



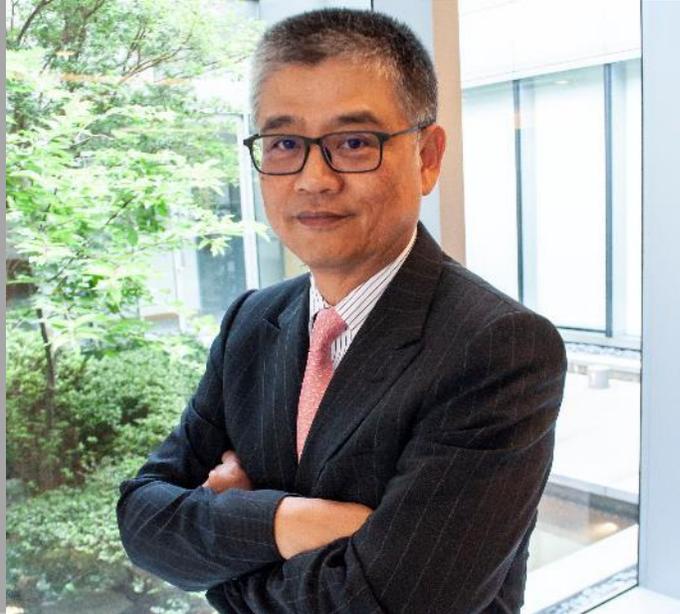
**Getac**

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# 2018 Corporate Sustainability Report

Published on June 30<sup>th</sup>, 2019

# CEO MESSAGE



To everyone who is concerned with the sustainability of Getac,

In 2018, the global economy was turbulent affected by the Brexit and the China-US trade war and the industry began to think about the re-deployment of the global supply chain. The speech declared by the President of the People's Republic of China Xi Jinping "Accelerating the reform of the ecological civilization system and building a beautiful China" highlighted the fact that China's environmental regulations are turning stricter and manufacturers must comply with high environmental standards, otherwise they will face a crisis of being eliminated. Therefore, modern enterprises must not only strive for business performance, but also for environmental performance and corporate governance performance in order to meet the expectations of stakeholders from all walks of life.

In 2018, Getac's consolidated revenue and net profit after tax continued to hit a new record in the past decade. In the sustainable accomplishment, Getac also continues to motivate to incorporate the sustainability policy into daily operations. Based on the United Nations' 17 "Sustainable Development Goals (SDGs)" as the guiding policies, Getac takes four of them as the Company's short and medium term development focus on ESG (Economic, Social and Environmental) sustainability policies, including "Promoting Economic Growth," "Promoting Industrial Innovation," "Ensuring Sustainable Consumption and Production Models" as well as "Fair and High-quality Education" to ensure that the Company is able to integrate the sustainability policies into the international standards and enhance the Company's sustainable competitiveness.

Upholding an upright, honest and law-abiding business management, in 2018, Getac scrupulously abides by the relevant laws and regulations for TWSE/GTSM-Listed Companies, and actively promotes the effectiveness of corporate governance at the same time. During the period of 2018, Getac aims to strengthen the operation and structure of the Board of Directors, strengthen information transparency, and safeguard shareholders' rights and interests as well as treat shareholders equally and other aspects to perform a number of improvement measures, including the introduction of Board of Directors performance assessments, preparation of setting up the Audit Committee related operations, strengthening the disclosure of English version financial reports and information, and holding the number of investor conferences that more than the requirements of laws and regulations, maintaining the yield at 5-7% for three consecutive years. In 2018 "The 5th Corporate Governance Evaluation" Getac successfully upgraded one rank and ranked 21-35% in the 868 listed companies. Getac takes the corporate governance standard as an example with the ultimate goal of entering the top 5% corporate governance evaluation, improves itself and upgrades year by year.

On environmental protection-related issues, global carbon reduction is an established trend. Getac upholds the concept of responsible consumption and production, aims to reduce the three wastes, and responds to the commitment of international greenhouse gas reduction at the same time. In the past four years, the compound growth rate of Getac's revenue has exceeded 10%, with the growth of performance, we aim to reduce energy intensity and greenhouse gas emission intensity year by year.

Starting from the two major directions of process and product energy conservation, in order to reduce the use of energy and slow down the greenhouse gas effect. Getac continues to promote the popularity of Green Molding green process. The MPT Vietnam Plant followed up in 2018, and all plants continued to reduce energy consumption by enhancing automation penetration and improving production quality and efficiency. In 2018, both energy intensity and greenhouse gas emission intensity decreased slightly compared with that of in 2017. In addition, Getac also started from product energy-saving design to reduce energy consumption. In 2018, the rugged computer sold by Getac is estimated to reduce greenhouse gas emissions by about 2.62 million metric tons per year. In corporate pollution prevention, we do not dare to slack off. Getac has been awarded the Gold Certification by the Electronic Product Environmental Assessment Tool (EPEAT) for three consecutive years, which symbolizes the high detachability of the electronic equipment designed by Getac, and our efforts in reducing electronic garbage. In response to the 2018 China's new regulations to levy environmental protection taxes, the Company's East China Plants introduced new environmentally friendly waste gas and wastewater filtration equipment, compliance emissions are declared according to law, emissions are below the minimum standards and not levied, other factories will introduce the new environmentally friendly waste gas and wastewater filtration equipment in the future depending on the

conditions, aiming at zero emission of wastewater, reducing harm to environment and lowering the operational risks.

Creating Getac as an excellent and responsible enterprise is the common belief of the Getac management team. In addition to meeting the expectations of all walks of life, Getac also hopes to create a better and safer working environment and atmosphere for our employees. We are based on "Happiness Enterprise, Safe Workplace" as the appeal, moving forward from employees' care, substantial compensation and benefits system and providing international development opportunities as the core axis scheme. In 2018, the Taiwan Headquarters and the US Branch won the HR Asia Best Enterprise Employer Award and the US Small Medium Enterprise Best Place to Work Honor for two consecutive years. This affirmation gives us more motivation and encouragement to continue moving forward.

It has been more than 29 years since the founding of Getac and is preparing to move to its 30th anniversary. As the longevity of modern enterprise becomes shorter and shorter, it is worthwhile for us to reflect one step further on how to maintain sustainable competitiveness for the next 30 years. Looking forward to the future, Getac will continue to create more high value-added products and foster the Company's sustainable competitiveness, invest more resources in environmental protection, safeguard human rights, social welfare, and fulfill the responsibility of corporate citizenship.

James Hwang  
Chairman, Getac Technology Corporation



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# About This Report

## Reporting Principles and Guidelines

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

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

## Scope and Boundary

This report covers the CSR performance of Getac Technology Corporation between January 1, 2018 and December 31, 2018, and contains one additional production base this year as compared to the previous year (MPT Vietnam), in order to embody the company's support and emphasis on CSR. The boundary of the Report encompasses Getac Technology Corporation HQ (Getac Linkou included), System Product manufacturing site (Getac Kunshan), Combo Mechanical Solution manufacturing sites (MPT Kunshan, MPT Suzhou, MPT Vietnam), and Automotive Mechanical Solution manufacturing sites (Getac Changshu, Getac Vietnam). The scope of disclosure already covers more than 91% of the company's consolidated revenue. Data from other branch offices that engage in marketing and sales activities were excluded in this report. Depending on the situation in the future, we will disclose the information of other subsidiaries with control over manufacturing and

operational activities.

The English abbreviation of each site please see the appendix of this report, Table 1 : English abbreviation of each site. The financial data in this report is based on the consolidated statements of Getac Technology Corporation. The report is certified by PwC Taiwan, and all figures are presented in NTD, unless otherwise indicated.

The company has increased 2 new entities in the consolidated financial statements during the reporting period, including the merging of the U.S. company WHP Workflow Solutions, Inc. (WHP), and the establishment of Getac Video Solutions Inc in U.S.. Both are subsidiaries 100% held by Getac.

All entities in the consolidated statements of the company are detailed on page 105 of the 2018 Annual Report.

## Report Assurance

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

TUV NORD was commissioned to verify the content of this Report, and confirmed that this Report is in accordance with the core options of the GRI Standards framework and AA1000 Type 1 moderate-level assurance. TUV NORD's Report Assurance Statement is provided on page 89 of this report.

## Reediting Information

1. Due to the misplacement of the decimal point, the diesel use data for MPT Kunshan Plant and MPT Suzhou Plant in 2017 were corrected, correcting the total energy consumption and carbon emissions simultaneously.
2. The method of reclaimed water usage rate calculation has been corrected. The reclaimed water usage rate in 2017 was based on the assumption of the circulating water is circulated at least once every day, with 365 circulation per year; the total amount reclaimed was 4,303 megaliters. Performed water balance inventory in 2018 at each site to calculate reclaimed water through flow rate was 15,983 megaliters, after deducting the newly disclosed 5,973 megaliters from MPT Vietnam Plant; the total amount was 10,010 megaliters.

## Report Issuance

Reporting Period :

January 1, 2018 to December 31, 2018.

Getac CSR Report will be published on a yearly basis.

Current issue: Published in May, 2019

Previous issue: Published in June, 2018

Next issue: Schedule to publish in June, 2020

An electronic version of this Report, in both Mandarin and English, is available on the CSR section of the company's website.

## CSR Contact Information

*We sincerely welcome any suggestions regarding this Report.*

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# Management Direction and Performance

	Major Material Topic	Management Methods	2018 ~ 2019 Goals	Performance In 2018	Page
1	Corporate Governance, Information Disclosure And Transparency	Comply with the Company Act, Securities and Exchange Act, and regulations for public listed companies in order to ensure that the company operates legally. Develop a spokesperson and acting spokesperson system, as well as operating procedures for handling internal material information, and designate a dedicated division for maintaining effective communication with investors.	<ol style="list-style-type: none"> <li>1. No violations of the laws and regulations of the competent authorities.</li> <li>2. Improve one rank to 21-35% in the "Corporate Governance Evaluation."</li> <li>3. Improve the score of "Increasing Information Transparency" in the fifth "Corporate Governance Evaluation."</li> </ol>	<ol style="list-style-type: none"> <li>1. No penalty or violation</li> <li>2. Improved one rank to 21-35% in the "Corporate Governance Evaluation."</li> <li>3. Maintained 3-4 investor conferences organized by the Company or participated in the investor conferences invited by the security firm every year</li> </ol>	24,28,31
2	Economic Performance	Formulate performance goal management-oriented strategies and action plans by holding regular strategic meetings incorporating different management levels, and increase the target completion rate through periodic performance inspection meetings.	Achieve the consolidated revenue target for 2018.	The 2018 consolidated revenue was NT\$24.694 billion with the after-tax earnings per share at NT\$3.83 , both revenue and earnings reached a record high for the past ten years.	14,15
3	Intellectual Property Rights	The Intellectual Property Office under the jurisdiction of our Legal Affair Center serves to understand patent application trends in different industries, identify and analyze potential risks of infringement, in order to achieve risk aversion. The Legal Affair Center is responsible for handling intellectual property disputes.	No final judgement in the lawsuit concerning infringement of other's Intellectual Property Rights.	Getac was not involved in any appeals or lawsuits relating to infringement of our own or others' intellectual property rights.	34
4	Occupational Safety And Health	Obtain the OHSAS18001 certification as the basis for daily management of regulatory compliance.	Zero fatalities, zero occupational illnesses.	There were no reports of occupational death or illness in 2018.	64
5	Environmental, Social And Economic Regulatory Compliance	Comply with the laws of competent authorities and implement internal control regulations relating to environmental protection, economy, and society.	No violation of any environmental, social, and economic laws or regulations in 2018.	No violation of any environmental, social, and economic laws or regulations in 2018.	31
6	Operational Risk Management	The company complies with the laws and regulations to develop internal control systems and organizational management policies. Internal control systems include managing and monitoring operational risks, thereby prompting our branch offices to convert risks into business opportunities.	<ol style="list-style-type: none"> <li>1. Minimize and eliminate risks as much as possible.</li> <li>2. No violation or transaction penalties.</li> </ol>	Getac did not receive any penalties for transactions or violations in 2018.	31,33

# Management Direction and Performance

	Major Material Topic	Management Methods	2018 ~ 2019 Goals	Performance In 2018	Page
7	Information Security and Customer Privacy	Implemented five major policies for information security and initiated a continuous management cycle, including regulating the information security management system, promoting education, information security prevention, and information security early warning measures. And paid close attention to the privacy laws and regulations of customers in all countries, provide customers with detachable hard disk to protect personal data from the Research and Development design, the Service Department is responsible for reminding the customer to detach the hard disk before sending the repair and sign the confidentiality agreement to protect the customer data security.	<ol style="list-style-type: none"> <li>1. Upgraded the risk monitoring and defense capability for the Information Security System and completed at the end of 2018.</li> <li>2. There was no infringement of customer privacy or loss of customer data incidents</li> </ol>	No breaching of business secrets or customer privacy in 2018.	35, 36
8	Child Labor	Comply with local child labor prohibition law at production bases, strictly enforce the company's internal regulations, strengthen identification inspection measures, and monitor the IT system, in order to prevent identity fraud.	Strictly enforce the prohibition of the hiring of underage children.	The company did not hire any underage children in 2018.	61
9	Customers' Health And Safety	Implement QC08000 hazardous substance management process systems and green product management systems in pursuant to national product safety laws of sales region (e.g., UL, CCC, CE) in order to end the use of raw materials containing hazardous substances.	All of our products shall comply with the product safety requirements of sales regions.	There were no penalties or lawsuits in relation to product health and safety in 2018.	31, 42, 43
10	Marketing And Labeling	Conform to laws and regulations of sales regions regarding product safety, environmental protection, and other marketing and labeling regulations (e.g. Energy Star, WEEE EPEAT, CE).	No major violations of laws, decrees and codes related to marketing activities (including advertising, sales and sponsorship)	There were no major violations of laws, decrees and codes related to marketing activities (including advertising, sales and sponsorship)	31
11	Anti-competitive Behavior	Comply with the laws and regulations of regions of sales, request the partners must comply with local laws and regulations, must not violate the relevant government regulations, and must not conduct commercial activities by illegal means.	Zero anti-competitive behavior, antitrust and monopoly laws and regulations related litigation	There was no lawsuit related to anti-competitive behavior, antitrust and monopoly laws and regulations, and no closed legal actions cases in 2018.	31
12	Anti-corruption	Implemented the principle of Ethical Corporate Management, encouraged honesty and integrity through multiple internal systems and norms, and eliminated violations of professional ethics through contract management mechanisms and the establishment of whistleblower system.	<ol style="list-style-type: none"> <li>1. Zero corruption violation incident</li> <li>2. Strengthened anti-corruption training for all employees, with the objective of completion rate over 85%.</li> </ol>	There were no corruption incidents internally and externally in 2018. Anti-corruption educational training completion rate 100%	29, 30
13	Effluents And Waste	Obtain ISO14001 environmental system management certification, implement internal waste disposal procedures, and choose legal waste disposal vendors.	Compliance emissions, no major penalty	Compliance emissions, no major penalty	50-53

# Management Direction and Performance

	Major Material Topic	Management Methods	2018 ~ 2019 Goals	Performance In 2018	Page
14	Forced or compulsory labor	Abided by the local labor laws and regulations of the production base, and implement the internal regulations of the Company strictly, prohibiting forced labor.	No incident of forced or compulsory labor in 2018.	There were no incident of forced or compulsory labor in 2018.	61
15	Discharges	Obtain ISO14001 environmental system management certification, implement internal waste gas management procedures, and stop using old refrigerants in order to avoid ozone depletion.	<ol style="list-style-type: none"> <li>1. Compliance emissions</li> <li>2. Lower greenhouse gas emission intensity year by year</li> <li>3. Below the 2017 greenhouse gas emission intensity of 0.132</li> </ol>	<ol style="list-style-type: none"> <li>1. Compliance emissions</li> <li>2. 2018 greenhouse gas emission intensity was 0.129, a decrease of 2.33% compared to previous year.</li> </ol>	45-47, 54
16	Training And Education	Develop training programs and provide training courses in accordance with the nature of the operations and work of different business divisions.	Provide training programs according to the job requirements of different employees.	Training hour per capita reached 67.69 hours in 2018. Direct employees received 72.27 hours of training.	58
17	Supply Chain Management	Establish effective supplier management systems, including qualification reviews and regular TQRDC (Technology, Quality, Responsiveness, Delivery, Cost) evaluations, and ask that our suppliers sign a statement of commitment to sustainability issues via supplier qualification reviews and contract mechanisms.	Introduced annual supplier ESG self-assessment questionnaire	Completed the supplier self-assessment system in 2018 and collected 112 valid questionnaires to understand and track the manufacturers with major environmental protection or social issue violations.	37,38
18	Materials	Getac adopted “waste reduction” and “recycling and reuse” to reduce environmental impact.	<ol style="list-style-type: none"> <li>1. Increased the recycling rate of packaging materials</li> <li>2. Received EPEAT(The Electronic Product. Environmental Assessment Tool) Certification</li> </ol>	<ol style="list-style-type: none"> <li>1. MPT Kunshan carton recycling rate increased from 55% to 80%. Suzhou MPT increased from 20% to 76%.</li> <li>2. Received EPEAT Gold Certification</li> <li>3. The electronic products packaging materials use the wood of FSC Forest Certification Label.</li> </ol>	43
19	Water and discharged water	Implemented the ISO14001 management of water resources, increased water use efficiency with daily promotion of saving water consumption through various water conservation and recycling methods.	Recycling water rate is better than 89	Completed organizing the inventories of water balance charts for all factories, and the recycling water rate was 91%.	48, 49
20	Energy	Implement ISO14001 in daily energy management and set process energy conservation as a business development goal, in order to reduce energy consumption.	<ol style="list-style-type: none"> <li>1.Reduce energy consumption intensity every year, aim to lower then 1.010 in 2017.</li> <li>2.The main products of rugged computers passed the new standard of ENERGY STAR Version 7.0</li> </ol>	<ol style="list-style-type: none"> <li>1.The 2018 energy intensity was 0.926, a decrease of 8.32%.</li> <li>2.Through the energy-saving design, it is estimated that the rugged computer sold can reduce 262 metric tons of carbon dioxide emission equivalent per year for the Earth</li> </ol>	44-47



- 1.1 Overview
- 1.2 Operating Results
- 1.3 Financial Information

# 1.0 About Getac

# 1.1 About Getac

Getac Technology Corporation was established in 1989 and publicly listed on the Taiwan Stock Exchange in 2002. The company was established by MiTAC Inc. and GE Aerospace as a joint venture, providing defense electronic equipment for military use. In 1998, Getac merged with the Getac notebook business division of MiTAC International Corporation, and became an OEM supplier of consumer/commercial notebook computers, accumulating years of experience in computer product design and manufacturing. In 2007, Getac invested in a rugged computing solutions brand and acquired plastic-injected and die-casting metal mechanical solutions companies, in order to provide comprehensive mechanical solutions.

In 2018, Getac's consolidated revenue amounted to NT\$24.7 billion, the number of employees numbered 8,044 around the globe, and the company had a total capital of NT\$5.8 billion. Its main business coverage included Rugged Computing Solutions, Combo Mechanical Solutions, Automotive Mechanical Solutions, and Aerospace Fasteners.

**8,044**  
Worldwide Employee Numbers

**5.8** billion (NTD)  
Capital

**24.7** billion (NTD)  
2018 Consolidated Revenue



## Rugged Computing Solutions

Provides rugged notebooks, tablet computers that are well-suited for critical environments; products are used in areas such as defense, public safety, utility, transportation and logistics, and manufacturing.



## Combo Mechanical Solutions

Provides mechanical solutions of composite materials, using Rapid Heat Cycle Molding (RHCM) process to create trendy, aesthetic, lightweight, and eco-friendly mechanical parts.



## Automotive Mechanical Solutions

An IATF16949-certified manufacturer specializes in providing die-casting light metal parts to world-class automotive parts suppliers.



## Aerospace Fasteners

Certified by GE Aerospace in the United States and Snecma under the Safran Group in Europe to provide aerospace fasteners for aircraft engines and airframes.

# Company Milestones

## Company History

**1989** MiTAC and GE Aerospace jointly established Getac Technology Corp. selling defense electronic devices

### 1998-2006

Began manufacturing consumer/commercial notebooks

### 2007-Present

Promoted Getac's rugged computing solutions brand

## Investment & acquisitions

**2006** Invested in National Aerospace Fastener Corporation

**2007** Merged with MiTAC Precision Technology Corporation

**2009** Invested in Waffer Technology Corporation and acquired Waffer Precision Metallic Technologies ( Changshu ) Co., Ltd

**2018** Acquired WHP Workflow Solutions LLC. to develop Getac Video Solutions for public safety, transportation and field service application.

## Brand Development

**2007** Launched Getac rugged computing solutions brand.

**2012** Cooperated with FedEx to provide after-sales services in North America

**2014** Getac launched sub-brand- VERETOS (renamed Getac Video Solution) mobile digital surveillance System

**2016** Partner up with DHL to provide logistic and repairing service for Getac customers in the EMEA region

**2016** Getac signed leading European distributor, Ingram Micro to expand reach and reseller community across Western Europe.

**2018** Launched Getac Video Solution of our own brand



## Glory and Affirmation

**2010** Getac Technology Corp. was awarded the Ministry of Economic Affairs Industrial Technology Development Award - Excellent Innovation Enterprise Award

**2016** The world's authoritative brand value survey agency, Interbrand, selected Getac as the top 35 of Taiwan's most valuable brands

**2018** The US Branch won the Great Place to Work affirmation of Small and Medium Enterprises for two consecutive years

**2018** Awarded the "Best Companies to Work for in Asia 2018 Taiwan" by HR ASIA, the authoritative magazine of Human Resources in Asia

**2018** UK Branch receives "2018 Specialist Vendor of the Year" from Computer Reseller News

## Product Award

**2010** Getac PS236 and PS535 Rugged Handheld Products awarded the COMPUTEX TAIPEI Innovation Design Award

**2010** Getac V100 Rugged Notebook Computer and PS236 Rugged Handheld Products were awarded the Best Choice Award at the 2010 COMPUTEX TAIPEI

**2012** X500 won the Taiwan Excellence Gold Award

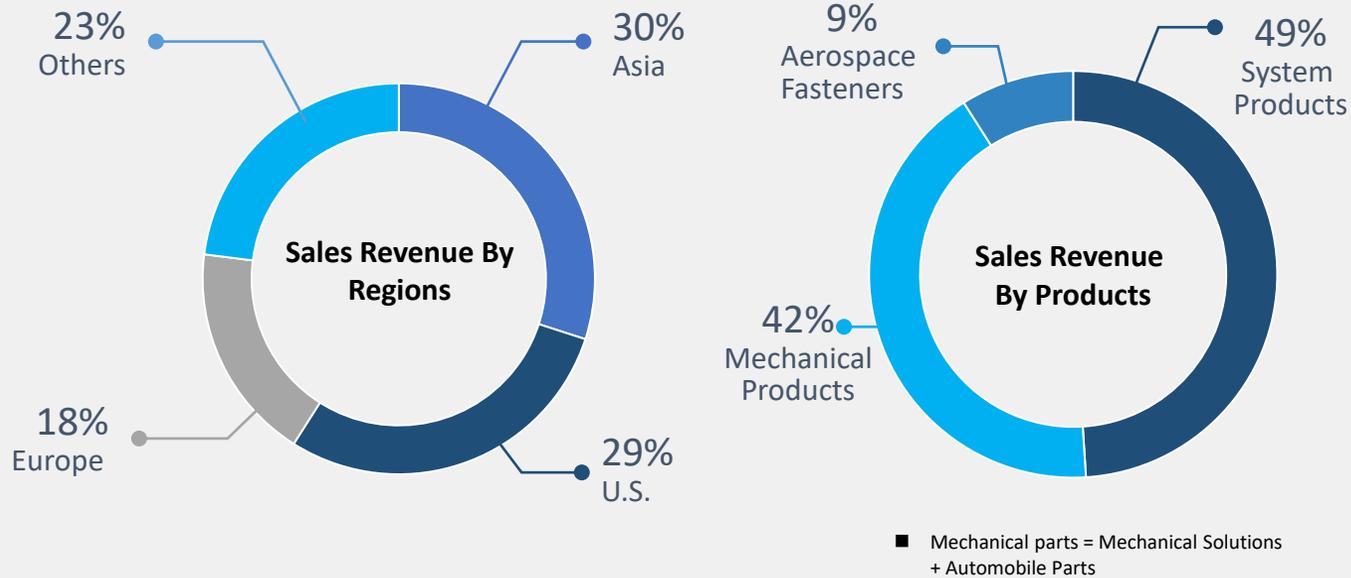
**2013** V100-Ex2 was awarded the 22nd Taiwan Excellence Award

**2017** "S410 Semi-rugged Notebook" and "Body-worn Camera" received the Taiwan Golden Pin Design Mark(s).

**2018** 5.7" Fully Rugged Tactical Tablet MX-50 awarded Taiwan Golden Pin Design Label

## Business Operations

Getac headquarters is based in Taiwan, and serves as a global hub, undertaking R&D, sales, legal affairs, finance, and information system management activities. The company's primary production plants are located in China, specifically Changshu and Kunshan in Jiangsu Province, as well as in Hanoi, Vietnam. Getac's products are sold in 80 countries worldwide, with major clients located in the United States, the United Kingdom, Germany, France, Italy, Russia, China and India.



## Getac Participation In External Associations

Getac is an active participant of industrial associations, communicates and interacts with key members of the industry, keeps abreast of international trends, and monitors regulatory amendments, in order to reduce operational risks.

Organization	Membership	Management Role
Taiwan Electrical And Electronic Manufacturers' Association	Class One Membership	Director
Taiwan Monte Jade Science And Technology Association	Corporate Member	
SINOCON Industrial Standards Foundation	Corporate Member	
The Allied Association For Science Park Industries	Corporate Member	
North American Die Casting Association	Corporate Member	
Kunshan Tongbao Association	Corporate Member	
China Plastics Processing Industry Association	Corporate Member	
Degradable Plastics Committee Of China Plastics Processing Industry Association	Corporate Member	
Kunshan Economic And Technological Development Zone Association Of Work Safety And Environmental Protection	Corporate Member	
Kunshan Comprehensive Free Trade Zone Union	Corporate Member	

# Getac Global Operations



● HQ	● System Product 1 Site	● Mechanical Products 7 Sites			● Branch office and liaison office 11 offices	
Taiwan	China	China	Vietnam	Taiwan	US/Europe	Asia & Other region
Nangang HQ	Getac Kunshan	MPT Kunshan	MPT Vietnam	NAFCO Taoyuan*	Getac US	Getac Beijing
		MPT Suzhou	Getac Vietnam		Getac UK	Getac Shanghai
		Getac Changshu			Getac Germany	Getac Linkou
		NAFCO Suzhou*	Getac France		MPT Kyoto	
					Getac Italy	Getac India
					GVS Minnesota	Getac Russia

The business location with \* mark are not included in the scope of disclosure.

## 1.2 Operating Results



### Rugged Computer Products

Rugged computer sales in 2018 were driven by economic growth in the US and upgrades to Windows 10 computers by enterprises. Main vertical markets including government agencies, public security, corporate customers, industrial manufacturing, and automobile maintenance saw significant growth in 2017, which in turn resulted in a double-digit annual growth rate in the field of rugged computer revenues. Getac continues to develop new customers and markets and has established new service bases in France to increase the company's overall value and productivity. In addition, Getac officially merged with WHP software company in February 2018 to consolidate its position and competitiveness in the AIoT (Artificial Internet of Things) market and strengthen its hard/ software integration capabilities. Market development for the Getac Video Solution which may serve as a cloud-architecture mobile monitoring system in the fields of public security, field services, and transportation has been accelerated. Organizational merger has been successfully completed to secure a greater market share and incorporate a larger number of AI and edge computing technologies into product development blueprints.



### Combo Mechanical Products

mature composite material casing technologies are widely applied in mid- and high-end commercial models. In 2018, the output volume of the global notebook computer market declined considerably. However, demand for commercial notebooks in the US was still comparatively robust. The tightening supply of key parts and components in the second half of the year negatively affected the output of notebook computer cases. Revenues derived from mechanical products decreased in 2018 compared to the same period of 2017. The management team adopts cost control measures to increase automation penetration and promote Hybrid Molding casing materials to alleviate impacts and maintain competitiveness and profitability. Major research institutes such as IDC and TrendForce forecast a continued drop of notebook computer outputs in 2019. In the face of arduous market challenges, Getac embraces a cautious approach in an effort to transform crisis into opportunity. The company expands its presence in the new material casing market to increase revenues and operational performance and maintain its competitiveness and profitability.



### Automobile Mechanical Parts

Getac continues to deepen the penetration of automated processes, reduce manufacturing costs, and enhance product quality and overall competitiveness. Under the impact of the China-US Trade War, the annual growth rate of global vehicle sales fell below 1% in 2018. Despite this adverse environment, the company maintained double digit growth of annual revenues in the field of automobile mechanical parts. The annual output volume of seat belt shafts increased compared to the same period of the previous year. The development of markets for ADAS (advanced driver assistance systems) and new energy vehicle components has been smooth. Numerous new projects have been acquired and output volume has been at a maximum. The company currently accelerates the construction of its new plant in east China and the expansion of production capacities of the Vietnamese plant in Hanoi. These facilities are expected to begin operations in 2019, which will secure a higher market share in the field of ADAS related metallic mechanical products and expand the business scope of automobile mechanical parts.



### Aerospace Fasteners

the overall sales volume rose by roughly 30% compared to the previous year as a result of stable growth in the airplane manufacturing and maintenance industry coupled with a gradually rising demand for the new-generation engine Leap in 2018. The management team is fully committed to expanding the market share of its dealers and distributors. The number of customer approved items has increased significantly. By the end of 2018, over 4,000 aerospace products have passed customer certifications. Looking forward to the future, the new business opportunities and new demands in the aerospace market are growing steadily, we will continue to improve and innovate, and provide customers with the most comprehensive solutions with stable quality, competitive cost and the shortest delivery time to satisfy customer's request.

# 1.3 Financial Information

## Economic Performance Management

In addition to constructing a sound corporate governance structure, Getac's management team has also been conscientiously guiding employees to work together, to be serious and responsible, and to be brave in making a difference and challenging themselves, in order to achieve business goals and seek better benefits for the company's stakeholders, especially shareholders. Getac emphasizes a strategy-guided management to set clear goals, and embraces open communication to establish a common consensus. Through regular performance examinations, Getac ensures that its business goals are achieved.

Managers of business units regularly (twice a year) report to the Board of Directors the current operational risks in the greater environment and business strategies, describe performance goals and achievements, and help the board to keep abreast of the company's business status.

Furthermore, the chairperson also gathers the executive managers every year and organizes departmental executive strategic meetings to share business strategies, promote teamwork, and encourage resource sharing.

Managers of each business unit also held kick-off meetings with their department employees once or twice a year to communicate actions plans and sales performance goals for the year, in order to establish team consensus. Depending on business conditions, quarterly business review meetings are also held to promote improvement directions for improving business performance.

## Business Performance Achievement

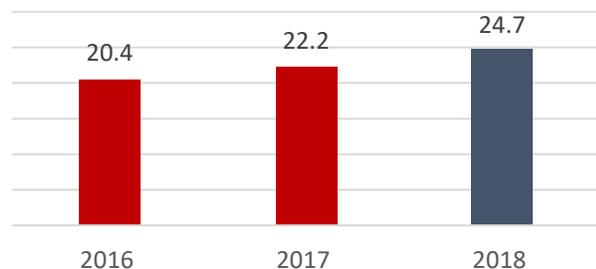
The consolidated revenue amounted to NT\$ 24.694 billion in 2018, which represents an increase by 11.25% compared to the total revenue of NT\$ 22.197 billion in 2017. Consolidated gross profit reached NT\$ 6.947 billion, which marks a growth by 15.58% compared to 2017. Consolidated operating profits equaled NT\$ 2.652 billion, which represents a significant increase by 5.5% compared to the same period of the previous year. Net income attributable to the parent company reached NT\$ 2.212 billion in 2018, which represents a rise by 15.83% compared to 2017. EPS amounted to NT\$ 3.83. In 2018, Getac Taiwan Headquarters received NT\$135 million in subsidies for R&D investments approved in 2016 by the National Taxation Bureau. Apart from this, no other major government subsidies were received. Details of the company's financial information and business overview are presented on page 95 of the 2018 Annual Report.

## Financial Report Summary Of Last Three Years

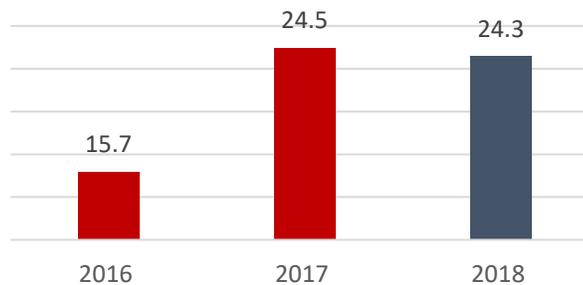
		2016	2017	2018
Economic Value Produced Unit: NT\$ Thousand	Operating Revenue	20,406,945	22,197,033	24,693,836
	Gross Margin	5,400,207	6,011,145	6,947,403
	Operating Income	2,204,281	2,512,800	2,652,222
	Profit Before Income Tax	2,732,035	2,625,853	3,026,872
	Net Profit Attributable To Parent Company	2,080,113	1,910,136	2,212,459
Profitability	EPS(NT\$)	3.68	3.38	3.83
	ROA (%)	9.30	8.02	9.05
	ROE(%)	15.03	13.58	15.43
Economic Value Distributed Unit: NT\$ Thousand	Total Salary	3,590,358	3,754,944	4,286,486
	Total Benefits	520,535	561,177	633,500
	Income Tax Expense	468,039	579,640	608,495
	Cash Dividends For Shareholders	1,695,708	1,445,665	1,737,585

# Getac Business Performance

**Consolidated Revenue**  
(Unit: NT\$ Billion)



**Market Cap**  
(Unit: NT\$ Billion)



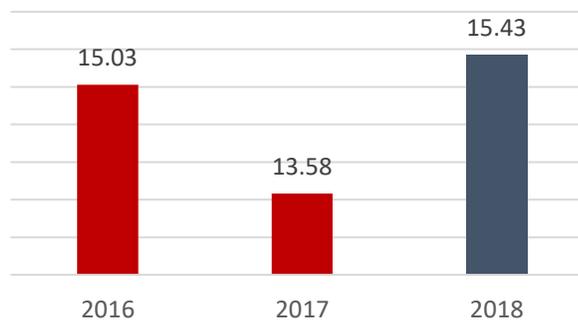
**Earning Per Share**  
(Unit: NT\$)



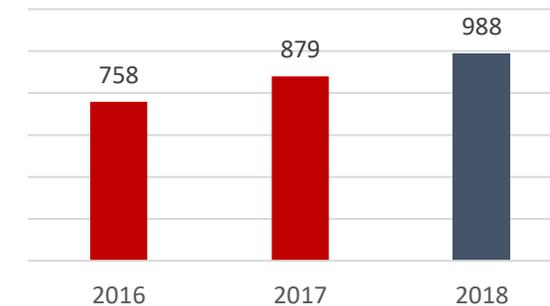
**Return On Assets(%)**



**Return On Equity(%)**



**Number Of Patents Accumulated**



- 
- A woman in a blue button-down shirt is pointing at a laptop screen in a meeting. Other people are visible around the table, and there are papers and a pen on the table. The scene is brightly lit, suggesting an office or conference room environment.
- 2.1 Commitment To Sustainability
  - 2.2 Sustainability Governance Framework
  - 2.3 Stakeholder Engagement

## 2.0 Sustainability Communication

# 2.1 Commitment To Sustainability

## Sustainable management has become a key indicator for Corporation

Since the end of 2018, the United Nations' Climate-related Committee has repeatedly warned that the world must reduce carbon emissions significantly by 2030, and achieve zero carbon emissions by 2050. Whether temperature rise can be controlled at 1.5C will be the key turning point of major changes for the human living environment.

At the end of the same year, the 24th Conference of Parties (COP24) of the United Nations, the General Assembly passed the "Paris Rulebook" as the implementation rules of the Paris Agreement, including the transparency framework and verification methods of climate plans for all countries, and relevant regulations and standards of all parties in the Agreement. Carbon emission-related reduction measures are imperative. In addition to the imminent carbon reduction measures on the international system, the strength of China's environmental protection regulations have also increased. The first "Green Tax System," the "Environmental Protection Tax law" were levied on January 1, 2018, and there were a series of environmental related laws and regulations started implementation in 2018.

The development of numerous environmental laws and international treaties shows that the impact of climate change has become more and more serious, and the importance of environmental protection will continue to increase among many issues. Whether or not it can respond to and even initiate environmental issues is not only responding to the expectations of stakeholders, but also testing the business management capabilities of enterprises.

As a member of the global citizenship, in addition to our own support and compliance with the important international initiatives, Getac also calls on all supply chain partners to jointly practice, including the Responsible Business Alliance (RBA) Code of Conduct, Responsible Minerals Initiative (RMI), rejects conflict minerals and actively responds to the United Nations' Sustainable Development Goals (SDGs) to jointly promote environmental improvement. Synchronizing with the international trends and incorporating the material issues concerned by the stakeholders into sustainable planning, enabling Getac Technology Corp. to grow steadily in the changing environment.

## Getac Technology Corp. responds to SDGs

In order to respond to the 17 Sustainable Development Goals (SDGs) promoted by the United Nations actively, Getac Technology Corp. conducted a comprehensive review of the seventeen goals of SDGs in 2018, in addition

to refer to how the companies of other industry responded to SDGs, to discuss based on the Company's industrial attributes, actual applicable resources and performability, as well as expectations of stakeholders, the final resolution is based on four major Goals of promoting economic growth with Goal 8, promoting industrial innovation with Goal 9, ensuring sustainable consumption and production modes with Goal 12, and fair as well as high quality education of Goal 4 as the focused direction of the Company's short, mid-term sustainability policies and the action plans are divided into "Driving Force of Public Welfare" and "Driving Force of Corporation" to be implemented in its daily operations.

In terms of Driving Force of Public Welfare, integrate the planning with the "Getac Charity Trust Fund" and "Y.S. Award" to support the learning of economically disadvantaged family and promote industry-academia cooperation. In terms of Driving Force of Corporation, integrate the internal operating units to propose action plans for product energy conservation, process energy conservation, improvement of recycled materials, and reduction of three wastes (wastewater, exhaust gas and solid waste); and develop high value-added industry to enhance the Company value, create more job opportunities at the same time, to echo the United Nations' Sustainable Development Goals (SDGs).

## International Initiatives

Getac supports and complies with the Code of Conduct regulated by the following international initiatives:



Supported and complied with the Responsible Mineral Initiative (RMI) and did not use ores from conflict-affected and high-risk areas.



Supported and complied with the Code of Conduct regulated by the Responsible Business Alliance (RBA), to protect labor rights and interests, create a safe and healthy work environment, as well as promote the sustainable accomplishment of Green Earth.



## 2.2 Sustainability Governance Framework

### Getac CSR Committee

In order to promote sustainability affairs, Getac established the Corporate Sustainability Development Committee (hereafter as CSR Committee. The committee acts as the decision-maker and promoter of Getac's corporate social responsibilities and sustainable management.

The committee is chaired by the chairperson of the board, who may appoint or dismiss members as needed, in order to assist with implementing sustainability tasks. An implementation and promotion team under the jurisdiction of the committee is charged with the responsibility to promote and follow-up on the committee's resolutions. The chairperson assigns high-level managers of the business divisions to serve as the standing committee members, and sets up five functional teams. The teams' members are comprised of tier-1 managers, each of whom is responsible for the promotion of economic, environmental, or social matters pertaining to sustainability issues within the scope of their duties.

Team members follow the committee's decisions and are authorized to take charge of the administration, environmental safety and health, manufacturing center, industrial safety, R&D, marketing and public relations, legal affairs, finance and accounting, human resources, and business management divisions, thereby integrating the sustainability policies with daily affairs, in order to fully implement the company's sustainability policies.

The Getac CSR Committee convenes one meeting every quarter. The focus of the work is to observe the concerned sustainability issues of the international community and the supply chain closely, and to integrate with the internal KPIs, expecting to bring the power of corporate citizenship into full play through top-down overall planning within the enterprise. The main results of the Company's Sustainable Development Committee in 2018 were as follows:

1. Initiated the United Nations' Sustainable Development Goals (SDGs) and selected four Goals as the focus of the Company's short and mid-term sustainable accomplishment.
2. Introduced the annual supplier ESG self-assessment system and enhanced suppliers' attention on the environment, society and governance through regular supervision and due diligence.

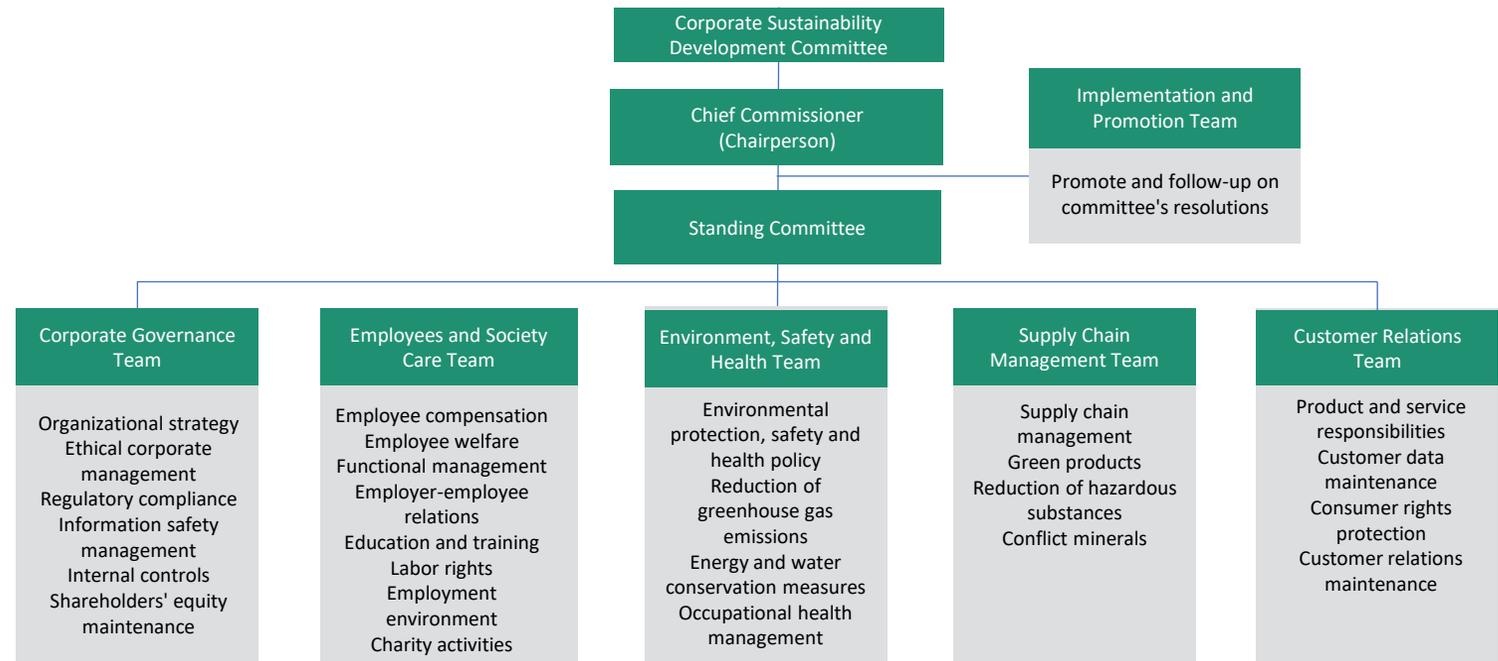
3. Improved the scores of Corporate Governance Evaluation Indicators; improved the shareholders' rights and interests, the operation and job competence of the Board of Directors and the transparency of information disclosure, to raise the evaluation results by one rank (21-35%).

### Sustainability Report Editing team

Furthermore, in order to promote compliance with GRI standards in our sustainability report and respond to stakeholders' questions concerning

Getac's sustainability policies, the company established a Corporate Relations Office . The office is in charge of the producing corporate sustainability reports. During the annual report publication process, the Chairperson calls for a meeting to set the boundary and identify stakeholders and material aspects. The Corporate Relations Office notifies relevant parties to attend the meeting, where they collect, summarize, verify, and publish the data in the report according to the report compilation process.

### Organizational Of Getac CSR Committee



# 2.3 Stakeholder Engagement

## Identification Of Stakeholders

The opinions of stakeholders are an important basis for Getac's progress. In addition to timely communication and response of all departments according to their powers and responsibilities, and maintaining a smooth flow of opinions exchange, Getac Technology Corp. convenes Sustainable Development Committee with all members every year by the Chairperson of Committee to perform evaluation score operations in accordance with the AA1000 stakeholder Engagement Standard, scoring from five aspects of dependence, influence, multiple perspectives, responsibility and tension to identify key stakeholders, and ensure that the understanding of stakeholders by each department is updated and made progress constantly. The top five categories of stakeholders that Getac received the highest score in 2018 were Customers/Distributors, Employees, Shareholders, Suppliers, and Government Agencies

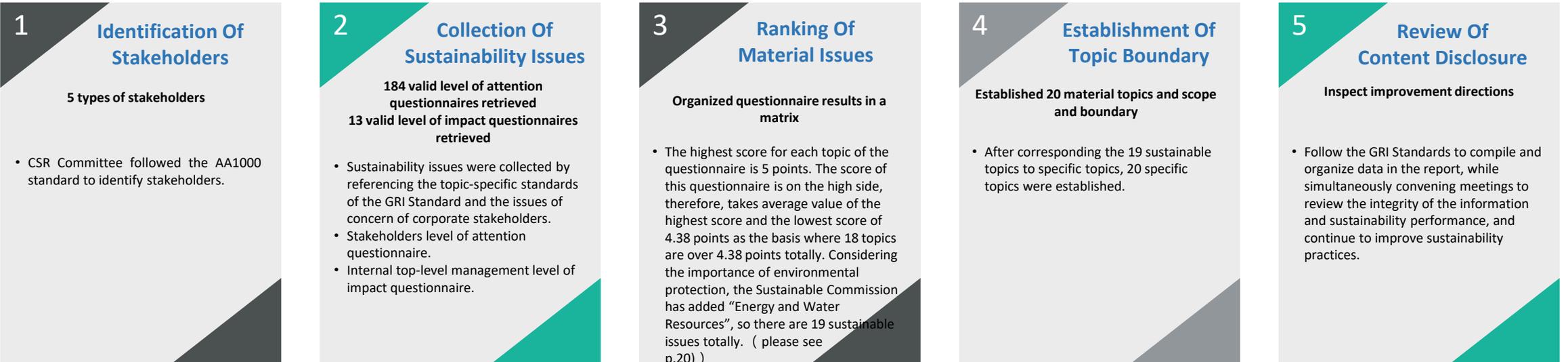
## Material Topic Identification And Boundary Setting

With reference to the GRI Standards and the Supplier Codes of Conduct adopted by major international initiatives and benchmark companies, the company identified 28 sustainability issues in 2018 and used these as the basis for a questionnaire survey. Members of the CSR committee were invited to assess the impacts of these issues, and level of attention questionnaires were distributed to stakeholders. These results were cross-analyzed in order to obtain

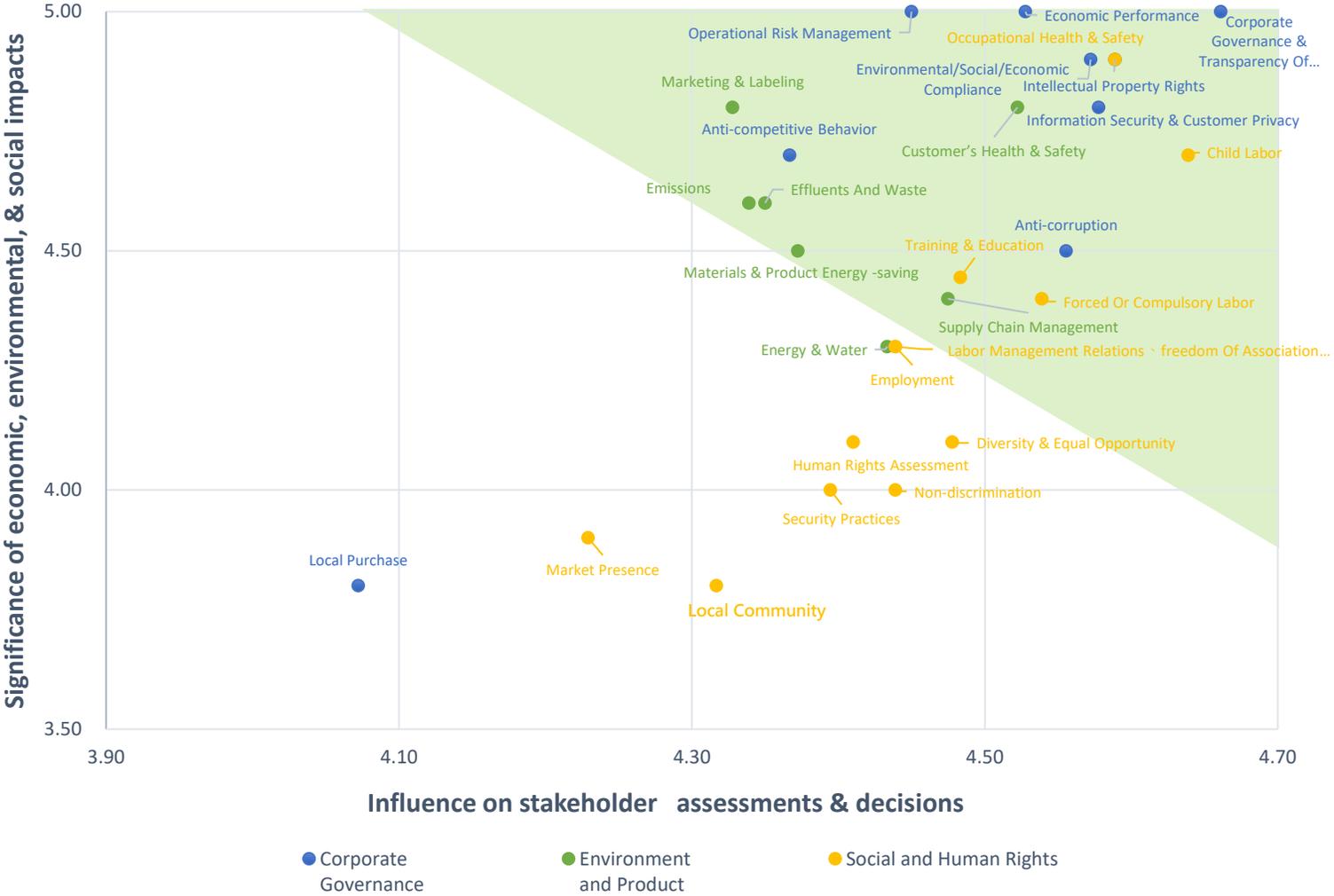
the materiality ranking. The chairperson then called a CSR committee meeting. Referring to the methods of benchmark companies, customer supply chain policy requirements, and international initiatives and trend developments, the members evaluated the ranking results and finally determined the material topics and boundary of disclosure for the year.

Selected 19 sustainable issues in 2018 through the questionnaires and discussions, identified 20 specific topics after corresponding with the specific topics of GRI standard, included four self-established topics and three new topics, reduced the topics of "Employers-employee Relations," "Labor-management Relations," "Freedom of Association and Collective Bargaining."

In terms of new topics in 2018, shareholders and customers listed "Anti-competitive Behavior" as the highly concerned issue, and employees and government units were more concerned about "Forced or Compulsory Labor." In addition, with the increasing international community's demand for energy conservation and carbon reduction, the government units also raised the importance and requirements of "Energy Conservation of Raw Materials and Products" of the Corporation.



# Prioritization Of Sustainability Issues



Corporate Governance & Transparency Of Information Disclosure  
 Operational Risk Management  
 Economic Performance  
 Anti-competitive Behavior  
 Information Security & Customer Privacy  
 Intellectual Property Rights  
 Anti-corruption  
 Environmental/Social/Economic Compliance

**Corporate Governance**

Energy & Water  
 Materials & Product Energy -saving  
 Emissions  
 Effluents And Waste  
 Marketing & Labeling  
 Customer's Health & Safety  
 Supply Chain Management

**Environment and Product**

Occupational Health & Safety  
 Training & Education  
 Child Labor  
 Forced Or Compulsory Labor

**Social and Human Rights**

# Getac CSR Topics Boundary

No	Category	Major Material Topic	Relate to SDGs	Getac HQ (Includes Getac Linkou )	Getac Kunshan	MPT Kunshan	MPT Suzhou	Getac Changshu	Getac Vietnam	MPT Vietnam	Vendors
1	Economics	Corporate governance, transparency of information disclosure		●							
2	Economics	Economic performance	Goal 9: Industry, innovation and infrastructure	●	●	●	●	●	●	●	
3	Economics	Intellectual property rights	Goal 9: Industry, innovation and infrastructure	●							
4	Social	Occupational health & safety	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	
5	Economics	Environmental/social/economic compliance		●	●	●	●	●	●	●	
6	Economics	Operational risk management		●	●	●	●	●	●	●	
7	Social	Information security and customer privacy		●	●	●	●	●	●	●	
8	Social	Child labor	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	●
9	Social	Customer health and safety		●	●	●	●	●	●	●	
10	Social	Marketing and labeling		●							
11	Economics	Anti-competitive behavior		●							
12	Economics	Anti-corruption		●	●	●	●	●	●	●	●
13	Environmental	Effluents & waste	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	
14	Social	Forced or compulsory labor	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	
15	Environmental	Emissions	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	
16	Social	Training & education		●	●	●	●	●	●	●	
17	Economics	Supply chain management	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	●
18	Environmental	Materials & product energy -saving	Goal 9: Industry, innovation and infrastructure	●	●	●	●	●	●	●	
19	Environmental	Energy	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	
20	Environmental	Water and effluents	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	

# Stakeholder Communications

To implement CSR and integrate the needs and expectations of shareholders into Getac's CSR policies, the company sets up diverse range of communication channels for stakeholders to communicate CSR-related issues concerning the dimensions of environment, society, and corporate governance. Meanwhile, stakeholder opinions were compiled to provide a reference for developing or revising CSR policies

**CSR Contact Information**  
 tel: +886-2-2785-7888#5124  
 email: getac.csr@getac.com.tw

	 <b>EMPLOYEES</b>	 <b>CUSTOMERS/RESELLERS</b>	 <b>SUPPLIERS</b>	 <b>STAKEHOLDER/INVESTOR</b>	 <b>GOVERNMENT</b>
<b>Issues Of Concerns</b>	<ul style="list-style-type: none"> <li>Child Labor</li> <li>Occupational Health &amp; Safety</li> <li>Training &amp; Education</li> <li>Environmental/Social/Economic Compliance</li> <li>Employment</li> </ul>	<ul style="list-style-type: none"> <li>Child Labor</li> <li>Intellectual Property Right</li> <li>Corporate governance 、 Transparency Of Information Disclosure</li> <li>Information Security &amp; Customer Privacy</li> <li>Energy &amp; Water</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Transparency Of Information Disclosure</li> <li>Operational Risk Management</li> <li>Anti-competitive Behavior</li> <li>Local Purchase</li> </ul>	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Transparency Of Information Disclosure</li> <li>Operational Risk Management</li> <li>Economic Performance</li> <li>Anti-competitive Behavior</li> <li>Information Security &amp; Customer Privacy</li> </ul>	<ul style="list-style-type: none"> <li>Environmental/Social/Economic Compliance</li> <li>Forced Or Compulsory Labor</li> <li>Corporate governance 、 Transparency Of Information Disclosure</li> <li>Information Security &amp; Customer Privacy</li> <li>Materials</li> </ul>
<b>Communication Channels</b>	<ul style="list-style-type: none"> <li>Performance appraisal (annually)</li> <li>Internal announcement (immediately)</li> <li>Employee meeting (annually)</li> <li>Labor management meeting/supervisor meeting/training (periodically)</li> <li>Employee consultation hotline (immediately)</li> </ul>	<ul style="list-style-type: none"> <li>Customer service section on corporate website (immediately)</li> <li>Non-disclosure agreement(immediately)</li> <li>Telephone customer service hotline (immediately)</li> <li>Channel partner conference(periodically)</li> <li>Consumer service mailbox(immediately)</li> </ul>	<ul style="list-style-type: none"> <li>Supplier visit (immediately)</li> <li>Supplier procurement contract (immediately)</li> <li>Supplier audit(annually)</li> <li>Supplier query mailbox (immediately)</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders' meeting/ investor conference (annually)</li> <li>Corporate website (immediately)</li> <li>Market observation post system (immediately)</li> <li>Investor query mailbox/ hotline (immediately)</li> </ul>	<ul style="list-style-type: none"> <li>Official documents (immediately)</li> <li>Regulatory meetings and training</li> <li>Seminars(periodically)</li> </ul>
<b>Getac's Response Methods</b>	<ul style="list-style-type: none"> <li>Setup different types of communication channels to listen to the voices of employees; implement comprehensive performance evaluation system to facilitate communication among management levels.</li> </ul>	<ul style="list-style-type: none"> <li>Customer service hotline and mailbox</li> <li>Hold partner conference</li> <li>Auditing conducted by customers on Getac following the RBA</li> <li>Regularly conduct customer satisfaction survey</li> <li>Questionnaire survey on CSR-related issues</li> </ul>	<ul style="list-style-type: none"> <li>CSR issue questionnaire</li> <li>Annual supplier ESG Self-evaluation system</li> </ul>	<ul style="list-style-type: none"> <li>Announce financial information according to law</li> <li>Investor zone on corporate website</li> <li>Annual report disclosure</li> <li>Designated personnel respond to investors' inquiries</li> </ul>	<ul style="list-style-type: none"> <li>Comply and communicate relevant matters</li> <li>Participate in governmental regulatory meetings to understand implementation of laws and regulations</li> <li>Participate in courses by Taiwan stock exchange</li> </ul>

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- The background features a complex, multi-layered wireframe grid in shades of blue. A prominent diagonal line splits the image from the top-left to the bottom-right. The area to the left of this line is a solid, darker blue, while the area to the right is a lighter, semi-transparent blue that reveals the underlying grid structure. The grid lines are thin and intersect to form a series of overlapping rectangular and square shapes, creating a sense of depth and architectural complexity.
- 3.1 Corporate governance Structure
  - 3.2 Ethical Management

## 3.0 Corporate Governance

# 3.1 Corporate governance Structure

## Establish effective and sound corporate governance structure

Sound corporate governance is the backbone of corporate sustainable management. Getac adheres to the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and to relevant regulations set by competent authorities, and implements corporate governance from multiple levels abreast of new developments, including maintaining shareholders' equity, strengthening board operations, elevating information transparency, and fulfilling corporate social responsibilities, in order to build up our capacity in sustainable development.

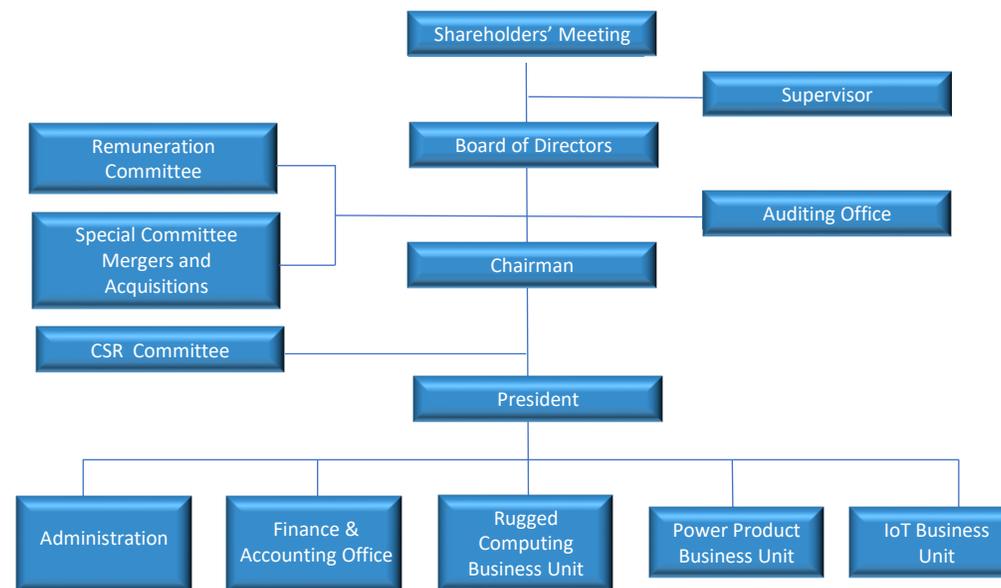
- In 2018, Getac Technology Corp. continued to take the "Corporate Governance" and "Transparency of Information Disclosure" as the focus of the year, required continuous strengthening of all indicators disclosure internally, and strived for timely, complete, disclosure of Company's important information externally, including strengthening the English version of the disclosure information, and releasing Chinese version financial reports within two months after the end of fiscal year, increasing the number of Investor Conference for better communication with the investors as well as strengthening the CSR-related information in Company's official website and the disclosure of annual report and other requirements in compliance with the Corporate Governance Evaluation. In terms of safeguarding the shareholders' rights and interests, the yield has been maintained at 5 to 7% for three consecutive years, seeking the maximum benefits for shareholders.
- Getac's score in the latest 5th Corporate Governance Evaluation results advanced one rank to 21-35% in 2018 compared with that of in 2017

Maintained shareholders' rights and interests and dealt with shareholders equally	<ul style="list-style-type: none"> <li>Protected the shareholders' rights and interests, the yield has been maintained at 5 to 7% for three consecutive years</li> <li>Getac voluntarily held the shareholders' meeting early on May 31</li> </ul>
Strengthened the structure and operation of the Board of Directors	<ul style="list-style-type: none"> <li>Introduced Board of Directors performance assessments</li> <li>Increased the number of professional training hours for the members of Board of Directors</li> <li>The average attendance rate of the Board of Directors was 92%</li> </ul>
Improve information transparency	<ul style="list-style-type: none"> <li>2018 Participated in seven self-organized and security firm invited investor conferences / forums</li> <li>Released Chinese version financial reports within two months after the end of 2018 fiscal year</li> <li>Provided mid-term and final English financial reports</li> </ul>
Implement Corporate Social Responsibility	<ul style="list-style-type: none"> <li>Issued the Chinese and English version Corporate Social Responsibility Reports regularly and disclosed the relevant content in the website.</li> <li>Disclosed the Company's energy consumption, greenhouse gas emissions, and water resource use data in the Company's official website and the annual report</li> </ul>

## Organizational Structure

- The company's organizational framework provides a clear division of rights and responsibilities. The chairperson acts as the president and is responsible for the operational directions of the Board of Directors. The chairperson plans and implements the business strategies and oversees all business operations of the company. The management team is composed of experienced elites from different industries.
- Details of the company's existing framework and responsible units are presented on page 8 of the 2018 Annual Report. Details on the organizational structure of affiliated enterprises are presented on page 105 of the Annual Report.

Getac Organization Structure



## Strengthened the Board of Directors Job Competence

In order to implement corporate governance and enhance the functions of the Board of Directors, Getac Technology Corp. has established the "Rules for Board of Directors Performance Assessments" on January 12, 2018 with reference to the provisions specified in Article 37 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies," and conducted the board of directors performance assessments at the end of 2018, and reported the internal and external performance assessment results in the first Board of Directors Meeting in the following year. Performance measurement criteria include: the degree of participation in the Company's operations, improvement of Board of Directors' decision-making quality, Board of Directors composition and structure, election of Directors and continuous education, internal control, etc., relevant rules and the latest performance are announced in the Company's website timely.

In addition to the performance assessments, the Directors' diversification policy was also established in 2018 to ensure that future Board of Directors Members have the leadership capability of international forward-looking, and industry trends, to plan for the Company's development policy with diversified professional expertise.

The election of the Company's Directors and Supervisors adopts candidates nomination system. After the Board of Directors reviewed the list of candidates for Directors (including Independent Directors) and Supervisors for their compliance with qualifications, and then submitted to the Shareholders' Meeting for election. In 2018, Getac convened 7 Board of Directors Meetings totally, and the average attendance rate of seven Directors and Supervisors was 92%.

## Remuneration Committee

In wake of the "anti-fat cat pay" policies of international communities and legislative agencies in Taiwan, Getac established the Remuneration Committee in 2011 in order to construct a more sound director and manager remuneration system. The Remuneration Committee is composed of three

committee members: the company's independent directors Tsai Duei and Lin Kuan-Ming, and the outsider Tong Chia-Ching, each of whom has no interest relationship with the company, which ensures independence in executing their authority. The term of office is three years.

Getac's Remuneration Committee held three meetings in 2018; the attendance of new and old committee members at these meetings was 100%.

## Remuneration Policy

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

Remunerations are paid to directors and supervisors in compliance with laws and regulations. The Remuneration Committee proposes a remuneration plan and implements it following board resolution. The company's Articles of Incorporation mandate that directors' and supervisors' remuneration may not be higher than 1% of the profit for the year. The Remuneration Committee is also responsible for ensuring that the remunerations to directors, supervisors, and managers are subject to monitoring within reason.

Currently, the remuneration profile for Getac's directors, supervisors, and managers mainly includes basic salary, allowance, and rewards. The Remuneration Committee regularly assesses and formulates remuneration proposals according to salary standards of peer industries, personal performance, business performance, and association and rationality of future risks. The final remuneration proposal is submitted to the Board of Directors for discussion. The Remuneration Committee's operation does not involve remuneration consultants during the formulation of remuneration policy. The policy is based on the comprehensive considerations of market standards and company performance. The remuneration paid to directors, supervisors, and managers as a percentage of after-tax profit in individual financial reports in 2018 was approximately 3.65%. Please refer to page 24 of the 2018 Annual Report for details.

## Avoidance of Conflicts of Interest

In order to prevent the highest governance body from engaging in conducts involving conflicts of interests, the Company's Ethical Corporate Management Best Practice Principles stipulate that if a conflict of interest exists for a director/supervisor or the legal person they represent with a specific matter on the agenda, then the director/supervisor may not take part in the discussion and voting. They shall recuse himself/herself when the matter is being discussed and resolved; nor shall the relevant director exercise voting rights on behalf of another director. The directors shall exercise self-discipline and must not support one another in improper dealings, in order to ensure independence, fairness, and transparency in corporate governance.

## Getac 2018 Board of Directors

The Average Attendance Rate **92%**

Chairman		
James Hwang	Attendance rate	86%
Director		
Francis Tsai	Attendance rate	100%
Matthew Miao		71%
John Lin		100%
James Chew		100%
Independent Director		
Tsai, Duei	attendance rate	100%
Lin, Kuan-Ming		86%

## Getac's Board Of Directors (2016.06.23 ~ 2019.06.22)

Title	Name	Gender	Age	Education & Experience	Current Jobs	
Chairman	James Hwang (Hwang, Ming-Hang)	Male	50+	<ul style="list-style-type: none"> <li>Bachelor of Electrical Engineering , National Taiwan University.</li> <li>M.S. of Electrical engineering, Utah State University, U.S.A.</li> <li>VP, MiTAC International Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Chairman and President, Getac Technology Corporation.</li> <li>Director, Waffer Technology Corporation.</li> </ul>	
Vice Chairman	Francis Tsai (Tsai, Feng-Tzu)	Male	50+	<ul style="list-style-type: none"> <li>B.S of Computer/Control Engineering Department, Chiao-Tung University.</li> <li>VP, Lian Tong Electronics Ltd.</li> <li>VP of Sales, MiTAC Inc.</li> <li>Vice Chairman, MiTAC International Corporation.</li> <li>Chairman and CEO, Getac Technology Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Chairman, Waffer Technology Corporation.</li> <li>Chairman, National Aerospace Fasteners Corporation.</li> <li>Independent Director/ Member of Remuneration Committee/ Member of Audit committee, Winbond Electronics Corporation.</li> </ul>	
Director Representative Of MiTAC International Corporation	Matthew Miao (Miao, Feng Chiang)	Male	50+	MBA, Santa Clara University, U.S.A.	<ul style="list-style-type: none"> <li>Chairman, MiTAC Holdings Corporation.</li> <li>Chairman, Lien Hwa Industrial Corporation.</li> <li>Chairman, UPC Technology Corporation.</li> <li>Chairman, SYNEX Technology International Corporation.</li> <li>Chairman, MiTAC International Corporation.</li> <li>Director, MiTAC Information Technology Corporation.</li> <li>Director, BOC Lien Hwa Industrial Co., Ltd.</li> <li>Director, Synnex Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Independent Director, Cathay Financial Holding Co., Ltd.</li> <li>Independent Director, Cathay Life Insurance Co., Ltd.</li> <li>Independent Director, Cathay Century Insurance Co., Ltd.</li> <li>Independent Director, Cathay United Bank.</li> <li>Independent Director, Cathy Securities Corporation.</li> </ul>
Director Representative Of MiTAC International Corporation	John Lin (Lin, Chuan Cheng)	Male	50+	<ul style="list-style-type: none"> <li>Ph.D. of Mechanical Engineering, National Cheng Kung University.</li> <li>Senior Specialist, National Chung-Shan Institute of Science &amp; Technology.</li> <li>AVP of R&amp;D and Sales Department, Tsann Kuen Enterprise Co. Ltd.</li> <li>R&amp;D Project Manager, Altek Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Chairman, MiTAC Precision Technology (Kunshan) Co., Ltd.</li> <li>Chairman, Suzhou MiTAC Precision Technology Co., Ltd.</li> </ul>	
Director	James Chew (Chew, Lo-Hou)	Male	50+	<ul style="list-style-type: none"> <li>MBA, Massachusetts Institute of Technology, U.S.A.</li> <li>President, H&amp;Q, Taiwan.</li> <li>President, EMMT Systems Corporation.</li> <li>Head, Center for Measurement Standards of Industrial Technology Research Institute(ITRI).</li> <li>Manager and Engineer, Electronic Research &amp; Service Organization, ITRI.</li> <li>Chief Engineer, ITT Unitron.</li> </ul>	<ul style="list-style-type: none"> <li>Chairman, Fortune Venture Investment Group.</li> <li>Chairman, Telegent Technology Corporation.</li> <li>Chairman, Fortune Service Innovation Fund I.</li> <li>Director, Toplus Energy Corporation.</li> <li>Director, L.H.Asset Management Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Director, ARC Solid-State Lighting Corporation.</li> <li>Independent Director, Lien Hwa Industrial Corporation.</li> <li>Independent Director, Tyson Bioresearch, Inc.</li> </ul>

## Getac's Board Of Directors (2016.06.23 ~ 2019.06.22)

Title	Name	Gender	Age	Education & Experience	Current Jobs
Independent Director	Tsai , Duei	Male	50+	<ul style="list-style-type: none"> <li>Ph. D of Electrical Engineering, National Taiwan University.</li> <li>Prof., EE Department of National Taiwan University of Technology.</li> <li>Minister, Ministry of Transportation &amp; Communications (MOTC), ROC.</li> <li>Director General, Civil Aeronautics Administrations, ROC.</li> <li>Deputy Director General, D.G. of Telecommunications (DGT), ROC.</li> </ul>	<ul style="list-style-type: none"> <li>Independent Director, Compal Electronics, INC.</li> <li>Independent Director, Taiwan Taxi Corporation.</li> <li>Independent Director, TTY Biopharm Company Limited.</li> </ul>
Independent Director	Lin, Kuan-Ming	Male	50+	<ul style="list-style-type: none"> <li>Bachelor of Electrical Engineering , National Taiwan University.</li> <li>Chairman, Taiwan Venture Capital Association.</li> <li>Chairman, Taiwan Private Equity Association.</li> <li>CEO, SINOCON Industrial Standards Foundation.</li> <li>Chairman, System General Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Chairman, Premier Capital Management Corporation.</li> <li>Chairman, Premier Venture Capital Corporation.</li> <li>Chairman, Ruby Tech Corporation.</li> <li>Director, China Petrochemical Development Corporation.</li> <li>Director, Lung Hwa Electronics co., Ltd.</li> </ul>
Supervisor Representative Of Lien Hwa Industrial Corporation.	Charles Ching (Ching, Hu-Shih)	Male	50+	<ul style="list-style-type: none"> <li>M.S. of Chemical Engineering , National Tsing Hua University.</li> <li>AVP, UPC Technology Corporation;</li> <li>Adjunct Lecturer, Department of Chemical Engineering of Feng Chia University.</li> <li>Senior Technical Specialist, Council for Economic Planning And Development of Executive Yuan.</li> <li>Director, SYNEX Technology International Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Director and President, Lien Hwa Industrial Corporation.</li> <li>Director, Pao Long International Co.,Ltd.</li> <li>Supervisor, MiTAC Holdings Corporation.</li> <li>Supervisor, MiTAC Information Technology Corporation</li> </ul>
Supervisor Representative Of Lien Hwa Industrial Corporation.	Chou, Teh-Chien	Male	50+	<ul style="list-style-type: none"> <li>Ph. D. of Engineering ,Rutgers, The State University of New Jersey, U.S.A.</li> <li>Investment special assistant to Chairman , MiTAC International Corporation.</li> </ul>	<ul style="list-style-type: none"> <li>Director, MiTAC Inc.</li> <li>Director, National Aerospace Fasteners Corporation.</li> <li>Director, SYNEX Technology International Corporation.</li> </ul>

## Supervisor System

The Board of Directors has two supervisors under its jurisdiction who are responsible for supervising the setup process on behalf of the Board and for carrying out the duties specified in the Securities and Exchange Act, Company Act, and other regulatory requirements. An audit committee will be established in 2019. For now, the head of the Audit Division and accountant will regularly report the company's sales performance to supervisors.

The head of the Audit Division convenes a communication meeting comprising independent directors and supervisors four times in 2018, to provide descriptions of internal audit implementations and control operations. These meetings are documented. If any significant abnormalities are found, the head of the Audit Division may report to the independent directors and supervisors at any time, and track the improvement status. Meeting minutes are published in the Investor Relations section on the company's official website.

Getac's directors and supervisors have performed their duties with integrity in 2018; therefore, there were no incidents of litigation or violations. The percentage of shareholdings of all of the company's directors shall be based on the regulations of the competent authority. When discussing any topic

with the Board of Directors, opinions of the independent directors must be taken into full consideration. Any reasons for agreement or disagreement must be fully documented in the meeting minutes, and conflict of interest prevention principles must be adhered to in order to actively protect the company's interests.

## Transparent Information Disclosure

Getac upholds the principle of fair and open information. Information disclosure and operations at Getac follow the Procedures For Handling Material Inside Information Of Listed Companies. Getac has an established institutional spokesperson system for the appointment of spokespersons and acting spokespersons, and discloses relevant information in accordance with the Procedures For Handling Material Inside Information, in order to ensure that the disclosed information is correct, consistent, and up-to-date.

To strengthen interaction and communication with investors, Getac has set up a dedicated investors relations and shareholder service unit that communicates the company's business directions directly to investors and answers any stock and share-related questions. In 2018, the company organized seven investor conferences/domestic and foreign investment forums, which were organized by securities companies. Investors can also voice their opinions and questions by contacting the dedicated address for investors.

Getac legally implements the TWSE List of Matters Required to Be Handled by Issuers of Listed Securities. The company's material information and financial reports are not only disclosed on the Market Observation Post System (MOPS), but also in the Investor Relations section on the official website. Two versions, one in Chinese and one in English, are provided to facilitate domestic and foreign access to the company's business and financial information. In 2017, Getac's official website was updated according to the latest corporate governance evaluation indicators; this is aimed to strengthen the disclosure of corporate social responsibility information and the availability of information in English, promote communication with stakeholders regarding corporate governance and sustainability issues, as well as to increase Getac's ranking in corporate governance evaluation,

thereby establishing the company as an ethical and responsible business operator.

To protect shareholders' equity, the company has incorporated an e-voting system for shareholder meetings, which can be used in conjunction with voting by ballot, so that shareholders can use their computers or phones to cast votes, without having to attend the meeting in person.

### Getac Technology Corporation Shareholding Structure



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

**Stock Transfer Agent**  
**CTBC Bank**  
Tel : 02-6636-5566



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

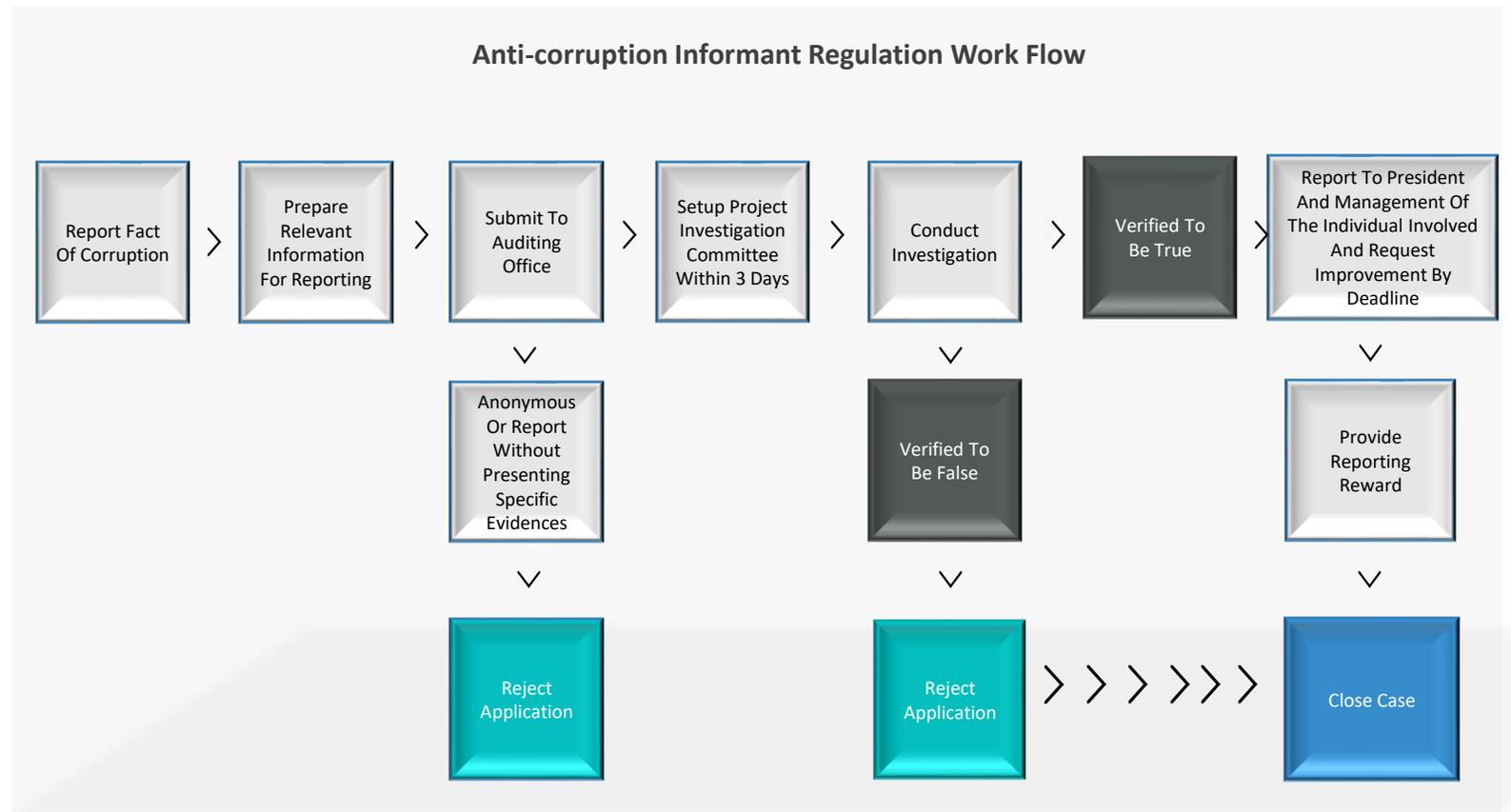
Getac monitors and checks corruption incidents through internal control and internal audit systems. Material corruption risks identified through risk assessments include violation of trade secrets, embezzlement, theft and distribution of company assets, and reception of rebate or improper benefits.

We did not find or receive any internal or external reports of unethical conducts by all operational sites in 2018, as disclosed in this report.

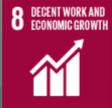
### Whistleblowing System

- Develop the Anti-Corruption Informant Regulations
- The informant is given a maximum reporting reward of NT\$200,000 or 5% of the loss amount.
- The report or relevant information will be kept strictly confidential to protect the safety of the informant.

**Irregular Business Conduct Reporting Contact**  
 Head of Auditing Office  
 gtcaudit@getac.com.tw





- 4.1 Corporate Risk Management
- 4.2 Intellectual Property Rights
- 4.3 Information Security
- 4.4 Customer Privacy
- 4.5 Supply Chain Management

# 4.0 Operation Management

# 4.1 Corporate Risk Management

The rapid technological development and the economic and industrial impacts of dramatic climate changes have prompted firms to exercise and manage sustainability practices, and to actively commit to creating a friendly environment, social inclusion, and corporate governance in order to ensure corporate sustainable management.

The company complies with the laws and regulations to develop internal control systems and organizational management policies. Internal control systems include managing and monitoring operational risks, thereby prompting our business units to convert risks into business opportunities. Functional units implement risk management and response measures to identify risks and analyze opportunities within the scope of their function.

## Internal Control System

The internal control system of the company is designed by managers, approved by the Board of Directors, and implemented by business units after approval. Auditing unit is established to report to the Board of Directors and ensure independence and objectivity.

Auditing units develop annual audit plans after evaluating the operational risks of each business location each year. The units follow professional auditing system and procedures to conduct monthly auditing tasks and present an audit report to independent directors and supervisors for review.

The head of the Audit Division regularly attends board meetings to assure the board the validity, operational efficiency, and outcomes of each business unit's internal control system design, as well as regulatory compliance status. The purpose for this is to reduce risks within the acceptable range, in response to the every-changing environment and to protect the interests of our stakeholders.

Getac establishes communication platforms for independent directors and supervisors, and hold quarterly communication meetings. Meeting minutes are disclosed on the company website for investors.

## 2018 Risk Assessment and responding Measures

Getac Technology Corp. identifies the 7 major high-risk factors of the Company's operations based on the business environment, and takes countermeasures to prevent and reduce the impact of risks.



In response to changes in environmental laws and regulations, increasing information security risks, and complicating financial operations caused by the Company growth, Getac specifically proposed preventive measures for environment, information security, and financial risks in 2018, introduced new systems, added equipment to resolve potential impacts in advance.



### Financial Risk

IFRS16 - Financial Reporting Standard No. 16 Lease

In order to reduce the risk of conversion of operations, systems and accounting processing, Getac Technology Corp. introduced the IFRS 16 New Lease Accounting Standard in 2018 and started implementation on January 1, 2019, cooperated with the revision of internal control system and internal audit rules to strengthen the accuracy of financial disclosure.

Plan the four approaches as follows:

1. Identify lease
2. Determine the scope of application and recognized exemption of IFRS16
3. Shall be recognized, measured, expressed, and disclosed
4. Declaration



### Environmental Risk

Following the Marine Environment Protection Law and the Atmospheric Pollution Prevention and Control Law, China revised "Water Pollution Prevention and Control Law" in 2018, to implement strict monitoring and control of water pollution. The Company's China Plants operates in accordance with law, and invests in environmental protection equipment; implements

water quality monitoring, drainage net and pipeline monitoring, and exhaust gas monitoring, etc. Ensure that the relevant operations comply with the standards, and plan to invest in water recycling and reuse equipment at the new K51 plant to reduce the water consumption and discharge of the plant. In response to the new laws and regulations of China to levy environmental protection tax in 2018, targeted at the corporation business units and other production operators directly discharge taxable pollutants to the environment, and pollution charge is no longer collected. The Company's East China Plant declares in accordance with the "Environmental Protection Tax Categories and Amount Table" and "Taxable Pollutants and Equivalent Value Table". Since the discharged amount is below the minimum standard in 2018, the tax was not levied.



### Information Security Risks

Due to the maturity of automation and IoT technology development, the hacker attack model has become more complex and diverse in recent year. In order to protect information from leaking, the corporations must re-adjust the planning of information security strategy to complete the planning. In 2018, Getac Technology Corp. checked the short, mid and long-term information security risks and proposed corresponding strategic solutions. Strived to control the risks in the current situation, with the short-term strategy to ensure security and improve defense, and establish the system for the mid and long term to prevent all types of network intrusions effectively. See Section 4.3 Information Security for details.

# 4.2 Intellectual Property Rights

## Building Up Innovation Capacity

Innovation technology is the key factor for Getac to maintain competitiveness in the market. Differentiated technologies and products are also the development goals of our continuous efforts. Getac Technology Corp. invested a total of NT\$1.19 billion in 2018 as research and development expenses, accounting for 4.82% of the consolidated operating income. Rugged computer product research and development includes 2-in-1 rugged tablet K120 and F110 rugged tablet with explosion-proof function to meet the requirements of different vertical market applications; Getac Video Solution also launched a new generation Digital Video Recorders (DVRs) and digital IP cameras, to enhance the efficiency of evidence collection and management. In terms of mechanical products, Getac is committed to the popularity of automated processes, invests in Hybrid Molding process technology for carbon fiber casings and leak-proof and cleaning processes for automotive metal component products. The new paint coating production line adopts high-standard environmental protection standards and is the first 3C industry introduced in Kunshan, China, and has been certified to pass the environmental-friendly water paint coating production line. In the direction of technological innovation, Getac will continue to develop people-oriented intelligence technology, and move toward the direction of creating values.

## Intellectual Property Rights Management And Expansion

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

to achieve risk aversion.

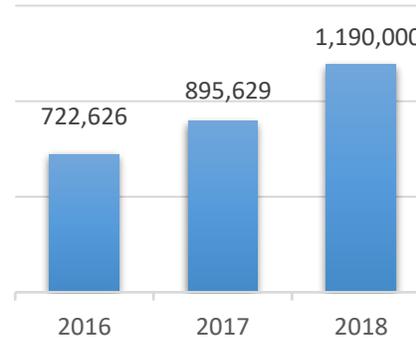
We encourage innovation by formulating a complete set of regulations governing patent application processes, patent review, and patent incentive measures. Every year, our R&D, production, testing, and QC departments must submit patent proposals that secure our patent technologies. Moreover, patents are combined with the annual performance evaluation goals of employees. All patent applications are processed internally and online on an e-patent platform, which provides an online channel for patent inquiries and complaint. Patent reviews are processed by 24 internal review committee members. Employees from the Intellectual Property Office also conduct patent searches on technology patent applications submitted by employees. Risk-free patents are applied for and maintained by the Intellectual Property Department.

We encourage innovation by formulating a complete set of regulations governing patent application processes, patent review, and patent incentive measures. Every year, our R&D, production, testing, and QC departments

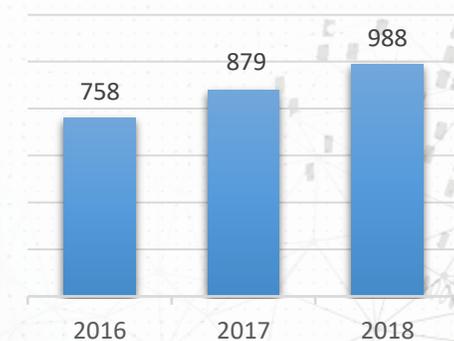
must submit patent proposals that secure our patent technologies. Moreover, patents are combined with the annual performance evaluation goals of employees. All patent applications are processed internally and online on an e-patent platform, which provides an online channel for patent inquiries and complaint. Patent reviews are processed by 25 internal review committee members. Employees from the Intellectual Property Office also conduct patent searches on technology patent applications submitted by employees. Risk-free patents are applied for and maintained by the Intellectual Property Department.

As of the end of 2018, Getac has received over 988 patents, both domestically and abroad, including invention, utility, and design patents. In 2018, Getac was not involved in any infringement cases relating to others' intellectual property rights.

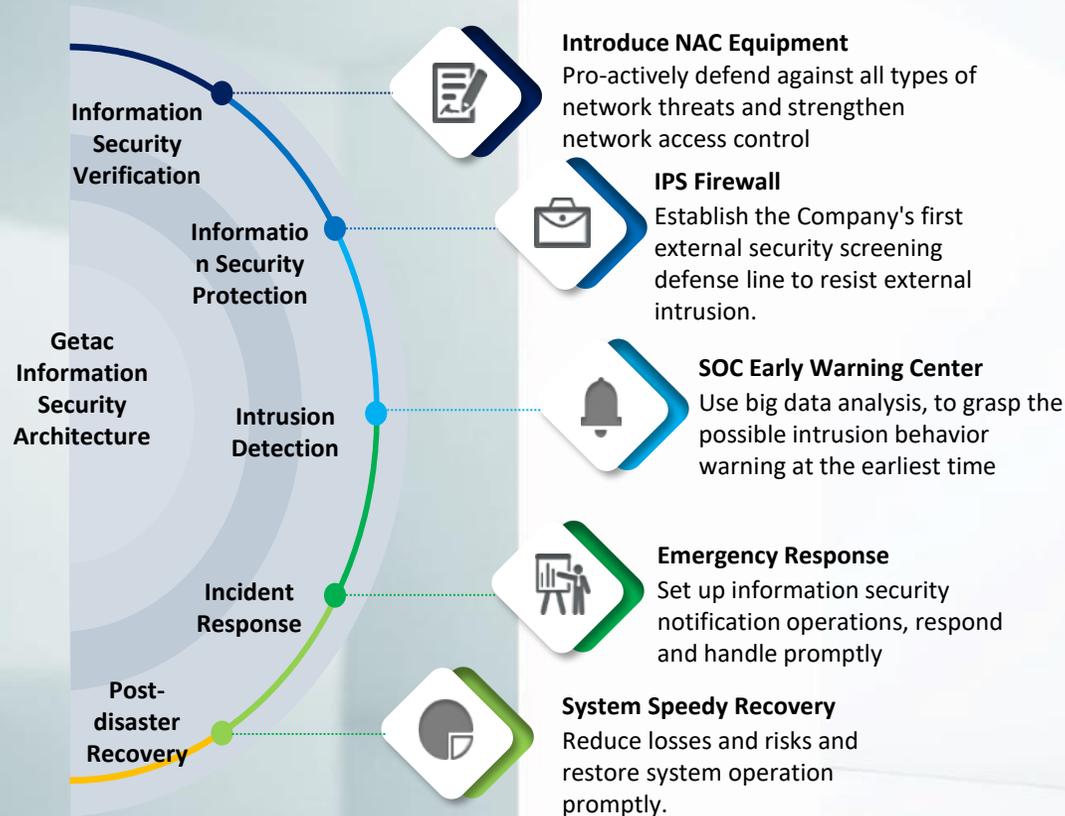
**Expenditure Of Research & Development**  
Unit: NT\$ Thousand



**Number Of Patents Accumulated**



# 4.3 Information Security



## Upgrade the information security system to filter out 90% of intrusions

Due to the maturity of automation and IoT technology development, the hacker attack model has become more complex and diverse in recent year. In order to protect information from leaking, the corporations must re-adjust the planning of information security strategy to complete the planning. In 2018, Getac Technology Corp. conducted strategic planning on the short, mid and long-term information security risks. Strived to control the risks in the current situation, with the short-term strategy to ensure security and improve defense, and establish the system for the mid and long term, conducted planning for ISO 27001 Information Security Management System Verification, to prevent all types of network intrusions effectively.

The Getac Technology Corp. Information Security Management Policy is evaluated rigorously and planned concretely based on five major projects of information security identification (identify), information security protection (protect), intrusion detection (detect), incident response (Respond) and post-disaster recovery (recover) recommended by the US National Institute of Standards and Technology (NIST). In addition to pro-active defense, detection and warning on hardware and software equipment, Getac Technology Corp. pays more attention to employees' daily information security education and training, and implements daily monitoring and field spot checks. Facing the future information security risks and challenges, we must be on the alert, reduce the risk of information security, and take precautions with multiple protection measures.

In terms of information security protection, completed the IPS protection equipment construction in Taiwan, the United States, the United Kingdom, and Germany, and set up the first screening security line, filtering 90% of intrusions for all external internet access by the Company Group. At the same time, constructed the "External Website Vulnerability Scanning System" that is capable of scanning all websites of the Company Group open externally, and protecting certain websites in advance when possible attack is found, and conduct regular double check operation once every three months to ensure the new method of intrusion does not endanger the safety of the website.

In 2018, Cooperated with Chunghwa Telecom's information security business team and completed the construction of the SOC early warning center. Collected all the information security equipment and systems and centralized in the SOC (security operation center) database, used the big data analysis of the center to identify possible behaviors and ways of intrusion, and block the intrusion at the earliest time. Moreover, connect the EDR, IPS, virus Management Center, and firewall in succession to provide more accurate and timely information security protection.

## 4.4 Customer Privacy

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

### Getac Technology Corp. Customer Privacy Management Measures

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

Product designs are integrated with the most advanced information security protection in the industry. By collaborating with internationally acclaimed encryption vendors, we ensure software and hardware compatibilities, providing total solutions for customers who need high-end encryption software. In addition, we provide removable hard drive mechanical designs that enable users to remove their hard drive in case of emergency.

The Internal Repair Center and authorized third party service providers must comply with local personal information protection laws. When repairing machinery, they may not save customers' information without permission. Customers are also reminded to remove their hard drive before sending in their devices for repair. This prevents risks of information leaks due to machinery repairs and transport.

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

Getac continues to advocate the importance of nondisclosure agreements, and informs relevant units to sign NDAs with partnering vendors and customers in order to protect information security.

In response to the official implementation of the European Union's "General Data Protection Regulation" (GDPR) on May 25, 2018, the relevant laws and regulations are more rigorous for personal data protection measures, requiring all persons providing products or services involved in personal data in European Union Territory or all corporations observing the personal data in European Union Territory,

must be enforced to comply. As a global brand, Getac Technology also refers to the European Union's strict General Data Protection Regulation to conduct planning for the global data protection measures. Regarding to the European Union's "General Data Protection Regulation," Getac Technology Corp. hired a professional consulting company in 2017 to assist the Company in introducing the GDPR comprehensive personal data protection strategy, including inventory the units related to personal data collection and their operation approaches, to strengthen the improvement measures for personal data protection mechanisms. An overview of the related activities is as follows:

Implemented secure transmission protocol for all websites of the Company to protect personal data

Developed the Company's personal data protection and information security policies.

Required all channels to modify the privacy notice to comply with the standard of European Union's "General Data Protection Regulation"

Reviewed the agreement with the third-party data processing company and require the company to include data protection obligations in the agreement.

In response to the persons involved in personal data exercise the right to protect personal data, set up the channel and means for the persons involved in personal data the rights to exercise.

Promoted legal education and training for departments involved in personal data, including marketing, customer service, and business and other units to ensure that all responsible units understand the changes and impacts of the laws and regulations.

Set up the Company's dedicated Data Protection Managers to respond timely to customer or stakeholder opinions on the rights to personal data protection.

The company did not receive any complaints about infringement of customer privacy or loss of customer information in 2018.



Personal Information  
Protection Complaint Mailbox  
[dpm.LAC@getac.com.tw](mailto:dpm.LAC@getac.com.tw)

# 4.5 Supply Chain Management

As globalization and informational development advance, the international community grows more aware of sustainability issues, thus integrating supply chain management with product flow, logistics flow, information flow, and capital flow is an essential topic in corporate strategic management.

Getac believes that effective supply chain management stems from close cooperation among suppliers. By sharing risks and benefits, they can increase operational efficiency through information system optimization, subsequently shortening the duration of delivery and reducing environmental costs. Furthermore, in order to increase supply chain sustainability, Getac not only complies with the RBA regulations on sustainability issues, but also exerts its influence to request upstream suppliers to comply with them as well, thereby achieving increased customer satisfaction and creating the best product and service experience.

## Types Of Suppliers

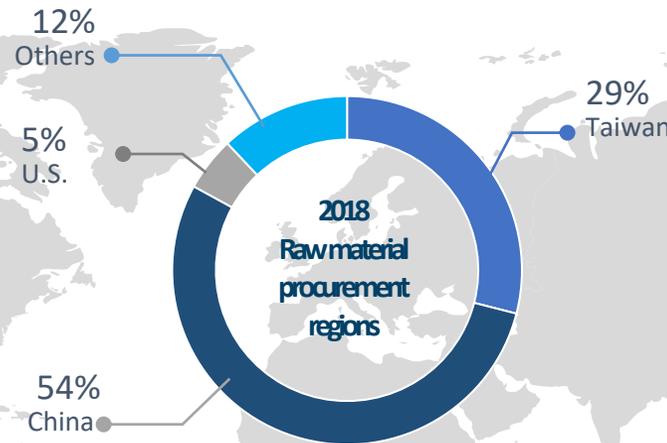
In 2018, the raw materials most frequently purchased included electronic parts, plastic pellets, and aluminum ingot. Production processes were conducted mostly in factories. The amount purchased for each product line as a percentage of the company's total procurements in the supply chain: 53% for electronic products, 35% for plastic mechanical part, and 12% for automotive parts.

The supply chain management section of this report mainly discloses raw material-related procurements. Our suppliers are concentrated in China, Taiwan, and the United State. The amount of raw materials purchased from these areas in 2018 accounted for 88% of the total amount of raw materials purchased. The company traded with 855 raw material suppliers and 88 new suppliers in 2018, showing a stable relationship with the supply chain.

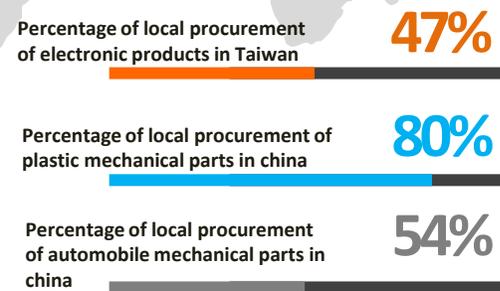
## Localized Purchasing

Localized purchasing is the supply chain policy of Getac. Increasing localized purchasing facilitates reducing the risks and costs of transportation, and also creates employment opportunities in the local manufacturing industry. Our electronic products are purchased locally in Taiwan, while plastic mechanical parts and automobile parts are purchased locally in China. In 2018, 47% of electronic products, 80% of plastic mechanical parts, and 54% of automotive parts were purchased locally.

Breakdown Of Getac's Raw Material Procurement Based On Region



Local Procurement By Getac



## Supplier Classification

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

## Supplier Sustainable Management

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

- ESG related terms in Getac PO**
- Products are in line with safety, health, and environmental protection laws and regulations
  - Products and packaging are free from safety and health risks
  - Products do not infringe on intellectual property rights
  - They will not directly or indirectly provide improper benefits and entice parties related to the buyer.
  - Suppliers violating any terms of the purchase order must compensate for all the losses suffered by Getac.

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

### Getac includes the following sustainability issues in the Master Purchase Agreement



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

### Started the Annual Supplier ESG Self-assessment System

Getac adopts the Code of Conduct of the Responsible Business Alliance as the value base of supply chain management, and provides further assistance in understanding the implementation status of supply chain partners. In 2018, Getac launched the self-assessment questionnaire on supplier sustainability as a source of understanding the implementation of five major dimensions of corporate governance, economy, environment, society, and supply chain management.

Selected 186 of the 855 dealers for questionnaire survey based on importance, risk and impact, and a total of 112 valid questionnaires were collected. The survey results found that in terms of corporate governance,

the percentage of supply chain has conducted education and training for integrity management and anti-corruption reached 90%, and more than 80% have conducted environmental education and occupational health and safety training. In addition, there were no cases of death when on job duty in 2018.

Moreover, this survey found that two manufacturers had violations. One manufacturer was fined for violating environmental protection laws and regulations, and the Company has suspended business with this manufacturer. The other manufacturer was fined is because the overtime work exceeded the provisions specified in the Labor Standards Act. The Company has sent people to understand and meanwhile, requested the manufacturers to improve.

### Getac Supplier Self-assessment Questionnaire Dimensions





# Prohibiting Procurement Of Conflict Minerals



As a corporate citizen of the world, Getac supports and complies with the Responsible Mineral Initiative (RMI). We do not use conflict minerals that are mined in areas experiencing armed conflict or under conditions that violate human rights, specifically the 3TGs (tin, gold, tantalum and tungsten) extracted from the Democratic Republic of the Congo and neighboring countries. Getac also adheres to the RBA Code of Conduct and adopts the RMI conflicting minerals report template (CMRT) in 3TG reporting.

In order to prevent use of conflict minerals in Getac's raw materials, Getac stipulates in the Master Purchase Agreement that use of conflict minerals is prohibited and that suppliers are required to abstain from using conflict minerals from conflict areas. If any suppliers are found to have violated this rule, Getac may terminate its procurement contract and cancel any orders placed with the violating supplier. Suppliers must verify the source of minerals and issue a Declaration of Non-use of Conflict Minerals or the RBA Conflict-Free Smelter Program (CFSP), certifications of London Bullion Market Association (LBMA), Responsible Jewellery Council (RJC), and may not object to providing necessary information.

Automatic supplier screening is performed on the E-Legal system of the company's Legal Affairs Department, which blocks off any of the company's partnering suppliers who have signed the Master Purchase Agreement from placing orders on the system if they have yet to provide documents proving their commitment to the non-use of conflict minerals. Additionally, MPT Kunshan also follows the regulations of the RBA, including conflict minerals in their annual supplier audits. Getac severs ties with suppliers who fail to meet the criteria based on the preliminary and secondary audit. None of the audited suppliers in the past three years have been involved in the use of conflict minerals.



- 5.1 Green Design
- 5.2 Green Manufacturing
- 5.3 Corporate Pollution Prevention

# 5.0 Green Product

# Environmental Performance Overview

## Care for Environment, Sustainable Recycling

Under the crisis of global warming, how to reduce carbon emissions and mitigate the damage to the environment is the unshrinkable responsibility of today's enterprises. As a responsible corporate citizen, Getac has set the Company's environmental policy with the goal of "Care for Environment, Sustainable Recycling", clearly set for cherishing the earth's resources, complying with national environmental laws and regulations, and integrating the concept of green products into the product life cycle. From the raw material acquisition, production research and development design, production, transportation distribution to recycling after the product is used, do our best to slow down the environmental impact by moving toward low pollution, saving resources and producing products with the thinking of easier to disassemble for recycle as well as able to recycle and reuse.

Getac is committed to promoting green production, fulfilling our responsibility to protect the earth, through standard operation procedures; we include water resources management, energy management, waste water, waste, and air pollution prevention in our daily management.

All Getac's factories scrupulously abide by the environmental laws and regulations of the plant locations, and all factories have obtained the environmental management system certification of ISO14001 or the same level, and all plants have completed the new version certification of ISO14001:2015 at the end of 2018. In 2018, none of the Company's factories received major fines or non-monetary penalties for violations of environmental laws and regulations.

# Getac

## Environmental Policy

### 1 Earth

Respect The Uniqueness Of Earth's Resources

### 2 Resolutions

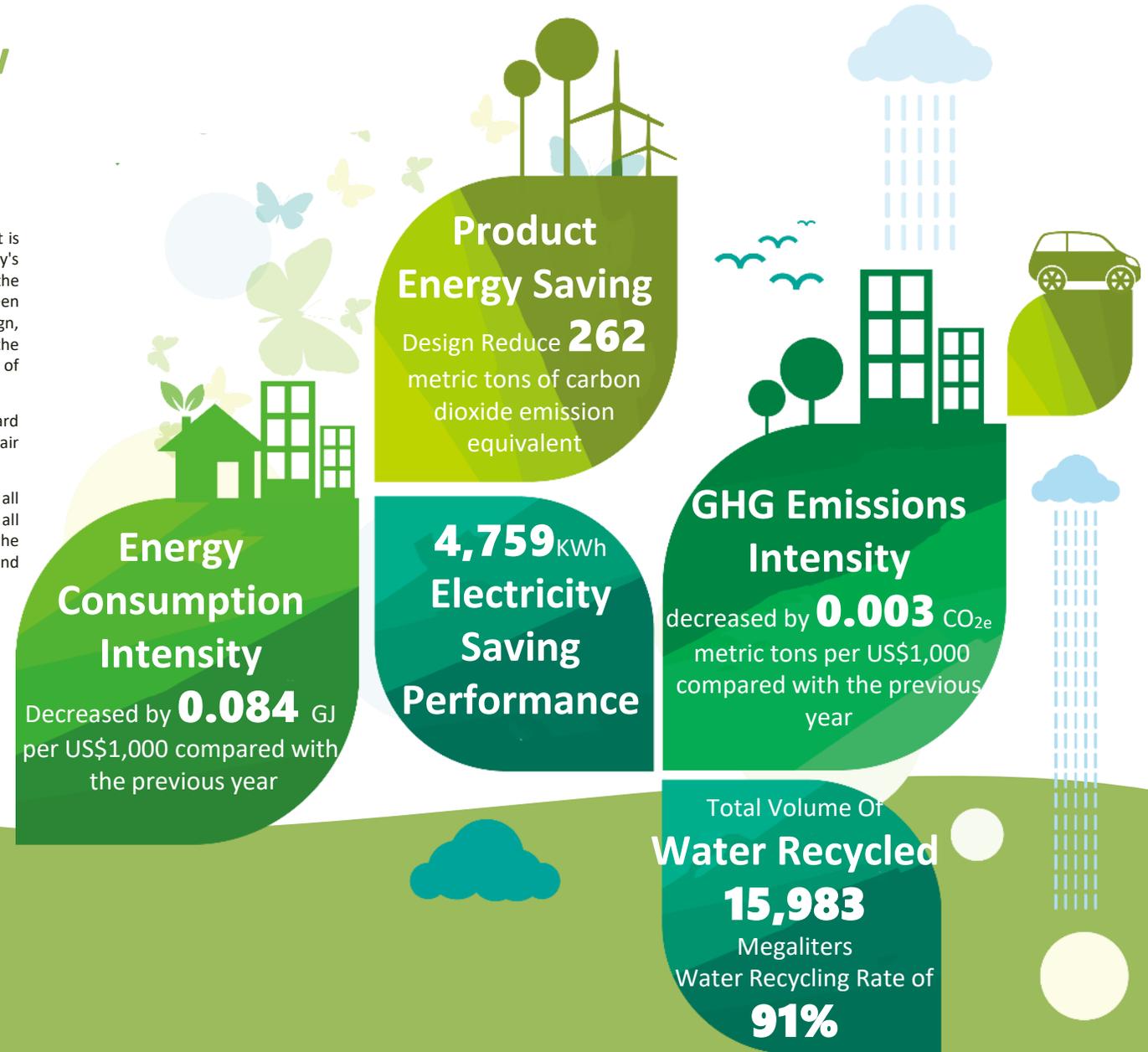
Comply With Environmental Laws And Fulfill Customer Requirements

### 3 Commitments

Implement Management System Performance, Strive To Communicate Environmental Information, And Fulfill Social Responsibilities.

### 4 Plans Of Action

Provide Green Products That Are: Low-polluting, Energy-saving, Lesser-packaging, in Harmony With The Environment



# 5.1 Green Design

## Responsible Production and Consumption

Not only care for environment but also provide healthy and safe product is the commitment of Getac to customers. The United Nations has announced 17 Sustainable Development Goals (SDGs), the 12th of which is "Responsible Production and Consumption," Getac advocates this concept with producing safe and healthy products as our mission.

Our quality requirements are present in the design and development phase of a product, and even extend to product sales and after-sales services. Every part of the product development process is strictly monitored, in order to ensure that all of our products not only satisfy international safety regulations and environmental policies, but also meet customer and user expectations.

Since establishing a dedicated Green Product Team in early 2005, Getac has been promoting green designs and limited the use of toxic hazardous substances, as well as monitored the latest directions of green initiatives. In recent years, Getac has incorporated sustainability issues into our supply chain management indicators, requesting full compliance of our suppliers. Getac ensures that the supply chain and manufacturing processes are in line with ethical and environmental standards at all times, in order to protect users' safety and health.

Getac's rugged computers are products sold complete. All of the products comply 100% with international environmental directives, including RoHS, REACH, and SVHC. Getac has installed an online green product management systems and classified restricted substances into three categories:

Class A. There are currently 202 Class A substances, which are substances prohibited or restricted for use in existing products, materials of critical parts, or production processes.

Class B. Class B substances are prohibited or restricted for use in packaging materials.

Class C. Class C substances are prohibited or restricted for use in batteries or battery packs and must comply with the restrictions of the EU 2006/66/EC directives.

## 05 | Recycle Reuse

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

## 04 | Consumer Use

- All production lines of the Electronic Product have received Energy Star 7.0 Energy-Efficient Design Label (T800 and EX80 are Energy 6.1), and it is estimated that a reduction of approximately 262 metric tons carbon dioxide carbon emission equivalent per year for the Earth.
- Comply with Electronic Product Safety Certification of all countries, including UL, FCC, RED, BSMI, etc..

## 01 | Raw Material Acquisition

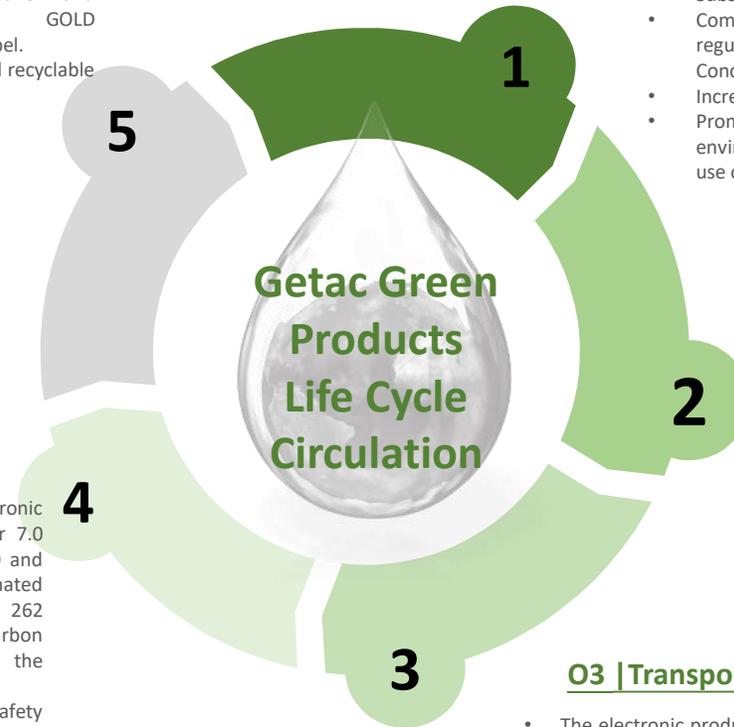
- 100% in compliance with the International Environmental Protection Indicators.
- Adopted IECQ/QC080000 Hazardous Substances Process Management System.
- Comply with RoHS, REACH and related regulations of Substance of Very High Concern (SVHC).
- Increase the proportion of local procurement
- Promote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

## 02 | Production

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

## 03 | Transportation Distribution

- The electronic products packaging materials use the wood of FSC Forest Certification Label, and the provided packaging materials are from the responsible and well-managed forests to reduce the impact to the environment. PE bubble bag (EPE) cannot be used and accounted for less than 10% of the overall package weight.
- Reduce the transportation trips.
- Cardboard boxes recycling and reuse.



For new raw materials, a product inspection report must be provided within two years in order to ensure that the product does not contain any hazardous substances. A new report must be provided every two years, otherwise the system will suspend the use of the material and critical parts involved. Getac Kunshan, which specializes in the assembly of electronic products, MPT Kunshan and MPT Suzhou, which specialize in the production of plastic injection mechanical parts have incorporated the IECQ QC 080000 Hazardous Substance Process Management (HSPM) system for electrical and electronic components and products, and complies with international directives for environmental protection, including the REACH, Substance of Very High Concern (SVHC), and RoHS, to prevent the use of materials, parts, or products containing hazardous substance which would otherwise impact the ecosystem.

The quality assurance division inspects incoming materials from eligible suppliers. In 2018, all incoming materials passed the inspection, and no hazardous substances were found.

Products produced by automotive plants are die-casting metal parts composed of aluminum alloys and are not end products. 100% of the automotive parts produced and metal materials purchased in 2018 complied with the specifications of automobile customers and were also in line with national environmental protection regulations and the EU Restriction of Hazardous Substances Directive (RoHS).

### Better than international environmental protection and safety standards

In 2018, all of Getac's products complied with international environmental regulations. As required by product environmental regulations adopted in the country of origin of the product, electronic products were certified by international safety standards, in compliance with regulations on product safety, radio frequency, electromagnetic compatibility (EMC), and other safety issues adopted in the country of origin (e.g., UL and FCC in the U.S., CE and RED in the EU, and BSMI in Taiwan).

Our products or packages are labeled with information on safety regulations, energy conservation, and environmental communication certification. There were no violations of product labeling regulations.



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

### Reduce electronic waste (easier to disassemble, recyclable)

Getac adopts measures for "waste reduction," "recycling and reuse, and the use of recycled materials," in order to mitigate environmental impact. Getac's electronic products comply with the WEEE requirements. On the packaging of each of our products, we state that the products are made from recycled materials and provide instructions on how to dismantle the products for every one of our product. We also commission local certified vendors in European regions to recycle our products. When recycling our products, they can be easily disassembled for re-use, which reduces resource waste. Furthermore, Getac products are designed following Energy related Products (EuP) directives and Electronic Product Environmental Assessment Tool (EPEAT) standards.



### Reduce the use of packaging materials

Evaluate the transportation distance for the trading partners with regular frequent dealings, and the packaging materials used shall be recycled and reused. MPT Kunshan and MPT Suzhou Plants commissioned professional recycling companies to assist in the recycling and reusing the cardboard boxes, paying by pieces, and encourage manufacturers to keep the completeness of the cardboard boxes and increase the quantity of recycling during the transportation process. Also, record the quantity of cardboard boxes when shipping in and out of the plant, the recycle rate And in the factory to record the number of cartons, the Recycling Rate in 2018 reached more than 75%.

- MPT Kunshan Recycling Rate of Cardboard Box: 76%
- MPT Suzhou Recycling Rate of Cardboard Box: 80%

Due to the heavy weight of the metal mechanical parts and the high consumption rate of the cardboard boxes, Getac Changshu and MPT Vietnam use the durable and load-bearing plastic boxes for the transportation of domestic customers, which can reduce the consumption of the cardboard boxes. The recycling rate in 2018 was 100%, and the service life of each plastic box is at least five years in average.

### The use of recycled materials

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

In 2018, a total of 15,363 metric tons of aluminum materials was used for the automotive mechanical parts, and 100% of them were recycled aluminum.

The customers have increased the percentage of using recycled materials in the plastic pellets used in plastics mechanical parts, a total of 13,730 metric tons of plastic pellets were used in 2018, of which 1,278 metric tons of recycled plastic pellets were used, which is about 60% more than the use of 797 metric tons in 2017, and the recycled plastic pellets account for about 9% of plastic pellets.

## Energy-conservation And Electricity-saving Design To Slow Down Global Warming



Annual reduction of **262** metric tons  
of carbon dioxide emission equivalent

With frequent occurrence of energy shortages in recent years, have occurred frequently, the cost of electricity has been rising. Whether electronic products can balance computing efficiency and energy conservation has become a key competitive capability. As one of the world's leading manufacturers of rugged computers, the products produced by Getac Technology Corp. are widely used by the government agencies of all countries and large international corporations. The Rugged Computing Solutions sold by Getac Technology Corp. not only provide superior ruggedness but also equipped with high performing endurance and the energy-saving design conforms to the latest international energy saving design and specification requirements, such as Energy Star 7.0 and energy performance regulations enforced by the U.S. Energy Information Administration and the California Energy Commission., etc., and is verified according to the requirements of Energy Star through Design Quality Verification (DQA) Department, to ensure low energy consumption design specifications and allow users to save a large amount of unnecessary energy consumption.

The US Energy Star released the latest Version 7.0 Certification Standard in early 2018, and the energy-saving related regulations and conditions are more stringent than that of in Version 6.0. In 2018, all the rugged notebooks and tablets of Getac, except for two small tablets have reached the energy-saving top limit, and the rest are ENERGY STAR 7.0 certified. The actual laboratory test values are lower than the standard value required by the report. Taking B300 as an example, the test value of actual energy consumption is about 17.47 KWh, which is lower than the standard value of 21.85 KWh; the actual test value of X500 is 23.33 KWh, which is lower than the standard value of 33.19 KWh. K120 actual test value is 11.61 KWh, which is lower than the standard value of 19.73 KWh. The nine main models sold by Getac in 2018 can save energy from 4 to 10 KWh per computer with an average value of 4.1 KWh, and it is estimated that the rugged computer sold by Getac in 2018 can save at least 262 metric tons of carbon dioxide emission equivalent for the Earth. Demonstrate Getac's efforts and achievements in energy-saving design.

## 5.2 Green Manufacturing

### Reduce Energy Consumption Intensity From the Manufacturing Process Energy Saving

The company specializes in the assembling of electronic products and manufacturing of plastic-injected and metal die-casting mechanical products, the energy consumption and energy consumption intensity of each plant differentiated due to the manufacturing process. Currently Purchased electricity, natural gas, LPG(Liquefied Petroleum Gas) and steam are used for these processes, while steam purchased from neighboring factory is used to heat molds for plastic injection and generate power for the air condition system in the plant. Product line generators, forklifts, and other vehicles use diesel, whereas company vehicles use gasoline. The company does not generate power independently or purchase electricity from third-party operators.

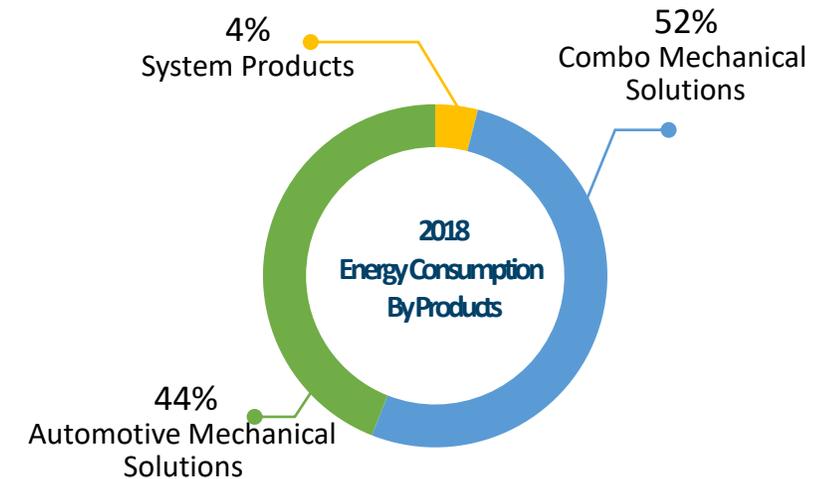
Getac strives to use the more environmentally friendly energy to generate electricity, or reuse the heat generated by the process to save electricity. We use the steam remaining from the injection machine as the heat source to heat boilers to supply living water for the employee dormitory.

Getac Technology's consolidated revenue average compound annual growth rate has exceeded 10% in the past four years, in the case of year by year growth in business, it is not easy to reduce energy consumption year by year, therefore, Getac requires all business units to improve energy efficiency and reduce energy consumption intensity year by year as the objective to slow down the impact on environment.

Within the disclosure scope of this 2018 report, the new MPT Vietnam Plant was added, and added the new paint coating production line of MPT Kunshan Plant, so the overall electricity consumption was increased compared with that of in 2017. In 2018, the combined total energy consumption of all Getac's plants was 712,142GJ, and the energy intensity was 0.926GJ per US\$1,000, which was slightly lower than the 1.010GJ per US\$1,000 in 2017. If the newly disclosed MPT Vietnam Plant energy consumption is deducted, the energy intensity was 0.832GJ per US\$1,000 in 2018 for the comparison of total energy consumption under the same basis, which is 0.178GJ per US\$1,000 lower than that of in 2017, if compared with 2015 (base year), the energy intensity dropped by about 21%, indicating that the economic benefits of energy have increased steadily.

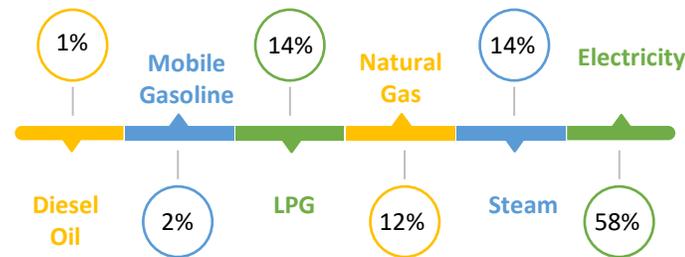
- The energy intensity of the electronics assembly plant in 2018 was about 0.07GJ per US\$1,000, which was a 21.4% decrease from that of in 2017.

- The Combo Mechanical Solutions use plastic injection process to generate electricity from steam and natural gas. Due to the addition of paint coating process in the factory in 2018, the electricity consumption was increased. The Green Molding energy-saving process was introduced in the plant that offsets part of the energy consumption due to the addition of paint coating process. In 2018, the energy intensity of Combo Mechanical Solutions was 1.42GJ per US\$1,000, an increase of 7% from that of in 2017.
- Automotive metals are produced by die-casting, which consumes relatively more energy compared with other processes. In 2017, Getac Vietnam leased diesel generator due to periodic power rationing during the renovation in the Industrial Park. The use of diesel generation was stopped after the renovation was completed in 2018 and replaced with purchased electricity. Therefore, the use rate of diesel fuel has dropped significantly, only 6% of the use in 2017. The energy intensity of the automobile business in 2018 was 3.02GJ per US\$1,000, and the energy use efficiency was improved by 11% compared that of in 2017.



### Total Energy Consumed in 2018

712,142 GJ



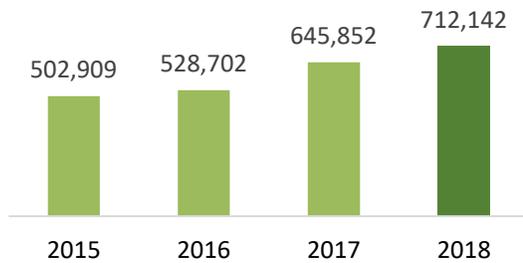
### Calculation Description of Energy Consumption :

- Energy consumption calculation uses 2015 as the baseline year. In 2017, scope of disclosure includes three additional plants compared to 2016. In 2018, scope of disclosure includes one additional plant (MPT Vietnam) compared to 2017.
- Sources of heating value are presented in Tables 2-5 in Appendix 8.2 of the report.
- The detail of energy consumption of each plant are presented in Tables 6 in Appendix 8.2 of the report.
- For buildings and pipelines which are jointly used by Getac and other external organizations; power consumption is therefore apportioned according to area of use.
- The amount of gasoline used by Getac Taiwan Headquarters is calculated by dividing the total expense by average oil price for the year.

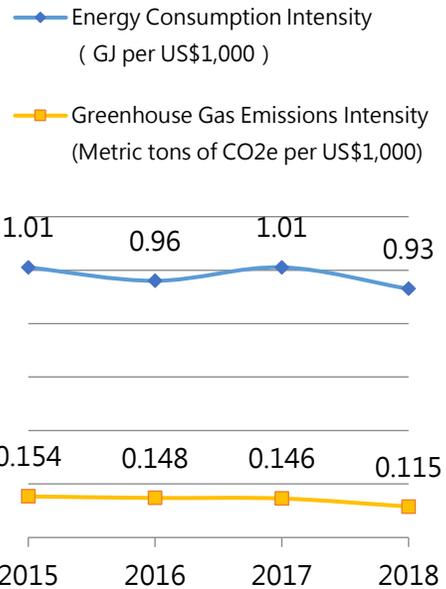
## Energy Consumption and Greenhouse Gas Emissions in 2018

Aiming to reduce the greenhouse gas emission intensity year by year, Getac continues to promote the popularity of energy-saving manufacturing processes and product energy-saving design to reduce energy consumption. Compare to the greenhouse gas emission intensity 0.154 in 2015(baseline year), 0.148 in 2016, 0.146 in 2017, the greenhouse gas emission intensity in 2018 is 0.115, which reflects a steady decrease yearly.

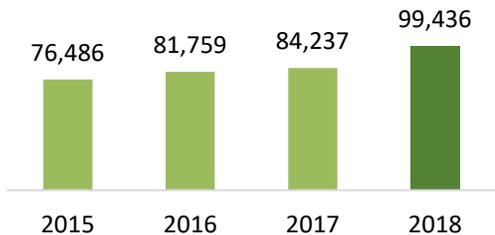
**Energy Intensity  
(GJ per US\$1,000)**



**Energy Consumption Intensity and Greenhouse Gas Emissions Intensity by year**



**Getac Greenhouse Gas Emissions of Last Three Years  
(Metric tons of CO<sub>2</sub>e)**



## Greenhouse Gas Emission 99,436 Metric Tons

### Emission By Scope



### Emission By Gas



### Emission By Country



#### GHG Emissions Calculation :

- GHG Emissions calculation uses 2015 as the baseline year, the scope of disclosure includes one additional plants compared to 2017(MPT Vietnam), same as the report.
- Sources of GHG Emission Factors are presented in Tables 2-5 in Appendix 8.2 of the report.
- The detail of GHG Emission of each plant are presented in Tables 6 in Appendix 8.2 of the report.
- For the Greenhouse Gas Inventory In this Report, only the MPT Kunshan Plant adopts the ISO 14064 Greenhouse Gas Inventory Management System to conduct self-inventory and declaration. The others were calculated according to the standard "Greenhouse Gas Inventory Protocol – Corporate Accounting and Reporting Standards", based on metric tons of CO<sub>2</sub> equivalent. Each site unified calculation method and disclosed its own inventory. Scope 3 is currently not included in the scope of disclosure.

# ENERGY SAVING

Saving **4,759** MWh = NT\$ **9.12** Million

Reduction Of **3,179** Tons CO<sub>2</sub>e

## Daily Management And Environmental Energy Conservation

- Complied with internal energy management procedures, such as following energy conservation and emission reduction regulations, water and electricity management regulations, and energy management operating procedures in energy daily managements.
- Getac Taiwan HQ -Nangang Building replaced the T-Bar light and downlight with new LED light , the project finished in July 2018 that saved 67.88 KWh, equal to NT\$ 217,219.
- Conducted regular pipeline patrols and installed insulation material around steam pipelines to prevent leakage and reduce heat dissipation.
- Steam remaining after the use of the injection molding machine was used to heat boilers, which supplied water for bathrooms in the employee dormitory. This reduced the use of other energy sources.
- Optimized transportation route planning, which reduced the number of trips required.
- Strengthened education and training on energy conservation, and adopted other measures, such as setting the air conditioner to moderate temperatures, switching off lights during lunch breaks, and reducing energy use during the winter months, based on the actual situation.



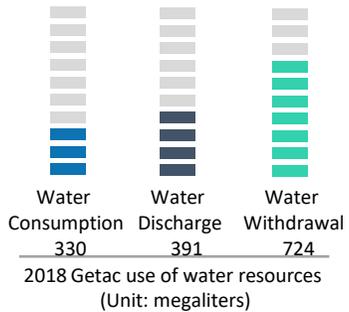
## Process Energy Conservation Measures in 2018

- Plants (MPT Kunshan and MPT Suzhou) specializing in the production of plastic-injected mechanical parts have introduced Green Molding technology and invested in new energy-saving molding machine feed tubes, drying cylinders, and heating collars, so as to comprehensively improve energy efficiency. In 2018, it is estimated to save electricity by 1,992 KWh. MPT Vietnam Plant also introduced similar process energy-saving equipment in the same year, which can save 598 KWh.
- The Getac Changshu Plant replaced the old model with new high-performance air compressor that saved 1,928 KWh.
- Getac Vietnam Plant changed to use the energy-saving insulation furnaces in the die-casting workshop and saved a total of 172.8 KWh.
- Established power consumptions goals, performed daily monitoring to record the amount of power consumed, and provided monthly reports on power usage. When abnormalities occurred or usage exceeded the limit, power-consuming units had to submit inspection and improvement plans. For example, metal die casting used to make automotive mechanical parts consumes a relatively high amount of energy. By establishing a maximum energy cost per kilogram of aluminum and magnesium, it became a daily energy management goal to save more than 2% of energy per unit product.
- Plants continued to raise the production automation rate, which not only saves manpower, but also improves production efficiency through increased production yield, thereby lowering energy consumption.
- Advanced process technology shortened mold heating time and cycle time per unit product, which reduced the number and uptime of machines used.

# Water Resource Management

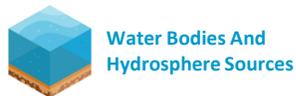
With the rapid changes in global climate, the access to freshwater is vital to the survival of all human beings. The 2030 Sustainable Development Agenda passed by the United Nations will also set the: "Ensure that all people have access to water and health facilities of sustainable management." as the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

Due to steady growth in revenue of Getac Technology Corp. during recent years, the water consumption has increased slightly, and newly disclosed MPT Vietnam Plant in 2018, China and Taiwan water in municipal facilities comes from abundant local water sources, and Vietnam Plant municipal water comes from groundwater. The Company's water withdrawal is primarily used in the production process with total water withdrawal in 2018 was 724 megaliters, total water discharge was 391 megaliters and total water consumption was 330 megaliters. Due to different degree of water used in different processes of each plant, the electronic products are low in water demand for assembly lines, the water consumptions of combo mechanical products and automotive mechanical products are relatively higher, accounted for over 98% of total water withdrawal, with the water is used for mold cooling of plastic injection processes, paint coating production line and cleaning of metal die-casting products.



The water withdrawal in 2018 increased by 33.5% compared with that of in 2017, which was about 182 megaliters. Among them, the newly disclosed MPT Vietnam Plant accounted for 55.5 megaliters. If MPT Vietnam Plant was not included, the overall increase was 23.4% compared with that of in 2017. The reason for the increase in water withdrawal compared with the same period of last year was the increase in shipments due to the growth in business performance, mainly due to the commencement of using the new paint coating production line of MPT Kunshan Plant, and the increase in shipments of products requiring cleaning process from Getac Changshu Plant and Getac Vietnam Plant.

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



Taiwan	Feitsui Reservoir
China	Kunshan area: Kuilei Lake, Dianshan Lake Changshu area: Shanghu Lake
Vietnam	groundwater-provided by municipal facilities

## The trend of total water withdrawal in the past four years

Unit: megaliters

Calculation Explanation of Water

Withdrawal:

With 2015 as the base year, the disclosure scope in 2017 is three plants more than in 2016. Add one plant (MPT Vietnam) in the 2018 disclosure scope compared to that of in 2017.



## Distribution Of Water Extraction By Region In 2018



\* Calculation of Water Resources :

- The company does not have a drainage water meter, so the water consumption is calculated based on the water withdrawal minus water discharge.
- The calculation of water discharge is based on 80% of the water withdrawal.

\*\* World Wildlife Fund (WWF) "Water Risk Filter"  
<http://waterriskfilter.panda.org/PreAssessment.aspx>

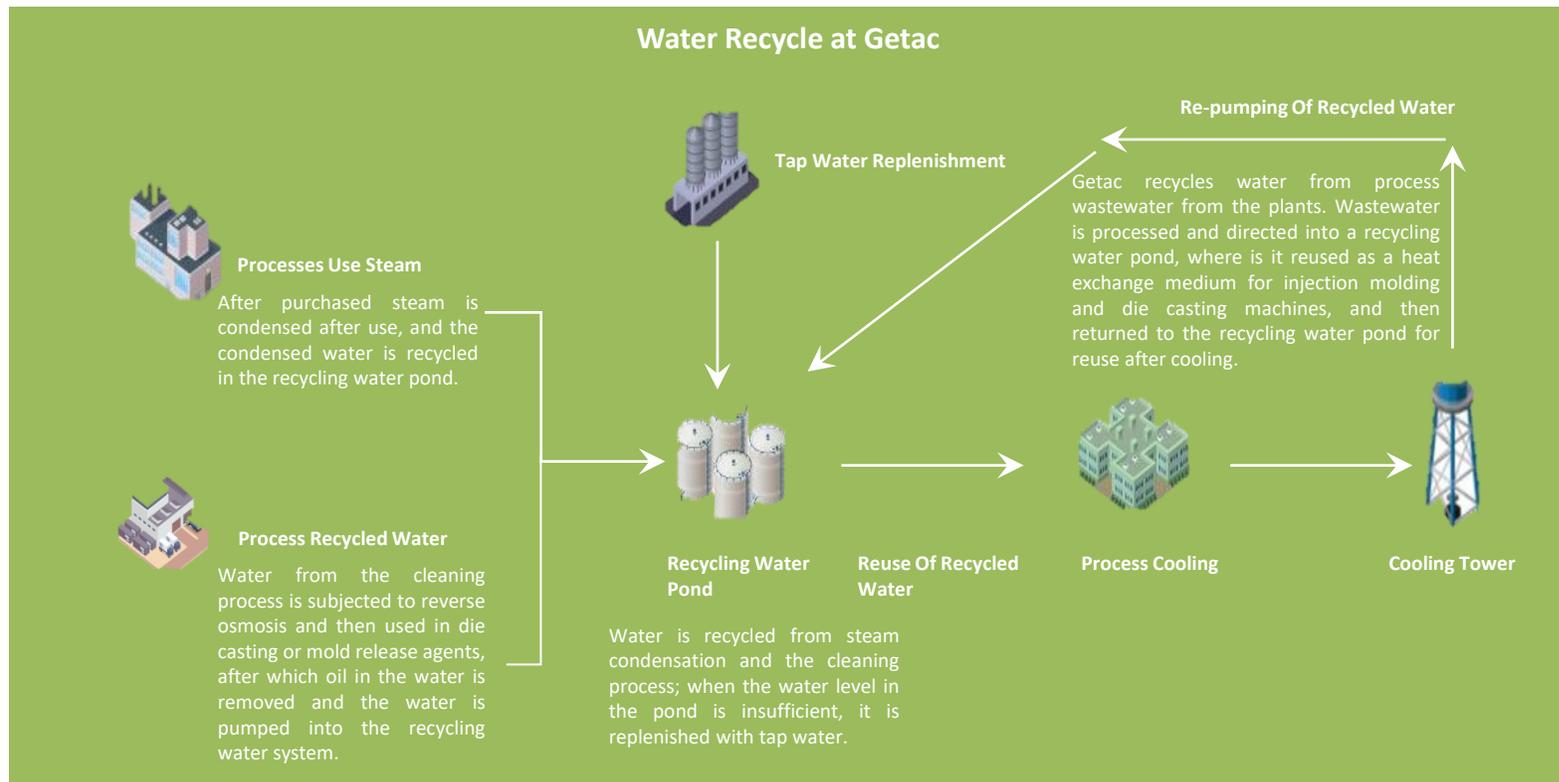
# Promote water resources recycling

## Water Resource Management

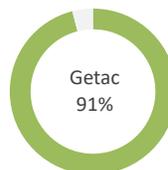
- In order to receive ISO14001 Environmental Management System Certification, the Company follows the internal water and electricity operation management regulations. The plant management conducts daily patrol inspections of water meters and pipelines. If water is found to be abnormal, notify the use department to find out the cause, propose improvement plans or maintain pipelines to prevent leakage or waste.
- Each plant follows the ISO 14001 standard regulations and regularly dispatches personnel to monitor water usage. Because the automotive mechanical part plant uses a considerable amount of water in the cleaning process, water consumption is included in the departmental performance management goal. Water is managed by setting the goal to save more than 2% of energy per unit product or defining the maximum level of water consumption per week.
- Invest in recycling water and cleaning equipment in the combo mechanical plant and automotive mechanical parts plant of main water consumption, to maximize the recycling of water. The total amount of water recycled in 2018 was 15,983 megaliters, and recycled water accounted for approximately 91% of all water consumption, equivalent to 6,393 standard swimming pools.
- Employees are constantly reminded to use water wisely and conserve domestic water. Water-saving faucets are installed in our bathrooms.
- Getac strictly adheres to local laws and regulations and acts as a law-abiding environmentalist in implementing water resource management.  
Taiwan (Water Pollution Control Act)  
China (Water Pollution Prevention and Control Law and Environmental Protection Law of the People's Republic of China)  
Vietnam (Vietnam environmental protection law)
- No major penalties for environmental protection and related disputes.

2018 Getac Total Water Saved 15,983 megaliters  
Equivalent **6,393** standard swimming pools .

\* A standard 50x25x2m swimming pool contains up to 2,500 cubic meter of water, equivalent 2.5 megaliters.



2018  
Water Recycle  
Rate by Product



### Corporate Pollution Prevention Complaint Hotline

Getac HQ, Taiwan: Safety and Health Office  
Kunshan Plants (China):  
Speakout.kshr@mpt-solution.com.cn  
WeChat "Getac Perspective"  
Vietnam Plant: President's Mailbox



## 5.3 Corporate Pollution Prevention

### Wastewater Management

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

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

1. Industrial wastewater and domestic wastewater meet the national discharge standards before the discharge is allowed. The runoff caused by rainfall is collected by the rainwater sewage system of the plant and sent to the municipal pumping station or sewage treatment plant for treatment without affecting the natural ecology. Sewerage wastewater is treated by the municipal sewage treatment plants or qualified sewage treatment operators to remove harmful substances and then lawfully discharged into water bodies. A total of 391 megaliters was discharged in 2018.
2. The plastic injection process of the combo mechanical solution cools the mold temperature with water, and the automobile mechanical parts clean the powder dust and oil stains produced by the metal parts in the die-casting process, and the process wastewater such as mold release water and cutting fluid are discharged through the plant with initial treatment before being discharged to the outside of the organization, then further processed by the municipal sewage treatment plants or qualified operators.
3. Commission government-certified wastewater treatment companies to process wastewater.
4. Monitor discharge water quality regularly: Internal personnel of the Vietnam Plant conduct daily pH testing and management of wastewater ponds. Third-party divisions are commissioned once every quarter to test the wastewater from wastewater outlets. Test items included pH value, chemical oxygen demand (COD), biochemical oxygen demand (BOD), suspended solids, and other items required by law. The Kunshan and Changshu plants are inspected once a year. Since

the automotive mechanical part plant uses cutting fluid, petroleum is also tested every month. All plants of the Company did not have chemicals, oil or wastewater leakage incidents in 2018 through thorough inspection.

5. Establish a complaint channel to receive external supervision

In recent years, Getac has successively invested in the replacement of environmental protection and energy-saving equipment. The MPT Kunshan K21 plant has introduced paint coating wastewater treatment equipment, which is expected to start using in 2019. After continuous recycling for use, the paint coating wastewater is filtered and treated through the wastewater treatment facility and discharged after compliance with regulatory requirements. It is estimated that the annual discharge limit of 726 metric tons of paint coating wastewater can be treated. MPT Vietnam Plant is also expected to introduce filtration equipment in 2019 to promote the water resources recycling reuse.



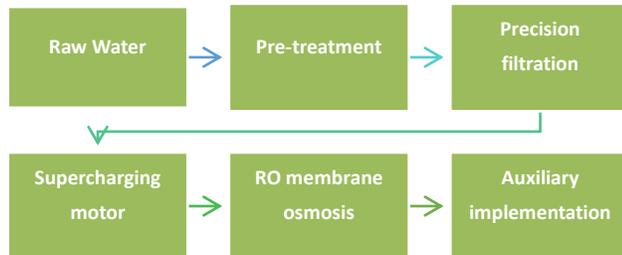
	Plant	Accept drainage basin	Discharged water (Unit: megaliters)	Total discharge (Unit: megaliters)
Taiwan	Taiwan HQ	Tamsui River Basin	10.59	391.28
China Kunshan	Getac Kunshan	Soochow Creek Basin	19.33	
	MPT Kunshan	Soochow Creek Basin	72.25	
	MPT Suzhou	Soochow Creek Basin	48.49	
China Changshu	Getac Changshu	Baimao Pond Basin	133.64	
Vietnam Hanoi	Getac Vietnam	Taiping River Basin	83.33	
	MPT Vietnam	Taiping River Basin	23.65	

Calculation Explanation of Wastewater The discharge of wastewater is calculated based on 80% of the water withdrawal.

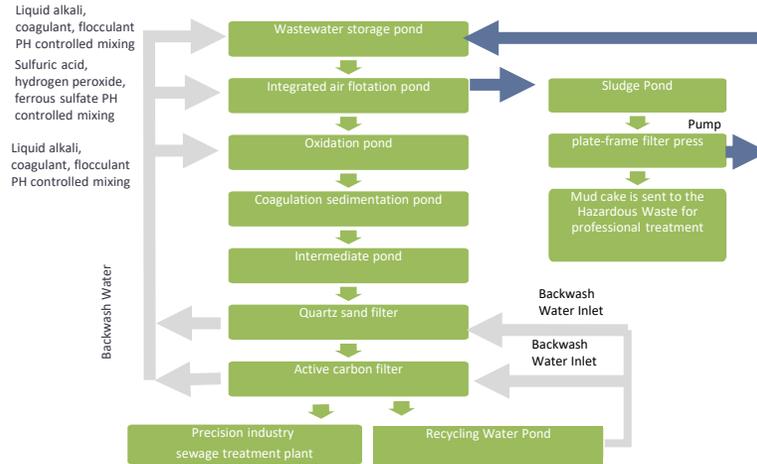
# Water purification and recycling water equipment

## MPT Kunshan Plant Paint Coating Production Line Water Purification Recycling Process

MPT Kunshan Plant Paint Coating Production Line uses RO reverse osmosis equipment, which uses mechanical filtration and activated carbon filtration for pre-treatment to remove suspended matters, sediment particles, organic colloids, organic matter, odor, residual chlorine and other impurities in the raw water effectively with programmable reverse osmosis device as the pre-desalting to remove most of the dissolved salt substances, heavy metals, bacteria, heat sources, etc. from the raw water, and filter the water used in the production line for recycling and reuse.



## MPT Kunshan Plant wastewater pond treatment flow



The wastewater pond treatment flow chart:

- All types of production wastewater flows into the wastewater storage pond through the collection pipeline, to perform the water quality and water volume modulation.
- The wastewater is pumped up for the first time by the pump, enters the air flotation treatment system, and special chemicals is added to perform coagulation reaction and sedimentation separation. Perform The oxidized discharge water effluent is subjected to pH reverse modulation, coagulation and sedimentation.
- The discharge water from the coagulation flocculation pond enters the intermediate pond for temporary storage, and then is pumped up to the sand filter and carbon filter screening program to further remove pollutants such as COD and SS.
- The treated water enters the circulation pool, and after 1-3 months, the system sewage is performed with one time systematic discharge.
- The sludge is discharged to the sludge pond. The sludge is dehydrated by the plate-frame filter press and then transported out, and the filtrate enters the wastewater storage pond. The sand filter carbon filter backwash water enters the wastewater storage pond.

## MPT Vietnam Plant paint coating Wastewater filtration equipment



MPT Vietnam filtration water tower

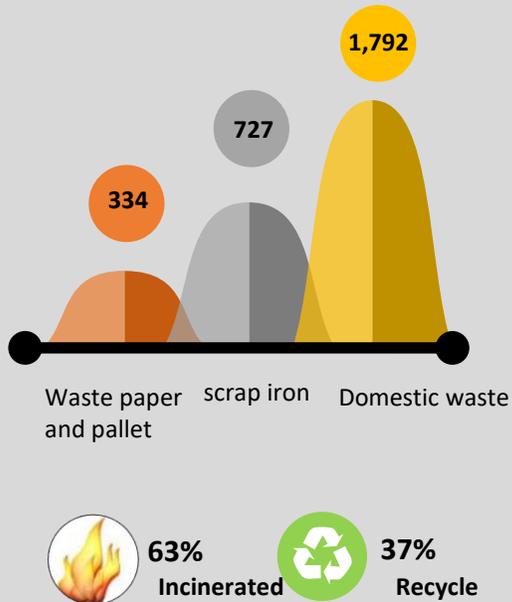


MPT Vietnam filtration pond

# Waste Management

## Getac General Waste Output

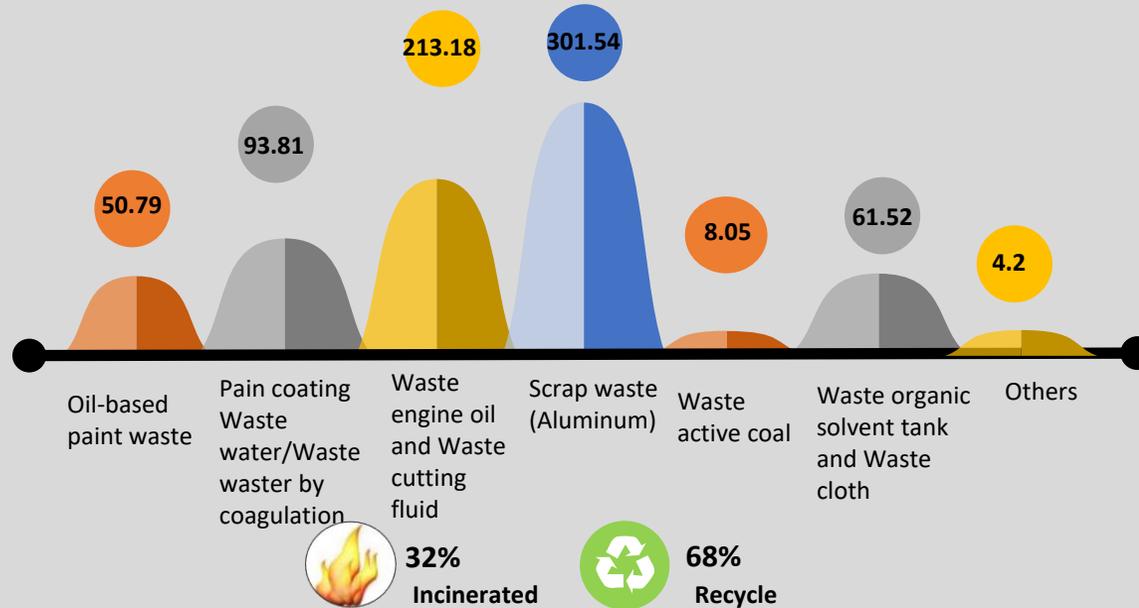
2,854 Metric Tons



General waste mainly consists of domestic waste, which is incinerated or recycled by the city governments' garbage disposal plants.

## Getac Hazardous Waste Output

733 Metric Tons



Getac's hazardous waste mainly comes from the manufacturing process, as well as the residual substances filtered by the sewage treatment device. Hazardous wastes are centralized for disposal and classification; the local environmental protection manufacturers with legal operating license for hazardous wastes are commissioned for disposal. Hazardous waste transportation and receiving sites are recorded in the manifest clearly in details to ensure the lawful treatment by the manufacturers to reduce the impact on the environment to the minimum.



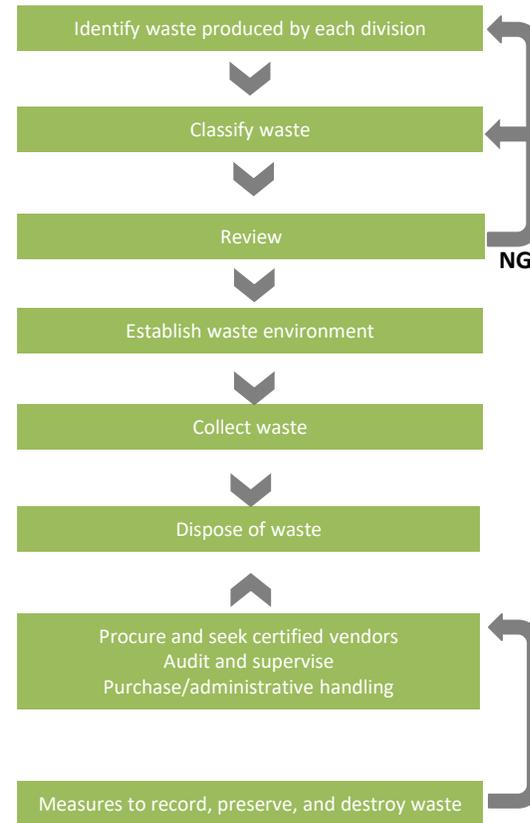


In order to reduce the generation of waste materials and ensure the occupational safety for all employees, Getac differentiated the wastes thoroughly by their function and property. The wastes were identified as "General Waste Output" (recyclable, non-recyclable) and "Hazardous Waste Output", and SOP of storage and clean were also set up according to the classification. The local environmental protection manufacturers with legal operating license for hazardous wastes are commissioned for disposal.

All the Getac waste operations complied with regulatory standards, internally Getac defines "Waste Management Procedure" as management system. The waste management procedure records includes the type, quantity and responsible institution of the wastes, and related trainings were provided to ensure the employees fully understand the risk and operation procedure.



### Waste Management Procedures



### Hazardous waste treatment process



# Air Pollution Management

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

The scope of disclosure of waste gas emissions in this report includes the four production bases in China. Taiwan Getac Headquarters does not emit air pollution and does not need to conduct tests and submit reports. MPT Vietnam and Getac Vietnam plants were tested for concentration only. No emission data for these plants are available and were therefore not included in the scope of disclosure. In 2018, all plants were not involved in violation cases stemming from illegal emissions or leakage.

Waste gases emitted by the company's production bases mostly originate

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

Due to different processes of each plant, the air pollutants produced are different. The gases produced in Electronic Process are mainly volatile organic compounds (VOC), the annual emission is 194.9 kg with a very small amount of tin and its compounds, and the total emission is about 0.0038 kg. Due to the sandblasting and spray coating processes, the emissions of plastic mechanical products are mainly particulates and organic compounds, with a total emission of 626.36 kg volatile organic compounds (VOC) and 1079.6 kg suspended particles, as well as a trace amount of 53.01 kg non-methane total hydrocarbons (NmHc).

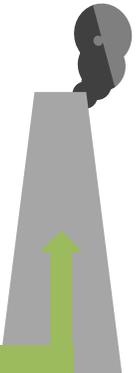
The automotive production line is die-casting and fine truing process, and with the use of central burner, metal powder dust and volatile organic compounds will be produced during the process. A total of 5848.2 kg of particulate matters and a small amount of volatile organic compounds (213.1 kg) were emitted.

All Getac's production bases have prohibited the use of old refrigerants; therefore these bases do not produce any ozone-depleting substances. All production bases have commissioned a third party to conduct waste gas testing every year regularly, and have reported these test results in accordance with the law. In 2018, all production bases were not involved in violation cases stemming from illegal emissions or leakage.

Total Amount Of Air Pollutants Discharged By Getac In 2018			Unit: kg
	System Products	Combo Mechanical Solutions	Automotive Mechanical Solutions
Sulfur Oxides (SOx)	N.A.	Not detected in the result of commissioned inspection	Not detected in the result of commissioned inspection
Nitrogen Oxides (NOx)	N.A.	Not detected in the result of commissioned inspection	Not detected in the result of commissioned inspection
Volatile Organic Compounds (VOC)	194.9	626.357	213.1
Particulate Matter (PM)	N.A.	1079.64	5848.2
Non-methane total hydrocarbon (NmHc)	N.A.	53.01	N.A.
Tin and its compounds	0.038	N.A.	N.A.

Calculation Of Air Pollutant Emission:  
 Total emission = Average concentration detected \* Air change per hour \* Annual duration of emission  
 Emission coefficient standards are based on the standard requirements of the Integrated Emission Standard of Air Pollutants and Emission Standards for Odor Pollutants.

## Getac Plant Waste Gas Emission Procedure



### Process Waste Gas Output

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

### Filtration Within The Plant

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

### Test And Report

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

### Emission



Getac  
Murray Mao

Getac  
Eni Zhou

Getac  
Ashley Tan

Getac  
Mika Turner

Getac  
lydia Huang

Getac  
Jessa Ou

Getac  
Jaz Higgins

Getac  
Claire Yeh



- 6.1 Happy Enterprise
- 6.2 Safe Workplace

# 6.0 Friendly Workplace

# 6.1 A Happy Enterprise

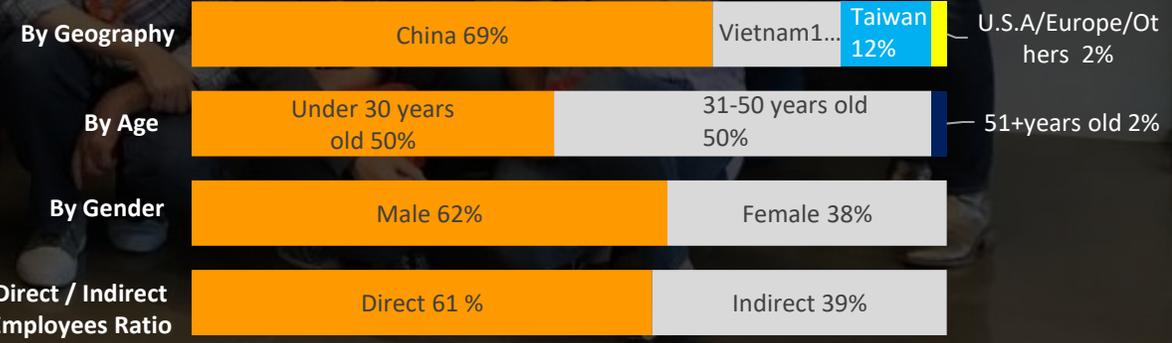


Our goal is to become a happy enterprise that provides a safe workplace for our employees. We are committed to building a transparent and open corporate culture that emphasizes mutual trust and communication, and that provides competitive salaries and benefits, complete education and training, and a safe and comfortable workplace, that will make talented individuals want to stay with the company.

## International and Diverse Talents

Getac specializes in brand business and parts manufacturing, therefore, the composition of our talents are very diverse within our organization, hiring a pool of professional talents from many different countries, with different professional backgrounds and expertise. In recent years, Getac's Getac brand business has developed steadily, and the overseas branches have increased with the growth of business performance. The Company's organizational structure and talent development strategy are also moving toward the directions of more internationalized, more incorporated into group, more diversified development and connected with the world. In 2018, Getac Technology's global employees totaled 8,044 people (including all merged companies), a decrease of 0.03% from the previous year, without significant changes, and the ratio of male to female remained 6:4, in the age ratio, employees younger than 30 years old and employees between 31 and 50 years old are half each. At present, about one quarter of foreign employees of non-nationality in the core team.

In order to protect the rights and interests of employees, all Getac employees must sign labor contracts regardless they are full time or temporary positions, and 100% of employees in the global bases include Taiwan, China, Vietnam, Europe and the United States, are full time employees, and no temporary employees. The total number of non-employee resident workers in Taiwan is 22 persons, which is not a significant proportion compared with the total number of employees.



# Feeling Happiness, Combat Power 100%

Building a harmonious, equal, happy and safe workplace is the goal Getac strives for. Getac believes that talent is one of the key factors for the growth of the corporation. The sense of happiness and achievement of employees can effectively stimulate the potential and kinetic energy of employees and enhance the overall competitiveness and combat power of the Company. In recent years, Getac has focused on improving the quality of education and training courses for helping employees more opportunities for learning and growth. Moreover, strives for employee recognition through strategic leadership and a more robust performance appraisal and salary system. On the other hand, Getac provides more benefit measures to care for the development of employees' physical and mental health to enhance employees' satisfaction with the Company.

In 2018, Getac Technology Corp. was awarded the honor of "HR Asia

Best company to work for Asia 2018 Taiwan Edition and became one of the corporations most employees want to work in Taiwan! This award is hosted by HR Asia, the leading Asian human resources professional journal in Malaysia. It was only held in the cities of international talent convergence such as Malaysia, Singapore and Hong Kong. China was included last year and this is the first time to conduct selection for Taiwan corporations. There are 133 corporation participated and the selection criteria of the companies include the "Employee Identification Report" and the "Corporate and Employee Engagement Survey Report"; from three aspects of "Spirit" (Value Commitment), "Soul" (Workplace Culture) and "Thinking" (Promotion and Development Opportunities), to understand the level of employee input and connection to the Company. "Engagement Survey Report" is the important indicator to confirm "Employee Turnover Rate," "Employee Growth Rate" and "Office Accident Rate."

Getac's performances in "Employee Satisfaction" and "Degree of Engagement" are higher than the industry average. Among them, the evaluations of "Employee Professionalism," "Encouragement for Continuous Growth" and "Identifying the Company Vision" are the most prominent which affirms Getac Technology's continuous investment in talent training and the efforts in happy workplace. Not only in Taiwan, the US Branch was awarded the Small and Medium Enterprise of "Great Place to Work" for the second consecutive year in 2018, in all five categories of "Work Environment," "Work and Leisure Balance," "Company honor," "Customer Satisfaction," "Workplace Atmosphere," the average satisfaction was 99%!

The US Branch was awarded  
2018 Small and Medium Enterprise  
of "Great Place to Work"



Getac Taiwan Headquarters was  
awarded  
HR Asia Best company to work for  
Asia 2018 Taiwan



## 5C1L Corporate Culture

The key to business growth is having a pool of outstanding experts. Getac's Employee Code of Conduct requires employees to constantly remind themselves to "Be the Best, Be Sincere and Honest, Take Responsibility, and Create Value." We have adopted a 5C1L model (Creativity, Critical Thinking, Complex Problem Solving, Communication, Collaboration, and Leadership) as the basis for our employee development and talent cultivation efforts, so as to facilitate the company's sustainable development in a rapidly changing industrial environment.

## Self-directed Learning, Diverse Growth

With the rapid progress of science and technology, and rapid changes of the times, the talents need to have more and more diverse competence. Getac is committed to create a good learning environment to encourage employees to participate in self-directed learning continuously. The Human Resources department plans talent blueprints to promote internal learning energy continuously. In addition to top-down education promotion, there are also internal lecturer learning camps, training internal lecturers, and expanding learning outcomes through sharing. In the training plan, set different learning objectives according to different stages. The learning goals for new employees are based on basic education, including the Company's internal regulations, complaints channel and regulatory compliance. For the employees working on the production line, the safety education and training shall be specifically emphasized. It is strictly required to complete the training and pass the tests in order to complete the hiring process. For the management positions, emphasis is placed on

"leadership" and management training, including core management competence in "Planning, Organization, Leadership, Control, and Decision-making" to train the strategic thinking and insight.

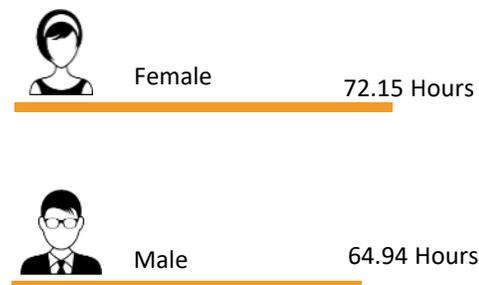
Because Getac is focused on international businesses, therefore, the cultivation of language proficiency and understanding of international trends for employees are specifically emphasized. The Company encourages the progress of English proficiency, invests resources every year to encourage employees to pursue language proficiency learning, as well as participate "Test of English for International Communication" (TOEIC), and reward the employees with outstanding performances.

In addition, the Company also emphasizes the understanding and learning of international law and regulations. In 2018, in addition to basic laws and regulations introductions, the Company also introduced anti-corruption and human rights training, sharing the international anti-corruption knowledge and human rights concepts to ensure that employees understanding

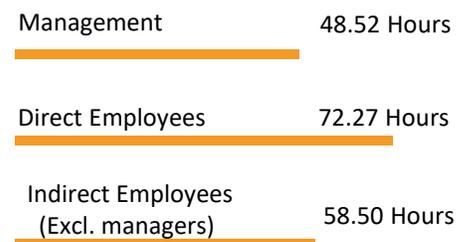
the related behavioral regulations and universal values. For the security staff members, the security operator is required to implement the human rights course.

In 2018, Getac Technology Corp. employees received an average of 67.69 hours of education and training. Direct employees were trained for 72.27 hours, and indirect employees were trained for 58.5 hours without significant changes compared with that of in 2017. For the managerial employees, strengthen the guidance of mid to senior level managers in improving their professional competence to respond to the Company's five-year development plan, so the total annual average annual training hours increased by about 10 hours to 48.52 hours.

### 2018 Global Employee Average Training Hours By Gender



### Global Employee Average Training Hours By Employee Type



# Education And Training



## General knowledge



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

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

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

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

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

## Achieve+ Online Employee Performance System online

The Getac Technology Corp. Performance Appraisal Process is divided into three cycle steps: Performance Setting, Performance Communication and Performance Evaluation to assist the employees in developing and achieving the team goals through the performance appraisal process. In 2018, the new online performance appraisal system "Achieve+ Employee Performance Management System" was introduced to assist the manager and employees to manage their performances over the years, and to assist confirming the setting of evaluation goals and evaluation criteria, to control the achievement of performance truthfully. Achieve the purpose of combining the Company's strategic goal setting and individual performance appraisal through the confirmation of goals. Help employee to improve their work efficiency.

Performance appraisal is divided into three parts, 70% is the achievement of work goals, and 30% is the performance of employees, such as team leadership, execution, positive thinking, communication and coordination, planning and organization, etc. according to the work attributes as well as the requirements if equipped with managerial job duties to have behavioral performances. The last part is the comprehensive self-evaluation of the employee and manager. It provides a channel for the employee to communicate the required assistance when encountering difficulties in the work with the manager, including education and training and all types of resource needs, also able to propose personal career planning for one to three years in the future. The manager must also give the employee comprehensive advices, respond to the needs of employee, communicate the Company's 1-3 years development planning in the future with the employee, and assist the employee to have a better career development.

In 2018, the percentage of performance appraisal of all employees was 92.66%. The employees not appraised were mainly for the reasons of dispatched employees who are not applicable to the local appraisal mechanism or the new employees still within the probation period.



## 2018 Percentage Of Employees Subjected To Performance Appraisal

93%

### By Gender



94%



91%

### By Type

Management

98%

Direct Employees

87%

Indirect Employees (Excl. managers)

96%

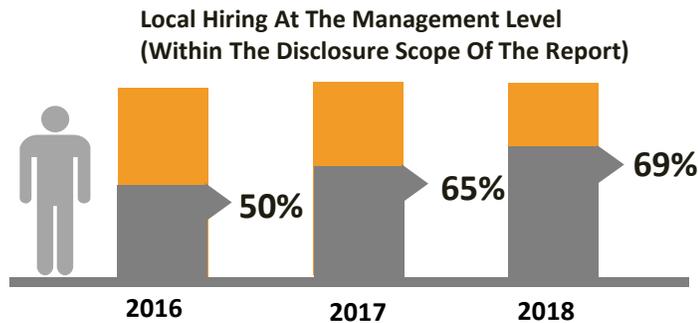
# EQUALITY, HARMONY, AND CARE.

## Employee Retention

Caring for employees is the attitude a responsible corporation shall have, Getac provides excellent quality compensation and benefits, and promotes employees' cohesiveness and identity. When an employee submits a resignation application, the reason for leaving will be concerned, and strive for dissuasion from leaving to reduce the turnover rate. Taiwan's headquarters is mainly with brand business, and personnel turnover is relatively stable compared to other production bases. The annual new employment rate in 2018 was 12.66%, and the annual turnover rate was 11.38%. Due to the production-oriented, other factories have more direct employees, and the new rate and turnover rate fluctuate greatly. For related data, please refer to the report 8.2 report related data disclosure table 9, 10.

## Equal Job And Promotion Opportunities

With respect to employment and promotion, we hold to being fair and objective, taking into consideration individual competence, diversity, and localization when hiring or recruiting talented individuals. We also promote local economic development and employment opportunities, so as to provide everyone with equal career development opportunities. Ratio of local management was 69%, up 4% from last year.



Calculation of local hiring at the management level:  
Calculation of local management levels or above at the production bases includes Taiwan (R.O.C. nationality), China (P.R.C. nationality), and Vietnam (Vietnamese nationality).

## Respect for Human Rights

Getac Technology Corp. is committed to upholding basic human rights, pursuing the requirements of Responsible Business Alliance Code of Conduct for Human Rights, and advocating the human rights conventions of the UN Guiding Principles on Business and Human Rights, and eliminating any infringements and violations of human rights, thereby promoting the human rights awareness of internal employees and stakeholders. Getac's global operating bases are scrupulously abiding by the local labor laws and regulations, and also required cooperative suppliers to commit to the spirit and basic principles of compliance with human rights. Getac's actions in human rights include:

- In the event of major operational changes, Getac will explain to the Union in advance according to the laws and regulations. The plants in China and Vietnam must explain to the Union thirty days in advance, and Taiwan must explain to the employees within ten to thirty days in advance.
- Getac subscribes to the prohibition of child labor as stipulated in the RBA's Code of Conduct, adheres to local labor laws, and prohibits the hiring of underage children, implemented "Regulations on the Management of Child and Minor Labor" to conduct internal control. When recruiting employees, the human resources department employs a second-generation ID identifier to verify the authenticity of the applicants' identity and age. The identifier is integrated with a system that automatically identifies underage applicants based on the age they enter into the system, and then automatically blocks the applicants from completing the recruitment procedure. Furthermore, in order to prevent identity theft, the interviewer will randomly select applicants and have them confirm their own personal information by reciting their ID number or birth date. While doing so, the interviewer will observe them in order to detect any suspicious reactions and behavior. For the Vietnam Plant, due to the introduction of a new type of resident identity card by the local government in 2018 to strengthen the anti-counterfeiting, and fingerprints were added on the back of the identity card, making the overall identification work more comprehensive.
- For the strengthening of human rights education and training, in addition to training for new employees, the human rights curriculum is listed as mandated courses, introducing labor human rights, law compliance working hours, prohibiting forced labor, anti-workplace bullying, prohibiting child labor, promoting gender equality in the workplace, and eliminating sexual harassment. In 2018, Getac's global employee human rights education completion rate was 100%.

## Labor Practices

Getac Technology Corp. has clear labor and rest regulations for all working hours, and the compensation is higher than the basic salary stipulated by local laws and regulations. According to the "Collective Bargaining Contract", China Kunshan Trade Union has conducted clear regulation for the labor use management, working hours and rest vacation, labor safety and health, special protection for female employees and insurance benefits. In addition to labor-related regulations, Vietnam has established the regulations for attendance management to regulate the operation time of each shift.

## Freedom of Association according to the Laws

Except for Getac Changshu, Getac's other production bases have all established union groups or labor management meetings in accordance with national laws, in order to promote formal dialogs between employers and employees through a collective bargaining mechanism. The Getac Headquarters in Taiwan has set up labor management meetings in accordance with the Labor Standards Act and the Regulations for Implementing Labor-Management Meeting. The Kunshan production base and Vietnam plant have each established union groups in accordance with the Trade Union Law of their respective countries. Around 80.44% of Getac employees are currently covered by collective agreements.

## Prohibition of unequal treatment, discrimination, sexual harassment, and workplace bullying

Getac Technology Corp. clearly defines employee code of conduct, prohibits discrimination, sexual harassment and bullying behavior, and establishes relevant complaint channels to protect employees' rights and interests, provide a safe and friendly working environment for all employees.



## Employee Grievance Channel & Sexual Harassment Grievance Channel

Taiwan: HQ Grievance Channel  
Speakout\_Getac@getac.com.tw  
HQ Sexual Harassment Grievance Channel  
wecare\_gtc@getac.com.tw  
China : Speakout.kshr@mpt-solution.com.cn  
Getac Perspective WeChat Platform  
Vietnam: President's Email Box

# Compensation and Welfare

## Employee Compensation

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

The salary standard is determined by the Remuneration Committee through a remuneration survey of industry standards that examines the connection between employees' salaries and benefits and market standards, and assesses the possibilities for salary increase. High-performing employees are

given a raise and promotion opportunities. It is hoped that measures such as these will help attract, retain, and motivate talented employees. Employee bonus distribution is assessed according to the company's annual business performance, and the results are resolved at shareholders' meetings.

In 2018, the total salary of the Company's non-management job positions was NT\$810,765,000, and the average salary of employees was NT\$1,605,000.

(Note: Calculated in reference to the "Declaration Operation Description of Salary Information Declaration Operation for Non-management Full-time Employees" prepared and issued by the Taiwan Stock Exchange Corporation. The basis of declaration is the statistical concept of "Territorial Principle," that is, a total of 602 employees hired in Taiwan (including Taiwanese and foreign employees) with a total of 505 full-time non-management employees.)

## Generous Welfare System

In addition to providing social, health insurance, and leave systems, as well as allowances and other basic measures provided according to different job positions, Getac continues to improve its welfare system with the hope of expanding the scope of care for our employees. During the past few years, we have started to allocate 0.15% of our annual turnover as staff welfare benefits, which is the maximum limit as set by the law. These benefits include birthday and festive gifts, funding for club, employee travel subsidies, health check subsidies, and English course subsidies. We also regularly arrange movie days and family day activities. In 2018, the employee travel subsidy was increased to NT\$25,000. This was done to encourage employees and their families to spend time together, to improve their relationship with their children, and further enhance their identification with the company.

## Retirement plan

Getac has a complete retirement plan in place to secure employees' rights and interests. The design and operation of Getac's retirement plan are in line with the local laws implemented at our production bases. No violation or insufficiency has been found. The retirement plans of different regions are described below:

**Taiwan:** In compliance with the local law, Getac has established the "Labor Pension Supervisory Management Committee". Pensions under the new and old systems are contributed to the employee's personal account of Bureau of Labor Insurance or the dedicated pension account at the Bank of Taiwan. Calculations are performed by accountants at the end of the year to ensure that sufficient pensions are contributed. Please refer to Getac 2018 Annual Report Page 134-139 for details.

**Mainland China:** Employees are insured according to the local regulations; employees contribute 8% of their salary and the company contributes 20%, based on to the base pay.

**Vietnam:** Vietnamese employees are enrolled in a social insurance policy; employees and the company contribute 7% and 17% of the salary respectively. When employees retire, they receive a monthly pension according to their average salary and the number of years insured.

Average Salary By Gender In 2018

	Taiwan		China Kunshan		China Changshu		Vietnam	
	M	F	M	F	M	F	M	F
Direct employees			1	1.01	1	0.91	1	1
Indirect Employees (Excl. managers)	1	0.86	1	0.78	1	0.89	1	0.833
Managerial employees	1	0.95	1	0.96	1	0.76	1	0.915

### Basis of calculation

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

Ratio Of Getac's Entry-level Salary Compared To Local Regulatory Minimum Wages In 2018

	Male	Female
Taiwan	1.6	1.6
China (GTK/GCS/MPTK/MPTZ)	1	1
Vietnam ( GVL/MPTV )	1.19	1.19

The retirement plan adopted by Getac conforms to the local laws and regulations:

*Labor Standards Act and Labor Pension Act (Taiwan)  
State Council Provisional Regulations on Retirement and Resignation of Workers (Mainland China)  
Labor Law and Social Insurance Law (Vietnam)  
Labor pension accounts and requests in Taiwan, China, and Vietnam are managed by the designated government departments.*

### Basis of calculation:

- Legal basis of standard salaries in different regions: Labor Standards Act (Taiwan), Provisions on Minimum Wages (China), and the basic wage announced by the National Wage Council (Vietnam).
- Entry-level salaries are compared on the basis of the standard wages in Taiwan, China, and Vietnam.
- The basis for comparison is local standard wage (1).

# Guarding employees' physical and mental health



## Balance between body and mind

Getac Technology Corp. encourages employees to participate in club activities, and the Committee of Employees' Welfare has established the "Regulations for Club Application and Subsidy" to subsidize club activities. In 2018, organized foosball competitions, table tennis matches, soccer matches and other sports events were organized to encourage employees to participate and there are Dragon Boat Festival packing rice dumpling, Winter Solstice rice ball and other festival celebration activities, expecting employees to relieve their work pressure and maintain their physical and mental health through participating in those activities.



## Parental Leave System

Getac has formulated the Regulations for Implementing Unpaid Parental Leave for Raising Children based on the Act of Gender Equality in Employment. These regulations state that employees with at least one year of work experience at Getac can apply for a maximum of two years of unpaid parental leave before the child reaches the age of three. After the completion of the unpaid parental leave, Getac will arrange for them to be reinstated. In 2018, the reinstatement rate of employees at Getac's Taiwan headquarters who applied for parental leave was 100%, and the position retention rate of people reinstated from parental leave during the previous year and who have worked for one year since was 67%. For more data, please refer to the data disclosed in Table 8 in Section 8.2 of this report. In addition, Getac supports breastfeeding, and each plant has set up Breastfeeding Rooms to provide a safe and comfortable environment for female employees.



## Daily caring for health

Because of concerning for the health of employees, Getac Technology Corp. requires employees to participate in an employee health examination every three years, and through different activities, from a lively and interesting perspective, to allow the employees understanding the importance of a balanced diet during busy works. In addition to the multiple health lectures held by the Company, an activity of "One Fruit Every Month" was started since 2018 to encourage employees paying attention to balanced nutrition intake.

In addition, the Nangang Getac Building has resident massagists, to relieve the work pressure of employees, and the Organization Development Center sets up classes for health management and weight loss to help employees in a healthier way from the perspectives of nutrition, medicine, and exercise to reduce the burden on body and maintain good physique. Invite local medical professionals to give employees lectures on common diseases, including keeping good health during wintertime, cervical cancer prevention, etc., to enhance employees' health awareness.

## 【2018神基健康管理減重班】健康減重。享

**1 陸美玲** / 台大營養科主任  
 中山醫學院營養系專任講師、  
 台大醫院營養師

**2 李蕎苑** / 仁愛醫院家醫師  
 新陳代謝預防醫學

營養  
 醫學  
 運動

總名人參加人  
 減重班  
 減重班  
 減重班  
 (參加)



# 6.2 Safe Workplace

## “Zero Deaths, Zero Occupational Illnesses” Goal Management

Getac Technology Corp. endeavors to provide employees with a safe work environment and reduce industrial safety risks, all plant bases have introduced OHSAS18001 Occupational Health and Safety Management Certification System or Management System of equivalent level, and establishes clear operational regulations for compliance, including Labor Management Procedures, Environmental Safety and Health Handbook, Healthy Operation Regulations, as well as Occupational Illness Prevention Regulations, to prevent occupational disasters and accidents from occurrence. Getac's management target is to achieve “Zero deaths, Zero Occupational Illnesses” to implement workplace health and safety management practices strictly.

### Occupational Safety and Health Management

- 01 Operation procedure Standardization
- 02 Operation environment management
- 03 Identification and management of Occupational Illness
- 04 Performance management
- 05 Education and Training

## Safety Production Committee

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

### Safety Production Committee Organizational Structure



Ratio Of Labor And Management Representatives In Each Plant's Safety Production Management Committee				
Site	Taiwan	Kunshan	Changshu	Vietnam
Number Of Labor Representatives	5	95	15	11
Total Number Of Members	12	133	20	12
Ratio Of Labor Representatives	42%	71%	68%	92%



### Labor Rights-related Grievance Hotline

Taiwan : Speakout\_Getac@getac.com.tw  
 China : Speakout.kshr@mpt-solution.com.cn  
 Getac Perspective WeChat Platform  
 Vietnam : President's Emailbox

## Implement safety and health education and training

In terms of occupational safety training, implement occupational safety and health education and training and three-level safety training, and strengthen the publicity regularly. New employees of the plants are required to participate in the trainings of occupational safety, hazard, prevention courses, for the new employees failed the tests, they cannot complete the recruitment procedure.

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

In terms of employee health awareness, conduct promotions on injuries that may be caused by the work positions, including the explanation of working environment or the existence of harmful substances in products that may have affect health such as quicksilver (mercury), lead, cadmium , chromium (hexavalent), polybrominated biphenyl, polybrominated diphenyl ethers, etc., with general knowledge educations.

All Getac's plants fire fighting facilities are inspected regularly, with annual fire and evacuation drills, dangerous chemical control drills as well as CPR and AED emergency rescue teaching are conducted regularly.



MPT Suzhou Plant Fire Fighting Drill



Getac Changshu Fire Fighting Drill

## Improving Workplace Management

Getac has incorporated environment-improving equipment, such as ventilation and wet scrubber, into their plants and regularly commission third parties to inspect the environment within the plants to identify and monitor possible risk factors.

### Occupational Illness Prevention

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

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

In order to distinguish general positions from occupationally hazardous positions, the ID cards of employees in occupationally hazardous positions are marked with a bright green dot. These employees also work in shifts, in order to avoid long-term exposure to dangerous environments. Furthermore, new employees in occupationally hazardous positions must undergo medical examinations before assuming their post, and receive yearly follow-up checks. If they show signs of deteriorating health, they must be transferred from the position immediately.

For pregnant and breast-feeding female workers, they must not be assigned to works that are harmful to themselves, their fetus and babies (such as printing, laser engraving, paint mixing, spray painting, powder dust, noise and chemicals, x-ray operation, etc.).

Getac's production bases are subject to the supervision of local labor authorities, and are obliged to provide accurate accounts of any occupational safety incidents and of occupational illness monitoring conditions, as well as to improve their management systems in accordance with regulatory policies. There were no cases of occupational fatalities or occupational illnesses in 2018.



### Definition of Occupational Illness & Occupational hazard :

- Occupational illness: Illness caused by occupational risk factors such as exposure to dust, radiation, and toxic substances that occur at work.
- Occupational hazard: Work positions that might be harmful to the health of employees: grinding, spray painting, paint mixing, X-ray tests, chemical use and management, and long-term exposure to high temperatures and noise pollution.
- Each production base conducts risk factor analyses according to the type of production involved, and high-risk positions are strictly monitored.
- Electronics: Electric welding.
- Plastic Injected mechanical parts: Noise, chemicals, and X-ray.
- Automotive mechanical parts: Noise, dust, and high temperatures.

## Disabling Injuries

Getac Technology Corp. did not have any cases of occupational fatalities or occupational illnesses in 2018, there were 24 cases of disability, among them 23 cases were male and 1 case was female. The recorded occupational injury rate was 0.20 (calculated per 200,000 working hours), which is lower than the occupational injury rate of previous year.

Lost day rate due to injuries was 11.03 (per 200,000 hours of work). Injuries were mainly a result of employees performing unfamiliar operations. We have already taken measures to enhance the training for new recruits and descriptions of safety precautions for work positions, and have also requested production divisions to strictly monitor the implementation system.

Non-employee workers are currently not the company's primary source of labor; they account for minimal portion of the company's work force. No disabling injuries, deaths, or occupational illnesses were reported in 2018.

## Reporting Of Occupational Injuries

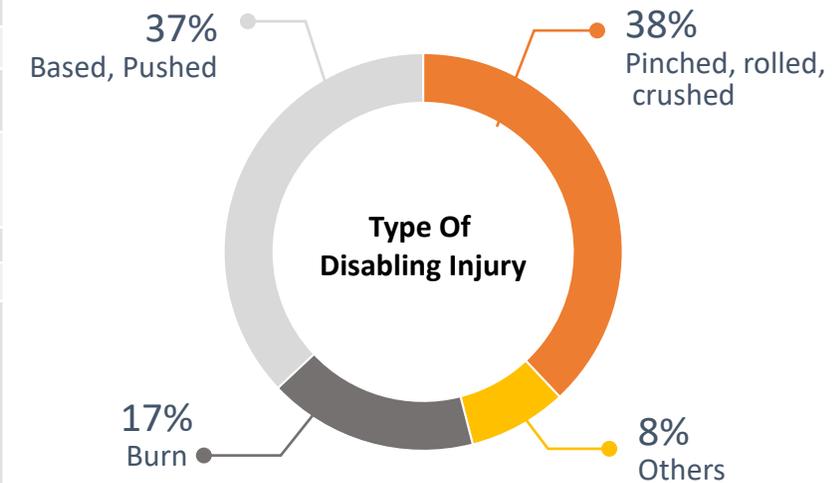
When injuries occur, the injured person or witness should immediately report the incident to the supervisor or the Environmental Health & Safety Section (EHS). Upon the section's preliminary identification of the incident as an occupational injury, it will submit an occupational injury report. Once the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



	All			Taiwan		China		Vietnam	
	All	M	F	M	F	M	F	M	F
Gender									
No. of Disabling Injuries	24	23	1	2	0	6	1	15	0
Rate of recordable work-related injuries	0.20	0.35	0.02	0.52	0.00	0.14	0.10	1.29	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.0085	0.00	0.0192	0.00	0.00	0.00	0.0199	0.00	0.00
Lost day rate (LDR)	11.03	12.94	8.61	4.45	0.00	8.85	23.44	15.22	0
Absentee rate (AR)	0.52%	0.44%	0.62%	0.61%	1.44%	0.50%	0.64%	0.08%	0.00%

### Calculation Description :

- The calculation of employee injuries and disability excludes injuries caused by commuting accidents.
- Rate of recordable work-related injuries= (Number of recordable work-related injuries/ Number of hours worked)\*200,000
- Rate of high-consequence work-related injuries (excluding fatalities) = ( Number of high consequence work related injuries (excluding fatalities)/Number of hours worked)\*200,000
- Lost day rate (LDR) = (No. of days lost due to disabling injuries / Total work hours)\*200,000.
- Absentee rate (AR) = (Total absent days / total working days)\*100%. Employee is absent from work due to disability and defined as occupational injury leave and sick leave.





- 7.1 Caring for Disadvantaged Groups
- 7.2 Support rural small farmers
- 7.3 Cultivating Industrial Experts

## 7.0 Social participation



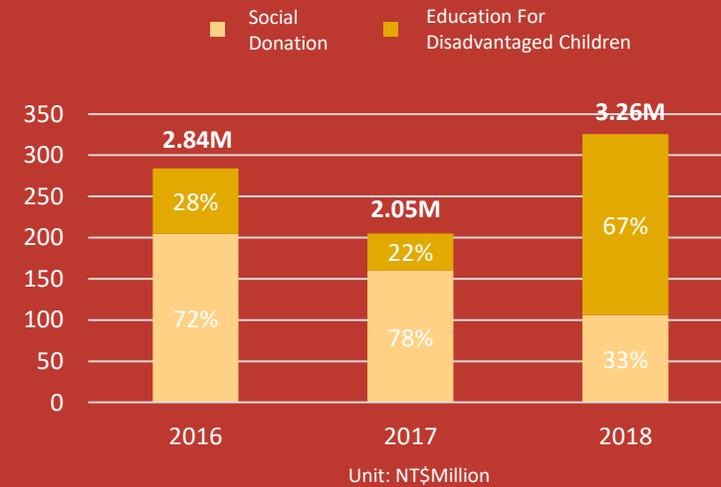
# 7.1 Caring for Disadvantaged Groups

In order to help the disadvantaged groups in the society and assist in the education in rural areas, the Getac Technology Corp. Board of Directors will reserve a special portion of our profit and donate it to the Getac Charity Trust Fund every year. In 2018, Getac donated a total of NT\$3.26 million, in addition to the continuous donation to the students under poverty line for study and Center for Children and Families, in view of the large gap between the rural area education and urban resources at the present, due to lack of teachers resources in the rural area schools and the gap of students' learning that there is no way to be taken care. After a long period of time with accumulated frustration in learning, the students can only leave the school in the end.

In order to systematically shift resources in rural area education, shorten the gap of digital learning, and enhance students' interest in learning, Getac Technology Corp. donated to three schools of Yuli Junior School, Huaren Junior School and Zhungyuan Elementary School of Hualien County to purchase 91 sets of computers and build the "Uniform Education Platform" for the use of after school tutoring and all were completed in 2018, benefited more than 1,000 students.



Getac Charity Trust Fund Expense



## 7.2 Support Rural Small Farmers



Because of the concern for the health of employees, Getac Technology Corp. hopes to let employees understand the importance of a balanced diet while busy from a lively and interesting perspective through different activities. Every meal seems to be only a small matter alone, but the accumulation of small things every day is the key event that affects the health.

In order to emphasize the importance of nutritionally balanced “good food”, we have found “BuyNearBy”. “BuyNearBy” is a social enterprise established in 2010. Since BuyNearBy recognized that farmers who adopt organic farming methods often face difficulties in selling, and many unnecessary food wastes in the society come from the lack of information. Therefore, this platform has been created to allow interested individuals or businesses to purchase directly from small farmers. In addition to support environmental friendliness, it also avoids the price difference caused by unnecessary transportation in the middle, and allows the surplus food to be shared with people with needs through information exchange.

After discussions with employees of Getac Science and Technology Organization Development Center, it was decided to plan this activity in a mid to long-term approach. With the understanding and personal network of BuyNearBy for small farmers, and started with 2018 as the target to purchase the seasonal fruits once a month, and will take priority consideration if it happens to encounter fruit slow sales, falling prices, or farmers who need special help. The fruits delivered shall not be over-packaged and caused waste. The fruits left after five o'clock on the same day will be sent to the nearby Social Welfare Center introduced by BuyNearBy to share with the community neighbors.

A total of 9 batches were purchased in 2018. Support small farmers from all over Taiwan, including Chiayi Zhuqi, Changhua Tianzhong, Taichung Dongshi, Lishan, Nantou Puli, Hsinchu Jianshi, etc.

## 7.3 Cultivating Industrial Experts



Getac and its affiliates have cooperated to organize the Y.S. Award since 2003. 2018 marked the 16th year of the competition.

The theme for this year was "iGen Your generation" which was aimed at encouraging new generation showcase their creativity with software and hardware integrated solutions, from the perspective of caring for the society, sustainable environment, cultural value and design/media experience, to respond to the future of human being with AI technology, to create a whole new era for all the people.

### About Y.S. Award

Based on its philosophy of cultivating future digital talents, the Y.S. Award Competition provides college and university students a stage on which they can showcase their skills and creativity. The Y.S. Award Competition comprises three categories of software application, industrial design, and micro-movies. Each year, themes relating to industrial trends, cultural heritage, and environmental concerns are developed. Prestigious industry experts are invited to act as judge and interact with students to share their experience in design and business practices and show these students how to infuse commercial value into their creativity. The purpose of this competition is to facilitate the future development of these students and help the country cultivate new experts in the technology and innovation industry.

# 7.4 Technology and Sustainability



### Wonderful Ocean Sustainability Project- Sponsoring the ecological research of Italian coastline

In 2019, Getac Technology Corp., the Italian government, Microsoft, and related research units cooperated to work on the "Wonderfull" Ocean Sustainability Project to conduct biological surveys and water ecological research on the seven coasts of Italy, conducting periodical biotype detection at fixed locations and period of time, investigating changes in species structure to understand marine biodiversity within protected zones, explore the use of renewable energy along the coast, sustainable development models and the status of plastic particle pollution. In addition to funding a portion of the scientific research funds, Getac Technology Corp. also provides the key computer hardware equipment needed by the research ships. The characteristics of a rugged computer are waterproof, dustproof, shockproof, resistant to high and low temperature and drop, all characteristics sorely needed by research teams that needs to work in the mountains and the sea. In addition to the biological settlement survey on the coast and estuary, it has to be able to directly monitor important observation subject such as the GPS position of cetacean and other groups to assist in accumulating data for long-term observation and draw public attention to the ecological environment.



### Love illuminates the world- Solar powered household lamps

Insufficient supply of power has always been a major issue in Cambodia's development, especially for families in remote areas and lack of resources, electricity is just too expensive as a proposition. Nights can only be illuminated with kerosene lamps, which not only gets in the way of life, but school students are also unable to read without a stable light source. In 2018, Getac Technology Corp. provided technological assistance to the Tzu Chi organization in the production of household lamps powered by solar panels, enabling families without electricity in the Phnom Penh area of Cambodia to solve their difficulties in using solar energy and bring hope for learning.



Scan this QR Code to watch video



Scan this QR Code to watch video

### Agricultural tractor's South African expedition Calling on all sectors to pay attention to environmental conservation

Our natural environment is facing a severe crisis, in order to promote the public's awareness on nature conservation, Getac Technology Corp. supports the "Xtractor Project" to provide rugged tablets and partial funding for vehicles. Four agricultural tractors and volunteer teams -, beginning in April 2018, drove from Cape Town, South Africa, across mainland South Africa, from the vast Kalahari desert, to the towering Drakensberg in Lesotho, then the colorful Indian Ocean, on an extreme 6,000-kilometer expedition, a rich 50-day journey together to bring resources into remote communities and present the magnificent and fragile natural landscape along the way to millions of community platform audiences, revitalizing the importance of the natural environment among all sectors.



## Spread Your Love

Getac actively promotes social welfare initiatives that supports disadvantaged groups and fosters future talents.



2018 Tzu Chi University of Science and Technology Students under Poverty Line Living Allowance – “Bodhi Seeds” Industry-Academia Cooperation Program and benefited 504 persons.



Co-organized and sponsored the Tzu Chi University of Science and Technology 2018 “Tzu Chi Culture and Art Camp” and benefited 110 persons.



Donated to “Taiwan Science and Technology Public Welfare Association” and benefited 20 persons.



Supported the student of “Family Diligence Foundation”, Department of Public Management and Policy, Tunghai University and benefited 1 person.



Donated to “Mennonite Hualien New Dawn Education and Nursing Institute”



Donated to Taiwan Fund for Children and Families, Taitung Branch Office “Taitung Fund for Children and Families Educational Sponsorship” and benefited 14 persons.



Donated to “Blind Education Concerns Association of Taipei”

- 
- A nighttime photograph of a city skyline with several illuminated skyscrapers. The image is partially obscured by a large orange diagonal overlay on the left side. The text is overlaid on this orange area.
- 8.1 GRI Standards Index
  - 8.2 Data Disclosure in the Report
  - 8.3 Third Party Assurance Statement

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	417-2	Incidents Of Non-compliance Concerning Product And Service Information And Labeling	5.1 Green Design	31, 43	
	417-3	Incidents Of Non-compliance Concerning Marketing Communications	3.2 Ethical Management	31	
Customer Privacy ( Includes Information Security )	103-2	The Management Approach And Its Components	4.4 Customer Privacy	6	

## 8.1 GRI Standards Index

Topic	Indicator	Disclosure	Chapter	Page	Omission
	103-3	Evaluation Of The Management Approach	4.4 Customer Privacy	6	
	418-1	Substantiated Complaints Concerning Breaches Of Customer Privacy And Losses Of Customer Data	4.4 Customer Privacy	36	
	N/A	Information Security	4.4 Information Security	35	
Socioeconomic Compliance	103-2	The Management Approach And Its Components	3.2 Ethical Management	5	
	103-3	Evaluation Of The Management Approach	3.2 Ethical Management	5	
	419-1	Non-compliance With Laws And Regulations In The Social And Economic Area	3.2 Ethical Management	31	
Self-defining Topic : corporate Risk Management	103-2	The Management Approach And Its Components	4.1 Corporate Risk Management	7	
	103-3	Evaluation Of The Management Approach	4.1 Corporate Risk Management	7	
	102-29	Identifying And Managing Economic, Environmental, And Social Impacts	4.1 Corporate Risk Management	33	
	102-30	Effectiveness Of Risk Management Processes	4.1 Corporate Risk Management	18, 24	
Self-defining Topic: Intellectual Property Rights	103-2	The Management Approach And Its Components	4.3 Intellectual Property Rights	5	
	103-3	Evaluation Of The Management Approach	4.3 Intellectual Property Rights	5	
	N/A	Incidents Of Intellectual Property Rights Violation	4.3 Intellectual Property Rights	34	
Self-defining Topic: Corporate Governance, Transparency Of Information Disclosure	103-2	The Management Approach And Its Components	3.1 Corporate Governance Structure	5	
	103-3	Evaluation Of The Management Approach	3.1 Corporate Governance Structure	5	
	N/A	Corporate Governance	3.1 Corporate Governance Structure	24	
	N/A	Transparency Of Information Disclosure	3.1 Corporate Governance Structure	28	

## 8.2 Data Disclosure In The Report

**Table 1 : English abbreviation of each site**

	Site	Abbreviation
1	Getac HQ	GTC
2	Getac Kunshan	GTK
3	MPT Kunshan	MPTK
4	MPT Suzhou	MPTZ
5	MPT Vietnam	MPTV
6	Getac Changshu	GCS
7	Getac Vietnam	GVL

**Table 2 : Global Warming Potential (GWP)**

GHG Source (Category)	Composition	GWP	Reference
CO <sub>2</sub>	CO <sub>2</sub>	1	<ul style="list-style-type: none"> <li>GWP reference Taiwan Environmental Protection Agency National Greenhouse Gas Login Platform — Greenhouse Gas Emission Factors Management Table , version 6.0.3.(106/01) , IPCC fifth Assessment Report.</li> </ul>
CH <sub>4</sub>	CH <sub>4</sub>	28	
N <sub>2</sub> O	N <sub>2</sub> O	65	
SF <sub>6</sub>	SF <sub>6</sub>	23500	
NF <sub>3</sub>	NF <sub>3</sub>	16100	
HFC-134a	HFC-134a	1300	

**Table 3 : Heating Value & GHG Emission Factors—Vietnam**

GHG Source	Emission Source	Heating Value	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs (HFC 134a)	Reference
Electricity	Stationary Combustion		0.7777KgCO <sub>2</sub> e/KWh	n.a.	n.a.		2006 IPCC Guidelines for National Greenhouse Gas Inventories
Natural Gas	Stationary Combustion	0.048GJ/KG	1.88496 KgCO <sub>2</sub> /M <sup>3</sup>	0.000168 KgCH <sub>4</sub> /M <sup>3</sup>	0.00000336 KgN <sub>2</sub> O/M <sup>3</sup>		Greenhouse Gas Protocol Cross Sector Tool Density of Diesel Oil: 0.84kg/dm <sup>3</sup> Density of Natural Gas : 0.7kg/dm <sup>3</sup> Density of Mobile Gasoline: 0.74kg/dm <sup>3</sup>
Diesel Oil	Stationary Combustion	0.043GJ/KG	2.676492 KgCO <sub>2</sub> /L	0.0003612 KgCH <sub>4</sub> /L	0.000021672 KgN <sub>2</sub> O/L		
Mobile Gasoline	Mobile Combustion	0.0443GJ/KG	2.2717926 KgCO <sub>2</sub> /M <sup>3</sup>	0.000332782 KgCH <sub>4</sub> /M <sup>3</sup>	0.00001967 KgN <sub>2</sub> O/L		
Refrigerant	Fugitive Emission					1.00000000	

## 8.2 Data Disclosure In The Report

Table 4 : Heating Value & GHG Emission Factors—China

China								
GHG Source	Emission Source	Scope	Heating Value	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs (HFC 134a)	Reference
Electricity	Stationary Combustion	Scope 2	860Kcal/KWh	0.64845 KgCO <sub>2</sub> e/KWh	n.a.	n.a.		2017 China's regional grid baseline emission factor- East China
Natural Gas	Stationary Combustion	Scope 1	8,500 KcalM <sup>3</sup>	1.9964755800 KgCO <sub>2</sub> /M <sup>3</sup>	0.00147685 KgCH <sub>4</sub> /L	0.00000356 KgN <sub>2</sub> O/M3		<ol style="list-style-type: none"> <li>Emission Factors equals IPCC coefficient x Heating Value</li> <li>Heating values of fuels reference General Principles for <i>Calculation of the Comprehensive Energy Consumption(GB/T2589-2008)</i>.</li> <li>Density of Diesel Oil: 0.84kg/dm<sup>3</sup></li> <li>Steam is generated by burning bituminous coal. The conversion rate of bituminous coal to steam was provided by vendors. Greenhouse gas emissions were estimated using the amount of bituminous coal used</li> </ol>
Diesel Oil	Stationary Combustion	Scope 1	10,200 Kcal/kg	3.1630436640 KgCO <sub>2</sub> /kg	0.00012812 KgCH <sub>4</sub> /Kg	0.00002562 KgN <sub>2</sub> O/Kg		
Steam(Other Bituminous Coal)	Stationary Combustion	Scope 2	7,000 Kcal/kg	2.772407 KgCO <sub>2</sub> /Kg	0.00002931	0.00004396 KgN <sub>2</sub> O/Kg		
Motor Gasoline	Mobile Combustion	Scope 1	14,110 Kcal/L	4.0938300986 KgCO <sub>2</sub> /L	0.00147685 KgCH <sub>4</sub> /L	0.00047259 KgN <sub>2</sub> O/L		
Refrigerant	Fugitive Emissions	Scope 1		n.a.	n.a.	n.a.	1 KgHFCs/Kg	

Table 5 : Heating Value & GHG Emission Factors—Taiwan

Taiwan							
GHG Source	Emission Source	Scope	Heating Value	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	Reference
Electricity	Stationary Combustion	Scope 2	860Kcal/KWh	0.554	n.a.	n.a.	The electricity emission factor was announced by Bureau of Energy, Ministry of Economic Affairs. 20180704
Mobile Gasoline	Mobile Combustion	Scope 1	7800Kcal/KWh	2.2631 KgCO <sub>2</sub> /L	0.000816KgCH <sub>4</sub>	0.000261KgN <sub>2</sub> O	Energy Balance Sheet_201806_ Bureau of Energy, Ministry of Economic Affairs

## 8.2 Data Disclosure In The Report

Table 6 : Energy, Emission and Water data of each site

Content		Unit	Getac HQ (Includes Getac Linkou )	Getac Kunshan	MPT Kunshan	MPT Suzhou	Getac Changshu	Getac Vietnam	MPT Vietnam
Energy	Total Energy Consumption	GJ	7,285	20,919	197,754	103,115	142,864	168,266	71,939
	Energy Intensity	GJ per US\$1,000	0.02	0.10	1.21	1.48	2.70	3.36	2.40
Emission	Total Greenhouse Gas Emissions	Metric tons of CO <sub>2e</sub>	1,089	3,682	29,877	15,817	16,083	18,467	14,422
	Scope 1	Metric tons of CO <sub>2e</sub>	28	141	169	764	4,790	3,422	882
	Scope 2	Metric tons of CO <sub>2e</sub>	1,061	3,541	29,708	15,053	11,293	15,045	13,539
	Greenhouse Gas Emissions Intensity	Metric tons of CO <sub>2e</sub> per US\$1,000	0.003	0.017	0.183	0.226	0.304	0.368	0.481
Water	Water Withdraw	Megaliter	13.24	24.16	152.17	232.28	142.84	104.17	55.46
	Water Discharge	Megaliter	10.59	19.33	72.25	48.49	133.64	83.33	23.65
	Water Consumption	Megaliter	2.65	4.83	79.92	183.80	9.20	20.83	31.82
	Water Intensity	Water Withdraw(Megaliter) / revenue (per US\$1,000,000)	0.03	0.11	0.93	3.32	2.70	2.08	1.85

## 8.2 Data Disclosure In The Report

**Table 7 : Work Related Injuries And Ill Health Of Each Site**

Content	Getac HQ (Includes Getac Linkou )	Getac Kunshan	MPT Kunshan	MPT Suzhou	Getac Changshu	Getac Vietnam	MPT Vietnam
Number of fatalities as a result of work-related Injury	0	0	0	0	0	0	0
Number of high consequence work related injuries (excluding fatalities, in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months)	0	0	0	0	1	0	0
No. of work-related injuries	2	0	3	2	2	12	3
No. of work-related ill health	0	0	0	0	0	0	0
Rate of fatalities as a result of work-related injury	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of high-consequence work-related injuries	0.00	0.00	0.00	0.00	0.38	0.00	0.00
Rate of work-related injuries	0.377	0.000	0.063	0.091	0.268	1.326	0.244
Rate of work-related ill health	0.00	0.00	0.00	0.00	0.00	0.00	0.00

• The calculation of employee injuries and disability excludes injuries caused by commuting accidents.  
 • Rate of fatalities as a result of work-related injury : (Number of fatalities as a result of work-related Injury / Number of hours worked)\*200,000  
 • Rate of recordable work-related injuries= (Number of recordable work-related injuries/ Number of hours worked)\*200,000  
 • Rate of high-consequence work-related injuries (excluding fatalities) = ( Number of high consequence work related injuries (excluding fatalities)/Number of hours worked)\*200,000

## 8.2 Data Disclosure In The Report

**Table 8 : Statistics of Getac's Unpaid Parental Leave**

Region	Content	Male	Female
Taiwan	Number of employees that were eligible to apply for unpaid parental leave in 2018	62	19
	Number of employees that actually applied for unpaid parental leave in 2018	0	1
	Number of employees expected to be reinstated from unpaid parental leave in 2018	0	1
	Number of employees actually reinstated from unpaid parental leave in 2018	0	1
	Number of employees reinstated after taking a parental leave in 2017	0	3
	Number of employees that worked for one year after reinstatement in 2017	0	2
	Reinstatement rate	-	100%
	Retention rate	-	67%
China & Vietnam	N/A. The laws of Mainland China and Vietnam did not stipulate requirements for parental leave; therefore, the plants are subject to local laws and regulations. Plants in China provide paternity leave (15 days), maternity leave (128 days), and breastfeeding leave. Plants in Vietnam provide 200 days of maternity leave and convalescent leave.		

**Calculation Description**

- The number of employees qualified for parental leave in 2018 = the number of employees who applied for maternity and paternity leave in the past three years (2015-2018).
- Reinstatement rate=(No. of employees reinstated in 2018 / Expected no. of employees to be reinstated in 2018)x100%
- Retention rate=No. of employees that worked for one year after reinstatement in 2017 / No. of employees reinstated after taking unpaid parental leave in 2017)x100%

## 8.2 Data Disclosure In The Report

Table 9 : Getac Employment Rate And Turnover Rate in 2018 — By Gender

	Site		2018			
			No. of New Recruits(Yearly)	Yearly Employment Rate	No. of Resignations (Yearly)	Yearly Turnover Rate
All	Getac HQ (Includes Getac Linkou )		69	12.66%	62	11.38%
	Getac Kunshan		888	94.47%	1440	153.19%
	MPT Kunshan		2280	94.65%	4212	174.84%
	MPT Suzhou		1560	136.72%	2124	186.15%
	Getac Changshu		907	123.23%	787	106.93%
	Getac Vietnam		905	159.89%	890	157.24%
	MPT Vietnam		849	105.33%	754	93.55%
By Gender	Getac HQ (Includes Getac Linkou )	M	46	11.83%	47	12.08%
		F	23	14.74%	15	9.62%
	Getac Kunshan	M	444	94.27%	756	160.51%
		F	444	94.67%	684	145.84%
	MPT Kunshan	M	1752	112.89%	3024	194.85%
		F	528	61.61%	1188	138.62%
	MPT Suzhou	M	1032	144.94%	1332	187.08%
		F	528	123.08%	792	184.62%
	Getac Changshu	M	626	128.02%	511	104.50%
		F	281	113.77%	276	111.74%
	Getac Vietnam	M	708	201.71%	692	197.15%
		F	197	91.63%	198	92.09%
	MPT Vietnam	M	533	117.92%	473	104.65%
		F	316	89.27%	281	79.38%

Calculation explanation: the yearly turnover/employment rate (demission rate and rate of new employee hires) of employees, the denominator is based on the total number of employees at year-end(12/31) of each site.

## 8.2 Data Disclosure In The Report

Table 10 : Getac Employment Rate And Turnover Rate in 2018 — By Age

	Site	Age	2018			
			No. of New Recruits(Yearly)	Yearly Employment Rate	No. of Resignations (Yearly)	Yearly Turnover Rate
By Age	Getac HQ (Includes Getac Linkou )	<30	9	19.15%	9	19.15%
		31-50	58	13.12%	47	10.63%
		>51	2	3.57%	6	10.71%
	Getac Kunshan	<30	756	133.33%	1200	211.64%
		31-50	132	36.07%	240	65.57%
		>51	0	0.00%	0	0.00%
	MPT Kunshan	<30	1620	145.68%	3108	279.50%
		31-50	660	52.17%	1104	87.27%
		>51	0	0.00%	0	0.00%
	MPT Suzhou	<30	1164	227.79%	1572	307.63%
		31-50	396	64.08%	540	87.38%
		>51	0	0.00%	12	100.00%
	Getac Changshu	<30	444	121.31%	512	139.89%
		31-50	454	127.53%	258	72.47%
		>51	9	64.29%	17	121.43%
	Getac Vietnam	<30	732	179.41%	675	165.44%
		31-50	173	112.34%	215	139.61%
		>51	0	0.00%	0	0.00%
MPT Vietnam	<30	700	166.27%	602	142.99%	
	31-50	147	38.68%	148	38.95%	
	>51	2	40.00%	4	80.00%	

Calculation explanation: the yearly turnover/employment rate (dismissal rate and rate of new employee hires) of employees, the denominator is based on the total number of employees at year-end(12/31) of each site.

# 8.3 Third Party Assurance Statement



### Assurance Statement

TUV Asia Pacific Ltd. Taiwan Branch ("TUV NORD") has been commissioned by the management of Getac Technology Corporation ("the Company") to carry out an independent assurance of the Company's Sustainability Report for the fiscal year 2018 ("CSR Report") against TUV Asia Pacific CSR Assurance Protocol for Assurance of Sustainability Reporting and the Global Sustainability Reporting Standards (GRI Standards).

Getac Technology Corporation is responsible for the collection, analysis, aggregation and presentation of information within the Report. TUV NORD's responsibility in performing this work (assurance of the report) is in accordance with terms of reference agreed in the scope of engagement with the Company. The management of Getac Technology Corporation are the intended users of this statement.

The assurance engagement is based on the assumption that the data and information provided to in the Company's sustainability report is complete and true.

**Nature and Scope the Assurance**

TUV NORD has developed a set of protocols for the Assurance of Corporate Social Responsibility Report based on our professional experience, international assurance best practice and the Global Sustainability Reporting Standards (GRI Standards), include the text, and data in accompanying tables, contained in this report.

The assurance of the Company's Sustainability report for the fiscal year 2018 related to Getac Headquarter—Getac Technology Corporation, Getac Linkou, System Products - Getac Kunshan, Combo Mechanical Solutions- MITAC Kunshan and MITAC Suzhou, Automotive Mechanical Solutions- Getac Changshu, and Getac Vietnam.

The content of the report includes the following:

- 1) Reporting of economic, environmental, and social indicators; the year of activities covered in the Sustainability Report is 01.2018 to 12.2018;
- 2) Information related to the Company's issues, responses, performance data, case studies and underlying systems to manage Sustainability related data and information;
- 3) Information related to the Company's adherence to inclusivity, materiality and responsiveness and stakeholder engagements;
- 4) The report is "in accordance" with the GRI Standards – CORE option.

**Assurance Methodology**

TUV NORD is a licensed global assurance provider of Sustainability services, with quality, environmental, social and sustainability assurance specialists working all over the world.

Our assurance engagement was planned and carried out in accordance with the GRI Standards and the TUV Asia Pacific CSR Assurance Protocol for Assurance of Sustainability Reporting. Assessment of the company's adherence to inclusivity, materiality and responsiveness and stakeholder engagements was based on GRI Standards.

Our assurance involved the following activities:

- \* Gather objective evidence on the performance indicators as mentioned in the report.
- \* Review any issues raised by external parties that could be relevant to the Company's policies.
- \* Review of expectations of local and national regulations; international standards and those of general concern both in the public eye and/or raised by expert opinion.
- \* Documentation, record review and evaluation of the report contents against the GRI Standards application requirements.
- \* Discussion with managers and relevant staff on the Company's approach to stakeholder engagement.
- \* Interviews with relevant staffs involved in sustainability management, gathering information and report preparation.
- \* Review key organizational developments.
- \* Review of internal and external audits findings.
- \* Review of supporting evidence based on the information made in the report.
- \* Sampling method used to ensure the correctness of the data

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**Opinion Statement**

The Company's Social Responsibility Report 2018 provides an appropriate view of the Company's CSR programs and performances during fiscal year 2018.

The economic, social and environment performance indicators as mentioned in the Sustainability report are represented appropriately. The CSR performance indicators disclosed in the report demonstrate the Company's efforts recognized by its Top Management and stakeholders.

The report also presents the company's performance in the wider context of sustainability.

**Stakeholder Inclusiveness**

The company well identified its stakeholders through sustainability development committee, and collected 180 effectiveness questionnaires, and consolidated each material impacts in Economic, Environment and social aspect by management and division heads, the effort has been showcased in. The report has responded to the main stakeholders' reasonable expectations and interests.

**Sustainability Context**

The Report has fairly attempted to disclose the General and Specific Standard disclosures including the disclosure on management approach and performance indicators for identified material aspects. For consistency of the data disclosed, the company could consider to referencing the methodology of ISO14064-1 to declare the impacts on environment.

**Materiality**

The Company assess the aspect and boundaries through questionnaires feedback from stakeholders and prioritization of key managers & functional heads. When evaluating the importance of information for reflecting significant economic, environmental, and/or social impacts on green products, life cycle assessments could be considered.

**Completeness**

The report well included coverage of material topics, sufficient to reflect significant economic, environmental, and social impacts to assess the reporting of the company's performance. The report might be involved with impacts either through their own activities or as a result of their business relationships with other entities. The report is expected to report not only on impacts it causes, but also on impacts it contributes to, and impacts that are directly linked to its activities, products or services through a business relationship. For example, the material information of supplier chain management activities could be expanded gradually.

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**Statement of Independence and Competence**

TUV NORD Group is the world's leader in inspection, testing and verification, operating in more than 70 countries throughout the world and providing services which includes management systems and product certification; quality, environmental, social and ethical auditing and training; environmental; social responsibility and sustainability report assurance.

TUV Asia Pacific Ltd. Taiwan Branch, affirms its independence from Getac Technology Corporation and confirms that there are no conflicts of interest with the organization or any of its subsidiaries and stakeholders when performing the assurance of the Sustainability Report. TUV Asia Pacific Ltd. Taiwan Branch was not involved in any manner with the said Company, when the latter was preparing the Sustainability report.

The assurance team consists of well experienced, qualified and registered Quality - ISO 9001 • ISO 14001 • ISO 14064-1 • ISO 45001 • SA 8000 • QC080000 • ISO 50001 • ISO 27001 Lead Auditors. The team based on their qualifications, extensive knowledge and experience of the industry provided the much required expertise for this assignment.

  
Jack Yeh  
General Manager  
TUV Asia Pacific Ltd. Taiwan Branch

Issue Date : 2019.05.20  
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# Getac

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A Better Place!*

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