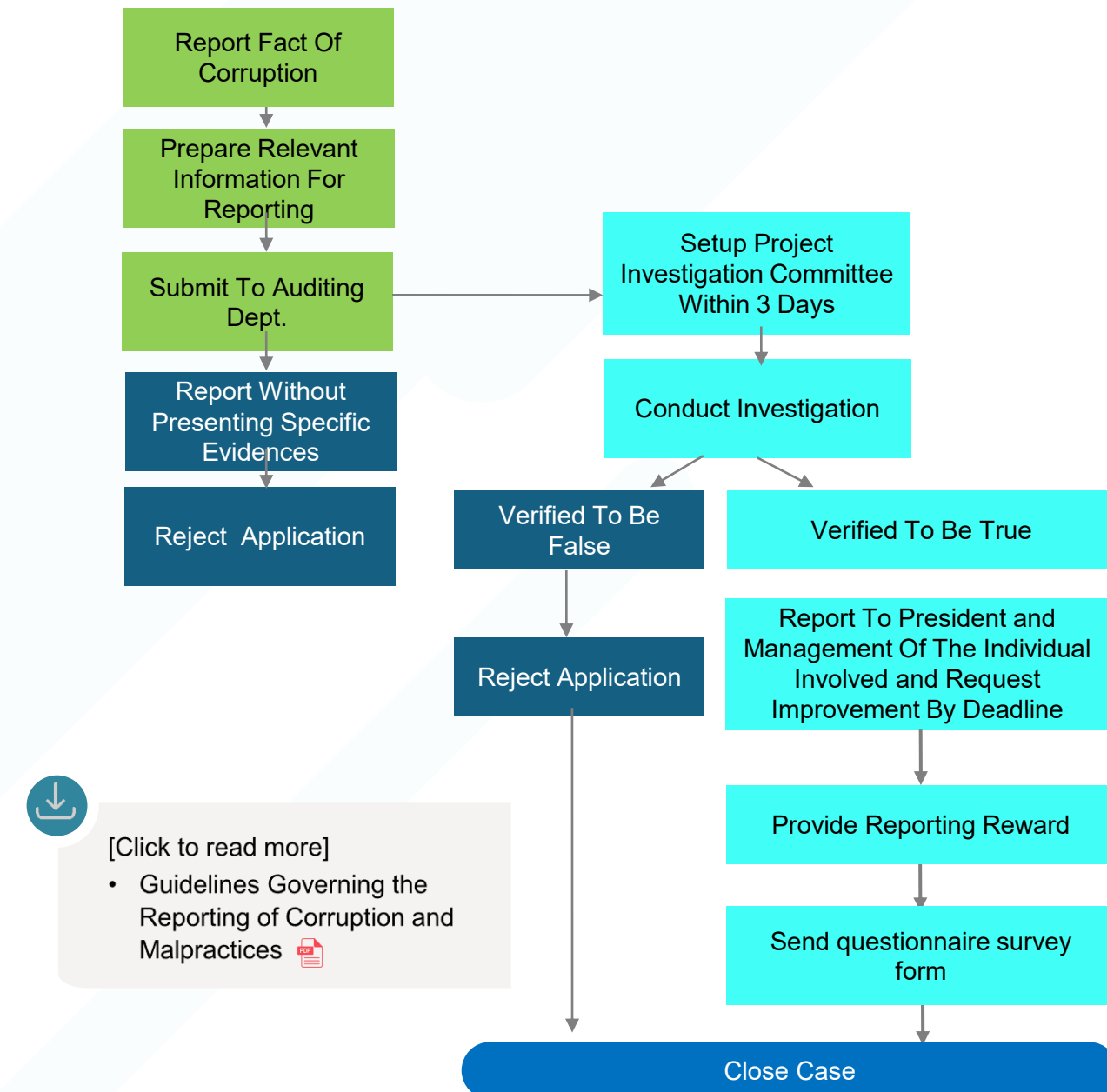


Irregular Business Conduct Reporting Contact

Head of Auditing Department

gthaudit@getac.com.tw

Anti-corruption Informant Regulation Workflow



Regulatory Compliance

Our company places strong emphasis on corporate governance and regulatory compliance. We have established a comprehensive internal control and compliance mechanism to ensure that all business operations comply with relevant legal and regulatory requirements. All global operational sites strictly adhere to applicable laws and regulations and regularly conduct thorough legal inventories and compliance assessments to ensure that all business activities meet legal obligations. Responsible organizational units maintain close communication with their corresponding regulatory authorities to stay informed on the latest regulatory changes and actively implement internal legal education. The Legal Department and designated units perform periodic legal reviews and compliance evaluations based on their business responsibilities to ensure compliance across all operations. We are committed to continuously improving our compliance management system to adapt to the evolving regulatory landscape.

Violation and Penalty Statistics

According to Article 4, Clause 26 of the “Taiwan Stock Exchange Co., Ltd. Procedures for Verification and Disclosure of Material Information of Listed Companies,” a material violation refers to a single incident with cumulative fines reaching NT\$1 million or more. During the reporting period, our company had no record of material violations.

In 2024, a subsidiary, Getac Technology Corporation, was fined NT\$50,000 by the competent authority for violating Article 24 of the Labor Standards Act, as an employee failed to promptly report extended working hours, resulting in discrepancies between actual hours worked and reported data. In response, the company conducted an immediate review and corrective action. Furthermore, we plan to strengthen related training and internal management systems by adding an automatic notification mechanism to remind employees and supervisors of working hour submissions, thereby enhancing the overall work-hour management process.

Anti-Competitive Practices

Anti-competitive practices refer to corporate behaviors that restrict market competition, such as collusion, monopolization, price-fixing, and forming cartels, which create barriers for new entrants. Major global markets all have legislation prohibiting such practices—for example, the U.S. antitrust laws, EU competition laws, anti-monopoly laws in China and Russia, and Taiwan’s Fair Trade Act. Getac Holdings adheres to its “Code of Ethical Conduct” and refrains from engaging in unfair competition. In all commercial activities, we respect the principles of a free-market economy,

attracting consumers by offering competitive prices and high-quality products and services. Our subsidiary, Getac Technology Corporation, which operates a rugged computer brand, has internally established clear Manufacturer’s Suggested Retail Prices (MSRP) for its products.

In 2024, the company was not involved in any lawsuits or judgments related to anti-competitive behavior, antitrust, or monopoly regulations.



3.4 Risk Management

Strengthening Corporate Resilience

Over the past year, the global political and economic landscape has rapidly evolved. Amid rising geopolitical tensions between the U.S. and China, global supply chains are undergoing accelerated restructuring, creating heightened uncertainty for businesses. To mitigate these impacts, major corporations are adopting globalization strategies, enhancing regional diversification and resilience in their supply chains to strengthen risk resistance. In addition, due to differing political positions and strategic interests, countries have introduced embargo lists and export control regulations targeting specific nations, organizations, and individuals. Businesses must closely monitor regulatory changes to avoid compliance risks. Rising inflation is driving up costs, and increasing trade protectionism is putting pressure on global industrial chains. More frequent extreme weather events are also challenging operations and resource allocation. Meanwhile, rapid advancements in digital technology have improved efficiency but simultaneously increased cybersecurity risks, with cyberattacks becoming increasingly common.

In this era where “change is the norm,” companies must adopt forward-looking risk management strategies to navigate challenges and seize opportunities. Our company continues to strengthen its risk management framework—not only complying with domestic disclosure regulations but also aligning with international standards (such as TCFD and ISSB) and emerging risk management trends. We systematically identify and control potential risks across operations, finance, compliance, and climate, aiming to build a resilient risk governance structure that supports sustainable business operations.

Risk Management Governance Structure

The Board of Directors is the highest governing body responsible for corporate risk management. Under the Sustainable Development Committee, the Risk Management Team and the Climate Change Risk Team are responsible for promoting risk management planning. President/COOs and department heads of each subsidiary are also accountable for risk management.

Board of Directors: Based on legal compliance, business strategies, and the overall operating environment, the Board approves risk management policies, reviews and supervises their implementation, and bears ultimate responsibility for risk management.

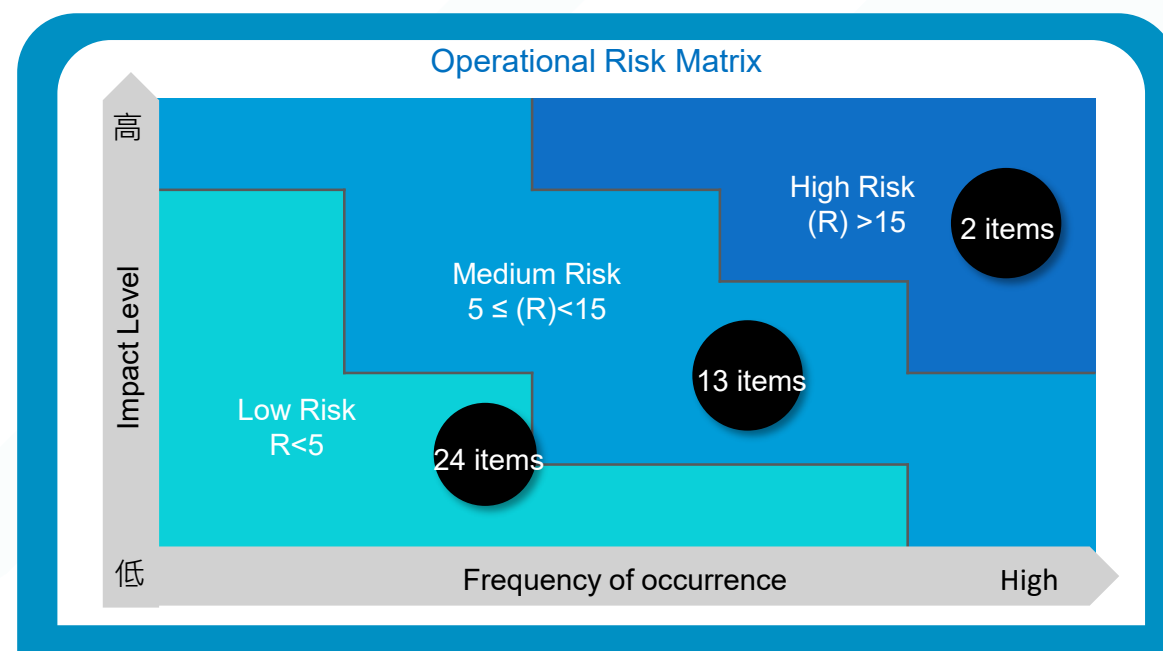
Risk Management Team: Reporting to the Sustainable Development Committee, this task force is responsible for establishing and integrating enterprise risk management mechanisms, executing risk management procedures, and regularly reporting results to both the Committee and the Board.

Climate Change Risk Team: Also reporting to the Sustainable Development Committee, this group manages climate-related risks and implements corresponding risk measures. Their findings are reported to the Risk Management Team and integrated into the company’s annual enterprise risk management implementation. General Managers/COOs and Department Heads: Each subsidiary’s GM/COO and departmental managers are responsible for assessing and monitoring risks within their units, formulating preventive and responsive measures, and ensuring effective execution.

Risk Identification

In 2024, the company’s Risk Management Committee conducted risk category identification for the company and its eight subsidiaries. The combined revenue of these entities accounts for over 90% of the company’s consolidated revenue. Risks were identified based on impact and likelihood to produce an operational risk matrix. Operational Risk Value (R) = Likelihood (L) × Impact (I). This year, 39 risk items were identified by the responsible risk units and assessed using a risk evaluation scale. Among them, 2 high-risk items, 13 medium-risk items, and 24 low-risk items. Of the high-risk items, 50% were related to economic (corporate governance) risks and 50% to social risks. Among medium-risk items, 85% were economic and 15% social. For details, refer to the risk matrix on page 61.





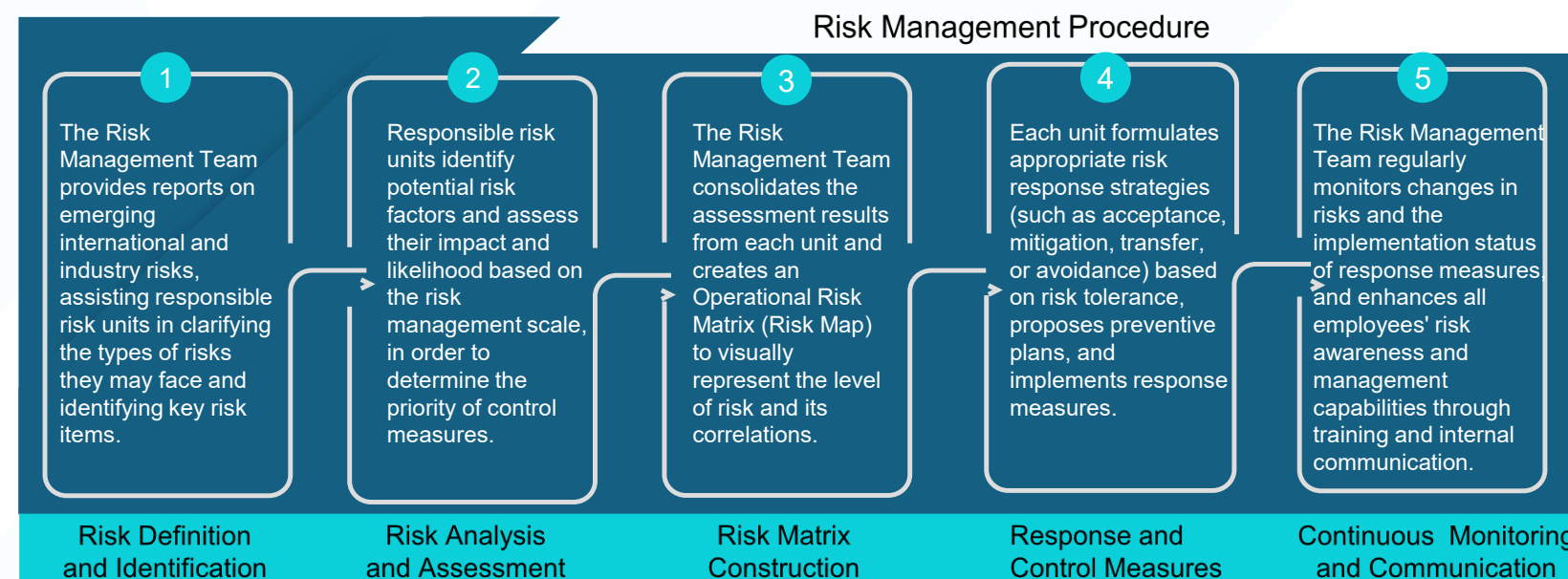
High Risk

- ✓ Geopolitical risk in China–U.S. relations
- ✓ Fire and facility safety risk

Medium Risk

- ✓ Export control/sanctions compliance risk
- ✓ Information security risk dispersion
- ✓ Phishing cyberattacks
- ✓ AI-related information security concerns
- ✓ Trends in the tech industry
- ✓ Power supply shortages in Vietnam
- ✓ Currency risk
- ✓ Sustainability-related compliance risk
- ✓ Over-concentration of sales channels
- ✓ Talent shortage in new process technologies
- ✓ Website defacement
- ✓ Human rights risks – customers
- ✓ Risk of information leakage

The company adopts different response strategies based on the level of operational risk. For 'low-risk' items- those with relatively low impact and likelihood- the company adopts an acceptance strategy and does not propose separate risk prevention or response plans. Risk prevention and response plans are formulated only for 'medium-risk' and 'high-risk' items. For details, please refer to pages 62~63 of this report.



Risk Management Training

In August 2024, the company conducted a risk management training session covering all entities within the consolidation scope. The course theme was “*Essential Knowledge of Enterprise Risk Management*.” The training targeted indirect employees of the company and eight key subsidiaries (aligned with the scope disclosed in this report). A total of 3,068 participants passed the test and completed the training, achieving a 92% completion rate. Delivered online, the training covered topics such as the relationship between enterprise risk management and employees, the purpose and process of risk management, and practical case studies. The course was presented in an engaging video format and incorporated recent real-world corporate risk incidents to illustrate the critical impact of risk management on business operations and employee responsibilities. This approach aimed to enhance employees' ability to identify and respond to risks in daily work and foster a risk-aware corporate culture. To improve learning effectiveness and reach, the training materials were provided in both Chinese and English, enabling employees from diverse language backgrounds to better absorb the content. The program was comprehensively rolled out across all subsidiaries to deepen the internalization and implementation of risk management concepts.

Risk Mitigation Measures

Risk Item	Potential Impact	Mitigation Measures
Geopolitical Tensions Between China and the U.S.	Due to escalating geopolitical tensions and supply chain restructuring between China and the U.S., various sanctions on products may occur, resulting in: (1) CBP investigations into TAA transitions; (2) increased decoupling, affecting ABC supply chains; (3) design and production shift to MIT, increasing cost and complexity, requiring SKU adjustment.	Continue to respond to TAA transition requirements by adjusting manufacturing models, securing sufficient backup suppliers, avoiding sanctioned suppliers, and aligning with U.S. procurement regulations. Research and implement countermeasures.
Fire Safety Equipment and Facility Risks	Aging equipment and poor electrical management may lead to fire safety deficiencies in leakage-prone or densely packed areas, potentially resulting in fire incidents, affecting operations, financial loss, and personnel safety.	Inspect and verify the safety of large electrical panels, clearly assign maintenance responsibilities; introduce fire prevention cloud platforms and AI monitoring; conduct regular training drills and guide external vendors to comply with safety measures.
Exchange Rate Risk	Subsidiaries conduct frequent transactions in foreign currencies. Exchange rate volatility—particularly under drastic monetary policy changes in the U.S.—may result in exchange losses.	- Increase U.S. dollar payments to achieve natural hedging effects. - Discuss market trends weekly in a small task force to adjust foreign exchange positions and better manage exchange rate risk.
Export Control and Sanctions Regulations	Countries or regions may issue export control lists or sanctions against specific businesses. If the company is prohibited from doing business with sanctioned customers or suppliers, it could impact production and sales and result in penalties or loss of business.	Continue monitoring international sanctions lists and use the E-Sanction system to control trading counterparts, avoiding transactions with sanctioned parties. Prioritize evaluating non-Chinese suppliers and verify the qualifications of original factories; monitor product origin and certification to ensure full compliance.
Sustainability and Regulatory Compliance Risk	In response to climate change and improving living conditions, governments worldwide are introducing more stringent environmental and regulatory standards (e.g., carbon neutrality, human rights, supply chain due diligence, transparency). This could lead to: (1) potential fines or penalties for non-compliance, affecting financial performance; (2) need for talent and resources to ensure compliance.	- Track the progress of sustainability legislation in various countries. - Continue to strengthen internal expertise and practical compliance measures regarding sustainability laws. - Introduce the RBA (Responsible Business Alliance) code of conduct to promote compliance with international laws and enhance protections for human rights, health and safety, and the environment across supply chains. - Meet applicable labor and sustainability requirements.
Green Procurement in Tech Industry (EPEAT)	The U.S. federal government requires IT procurement to meet EPEAT certification standards. Other states and private enterprises also use EPEAT as a green procurement reference. If the company cannot meet these standards, it may lose bids and impact competitiveness and revenue.	Establish a NEW EPEAT project team with the goal of obtaining Gold-level certification. Have multiple internal departments independently carry out respective certification tasks, system architecture construction, factory establishment, and related projects.
Customer Concentration Risk	If a major customer halts or significantly reduces orders, the company's revenue may decline.	Continue maintaining stable product demand from major customers to ensure a solid revenue base, while actively expanding the order share of other customers and new product lines. Additionally, explore new application domains to strengthen diversified revenue sources.

Risk Item	Potential Impact	Mitigation Measures
Shortage of Skilled Talent for New Engineering Technologies	A lack of external recruitment or incomplete training for new engineering technologies may result in a talent shortage. This mismatch with job requirements may reduce organizational efficiency and operational performance.	Established general courses on metals and molds to enhance employee knowledge, while leveraging government resources to assist technicians in obtaining skill certifications. Strengthened industry-academia collaboration to expand the talent pool, and broadened emerging recruitment platforms and internal referrals to improve talent reach and transformation capability
Power Supply Shortages in Vietnam	Insufficient power supply in Vietnam may cause unplanned power outages, impacting manufacturing and output, increasing idle costs and equipment damage, thereby affecting revenue.	During peak electricity demand periods in Vietnam, the company implemented staggered power usage, using generators and adjusting work shifts as countermeasures. Two 2500 KVA generators were purchased for emergency use, capable of supporting 70% of MPT Vietnam's load, while Getac Vietnam adjusted its production scheduling accordingly
Confidential Information Leaks	Customer data may be leaked due to hacking or internal mishandling, leading to loss of customer trust, legal penalties, and company reputation damage.	Regularly perform cybersecurity scans and vulnerability updates on cloud and edge devices, with a dedicated cybersecurity unit managing operations in accordance with regulations. Confidential data is encrypted during transmission and monitored by firewalls, while O365 labeling and Active Directory (AD) access control are implemented to reduce the risk of data leaks
Data Security Risk from Dispersion	If cloud services experience account leaks or intrusions, customer data may be compromised, resulting in trust loss, legal penalties, and damage to the company.	Separated company networks and established firewall access rules, with access permissions managed through AD accounts, to strengthen cybersecurity protection and reduce the risk of data leaks.
AI-Related Information Security Issues	Improper or unintentional upload of sensitive information to public cloud platforms via AI tools may cause contract breaches, technical leaks, and business disruption.	Established an AI usage policy prohibiting the upload of confidential information, strengthened employee education and conducted regular audits, and set up an AI Steering Committee to ensure compliant application.
Customer Privacy Protection	If customer data is used externally without consent, it may result in privacy violations, misuse risks, and regulatory non-compliance.	Our company regularly scans cloud and edge devices for cybersecurity vulnerabilities and uses firewalls to control data transmission. Customer and personal data handling practices are periodically reviewed to ensure compliance with GDPR and EU regulations. Only necessary information is collected, with a consent mechanism in place, a published privacy policy, and the use of compliant SaaS services within the EU. In addition, annual TISAX audits and employee training are conducted to strengthen cybersecurity and compliance awareness.
Phishing Attacks	Hackers may use phishing emails or malicious links to infiltrate systems and steal data, potentially harming the company's reputation and resulting in customer loss and financial damages.	Enhanced cybersecurity measures include regular employee training and social engineering drills, deployment of firewalls and intrusion detection systems, use of antivirus and vulnerability scanning tools, and activation of email MFA and Exchange upgrades to comprehensively strengthen protection.
Website Tampering	Malicious tampering with the company's website could mislead users, causing complaints, trust damage, and information leakage.	Regularly monitor the official website to prevent tampering and enable immediate fixes, conduct website vulnerability scans, and address external exposure risks. Promote the use of strong passwords, multi-factor authentication, and regular software updates to enhance overall cybersecurity protection.

3.5 Human Rights Management

In response to the growing global focus on human rights, companies have a responsibility to ensure that the rights of all stakeholders are respected and protected throughout their operations. Our company upholds the core values of human dignity, equal treatment, and zero tolerance for discrimination. We are committed to fostering a safe, fair, and inclusive workplace and aligning with international standards such as the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

Getac Human Rights Policy

Our company is committed to upholding fundamental human rights. In alignment with the Responsible Business Alliance (RBA) Code of Conduct, we have established a dedicated Human Rights Policy aimed at enhancing awareness among our employees and stakeholders, eliminating all forms of human rights violations, and fostering a respectful work environment.

We have also implemented a confidential and accessible internal grievance mechanism to ensure the effective enforcement of this policy. Additionally, we require our suppliers to adhere to the same human rights principles and core values in their operations.

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

We comply with labor laws in each country where our production sites are located, and our recruitment channels explicitly state that we do not hire individuals below the legal working age. Internally, we have established the "Child and Juvenile Labor Management Guidelines" to strictly control at the source. During recruitment, HR staff use a second-generation ID card reader to verify identity and age. The onboarding system includes a fail-safe mechanism: when entering the employee's age, the system automatically flags underage individuals and notifies the HR team for further handling. To prevent employees from using false identities, interviewers are instructed to randomly verify personal information by asking for details such as ID numbers or zodiac signs and observing natural reactions for signs of falsification. We encourage employees to report any incidents of false ID usage to help identify any child labor cases early and ensure proper care. If child labor is found, the child must immediately cease work. A designated staff member will accompany the child to a hospital for a health checkup and notify the local labor bureau. The company must not terminate the child immediately. If the child is healthy and with the labor bureau's approval, the company will assign someone to escort the child home, bearing all related costs. The company will also investigate the cause of the wrongful hire and implement effective measures to prevent recurrence.

In 2024, there were no instances of hiring or mistakenly employing child labor.

Prohibition of Discrimination, Sexual Harassment, and Workplace Bullying

Getac Holdings is committed to identifying and eliminating workplace discrimination, ensuring fairness across the organization. Employees shall not be treated differently in hiring, promotion, compensation, training, job assignments, or termination based on race, gender, sexual orientation, age, disability, religion, color, or nationality. The Employee Code of Conduct explicitly prohibits discrimination, sexual harassment, and bullying. At our operations in China and Vietnam, sexual harassment and bullying are covered under employee grievance and whistleblowing procedures to safeguard employee rights. In Taiwan, measures to prevent workplace sexual harassment and to promote gender equality and dignity are enforced in accordance with Article 13, Paragraph 1 of the Gender Equality in Employment Act and the Ministry of Labor's "Regulations for Prevention, Complaint, and Disciplinary Measures for Workplace Sexual Harassment." We have established a Sexual Harassment Complaint Committee and clear procedures for handling complaints. If a case is substantiated, the company will take disciplinary action depending on the severity. If the case involves criminal liability, the company will assist the complainant in filing a report. In the event of a false accusation, the complainant will be subject to appropriate disciplinary action under company rules. Decisions made by the Complaint Committee will be followed by tracking, assessment, and oversight. Details of the handling of unlawful infringement cases are available on page 67 of this report.



Collective Bargaining Agreement Protection

Getac respects and upholds the fundamental rights of employees, including the right to collective bargaining. In Taiwan, a labor-management committee has been established in accordance with the Labor Standards Act and the Implementation Regulations for Labor-Management Meetings. In China and Vietnam, trade unions have been formed based on each country's respective Trade Union Law. As of 2024, approximately 91.2% of Getac employees are covered by collective agreements. In the event of major operational changes, Getac notifies trade unions in advance as required by law—10 to 30 days prior in Taiwan, and at least 30 days in China and Vietnam.

No employee strikes or work stoppages occurred in 2024.

The Percentage Of Employees Covered By Group Collective Bargaining Agreements	2022	2023	2024
Employees Covered by Collective Agreements	6,537	7,138	8,164
Total Employees	8,039	7,975	8960
Coverage Rate (%)	81.32%	89.50%	91.12%

Freedom of Association

The company supports employee participation in club activities and has established the Club Application and Subsidy Guidelines through the Employee Welfare Committee. Any club promoting physical and mental well-being is eligible to apply for funding. In 2024, active clubs included yoga, hiking, badminton, table tennis, basketball, golf, darts, and community service groups. These activities aim to help employees relieve work-related stress and maintain a healthy work-life balance. Employees who participate in external provincial or regional sports competitions—such as marathons or dance contests—are also eligible for company-sponsored rewards to further encourage fitness and overall well-being. There were no violations of freedom of association reported in 2024.

Prohibition of Forced Labor

All Getac production sites strictly prohibit forced labor. Clear regulations on working hours and rest periods are set out in the *Labor Management Rules* and *Employee Attendance Policy*. When overtime or shift adjustments are required due to production needs, employees must voluntarily sign an *Overtime and Shift Adjustment Application*. If an employee chooses not to work overtime, they may directly inform their supervisor, who may not enforce it.

Wage and overtime compensation standards across all sites comply with local labor laws. Trade unions have been established at Getac Kunshan, MPT Kunshan, MPT Suzhou, and Getac Changshu. In accordance with the *Collective Labor Agreement*, these unions have defined policies regarding employment terms, working hours, rest periods, occupational safety and health, special protections for female employees, and employee benefits.

In Vietnam, in addition to adhering to local labor regulations, Getac has established an attendance policy that sets specific working hours for each shift, requiring a 10-minute break for every 2 hours worked. All departments follow these regulations. Moreover, MPT Kunshan, MPT Suzhou, and MPT Vietnam (RBA-certified facilities) adhere to the labor and human rights standards outlined in the Responsible Business Alliance (RBA) Code of Conduct, and undergo third-party external audits.

No cases of forced labor were reported in 2024.

Human Rights Training for Security Personnel

All security personnel—whether directly hired or contracted through licensed third-party providers—undergo security training. This includes basic security principles, human rights awareness, hands-on drills, and case-based training to enhance real-time response capabilities. In-house security staff are included in the company's annual employee training plan, while third-party providers are required to complete human rights training for all assigned personnel during the period of service. In 2024, 100% of both in-house and outsourced security staff successfully completed human rights education and training.

Human Rights Awareness and Education

Human rights training is a key component of promoting sustainable development. The Company and its subsidiaries organized various courses and campaigns on human rights topics, including gender-friendly workplaces, understanding workplace sexual harassment, overview of unlawful workplace violations, anti-corruption and labor rights advocacy. These efforts aim to promote labor rights and curb the spread of corruption. Additionally, for ESG-responsible units, the Company arranged a “General Education on RBA (Responsible Business Alliance)” to help employees understand corporate social responsibility and foster the integration of human rights and sustainable development. In 2024, a total of 8,556 training sessions were attended worldwide, with 8,409 participants successfully completing the post-training assessments—resulting in a completion rate of 98.28%.

Human Rights Risk Identification

To emphasize human rights and align with the OECD’s Due Diligence Guidance for Responsible Business Conduct, the Company’s Risk Management Team conducted a human rights risk identification exercise from three perspectives:

1. Employer Perspective: Identified 5 risks: Forced labor, freedom of association, discrimination, illegal employment of minors, and occupational health & safety.
2. Purchaser Perspective: Identified 5 risks: Forced labor, lack of legal rest pay or wages, various forms of discrimination and harassment, labor health & safety incidents, and use of conflict minerals.
3. Service Provider/Product Perspective: Identified the risk of violating the EU’s GDPR (General Data Protection Regulation) regarding personal data protection.

Eight subsidiaries were invited to participate in this exercise, including representatives from HR, procurement, legal, and EHS (environment, health, and safety). Each identified issue was assessed based on risk likelihood and impact severity, and corresponding preventive or mitigation actions were proposed for high-risk issues. The scoring system assigned a maximum of 25 points per issue. Risk Value (R) = Likelihood (L) × Impact (I).

- As a provider of products and services, the protection of customer personal data has been identified as a medium-level risk. The corresponding response measures are outlined under the section “Compliance Risks Related to Personal Data Retention or Usage” on page 63 of this report. In the event of a personal data breach, the company will immediately halt the breach and mitigate any losses. Simultaneously, corresponding actions will be taken, followed by a thorough review and implementation of preventive measures. Disciplinary actions will also be enforced against personnel involved in any violations, in accordance with internal regulations.

- For employer, purchaser, and investor roles, all 15 identified issues had Risk Values ≤ 5, classified as low risk. This is because the Company’s major production sites and suppliers are concentrated in Taiwan, China, and Vietnam, and its investment targets are also located in Taiwan—countries where labor and human rights protections are codified by law. According to the Company’s risk management policy, low-risk items are to be monitored and do not require specific risk prevention or mitigation plans.

Human Rights Risk Identification Results

Role	Description of Risk	Stakeholders	Risk Level
As a provider of products and services	Customer personal data protection	Product and Service User	6, Medium
As an Employer	Long working hours and overtime leading to work-life imbalance, affecting physical and mental health	Excessive working hours	≤5, Low
	Restricting or prohibiting employees from exercising their right to freely associate	All Employees	≤5, Low
	Employees subjected to physical, verbal, or sexual harassment or abuse	All Employees	≤5, Low
	Failure to verify the age of new hires, potentially resulting in the employment of underage workers	All Employees	≤5, Low
	Failure to provide adequate job training or safety education, leading to overexertion, occupational diseases, injuries, or death	All Employees	≤5, Low
As a Procurement	Suppliers frequently demanding excessive overtime from workers, affecting quality, delivery schedules, and employee rights; may result in violations, penalties, or reputation damage	Employees of suppliers	≤5, Low
	Harassment, abuse, or discrimination leading to litigation, regulatory risk, and significant reputational impact	Employees of suppliers	≤5, Low
	Health and safety incidents related to suppliers’ hazardous operations or poor working conditions	Employees of suppliers	≤5, Low
	Suppliers’ Illegal Employment of Child Labor	Employees of suppliers	≤5, Low
	Supplier raw materials may originate from forced labor, child labor, or conflict regions, infringing on local human rights and livelihoods, and posing a reputational risk	Employees of suppliers	≤5, Low

Employee Consultation and Grievance Channels

Getac has established diverse and accessible internal communication channels to continuously listen to employee feedback. Each subsidiary has a unified corporate portal and its own Employee Information Portal (EIP), which is set as the default homepage. These platforms serve as key tools for communication and service, delivering company announcements, latest news, policies, system links, and departmental information. In 2022, the EIP was upgraded to version 2.0, significantly improving the user experience through a redesigned interface. Employees can access other subsidiaries' EIPs through the unified homepage, facilitating real-time communication and information sharing across subsidiaries, which enhances work efficiency and collaboration.

In addition, operating sites in Taiwan and China utilize social platforms such as Microsoft Teams and WeChat public accounts to communicate with employees in real time. Employees can express opinions via these social tools, email, or employee satisfaction surveys.

Whistleblowing and Grievance Mechanism

The company and its subsidiaries provide accessible channels for both internal and external parties to report any dishonest or illegal activities. A grievance and whistleblowing system is in place to address misconduct, environmental violations, workplace harassment, and labor or human rights concerns. These mechanisms ensure the whistleblower's identity is kept confidential and protect them from retaliation or harm. Upon receiving a report, the relevant auditing or responsible unit will investigate within a specified timeframe and maintain communication with the whistleblower regarding case progress. If a violation is confirmed, disciplinary or remedial measures are taken in accordance with company policies to prevent recurrence.

Total Number of Employee Feedback and Grievance Cases

In 2024, the company received a total of 212 feedback and grievance cases worldwide. Of these, 209 were related to employee compensation and benefits (such as allowances, attendance bonuses, and lodging subsidies) and personal life concerns. These issues have been appropriately resolved through thorough communication with employees, with ongoing efforts to improve employee satisfaction and the quality of the working environment. The remaining 3 cases involved unlawful harm. Investigations were completed in accordance with the company's "Whistleblower Management Procedures" and "Workplace Violence Prevention Program," and the results were communicated to the relevant parties.

To further improve, the company plans to enhance training and seminars related to unlawful harm prevention and promote information that supports the creation of a friendly workplace. The company remains committed to advocating for a safe and inclusive work environment, strictly prohibiting unequal treatment, discrimination, sexual harassment, and workplace bullying, while actively promoting two-way communication among employees.



Employee Complaint Channel

Taiwan

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

China

GTK MPTK MPTZ GKS	Getac's WeChat Account "Complaints and Suggestions" Channel Employee Relations Email Speakout.kshr@mpt-solution.com.cn
GCS	Getac's WeChat Account "Complaints and Suggestions" Channel Employee Relations Email speakout@getacauto.com.cn

Vietnam

MPTV	Employee Relations Email Speakout_vnhr@mpt-solution.com.vn Physical Employee Suggestion Box
GVL	Employee Relations Email: Speakout_GVL@getacauto.com.vn President's Email Box

3.6 Information Security

Information Security Organizational Structure

Information security attacks can disrupt business operations or leak confidential information, potentially causing operational downtime, financial loss, reputational damage, legal liabilities, and customer attrition. Therefore, building resilience in information security has become a key issue for enterprises seeking to mitigate such risks.

To address these challenges, the company has established an Information Security Committee, as shown in the organizational chart below. The committee is chaired by the Chairman of the Board, who serves as the Chief Commissioner. It acts as the highest authority for guidance and arbitration on information security matters. Its responsibilities include setting strategic direction for information security policies, supervising implementation, planning initiatives, and coordinating all related tasks.

Additionally, the Information Security Committee appoints security auditors, information security representatives, a system implementation task force, and an incident response team to develop, execute, and rehearse information security is critical to enterprises, especially in an era of increasing cyberattacks. These security operations. The committee meets quarterly to review implementation plans and progress reports. To stay ahead of constantly evolving domestic and international cybersecurity trends and industry alerts, the task force tracks technological developments and integrates internal and external expert recommendations. These updates are reported during committee meetings, where responsive strategies are formulated and presented by the Chief Commissioner to the Board of Directors.

Through this organizational structure and operational model, the company is equipped to effectively address cybersecurity challenges, reduce risks, and ensure operational stability.

Information Security Committee Operations

In 2024, the Information Security Committee held a total of four meetings. The main cybersecurity defense initiatives completed included:

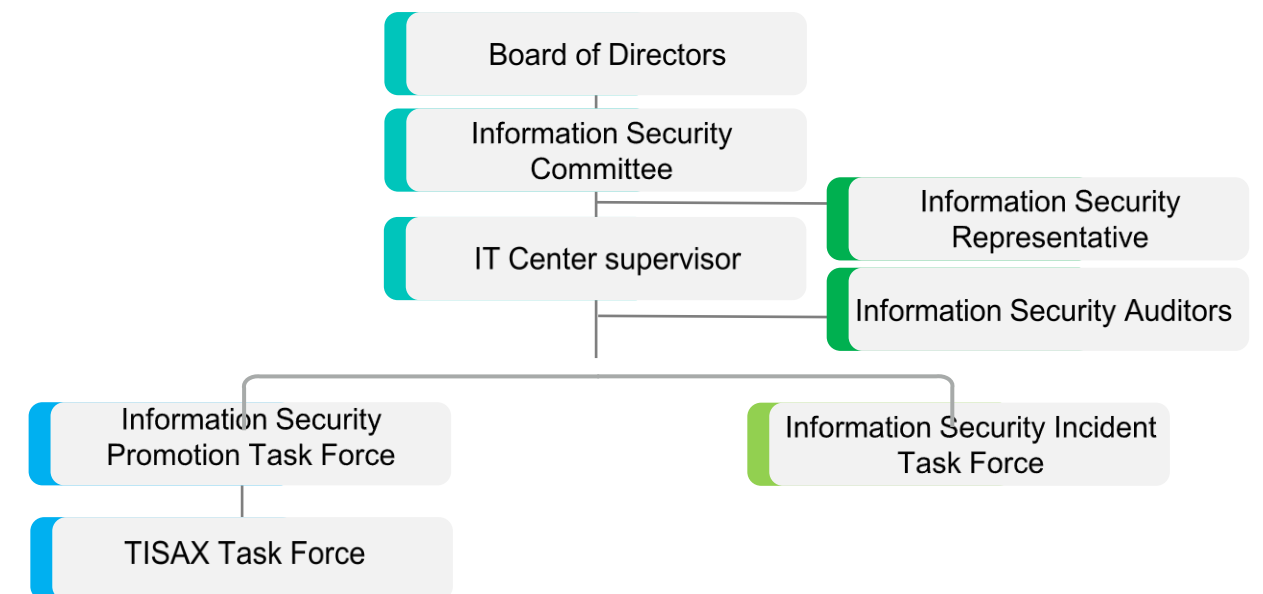
1. Regular Social Engineering Drills: Programs were conducted to train employees to recognize new types of phishing scams. Employees who failed the assessment were given additional training sessions to enhance their cybersecurity awareness.
2. Implementation of Two-Step Verification for Company Emails: All company email accounts were set up with two-step verification to reduce the risk of hacker intrusion in the event of employee account theft.
3. Regular Internal and External Vulnerability Scans: Comprehensive reviews covering five key areas: network security, website security, email, account passwords, and cloud security.

Exposure risks were analyzed, and corresponding response plans were developed.

4. Discuss critical cybersecurity intelligence and implement protective measures in real time.
5. Approve or adjust various information security budgets.
6. Supervise the transition to ISO 27001:2022 certification.

The company did not incur any losses due to information security incidents in 2024.

Organizational Chart of Information Security



Cybersecurity Defense Measures

To ensure that Getac's security protection systems stay up to date, multiple measures were implemented in 2020 to address existing and potential future risks. On the management side, this included strengthening the cybersecurity governance framework and strictly controlling user access rights. On the hardware side, Getac introduced a cybersecurity monitoring platform and established internal firewalls and a GDMS (Global Device Management System). These efforts provided comprehensive protection from the core to the periphery, enhancing overall information security.

2021 All global operating sites have completed corporate information security risk assessments. Based on each site's operational model, appropriate security levels were defined, and risk assessments were conducted on various data center equipment. Risks were rated as low, medium, or high across categories such as data, software, physical infrastructure, services, and personnel, with corresponding security measures implemented to address identified vulnerabilities.

2022 In response to increasingly complex cyberattacks, we have not only maintained ongoing daily management but also established a rapid recovery framework. This ensures that, in the event of system or data damage, operations can be restored within 12 hours of identifying the issue. Additionally, a real-time backup environment has been implemented for the ERP core system, significantly reducing the risks of business interruption and data loss.

2023 In light of the increasing frequency of global cybersecurity attacks, we initiated internal network segmentation to prevent potential zero-day attacks and hacker intrusions. All corporate network segmentation tasks were completed in August.

2024 In response to the increasing threat of phishing emails, the Company and all its subsidiaries have fully implemented a two-step verification mechanism for email systems. In addition, we have produced basic cybersecurity awareness videos in multiple languages to enhance employee understanding of information security. During supplier conferences, we also provide cybersecurity awareness videos to jointly improve the information security of the supply chain.

2025 We are moving toward a zero-trust architecture to strengthen the Company's overall cybersecurity controls. Beyond deploying endpoint protection software, we are also exploring the implementation of a Secure Access Service Edge (SASE) network framework to secure both internal and external access to company resources.

Getac Information Security System Architecture

Information Security Verification	Information Security Protection	Intrusion Detection	Event Response	Disaster Recovery
- Threat intelligence analysis - Information asset inventory - Password management / two-factor authentication - Source IP filtering - Website content filtering - Network monitoring	- Antivirus software - Next-generation firewall - Endpoint protection software - Spam protection - External network attack prevention - Data encryption mechanism - Social engineering drills - WAF protection system	- Antivirus software - Next-generation firewall - Endpoint protection software - Spam protection - External network attack prevention - Data encryption mechanism - Social engineering drills - WAF protection system	- Information security incident reporting - Incident response SOP - Cybersecurity response team - Security incident awareness - TWCERT membership - Penetration testing and drills - Disaster Recovery	- Multi-version backups - Offsite backups - Cloud backups - Rapid system restoration - Offsite support



Cybersecurity Certifications

To align its cybersecurity management and personal data protection capabilities with international standards and meet the requirements of major global clients, Getac Holdings obtained ISO 27001 Information Security Management System certification in 2019. In 2020, the company further obtained the TISAX (Trusted Information Security Assessment Exchange, based on VDA ISA) certification for automotive security assessment information exchange. This made Getac one of the few domestic manufacturers with both ISO 27001 and TISAX dual certifications. By 2023, three plants under Getac's automotive business group—Getac Changshu, Getac Kunshan, and Getac Vietnam—had passed TISAX certification. That same year, Getac Technology also passed the stricter, updated version of the TISAX certification. In 2024, Getac Technology once again passed the updated ISO 27001:2022 cybersecurity certification.



AI Applications and Cybersecurity Governance

As artificial intelligence (AI) becomes increasingly widespread, the company has actively adopted AI technologies to enhance operational efficiency and foster innovation. An internal AI Steering Committee has been established to oversee the development and governance of AI applications. In addition to promoting the development and integration of AI tools, the committee also formed an AI Governance Task Force responsible for implementing usage guidelines and management systems, strengthening controls over cybersecurity and ethical risks.

To ensure safe and compliant use, the company has enacted the AI Tools Usage Management Policy, which outlines key principles for employees, including:

- Prioritizing the use of the internally developed, closed-loop AI platform “NOVACORE”
- Prohibiting the input of confidential data into external AI tools
- Verifying the accuracy of AI-generated content
- Complying with all relevant information security and data

protection regulations

- Through clear policy guidelines and employee training, the company aims to support the responsible use of AI technologies and reduce potential risks.

If employees suspect a data breach, intellectual property infringement, or any other violation of this policy while using AI tools, they are required to promptly report the issue to their direct supervisor and notify the AI Steering Committee to trigger follow-up investigations and response measures, ensuring information security and sustainable business operations.

Information Security Training

In addition to strengthening our hardware and software defenses—such as active monitoring, alerts, and threat detection—we place significant emphasis on employee cybersecurity education and daily vigilance. To address future security risks, we maintain a high level of alertness, adopting a multi-layered protection strategy and integrating cybersecurity awareness into internal management systems.

All staff in the Information Security Department are required to complete relevant training to ensure they are equipped with the knowledge to counter potential threats. Employees involved in TISAX projects must also undergo dedicated training on preventing phishing attacks as part of TISAX compliance.

To foster a unified understanding of cybersecurity across the organization, Getac issues internal guidelines titled “Employee Information Security and Computer Usage Policy.” Information security awareness is also a required module in our onboarding training. Periodic reminders are disseminated through the internal portal and email

communications. To further reinforce secure email practices, warning banners are embedded in the subject and content of external emails to enhance awareness.

We also conduct regular announcements and direct communication to strengthen employees’ familiarity with security protocols. Digital signage systems are installed in offices and manufacturing facilities to deliver continuous and repetitive awareness messages.

To further raise cybersecurity risk awareness, we provide various training courses, including topics such as “How hackers attack computers”, “Data leakage channels”, Risks of using unauthorized software’, ‘Legal implications of computer misuse’, and Cybersecurity risk management and response strategies’. Given that phishing remains one of the most common intrusion methods, our IT team developed an in-house phishing simulation platform to conduct social engineering drills. In 2024, we conducted four phishing simulation campaigns targeting indirect employees globally. Each drill involved sending over 3,100 simulated phishing emails to staff, and the average pass rate across the four drills remained at 95.7%.



REPORT



AI Promotion Committee

AI Manager
GTH.AI.Manager@getac.com.tw

3.7 Intellectual Property



Intellectual Property Management

We are committed to building a robust intellectual property management system to protect our innovations and technical assets. This includes actively filing and managing patents, optimizing portfolio strategies, and strengthening the monitoring of potential infringement risks. We also promote licensing and strategic collaborations to maximize the value of our intellectual property. Our management framework covers trade secret protection, trademark oversight, and patent planning. Through these efforts, we aim to maintain a competitive edge in the market and achieve sustainable long-term growth.

Measures For Protecting Trade Secrets

- **Employee Confidentiality Obligations:** Confidentiality requirements for employees are enforced through internal policies and project management procedures to safeguard trade secrets.
- **Third-Party Confidentiality:** Confidentiality agreements are signed with external parties to ensure proper management of their confidentiality obligations.
- **Work Area Security:** Security measures such as access control and surveillance systems are implemented to ensure workplace safety.
- **Information Security Management:** An Information Security Management Committee has been established to formulate information security policies and usage guidelines, manage cybersecurity for devices, and ensure software compliance. Social engineering drills are conducted quarterly to reduce the risk of information leaks.
- **Certifications:** Certified under both ISO 27001:2022 and TISAX standards.
- **Training:** Employees receive regular advocacy and training on trade secret protection to enhance awareness of relevant regulations and laws.
- **AI Tool Management Policy:** An AI tool management policy has been developed, communicated, and implemented across all global subsidiaries. Employees are prohibited from submitting confidential information to external AI platforms and are encouraged to use internal closed-loop AI tools to protect trade secrets.

Trademark Management Measures

- **Centralized Trademark Management:** Trademark-related information is centrally managed through the e-Trademark electronic platform to ensure the validity and protection of trademark rights.
- **Risk Assessment Before Use:** Prior to using new trademarks, risk assessments are conducted—including database searches across countries—to ensure there are no potential infringement issues.
- **Trademark Protection:** Trademark enforcement actions are taken by verifying suspected infringement cases and asserting rights, thereby reducing the risk of violations.

Patent Planning And Management Measures

- Established patent policies and incentive programs to encourage technological innovation, including bonuses and public recognition.
- Collaborate with internal and external resources to jointly prepare patent applications, ensuring that only valuable patents are filed.
- Optimize the electronic patent platform to improve management efficiency, protect employee innovations, and enhance patent quality and competitiveness.
- Conduct product infringement risk assessments and implement design-around strategies to reduce the risk of infringement.
- Build a patent portfolio with both offensive and defensive capabilities to enhance strategic protection.
- Provide periodic patent-related education and training to enhance employees' patent knowledge.

Intellectual Property Operations

Trademark Management

A total of 183 trademarks have been registered across 55 countries, including “Getac,” “Getac Select,” and “Atemitech.” The company uses the Getac trademark to market products and services globally, strengthening brand recognition. Co-branded case studies with key customers further enhance brand reputation and influence. These efforts support the company’s corporate and brand identity in the market, helping to expand sales channels and generate revenue.

Patent Applications

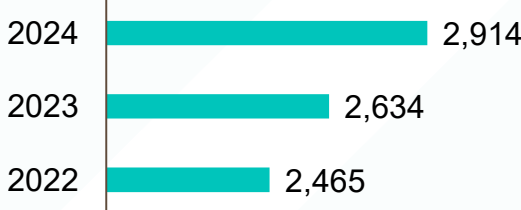
In 2024, we invested NT\$1.873 billion in R&D, accounting for approximately 5.3% of consolidated revenue. Our R&D focuses on delivering the best user experience through differentiated design and process technologies to enhance competitiveness. Subsidiaries are encouraged to meet annual patent targets. In 2024, we obtained 369 new domestic and international patents, bringing the company’s total to 2,914 patents—an increase of 10.6% compared to 2023.

Expense of Research & Development

Unit: NTD (Million)



Total Accumulated Patents



Approved patents cover solutions across multiple fields and are applied to product design to enhance functionality and competitiveness, broaden product applications, and create more sales opportunities—ultimately increasing revenue. At the same time, the company strengthens its capability to deliver tailored solutions that meet industry needs. All existing patents are comprehensively reviewed on a quarterly basis to assess infringement risks. The Intellectual Property team communicates closely with the R&D department to provide analysis and, when necessary, recommends design-around strategies to ensure operational freedom.

Patent Education and Training

In 2024, we conducted online patent training for RSBU/VSBU employees to strengthen their understanding of patents. The training included five modules:

1. Fundamentals of the patent system
2. Criteria for patentability
3. Patent application process and practices
4. Interpretation and analysis of patent documents
5. Updates on U.S. patent obviousness guidelines

Each module included a post-training quiz to ensure full comprehension. To date, over half of RSBU/VSBU staff have completed the training, with more than 90% passing the tests. Through this systematic training and evaluation process, we aim to enhance patent awareness, improve product market competitiveness, and reduce litigation risk and potential infringement.

Patent Platform Optimization Program

A newly purchased patent management system is scheduled to go live in Q2 2025. In line with patent workflow requirements, we are working closely with system vendors and IT teams to customize features. This system will integrate the full process from patent proposal to approval and enhance efficiency through deadline alerts, improving patent lifecycle management. Digital patent management will also increase decision-making accuracy and support our digital transformation strategy, thereby strengthening corporate competitiveness.

Given the intensity of patent litigation in the market, our subsidiary Getac Technology has implemented a new patent proposal review system to protect proprietary technologies and prevent infringement. The system evaluates proposals across three criteria: Patentability, Product applicability and Market competitiveness. Each proposal is assessed by three departments and categorized into four levels:

- Level 1: High ratings in all three areas; recommended for application and international deployment.
- Level 2: Lacking in one area but still recommended for application; country deployment is at the discretion of senior managers.
- Level 3: Only patentable; typically for defensive applications.
- Level 4: Low or no ratings across all areas; not recommended for application.

The Intellectual Property Management Department also enforces strict timelines: the first effective filing in any country must be completed within three months of receiving the proposal, and global filings should be completed within two months from that first filing. To encourage innovation, we revised the patent incentive program and launched a patent proposal competition with monetary awards.

4 ENVIRONMENTAL PROTECTION

4.1 Environmental Policy

4.2 Climate Change Response

4.3 Water Resource Management

4.4 Waste Management

4.5 Corporate Pollution Prevention

4.1 Environmental Policy



Amid escalating global climate risks and growing sustainability awareness, international expectations for corporate environmental responsibility have become increasingly stringent. With the implementation of the EU Corporate Sustainability Reporting Directive (CSRD), companies are now expected to strengthen their management of climate change, resource use, and pollution control. The directive also calls for greater transparency and consistency in sustainability disclosures across the supply chain. For export-oriented industries, environmental compliance has become a prerequisite for collaboration with international clients and brands. In response, Getac actively aligns with global frameworks such as the Paris Agreement, the UN Sustainable Development Goals (SDGs), and the Task Force on Climate-related Financial Disclosures (TCFD). Based on emission inventories, we have set clear reduction targets to drive down greenhouse gas emissions and improve resource efficiency. At the same time, we are reinforcing governance and execution in critical areas such as climate adaptation, water conservation, waste management, and air pollution prevention. Through institutionalized management and concrete actions, we are committed to building a low-carbon, energy-efficient, and responsible green operating model—working together with our customers to advance a sustainable value chain.

Getac is committed to the principle of “Protecting the Environment, Advancing Sustainability.” To this end, the company has established a comprehensive environmental policy that mandates all operational sites comply with local environmental regulations. Key initiatives include conserving natural resources, promoting product recycling and reuse, improving energy efficiency, reducing greenhouse gas emissions, and eliminating the use of environmentally hazardous substances to minimize ecological impact.

Getac Environmental Policy

- 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.

4.2 Climate Change Response

Climate Change Management and Disclosure

As part of our core commitment to sustainable corporate development, Getac actively addresses the risks and opportunities posed by climate change. Since officially becoming a supporter of the Task Force on Climate-related Financial Disclosures (TCFD) in 2022, we have integrated climate-related issues into our overarching business strategies and enterprise risk management framework, recognizing them as key sustainability priorities and critical sources of operational risk. To enhance climate governance and transparency, we publish an annual TCFD report that covers both the parent company and eight major subsidiaries, aligning in scope and structure with this sustainability report. The report systematically outlines our approach across four pillars: Governance, Strategy, Risk Management, and Metrics and Targets. It serves as a foundation for our medium- and long-term carbon reduction plans and adaptation strategies, supporting alignment with the UN's 2050 net-zero emissions goal. In 2024, we participated in the international Carbon Disclosure Project (CDP) for the first time from a consolidated perspective and received a B rating (Management Level) in climate change, demonstrating our operational maturity in climate governance. Subsidiaries including Getac Technology, Atemitech Corp., and Getac Vietnam also disclosed climate-related data to the CDP independently and each received a B rating, reflecting consistent climate risk identification, strategic planning, and mitigation efforts across all key sites. Looking ahead, we will continue to strengthen our capacity to identify and respond to climate risks, accelerate our low-carbon transition, and design forward-looking environmental action plans. Our goal is to align with the global net-zero agenda and help build a cleaner, more sustainable future.



**A Little Less Emission,
A Lot More Future**

Climate Governance Framework: From Strategic Oversight to Execution

Getac's Sustainability Development Committee reviews climate-related risks, opportunities, and the progress of actions annually. Each operational site forms a cross-functional climate task force based on local environmental and regulatory needs. These teams handle climate risk identification, data consolidation, carbon inventories, and the promotion of energy-saving and emissions-reduction initiatives.

To strengthen coordination and decision-making, Getac has adopted the PDCA (Plan-Do-Check-Act) cycle. This approach ensures climate actions are goal-driven, evidence-based, and continuously improved. Going forward, we will align with the IFRS Sustainability Disclosure Standards (ISSB) and SBTi (Science Based Targets initiative) requirements.

- Board of Directors

The Board holds the highest authority in risk management, responsible for approving risk policies and overseeing implementation in accordance with legal, strategic, and business considerations. It is ultimately accountable for climate-related risk governance.

- Sustainability Development Committee

Authorized by the Board, this committee serves as the company's central decision-making body for sustainable development. It leads the assessment and response strategies related to climate change risks and opportunities. The Climate Risk Task Force under its purview identifies relevant issues and reports findings to the Risk Management Team, integrating them into the overall enterprise risk management framework. Outcomes are reviewed and approved by the ESG Committee and submitted to the Board for resolution.

- Climate Change Risk Team

This task force conducts annual assessments of climate-related risks—including regulatory, technological, market, reputational, and both acute and chronic physical risks. Based on the findings, it supports risk management through scenario analysis, financial impact assessments, and the development of mitigation and adaptation strategies. Results are reported regularly to the Risk Management Team and integrated into the company's annual ERM (Enterprise Risk Management) plan. Progress is also shared with the Sustainability Development Committee and the Board. All processes follow the company's formal risk management framework (see Section 3.4 of this report).

- General Managers/COOs and Department Heads of Subsidiaries

These individuals are the first line of accountability for risk management in their respective units. They are responsible for assessing and monitoring risks, while proposing targeted prevention and response strategies. These may include pursuit, acceptance, mitigation, transfer, or avoidance—ensuring the company remains agile and resilient in the face of climate-related challenges.

Climate Risk and Opportunity Identification Process

To systematically identify and manage climate-related risks and opportunities, Getac has established a dedicated Climate Risk Task Force. Guided by the TCFD framework and aligned with the CDP 2024 questionnaire modules (C2: Risk and Opportunity Identification, C3: Scenario Analysis), we have developed a standardized procedure as outlined below:

1. Basis for Identification and Data Integration

We consolidate information from international sustainability regulations (e.g., IFRS S2, EU policies), global climate research and industry trends, key customer ESG requirements, and internal operational data. This integration supports the development of a comprehensive list of climate-related risks and opportunities.

2. Assessment Process and Meeting Mechanism

Regular "Climate Risk and Opportunity Identification and Assessment Meetings" are held, involving senior executives from subsidiaries and responsible risk units. During these sessions, potential risks and opportunities from the list are reviewed and classified. Each item is scored based on likelihood and potential impact to form a risk/opportunity matrix. As a standard, this identification is conducted biennially, with ad hoc updates as needed.

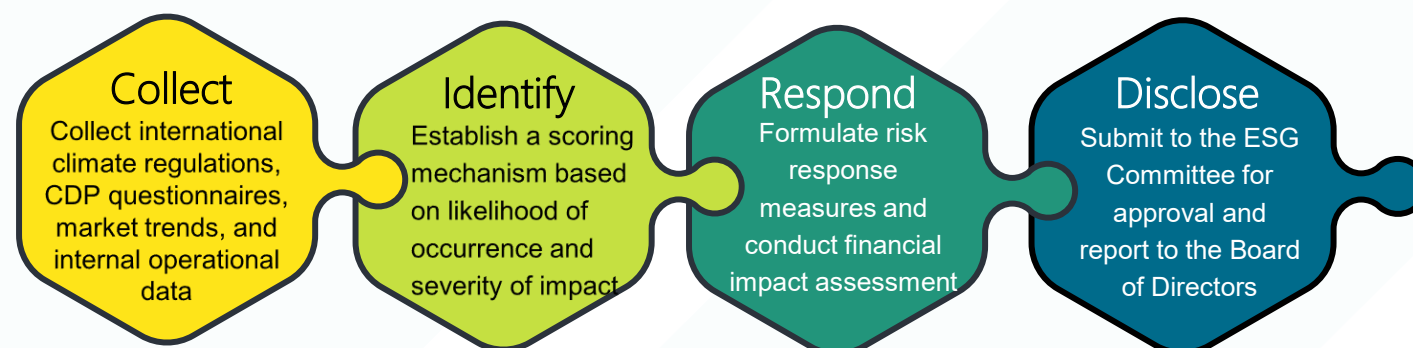
3. Financial Impact Assessment and Rolling Review

Annual financial impact analyses are performed on material risks and opportunities. A rolling update mechanism ensures that assessments remain responsive to changes in both internal operations and external conditions.

4. Governance and Strategic Integration

The assessment results are reviewed by the Sustainability Development Committee and reported to the Board of Directors, enhancing transparency in climate governance and supporting strategic decision-making.

Climate Risk and Opportunity Assessment & Identification Process



In 2024, Getac identified seven material climate-related risks and two opportunities. Each item was categorized by its projected time horizon: short-term (within 2 years: 2024–2025), medium-term (3–5 years: 2026–2030), or long-term (6+ years: 2031–2050). We simulated the potential scale and severity of these impacts, and the analysis is reviewed regularly to ensure it reflects current realities and anticipates future developments. Details on the risk/opportunity matrix and corresponding mitigation strategies can be found in pages 77–79 of this report.

Scenario Analysis Framework and Climate Risk Response Basis

Aligned with the TCFD framework, Getac conducts scenario planning for transition risks, physical risks, and climate-related opportunities. Considering the potential strategic and financial impacts of climate change, the company adopts a worst-case scenario approach to evaluate its resilience and capacity to respond to extreme weather events and natural disasters. Scenario analysis serves as a critical foundation for assessing strategic flexibility and enhancing risk management practices.

Key elements are summarized below:

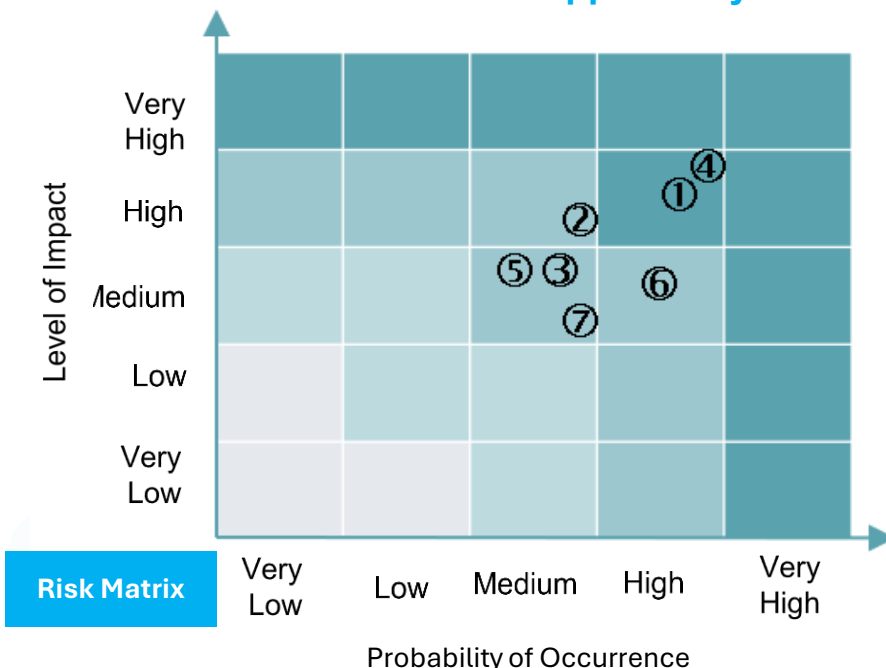
In addition to incorporating local carbon reduction policies from our operational regions (e.g., Taiwan, China, Vietnam), Getac also considers the decarbonization requirements of major clients—especially those based in the European Union. Many of these clients have publicly committed to EU sustainability frameworks such as the Carbon Border Adjustment Mechanism (CBAM) and have set their own net-zero targets, urging suppliers to align with decarbonization pathways.

"Net Zero 2050" Scenario

Getac models its climate strategy based on the Paris Agreement's 1.5°C global warming threshold, constructing a "Net Zero 2050" scenario that anticipates global carbon neutrality around 2050 through strengthened policies and technological innovation. Within this context, we factor in national and regional developments, including:

- Taiwan: As part of its Nationally Determined Contribution (NDC), Taiwan has pledged to reduce greenhouse gas emissions by 50% from the Business As Usual (BAU) baseline by 2030, with a long-term target of net-zero emissions by 2050.
- China: China has committed to peak carbon emissions before 2030 and achieve carbon neutrality by 2060. To meet these goals, China is advancing its Dual Carbon policy (carbon peaking and neutrality).
- Vietnam: Vietnam has pledged to achieve net-zero carbon emissions by 2050 and aims to reduce its greenhouse gas emissions by 38.5% by 2030. To meet these targets, the Vietnamese is actively promoting renewable energy investment, implementing energy efficiency policies, and

Climate Risk and Opportunity Matrix

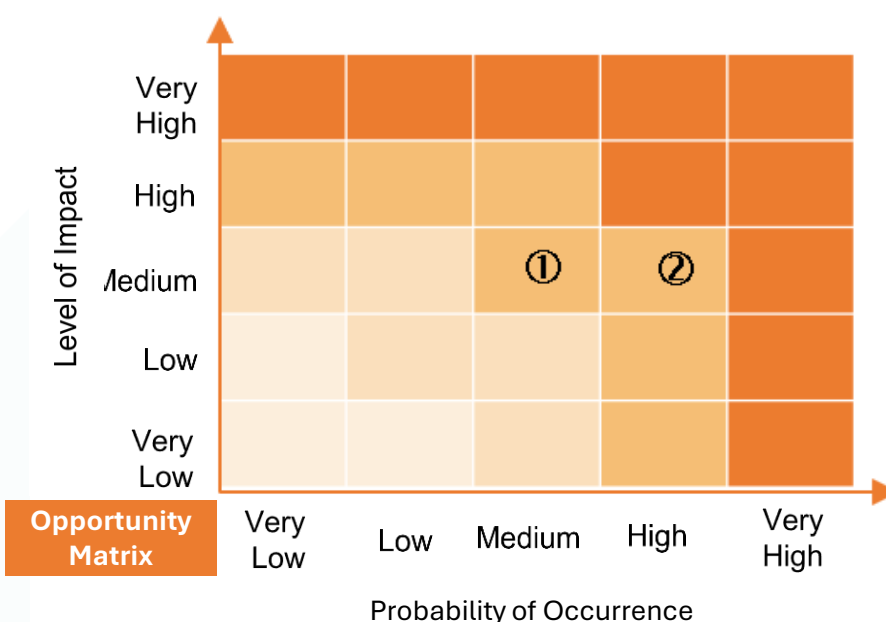


Transition Risks

1. Rising carbon pricing (GHG emissions costs)
2. Increasing regulatory requirements for existing products and services
3. Stricter emissions disclosure obligations
4. Costs associated with low-carbon technology transition
5. Rising raw material costs
6. Shifts in customer behavior

Physical Risks

7. Extreme weather events such as typhoons and floods



Opportunities

1. Reduce water consumption and usage intensity
2. Develop and/or expand low-carbon products and services

developing a carbon market framework.

Amid global and regional trends, businesses face increasing demands related to energy use, carbon emissions disclosure, and supply chain management. For Getac in particular, growing pressure from EU-based clients on supply chain carbon management is intensifying the impact of climate risks on operational strategies and resource allocation. In response, we are committed to strengthening our carbon inventory and reduction efforts to enhance organizational resilience and better adapt to evolving regulatory and market dynamics.

Scenario Assumptions for Physical Risk Assessment

Getac references the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6), specifically the worst-case scenario (SSP5-8.5), as the basis for evaluating potential operational and financial impacts under extreme temperature conditions. This assessment supports more robust risk analysis and adaptation strategies.

- Taiwan: According to the National Climate Change Science Report 2024, under SSP5-8.5, Taiwan is projected to experience a significant increase in maximum one-day rainfall (Rx1day), particularly in central regions, where increases may reach 40%. Furthermore, the recurrence interval of extreme rainfall events will shorten drastically. Rainfall events previously considered once-in-50-years could occur as frequently as once every 10 years, posing challenges for flood management and slope stability.
- Eastern China: The China Climate and Development Report indicates that under high-emission scenarios, extreme precipitation events (such as Rx1day and Rx5day) in eastern China may increase significantly, with maximum increases exceeding 50 mm. According to the China Climate Change Blue Book (2024), the maximum consecutive five-day rainfall is also projected to rise consistently across regions in the next 30 years, making overall precipitation patterns more extreme.
- Red River Delta, Vietnam: Based on climate risk country profiles from the World Bank and the Asian Development Bank, under high-emission scenarios, Vietnam's annual precipitation is expected to increase by 10% to 20%, with more frequent and intense extreme rainfall events. The Red River Delta faces significant coastal flooding risks; if no adaptive measures are implemented, about 9% of the region's GDP could be exposed to a 1-in-100-year storm surge event by 2050.

Taking all of this into account, Getac anticipates that future extreme weather events may significantly disrupt operations across these regions, including facility damage and employee absenteeism. As a result, we have assumed 5 days of operational downtime due to extreme weather through 2040. After 2040, in line with worsening climate impacts, this estimate increases to 10 days. These figures serve as the basis for assessing potential business and financial impacts.

Key Climate Risks and Response Strategies

Based on the 2024 climate risk and opportunity assessment, Getac has identified the following:

Major Transition Risks	- Policy Risk: Implementation of carbon fees by the Vietnamese government. - Regulatory Risks: Increasing product regulatory standards and more stringent emissions disclosure obligations. - Technological Risk: Higher investment needs for low-carbon technologies and products - Market Risks: Rising raw material costs, increased demand for low-carbon products due to changing customer behavior
Major Physical Risk	Extreme Weather Events: Typhoons, floods, and other climate-related disruptions
Resource Efficiency Opportunity	Reducing water consumption and improving water-use efficiency
New Products and Services Opportunity	Developing or expanding low-carbon products and services

To effectively respond to these risks and seize the identified opportunities, Getac has evaluated each issue based on its impact severity, financial implications, and likelihood of occurrence. Corresponding strategies have been formulated, including: Carbon pricing and renewable energy budget simulations, Product carbon footprint management, Increased use of recycled materials, Supply chain resilience planning, Energy-saving and carbon reduction initiatives, Manufacturing and process innovation, Development of low-carbon products and services, Detailed response actions are outlined in the table below and serve as a key reference for climate risk governance and sustainability-related decision-making.

Key Climate Risks and Response Measures

Type	Issue	Risk Description	Impact Level	Financial Impact	Response Strategy
Policy Risk	Vietnam Carbon Charge	Vietnam is planning to implement a national Emissions Trading System (ETS), requiring purchase of carbon credit for excess emissions.	Timeframe: Mid-term Impact: Medium Likelihood: High	Increase in direct costs (carbon fees raise per-unit manufacturing costs)	1. Conduct carbon pricing simulations and allocate budgets 2. Implement energy-saving and carbon reduction strategies to manage cost risks
Regulatory Risk	Regulatory Risk	New EU regulations require EV, industrial, and portable battery manufacturers to calculate and disclose product carbon footprints. Non-compliance may result in sales restrictions or competitive disadvantage.	Timeframe: Mid-term Impact: Medium-High Likelihood: Medium	Increase in direct costs (compliance and procurement of low-carbon materials)	1. Introduce product carbon footprint calculation 2. Lower product carbon intensity and use recycled materials
Regulatory Risk	Regulatory Risk	Taiwan's Financial Supervisory Commission requires listed companies to adopt IFRS sustainability disclosure standards. Non-compliance may lead to penalties and reputational loss.	Timeframe: Mid-term Impact: Medium-High Likelihood: Medium	Increase in indirect costs (compliance-related)	1. Conduct regular GHG inventory at consolidated subsidiaries as per FSC roadmap 2. Strengthen sustainability information systems and quantify financial climate risks

2024 Climate Risks and Opportunities List

Key Climate Risks and Response Measures					
Type	Issue	Risk Description	Impact Level	Financial Impact	Response Strategy
Technological Risk	Increased demand for low-carbon products / higher investment	Customer demands for recycled materials and eco-design increase R&D and manufacturing costs.	Timeframe: Mid-term Impact: Medium Likelihood: High	Loss of orders/revenue if unmet, along with higher development and production costs.	1. Increase recycled content 2. Enhance materials/processes 3. Design for energy efficiency with global certifications
Market Risk	Rising raw material costs	Key materials face persistent price increases due to demand.	Timeframe: Mid-term Impact: Medium-High Likelihood: Medium	Higher procurement and inventory costs; need to manage budgeting and customer pricing.	1. Secure long-term contracts 2. Implement resource-efficient alternatives
Market Risk	Changing customer behavior	Customers increasingly demand low-carbon, circular products; lack of standards can disrupt order flows.	Timeframe: Mid-term Impact: Medium-High Likelihood: Medium	Higher direct/indirect costs; potential loss of profit margin.	1. Increase recycled material ratio 2. Simulate and budget for demand shifts 3. Promote lightweight, eco-efficient design
Physical Risk	Extreme weather events	Storms and floods damage facilities, disrupt operations and logistics.	Timeframe: Long-term Impact: Medium-High Likelihood: Medium	Facility damage, repair costs, and fixed operating cost pressure from downtime.	1. Strengthen disaster prevention and backup systems 2. Secure property insurance
Key Climate Opportunity and Response Measure					
Type	Issue	Opportunity Description	Impact Level	Financial Impact	Response Strategy
Resource Efficiency	Reducing water withdrawal and consumption	Invest in sludge presses and water recycling systems to reduce intake and treatment costs.	Timeframe: Mid-term Impact: Medium Likelihood: Medium	Initial capital expense, long-term operational savings.	1. Optimize water reuse 2. Install water-saving systems to cut costs
New product & Service	Developing and/or Expanding Low-Carbon Products and Services	In response to the global shift toward a circular economy, the company has adopted a product life cycle approach to develop recycled material inputs and enhance the durability of hardware products. Additionally, by introducing extended warranty services, the company aims to increase product longevity and scale up revenue through service-based offerings.	Timeframe: Mid-term Impact: Medium Likelihood: Medium	While initial R&D and transition costs are relatively high, new products and services are expected to drive increased revenue and profitability in the medium term.	1. Continue promoting the sale of recycled materials to expand revenue streams. 2. Advancing process improvement projects to reduce material consumption.

Climate Goals and Indicators

Facing the long-term challenges that climate change poses to business operations and resource allocation, the Company actively promotes climate adaptation and mitigation measures from multiple angles—including energy usage, process management, product design, and policy integration—and has set clear mid- and long-term targets, with continuous performance monitoring and reinforced governance resilience.

Greenhouse Gas Emission Reduction Targets

The Company has adopted “reducing absolute GHG emissions and emissions intensity” as its core management indicator. Using 2021—the year when all major subsidiaries completed GHG inventory and verification—as the base year, the Company has set the following measurable emission reduction goals:

- Short-term goal (by 2025): Reduce Scope 1 and 2 GHG emissions intensity by 24.4% compared to the base year.
- Mid-term goal (by 2030): Reduce total Scope 1 and 2 emissions by 25% compared to the base year.

To achieve these goals, the Company is taking the following key actions:

- Gradually increase the proportion of recycled materials used.
- Continuously reduce energy consumption and GHG emissions intensity per unit.
- Maintain process water reuse rate above 95%.
- Improve energy efficiency through product design.
- Reduce material consumption.

Energy and Carbon Management Governance

ISO 50001 Energy Management System

Within the scope of this report, five subsidiaries have successfully implemented ISO 50001 Energy Management Systems and passed third-party certification. These include Getac Technology's Xizhi Plant 5, Getac Kunshan, MPT Kunshan, MPT Suzhou, Getac Changshu and its branch at Kunshan.

ISO 14064-1 Greenhouse Gas Inventory System

The companies covered in this report implemented the ISO 14064-1 GHG inventory standard in 2021. Annual GHG audits are conducted by independent third-party verifiers (SGS, BSI). Emission boundaries are defined based on operational control. By 2024, the GHG inventory covered 90% of

the Company's operations (based on revenue), ensuring accurate quantification and monitoring of emissions and enabling effective reduction measures to support long-term sustainability goals.

Energy Use Overview

The Company continues to strengthen its energy use and carbon emissions management, with a core objective of progressively reducing energy intensity and greenhouse gas (GHG) emissions intensity year by year. Tailored energy-saving improvement measures are promoted based on the energy consumption characteristics of different manufacturing processes. For example, computer system assembly lines are relatively low in energy consumption, while plastic injection molding and metal die-casting processes are high-energy-consuming operations, and thus are designated as key areas for energy management.

The 2024 energy mix consists of 77.1% purchased energy (electricity and steam) and 22.9% non-renewable fuels (diesel, LPG, natural gas, gasoline).

Short-Term Energy Goals & Management Performance

Goal: In 2024, the Company aimed to reduce total energy consumption by 23% from the base year and achieve an energy intensity below 694.974 GJ per million USD in revenue.

Performance: In 2024, total energy consumption was 792,535.457 GJ, an 11.59% decrease from the base year. Energy intensity was 713.324 GJ per million USD in revenue. Both figures fell short of the original targets. Main reasons include Increased electricity usage due to business growth, expanded accounting of public electricity by subsidiary Atemitech Corp., and elevated energy consumption from equipment testing for new product lines at MPT Kunshan.

GHG Emissions Overview & Trends

- Scope 1 & 2: In 2024, the Company's combined Scope 1 and Scope 2 emissions totaled 107,172 metric tons of CO₂e, representing a 0.01% decrease compared with 2023. Among these, carbon dioxide (CO₂) accounted for 97.17%, while other greenhouse gases—including methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs)—made up 2.83%. No perfluorocarbon (PFC) emissions were recorded. Emission intensity was 94.46 metric tons CO₂e per million USD in revenue, a slight increase of 0.51% from the prior year. Although the overall intensity rose slightly, Scope 2 emission intensity declined significantly from 2023, reflecting the Company's ongoing efforts to improve electricity use efficiency and reduce the carbon intensity of purchased power.
- Scope 3: Scope 3 emissions reached 405,700.662 metric tons CO₂e in 2024, a notable increase from 2023. The increase is mainly attributed to the annual expansion of inventory categories, with some subsidiaries achieving over 90% coverage. Additionally, Getac Vietnam's updated emission factor for primary raw material aluminum ingots also contributed to the higher total.

Energy Usage			2022	2023	2024
Energy Usage	Diesel	(KG)	264,796	263,283	245,706
	Natural gas	(M ³)	2,593,926	2,502,398	2,118,617
	LPG	(KG)	1,573,724	1,963,627	2,012,652
	Gasoline	(KG)	56,698	78,399	82,563
	Purchased Electricity	(KWh)	129,140,689	130,271,517	136,608,555
	Purchased Steam	(Tones)	47,634	41,920	42,644

Energy Consumption & Intensity			2022	2023	2024
Energy Consumption (GJ)	Diesel		11,370.149	11,326.249	10,552.729
	Natural gas		87,674.706	84,541.023	72,058.156
	LPG		74,452.882	90,519.732	95,198.440
	Gasoline		2,480.020	3,439.063	3,609.738
	Total Non-Renewable Fuel Energy		175,977.757	189,826.067	181,419.063
	Purchased Electricity		464,906.479	468,977.460	491,790.799
	Purchased Steam		133,327.062	117,333.867	119,325.595
	Total Purchased Energy		598,233.541	586,311.328	611,116.394
	Total Energy		774,211.298	776,137.395	792,535.457
Energy Intensity (GJ /Per million USD)	Total Non-Renewable Fuel Energy		161.393	169.975	163.287
	Total Purchased Energy Consumption		548.653	524.998	550.037
	Total Energy Consumption		710.046	694.974	713.324

Energy Conservation Examples

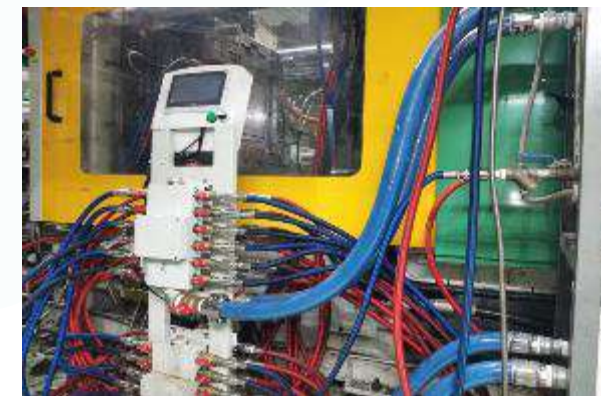
Case 1: The old aluminum alloy fan blades of the cooling tower were relatively heavy. They were replaced with lightweight, high-efficiency fiberglass reinforced plastic (FRP) blades, increasing airflow and improving operational efficiency, resulting in 22% energy savings compared to the **original**.

Before : Old aluminum alloy fan blades were heavy ▼



After: Lightweight FRP with hollow blade structure ▲

Case 2: Injection molding machines were upgraded with full-flow technology to reduce cooling time during the injection process. The original M5 water pipes were replaced with M8 pipes to increase water flow, thereby reducing mold cooling time ▼



【Calculation Notes】

Getac Holdings, Getac Technology, and Atemitech Corp. share buildings or pipelines with external organizations for office and plant areas. Electricity consumption is allocated proportionally based on the area used. Gasoline consumption is estimated by dividing total expenses by the average gasoline price for the year.

- **Taiwan:** Energy conversion factors are based on the Taiwan EPA's GHG Emission Factor Management Table, version 6.0.4.. Gasoline calorific value: 0.0319 GJ/L; Purchased electricity calorific value: 0.0036 GJ/kWh.
- **China:** Energy conversion factors reference GB/T 2589-2020 "General Principles for Calculation of Comprehensive Energy Consumption." Purchased steam calorific value is based on Accounting Methods and Reporting Guidelines for GHG Emissions of Enterprises in Other Industrial Sectors (Trial), Formula 15. Natural gas values refer to gas quality analysis reports from gas companies. Gasoline calorific value: 0.0431 GJ/L; Purchased electricity: 0.0036 GJ/kWh; Diesel: 0.0427 GJ/kg; Purchased steam: 2.799 GJ/ton; Natural gas: 0.0377 GJ/m³
- **Vietnam:** Energy conversion factors are based on the 2006 IPCC Guidelines. Gasoline: 0.0443 GJ/kg; Purchased electricity: 0.0036 GJ/kWh; Diesel: 0.043 GJ/kg; Liquefied petroleum gas (LPG): 0.0473 GJ/kg

Emissions Structure Analysis

- Scope 1 (Direct emissions) accounted for approximately 4% of total emissions.
- Scope 2 (Purchased electricity and steam) was the second-largest source, accounting for around 28%.
- Scope 3 was the largest contributor, comprising 69% of total emissions. Within Scope 3, "Purchased goods and services" represented the highest share at about 64%. As of 2024, all consolidated entities disclosed by the company have obtained ISO 14064-1 verification certificates for greenhouse gas inventories. For details, please refer to pages 141–142 of this report.

Total Greenhouse Gas Emissions and Emissions Intensity

	2021 (Base Year)		2022		2023		2024	
	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity
Scope 1	10,331.503	9.618	12,381.530	11.355	13,223.756	11.841	14,753.179	13.279
Scope 2	125,705.482	117.029	94,648.429	86.804	93,958.568	84.133	92,418.607	83.182
Scope 3	232,650.359	216.592	200,557.756	183.936	233,235.361	208.845	405,700.662	365.152
Scope 1,2	136,036.984	126.647	107,029.959	98.160	107,182.324	95.974	107,171.786	96.460
Scope 1,2,3	368,687.343	343.239	307,587.715	282.095	340,417.685	304.819	512,872.447	461.613

Unit of emissions: metric tons CO₂e; Unit of intensity: metric tons CO₂e per million USD

【Calculation Explanation】

- The greenhouse gas inventory from 2022 to 2024 has been verified in accordance with ISO 14064-1, and the scope of the inventory is consistent with that disclosed in this report. For global warming potential (GWP) values, Taiwan and China reference the IPCC Sixth Assessment Report (2021), while Vietnam references the IPCC Fifth Assessment Report (2014).
- Emission factor sources are as follows:
- Taiwan: Bureau of Energy, MOEA's "2024 Electricity Carbon Emission Factor," Climate Change Administration of the Ministry of Environment's "GHG Emission Factor Management Table" Version 6.0.4, Environmental Protection Administration's Carbon Footprint Calculation Platform, and Simapro 9.6.0.1.
- China: "2006 IPCC Guidelines for National Greenhouse Gas Inventories," the "Corporate GHG Accounting and Reporting Guidelines for Power Generation Facilities (2022 Edition)," the "GHG Accounting and Reporting Guidelines for Other Industrial Enterprises (Trial)," and Simapro or the China Products Carbon Footprint Factors Database.
- Vietnam: "2006 IPCC Guidelines for National Greenhouse Gas Inventories."

Greenhouse Gas Emissions (GHG Protocol Classification)

		2022	2023	2024
Scope 1		12,381.530	13,223.754	14,753.179
Scope 2		94,648.429	93,958.568	92,418.607
Scope 3- Total		200,557.756	233,235.361	405,700.662
Upstream	C1: Purchased Goods and Services	189,263.691	217,216.334	390,460.504
	C2: Capital Goods	-	-	-
	C3: Fuel- and Energy-Related Activities	-	-	63.966
	C4: Upstream Transportation and Distribution	444.276	415.054	573.489
	C5: Waste Generated in Operations	366.097	461.346	391.362
	C6: Business Travel	72.483	193.444	167.778
	C7: Employee Commuting	563.368	623.650	927.830
	C8: Upstream Leased Assets	-	-	-
Down-stream	C9: Downstream Transportation and Distribution	4,167.770	4,673.503	3,935.454
	C10: Processing of Sold Products	-	-	-
	C11 Use of Sold Products	5,679.384	9,637.464	9,165.531
	C12: End-of-Life Treatment of Sold Products	0.687	14.566	14.747
	C13: Downstream Leased Assets	-	-	-
	C14: Franchises	-	-	-
	C15: Investments	-	-	-

Unit of emissions: metric tons CO₂e

Climate Adaptation and Mitigation Actions

To improve energy efficiency, the company aims to reduce energy intensity year by year by integrating climate issues into daily operations and business processes. Energy-saving and carbon-reduction initiatives include enhancing manufacturing processes, upgrading and improving equipment, introducing smart control systems, optimizing equipment operation, reducing material usage, recycling energy, developing low-carbon products, and using renewable energy. The company regularly reviews reduction targets and tracks performance.

In 2024, a total of 31 energy-saving projects were implemented, including 16 new projects and 15 projects continued from 2023. These projects saved 27,766 GJ of energy, equivalent to 6,519.5 MWh of purchased electricity, which corresponds to a reduction of 3,220.64 metric tons of CO₂ equivalent and saved approximately NT\$13.68 million in energy costs. Despite continuous revenue growth, these energy-saving measures helped prevent a rise in energy and carbon intensity. In 2024, the company's energy intensity was 713.324 GJ per million USD in revenue, representing a 14.53% decrease compared to the baseline year.

31
Energy-saving and
carbon reduction
projects in 2024

27,766.32 GJ
Energy saved in 2024

3,220.64 Mt CO₂e
Carbon emissions
reduced in 2024



Mitigation Measures

Energy Recovery

- Barrel insulation and heat recovery

Equipment Operational Optimization

- Lighting and air conditioning temperature control optimization
- Energy-saving for compressed air system
- Central furnace gas-saving measures
- Compressed air supply optimization and efficiency tuning
- Reuse of concentrated water from pure water system to enhance water efficiency
- Energy-saving insulation upgrade for mold temperature controllers
- Centralized gas usage optimization

Smart Control System

- Added temperature control and VFD to cooling towers
- Installed timers for circulating water pumps
- Energy-saving upgrades for chiller room cooling tower fans
- Auto start/stop for automatic trimming machine feeders
- Retrofitted high-temp cooling tower and pump linkage system for energy savings
- Converted cooling water system to VFD-based constant pressure/temperature control
- Improved water circulation with constant pressure VFD control

Process Enhancement

- Burn-in process optimization
- Full-flow injection molding technology implementation

Upgrade Equipment

- Lighting equipment upgrade and replacement with energy-saving lighting
- Air conditioning system energy-saving retrofit (including 800RT chiller control and ductwork modifications for workstation cooling)
- Compressed air system energy-saving improvement and inverter replacement
- Water pump replacement with constant pressure energy-saving retrofit; cooling tower with variable frequency energy-saving system
- Thermal system improvement (insulation and energy-saving retrofit for drying barrels; energy-efficient upgrade for insulation furnaces)
- Negative pressure and exhaust system (optimization of negative pressure system in drilling workshop; energy-saving retrofit for cooling tower and water pump linkage system)
- Energy-saving and replacement of injection molding machines and robotic arms
- Dormitory hot water supply energy-saving improvement

[Calculation Explanation]

- Subsidiary companies Getac Technology, and Atemitech Corp. share buildings or pipelines with external organizations for offices and plant areas. Each energy-saving project's electricity savings are calculated based on performance within 12 months after implementation. For 2024, only the savings realized within the same year after project launch are counted; any unrealized savings are deferred to the following year.
- Electricity emission factors: China: 0.5366 kg CO₂e/kWh; Taiwan: 0.494 kg CO₂e/kWh; Vietnam: 0.659 kg CO₂e/kWh. Electricity cost savings = Electricity saved × Unit price of electricity
- The unit price per kWh is calculated by dividing the total electricity bill of each site by its total electricity usage for the year, then converted to New Taiwan Dollars (NTD).

Progress on Climate Goals and Targets

Short-Term Targets (2024)	Performance	Status
Reduce total emissions (Scopes 1+2) by 17.65% compared to baseline	2024 total emissions: 107,172 t CO ₂ e, down 0.01% from previous year and 21.22% from baseline	✓
Maintain emission intensity below 95.974 t CO ₂ e / USD million revenue	2024 intensity: 94.46 t CO ₂ e / USD million, up 0.51% from 2023, down 21.22% from 2021 baseline	—
Increase proportion of recycled materials in total material use	Recycled materials reached 62.36%, higher than 2023	✓
Maintain process water recycling rate above 95%	Recycling rate: 97.6%	✓
Obtain Energy Star labels for all major power products	15 models obtained Energy Star; estimated 386.61 t CO ₂ e saved	✓
Complete 5 packaging reduction projects and 1 material reduction plan	Achieved all 6 initiatives, saving 50.789 tons of material	✓

Financial Impact of Key Climate-Related Risks and Opportunities

Based on the Company's 2024 climate risk and opportunity assessment, financial quantification was conducted for seven key climate-related risks. Preliminary estimates show that short-, medium-, and long-term risk-related expenditures are equivalent to approximately 1.42% of 2024 annual revenue. The most significant cost drivers are: increased investment in low-carbon products and new technologies, carbon fees imposed by the Vietnamese government, and growing customer demand for low-carbon products. These findings suggest that carbon pricing pressure, technology upgrades, and customer sustainability expectations are the core transformation challenges posing financial risks. Capital expenditures account for about 92% of these risk-related costs.

From a cost-benefit perspective, the net financial impact—calculated as the cost of risk mitigation minus the expected benefits—is approximately 1.13% of revenue. Of this, short-term (2024–2025) costs represent 0.25%, while medium-term (2026–2030), characterized by a peak in technology transformation and product upgrades, accounts for 0.77%. Long-term (2031–2050) impacts are estimated at 0.1%, with conservative assumptions due to higher uncertainty and a commitment to continuous refinement.

Meanwhile, the Company is actively investing in climate-related opportunities that have potential financial returns. In the short term (2024–2025), opportunity costs represent 0.26%, driven by new revenue streams such as the introduction of eco-friendly equipment at the Vietnam site, low-carbon product offerings, and extended warranty services. Expected benefits are projected to peak in the medium term, with approximately 50–60% of investments and returns concentrated in that period. Overall, the net financial benefit from climate opportunities is estimated at 0.68% of revenue.

Combining risks and opportunities, the total financial expenditure related to climate factors is 1.68% of revenue, while the net financial impact stands at 0.45%. The Company has incorporated high-risk items into its sustainability budgeting and decision-making framework. Through measures such as energy-saving initiatives, technological innovation, and supply chain resilience, we aim to mitigate financial volatility. In alignment with the IFRS Sustainability Disclosure Standards, the Company is committed to enhancing financial transparency and building investor confidence in capital markets.



Climate Change Incentive Mechanism

To embed climate change management across all levels and encourage full employee participation, the Company has established a systematic internal incentive mechanism. This aims to enhance employee engagement and practical contributions toward energy conservation, carbon reduction, resource efficiency, and sustainable operations. Through the "Continue Innovation Program (CIP)," employees are encouraged to submit innovative or improvement proposals related to process optimization, facility energy savings, energy efficiency, packaging reuse, and carbon emissions reduction. Once reviewed and approved, proposals are rewarded with tiered bonuses and formal recognition based on their effectiveness and impact.

In 2024, a total of 35 proposals related to climate change were submitted. Many of these focused on optimizing equipment efficiency and adjusting manufacturing processes to improve energy use and greenhouse gas (GHG) emission management. These efforts yielded one-time tangible benefits totaling approximately NT\$488,691, while total reward payouts amounted to approximately NT\$12,682. The CIP mechanism not only enhances employees' sense of participation in climate actions but also fosters a proactive internal culture for identifying and improving environmental performance.

Internal Carbon Pricing (ICP)

The Company has not yet initiated an Internal Carbon Pricing (ICP) mechanism but will assess the appropriate timeline for implementation based on operational status and carbon management readiness. The development of an internal carbon pricing scheme will align with Taiwan's Climate Change Response Act and draw on international references such as the EU Emissions Trading System (EU ETS) and the Taiwan Carbon Solution Exchange. A market-based approach will be adopted to establish an internal carbon price that reflects the environmental cost of greenhouse gas (GHG) emissions. Once internal carbon pricing is implemented, the Company plans to integrate carbon emission costs into business operations and financial decision-making processes. Internal carbon allowances will be established, setting emission limits for each business unit. These allowances will then be translated into costs. For example, if a business unit exceeds its allocated carbon budget, it would be required to pay a corresponding carbon cost. This cost could be calculated per unit of energy consumed or per product manufactured, and will be factored into budgeting, investment planning, and procurement decisions. The goal is to encourage practical carbon management actions and steadily advance toward sustainable operations.

4.3 Water Resource Management

In the face of global climate change and increasing water scarcity, access to freshwater and sustainable water management have become issues of significant international concern. The United Nations, through its 2030 Sustainable Development Agenda, has identified “ensuring availability and sustainable management of water and sanitation for all” as one of its key goals, underscoring the critical role of water resources for both human life and business operations. Getac Holdings recognizes its corporate responsibility and has set core objectives to reduce water intensity and increase the reuse rate of recycled water. Through water-saving technologies, process optimization, and smart management systems, we continuously improve water use efficiency. We believe that every drop of water is a reflection of our environmental commitment.

Water Resource Usage

As a holding company, Getac Holdings primarily uses water for domestic purposes. The water usage of its major subsidiaries varies depending on their respective manufacturing processes:

- Getac Technology Corporation, Atemitech Corp., and Getac Kunshan are primarily engaged in electronics and require minimal water for assembly processes; their water usage is mainly for domestic purposes.
- The Plastics BG (MPTK, MPTZ, and MPTV) focuses on plastic injection molding. Water is used for mold cooling in injection molding and during coating processes.
- The Automotive BG (GCS, GKS and GVL) manufactures metal die-cast parts. Some die-casting processes include cleaning steps. To conserve water, these facilities are equipped with internal recycling systems, making use of recirculated process water. This division is not considered water-intensive.

Water Use in 2024

In 2024, the company's total water withdrawal was 629.871 megalitres, a 19.61% decrease compared to the base year (2021), but a 7.9% increase from the previous year. The increase in water withdrawal and water intensity compared to last year was primarily due to an abnormality in the underground main supply pipeline at the MPT Suzhou facility, which caused a significant spike in water withdrawal. This issue has since been resolved. Going forward, we will strengthen pipeline maintenance and monitoring to reduce the likelihood of recurrence. In 2024, water intensity per million USD revenue was 0.567 megalitres, a 22.28% decrease from the base year (2021) but an 8.46% increase from the previous year.

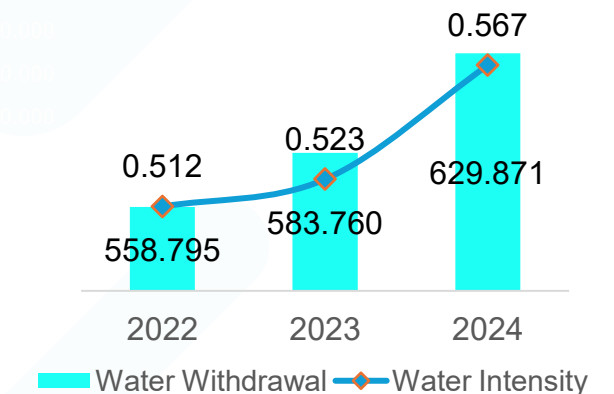
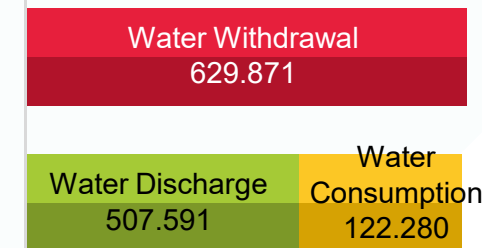
Water Use Overview

	2022	2023	2024
Water Withdrawal	558.796	583.760	629.871
Water Discharge	342.958	367.350	507.591
Water Consumption	215.838	216.410	122.280
Water Intensity	0.512	0.523	0.567

Water Unit: Megalitres

Water Intensity Unit: Megalitres/ million USD

Water Use in 2024



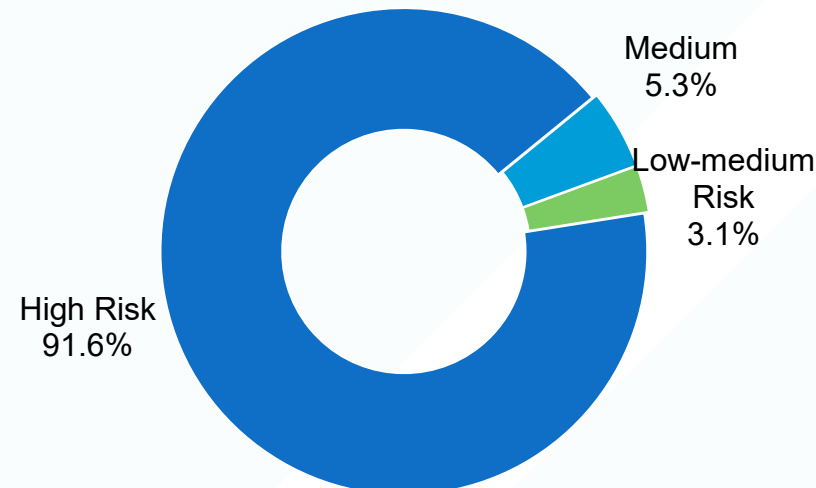
[Calculation Explanation]

- Getac Holdings, Getac Technology, and Atemitech Corp. only use domestic water and have no process water.
- Water withdrawal = Domestic water withdrawal + Process water withdrawal
- Water discharge = Domestic water discharge + Process water discharge
- At all global operation sites, domestic water consumption is calculated as 20% of domestic water withdrawal, and domestic water discharge as 80%.
- MPT Kunshan and MPT Suzhou use steam in their manufacturing processes.
 - Water withdrawal = Domestic water withdrawal + Process water (air conditioning) withdrawal + 50% of steam volume
 - Process water consumption = (Process water withdrawal + 50% of steam volume) – Process water discharge
 - For all other sites, process water consumption is calculated as 20% of process water withdrawal.

Water Risk Analysis

The Company's water sources in China, Taiwan, and Vietnam all come from municipal water systems. Currently, only process water is recyclable and reusable, while domestic water in the plants cannot be recycled. According to the Aqueduct Water Risk Atlas developed by the World Resources Institute, Getac Changshu is located in a medium-to-high water risk area. Meanwhile, Getac Kunshan, Getac Vietnam, Getac Changshu Kunshan branch (GKS), MPT Kunshan, MPT Suzhou, and MPT Vietnam are in high water stress areas, where the total water withdrawal compared to the total annual available renewable supply indicates high risk. In total, 91.6% of our water withdrawals come from high water stress regions. Fortunately, process water at each site is primarily sourced from recycled water, and the amount withdrawn accounts for only a small portion of local water bodies, thus having minimal impact on local water resources and facing lower risk from water supply disruptions. For details, please refer to the water risk identification and assessment results on the right.

Water Stress Distribution Area



Water Risk Identification

Water Risk Identification	Taiwan	China		Vietnam
	Feitsui Reservoir	Kuilai Lake	Changshu River	Nam Son Dap Cau
Water Source	Feitsui Reservoir	Kuilai Lake	Changshu River	Nam Son Dap Cau
Basin Water Stress	Low-Medium	High	Medium-High	High
Discharge River	Tamsui River	Wusong River	Yangtze River	Cau River
Withdrawal Ratio (%)	3.1%	50.94%	5.28%	40.69%

Water Risk Assessment

Risk	Level of Impact	Risk Description
Water Withdrawal	Low risk	Water sources in China and Taiwan are drawn from municipal water systems. Since the electronics manufacturing process does not require much water, and both plastic injection and metal die-casting processes primarily use recycled water, the impact on local water resources and supply stability remains low.
Drinking water	Low risk	All drinking water areas in the plants are equipped with filtration systems, which are regularly inspected in accordance with legal requirements.
Flooding	Low risk	The Company has established an Emergency Response Management Procedure, which outlines contingency plans to enhance disaster recovery capacity. No related incidents occurred in 2024.
Legal compliance	Low risk	To ensure legal compliance, certified third parties are commissioned to treat wastewater and monitor effluent quality. In 2024, water quality monitoring across all sites showed no legal violations or abnormalities. No major incidents such as oil, chemical, or wastewater leaks occurred.

Process Water Recirculation

Getac recognizes the precious nature of water resources and is committed to continuously improving water recovery and reuse within its manufacturing processes to reduce dependence on natural water sources. We have invested in advanced recovery systems that allow process water to be reused in cycles. In addition, we conduct regular water resource management and monitoring to ensure efficient utilization and to support environmental protection and sustainable development. To further reduce water consumption, subsidiaries such as MPT Kunshan, MPT Suzhou, MPT Vietnam, Getac Vietnam, Getac Changshu, and Getac Kunshan have all invested in process water recycling systems. These systems ensure continuous reuse of water resources, with regular assessments of recycling efficiency.

In 2024, the total volume of recirculated water reached approximately 17,017.91 megalitres, which is 27 times the annual water withdrawal—equivalent to 252 Olympic-sized swimming pools. The overall water recycling rate was 97.6%. See the table on the right for water recycling rates at each production site.

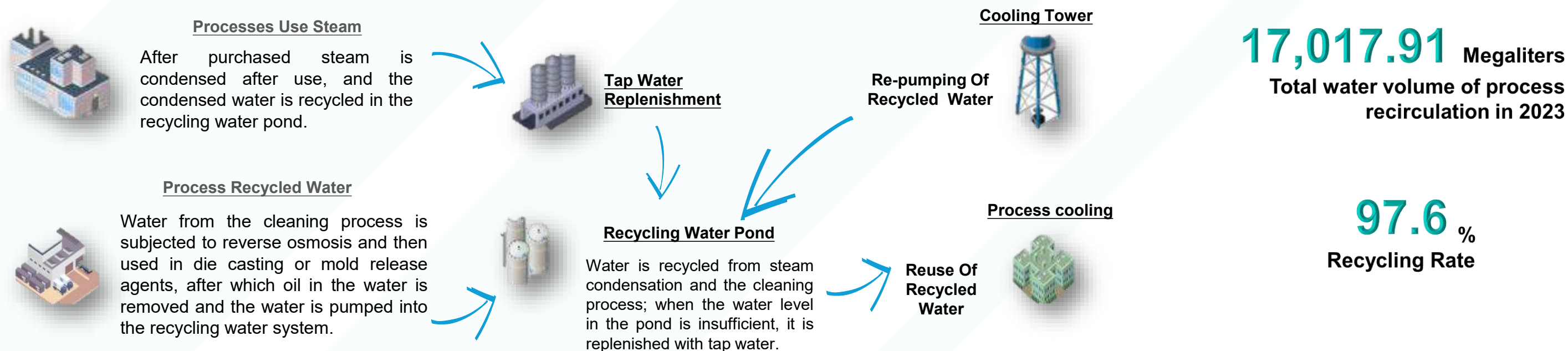
Total Volume of Process Water Recycled and Water Recycling Rate

	2022	2023	2024
Total Volume of Process Water Recycled (Megalitre)	13,753.81	16,141.68	17,017.91
Water Recycling Rate (%)	97.9%	98.1%	97.6%

[Calculation Explanation]

- Production water recycling rate = Recirculated volume ÷ (Recirculated volume + Fresh water used in production)*100%
- An Olympic-size swimming pool is typically 50 x 25 x 2 meters, which equals approximately 2.5 megalitres of water.

Recirculation of Process Water



Wastewater Management – Compliance-Based Discharge

To prevent pollution, Getac adopts regulatory compliance, zero pollution, and zero violation as management goals. The company's manufacturing processes do not discharge any high-risk hazardous substances with its wastewater. Daily management follows internal "Wastewater and Air Emission Management Procedures" and "Environmental Monitoring Protocols." Wastewater in the Plastics Business Group primarily comes from mold cooling in injection processes and coating lines. In the Automotive Business Group, it comes from demolding water and cutting fluids. All wastewater is first pretreated within the facilities and then discharged externally for further treatment by municipal sewage plants or certified third-party contractors. Stormwater runoff collected through onsite drainage systems is transferred to municipal pumping stations or sewage plants, thus minimizing ecological impact. All wastewater is treated to remove hazardous substances and legally discharged into regional water bodies: the Tamsui River in Taiwan, the Wusong and Yangtze Rivers in China, and the Cau River in Vietnam. Each plant's discharge standards align with local regulations and are monitored by accredited third-party laboratories.

Periodic Monitoring

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.

Water Purification Equipment Investment

Getac continues to invest in environmental protection and energy-saving upgrades. In 2023, Getac Vietnam installed new pure water systems. After passing through a pre-filtration system, raw water enters RO (reverse osmosis) membranes. The RO process produces both purified water and concentrated water, primarily used to meet production demands. In addition, MPT Vietnam has

introduced a sludge compression treatment system. Wastewater is treated through an aeration tank containing hydroxyl compounds (OH), polyaluminum chloride (PAC), and polymers. It then enters a reaction tank, followed by clarification and sedimentation tanks, before going through a sludge dewatering system. The treated clean water is returned to the storage tank in the resolution unit for reuse.



MPTV Purification Equipment



GVL pure water systems



4.4 Waste Management

To reduce the environmental impact of waste and promote sustainable resource use, each of our factories classifies waste comprehensively based on its use and nature. Reusable resources are prioritized for on-site regeneration. Different storage and disposal standards are established for each waste category. Hazardous waste is collected separately and handled by certified local vendors. All waste treatment complies with relevant regulations. For the upstream and downstream value chain of waste at Getac, refer to page 123 of this report. Getac’s waste treatment follows local regulations and its internal “Waste Management Procedure.” The process includes documentation and tracking of waste type, quantity, and disposal parties. Training is provided to relevant personnel to ensure understanding of risks and proper management.

General Industrial Waste Treatment

General waste includes scrap paper, pallets, packaging, and domestic waste. Paper and pallets are reused until unusable and then sent to local vendors for recycling. Domestic waste is incinerated by the municipal waste facility. Employees are encouraged to reduce waste in daily life. In addition to implementing recycling at all sites, they are encouraged to use reusable cups, utensils, and bags. Paper cups are not provided during meetings to reduce waste.

Hazardous Industrial Waste Treatment

Hazardous waste primarily comes from production processes and sludge filtered from wastewater treatment.

- High-risk pollutants from electronics assembly include defective battery cells and PCBs. Battery cells are returned to the manufacturer; PCBs are recycled by professional vendors.
- In plastic injection, high-risk materials include oil-based paints and cutting fluids. Waste gas and water filtration during painting generate sludge and filters, which are partially incinerated or recycled. Some are chemically treated and incinerated, and the ash is neutralized to produce construction bricks.
- In die casting, hazardous waste includes used oil and aluminum dross. Solvents like waste oil are recycled by professionals. Aluminum dross, classified as heavy metal waste, is handled by certified recyclers.

All hazardous waste is centrally processed and categorized. Certified hazardous waste contractors are hired for disposal. Transport and reception records are logged to ensure legal handling and minimize environmental impact. In China, personnel accompany hazardous waste transport to confirm proper delivery and contractor acceptance.

Waste Management Targets and Performance

Short-term Target (2024)	Performance	Status
Reduce Waste Intensity Year by Year	In 2024, the waste intensity was 5.866 metric tons per million USD, showing a slight increase compared to 5.665 in 2023.	—
Maintain the proportion of waste diverted from disposal above 80%.	In 2024, the proportion of waste diverted from disposal was 89.60%.	✓

In 2024, the company’s total waste amounted to 6,517.34 metric tons, an increase of 190.98 metric tons (approximately 3%) compared to 2023 (6,326.36 metric tons).

- General industrial waste increased to 5,334.87 metric tons (from 4,585.08 tons in 2023), up about 16%, mainly due to 1,710 tons of metal waste generated from office renovations at the Vietnam site.
- Hazardous industrial waste decreased from 1,741.29 metric tons in 2023 to 1,182.48 metric tons in 2024, a reduction of approximately 558.81 metric tons (over 32%). This reduction is mainly due to the introduction of sludge drying equipment at subsidiary MPT Kunshan, which dehydrates high-moisture sludge from filter presses—reducing about 3 tons per month, totaling 36 tons annually—thereby improving treatment efficiency and promoting source reduction.

Overall waste intensity was 5.866 metric tons per million USD, slightly up from 5.665 in 2023.

- General waste intensity rose from 4.106 to 4.802.
- Hazardous waste intensity dropped significantly from 1.559 to 1.064.

Waste Disposal

The company continues to implement additional resource recycling measures, including:

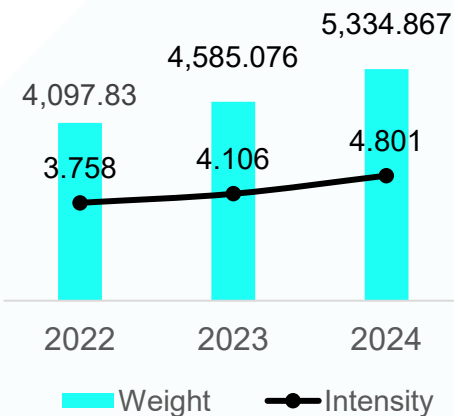
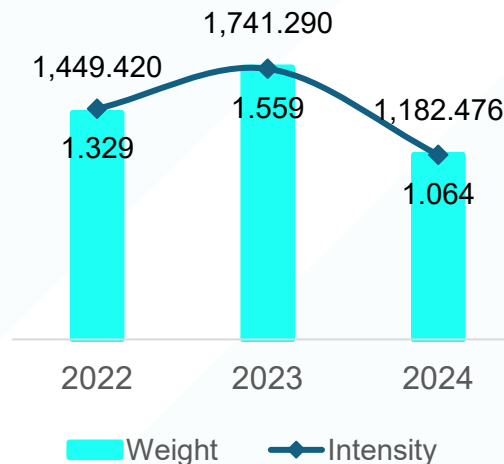
- Recycling: Offices and factories recycled paper, cans, and PET bottles.
- Pallet reuse: 14.46 metric tons of wood pallets were reused and converted into fuel rods.
- Industrial waste recycling: 23.05 metric tons of scrap metal and plastic were recycled for reuse.
- In 2024, 10.40% of waste was directly disposed, and 89.60% was transferred for treatment, all handled in compliance with legal requirements.



Waste Weight and Intensity		2022	2023	2024
Total Weight	General Industrial Waste	4,097.83	4,585.076	5,334.867
	Hazardous Industrial Waste	1,449.42	1,741.287	1,182.476
	Total	5,547.25	6,326.363	6,517.340
Intensity	General Industrial Waste	3.758	4.106	4.802
	Hazardous Industrial Waste	1.329	1.559	1.064
	Total	5.087	5.665	5.866

Calculation Note:

- Unit: Metric Tons
- Waste Intensity = Waste Weight (metric tons) / Revenue (million USD)

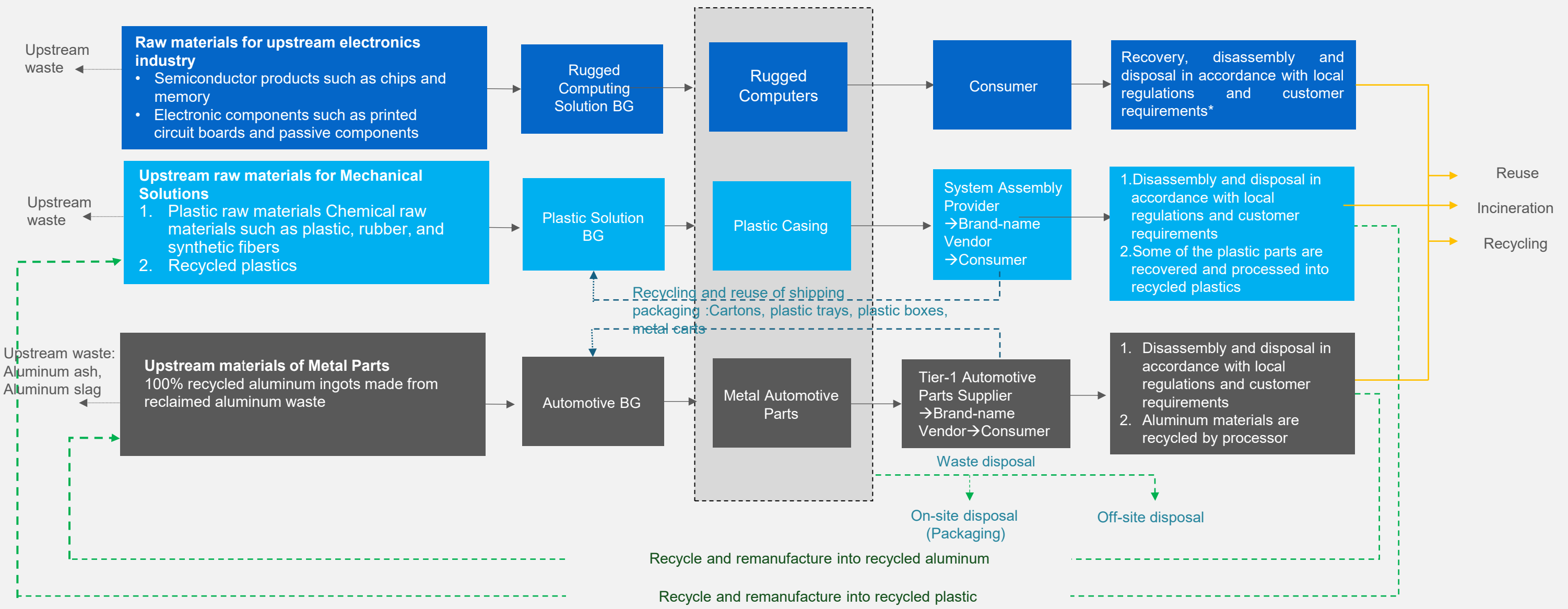
Waste Weight and Intensity of
General Industrial WasteWaste Weight and Intensity of
Hazardous Industrial Waste

Waste Disposal Methods

Category	Disposal Methods	Items	Weight	Ratio of Total Waste (%)
General Industrial Waste	Incineration (without energy recovery)	Household waste	168.515	2.59%
	Incineration (without energy recovery)	Household waste, packaging waste, plastic packaging materials (e.g., discarded air pillows, foam boxes), discarded wooden panels	288.675	4.43%
	Subtotal –General Industrial Waste directed to Disposal		457.190	7.01%
	Prepared for Reuse	Scrap aluminum angles, aluminum sheets	0.390	0.01%
	Recycling	Wooden pallets, plastic pallets, plastic packaging materials, waste rubber, scrap metal, waste paper, discarded wooden panels, packaging waste, aluminum foil, oil drum lids	1,452.199	22.28%
	Other Recovery	Household waste, packaging waste, waste paper, waste plastic, scrap metal	3,425.087	52.55%
	Subtotal – General Industrial Waste diverted from disposal		4,877.676	74.84%
Hazardous Industrial Waste	Incineration (without energy recovery)	Waste packaging containers, waste rags, oil-contaminated rags and gloves	15.820	0.24%
	Incineration (without energy recovery)	Sludge, waste diluents, waste cleaning solution, waste paint residue, waste packaging containers, waste rags	200.354	3.07%
	Other disposal operations		4.618	0.07%
	Sub-total of Hazardous Industrial Waste-Waste directed to disposal		220.791	3.39%
	Recycling	Aluminum ash, waste cutting fluid, spent activated carbon, waste engine oil/mineral oil	353.728	5.43%
	Other recovery operations	Mixed metal scrap, waste paint residue, waste plastic packaging materials, sludge, waste engine oil	607.956	9.33%
	Sub-total of Hazardous Industrial Waste- Waste diverted from disposal		961.684	14.76%
Total Weight	Weight of Waste Directed to Disposal		677.981	10.40%
	Weight of Waste Diverted from Disposal		5,839.361	89.60%
	Weight of Total Waste		6,517.342	100%

Getac Waste Value Chain

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



4.5 Corporate Pollution Prevention

Air Quality Management

Getac follows ISO 14001 standards and its internal “Wastewater and Exhaust Gas Operating Procedures” as the basis for air pollution control. The company targets zero violations and complies with environmental regulations through supervisory inspections and internal/external complaint mechanisms. Emissions permits are obtained based on local laws, and all exhaust gases are pre-treated in-factory to meet emission standards before discharge.

Due to the different nature of manufacturing processes at each site, emitted air pollutants vary:

- Getac Technology and Atemitech Corp. do not generate industrial air pollutants and are not required to conduct emissions testing.
- Getac Kunshan (electronics assembly) uses paints and adhesives, emitting trace amounts of VOCs (Volatile Organic Compounds).
- The Plastics BG involves injection molding and painting processes, emitting VOCs, particulate matter (PM), and trace amounts of toluene.
- The Automotive BG (including Getac Changshu, Getac Kunshan, and Getac Vietnam) uses central melting furnaces for die-casting and finishing processes, emitting nitrogen oxides (NOx), PM, and carbon monoxide (CO).

In 2024, the company's total air emissions reached 70,701 kg. The top three pollutants were particulate matter (PM) at 32,602.61 kg, carbon monoxide (CO) at 30,740.55 kg, and nitrogen oxides (NOx) at 4,883.71 kg. (See right-hand table for detailed figures.)

VOC Management

China's State Council released the Three-Year Action Plan to Win the Blue Sky Defense War in 2018. Starting July 1, 2020, the national standard Control Standards for Unorganized Emissions of VOCs was enforced. It sets limits on volatile compound emissions from industrial products. Getac has surveyed all of its facilities in China and identified that Getac Kunshan, MPT Kunshan, and MPT Suzhou use industrial protective paints, inks, adhesives, and cleaning agents that must comply with the VOC standards. To ensure compliance: Getac has implemented supplier education and required upstream vendors to provide VOC compliance declarations or conformity letters. As of December 2020, all VOC audits and standard integrations across Getac sites were completed. Raw materials now comply with environmental regulations, thereby contributing to the preservation of air quality.

All newly approved materials must meet VOC requirements before being accepted into production. Otherwise, alternative materials must be sourced or suppliers must be replaced. Although the manufacturing processes and materials at Getac Changshu and Getac Kunshan are not classified under the Blue Sky Plan industries, both sites conduct regular air quality monitoring in accordance with local emission regulations to ensure compliance with emission standards.

Total Weight Of Air Pollutant Emissions	2022	2023	2024
Nitrogen Oxides (NOx)	5,328.11	789.33	4,883.71
Sulfur Oxides (SOx)	1,071.00	38.03	-
Volatile Organic Compounds (VOC)	225.55	570.33	1,678.43
Particulate Matter (PM)	113,393.66	62,987.42	32,602.61
Non-methane total hydrocarbon (NmHc)	812.75	140.14	636.10
Toluene	48.60	21.85	70.59
Xylene	11.28	-	-
Propanol	-	-	10.98
Cardon Monoxide(CO)	595.44	8,685.49	30,740.55
Etylen oxy	-	-	77.27
Total weight of air pollutant emissions	121,918.12	73,232.58	70,701.00

Unit: KG

- [Calculation Explanation]
Total Emissions = Average Detected Concentration × Hourly Exhaust Airflow × Annual Emission Time
- The standard values for emission factors are based on the *Integrated Air Pollution Emission Standards* and the *Odor Pollution Emission Standards* requirements.

Air Emissions and Monitoring

Each production site commissions a professional third-party company annually to conduct emissions testing, and reports the results in accordance with regulations. If emissions exceed legal standards, operations are immediately halted and corrective measures are implemented. In 2024, Getac Holdings (consolidated) did not experience any major air pollution violations. Furthermore, the company does not use ozone-depleting substances such as chlorofluorocarbons (CFCs), and has instead switched to more environmentally friendly refrigerants. All refrigeration and air conditioning systems now use widely adopted eco-friendly refrigerants such as R-134a and R-410a, further minimizing environmental impact.

There were no air pollution violations recorded in 2024.

REPORT



Corporate Pollution Prevention

Complaint Hotline
gthaudit@getac.com.tw



5 SOCIAL INCLUSION

5.1 Employee Diversity And Inclusiveness

5.2 Talent Attraction and Retention

5.3 Human Capital Investment

5.4 Employee Health And Safety

5.5 Social Participation

5.1 Employee Diversity And Inclusiveness

A Culture of Globalization and Inclusion

Getac firmly believes that talent is the cornerstone of sustainable growth and profitability. A safe and positive workplace fuels employee creativity and morale. As such, we are committed to fostering a friendly and secure work environment by cultivating an open corporate culture, encouraging transparent communication that transcends geographic and cultural boundaries. We ensure equal promotion opportunities for all qualified employees and strive to attract and retain top talent through competitive compensation, comprehensive training programs, and a comfortable, safe working environment. Getac values the importance of multicultural integration. As a global brand, our workforce is composed of team members from around the world.

Employee Diversity And Inclusiveness

As of 2024, Getac Holdings employed a total of 10,049 people globally (including all consolidated entities), reflecting an increase of 1,059 employees compared to 2023. Our headquarters, production facilities, and sales offices span Taiwan, China, Vietnam, the United States, the United Kingdom, Germany, Italy, France, the Netherlands, Poland, Australia, India, Japan, Dubai, and Indonesia. We prioritize the recruitment of local talent and ensure that our managers and mid-to-senior level executives align with local cultures and societal expectations to strengthen integration across global operations. Our commitment to diversity and inclusion is reflected in our adherence to gender equality principles. Hiring is based on professional competence and performance, regardless of gender, age, or other attributes. We also welcome individuals with disabilities into the team and provide the necessary support and resources to help them achieve their career goals. These efforts reinforce our commitment to a diverse and inclusive workforce, and contribute to a more creative, efficient, and collaborative team.

Workforce Composition

This sustainability report covers Getac Holdings and its eight subsidiaries, comprising a total workforce of 8,960 employees. All employees are engaged under formal employment contracts. In 2024, the company did not hire temporary or zero-hour contract workers. A total of 56 non-employee workers were engaged, accounting for approximately 0.6% of the total workforce.

As of 2024, the ratio of direct to indirect employees at Getac was approximately 62:38. The gender ratio stood at 60:40 (male to female), primarily due to labor-intensive roles such as engineering and

die-casting operations, which typically require physical effort and carry a certain degree of occupational risk. In terms of age distribution, 35.8% of employees were aged 30 and below, 60.8% were between 31 and 50—the primary working population—and 3.3% were over the age of 51.

To support retired employees, the company has established a re-employment mechanism. For instance, in 2024, a total of 32 retired employees were rehired in China. Getac also actively hires individuals with disabilities, encouraging them to develop their potential and contributing to a diverse and inclusive workplace. In 2024, a total of 14 employees with disabilities were employed across consolidated operations. These efforts reflect the company's commitment to social responsibility and highlight the valuable contributions that people with disabilities can bring to the organization.

Getac continues to implement inclusive, diverse talent policies that promote a safe, supportive, and opportunity-rich global workplace—fostering social inclusion and contributing to the company's sustainable growth.

Geographic Distribution of Global Workforce

10,049

Total Number of Global Employees



[Calculation Note]

- The number of employees is based on the headcount as of December 31 of the reporting year.

A Fair and Equitable Workplace

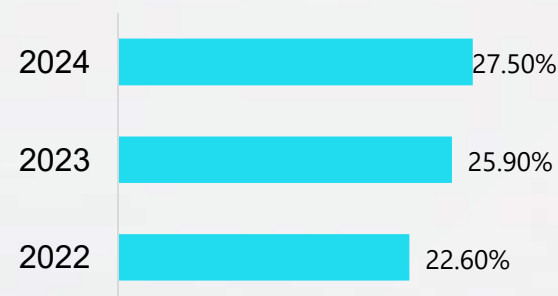
Getac adheres to a merit-based employment philosophy where leadership selection and promotions are not influenced by gender or nationality. The company actively recognizes and supports the capabilities and achievements of female employees, with women holding leadership roles across all subsidiaries. As of 2024, there were 86 female managers (manager level and above) across the Group, accounting for 27.5% of all managerial positions—an increase of 1.6 percentage points compared to 2023.

Localization and Empowerment of Local Talent

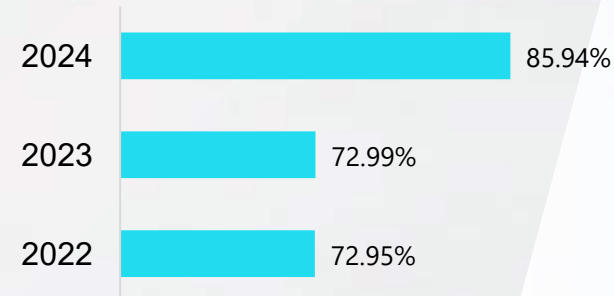
Getac is deeply committed to local talent development. In 2024, the proportion of local managers (manager level and above) across all consolidated entities reached 85.9%. In Taiwan, Getac Holdings and its subsidiaries Getac Technology and Atemitech reported a 100% localization rate for management roles, with all managers being Taiwanese nationals. Similarly, in China, all management roles are held by Chinese nationals.

In Vietnam, where Getac Vietnam and MPT Vietnam operate, the percentage of local managers remains relatively low due to a shortage of qualified STEM graduates and limited access to relevant technical education and talent pipelines. Currently, most managerial roles in Vietnam are held by Taiwanese and Chinese staff. However, the company remains committed to enhancing local leadership capabilities through improved education infrastructure and long-term talent development strategies.

Proportion of Female Managers (%)



Local Manager Hiring Ratio(%)



Total Number of Employees Covered in This Report

8,960 people

Item	Category		Number of People	Ratio
Employment Type	Employee Worker	Regular	8,960	100%
		Contract / Temporary	0	0%
		Total Employees	8,960	100%
	Non-Employee Worker	Dispatched Worker	56	0.6%
Gender	Male		5,355	60%
	Female		3,605	40%
Age	Age ≤ 30		3,209	35.8%
	Age 31–50		5,451	60.8%
	Age ≥ 51		300	3.3%
Country / Region	Taiwan		796	8.9%
	China		5824	65.0%
	Vietnam		2340	26.1%
Disability Status	Male		8	0.09%
	Female		6	0.07%
Position / Job Function	Direct Employee		5,574	62.2%
	Indirect Employee		3,074	34.3%
	Managerial Position		313	3.5%
Education Level	Ph.D.		6	0.07%
	Master		311	3.5%
	Bachelor's / Associate Degree		2,397	26.8%
	High School or Below		6,246	69.7%

[Calculation Note] The number of employees is based on the headcount as of December 31 of the reporting year.

5.2 Talent Attraction and Retention

As Getac continues to pursue corporate growth, we recognize that outstanding talent is the key driving force. To attract more high-caliber professionals, the company offers competitive compensation and benefits, along with a high-quality working environment that enables employees to fully realize their potential. This approach fosters a culture where individual value growth aligns with the company's advancement.

Fair Compensation Strategy

To reward performance and promote employee retention, Getac's Remuneration Committee regularly participates in industry salary surveys to assess the alignment between internal Remuneration structures and market trends. Based on these insights, the company evaluates opportunities for salary increases. We are committed to providing market-competitive compensation, including timely adjustments and promotions for high-performing employees.

In 2024, the company's total salary expenditure reached NT\$6.541 billion, while benefits expenditure amounted to NT\$1.255 billion. In addition, the company allocates a portion of annual profits as employee bonuses based on overall corporate performance, while year-end bonuses are awarded based on individual performance and contributions—ensuring rewards are aligned with outcomes.

Getac maintains a fair and inclusive compensation policy. Pay equity is guaranteed regardless of race, religion, political opinion, gender, sexual orientation, age, marital status, or disability status. We strictly comply with labor laws in all countries where we operate, ensuring that employment contracts, compensation schemes, and protections for female workers are aligned with local regulations. The company continues to optimize its HR systems to enhance our total rewards offering and attract top talent.

To support organizational competitiveness, we have established internal policies such as the "Personnel Appointment Guidelines" and "Resignation Management Procedures." These frameworks ensure that each role is filled by competent and passionate individuals. In addition, to uphold fairness in HR management, employees' spouses and second-degree relatives are not allowed to report directly to each other in cases of new hires, promotions, or job transfers, ensuring objectivity and professionalism in our hiring practices.

Ratio of Entry-Level Wages to Statutory Minimum Wage

In Taiwan, China, and Vietnam, Getac offers entry-level wages that exceed the minimum wage requirements set by local labor laws. The company ensures that its compensation structure remains both reasonable and competitive within each respective market.

Gender Pay Ratio

Getac maintains a compensation structure in which the gender pay ratio is approximately 1:1 across the organization. In some subsidiaries, female managers even earn more than their male counterparts. Where differences in pay do exist, they are attributed to the nature of the job or individual performance, rather than gender.

Among indirect employees, female salaries are slightly lower than male salaries, primarily due to the gender distribution at the Getac Changshu plant. There, a larger proportion of male employees work as technicians—roles that tend to command higher wages. Additionally, female employees are generally involved in roles with lower overtime requirements, further influencing overall compensation differences.

Ratio of Company's Minimum Wage to the Statutory Minimum Wage	Taiwan		China		Vietnam		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Ratio of Entry-Level Wages to Statutory Minimum Wage	1.07	1.13	1.00	1.00	1.21	1.21	1.06	1.07

[Calculation Note]

- The minimum wage ratios for entry-level employees are calculated based on the standard wage for the lowest-paid positions at Getac's production sites in Taiwan, China, and Vietnam.
- The benchmark ratio uses the local statutory minimum wage as a baseline (set as 1).

Average Salary Ratio Between Male and Female Employees	Taiwan		China		Vietnam		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Direct Employee	1	1.03	1	0.98	1	1.02	1	0.99
Indirect Employee	1	0.92	1	0.76	1	1.08	1	0.88
Managerial Position	1	0.91	1	0.91	1	1.21	1	0.99

[Calculation Note]

- The gender pay ratio is calculated by comparing the average salary of all female employees to the average salary of all male employees, with the male average salary set as the baseline (1.0).
- Supervisory positions are excluded from the indirect employee category.

Compensation and Incentive Mechanism

According to the Company’s Articles of Incorporation, if the Company reports a profit for the year (defined as pre-tax income before employee and director remuneration), up to 1% of the profit is allocated as director compensation, and no less than 0.1% is allocated for employee bonuses.

In compliance with the Taiwan Stock Exchange’s “Reporting Guidelines for Salary Information of Full-Time Non-Managerial Employees,” Getac employed 564 full-time, non-managerial employees in Taiwan in 2024. The average salary for these employees was NT\$1.795 million, and the median salary was NT\$1.565 million.

Long-Term Incentive Plan

To strengthen alignment between employees and the Company’s long-term development, Getac has implemented an Employee Stock Ownership Plan (ESOP) and other equity-based incentive programs. These mechanisms provide employees with stock rewards and long-term holding strategies, enabling them to share in the Company's growth.

The ESOP program primarily targets core talent and high-performing employees and bases allocations on individual performance and years of service. Its goals include:

- Boosting loyalty and retention: Encouraging long-term service through ownership, thereby reducing turnover.
- Enhancing competitiveness: Attracting and retaining high-potential talent aligned with corporate goals.
- Sharing business success: Aligning employee and shareholder interests to foster engagement and a sense of belonging.

The Company continues to refine its compensation and incentive systems to remain competitive and support sustainable growth and talent development. Stock options issued under the ESOP have a validity period of six years. For further issuance details, please refer to page 71 of the Company’s Annual Report. 

Employee Benefits

In addition to a sound compensation and leave system, the Company offers a comprehensive array of employee benefits. These include coverage under national health and labor insurance, as well as subsidies for marriage and bereavement, birthday gifts, holiday gifts or bonuses, employee outings, health checkups, and club activity funding. Each operating site has established a Welfare Committee

responsible for organizing benefits and activities that enrich the workplace environment and promote work-life balance. Events such as year-end parties and family days are held annually to foster team spirit and employee-family bonding. During major holidays, celebrations like Winter Solstice soup gatherings, Lantern Festival riddles, Mid-Autumn mooncake parties, and Spring Festival couplet distribution are organized to enhance workplace happiness.

To promote family-friendly work environments, the Kunshan factory in China holds an annual Open Factory Day, allowing employees’ children to visit and learn about their parents’ workplace firsthand. In Taiwan, subsidiaries collaborate with childcare providers and insurance companies to offer discounted services and employee family insurance packages.

Retirement Plan

The Company maintains a sound financial foundation and provides retirement benefits in accordance with the relevant laws of each operating location. Retirement systems are fully compliant with local legislation, including Taiwan’s Labor Pension Act and Labor Standards Act, ensuring employee rights are protected. All plans are legally structured with no deficiencies, and both the pension funds and disbursements are managed by designated government entities. Details of retirement systems for each regional operation are available in the table below.

Country	Pension Contribution As A Percentage Of Salary		Description of Retire System
Taiwan	Employer (New)	6%	"For employees covered under the Labor Pension Act (New System), the company contributes 6% of the employee’s monthly salary to their personal pension account managed by the Bureau of Labor Insurance."
	Employee (New)	0-6%	
China	Employer	20%	"According to the People’s Republic of China’s government regulations on the pension system, the company contributes a fixed percentage (20%) of the local employees’ total monthly salaries to the pension insurance. Each employee’s retirement benefits are centrally managed and distributed by the relevant government social security departments. By law, all employees are enrolled in the basic pension insurance based on the contribution base."
	Employee	8%	
Vietnam	Employer	14%	According to local labor and social insurance laws, the company allocates 14% of employees’ salaries as pension security or retirement reserve funds. All Vietnamese employees are enrolled in the national social insurance program
	Employee	8%	

Maternal Care

Pregnancy, childbirth, and childcare are physically and emotionally demanding periods, and balancing work and family responsibilities remains a significant challenge for working women. To support female employees through these important life stages, Getac adheres to local labor laws across all operating sites and provides benefits such as prenatal leave, maternity leave, and paternity leave, ensuring the protection of pregnant employees' rights.

In Taiwan, the company offers: 7 days of prenatal leave, 56 days of maternity leave, 7 days of paternity/prenatal accompaniment leave, Unpaid parental leave for childcare.

In China and Vietnam, where parental leave without pay is not mandated by law, we comply with local regulations. Specifically:

- In China, employees are entitled to 15 days of paternity leave and 158 days of maternity leave. Both male and female employees are eligible for childcare leave, with 10 days annually per parent until the child turns three. Wages during these leaves are paid at the normal working rate. In addition, male employees may take 15 days of nursing leave during their spouse's maternity leave.
- In Vietnam, employees are entitled to approximately 184 days of leave, including maternity and recovery leave. Fathers may take 5 working days of paternity leave for natural birth, or 7 days for cesarean delivery, as stipulated by labor laws.

To foster a family-friendly workplace, all subsidiaries have established lactation rooms. Additional care measures are also in place—for example, the Kunshan site in China offers complimentary meals and designated seating areas for pregnant employees. In Taiwan, quarterly “Pregnancy Celebrations” are held for expectant and new mothers (within one year postpartum) to share experiences and build community.

Getac's subsidiaries in China strictly comply with the *Labor Law* and the *Special Provisions on Labor Protection for Female Employees*. Special protective measures are taken for women during pregnancy, childbirth, and breastfeeding to prevent exposure to hazardous work environments and reduce health and safety risks. Once an employee reports a pregnancy, HR adds her to the “Three-Stage Female Employee List” and evaluates her work assignment for suitability, following the *Manual Labor Risk Identification and Control Protocol*. Nursing mothers are granted reasonable break time and provided with appropriate facilities.

In Taiwan, once an employee notifies the Occupational Health and Safety Office of her pregnancy, she receives a “Good Pregnancy Gift Bag.” The office then assesses her work environment to avoid risks such as heavy lifting, vibration, excessive noise, or radiation exposure. Safety appropriate to each stage of pregnancy are provided, along with emergency contact information.

Parental Leave Return-to-Work and Retention Rates

In accordance with Taiwan's Act of Gender Equality in Employment, employees in Taiwan who have completed at least one year of service are eligible to apply for unpaid parental leave before their child turns three years old, for a maximum duration of two years. In 2024, the Company's (consolidated) parental leave return-to-work rate and retention rate (or post-maternity leave return-to-work and retention rate) were 95.83% and 78.81%, respectively.

2024 Parental Leave Overview

Category	Male	Female	Total
Number of employees eligible for parental leave	150	94	244
Number of employees who applied for parental leave	108	85	193
Number of employees expected to return from parental leave in 2024	93	75	168
Number of employees who actually returned from parental leave in 2024	91	70	161
Return-to-work rate (%)	97.85%	93.33%	95.83%
Number of employees who returned from parental leave in 2023	84	67	151
Number of employees who remained employed one year after returning	72	47	119
Retention rate (%)	85.71%	70.15%	78.81%

【Calculation Explanation】

- Number of Employees Eligible for Parental Leave in 2024: Includes employees who applied for maternity or paternity leave between 2022 and 2024 and remained employed as of December 31, 2024.
- Return-to-Work Rate: (Number of employees who returned to work in 2024 / Number of employees expected to return to work in 2024) × 100%
- Retention Rate: (Number of employees who returned from parental leave in 2023 and remained employed for at least one year / Number of employees who returned from parental leave in 2023) × 100%

Employee Incentives and Rewards

To boost morale and strengthen team cohesion, Getac's Taiwan site recognizes employees for their years of service. Each year, commemorative trophies are awarded to employees who have reached service milestones of 5, 10, 15, 20, 25, or 30 years. At overseas sites, outstanding employees are recognized quarterly through on-the-spot rewards, including plaques and bonuses, as a form of encouragement.

Enhancing Workplace & Dormitory Comfort

Getac is committed to providing employees with high-quality work and dormitory environments. When employees feel a sense of well-being, productivity increases. All global sites aim to offer employees reasonable and comfortable workspaces. Facilities with a certain number of employees also provide in-house cafeterias for convenience, as well as recreation and fitness facilities. In recent years, new factories have been built in China and Vietnam, with enhanced office and production spaces designed to be more comfortable and people-oriented.

In 2022, Getac completed several new facilities in Kunshan (China) area, including a multifunctional building, dormitory towers, and parking garages. The multifunctional building features a large meeting hall for over 100 people, an indoor sports arena, fitness rooms, and a staff cafeteria with branded food vendors. The parking garage provides 1,097 e-scooter spaces and 252 car spaces, solving common parking issues. Dormitories offer various room types such as single, double, and quad rooms, equipped with basic furniture and appliances. To further improve living conditions, Getac continues to enhance its dormitory management systems, ensuring personal safety and offering counseling and support services. In 2023, a new gaming experience zone and an indoor golf simulation room were added, providing employees and clients with versatile entertainment spaces. The gaming room accommodates up to four users simultaneously, while the golf simulator can also host four players per session.

At the Vietnam facility, renovations were carried out in 2023, including the installation of facial recognition systems to replace traditional ID card readers, improving campus security. A new central control room was also established to manage security camera systems and fire alarms under a unified system. Additionally, all 120 dorm rooms underwent hardware upgrades, including furniture and bathroom fixture replacements.

Employee Assistance Program

The employee mentoring system in China sites is supported by volunteer employees. In 2024, a total of 43 mentors were appointed to assist new employees with daily needs such as food, clothing, housing, and commuting. This helps newcomers adapt quickly to the environment and work pace. The program offers life and work guidance, establishes communication channels, and provides emotional support, helping employees feel secure in their jobs and increasing overall employee satisfaction and corporate cohesion.

The key responsibilities of employee mentors include:

- Helping new employees become familiar with company policies and the surrounding facilities of the workplace and dormitory.
- Monitoring employee dormitory living conditions.
- Supporting effective communication between team leaders and frontline staff.
- Organizing recreational competitions to relieve work pressure and boost team cohesion.

Employee Satisfaction Survey

In 2024, the Company and its subsidiaries conducted at least one "Employee Satisfaction Survey," with an average score target of over 80, distributing questionnaires to 2,859 employees, and receiving 2,782 responses—a response rate of 96.68%. While the survey content varies slightly across sites, key topics include satisfaction with cafeteria food quality, dormitory management, administrative services, compensation, promotion opportunities, physical and mental welfare, training programs, interdepartmental communication, management style, delegation, transportation and parking, and overall career development prospects. The average satisfaction score across all subsidiaries was 85.27 out of 100. Each subsidiary implemented improvements based on lower-scoring topics and ensured full communication with employees.

Employee Satisfaction Survey	2022	2023	2024
Surveyed	2,254	1,753	2,859
Responses	2,199	1,729	2,782
Response Rate (%)	97.57%	99.3%	96.68%
Satisfaction Score	83.16	84.23	85.27



Kunshan Employee Dormitory Area



Multipurpose Meeting Room (Kunshan)



Nangang Building Fitness Center



Multipurpose Conference Room(Changshu)

Premium Office and Leisure Facilities for a Comprehensive Workplace Experience

From modern office spaces and staff dormitories to fitness rooms and multifunctional pantries, we comprehensively enhance the quality of work and life for our employees.



Nangang Building (Modern Office Environment)



Kunshan (China) Employee Canteen



Kunshan Employee Dormitory – Single Room



Kunshan Employee Dormitory-parking lot



Nangang (Taiwan) Employee Canteen

Celebrating the 35th Anniversary
A Warm and Joyful Family Day Fireworks lit up the sky.



Fostering a Warm Workplace Culture: Hosting Diverse Activities to Strengthen Employee Bonds

Getac is committed to fostering a joyful, interactive, and caring work environment,
where every employee feels a strong sense of belonging and vitality.



Subsidizing Employee-led Clubs for Work-Life Balance



Fun and Bonding at the
Employee Barbecue Event



Celebrating Women's Day: A Floral Salon Filled with Fragrance



Talent Recruitment and Retention

The Company is committed to fostering a fair, diverse, and growth-oriented career environment. We adhere to principles of fairness and objectivity in hiring and promotion, selecting the most suitable candidates based on individual abilities and local needs. In close collaboration with operational sites, we develop recruitment strategies tailored to local cultures and conditions, leveraging recruitment platforms, campus programs, employee referrals, and industry-academic partnerships to attract top talent. In 2024, the global average number of new employees per month was approximately 824, with a monthly hiring rate of 7.27%, slightly lower than the 7.64% in 2023, reflecting a more mature staffing structure amid steady expansion. To manage workforce turnover effectively, “reducing employee turnover” has been designated as a key management priority. The global average number of departing employees per month in 2024 was 628, with a monthly turnover rate of 5.91%, a decrease of 0.6 percentage points from 2023.

To enhance employee satisfaction and sense of belonging, Getac has actively improved employee dormitories, dining quality, and the overall work environment in recent years, creating a better workplace experience. Additionally, when employees submit resignation notices, HR proactively engages to understand the reasons and uses this feedback to optimize policies and environments, making efforts to retain key talent. These efforts have been widely recognized. Subsidiary Getac Technology was honored with the “Best Retention Power Award” from the 104 Employer Brand Awards and the “Bronze Award for Best Employer Brand 2024” from LinkedIn. These accolades highlight our commitment to talent development and demonstrate our continuous improvement and excellence in corporate culture advancement.

Average Monthly Hiring Rate	Item	Number/Percentage of New Hires
Total	Average Monthly New Hires	823.58
	Average Monthly Hiring Rate (%)	7.27%
Male	Average Monthly New Hires	518.00
	Average Monthly Hiring Rate (%)	8.89%
Female	Average Monthly New Hires	305.67
	Average Monthly Hiring Rate (%)	6.09%
Under 30 Years old	Average Monthly New Hires	461.75
	Average Monthly Hiring Rate (%)	12.69%
31-50 Years old	Average Monthly New Hires	360.08
	Average Monthly Hiring Rate (%)	5.34%
51 Years old	Average Monthly New Hires	2.33
	Average Monthly Hiring Rate (%)	0.91%

Average Monthly Turnover Rate	Item	Number/Percentage of Turnover
Total	Voluntary turnover	628.08
	Involuntary turnover	2.00
	Total Turnover	630.08
Male	Turnover Rate (%)	5.91%
	Voluntary turnover	393.33
	Involuntary turnover	1.58
Female	Turnover Rate (%)	7.16%
	Voluntary turnover	234.75
	Involuntary turnover	0.42
Under 30 Years old	Employee Turnover	340.00
	Turnover Rate (%)	9.33%
31-50 Years old	Employee Turnover	287.00
	Turnover Rate (%)	4.62%
51 Years old	Employee Turnover	2.75
	Turnover Rate (%)	1.37%



Promotion Commendation Ceremony



[Calculation Explanation]

- Average Monthly Headcount = Total monthly headcount from January to December ÷ 12
- Monthly Hiring Rate = (Number of new hires in the month ÷ Average of the number of employees on the 1st and at the end of the month) × 100%
- Average Monthly Hiring Rate = (Sum of monthly hiring rates from January to December ÷ 12) × 100%
- Monthly Turnover Rate = (Number of separations in the month ÷ Average of the number of employees on the 1st and at the end of the month) × 100%
- Average Monthly Turnover Rate = (Sum of monthly turnover rates from January to December ÷ 12) × 100%

5.3 Human Capital Investment

5C1L Corporate Culture

The Company is committed to continuous growth, and we believe that outstanding talent is the key to this progress. By maintaining clear objectives and strong execution, our teams generate the momentum that drives us forward. Getac is dedicated to building a high-performance team culture and cultivating core competencies. The 5C1L framework has been integrated into our talent standards, selection, development, and deployment strategies. Employees are expected to demonstrate strength in the six critical areas represented by 5C1L: Creativity, Critical Thinking, Solve Complex Problem, Communication, Collaboration and Leadership.

Our goal is to attract and develop high-quality talent while supporting their long-term growth within the company. Through talent development programs, we aim to foster a proactive, innovative, and open corporate culture that is well-equipped to meet future business challenges.

Talent Development Program

With the rapid advancement of artificial intelligence (AI), big data, and digital transformation in recent years, Getac has adjusted its talent development strategies accordingly. Our focus is on cultivating and attracting AI-related professionals, empowering employees to gain digital transformation knowledge, and deepening their technical expertise. By leveraging digital tools, we strive to enhance operational efficiency, improve customer experience, and even reshape our business model.

To achieve this, we have adapted our recruitment and training strategies to foster global perspectives and support flexible work modes, including remote work. We also utilize online platforms and virtual reality to deliver training and share technical and sales knowledge—boosting both efficiency and professional development. From the moment an employee joins, we provide structured and diverse training programs. We regularly assess the implementation and outcomes of these programs to refine them, improve training effectiveness, and foster both employee growth and company success.

Employee Training and Development Strategy

To meet the developmental needs of employees at different stages of their careers, the company has designed a diverse and comprehensive training framework. This includes onboarding programs, general education, and specialized training tailored to direct labor, indirect employees, and various levels of management. The training programs span a wide range of categories, primarily covering:

Onboarding Training

- **Mandatory for all new hires:** This program supports employees in quickly integrating into the company culture and understanding operational processes. Courses include internal policies, grievance mechanisms, and regulatory compliance. After joining their designated departments, employees receive job-specific skills and language training. For recent graduates, the program also emphasizes teamwork and mindset transformation.
- **Annual highlight:** New hire integration activities and internship project showcases demonstrating creativity and practical skills.

General Education Courses

- **For all employees:** Covers health, hygiene, and policy/regulatory topics, including anti-corruption and anti-money laundering, information security, customer privacy, risk management, gender equality laws, RBA Code of Conduct, human rights training, attendance management, and internal compliance to enhance overall competence and cross-disciplinary awareness.
- **For indirect employees:** Includes project management, computer skills, language courses, HR, business etiquette, and communication training. Business English tuition support is also available.
- **Annual highlight:** AI tool usage policy to strengthen data security awareness.

Environmental, Health & Safety (EHS) Training

- **For all employees:** Conducted monthly or quarterly by internal instructors or via the e-learning platform. Training content aligns with legal requirements and is targeted to all staff, direct/indirect employees, or production line workers. Key topics include safety training for work resumption, energy and environmental safety, and equipment operation safety.

Professional Training

- **For direct employees:** Includes position-specific technical skills, team leader training, GB/ISO certification updates, and external training options based on individual needs. Occupational safety and health modules include three-tier safety training, emergency response, chemical safety, and protective equipment usage.
- **For indirect employees:** Based on job role requirements, courses cover HR, legal, R&D, engineering, finance, project management, procurement, design, sales, manufacturing, IT, auditing, EHS, and other job-specific qualifications. Training is delivered by professional instructors or through external programs to comprehensively enhance practical skills and professional competence.

Management Training Programs

- Employees are required to undergo structured leadership and management training to enhance core competencies in organizational decision-making, leadership, and coordination.
- Training Highlights:
 - Harvard Business Review* PLC reading group
 - Monthly management book sharing sessions during leadership meetings, featuring titles such as *Think Again*, *The Worlds I See* (by AI scientist Fei-Fei Li), *The Supply Chain War*, *Leadership in Adversity*, and *The Climate Gamble*

Management System Training

To establish internationally recognized management systems (e.g., ISO standards), system implementation team members and department managers must participate in relevant training programs. Courses include ISO series (e.g., ISO 9001, ISO 14001), Environmental Health and Safety (EHS) Hazardous substances, Environmental aspects and hazard identification, BA Code of Conduct (labor ethics and human rights), Carbon management systems such as ISO 50001 (Energy Management), ISO 14064-1 (GHG Inventory), and LCA & PCF (Life Cycle Assessment & Product Carbon Footprint)

These programs are tailored to different employee groups—ranging from new hires to all staff or specific roles—to ensure training is both practical and targeted. To support flexible learning, the company continues to enhance its e-learning platform, integrating pre-recorded lessons, live sessions, and microlearning modules, and adopting blended synchronous/asynchronous models to foster a digitally driven learning culture.

AI and Digital Learning Applications

To strengthen digital transformation capabilities, the company established the AI Governance Committee in 2024 to promote the application of AI technologies across departments. Several AI tools have been introduced to enhance employee productivity and decision-making. AI training programs cover tool usage, practical scenarios, ethical considerations, and cross-departmental applications—encouraging employees to harness AI to boost efficiency. The e-learning platform is continuously improved through integrated content (pre-recorded, live, microlearning), enabling a blended learning environment. This supports on-demand learning and cultivates a digitally driven lifelong learning culture.

Overview of Training Outcomes

In terms of training performance, the company recorded a total of 652,715 training hours (consolidated) in 2024, representing an increase of 25,467 hours compared to 2023. Although overall training investment increased, changes in the total number of employees resulted in a per capita training time of 72.85 hours, showing a slight decrease of 5.8 hours from 78.65 hours in 2023.

Employee Training		2022	2023	2024
Number of Trainees		8,039	7,975	8,960
Total Training Hours		594,461.50	627,248.27	652,715.79
Average Training Hours per Employee	All Employees	73.95	78.65	72.85
	Male Employees	39.92	78.28	68.92
	Female Employees	74.70	79.19	78.12
	Direct Employees	77.66	82.02	73.64
	Indirect Employees	41.43	75.17	72.41
	Management Level	37.94	61.69	62.99



Employee Performance Evaluation

Getac's leadership team adopts a vision-oriented approach, holding annual strategic meetings to define operational goals and regularly review progress to enhance business performance. To support this alignment, the company has implemented a comprehensive performance appraisal system. At the start of each evaluation cycle, employees are required to set individual performance objectives. These are reviewed in consultation with their direct supervisors to ensure alignment with departmental and organizational strategies. End-of-year evaluations then measure individual achievement against these targets, fostering accountability and improving overall productivity.

The process is conducted through the Achieve+ Performance Management System, enabling both employees and supervisors to track performance history, ensure goal clarity, and monitor progress. Supervisors are also expected to provide meaningful feedback, address employee needs, and engage in development planning conversations focused on a 1–3 year horizon.

The performance appraisal consists of three core components:

- Goal Achievement – 70%
- Behavioral Performance – 30%
- Behavioral evaluation criteria include team leadership, execution, positive thinking, communication and coordination, and planning and organizational skills. These standards are adapted based on job function and whether the individual holds a managerial role.

A joint self-assessment process is conducted, providing employees an opportunity to discuss work challenges, request resources or training, and outline career development plans for the next one to three years.

In 2024, a total of 7,969 employees completed performance evaluations, representing 88.94% of the total workforce. The remaining individuals were primarily excluded due to being expatriate staff outside the applicable review system or new hires still within their probationary period. Coverage showed no disparity across gender or job type. Compared to 2023, the participation rate in 2024 decreased by 3.34 percentage points (see chart on the right).



2024 Employee Performance
Evaluation Overview

		2022	2023	2024
Total Employees		8,039	7,975	8,960
Number of Employees Evaluated	Total	7,781	7,359	7,969
	Male	4,808	4,349	4,681
	Female	3,231	3,010	3,288
	Direct Employees	4,607	4,259	4,714
	Indirect Employees	2,861	2,769	2,945
Management Level		330	7,028	310
Evaluation Coverage Rate (%)	Total	96.79%	92.28%	88.94%
	Male	96.65%	92.30%	87.41%
	Female	97.34%	92.30%	91.89%
	Direct Employees	96.34%	90.77%	84.57%
	Indirect Employees	97.81%	93.86%	95.77%
Management Level		99.40%	99.40%	99.68%

5.4 Occupational Safety and Health Management

Getac is committed to providing a safe and healthy work environment by complying with local occupational safety regulations and international standards, while proactively monitoring global trends and risk prevention. The company has established a robust occupational safety and health (OSH) management system that reduces workplace incident rates through strict control procedures and continuous review and improvement.

In line with the annual plan, Getac promotes OSH training to strengthen employee awareness of safety responsibilities and practical safety skills. We also value collaboration with suppliers and contractors—through education and system implementation—to cultivate a shared safety culture and reduce risks across the operational chain, moving toward a healthier and more sustainable workplace.

OSH Management System Coverage

Getac fully implements its occupational safety and health system in accordance with ISO 45001:2018 or applicable local regulations, conducting risk identification and control to ensure workplace safety and employee well-being. As of the reporting year:

- Employee coverage rate: 100% (8,960 employees)
- Non-employee worker coverage rate: 100% (73 workers)

The production sites certified under ISO 45001 include Atemitech, Getac Kunshan, MPT Kunshan, MPT Suzhou, MPT Vietnam, and Getac Vietnam. These certified sites collectively cover 7,770 employees, accounting for 87.3% of the total workforce.

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.

Personal Protective Equipment and Chemical Management

- Mechanisms for Personal Protective Equipment (PPE) Management and Chemical Management

Hazard Identification

- Conduct regular risk assessments of hazardous factors

Health Promotion

- Employee health checks
- Regular environmental monitoring of work areas
- On-site clinic or physician
- Health seminars and activities
- Expert-led health knowledge sessions
- Promotion of wellness and fitness through health education

Occupational Safety and Health Measures

Communication Participation

- Safety Production Committee
- Internal communication and reporting

Occupational Disease Prevention and Control

- Occupational Disease Management and Standard Operating Procedures

Exercises and Emergency Response

- Various Workplace Evacuation Drills
- Field Drills for Fire, Chemicals, etc.

Training and Advocacy

- New Employee Occupational Safety Training
- Specialized training based on job types
- Training on specific hazards and safety education
- Regular retraining for specific licenses

Occupational Safety and Health Policy: Management Goals and Implementation Measures

Getac has established a comprehensive Occupational Safety and Health (OSH) policy, with three core goals: zero fatal accidents, zero occupational diseases, and zero workplace injuries. To achieve these objectives, OSH practices are fully integrated into the company's operational management system. A standardized framework has been developed, including labor management procedures, EHS manuals, health operation standards, occupational disease prevention protocols, emergency response plans, and contractor safety management systems. These provide a clear structure for managing safety across all levels of operation. Strict on-site safety protocols are enforced through daily inspections and both scheduled and unscheduled audits. These measures embed risk control and continuous improvement into routine practices, reducing the potential for occupational hazards and supporting the goal of a zero-accident workplace. To assess the effectiveness of the OSH management system, Getac conducts regular internal audits and external reviews, tracking safety performance indicators and implementing improvements as needed.

Hazard Identification and Risk Assessment

To effectively reduce potential occupational safety and health risks during construction, production, and operations, the Company has established a systematic and quantifiable risk identification and management process in accordance with its Risk Assessment Procedure. Each year, personnel with practical experience from dedicated units conduct comprehensive identification of hazard factors across all departmental activities, employee behaviors, and equipment operations. The results are compiled into the Hazard Identification and Risk Assessment Form and evaluated using the internationally recognized LEC method:

L (Likelihood): The probability of the hazardous event occurring

E (Exposure): The frequency of exposure to the risk

C (Consequence): The severity of impact on health, property, environment, and operations

D (Degree of Risk) = $L \times E \times C$: The overall risk rating

Based on the risk level, the Company implements timely corrective and preventive measures, including stopping operations, immediate rectification, necessary corrections, or heightened attention. In 2024, all operational sites completed their annual risk assessments. Identified risks were met with appropriate improvement actions.

Workplace Environment Monitoring and Improvement Measures

To ensure that workplaces meet occupational health standards, all operational sites regularly commission reputable third-party institutions to perform workplace environmental monitoring in accordance with regulations and operational needs. Monitoring includes:

Chemical Hazards: Suspended particles (PM), volatile organic compounds (VOCs), acidic/alkaline gases, etc.

Physical Hazards: High noise levels, dust, abnormal temperature and humidity, etc.

For items that exceed or approach regulatory thresholds, immediate improvement plans are initiated. These include:

- Installing or upgrading ventilation and cooling systems
- Introducing wet dust collection systems and sealed exhaust units
- Improving raw material storage and usage procedures to reduce harmful exposure
- Providing personal protective equipment (PPE) and enhancing employee training on proper usage

Occupational Safety and Health Education & Training

The Company prioritizes employees' workplace safety awareness and operational competence by

fully implementing an occupational safety and health training system. This ensures employees possess the ability to identify risks, prevent incidents, and respond appropriately, thereby reducing safety hazards at the source. A three-tier safety training system is enforced, targeting new hires, current employees, and personnel performing special operations:

- New Employees: Required to complete training on occupational safety, hazard identification, and preventive measures before entering the workplace. They must also pass a test before formal employment.
- Current Employees: Participate in regular or ad hoc safety reinforcement training, covering topics such as on-site hazard reminders, emergency response procedures, and real incident case studies.
- Special Operations Personnel: Employees operating high-risk equipment (e.g., boilers, forklifts) must obtain legally required certifications before they are permitted to operate such machinery.

Additionally, the Company has developed standard operating procedures and post-specific safety protocols. Each unit is required to conduct job-specific risk disclosures and emergency drills. Distribution and use of personal protective equipment (PPE) must be aligned with risk assessment results. Regarding chemical management, all storage areas must have clear warning signs, and designated personnel are assigned for safety oversight.

Safety Awareness & Knowledge Promotion

To enhance safety awareness and knowledge dissemination:

- TV walls are installed in each facility to continuously broadcast safety operation videos.
- General education sessions are regularly held to introduce employees to harmful substances they may encounter (e.g., lead, cadmium, mercury, hexavalent chromium, polychlorinated biphenyls (PCBs), and polybrominated diphenyl ethers (PBDEs)), as well as their potential health effects.
- Occupational safety knowledge and incident reminders are distributed through newsletters or WeChat official accounts.

For subsidiaries in mainland China, a "5-minute pre-shift safety briefing" is implemented. Team leaders conduct short safety briefings before daily operations, which include:

- Safety reminders for the day's tasks
- Potential risk alerts
- Review of past accident cases
- Reiteration of emergency responses and warning messages

High-risk workshops are also equipped with training simulators and visual display boards, offering on-site operational demonstrations and risk identification aids to enhance frontline workers' practical safety and response capabilities.

Emergency Response Education and Drills

To strengthen employee preparedness and workplace safety awareness, the company continuously conducts safety drills and training sessions. Each site holds regular annual evacuation drills covering scenarios such as earthquakes, fires, and chemical spills. These include simulations for hazardous material leaks and CPR/AED training to enhance emergency response capabilities.

In terms of drill frequency, Taiwan and China conduct two full-scale fire drills annually, while Vietnam holds one. Drills include emergency procedures, disaster simulations, equipment handling, and evacuation exercises. In China, in addition to the two annual comprehensive drills, quarterly evacuation exercises are held, incorporating hands-on practice, simulation drills, and reporting procedures to enhance on-site response and evacuation readiness.

In 2024, no fire incidents occurred across any of the company’s facilities, demonstrating strong performance in disaster prevention, safety training, and maintenance of firefighting equipment. To further prevent future incidents, the company has established the following improvement measures:

- Conduct comprehensive inspections and rectifications based on fire hazard investigation findings
- Strengthen safety training for personnel involved in fire-related, smoking, and hot work operations
- Increase the frequency and practicality of evacuation and emergency response drills to enhance all employees' preparedness and self-protection skills

All fire protection systems across the company's sites are installed in accordance with the Occupational Safety and Health Act and relevant national safety standards. Regular inspections, maintenance, and necessary upgrades are carried out to ensure reliable functionality in emergencies, thereby protecting employee safety and maintaining operational stability.

Health Management and Training for Non-Employee Workers

To enhance the safety of non-employee workers operating within the premises, Getac has established the “Contractor Safety and Health Management System.” This system requires non-employee workers to comply with relevant occupational safety regulations and Getac's internal operational guidelines while on-site. Contractors must submit a Work Operation Application Form and sign either a “Contractor Safety, Health and Environmental Commitment” or an “Engineering Work Safety Notice” to ensure they are aware of applicable safety and health rules.

In addition to clearly outlining safety and protective measures in advance contracts, Getac’s EHS personnel conduct on-site verification during operations. For high-risk tasks such as working at heights or hot work, separate applications and prior approval from the responsible unit are required before proceeding.



Occupational Disease Prevention

To prevent occupational diseases and reduce the impact of environmental risks on employee health, each factory site in the company follows the “Occupational Disease Prevention Guidelines.” These guidelines clearly define relevant hazard factors and establish standard safety operating procedures. Pre-employment and on-the-job training and assessments are implemented to ensure every employee acquires the necessary skills to prevent and control occupational hazards. Employees may only begin operations after passing the assessment. The HR department must also clearly inform employees of potential occupational hazards and consequences during their work processes, along with protective measures, and have them sign an Occupational Hazard Notification Form.

Each production base conducts annual detection and evaluation of occupational hazard factors according to the nature of its production. High-risk positions are strictly monitored, with detailed reporting on the types and concentrations/intensity of occupational hazards, as well as the total number of exposed workers. Based on processes and products, high-risk positions are defined as follows:

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

In addition, the company implements daily occupational disease prevention measures by providing employees with certified protective equipment and facilities. Emergency medical kits are set up in both office areas and workshops. Employees in hazardous positions wear ID badges marked with a prominent green circle to distinguish them from general positions. Job rotations are also arranged to prevent prolonged exposure to dangerous environments. Pregnant and nursing female workers are not allowed to perform tasks that could harm themselves, their fetus, or infant—such as printing, laser engraving, paint mixing, spray painting, exposure to dust, noise, chemicals, or X-ray operations.

All new hires must undergo a pre-employment physical examination. New employees in hazardous positions must complete a pre-post medical check-up and may only begin work upon passing. Additionally, in-service health examinations are conducted at least once a year for employees exposed to occupational hazards. If health warnings are detected, the employee is immediately reassigned, with examination and follow-up costs fully covered by the company. For departing employees, the resignation form must be countersigned by the medical office. If the last check-up was more than six months ago, the employee must pass a specialized examination at a designated hospital before their departure is approved.

The company complies with national personal data protection laws and adheres to its internal Occupational Health Management System and Occupational Disease Prevention Guidelines. It ensures that workers’ personal health information and participation in occupational health services are kept confidential, respecting individual privacy without resulting in any favorable or unfavorable treatment of employees.

To achieve the goal of zero occupational diseases, the factories in China and Vietnam have established five management objectives, all with a target completion rate of 100%, strictly implementing occupational disease prevention measures. These objectives include:

- 100% physical examination rate for employees in hazardous positions
- 100% compliance rate for environmental hazard factor inspections in workshops
- 100% signing rate of occupational hazard notification forms by employees in hazardous roles
- 100% completion rate of occupational health training for workshop employees
- Zero cases of occupational health loss or occupational contraindications

In 2024, no occupational disease cases or related deaths occurred.

Health Management and Promotion Measures

To ensure employee health and workplace safety, the company continues to promote a diverse range of health management and wellness initiatives. These include regular health checkups, onsite health services, health promotion courses, and physical and mental stress relief activities—all aimed at creating a safe and healthy work environment.

Regular Health Checkup System

In compliance with local regulations and operational needs:

- In Taiwan and China, general employees receive health checkups once every two years.
- In Vietnam, general employees receive annual checkups.

For employees in positions exposed to occupational hazards:

- Taiwan and China: once per year
- Vietnam: once every six months

In 2024, the company and its Taiwan subsidiaries (Getac Technology and Atemitech Corp.) jointly organized employee health checkups, with 724 participants and a 97.18% participation rate. During the event, two health seminars were also held, with professional doctors explaining the reports and providing consultations to enhance employee health awareness. The Vietnam subsidiaries (MPT Vietnam and Getac Vietnam) continued to provide free annual health checkups, with a total of 1,618

participants and a participation rate of 81.72%, demonstrating the company's strong commitment to employee health.

On-site Health Services

In addition to regular health check-ups, the company actively promotes various health promotion programs and stress relief services to help employees develop healthy habits and self-care awareness.

Health Information Promotion

The company regularly distributes health knowledge and wellness information through internal newsletters. Topics include seasonal health tips, allergy prevention, stress relief techniques, and common disease prevention, helping employees enhance health awareness and self-care capabilities.

Workplace Massage and Mental Health Support

At the Nangang Office in Taiwan, three visually impaired massage therapists are employed to provide free massage services by appointment. Each employee receives 6 to 8 hours of service per week. In 2024, the total service hours reached 1,090 hours.

Health Lectures and Course Arrangements

In 2024, the company organized multiple health-related courses, which employees could register for based on personal interest. The course content was diverse and aimed at helping employees build positive lifestyle habits and develop self-management skills.

Monthly Health Bulletin



戰勝過敏原，擁抱健康生活

由於環境污染、加工食品和生活壓力的影響，過敏人口逐漸增加。根據衛生福利部資料，台灣過敏性鼻炎的人數約佔總人口的20%~40%。這還不包括其他過敏性疾疾病如氣喘、異位性皮膚炎和蕁麻疹等。這期健康報要來了解什麼是過敏原，病如何降低過敏對生活和健康的影響。

過敏對健康的影響

免疫系統是人類健康的第一道防線，負責對抗細菌和病毒。然而，有時免疫系統會將無害物質誤認為敵人，引發過敏反應，造成發炎和組織損傷，甚至生理失調。過敏反應可分為急性和慢性兩種。

急性過敏

急性過敏是由人體肥大細胞上的免疫球蛋白E (IgE) 與過敏原結合，促使肥大細胞釋放過敏物質所引發。症狀通常在接觸過敏原5~30分鐘內出現，發作時間迅速，嚴重性可能致命。常見的急性過敏原主要為吸入性和接觸性，如塵蟎、黴菌、蟑螂排泄物、花粉、動物皮毛等。



In addition, the company organizes a variety of participatory activities such as health games and fun competitions, factory open days with employee family involvement, and welcome relay races. These initiatives aim to enhance interaction among employees, promote physical and mental well-being, and foster a positive and energetic workplace atmosphere.

1. Cervical and Lumbar Spine Theory and Practice
2. First Aid Knowledge and AED Operation Training
3. Free Clinic Services (Blood Pressure, Blood Sugar, Medication Consultation) Cervical Cancer Screening
4. Traditional Chinese Medicine Identification and Wellness Guidance
5. Female Physiological Care and Treatment
6. Breast Cancer Prevention and Menopause Health Care
7. Red Cross First Aid Training K4 Muscle Training and Blood Pressure/Blood Sugar Management
8. Baduanjin Exercise and Relaxation Training



Occupational Injury Statistics

In 2024, the Company reported no major occupational injuries, work-related deaths, or cases of occupational disease involving non-employee workers at any of its sites. Across our four major operating sites—Atemitech Corp., MPT Vietnam, Getac Vietnam, and Getac Kunshan—we achieved a zero workplace injury goal, with no incidents recorded.

Among the other five operational sites, a total of 11 recordable occupational injury incidents occurred, resulting in injuries to 11 employees. Fortunately, none of the cases involved serious harm or fatalities.

According to statistics, the 2024 Recordable Incident Rate (RIR) was 0.122 (per 200,000 working hours), representing a 13% increase from 0.108 in 2023.

The incidents included:

- 2 minor office accidents: Employees tripped or sustained minor cuts to the hand.
- 9 equipment-related accidents: Employees were injured while operating or installing machinery due to lack of focus, weak safety awareness, or failure to follow standard procedures. These incidents included crushing, pinching, slipping, and impact injuries. Although none were severe,

Getac promptly implemented the following corrective measures:

- Strengthened risk control and prevention mechanisms: Enhanced on-site safety training to improve safety awareness and hazard recognition.
- Explicitly prohibited high-risk behaviors, such as hand-assisted striking operations.
- Conducted one-time special training for injection molding and mold change operations to clarify procedures and safety precautions.
- Required all production units to strengthen on-site supervision and enforcement.
- Increased the frequency of equipment and tool inspections and maintenance to eliminate potential hazards in a timely manner.
- Optimized operational procedures and workplace design to reduce the risk of slips and collisions.

Getac remains committed to a “prevention first” principle, advancing toward a goal of zero workplace injuries through strengthened training and management, and by fostering a safer work environment.

Additionally, no serious occupational injuries, work-related deaths, or occupational disease fatalities involving non-employees occurred in 2024.

2024 Occupational Injury Overview

	2022	2023	2024
Total Working Hours	19,712,497	14,842,986	18,092,377
Number of Occupational Injury Fatalities	0	0	0
Number of Occupational Disease Deaths	0	0	0
Number of Severe Occupational Injuries	2	1	0
Severe Occupational Injury Rate	0.023	0.013	0
Number of Recordable Occupational Injuries	11	8	11
Recordable Incident Rate (IR)	0.112	0.108	0.122

[Calculation Notes]

- Disabling injury incidents exclude commuting traffic accidents.
- Occupational Injury Fatality Rate = (Number of occupational injury-related deaths / Total working hours) × 200,000
- Severe Occupational Injury Rate = (Number of severe occupational injuries / Total working hours) × 200,000
- Recordable Incident Rate (IR) = (Number of occupational injury cases / Total working hours) × 200,000
- Lost Day Rate (LDR) = (Total number of lost workdays / Total working hours) × 200,000
- Definition of Severe Injuries: Based on local laws of each operating site
- Data Collection Method for Total Working Hours:
 - In Taiwan: based on the total work hours from monthly occupational injury reports
 - In China/Vietnam: exported from the timecard system

Safety Production Committee

Getac has established an Occupational Safety and Health Committee at its Taiwan site and Safety Production Committees at its overseas manufacturing locations, forming an integrated governance structure for workplace safety across all operations. These committees play a key role in implementing safety production protocols and performance management systems. Each committee is chaired by the highest-ranking site executive or the head of Human Resources, with members appointed from various departments based on principles of labor-management collaboration. Committee representation includes personnel from Administration, Human Resources, Quality Assurance, Manufacturing, Sales, Procurement, Construction, Logistics, and Finance—ensuring the effective implementation and alignment of safety policies throughout the organization.

The committees convene quarterly and are responsible for the following:

1. Proposing revisions and providing feedback on occupational safety and health policies
2. Monitoring the implementation of safety measures and related plans
3. Reviewing the progress of occupational health education initiatives and the prevention of occupational diseases
4. Guiding risk mitigation efforts and improvement actions to ensure a safe and healthy work environment

If a workplace safety incident occurs, the responsible department is immediately tasked with conducting an investigation, conducting a thorough review, and initiating corrective and preventive measures to avoid recurrence. The safety committees also serve as a communication bridge between labor and management, facilitating internal cross-functional coordination and external consultation with relevant stakeholders to strengthen the organization's safety culture. The labor-management representation ratios for each site are detailed in the table below.

Incident and Event Reporting

To ensure an effective response to occupational hazards and unforeseen events, Getac has established a comprehensive Incident and Event Management Procedure. This framework ensures timely reporting, appropriate emergency response, clear accountability, and alignment with both regulatory requirements and the company's commitment to sustainable governance. When an occupational hazard or potentially dangerous situation arises, the on-site personnel or directly involved party must immediately report the incident to their direct supervisor or the Occupational Safety Unit and assist in transporting the injured to receive prompt medical care. The department where the incident occurred is required to complete an Occupational Injury Incident Report. After the Occupational Safety Unit confirms the case as a work-related injury, it must be filed with the Human Resources Center and approved by the site General Manager for record-keeping. For non-occupational incidents—such as natural disasters, power or water outages, or cases of food or chemical poisoning—the affected individual or on-site personnel must notify the department head

and designated safety officer. The responsible officer will then escalate the report according to the company's Incident Notification Protocol, with major events reported to the Board of Directors and regulatory authorities. If new facts or developments emerge following an incident report, the company will supplement the report to ensure transparency and information completeness. Any department found to have deliberately concealed or delayed the reporting of an incident (including near misses) will be subject to administrative accountability in accordance with internal regulations—reinforcing Getac's commitment to a robust internal accountability mechanism.

Near Miss Incident Management

In 2024, Getac (consolidated) received one reported near miss incident, resulting in a near miss rate of 0.011. For non-employee workers (e.g., dispatched workers), the near miss rate was zero. A near miss is defined as an event that does not result in injury, property damage, or process disruption but causes concern or alarm among personnel. Supervisors at all levels are encouraged to foster a culture where employees actively report such incidents. Reports should be submitted via the "Safety Anomaly Report Form." Through investigation and review, the company aims to understand the potential severity had conditions escalated, identify root causes, and propose preventive or corrective measures to mitigate future risks.

[Note]: Near Miss Incident Rate = (Number of Near Miss Incidents ÷ Total Work Hours) × 200,000

Labor-management ratio of Occupational Safety and Health Committee / Safety Production Committee members

	Number Of Labor Representatives	Number Of Labor Representatives	Labor Representative Ratio	[Calculation Explanation]
GTH (Stand alone)	NA	NA	NA	
GTC	4	9	44%	Getac Holdings is not classified as a business entity under Article 10 of the Occupational Safety and Health Management Regulations and is therefore not legally required to convene an Occupational Safety and Health Committee. However, the company still holds such meetings regularly, exceeding regulatory requirements. Additionally, since it is not legally required, there is no obligation to include worker representatives in these meetings.
ATC	4	9	44%	
GTK	11	12	92%	
MPTK	22	23	96%	
MPTZ	15	28	54%	
MPTV	12	13	92%	
GVL	12	13	92%	
GCS	21	23	91%	
GKS	7	11	64%	

5.5 Social Participation

About the Getac Holdings Charitable Trust

We firmly believe that the growth and success of a company stem from the support of society and the general public. As such, Getac's Board of Directors allocates a portion of annual profits to the "Getac Holdings Charitable Trust," a dedicated public welfare fund.

Getac has always upheld education and social care as its core values, working long-term with various non-profit organizations, social welfare foundations, care centers, and intellectual development centers. We support their development initiatives and participate in protection programs to contribute to disadvantaged families, rural education, and child welfare.

In 2024, our total charitable donations reached NT\$3.05 million, focusing on the following key areas:

- Education in Rural and Outlying Areas:

Continuing to address the lack of educational resources for children in rural and outlying areas, we donated NT\$750,000 in 2024 to help improve learning environments and access to education. Specific efforts included: Supporting organizations such as the "Canaan Disadvantaged Families Care Center (Quaker Christian)," the "Taiwan Love and Hope Child Care Development Association," and the "Taiwan Rural Children Education Foundation" to promote after-school tutoring, reading programs, and outdoor experiential learning. In particular, for the Lanyu region, we donated reading materials and teaching equipment, and provided 18 laptops and tablets to help remote schools enhance basic educational infrastructure and narrow the urban-rural education gap.



Hanna's Home primarily provides care for infants and young children who are unable to be raised by their families, have experienced family crises, or whose identities are unknown.



The Taiwan Rural Children's Education Foundation selects a "Reading Star" each month, filming storytelling videos and providing reading incentives and school support funds to enhance students' interest in reading and their expressive abilities.



Supporting Underprivileged Athletes' Training and Competition
Providing assistance to enable athletes from disadvantaged families to participate in training and develop into outstanding players.

- Support for the Homeless and Disadvantaged Groups

A donation of NT\$200,000 was made to support the homeless rehabilitation and employment assistance programs run by "The Life's Flavors Cultural Construction Association" and the "Taipei Aichi Charity Association."

We continue to expand our investment in education, disaster relief, and care for disadvantaged groups, striving to foster social inclusion, fulfill corporate social responsibility, and move toward a sustainable future.

- Emergency Relief and Care for People with Disabilities

In response to major natural disasters and the needs of vulnerable communities:

- NT\$1 million was allocated to support post-disaster rescue and recovery efforts following the April 3rd Hualien earthquake.
- A donation was made to the "Morning Light Foundation Hualien Ming Nursing Home" to help improve living conditions for individuals with physical and mental disabilities.

- Assistance for Orphaned Infants and the Elderly

- NT\$300,000 was donated to support the care of orphaned infants through "Hanna's Home" under the Taitung Christian Hospital and the Jalian Foundation.
- Support was provided to the "Chinese Association for the Welfare of the Elderly" to assist vulnerable elderly individuals with basic living and caregiving needs.



In response to the tree planting initiative, mangroves were planted in Guatemala to support ecological preservation and community sustainability.



The donation to the international reforestation organization One Tree Planted helped plant 280 trees along the southwestern coast of Guatemala, supporting the restoration of local mangrove ecosystems. Mangroves are critical for regional stability and local livelihoods, but threats like illegal logging, pollution, and imbalanced hydrological conditions have harmed bird habitats, worsened coastal erosion, and increased vulnerability to extreme weather, such as storms and high winds that can cause forest fires. By expanding mangrove planting in local forests and extending the work to nearby farms and watersheds, the project aims to restore degraded forests, combat soil erosion, protect water resources, preserve biodiversity, and improve local community livelihoods.



The Senior Welfare and Care Association provided support to elderly waste collectors by offering new carts and supplies, easing their burden and helping them work and live with greater peace of mind.



Huailong Church hosted a summer camp to support underprivileged children in exploring their identity, developing personal interests, fostering teamwork and positive character, and promoting holistic physical and mental growth.

Cultivating Industry Talent

About the Y.S. Education Foundation

The Y.S. Education Foundation was established at the end of 2002 through joint funding from seven companies under the MiTAC-Synnex Group—including MiTAC Holdings Corp., Getac Holdings Corp., (including Getac Technology and MPT Solution), Lien Hwa Industrial Holdings Corp., UPC Technology Corp., Synnex Technology International, and Mix System Holdings Ltd. The foundation upholds the belief of “giving back to society” and is dedicated to advancing *technology education*, *agricultural education*, and *sustainable development*. By integrating technology, humanities, and the arts, it offers diverse learning platforms for children and youth, fostering creative thinking and self-directed learning skills. Since 2003, it has hosted the Y.S. Creative Awards, which encourages young people to engage in digital content creation and stimulate Taiwan’s industrial innovation capabilities.

About Y.S. Creative Awards

The 22nd Y.S. Creative Awards, organized by the Y.S. Education Foundation of the MiTAC-Synnex Group, aims to cultivate Taiwan’s future industry talent. This year, the competition expanded eligibility to include high school and vocational school students and introduced a new AI Creation category. Over 700 submissions were received from across Taiwan, spanning digital applications, industrial design, and motion graphics—reflecting the younger generation’s strong interest and capacity in innovation and emerging technologies.

A special new award, the “Miao Feng qiang Technology Innovation Award”, was also introduced to encourage academic institutions and research teams working in forward-looking fields such as AI, hydrogen energy, net-zero emissions, and quantum technology. The initiative reinforces the foundation’s commitment to promoting innovation and bridging academia with industry.

Judges praised the high level of professionalism and practicality of the entries, noting this year’s event as the most outstanding to date. The Y.S. Creative Awards have evolved into more than just a competition—they are now a key platform for youth to showcase creativity, connect with industry, and strengthen national competitiveness.



Starting in the 2023 academic year, the Y.S. Education Foundation launched its AI Lab Project by establishing an AI laboratory, big data center, and smart library at National Taiwan Normal University High School. With a total equipment investment worth NT\$16 million, the project enables students to explore AI technologies firsthand and learn to apply AI in business and social innovation through industry experience and collaborative learning.

【More Information – Click to Read】

- Y.S Foundation 
- Introduction to Award-Winning Works from the 22nd Y.S Creative Award 

Social Care and Cultural Arts



Hope Reading Program

Supporting the Commonwealth Magazine Education Foundation's efforts to promote reading, helping children cultivate lifelong, transferable skills.



北一女樂儀旗隊國際演出
贊助北一女中樂儀旗隊赴加拿大參加國際文化盛事，
展現台灣學生的才華與自信。



Sponsored the Mei-Shan Social Welfare Foundation
Support their expressive painting courses for individuals with disabilities, helping them convey emotions and life experiences through art, and enhancing their self-identity and sense of social inclusion.



Sponsored the Taipei Design Award

Supported a series of events under the Taipei Design Award, including hosting international exchange forums on campuses. International design masters were invited to engage in face-to-face discussions with students. The event also promoted the "Y.S Creative Award," encouraging students to propose cross-disciplinary innovative ideas and explore the limitless possibilities of integrating AI technology with design.

6.0 APPENDIX

6.1 Environmental Data of Subsidiaries

6.2 Social and Governance Data of Subsidiaries

6.3 Assurance Statement of the Sustainability Report

6.4 Verification Status of Management Systems

6.5 GRI Index

6.6 SASB Index

6.7 FSC Sustainability Disclosure Indicators

6.1 Environmental Data of Subsidiaries

GRI 302 Energy

Energy Consumption and Intensity in 2024														
	Energy Use						Energy Consumption				Energy Use Efficiency			
	Diesel	Natural Gas	LPG	Gasoline	Purchased Electricity	Purchased Steam	Non-renewable Fuel	Purchased Electricity	Purchased Steam	Total Energy Consumption	Non-renewable Fuel	Purchased Electricity	Purchased Steam	Total Energy Consumption
	(Kg)	(M³)	(Kg)	(Kg)	(KWh)	(Tones)	(GJ)				(GJ/ per million USD)			
GTH (Stand alone)	—	—	—	3,362	109,938	—	145.356	395.779	—	541.134	0.999	2.720	—	3.719
GTC	—	—	—	2,651	2,242,165	—	114.602	8,071.794	—	8,186.396	0.302	21.247	—	21.549
ATC	—	—	—	1,869	1,652,568	—	80.788	5,949.243	—	6,030.031	0.617	45.413	—	46.030
GTK	—	—	—	—	7,407,551	343	—	26,667.184	923.788	27,590.972	—	105.774	3.664	109.438
MPTK	19,330	122,790	—	14,929	35,651,825	31,862	6,102.187	128,346.570	89,181.738	223,630.495	31.900	670.952	466.212	1,169.064
MPTZ	3,598	44,952	—	461	19,798,056	10,311	1,692.025	71,273.000	28,860.069	101,825.095	20.331	856.408	346.779	1,223.519
MPTV	180,175	—	306,592	41,307	27,893,006	—	24,079.247	100,414.822	—	124,494.068	350.029	1,459.686	—	1,809.715
GVL	21,974	—	1,706,060	—	26,166,023	—	81,641.520	94,197.683	—	175,839.203	1,328.762	1,533.121	—	2,861.882
GCS	17,630	1,563,936	—	17,983	9,612,381	—	54,364.409	34,604.571	—	88,968.980	1,217.344	774.876	—	1,992.220
GKS	3,000	386,939	—	—	6,075,043	129	13,198.929	21,870.154	360	35,429.083	1,831.375	3,034.522	49.951	4,915.847
Total	245,706	2,118,617	2,012,652	82,563	136,608,555	42,644	181,419.063	491,790.799	119,325.595	792,535.457	163.287	442.638	107.399	713.324

Calculation Explanation:
 Energy Intensity = Energy Consumption (GJ) / Revenue (Million USD)

GRI 303 Water Resource Management

SASB TC-ES-140a.1

Greenhouse Gas Emissions and Emission Intensity in 2024

	Water Withdrawal			Water Discharge			Water			Water Use Efficiency	Process Water Recycling Rate	
	Domestic Water Use	Process Water Use	Total	Domestic Water Use	Process Water Use	Total	Domestic Water Use	Process Water Use	Total	Water Use Intensity per Million USD	Volume of Recycled Process Water	Process Water Recycling Rate
GTH (Stand alone)	0.667	-	0.667	0.534	-	0.534	0.133	-	0.133	0.005	-	-
GTC	12.187	-	12.187	9.750	-	9.750	2.437	-	2.437	0.032	-	-
ATC	6.699	-	6.699	5.359	-	5.359	1.340	-	1.340	0.051	-	-
GTK	34.748	-	34.748	27.798	-	27.798	6.950	-	6.950	0.138	505.391	99.4%
MPTK	109.265	53	161.849	87.412	42.067	129.479	21.853	10.517	32.370	0.846	4,484.736	98.7%
MPTZ	18.356	79	96.937	14.685	62.865	77.550	3.671	15.716	19.387	1.165	3,179.040	97.0%
MPTV	52.476	81	133.004	41.981	79.928	121.909	10.495	0.600	11.095	1.933	3,848.732	97.0%
GVL	23.450	100	123.247	18.760	79.837	98.597	4.690	19.960	24.650	2.006	1,773.158	94.7%
GCS	5.017	28	33.235	4.014	23.667	27.681	1.003	4.551	5.554	0.744	1,440.000	97.7%
GKS	10.919	16	27.297	8.735	0.200	8.935	2.184	16.178	18.362	3.788	1,786.856	99.0%
Total	273.785	356	629.871	219.027	288.564	507.591	54.758	67.522	122.280	0.567	17,017.913	97.6%

Calculation Explanation:

- Unit: megalitres (Thousand Cubic Meters)
- Water Intensity = Water Withdrawal (megalitres) / Revenue (Million USD)

GRI 305 Total Emission and Emission Intensity

Greenhouse Gas Emissions and Emission Intensity in 2024

	Scope 1		Scope 2		Scope 3		Scope 1+2		Scope 1+2+3	
	Total Emission	Emission Intensity	Total Emission	Emission Intensity	Total Emission	Emission Intensity	Total Emission	Emission Intensity	Total Emission	Emission Intensity
GTH (Stand alone)	11.363	0.078	54.310	0.373	3.904	0.027	65.673	0.451	69.577	0.478
GTC	57.124	0.150	1,107.630	2.916	14,809.681	38.983	1,164.754	3.066	15,974.435	42.049
ATC	21.434	0.164	816.368	6.232	1,436.458	10.965	837.802	6.395	2,274.260	17.361
GTK	114.480	0.454	4,076.509	16.169	59,134.383	234.553	4,190.988	16.623	63,325.371	251.176
MPTK	1,125.737	5.885	28,592.293	149.471	30,595.630	159.943	29,718.029	155.356	60,313.659	315.299
MPTZ	650.940	7.822	13,678.315	164.357	21,851.739	262.568	14,329.254	172.179	36,180.993	434.747
MPTV	1,925.526	27.991	18,387.070	267.285	9,640.397	140.138	20,312.596	295.275	29,952.993	435.413
GVL	5,190.771	84.483	17,248.642	280.731	181,824.884	2,959.303	22,439.413	365.214	204,264.297	3,324.517
GCS	3,566.516	79.862	5,158.004	115.500	78,806.020	1,764.648	8,724.519	195.362	87,530.543	1,960.010
GKS	2,089.289	289.893	3,299.468	457.807	7,597.567	1,054.176	5,388.757	747.699	12,986.329	1,801.876
Total	14,753.179	13.279	92,418.607	83.182	405,700.662	365.152	107,171.786	96.460	512,872.447	461.613

Calculation Explanation:

- Emission Unit: metric tons of CO₂ equivalent (CO₂e)
- Intensity Unit: metric tons CO₂e per million USD
- Emission Intensity Formula: Emission Intensity = Total Emissions (metric tons CO₂e) / Revenue (in million USD)

GRI 305 Emissions (in accordance with the GHG Protocol)

2024 Greenhouse Gas Emissions (in accordance with the GHG Protocol)

		GTH (Stand alone)	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	Total
Total for Scope 1		11.363	57.124	21.434	114.480	1,125.737	650.940	1,925.526	5,190.771	3,566.516	2,089.289	14,753.179
Total for Scope 2		54.310	1,107.630	816.368	4,076.509	28,592.293	13,678.315	18,387.070	17,248.642	5,158.004	3,299.468	92,418.607
Total for Scope 3		3.904	14,809.681	1,436.458	59,134.383	30,595.630	21,851.739	9,640.397	181,824.884	78,806.020	7,597.567	405,700.662
Upstream	1. Purchased goods and services	-	9,594.824	1,158.735	51,591.315	30,054.324	21,588.591	9,275.548	181,724.181	77,975.470	7,497.516	390,460.504
	2. Capital goods	-	-	-	-	-	-	-	-	-	-	-
	3. Fuel- and energy-related activities (not included in Scope 1 or 2)	-	-	-	63.966	-	-	-	-	-	-	63.966
	4. Upstream transportation and distribution	-	133.531	7.218	85.060	136.765	98.951	-	-	107.805	4.158	573.489
	5. Waste generated in operations	3.904	62.332	24.385	32.631	5.417	1.342	-	-	223.387	37.964	391.362
	6. Business travel	-	-	-	8.690	90.474	36.182	-	-	29.509	2.923	167.778
	7. Employee commuting	-	-	-	38.130	91.426	41.095	364.849	100.702	255.556	36.071	927.830
	8. Upstream leased assets	-	-	-	0.000	0.000	0.000	-	-	-	-	-
Downstream	9. Downstream transportation and distribution	0	3,140.897	246.120	12.410	217.224	85.577	-	-	214.293	18.934	3,935.454
	10. Processing of sold products	-	-	-	-	-	-	-	-	-	-	-
	11. Use of sold products	-	1,863.350	-	7,302.181	-	-	-	-	-	-	9,165.531
	12. End-of-life treatment of sold products	-	14.747	-	-	-	-	-	-	-	-	14.747
	13. Downstream leased assets	-	-	-	-	-	-	-	-	-	-	-
	14. Franchises	-	-	-	-	-	-	-	-	-	-	-
	15. Investments	-	-	-	-	-	-	-	-	-	-	-

Unit: metric tons of CO₂ equivalent

GRI 306 Waste Generated and Disposal

Waste Generated and Disposal in 2024															
	General Industrial Waste					Hazardous Industrial Waste					Total Waste				
	Waste directed to disposal	% of Total Waste	Waste diverted from disposal	% of Total Waste	Total Weight	Waste directed to disposal	% of Total Waste	Waste diverted from disposal	% of Total Waste	Total Weight	Waste directed to disposal	% of Total Waste	Waste diverted from disposal	% of Total Waste	Total Weight
GTH (Stand alone)	10.589	100%	0.000	0%	10.589	0	0%	0	0%	0	10.589	100.0%	0.000	0.0%	10.589
GTC	167.069	92.0%	14.460	8.0%	181.529	0	0%	0	0%	0	167.069	92.0%	14.460	8.0%	181.529
ATC	51.693	68.7%	23.543	31.3%	75.236	0	0%	0	0%	0	51.693	68.7%	23.543	31.3%	75.236
GTK	23.495	8.7%	213.289	79.1%	236.784	6.807	2.5%	26.000	9.6%	32.807	30.302	11.2%	239.289	88.8%	269.591
MPTK	145.020	11.6%	964.475	77.3%	1,109.495	106.412	8.5%	32.511	2.6%	138.923	251.432	20.1%	996.986	79.9%	1,248.418
MPTZ	0	0%	107.560	73.0%	107.560	21.689	14.7%	18.133	12.3%	39.822	21.689	14.7%	125.693	85.3%	147.382
MPTV	0	0%	2,914.890	87.4%	2,914.890	0	0%	419.564	12.6%	419.564	0	0.0%	3,334.454	100.0%	3,334.454
GVL	0	0%	510.197	75.9%	510.197	0	0%	162.240	24.1%	162.240	0	0.0%	672.437	100.0%	672.437
GCS	54.000	12.3%	90.918	20.7%	144.918	74.474	16.9%	220.569	50.1%	295.044	128.474	29.2%	311.487	70.8%	439.961
GKS	5.325	3.9%	38.345	27.8%	43.670	11.409	8.3%	82.667	60.0%	94.076	16.734	12.1%	121.012	87.9%	137.746
Total	457.190	7.0%	4,877.676	74.8%	5,334.866	220.791	3.4%	961.684	14.8%	1,182.476	677.981	10.4%	5,839.361	89.6%	6,517.342

Unit: Metric Tons

GRI 301 Material

Recycled Material Percentage of Total Weight in 2024

Subsidiary Company	Recycled Material Percentage of Total Weight (%)
GTC	10.31%
MPTK	15.96%
MPTZ	23.58%
MPTV	14.68%
GVL	95.17%
GCS	59.83%
GKS	92.65%
Total	62.36%

Calculation Explanation:

- Definition of Recycled Material: Includes recycled plastics and recycled metals
- Actual Weight of Recycled Material = Total Material Weight × Recycled Content Percentage (%)
- Recycled Material Usage Rate (%) = (Actual Weight of Recycled Material ÷ Total Material Usage Weight) × 100%
- Both recycled and total material quantities are calculated based on actual usage. The calculation includes inventory carried over from the previous year and excludes inventory remaining at the end of the reporting year.

6.2 Social and Governance Data of Subsidiaries

GRI 405-1 Diversity Of Governance Bodies And Employees

2024 Employee Composition by Gender, Age, and Employment Type

	Total Employees	Male	Female	Under 30 Years old	31-50 Years old	51Years above	Direct Employee	Indirect Employee (include managers)	Management Level	Employees with Disabilities	Rehiring of Retired Employees
GTH (Stand alone)	40	40.0%	60.0%	7.5%	57.5%	35.0%	0.0%	65.0%	35.0%	0.00%	2.50%
GTC	550	66.2%	33.8%	8.9%	76.5%	14.5%	12.2%	68.9%	18.9%	0.73%	0.00%
ATC	206	69.4%	30.6%	11.2%	74.8%	14.1%	4.9%	75.2%	19.9%	0.97%	0.49%
GTK	794	48.9%	51.1%	33.9%	65.1%	1.0%	66.5%	29.2%	4.3%	0.00%	0.38%
MPTK	3058	64.7%	35.3%	39.2%	58.6%	2.2%	69.0%	29.7%	1.3%	0.10%	0.39%
MPTZ	1439	62.3%	37.7%	32.3%	65.0%	2.7%	64.4%	33.6%	2.1%	0.14%	0.63%
MPTV	1800	50.1%	49.9%	46.3%	52.6%	1.2%	70.6%	28.3%	1.1%	0.00%	0.00%
GVL	540	62.4%	37.6%	35.7%	63.3%	0.9%	65.2%	31.1%	3.7%	0.00%	0.00%
GCS	494	62.6%	37.4%	33.4%	59.3%	7.3%	58.7%	39.1%	2.2%	0.61%	1.21%
GKS	39	61.5%	38.5%	23.1%	74.4%	2.6%	48.7%	51.3%	0.0%	0.00%	0.00%
Total	8,960	5,355	3,605	3,209	5,451	300	5,574	3,073	313	14	32
Ratio (%)	100%	59.8%	40.2%	35.8%	60.8%	3.3%	62.2%	34.3%	3.5%	0.16%	0.36%

Calculation Explanation:

- The number of employees is based on the year-end headcount as of 12/31 of the respective year.

GRI 405-1: Diversity and Equal Opportunity

Percentage of Female Supervisors in 2024

	Total Number Of Female Supervisors	Total Number Of Supervisors	Ratio Of Female Supervisors
GTH (Stand alone)	8	14	57.1%
GTC	32	104	30.8%
ATC	5	41	12.2%
GTK	13	34	38.2%
MPTK	10	39	25.6%
MPTZ	10	30	33.3%
MPTV	1	20	5.0%
GVL	2	20	10.0%
GCS	5	11	45.5%
GKS	NA	NA	NA
Total	86	313	27.5%

GRI 202-2: Proportion of Senior Management Hired from the Local Community

Local Supervisor Employment: Number and Proportion in 2024

	Nationality	Number of Local- National Supervisors	Total Number of Local Supervisors	Employment Ratio of Local Supervisors
GTH (Stand alone)	Taiwan	14	14	100%
GTC	Taiwan	101	101	100%
ATC	Taiwan	38	38	100%
GTK	China	34	34	100%
MPTK	China	39	39	100%
MPTZ	China	30	30	100%
MPTV	Vietnam	1	19	5.26%
GVL	Vietnam	1	19	5.26%
GCS	China	11	19	57.89%
GKS	China	0	0	0
Total	China/Taiwan/Vietnam	269	313	85.94%

Calculation Explanation:

- The number of employees is based on the year-end headcount as of 12/31 of the respective year.

GRI 401-1 New Employee Hires And Employee Turnover

Average Monthly New Hire Rate in 2024

	All Employees			By Gender			By Age	
	Average Monthly New Hires	Average Monthly New Hire Rate(%)		Average Monthly New Hires	Average Monthly New Hire Rate(%)		Average Monthly New Hires	Average Monthly New Hire Rate(%)
GTH (Stand-alone)	0.3	0.6%	Male	0.1	0.5%	<30	0.2	8.3%
			Female	0.2	0.7%	31-50	0.1	0.3%
GTC	6.8	1.3%	Male	4.3	1.2%	>51	0	0.0%
			Female	2.6	1.5%	<30	1.8	3.7%
ATC	3.6	1.8%	Male	2.5	1.9%	31-50	4.7	1.4%
			Female	1.1	1.8%	>51	0.2	0.4%
GTK	48	6.0%	Male	26.6	6.8%	<30	0.9	5.5%
			Female	21.4	5.2%	31-50	2.5	1.7%
MPTK	357.8	14.1%	Male	237.0	26.3%	>51	0.2	0.7%
			Female	120.8	7.4%	<30	28.1	10.1%
MPTZ	198.3	16.3%	Male	120.2	16.3%	31-50	19.9	3.9%
			Female	78.2	16.3%	>51	0	0.0%
MPTV	109.1	6.8%	Male	61.3	8.0%	<30	207.3	23.0%
			Female	47.8	5.9%	31-50	150.4	9.6%
GVL	49.1	8.8%	Male	35.0	10.1%	>51	0	0.0%
			Female	14.1	6.6%	<30	100.4	28.3%
GCS	41.3	9.8%	Male	24.8	9.7%	31-50	97.7	11.8%
			Female	16.4	9.9%	>51	1.0	0.8%
GKS	9.5	7.1%	Male	6.3	8.1%	<30	68.7	10.2%
			Female	3.2	5.7%	31-50	40.4	4.6%
						>51	0	0.0%
						<30	30.2	14.0%
						31-50	18.9	5.6%
						>51	0	0.0%
						<30	21.3	15.4%
						31-50	19.3	7.8%
						>51	0.8	2.1%
						<30	3.0	8.3%
						31-50	6.3	6.7%
						>51	0.3	5.2%

Calculation Explanation:

- Average Monthly Headcount = Total monthly headcount from January to December ÷ 12
- Monthly Hiring Rate = (Number of new hires in the month ÷ Average of the number of employees on the 1st and at the end of the month) × 100%
- Average Monthly Hiring Rate = (Sum of monthly hiring rates from January to December ÷ 12) × 100%

GRI 401-1 New Employee Hires And Employee Turnover

Average Monthly Turnover Rate in 2024

	All Employees			By Gender			By Age		Calculation Explanation:
	Average Monthly Turnover	Average Monthly Turnover Rate(%)		Average Monthly Turnover	Average Monthly Turnover Rate(%)		Average Monthly Turnover	Average Monthly Turnover Rate(%)	
GTH (Stand-alone)	0.3	0.6%	Male	0.1	0.5%	<30	0.1	4.2%	• Average Monthly Number of Employees = Total number of employees for each month from January to December ÷ 12 • Monthly Turnover Rate = (Number of employees who left 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%
			Female	0.2	0.7%	31-50	0.2	0.7%	
						>51	0.0	0.0%	
GTC	4.4	0.8%	Male	2.8	0.8%	<30	1.0	2.1%	
			Female	1.6	0.9%	31-50	3.2	0.9%	
						>51	0.3	0.6%	
ATC	2.4	1.3%	Male	1.7	1.3%	<30	0.3	2.0%	
			Female	0.8	1.2%	31-50	1.9	1.3%	
						>51	0.2	0.6%	
GTK	46.8	5.8%	Male	26.4	6.7%	<30	27.2	9.7%	
			Female	20.3	5.0%	31-50	19.6	3.8%	
						>51	0.0	0.0%	
MPTK	293.4	11.6%	Male	197.3	22.1%	<30	167.2	18.7%	
			Female	96.1	5.9%	31-50	125.7	8.1%	
						>51	0.6	0.9%	
MPTZ	163.8	13.2%	Male	97.3	13.1%	<30	82.5	22.8%	
			Female	66.5	13.5%	31-50	81.2	9.7%	
						>51	0.1	0.3%	
MPTV	47.4	3.2%	Male	24.7	3.4%	<30	27.8	4.4%	
			Female	22.8	2.9%	31-50	19.6	2.3%	
						>51	1.0	0.4%	
GVL	23.3	4.0%	Male	15.8	4.8%	<30	11.8	5.7%	
			Female	7.5	3.5%	31-50	11.5	3.5%	
						>51	0.9	1.4%	
GCS	34.8	8.2%	Male	20.3	7.9%	<30	18.3	13.2%	
			Female	14.4	8.7%	31-50	15.3	6.2%	
						>51	1.2	3.3%	
GKS	13.6	10.3%	Male	8.5	10.9%	<30	3.9	10.6%	
			Female	5.1	9.2%	31-50	9.0	9.7%	
						>51	0.3	6.3%	

GRI 404-1 Training and Education

	Employee Education and Training Status in 2024											
	Total		Male		Female		Direct Employee		Indirect Employee		Management Level	
	Total Training Hours	Average Training Hours Per Person	Total Training Hours	Average Training Hours Per Person	Total Training Hours	Average Training Hours Per Person	Total Training Hours	Average Training Hours Per Person	Total Training Hours	Average Training Hours Per Person	Total Training Hours	Average Training Hours Per Person
GTH (Stand alone)	1,407.50	35.19	580.00	36.25	827.50	34.48	0.00	0.00	983.50	37.83	424.00	30.29
GTC	17,190.24	31.3	11,077.34	59.9	6,112.90	16.8	739.00	11.0	12,349.44	32.3	4,101.80	40.6
ATC	4,482.00	21.76	2,870.50	20.07	1,611.50	25.58	31.50	3.15	3,193.00	20.60	1,257.50	30.67
GTK	97,874.35	123.27	50,485.10	130.12	47,389.25	116.72	71,259.45	134.96	22,782.70	98.20	3,832.20	112.71
MPTK	251,571.70	82.27	163,503.70	82.70	88,068.00	81.47	163,266.90	77.34	85,191.80	93.82	3,113.00	79.82
MPTZ	49,893.00	34.67	20,323.20	22.68	29,569.80	54.46	22,906.00	24.74	25,111.50	51.99	1,875.50	62.52
MPTV	155,525.75	86.93	76,084.00	85.49	79,441.75	88.37	104,716.50	82.52	48,643.50	97.29	2,165.75	108.29
GVL	41,961.25	77.99	17,770.50	53.05	24,190.75	119.17	26,594.00	75.77	13,577.75	81.30	1,789.50	89.48
GCS	31,205.00	63.17	13,404.00	42.28	17,801.00	96.22	19,705.00	67.95	10,532.00	54.57	968.00	88.00
GKS	1,605.00	41.15	1,167.00	48.63	438.00	29.20	1,247.00	65.63	358.00	17.90	NA	NA
Total	652,715.79	72.85	357,265.34	68.92	295,450.45	78.12	410,465.35	73.64	222,723.19	72.41	19,527.25	62.99

Calculation Explanation:

- The number of employees is based on the year-end headcount as of 12/31 of the respective year.

GRI 205 Anti-Corruption

The Anti-corruption Training Status In 2024												
	Direct Employee			Indirect Employee			Management Level			Total		
	Number Trained	Total Number	Training Rate (%)	Number Trained	Total Number	Training Rate (%)	Number Trained	Total Number	Training Rate (%)	Number Trained	Total Number	Training Rate (%)
GTH (Stand alone)	0	0	0.0%	26	26	100.0%	11	14	78.6%	37	40	92.5%
GTC	63	67	94.0%	351	382	91.9%	87	101	86.1%	501	550	91.1%
ATC	10	10	100.0%	136	155	87.74%	39	41	95.12%	185	206	89.8%
GTK	1551	528	95.8%	222	232	95.7%	32	34	94.1%	760	794	95.7%
MPTK	814	2111	73.5%	833	908	91.7%	34	39	87.2%	2418	3058	79.1%
MPTZ	1033	926	87.9%	450	483	93.2%	25	30	83.3%	1289	1439	89.6%
MPTV	301	1,271	81.3%	454	509	89.2%	16	20	80.0%	1503	1800	83.5%
GVL	261	352	85.5%	158	168	94.0%	16	20	80.0%	475	540	88.0%
GCS	261	290	90.0%	193	193	100.0%	11	11	100.0%	465	494	94.2%
GKS	17	19	89.5%	20	20	100.0%	0	0	0.0%	37	39	94.9%
Total	4,556	5,574	81.7%	2843	3076	92.4%	271	310	87.4%	7670	8960	85.6%

Calculation Explanation:

- The number of employees is based on the year-end headcount as of 12/31 of the respective year.

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

	Total Employees	Number and Percentage of Employees Undergoing Performance Evaluation by Gender						Number and Percentage of Employees Undergoing Performance Evaluation By Job Type					
		Male	Female	Total	Male (%)	Female (%)	% of Total Employees	Direct Employee	Indirect Employee	Management	Direct Employee (%)	Indirect Employee (%)	Management (%)
GTH (Stand alone)	40	16	24	40	100.00%	100.00%	100.00%	0	26	14	NA	100.00%	100.00%
GTC	550	363	185	548	99.73%	99.46%	99.64%	67	377	104	100.00%	99.47%	100.00%
ATC	206	132	59	191	92.31%	93.65%	92.72%	10	143	38	100.00%	90.51%	100.00%
GTK	794	374	394	768	96.39%	97.04%	96.73%	507	227	34	0.00%	97.84%	100.00%
MPTK	3,058	1,662	956	2,618	84.07%	88.44%	85.61%	1,707	871	40	80.86%	96.03%	100.00%
MPTZ	1,439	723	469	1,192	80.69%	86.37%	82.84%	703	459	30	75.92%	95.03%	100.00%
MPTV	1,800	796	822	1,618	88.35%	91.43%	89.89%	1,129	469	20	88.83%	92.14%	100.00%
GVL	540	321	194	515	95.25%	95.57%	95.37%	332	164	19	94.32%	97.62%	95.00%
GCS	494	270	170	440	87.38%	91.89%	89.07%	240	189	11	82.76%	97.93%	100.00%
GKS	39	24	15	39	100.00%	91.89%	100.00%	19	20	0	100.00%	100.00%	-
Total	8,960	4,681	3,288	7,969	87.41%	91.89%	88.94%	4,714	2,945	310	84.57%	95.77%	99.68%

Calculation Explanation:

- The number of employees is based on the year-end headcount as of 12/31 of the respective year.

GRI 401-3 Parental Leave

	Gender	Number of Employees Eligible for Parental Leave in the Year	Number of Employees Who Actually Applied for Parental Leave in the Year	Estimated Number of Employees Expected to Return from Parental Leave	Actual Number of Employees Who Returned from Parental Leave	Return-to-Work Rate (%)	Actual Number of Employees Retained After Returning from Parental Leave	Number of Employees Who Continued Working for One Year After Returning	Retention Rate (%)
GTH	Male	1	0	0	0	-	0	0	-
	Female	1	0	0	0	-	0	0	-
	Total	2	0	0	0	-	0	0	-
GTC	Male	29	2	1	1	100%	0	0	-
	Female	7	1	1	1	100%	1	1	100%
	Total	36	3	2	2	100%	1	1	100%
ATC	Male	14	0	0	0	-	1	0	-
	Female	2	0	0	0	-	2	2	100%
	Total	16	0	0	0	-	3	2	66.67%
GTK	Male	6	6	6	6	100%	4	4	100%
	Female	6	6	6	6	100%	10	9	90.00%
	Total	12	12	12	12	100%	14	13	92.86%
MPTK	Male	13	13	13	11	84.62%	17	14	82.35%
	Female	18	18	18	13	72.22%	12	10	83.33%
	Total	31	31	31	24	77.42%	29	24	82.76%
MPTZ	Male	8	8	8	8	100%	8	5	62.50%
	Female	4	4	4	4	100%	6	4	66.67%
	Total	12	12	12	12	100%	14	9	64.29%
MPTV	Male	45	45	45	45	100%	28	23	82.14%
	Female	36	36	36	36	100%	23	12	52.17%
	Total	81	81	81	81	100%	51	35	68.63%
GVL	Male	19	19	19	19	100%	23	23	100.00%
	Female	9	9	9	9	100%	12	8	66.67%
	Total	28	28	28	28	100%	35	31	88.57%
GCS	Male	15	15	1	1	100%	2	2	100.00%
	Female	11	11	1	1	100%	0	0	-
	Total	26	26	2	2	100%	2	2	100%
GKS	Male	0	0	0	0	-	1	1	100%
	Female	0	0	0	0	-	1	1	100%
	Total	0	0	0	0	-	2	2	100%
Total	Male	150	108	93	91	85.71%	84	72	85.71%
	Female	94	85	75	70	70.15%	67	47	70.15%
	Total	244	193	168	161	78.81%	151	119	78.81%

GRI 403-9 Work-related injuries

		Total Work Hours	Number of Occupational Injury Deaths	Number of Recordable Occupational Injuries	Recordable Occupational Injury Rate (%)	Number of Severe Occupational Injuries	Severe Occupational Injury Rate (%)	Number of Occupational Disease Deaths	Number of Recordable Occupational Diseases	Number of Near Miss Incidents	Near Miss Incident Rate (%)
Employee Worker	GTH (Stand alone)	72,742.86	0	0	0	0	0	0	0	0	0
	GTC	1,035,229.90	0	2	0.386	0	0	0	0	0	0
	ATC	366,913.79	0	0	0	0	0	0	0	0	0
	GTK	1,608,096.00	0	1	0.124	0	0	0	0	0	0
	MPTK	5,123,328.00	0	1	0.039	0	0	0	0	0	0
	MPTZ	2,499,673.28	0	5	0.400	0	0	0	0	1	0.080
	MPTV	4,555,410.87	0	0	0	0	0	0	0	0	0
	GVL	1,793,814.93	0	0	0	0	0	0	0	0	0
	GCS	753,095.45	0	2	0.531	0	0	0	0	0	0
	GKS	284,072.00	0	0	0	0	0	0	0	0	0
	Total	18,092,377.08	0	11	0.122	0	0	0	0	1	0.011
Non-Employee Workers	GTC	26,958.40	0	0	0	0	0	0	0	0	0
	ATC	12344.50	0	0	0	0	0	0	0	0	0
	Total	39,302.90	0	0	0	0	0	0	0	0	0

[Calculation Explanation]

- Disabling injury cases exclude commuting traffic accidents.
- Occupational Injury Fatality Rate = (Number of occupational injury deaths / Total work hours) × 200,000
- Severe Occupational Injury Rate = (Number of severe occupational injuries / Total work hours) × 200,000
- Recordable Occupational Injury Rate (IR): (Number of occupational injuries / Total work hours) × 200,000

- Lost Day Rate (LDR): Total lost workdays / Total hours worked × 200,000
- Definition of Severe Injury: Based on local regulations at each operating site
- Work Hour Data Collection Method:
 - In Taiwan, based on the total work hours reported in monthly occupational injury reports
 - In China/Vietnam, exported from the timecard system

GRI 416 Product Health and Safety

Incidents of Non-Compliance with Health and Safety Regulations Related to Products and Services

	Incidents Leading to Fines	Incidents Leading to Warnings	Incidents of Voluntary Non-Compliance
GTH (Stand alone)	0	0	0
GTC	0	0	0
ATC	0	0	0
GTK	0	0	0
MPTK	0	0	0
MPTZ	0	0	0
MPTV	0	0	0
GVL	0	0	0
GCS	0	0	0
GKS	0	0	0
Total	0	0	0

GRI 417 Marketing and Labeling

Incidents of Non-Compliance with Marketing and Labeling Regulations

	Incidents Leading to Fines	Incidents Leading to Warnings	Incidents of Voluntary Non-Compliance
GTH (Stand alone)	0	0	0
GTC	0	0	0
ATC	0	0	0
GTK	0	0	0
MPTK	0	0	0
MPTZ	0	0	0
MPTV	0	0	0
GVL	0	0	0
GCS	0	0	0
GKS	0	0	0
Total	0	0	0

GRI 407-1 Freedom of Association 408-1 Child Labor 409-1 Forced Labor

Human Rights Implementation Status (Own Facilities)

	Misuse of Child Labor	Violation of Freedom of Association	Violation of Forced Labor
GTH (Stand alone)	0	0	0
GTC	0	0	0
ATC	0	0	0
GTK	0	0	0
MPTK	0	0	0
MPTZ	0	0	0
MPTV	0	0	0
GVL	0	0	0
GCS	0	0	0
GKS	0	0	0
Total	0	0	0

Human Rights Implementation Status (Supplier)

	Misuse of Child Labor	Violation of Freedom of Association	Violation of Forced Labor
GTH (Stand alone)	0	0	0
GTC	0	0	0
ATC	0	0	0
GTK	0	0	0
MPTK	0	0	0
MPTZ	0	0	0
MPTV	0	0	0
GVL	0	0	0
GCS	0	0	0
GKS	0	0	0
Total	0	0	0

GRI 418 Customer Privacy

Total Number of Confirmed Incidents of Information Leaks, Theft, or Loss of Customer

Data

	Complaints Confirmed to Involve Customer Privacy Violations or Data Loss	Total Number of Confirmed Incidents of Information Leaks, Theft, or Loss of Customer Data
GTH (Stand alone)	0	0
GTC	0	0
ATC	0	0
GTK	0	0
MPTK	0	0
MPTZ	0	0
MPTV	0	0
GVL	0	0
GCS	0	0
GKS	0	0
Total	0	0

GRI 205-3 Total Number of Anti-Corruption Incidents

Confirmed incidents of corruption and actions taken

	Number of confirmed corruption incidents	Number of cases closed	Number of cases pending
GTH (Stand alone)	0	0	0
GTC	0	0	0
ATC	0	0	0
GTK	0	0	0
MPTK	0	0	0
MPTZ	0	0	0
MPTV	0	0	0
GVL	0	0	0
GCS	0	0	0
GKS	0	0	0
Total	0	0	0

GRI 2-26 Mechanisms For Seeking Advice And Raising Concerns

Employee Consultation / Grievance Cases

	Number of Consultation / Grievance Cases	Number of cases closed	Number of cases pending
GTH (Stand alone)	0	0	0
GTC	5	5	0
ATC	0	0	0
GTK	18	18	0
MPTK	99	99	0
MPTZ	71	71	0
MPTV	10	10	0
GVL	9	9	0
GCS	0	0	0
GKS	9	9	0
Total	212	212	0

Customer Complaint Cases

	Number of Complaints	Number of cases closed	Number of cases pending
GTH (Stand alone)	0	0	0
GTC	1	1	0
ATC	1	1	0
GTK	14	14	0
MPTK	10	10	0
MPTZ	16	16	0
MPTV	4	4	0
GVL	3	3	0
GCS	12	12	0
GKS	6	6	0
Total	67	67	0

GRI 2-30 Collective Bargaining Agreement

Proportion of Employees Covered by Collective Agreements

	Employees Covered by Collective Agreement	Total Employees	Coverage Rate (%)
GTH (Stand alone)	0	40	NA*
GTC	0	550	NA*
ATC	0	206	NA*
GTK	794	794	100%
MPTK	3,058	3,058	100%
MPTZ	1,439	1,439	100%
MPTV	1,800	1,800	100%
GVL	540	540	100%
GCS	494	494	100%
GKS	39	39	100%
Total	8,164	8,960	91.12%

【Note】：Getac Holdings is not classified as a business entity under Article 10 of the Occupational Safety and Health Management Regulations and is therefore not required to convene an Occupational Safety and Health Committee. However, the company still holds such meetings regularly, exceeding regulatory requirements. Additionally, since it is not a legally mandated business entity, there is no requirement for worker representatives to participate according to the law.

Participation In External Associations

Country	Organization	Membership
Taiwan	Taiwan Electrical And Electronic Manufacturers' Association	Class One Member
	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
	Changshu 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

6.3 Assurance Statement of the Sustainability Report

AA1000 Verification Statement



TÜVNORD Materiality Getac complies with the GRU Guidelines, SASB Electronic Manufacturing Services & Original Design Manufacturing Industry 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 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 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. GRU Sustainability Reporting Standards Getac Sustainability Report complies with the GRU 1 to GRU 3 universal Standards and the GRU 200 Series, GRU 300 Series and GRU 400 Series topic standards, and meet the requirements for disclosure. Limitations The financial report of Getac was verified by the PricewaterhouseCoopers, Taiwan (PwC). The data of carbon emission verification was verified by the third party, BSI & SGS. Page 3 of 4	TÜVNORD Opinion Statement Getac complies with the GRU 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 Industry 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 TÜV 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 regulators; 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 GRU 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, and decides materiality through stakeholder discussions, sustainability committees and experts. There are 17 material topics determined among the 32 sustainability topics including economic, governance, social, human rights and climate impact. Page 2 of 4	TÜVNORD Assurance Statement Getac Holdings Corporation Sustainability Report TÜV NORD Taiwan Co., Ltd. (hereinafter referred to as TÜV NORD) was commissioned by Getac Holdings Corporation (hereinafter referred to as Getac) to perform the 2024 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRU Sustainability Reporting Standards (GRU Standards) and related assurance standards. The Scope of Statement and Assurance Standards 1) The scope of assurance is consistent with the scope of disclosure in Getac 2024 Sustainability Report, which covers the period from 1 January 2024 to 31 December 2024. Scope includes: Getac Holdings Corporation, Getac Technology Corporation, Ateratech Corporation, Getac Technology (Kunshan) Co., Ltd., MPT Solution (Kunshan) Co., Ltd., MPT Solution (Suzhou) Co., Ltd., MPT Solution (Vietnam) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch, Getac Precision Technology Vietnam Co., Ltd. 2) 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. 3) Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing industry sustainability accounting metrics. 4) 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. 5) 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	TÜVNORD Independent Statements and Competence TÜV 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. TÜV 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, TÜV 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, SA 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 on this assignment. Jack Yeh General Manager Date of issuance: 2025.05.12 TÜV NORD Taiwan Co., Ltd. Room A1, W, No. 333, Sec. 2, Tun Hwa S. Rd., Taipei 10669 Taiwan, R.O.C. AA1000 Assurance Provider 10001 Page 4 of 4
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6.4 Verification Status of Management Systems

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS
ISO 9001 Quality Management Systems	V	V	V	V	V	V	V		V	V
ISO 13485 Medical Devices Quality Management Systems Standards			V	V	V					
IATF 16949 International Automotive Task Force						V	V	V	V	V
QC 08000 Hazardous Substance Process Management System Requirements		V		V	V	V	V			
ISO 17025 General Requirements For The Competence Of Testing And Calibration Laboratories				V	V				V	
ISO 14001 Environmental Management Systems	V	V	V	V	V	V	V	V	V	V
ISO 14064-1:2018 Greenhouse Gases	V	V	V	V	V	V	V	V	V	V
ISO 50001 Energy Management Systems		V		V	V	V			V	V
ISO 45001 Occupational Health And Safety Management Systems			V	V	V	V	V	V		
ISO 27001 Information Security Management Systems	V	V	V							
TISAX Trusted Information Security Assessment Exchange		V						V	V	V
RBA VAP				V			V			
RBA CMA					V	V	V			
SEDEX (Suppliers Ethical Data Exchange) SMETA V6.1							V			

ISO 14064-1 Greenhouse Gas Inventory Verification Statement Download

ISO14064-1 Verification Statement Download	
Getac Holdings Corporation (Parent Company, Stand alone)	
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.	
Getac Precision Technology (Changshu) Co., Ltd.	
Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch	
MPT Solution (Vietnam) Co., Ltd.	
Getac Precision Technology Vietnam Co., Ltd.	

6.5 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	Description	Chapter	Page No.
GRI 2-1: 2021	Organizational details	1,1 About Getac	10-12
GRI 2-2: 2021	Entities included in the organization's sustainability reporting	About This Report	5
GRI 2-3: 2021	Reporting period, frequency and contact point	About This Report	6
GRI 2-4: 2021	Restatements of information	About This Report	6
GRI 2-5: 2021	External assurance	About This Report, 6.3 Assurance Statement of the Sustainability Report 6.4 Verification Status of Management Systems	6, 14, 40-42
GRI 2-6: 2021	Activities, value chain and other business relationships	1,1 About Getac	11
GRI 2-7: 2021	Employees	5.1 Employee Diversity And Inclusiveness	96-97
GRI 2-8: 2021	Workers who are not employees	5.1 Employee Diversity And Inclusiveness	97
GRI 2-9: 2021	Governance structure and composition	3.2 Operation of Board of Directors, 1.4 Sustainability Organization and Structure	17,48
GRI 2-10: 2021	Nomination and selection of the highest governance body	3.2 Operation of Board of Directors	49
GRI 2-11: 2021	Chair of the highest governance body	3.2 Operation of Board of Directors	49-50
GRI 2-12: 2021	Role of the highest governance body in overseeing the management of impacts	3.2 Operation of Board of Directors 、 3.4 Risk Management 、 4.2 Climate Change Response	18, 48, 60
GRI 2-13: 2021	Delegation of responsibility for managing impacts	About This Report, 3.2 Operation of Board of Directors 3.4 Risk Management	48, 60
GRI 2-14: 2021	Role of the highest governance body in sustainability reporting	1.4 Sustainability Organization and Structure	6, 18
GRI 2-15: 2021	Conflicts of interest	3.2 Operation of Board of Directors	50
GRI 2-16: 2021	Communication of critical concerns	1.4 Sustainability Organization and Structure	18
GRI 2-17: 2021	Collective knowledge of the highest governance body	3.2 Operation of Board of Directors	49, 50

Indicator	Description	Chapter	Page No.
GRI 2-18: 2021	Evaluation of the performance of the highest governance body	3.2 Operation of Board of Directors	50
GRI 2-19: 2021	Remuneration policies	3.2 Operation of Board of Directors	51, 52
GRI 2-20: 2021	Process to determine remuneration	3.2 Operation of Board of Directors	52
GR 2-21: 2021	Annual total compensation ratio	3.2 Operation of Board of Directors	52
GRI 2-22: 2021	Statement on sustainable development strategy	Message From the chairman	2, 3
GRI 2-23: 2021	Policy commitments	1.2 Sustainability Vision and Goals	13, 14
GRI 2-24: 2021	Embedding policy commitments	3.2 Operation of Board of Directors, 3.3 Business Ethics, 3.5 Human Rights Management	48, 54, 64
GRI 2-25: 2021	Processes to remediate negative impacts	3.3 Business Ethics, 3.5 Human Rights Management	56, 57, 64
GRI 2-26: 2021	Mechanisms for seeking advice and raising concerns	2.4 Product & Service, 3.5 Human Rights Management	36, 38, 67
GRI 2-27: 2021	Compliance with laws and regulations	3.3 Business Ethics	59
GRI 2-28: 2021	Membership associations	5.2 Social and Governance Data of Subsidiaries	139
GRI 2-29: 2021	Approach to stakeholder engagement	1.5 Material Topics and Stakeholders	20, 21
GRI 2-30: 2021	Collective bargaining agreements	3.5 Human Rights Management	65
General 3: Material Topics			
GRI 3-1: 2021	Process to determine material topics	1.5 Material Topics and Stakeholders	19
GRI 3-2: 2021	List of material topics	1.5 Material Topics and Stakeholders	22
201-4 Climate Change Risk			
GRI 3-3: 2021	4.2 Climate Change Response	4.2 Climate Change Response	25
GRI 201-2: 2021	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Response	75-94
301 Material			
GRI 3-3: 2018	Management of material topics	1.6 Sustainability Governance Performance	25
GRI 301-1: 2018	Materials used by weight or volume	2.2 Circular economy	31, 32

Indicator	Description	Chapter	Page No.
GRI 301-2: 2018	Recycled input materials used	2.2 Circular economy	31
GRI 301-3: 2018	Reclaimed products and their packaging materials	2.2 Circular economy	32, 33
302 Energy			
GRI 3-3: 2021	Management of material topics	1.6 Sustainability Governance Performance 4.2 Climate Change Response	25, 80,81
GRI 302-1: 2018	Energy consumption within the organization	4.2 Climate Change Response	80, 81
GRI 302-3: 2018	Energy intensity	4.2 Climate Change Response	80, 81
GRI 302-4: 2018	Reduction of energy consumption	4.2 Climate Change Response	83
GRI 302-5: 2018	Reductions in energy requirements of products and services	2.3 Low Carbon Products	34
305 Emission			
GRI 3-3: 2021	Management of material topics	1.6 Sustainability Governance Performance 4.2 Climate Change Response	26, 80, 83-, 84
GRI 305-1: 2021	Direct (Scope 1) GHG Emissions	4.2 Climate Change Response	80, 82
GRI 305-2: 2021	Energy Indirect (Scope 2) GHG Emissions	4.2 Climate Change Response	80, 82
GRI 305-3: 2016	Other indirect (Scope 3) GHG emissions	4.2 Climate Change Response	82, 83
GRI 305-4: 2016	GHG Emissions Intensity	4.2 Climate Change Response	82
GRI 305-5: 2016	Reduction Of GHG Emissions	4.2 Climate Change Response	80, 81, 83
GRI 305-6: 2016	Emissions of ozone-depleting substances (ODS)	4.5 Corporate Pollution Prevention	84
GRI 305-7: 2016	Nitrogen Oxides (NOX), Sulfur Oxides (SOX), And Other Significant Air Emissions	4.5 Corporate Pollution Prevention	93
306 Waste			
GRI 3-3: 2021	Management of material topics	1.6 Sustainability Governance Performance 4.4 Waste Management	26, 90
GRI 306-1: 2020	Waste generation and significant waste-related impacts.	4.4 Waste Management	90, 92
GRI 306-2: 2020	Waste generated	4.4 Waste Management	90
GRI 306-3: 2020	Waste generated	4.4 Waste Management	91
GRI 306-4: 2020	Waste diverted from disposal	4.4 Waste Management	91

Indicator	Description	Chapter	Page No.
GRI 306-5: 2020	Waste directed to disposal	4.4 Waste Management	91
401 Employment			
GRI 3-3: 2021	Management of material topics	5.2 Talent Attraction and Retention	23, 98-114
GRI 401-1:2016	New employee hires and employee turnover	5.2 Talent Attraction and Retention	104
GRI 401-2:2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Talent Attraction and Retention	99
GRI 401-3:2016	Parental leave	5.2 Talent Attraction and Retention	100
403 Occupational Health and Safety			
GRI 3-3: 2021	Management of material topics	5.4 Employee Health And Safety	23, 108
GRI 403-1: 2018	Occupational health and safety management system	5.4 Employee Health And Safety	108
GRI 403-2: 2018	Hazard identification, risk assessment, and incident investigation	5.4 Employee Health And Safety	109,114
GRI 403-3: 2018	Occupational health services	5.4 Employee Health And Safety	111
GRI 403-4: 2018	Worker participation, consultation, and communication on occupational health and safety	5.4 Employee Health And Safety	114
GRI 403-5: 2018	Worker training on occupational health and safety	5.4 Employee Health And Safety	109
GRI 403-6: 2018	Promotion of worker health	5.4 Employee Health And Safety	111, 112
GRI 403-7: 2018	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Employee Health And Safety	110
GRI 403-8: 2018	Workers covered by an occupational health and safety management system	5.4 Employee Health And Safety	108
GRI 403-9: 2018	Work-related injuries	5.4 Employee Health And Safety	113
GRI 403-10: 2018	Work-related ill health	5.4 Employee Health And Safety	111
404 Training and Education			
GRI 3-3: 2021	Management of material topics	5.3 Human Capital Investment	23, 105-107
GRI 404-1: 2016	Average hours of training per year per employee	5.3 Human Capital Investment	105, 106
GRI 404-2: 2016	Programs for upgrading employee skills and transition assistance programs	5.3 Human Capital Investment	105, 106
GRI 404-3: 2016	Percentage of employees receiving regular performance and career development reviews	5.3 Human Capital Investment	107

Indicator	Description	Chapter	Page No.
405 Diversity and Equal Opportunity			
GRI 3-3: 2021	Management of material topics	1.6 Sustainability Governance Performance 5.1 Employee Diversity And Inclusiveness	23, 96-98
GRI 405-1: 2016	Diversity of governance bodies and employees	5.1 Employee Diversity And Inclusiveness	96, 97
GRI 405-2: 2016	Ratio of basic salary and remuneration of women to men	5.1 Employee Diversity And Inclusiveness	98
406 Non-discrimination			
GRI 3-3: 2021	Management of material topics	1.6 Sustainability Governance Performance 3.5 Human Rights Management	24. 64, 66, 67
GRI 406-1:2016	Incidents of discrimination and corrective actions taken	3.5 Human Rights Management	67
308/414 Supplier Management			
GRI 3-3: 2021	Management of material topics	1.6 Sustainability Governance Performance 2.5 Sustainable Supply Chain	24, 39-43
GRI 204-1:2016	New suppliers that were screened using environmental criteria	2.5 Sustainable Supply Chain	39
GRI 308-1: 2016	New suppliers that were screened using environmental criteria	2.5 Sustainable Supply Chain	40
GRI 308-2: 2016	Negative environmental impacts in the supply chain and actions taken	2.5 Sustainable Supply Chain	41
GRI 414-1:2 016	New suppliers that were screened using social criteria	2.5 Sustainable Supply Chain	40, 42
GRI 414-2: 2016	Negative social impacts in the supply chain and actions taken	2.5 Sustainable Supply Chain	41, 42
418 Customer Privacy			
GRI 3-3: 2021	Management of material topics		25, 37, 38, 68-70
418-1:2016	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.4 Products & Service, 3.6 Information Security	37
Self-defining Topic Intellectual Property			
GRI 3-3: 2021	Management of material topics	1.6 Sustainability Governance Performance 3.7 Intellectual Property	24, 71, 72
Voluntary Disclosure Topics			
205 Anti-Corruption			
GRI 205-1: 2016	Operations assessed for risks related to corruption	3.3 Business Ethics	56, 57

Indicator	Description	Chapter	Page No.
GRI 205-2: 2016	Communication and training about anti-corruption policies and procedures	3.3 Business Ethics	54-56
GRI 205-3: 2016	Confirmed incidents of corruption and actions taken	3.3 Business Ethics	57, 58
206 Anti-Competitive Behavior			
GRI 206-1: 2016	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.3 Business Ethics	59
209 Tax			
GRI 207-1:2019	Approach to tax	3.1 Economic Performance & Tax Policy	47
GRI 207-2: 2019	Tax governance, control, and risk management	3.1 Economic Performance & Tax Policy	47
GRI 207-3: 2019	stakeholder engagement and management of concerns related to tax	3.1 Economic Performance & Tax Policy	47
303 Water & Effluents			
GRI 303-1: 2018	Interactions with water as a shared resource	4.3 Water Resource Management	86. 87
GRI 303-2: 2018	Management of water discharge-related impacts	4.3 Water Resource Management	89
GRI 303-3: 2018	Water withdrawal	4.3 Water Resource Management	86
GRI 303-4: 2018	Water discharge	4.3 Water Resource Management	86
GRI 303-5: 2018	Water consumption	4.3 Water Resource Management	86
402 Management Relations			
GRI 402-1:2016	Minimum notice periods regarding operational changes	3.5 Human Rights Management	65
407 Freedom of Association & Collective Bargaining			
GRI 407-1:2017	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.5 Human Rights Management	65, 66
408 Child Labor			
GRI 408-1:2016	Operations and suppliers at significant risk for incidents of child labor	3.5 Human Rights Management	64,66
409 Forced Compulsory Labor			
GRI 409-1:2016	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.5 Human Rights Management	65
410 Security Practices			

Indicator	Description	Chapter	Page No.
410-1:2016	Security personnel trained in human rights policies or procedures	3.5 Human Rights Management	65
416 Customer Health & Safety			
416-1:2016	Assessment of the health and safety impacts of product and service categories	2.1 Responsible Manufacturing	30
416-2:2016	Incidents of non-compliance concerning the health and safety impacts of products and services	2.1 Responsible Manufacturing, 3.3 Business Ethics	30, 59
417 Marketing & Labeling			
417-1:2016	Requirements for product and service information and labeling	2.1 Responsible Manufacturing	30
417-2:2016	Incidents of non-compliance concerning product and service information and labeling	2.1 Responsible Manufacturing	30
417-3:2016	Incidents of non-compliance concerning marketing communications	3.3 Business Ethics	59

6.6 SASB Index

Topic	Index No.	Metric	Response	Chapter	Page Number
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	1) Total Water Withdrawal: 629.871 thousand cubic meters ; Proportion of high water pressure areas:91.6% 2) Total Water Consumption: 122.280 thousand cubic meters	4.3 Water Resource Management	86, 87
Waste Management	TC-ES-150a.1	1) Amount of hazardous waste from manufacturing, 2) Percentage of hazardous waste recycled	(1) Total weight of hazardous waste: 1182.476 metric tons (2) Percentage of hazardous waste recycled: 81.3%	4.4 Waste Management	91
Labor Practices	TC-ES-310a.1	1) Number of work stoppages 2) Number of days idle	1) There were no employee strikes or work stoppages in 2024 2) Idle days due to employee strikes or work stoppages in 2024: 0 days	3.5 Human Rights Management	65
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	1) The recordable accident rate for full-time employees is 0.122, while the recordable accident rate for contract employees is 0. 2) The near miss frequency rate for full-time employees is 0.011, while the near miss frequency rate for contract employees is 0.	5.4 Employee Health & Safety	113
	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	(1) Getac Holdings Facilities: A total of 3 factories have completed either the RBA VAP or RBA CMA audits, accounting for 33% of all facilities. The completion rate for RBA VAP specifically is 22%, with all audited factories scoring over 160 points. The proportion of high-risk findings is 0%. (2) Supply Chain: A total of 31 Tier-1 suppliers have completed either the RBA VAP or RBA CMA audits, representing approximately 25.8% of all Tier-1 suppliers. Among them, 18 suppliers passed the external RBA VAP verification, accounting for 15% of key Tier-1 managed suppliers. All 18 suppliers that passed the RBA VAP audit scored over 160 points. The proportion of high-risk findings is 0%.	2.5 Sustainable Supply Chain	42
	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 2) Associated corrective action rate for priority non-conformances and other nonconformances, for the entity's Tier 1 supplier facilities.	(1) Getac Holdings Factories: The rate of priority non-conformities is 0%. Supply Chain: The rate of priority non-conformities is 0%. Other non-conformities cannot be calculated due to insufficient information. (2) Getac Holdings Factories: 100% of priority non-conformities have had corrective actions taken. Supply Chain: 100% of priority non-conformities have had corrective actions taken.	2.5 Sustainable Supply Chain	42

Topic	Index No.	Metric	Response	Chapter	Page Number
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered; percentage recycled	- 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 2024, the weight of scrapped products and electronic waste handled by third parties was 19.03 metric tons, with a recycling rate of 76.46%. - 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	32
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	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.	2.5 Sustainable Supply Chain	39-44
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)	10	—	—
	TC-ES-000.B	Area of manufacturing facilities	4,308,860 Square feet	—	—
	TC-ES-000.C	Number of employees	8,960 people	5.1 Employee Diversity & Inclusiveness	8

6.7 FSC Sustainability Disclosure Indicators

FSC Sustainability Disclosure- Climate Related

No.	Indicator	Page
1	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	60, 75
2	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities	
3	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities .	78, 79
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	79
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.	75-76
		76, 77
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.	80, 84
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	85
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.	80, 84
9	Greenhouse gas inventory and assurance status (separately fill out in point 1-1 below)	122, 142
	Reduction goals, strategies, and specific action plans.	82

FSC Sustainability Disclosure- Climate Related

No	Indicator	Disclosure	Page
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	- Total Energy Consumption:792,535.457 GJ. - Percentage of Purchased Electricity:61.6% - Percentage of Renewable Energy Used:0%	80, 81
2	Total water withdrawn, total water consumption	- Total Water Withdrawal:629.871 thousand cubic meters - Total Water Consumption:122.28 thousand cubic meters	86
3	Total hazardous waste generated and percentage recycled	- Total Weight of Hazardous Industrial Waste:1,182.476 metric tons - Recycling Rate:14.76%	91
4	Types of, number of employees in and rate of occupational accidents	In 2024, the occupational injury rate was 0.122, with a total of 11 employee injury incidents. The types of injuries included: cuts, impact injuries, crush injuries, slips and falls, and being struck by objects.	113
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	As a holding company, Getac Holdings is not applicable to this indicator. However, its subsidiary, Getac Technology Corporation (GTC), which manufactures rugged computers under its own brand, serves government agencies and private enterprises. Most end-of-life products and electronic waste are managed directly by the customers themselves. In 2024, Getac outsourced part of the recycling to third-party providers. The total weight of scrapped products and electronic waste handled was 19.03 metric tons, with a recycling rate of 43.37%. Other subsidiaries are engaged in contract manufacturing and are not involved in user-side waste recycling and treatment. Additionally, it is difficult to obtain information on the weight of recyclable products from end-users.	32
6	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	Not applicable	59
7	Production by product category	Electronic parts (Unit): 166,204	Automotive Parts (Thousand pcs): 171,559
		Mechanical parts (Thousand pcs): 335,627	Aerospace Fasteners (Thousand pcs): 174,921

A heart shape is formed by two tree branches, one on the left and one on the right, which curve towards each other. The background is a bright, hazy sun, creating a warm, golden glow. Green leaves are visible on the branches and in the background.

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