

An aerial photograph showing a winding asphalt road with yellow and white lane markings on the left, bordered by a dense green forest. To the right of the road is a rugged, rocky coastline with a textured, brownish-green surface. The ocean is visible on the far right, with varying shades of blue and green, indicating shallow waters and reefs. The overall scene is a mix of natural and man-made elements.

Getac

2019

Corporate Sustainability Report

Sustainability Commitment

Revenues Hit Record Highs For Six Consecutive Years

2019 Operating Revenue NT\$ **26,953** Million
2019 Net Income After Tax NT\$ **2,129** Million

2019 Commonwealth “2000” Survey

Ranked **142nd** In The Manufacturing Sector
Ranked **104th** In Net Profit After Tax

Safeguarding Of Shareholder Rights And Interests

Payout Ratio In Excess Of **74%**
For Six Consecutive Years

TCSA Taiwan Corporate Sustainability Award

Sustainable Corporation Award

Outstanding

Corporate Sustainability Report Awards

Gold

6th TWSE Corporate Governance Evaluation

Top **6-20%**

Environmental Performance

2019 Water Recycled **17,096** Megaliters

Water Recycling Rate **97%**

Electricity Saving Performance **7,918** MWh

Selected as a constituent of CSR Index

FTSE TWSE Taiwan Dividend+ Index

TWSE RAFI® Taiwan High Compensation 100 Index

Joint Protection of Our Global Environment

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.



People-centered Care for Employees



Best Employer
Receive numerous employer
Awards in the world



- 2019 HR Asia Award : The Best Companies to Work for in Asia, Taiwan Edition.
- The US Branch was again selected for the list of Best Small & Medium Workplaces in the US (Great Place to Work).
- The MPT Kunshan Plant was recognized as one of the "Most Popular Employers Among College Students"
- Accredited as a Healthy Workplace by Ministry of Health and Welfare

Message from the Chairman of CSR Committee



James Hwang
Chairman of the Board &
Sustainability Development Committee Chairman
Getac Technology Corporation

Making Strides in Sustainability

In 2019, the global economy was in a synchronized slowdown as a result of the US-China trade conflict. The number of trade barriers increased, and the supply chain exhibited a pattern of redeployment of manufacturing bases coupled with the contraction of key component suppliers. This has resulted in rising challenges for enterprises. The recent COVID-19 epidemic could lead to dropping consumer demand, which adds a layer of uncertainty to business operations in 2020. The Getac management embraces a spirit of dedication to ensure that the Company is fully prepared for all eventualities. It strives to boost corporate innovation and growth in line with long-term development strategies. In 2019, Getac actively pursued growth of all its product lines. Consolidated revenue hit a new high since 2007.

However, constant turmoil in international markets accentuates difficulties and highlights the importance of sustainable operations. The US Business Roundtable, composed of the CEOs of the 200 largest US enterprises, issued a joint “Statement on the Purpose of a Corporation”, which clearly states that businesses must consider the common benefits of “all stakeholders” including employees, consumers, and society in their decision-making processes. Enterprises have an inescapable duty to serve as the key promoters and pushers of sustainability.

Getac promotes sustainability by embracing the concepts of ethical corporate management, innovation value, green manufacturing, and coexistence and co-prosperity with society. The Company aims to incorporate the UN SDGs (Sustainable Development Goals) into its internal sustainability actions. It focuses on industry/infrastructure innovation, economic growth and creation of job opportunities, responsible consumption and production, and high-quality education.

The goal is to ensure that the Company’s sustainability actions are in sync with international trends and that stakeholder rights and interests are protected in an optimal manner.

Looking back on 2019, Getac constantly perfected its board structure and functions to enhance its corporate governance, while improving its information disclosure. As a result, the Company moved up another bracket in this year’s Corporate Governance Evaluations of listed companies in Taiwan. The Company now ranks in the top 6-20% of all evaluated companies in Taiwan. RoE rates remained between 13% and 16% within the recent three years. In order to further enhance its information transparency, Getac utilized a greater number of images and charts in its communications with stakeholders.

In 2019, Getac was honored with a Taiwan Corporate Sustainability Award (TCSA) - outstanding and a Sustainability Report Gold Award in recognition of its achievements. This signals the transformation of the Company into a leading enterprise in the field of ESG (Environmental, Social, Governance) in the electronics and information industry.

The Company is also firmly committed to the creation of a safe and harmonious work environment to optimize employee care and employer branding. We place high emphasis on talent cultivation, unlocking of employee potential, and innovation and value creation with the ultimate goal of increasing the sense of identification and attachment to the Company. In 2019, Getac Taiwan Headquarters was again honored with the Taiwan Best Employer award presented by HR Asia, an authoritative management magazine in Asia. The US Branch was selected for the list of Best Small & Medium Workplaces. The Kunshan Operation Base was recognized as one of the “Most

Popular Employers Among College Students". These awards and recognitions motivate us to continue our progress toward the creation of a blissful enterprise and a safe workplace.

In the field of environmental protection, Getac embraces responsible consumption and production concepts and promotes green design and manufacturing. The Company sets clear targets for the gradual reduction of energy intensity and GHG emission density. We aim to implement energy conservation and carbon reduction concepts in all our processes and adopt Green Molding process technology for all plastic mechanical plants. We also request all plants to increase their automation rates and thereby enhance their production efficiency. As a result of our constant efforts, we achieved carbon reductions equivalent to the annual carbon fixation amounts of around 27 Daan Parks. We have also achieved excellent results in the field of water resource utilization and increased our process water recycle rate to 97% in 2019.

We embrace a philosophy of giving back to society in a spirit of gratitude and harness core technologies in support of the Italian Marine Exploration Program. We also promote public welfare and assist schools in remote areas in digital learning initiatives. Charity organizations receive assistance in the promotion of relevant affairs and supply of daily necessities to show concern for those in need in every corner of the country.

In 2019, the Company celebrated its 30th anniversary. We continue to espouse the core values of "Embracing Challenge and Opening Up New Horizons" and encourage our employees to be boldly innovative in pursuit of a corporate spirit of excellence. In the foreseeable future, 5G and AI will turn into the main driving force of industrial which will generate numerous challenges and opportunities. Carbon reduction, sustainability, and circular economy concepts will be key links of

corporate international competitiveness. Getac will continue to its sustainability performance and leverage its core technologies for social welfare. The Company also contributes to joint efforts to build a better world.



Contents

Sustainability Commitment	<u>1</u>	3.3 Information Security	<u>46</u>
Message from the Sustainability Development Committee Chairperson	<u>4</u>	3.4 Risk Management	<u>47</u>
Contents	<u>6</u>		
1.0 ABOUT GETAC		4.0 GREEN PRODUCT	
1.1 Overview	<u>8</u>	4.1 Green Design	<u>51</u>
1.2 Operating Performance	<u>11</u>	4.2 Green Manufacturing	<u>56</u>
1.3 Financial Information	<u>12</u>	4.3 Corporate Pollution Prevention	<u>61</u>
1.4 Innovation, Research And Development	<u>14</u>	5.0 FRIENDLY WORKPLACE	
1.5 Customer Service	<u>17</u>	5.1 Happy Enterprise	<u>67</u>
1.6 Supply Chain Management	<u>19</u>	5.2 Safe Workplace	<u>79</u>
2.0 SUSTAINABILITY COMMUNICATION		6.0 SOCIAL PARTICIPATION	
2.1 Sustainability Strategy	<u>23</u>	6.1 Caring for Disadvantaged Groups	<u>85</u>
2.2 Getac responds to SDGs	<u>24</u>	6.2 Cultivating Industrial Experts	<u>87</u>
2.3 Sustainability Governance Framework	<u>26</u>	6.3 Participation In External Associations	<u>89</u>
2.4 Stakeholder Engagement	<u>27</u>	7.0 APPENDIX	
3.0 CORPORATE GOVERNANCE		7.1 About This Report	<u>91</u>
3.1 Corporate Governance Structure	<u>37</u>	7.2 GRI Standards Index	<u>92</u>
3.2 Ethical Management	<u>43</u>	7.3 Data Disclosure In The Report	<u>100</u>
		7.4 Third Party Assurance Statement	<u>106</u>



1 | About Getac

1.1 Overview

1.2 Operating Performance

1.3 Financial Information

1.4 Research And Development

1.5 Customer Service

1.6 Supply Chain Management

1.1 Overview

“

Getac – Your trusted partner

We guarantee our customers perfect performance at key moments.

”



26.95

billion(NTD)

2019 Consolidated Revenue

9,141

Worldwide Employee Numbers

5.83

billion (NTD)

Capital

27.13

billion(NTD)

Market Cap.

2.13

billion(NTD)

Net Profit After Tax

3.67 (NTD)

Earnings Per Share

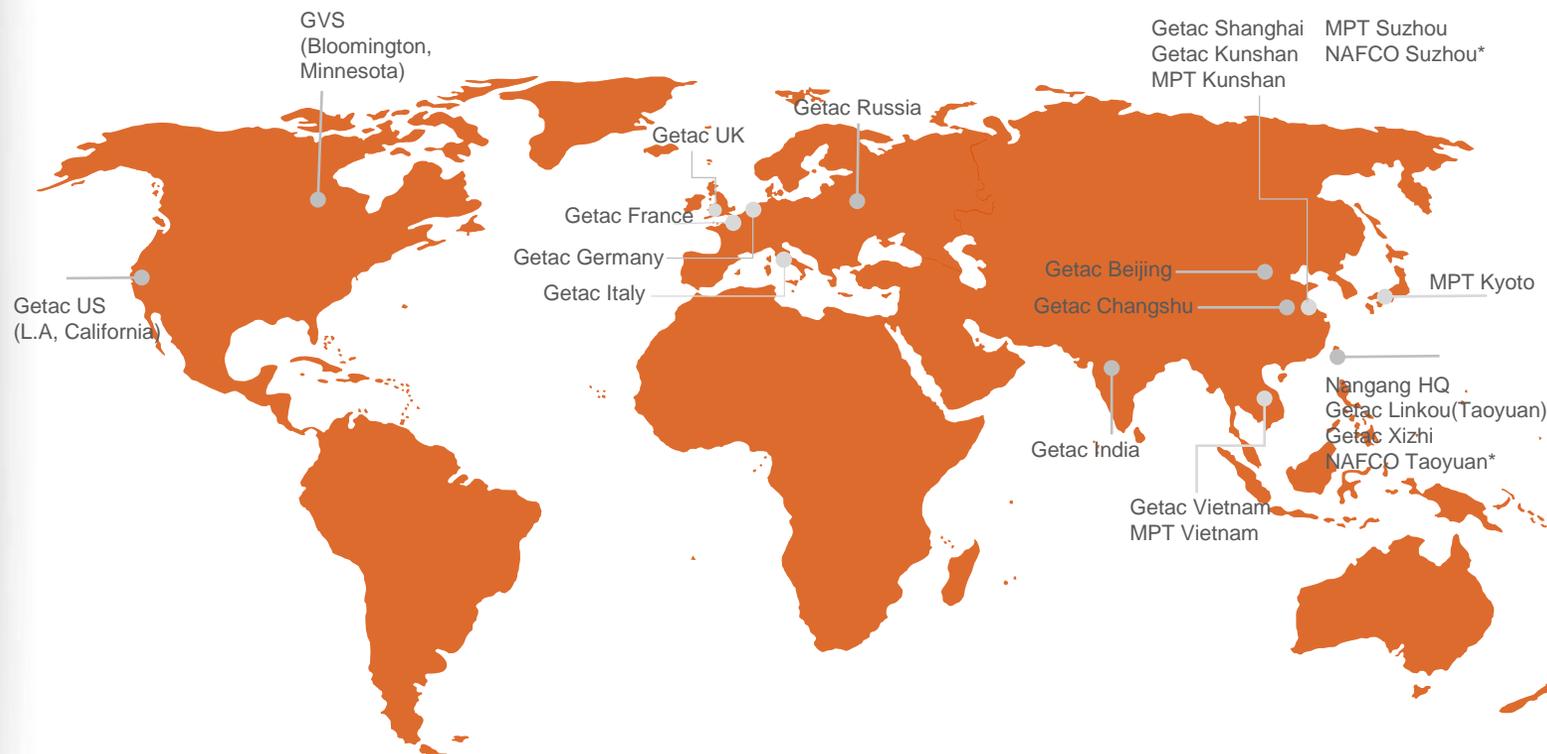
Getac Technology Corporation was established in 1989 and publicly listed on the Taiwan Stock Exchange in 2002. The company was established by MiTAC Inc. and GE Aerospace as a joint venture, providing defense electronic equipment for military use. In 1998, Getac Corporation merged with the Getac notebook 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 2019, Getac's consolidated revenue amounted to NT\$26.95 billion, the number of employees numbered 9,141 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.



Getac Global Operations

HQ	Taiwan	Nangang HQ
System Product	China	Getac Kunshan
Manufacturing Site	Taiwan	Getac Linkou, Getac Xizhi
Mechanical Product	China	MPT Kunshan, MPT Suzhou, Getac Changshu, NAFCO Suzhou*
Manufacturing Site	Vietnam	MPT Vietnam, Getac Vietnam
	Taiwan	NAFCO Taoyuan*
Branch Office And Liaison Office	US/Europe	Getac US, Getac UK, Getac Germany, Getac France, Getac Italy, GVS Minnesota
	Asia & Other Region	Getac Beijing, Getac Shanghai, MPT Kyoto, Getac India, Getac Russia



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

Business Operations

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.

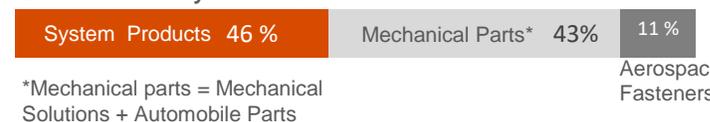


Sales Market and Target

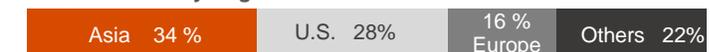
Operation Sites

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.

Sales Revenue By Products



Sales Revenue By Regions



1.2 Operating Performance

Rugged Computer Products

The US-China tariff dispute continues to rage on. While no tariffs have been imposed on notebook products to date, Getac set up the capability to assemble rugged computers in Taiwan for export to the U.S. in 2019 Q4 in order to diversify business risks. Rugged computer sales grew steadily in 2019 and was higher than in 2018.

Our strategy focused on strengthening the breadth and depth of our products. Word-of-mouth advertising through key enterprise customers was used to boost sales and brand reputation. Our customers in key vertical markets such as defense and law enforcement have remained stable. The requirements of digital transformation helped drive demand from enterprise customers, industrial manufacturing and public utilities for upgrades. For 2020, AIOT-related applications are expected to see strong growth. This, together with the roll-out of 5G, will hopefully stimulate the demand for rugged computers. The bundling of Getac Select Programs with product sales will provide customer with a greater range of solutions and generate new income.

Combo Mechanical Products

The increasing maturity of notebook products meant that our business strategy now focuses on mid to high-end products. Competitiveness is enhanced through the development of differentiated technologies and materials. In 2019, the market building up stocks in anticipation of the US-China trade war as well as strong demand for Ultrabooks from the business market saw a jump in Getac's shipment of casing products. The new composite casing has proven quite popular with customers due to their appearance and reduced weight. Strong sales have paved the way for further market promotion and growth of the new casing. Demand for commercial notebooks is expected to slow down in 2020.

Getac's setting up of multiple manufacturing sites to diversify risks in response to trade barriers has led to an increase in management costs. Future focus will shift to the development of products with high added value. The proportion of casings using the new material will be increased to maintain our overall profitability and to stay competitive in the industry.

Automobile Mechanical Parts

The effects of the US-China tariff war have led to a sharp drop in demand for the global automotive market with the Chinese automotive market declining by over 10%. Getac is adjusting our overseas production capacity as necessary to avoid the impact of tariffs. While the growth in revenues from automobile mechanical products was lower than as expected by Getac in 2019, growth has remained steady. The proportion of income from new products related to ADAS (Advanced Driver Assistance System) and new energy vehicles saw good growth as well. For 2020, global automobile shipments are forecast to decline slightly or stay the same compared to 2019. The COVID-19 epidemic will impact on the global economic climate and buyer interest in the automotive market to some extent. Continued monitoring of the situation is therefore warranted.

Aerospace Fasteners

New business opportunities have emerged since March 2018 due to the steady stream of orders redirected to Getac by customers looking to avoid the effects of the US-China trade war. Successful development of distributor markets and aerospace component manufacturers in recent years meant that the number of new products under development or approved has continued to grow. Getac had

more than 5,000 aerospace products that passed customer certification by the end of 2019, an increase of more than 1,000 compared to 2018. Despite the grounding of Boeing 737 MAX in March 2019, the impact on our shipments was very limited so sales reached a record-high. For 2020, the U.S. Boeing Company completely shutting down its production line for the 737 MAX passenger aircraft will impact on global demand for related aerospace components. Getac will continue to strengthen our competitiveness through customer development, product and technology in order to minimize the fallout from the suspension of the Boeing 737 Max production.

1.3 Financial Information

2019 Revenues and profitability

The 2019 consolidated revenue of Getac Technology was 26.95 billion NTD, up 9.15% from the 24.69 billion NTD for 2018; Earnings per share (EPS) was 3.67 NTD.

In 2019, the performance of each business group increased compared to the previous year, consolidated operating income was 2.98 billion NTD, a jump of 12.20% compared to the same period last year; Due to the recognition of losses from equity-method investment by non-operating income, the net profit attributable to the parent company in 2019 was therefore 2.13 billion NTD, down 3.76% compared to NT\$2.21 billion for 2018. Details of the company's financial information and business overview are presented on page 94 of the 2019 Annual Report.

Dividend and tax expenses. In 2019, Getac issued a cash dividend of NT\$1,634 million, and tax expenses were NT\$61.54 million.

Government Subsidies Received. In 2019, Getac Taiwan Headquarters received NT\$195 million in subsidies for R&D investments approved in 2017 by the National Taxation Bureau. Apart from this, no other major government subsidies were received.

Economic Performance Management

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.

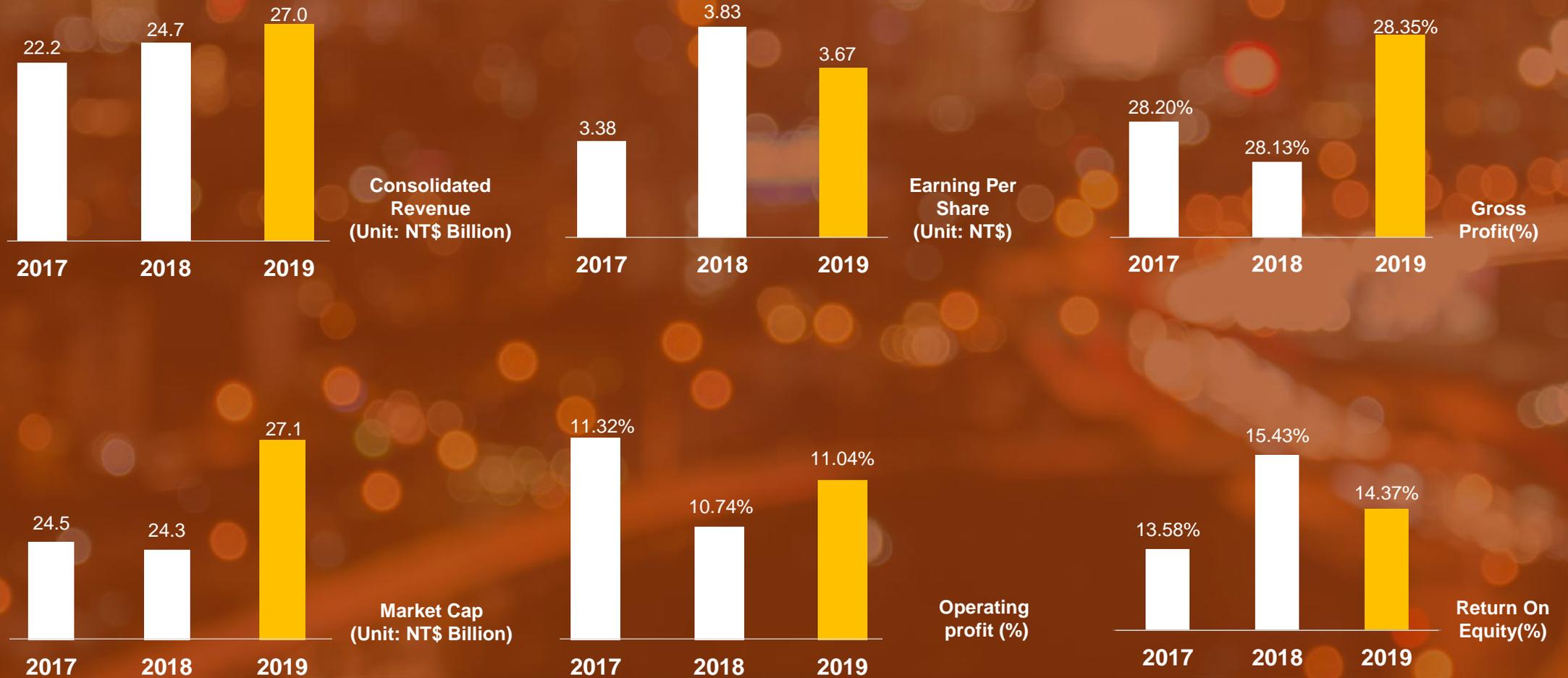
Managers of each business unit also held kick-off meetings with their department employees once or twice a year to communicate actions plans and sales performance goals for the year, in order to establish team consensus. Depending on business conditions, quarterly business review meetings are also held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



Financial Report Summary Of Last Three Years

	2017	2018	2019	
Economic Value Produced Unit: NT\$ Thousand	Operating Revenue	22,197,033	24,693,836	26,952,910
	Profit from continuing operations before tax	2,625,853	3,026,872	2,947,375
	Net Profit Attributable To Parent Company	1,910,136	2,212,459	2,129,188
Profitability	EPS(NT\$)	3.38	3.83	3.67
	ROA (%)	8.02	9.05	8.18
	ROE(%)	13.58	15.43	14.37
Economic Value Distributed Unit: NT\$ Thousand	Total Salary	3,754,944	4,286,486	4,674,419
	Total Benefits	561,177	633,500	828,763
	Income Tax Expense	579,640	608,495	577,447
	Cash Dividends For Shareholders	1,445,665	1,737,585	1,632,879

Getac Business Performance

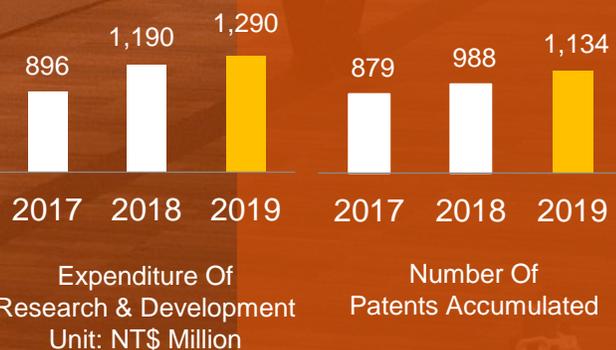


1.4 Innovation, Research And Development

Products Innovation

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

In 2019, Getac's R&D expenditures amounted to NT\$ 1.29 billion, accounting for 4.78% of the consolidated net operating revenue. The Company also acquired 1,134 national and international patents in the same period.



COMPUTEX D&I Awards
Body Worn Camera BC-03



Golden Pin Design Award
Fully Rugged Tablet K120
Semi-rugged Notebook S410



Good Design Award 2019
Semi-rugged Notebook S410



iF Design Award
Semi-rugged Notebook S410



Taiwan Excellence Award
Semi-rugged Notebook S410

Good Design Museum

Key R&D projects in 2019

Enhancement of rugged computer production lines and launch of two brand-new rugged tablet models

Rugged computer

- Presentation of the UX10 rugged 10-inch tablet which is suited for emergency care, industrial manufacturing, and the utilities sector.
- Debut of the K120 two-in-one rugged tablet which conforms to ANSI and ATEX explosion-proof standards, satisfying the digital transformation demands of the petroleum, natural gas, petrochemical, and pharmaceutical industries.

Combo mechanical

- Autonomous development of Hybrid Molding process technology
- Adoption of Green Molding process technology to reduce GHG emissions
- Adoption of water-based coating technologies for spray painting processes

Automotive mechanical

- Development of ADAS (Advanced Driver-Assistance Systems) and New energy vehicle related die cast parts and process technologies.

First Water-based coating mechanical plant in Kunshan, China



Advantages of water-based coating materials

Water-based coating materials are widely applied in the construction & decoration and automotive industries (penetration rate of 90% and 60%, respectively). However, the penetration rate in the consumer electronics industry is below 10%. In contrast to oil-based coating materials, water-based materials are non-toxic, low-polluting, safe, and convenient to apply.

1. Reduction of VOC emissions

If one metric ton of water-based coating materials is consumed on a daily basis, annual VOC emissions can be decreased by around 190 metric tons compared to oil-based coating materials, which results in a significant reduction of environmental pollution.

2. Wastewater and hazardous waste reduction

Oil-based paint processes generate considerable amounts of wastewater and solid waste which must be treated by commissioned operators. Wastewater generated in water-based coating processes can be treated with certified professional equipment inside the plant premises to ensure conformity with prescribed emission standards. Water-based paint generates significantly less residue than oil-based paint. Painting room circulating wastewater can be reused after treatment.

3. Safer operations

Oil-based paint is a hazardous, highly flammable chemical that emits pungent, toxic fumes and requires addition of diluents. Precautions must be taken to prevent fires during storage and transportation. Operating environment requirements are high, and relevant operations must be conducted by professional personnel in environments equipped with high-standard equipment and safety facilities. Water-based coating materials use water as a solvent. They are therefore non-flammable and non-explosive and are convenient to store and transport. They can also be utilized for fire extinguishing purposes and pose almost no fire safety risks. They are non-toxic and odorless. The end product does not emit any toxic fumes.

Patent Deployment

Getac 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 28 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.

The Intellectual Property Office actively participates and assists R&D personnel involved in projects in applications for patents covering autonomously developed technologies with the goal of strengthening the technological capabilities of the Company in new business areas and facilitates realization of long-term technological development goals. In 2019, numerous copyright applications for newly developed software related to in-car video solutions and data management. In line with the Company's smart factory strategy, the Intellectual Property Office also organizes training courses for automated testing technologies. Employees in R&D, production, and testing units are invited to attend these courses. Staff members also receive assistance in patent application for self-owned technologies.

Intellectual Property Rights Management

In order to protect our intellectual property rights from infringement and prevent infringement of others' patents, Getac has developed a complete management framework, as well as internal rules and regulations. The Legal Affairs Center is responsible for handling intellectual property disputes, and depending on the situation, external lawyers are commissioned to handle the procedures. The Intellectual

Property Office under the jurisdiction of the Legal Affairs Center serves as the dedicated department in charge of carrying out and promoting tasks related to intellectual property rights. The Intellectual Property Office selects competitors and related products and conducts patent search, in order to understand the patent application trends of different industries, identify risks of infringement, and analyze these risks to achieve risk aversion. In 2019, Getac was not involved in any infringement cases relating to others' intellectual property rights.

Getac Patent Review Process



1.5 Customer Service

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

Guarantee Optimal Quality

Getac has established a quality management system in accordance with the ISO9001 international quality certification system. A quality management manual has been issued as a reference for the implementation of quality goals by all departments.

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

In order to enhance quality control, we have purchased advanced process and testing equipment and increased the penetration rate of automated production processes. At the same time, product validation manpower and professional competence are constantly increased and AFR (Annual Failure Rate) review meetings are organized on a regular basis. Causes of product malfunctions are inspected in a rigorous manner and improvement measures are proposed. Handling details are entered into a database as a reference for future R&D projects.

Intensified Customer Communication

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

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

Customer Satisfaction

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



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

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



Customer Service Email

GetacSupport_TW@getac.com

Customer Confidentiality Agreement

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

Getac also prescribes confidentiality obligations in a case-by-case basis for persons who come in possession of such information. Employees are educated periodically on their confidentiality obligations and compliance with confidentiality agreements is monitored. In addition, the Company maintains the security of network and electronic platform usage environments in a rigorous manner to prevent leakage or dissemination of confidential information of its customers and thereby safeguard their rights and interests.

Product Information Security

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

- We consider user information security and the legitimacy of personal information protection laws in different countries in the product development phase, and develop corresponding prevention mechanisms. The Legal Affairs Department monitors changes to laws around the world and immediately updates protective measures for customer privacy and information.
- Getac provides “keep your hard drive” premium service. When a hard drive is damaged, it is replaced with a new hard drive while allowing customers to keep their old hard drive, so as to prevent information leaks.
- Product designs are integrated with the most advanced information security protection in the industry. By collaborating with internationally acclaimed encryption vendors, we ensure software 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.

GDPR Response Measures

The official implementation of the European Union's “General Data Protection Regulation” (GDPR) on May 25, 2018, requiring all persons providing products or services involved in personal data in

European Union Territory or all corporations observing the personal data in European Union Territory, must be enforced to comply. Getac 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. Implemented secure transmission protocol for all websites of the Company to protect personal data.
- 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.
- Set up the Company's dedicated Data Protection Managers to respond timely to customer or stakeholder opinions on the rights to personal data protection.



**Personal Information Protection
Complaint Mailbox**
dpm.LAC@getac.com.tw

Training of Right to Privacy

In 2019, the Company placed high emphasis on personnel training in its Taiwan Headquarters and European branches. The Legal Affairs Center hired external experts to provide training for a total of 192 trainees. Additional training was provided in the UK and German branches which are directly impacted by GDPR.

1.6 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 2019, the raw materials most frequently purchased included electronic parts, plastic pellets, and aluminum ingot. Production processes were conducted mostly in its own factories. The amount purchased for each product line as a percentage of the company's total procurements in the supply chain: 48% for system products, 42% for plastic mechanical part, and 10% for automotive parts.

Breakdown Of Getac's Raw Material Procurement by Region



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 2019 accounted for 87% of the total amount of raw materials purchased. The company traded with 789 raw material suppliers and 65 new suppliers in 2019, 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 system products are purchased locally in Taiwan, while plastic mechanical parts and automobile parts are purchased locally in China. In 2019, 48% of system products, 79% of plastic mechanical parts, and 55% of automotive parts were purchased locally.

Percentage of local procurement of System products in Taiwan 48%



Local Procurement By Getac

Percentage of local procurement of plastic mechanical parts in china 79%



Percentage of local procurement of automobile mechanical parts in china 55%



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
- Suppliers 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 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.

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.

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.

Supplier On-site Auditing

The plastic business group also conducts risk assessments of key partner suppliers and formulates auditing plans targeting key production contractors, such as suppliers of spray paint, forming, die casting, and sputtering, as well as suppliers with whom Getac places high volumes of orders.

In 2019, on-site auditing was conducted on 28 suppliers in MPT Kunshan and MPT Suzhou, including 17 high-risk vendors. All suppliers passed the audit. The audited vendors were not found to be in violation of any labor rights, integrity, management system, or environmental protection regulations.

Supplier ESG Self-assessment

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 2019, Getac launched the self-assessment questionnaire on supplier sustainability as a source of understanding the implementation of five major dimensions of corporate governance, environment, society.

Supplier Self-assessment Questionnaire Dimensions

Environment
(E)

- Environmental Protection Regulatory Compliance

Society
(S)

- Respect for human rights
- Prohibit use of forced labor
- Prohibit use of child labor
- Prohibit discrimination
- Labor Regulatory Compliance
- Collective Bargaining

Corporate Governance
(G)

- Corporate Social Responsibility
- Anti-corruption
- Internal education training
- Ethical Principles
- Economic Area Regulatory Compliance
- Protect intellectual property rights

192 out of 789 cooperating manufacturers were selected for a questionnaire surveys based on considerations including importance, risk, and impact. A total of 153 valid questionnaires were collected. The results of this survey clearly indicate that over 70% of all suppliers have commissioned third-party bodies to conduct verifications in the field of corporate social responsibility issues and have met all required criteria. Over 90% of all suppliers provide training courses on occupational safety, environmental protection, and labor laws for their employees out of their own initiative. They also employ different methods such as internal or on-site audits to ensure joint compliance with corporate social responsibility by the supply chain. In addition, it was detected in this survey that two manufacturers had committed violations. One supplier has violated waste recycling standards. Another has been penalized for exceeding the maximum number of overtime hours prescribed in the Labor Standards Act. After the Company dispatched personnel to conduct tracking and gain a better understanding, the aforementioned two suppliers implemented improvements pursuant to relevant laws.





2 | Sustainability Communication

2.1 Sustainability Strategy

2.2 Getac Responds To SDGs

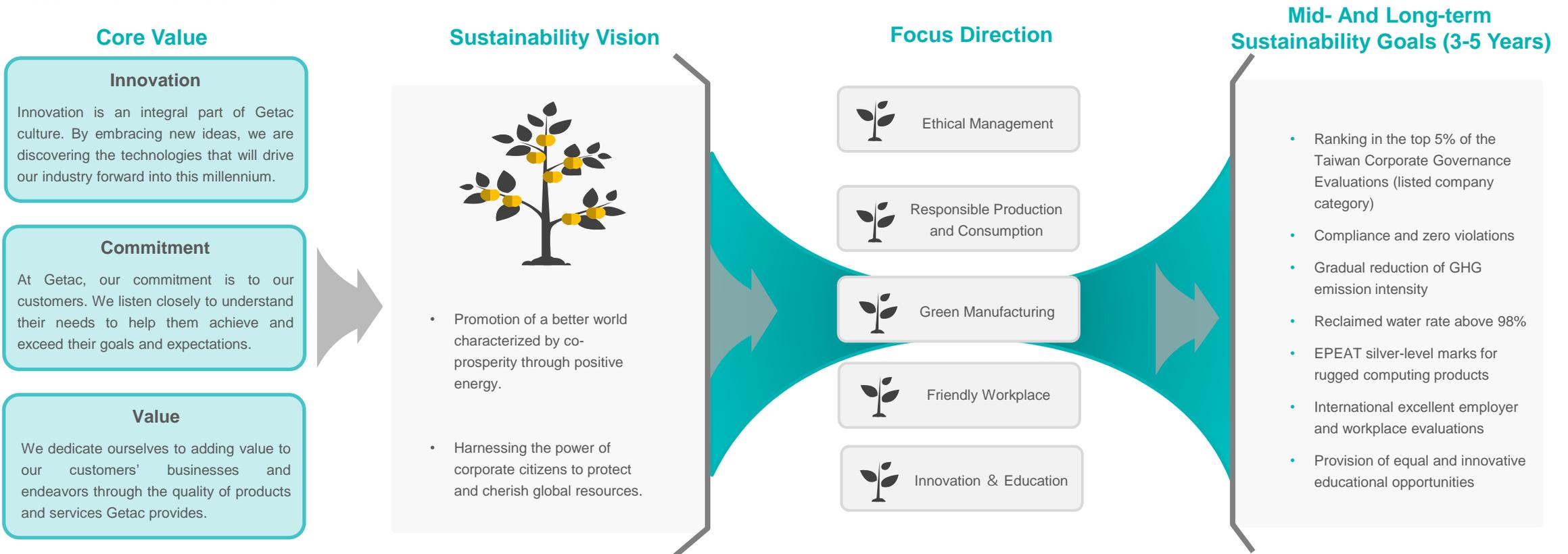
2.3 Sustainability Governance Framework

2.4 Stakeholder Engagement

2.1 Sustainability Strategy

Sustainability Policy

Getac firmly believes that the promotion of sustainability must be linked to the intrinsic core values of technologies to maximize benefits and thereby meet the expectations of all stakeholders. Getac espouses the three core values of “Innovation, Commitment, and Value”, echoing the UN SDGs. The sustainable development direction of the Company represents a synthesis of operating strategies and the ESG (environmental, social, and governance) concept. Getac strictly abides by the RBA (Responsible Business Alliance) “Code of Conduct” and the RMI (Responsible Mineral Initiative) ban on Conflict Minerals. We also appeal to our supply chain partners to join us in realizing sustainability and thereby help build a better and more harmonious world.



2.2 Getac Responds To SDGs

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

In 2018, Getac identified sustainability actions and corresponding goals based on factors such as industry attributes, core capabilities of the company, available resources, feasibility, and stakeholder expectations on the foundation of the UN SDGs. Mid- and long-term sustainability strategies of the Company will focus on the following four SDGs: Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation, and Infrastructure, Goal 12 Responsible Consumption and Production, and Goal 4 Quality Education.

Action plans are concretely implemented in the daily operations of the Company in the two categories of “welfare thrust” and “corporate thrust”. In the welfare thrust dimension, the Company engages in charitable donations and utilizes its technological capabilities to improve the quality of education in remote areas through its Getac Charity Trust Fund. On the other hand, the Company organizes “Y.S. Award” competitions to provide promising young students with a platform and opportunity to give free rein to their creativity and thereby train much needed star performers of the future age of AI.

In the field of corporate operations, the Company implements process innovation, enhances its energy use efficiency, and promotes the universal use of eco-friendly materials by relying on R&D efforts in core technologies. Getac actively develops industries with high added

value to enhance its corporate value with the ultimate goal of creating new employment opportunities. The Company also strives to build a work environment characterized by equality and mutual respect and a climate conducive to learning and growth to foster talent cultivation as a driving force for innovative R&D. Getac maximizes its influence on supply chain partners through communication, supervision, and encouragement to promote respect for human rights and environmental protection and harness its powers as a corporate citizen for positive causes.

Harnessing Of Core Capabilities, Joint Promotion Of A Sustainable Future



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

- In 2019, carbon emissions were reduced by 5,319 CO_{2e} metric tons through the continued integration of regional energy resources and utilization of waste steam for mold heating
- In 2019, no violations were committed in the field of waste gas, waste water, and solid waste
- The reclaimed water rate reached 97% in 2019
- In 2019, Getac's efforts in the field of sustainability actions and information disclosure were recognized with a 2019 Taiwan Corporate Sustainability Award (TCSA) and a Sustainability Report Gold Award



Encouragement Of Innovation

In 2019, the Company was awarded a total of 1,134 patents as a result of continuing investments in innovative R&D

Enhancement Of Employee Competencies

In 2019, all employees received an average of 70 hours of diversified competency training

Safeguarding Of Human Rights

All plants strictly prohibit the use of child labor and forced labor

Encouragement Of Talent Innovation Diversity And Equality As The Best Catalyst



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

“My Personal After-school Tutor” – Digital Learning Program

- The Affiliated Junior High School of Yuanli Senior High School and Gongguan Junior High School in Miaoli County received donations for the establishment of a digital learning platform.
- Donation of computers for underprivileged school children at the “Taiwan Fund for Children and Families at Taitung”

Grants And Scholarships For Financially Challenged Students

- Grants and scholarships for financially challenged students in northern Thailand enrolled at Tzu Chi University
- Donation of clothing for financially challenged students at Quaker Care Center for underprivileged families in Huilong

Industry-academia Collaboration – Generational Empowerment

- Campus recruitment program
- Y.S. Award



Utilization Of Core Technologies Continued Promotion Of Process Innovation

Enhanced Energy Use Efficiency

“Green Molding” generated energy savings of 4,453 MWh, which is equivalent to a carbon reduction of 2,887 CO_{2e} metric tons.

Promotion Of Eco-friendly Materials

Establishment of the first consumer electronics plant with water-based coating technologies in Kunshan, China to reduce environmental impacts and enhance user safety.

2.3 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 request responsible departments such as administration, environmental safety and health, manufacturing center, product safety, R&D, sales, marketing and public relations, legal affairs, finance and accounting, human resources, and procurement to integrating the sustainability policies with daily affairs, in order to fully implement the company's sustainability policies. 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.

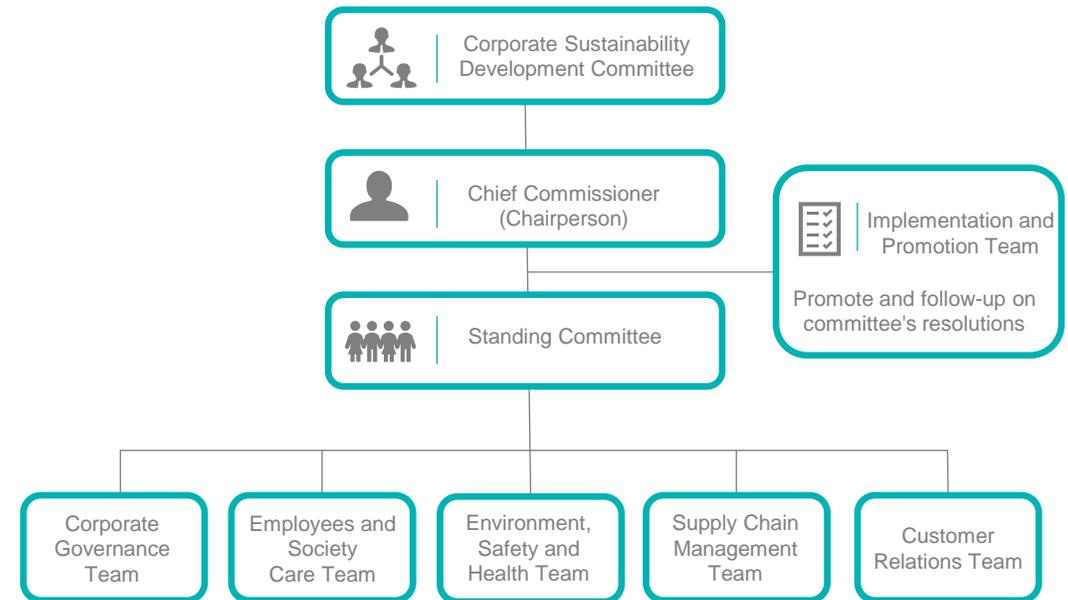
Key tasks of the CSR Committee in 2019

1. Comprehensive review of the compatibility of sustainability policies with the UN SDGs for the determination of mid- and long-term sustainability directions.
2. Discussion of the feasibility of green energy development.
3. Adoption of a supply chain monitoring and investigation platform
4. Amendment of sustainability policies



Standardization of Report Production

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 standardized report compilation process.



2.4 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 CSR Committee meeting with all members every year by the Chairperson of the CSR Committee to perform evaluation score operations in accordance with the AA1000 stakeholder Engagement Standard, scoring from five aspects of dependence, influence, multiple perspectives, responsibility and tension to identify key stakeholders, and ensure that the understanding of stakeholders by each department is updated and made progress constantly. The top five categories of stakeholders that Getac received the highest score in 2019 were Employees, Customers/Distributors, Suppliers, Shareholders, Government Agencies and media.

6 Types of Stakeholders



Identification Procedures Of Sustainability Issues

1	Identification Of Stakeholders CSR Committee followed the AA1000 standard to identify stakeholders.
2	Collection Of Sustainability Issues 182 Valid Level Of Attention Questionnaires Retrieved 10 Valid Level Of Impact Questionnaires Retrieved Sustainability issues were collected by referencing the topic-specific standards of the GRI Standard and the issues of concern of corporate stakeholders.
3	Ranking Of Material Issues Organized Questionnaire Results In A Matrix (please see "Prioritization Of Sustainability Issues" on the next page.)
4	Establishment Of Topic Boundary Established 20 Material Topics And Scope And Boundary After corresponding the 19 sustainable topics to specific topics, 20 specific topics were established.
5	Review Of Content Disclosure Inspect Improvement Directions Follow the GRI Standards to compile and organize data in the report, while simultaneously convening meetings to review the integrity of the information and sustainability performance and continue to improve sustainability practices.

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

	Issues Of Concerns	Communication Channels	Getac's Response Methods
 Customers /Distributors	<ul style="list-style-type: none"> • Corporate governance • Transparency Of Information • Intellectual Property Rights • Customer health & safety • Training & Education • Child Labor 	<ul style="list-style-type: none"> • Customer service section on corporate website (immediately) • Non-disclosure agreement(immediately) • Telephone customer service hotline (immediately) • Channel partner conference(periodically) • Consumer service mailbox(immediately) 	<ul style="list-style-type: none"> • Customer service hotline and mailbox • Hold partner conference • Auditing conducted by customers on Getac following the RBA • Regularly conduct customer satisfaction survey • Questionnaire survey on CSR-related issues
 Suppliers	<ul style="list-style-type: none"> • Economic Performance • Information Security & Customer Privacy • Intellectual Property Rights • Environmental/Social/Economic Compliance • Corporate Governance • Transparency Of Information 	<ul style="list-style-type: none"> • Supplier visit (immediately) • Supplier procurement contract (immediately) • Supplier audit(annually) • Supplier query mailbox (immediately) 	<ul style="list-style-type: none"> • CSR issue questionnaire • Annual supplier ESG Self-evaluation system
 Employees	<ul style="list-style-type: none"> • Intellectual Property Rights • Occupational Health & Safety • Child Labor • Environmental/Social/Economic Compliance • Information Security & Customer Privacy 	<ul style="list-style-type: none"> • Performance appraisal (annually) • Internal announcement (immediately) • Employee meeting (annually) • Labor management meeting/supervisor meeting/training (periodically) • Employee consultation hotline (immediately) 	<ul style="list-style-type: none"> • Setup different types of communication channels to listen to the voices of employees; implement comprehensive performance evaluation system to facilitate communication among management levels.

	Issues Of Concerns	Communication Channels	Getac's Response Methods
 Shareholders	<ul style="list-style-type: none"> • Corporate Governance • Transparency Of Information • Economic Performance • Intellectual Property Rights • Operational Risk Management • Environmental/Social/Economic Compliance 	<ul style="list-style-type: none"> • Shareholders' meeting/ investor conference (annually) • Corporate website (immediately) • Market observation post system (immediately) • Investor query mailbox / hotline (immediately) 	<ul style="list-style-type: none"> • Announce financial information according to law • Investor zone on corporate website • Annual report disclosure • Designated personnel respond to investors' inquiries
 Media	<ul style="list-style-type: none"> • Economic Performance • Corporate Governance • Transparency Of Information • Environmental/Social/Economic Compliance • Operational Risk Management • Anti-competitive Behavior 	<ul style="list-style-type: none"> • News releases (immediately) • Press conferences (periodically) • Spokesperson interviews (immediately) • Posting of information on the corporate website (immediately) 	Establishment of a spokesperson and acting spokesperson system and dedicated PR units to ensure clear communication of key information pertaining to the Company
 Government Agencies	<ul style="list-style-type: none"> • Environmental/Social/Economic Compliance • Corporate Governance • Transparency Of Information • Operational Risk Management • Energy & Water • Materials 	<ul style="list-style-type: none"> • Official documents (immediately) • Regulatory meetings and training • Seminars(periodically) 	<ul style="list-style-type: none"> • Comply and communicate relevant matters • Participate in governmental regulatory meetings to understand implementation of laws and regulations • Participate in courses by Taiwan stock exchange

Prioritization Of Sustainability Issues

✓ Material Topic ◆ Not Material Topic ✓ Topics retained by Sustainable Development Committee

Significance of economic, environmental, & social impacts High				<ul style="list-style-type: none"> ✓ Corporate Governance & Transparency Of Information Disclosure ✓ Environmental/Social/Economic Compliance ✓ Economic Performance ✓ Intellectual Property Rights 	
	◆ Non-discrimination	<ul style="list-style-type: none"> ✓ Energy & Water ✓ Diversity & Equal Opportunity 	<ul style="list-style-type: none"> ✓ Effluents And Waste ✓ Forced Or Compulsory Labor 	<ul style="list-style-type: none"> ✓ Child Labor ✓ Customer's Health & Safety 	<ul style="list-style-type: none"> ✓ Operational Risk Management ✓ Information Security & Customer Privacy & Safety ✓ Occupational Health & Safety
	<ul style="list-style-type: none"> ✓ Anti-competitive Behavior ◆ Security Practices ◆ Labor Management ◆ Relations · freedom Of Association & Collective Bargaining 	<ul style="list-style-type: none"> ✓ Marketing & Labeling ✓ Materials & Product ✓ Energy -saving ✓ Emissions ✓ Supply Chain Management ◆ Employment ◆ Local Community 	<ul style="list-style-type: none"> ✓ Training & Education 	<ul style="list-style-type: none"> ✓ Anti-corruption 	
Low	Influence On Stakeholder Assessments & Decisions				High

Material Topic Identification & 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 2019 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.

Description Of Discrepancies In Material Topics

The results of questionnaire cross scoring in 2019 reveal that no major discrepancies exist between the 15 sustainability issues selected in 2019 and those identified in 2018. However, a total of four issues (“Energy Conservation of Materials and Products”, “Emissions”, “Supply Chain Management”, and “Anti-Competitive Practices”) were missing in 2019. In consideration of stakeholder perceptions and current sustainability trends in Taiwan and in view of the fact that these four issues were material topics in 2018, the Sustainable Development Committee decided to retain these four issues. After a comparison of these 19 sustainability issues with the specific topics listed in the GRI standards, a total of 20 specific topics were identified.

Getac CSR Topics Boundary

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
Economics	Corporate governance, transparency of information disclosure		●							
	Operational risk management		●	●	●	●	●	●	●	
	Economic performance	Goal 9: Industry, innovation and infrastructure	●	●	●	●	●	●	●	
	Intellectual property rights	Goal 9: Industry, innovation and infrastructure	●							
	Environmental/social/economic compliance		●	●	●	●	●	●	●	●
	Anti-corruption		●	●	●	●	●	●	●	●
	Supply chain management	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	●
	Anti-competitive behavior		●							
Social	Information security and customer privacy		●	●	●	●	●	●	●	
	Training & education		●	●	●	●	●	●	●	
	Occupational health & safety	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	●
	Child labor	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	●
	Customer health and safety		●	●	●	●	●	●	●	
	Forced or compulsory labor	Goal 8: Decent work and economic growth	●	●	●	●	●	●	●	●
Environmental	Effluents & waste	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	●
	Energy	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	
	Water and effluents	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	
	Marketing and labeling		●	●	●	●	●	●	●	
	Materials & product energy -saving	Goal 9: Industry, innovation and infrastructure	●	●	●	●	●	●	●	
	Emissions	Goal 12: Responsible consumption and production	●	●	●	●	●	●	●	

Management Direction and Performance

Major Material Topic	Management Methods	2019 Goals	Performance In 2019	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.	<ul style="list-style-type: none"> No violations of the laws and regulations of the competent authorities. Improve the rank in the "Corporate Governance Evaluation." 	<ul style="list-style-type: none"> No penalty or violation Improved one rank to 6-20% in the "Corporate Governance Evaluation." Maintained large investor conferences for public twice a year. 	37, 42, 45
2 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.	<ul style="list-style-type: none"> Minimize and eliminate risks as much as possible. No violation or transaction penalties. 	<ul style="list-style-type: none"> Getac did not receive any penalties for transactions or violations in 2019. 	45, 47-49
3 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 2019.	The 2019 consolidated revenue was NT\$26.95 billion with the after-tax earnings per share at NT\$3.67, both revenue and earnings reached a record high for the past ten years.	12, 13
4 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.	16
5 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.	<ul style="list-style-type: none"> Upgraded the risk monitoring and defense capability for the Information Security System and completed implementation of ISO 27001 information security management system. No infringement of customer privacy or loss of customer data incidents 	<ul style="list-style-type: none"> Obtained ISO 27001 Information Security Management System Certificate. No breaching of business secrets or customer privacy in 2019. 	18, 46

Management Direction and Performance

Major Material Topic	Management Methods	2019 Goals	Performance In 2019	Page
6 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 2019.	No violation of any environmental, social, and economic laws or regulations in 2019.	45
7 Occupational Safety And Health	Obtain the OHSAS18001 certification as the basis for daily management of regulatory compliance.	Zero fatalities, zero occupational illnesses.	<ul style="list-style-type: none"> • There were no reports of occupational death or illness in 2019. • The recorded occupational injury rate was 0.20, which is identical to the previous year. 	79-83
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 2019.	77
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.	<ul style="list-style-type: none"> • There were no penalties or lawsuits in relation to product health and safety in 2019. • The new green product management system 2.0 goes online • Completion of testing items for 10 newly added harmful substances in the EU RoHS 2.0 directive. 	45, 52, 53
10 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.	<ul style="list-style-type: none"> • Zero corruption violation incident • Strengthened anti-corruption training for all employees, with the objective of completion rate over 85%. 	<ul style="list-style-type: none"> • There were no corruption incidents internally and externally in 2019. • Anti-corruption educational training completion rate 100% 	43, 44
11 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 2019.	No incident of forced or compulsory labor in 2019	77

Management Direction and Performance

	Major Material Topic	Management Methods	2019 Goals	Performance In 2019	Page
12	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	61, 63
13	Energy	Implement ISO14001 in daily energy management and set process energy conservation as a business development goal, in order to reduce energy consumption.	<ul style="list-style-type: none"> Reduce energy consumption intensity every year, aim to lower than 0.977 in 2018. Combo mechanical manufacturing base fully adopts the energy-saving Green Molding process. The main products of rugged computers passed the new standard of ENERGY STAR Version 7.0 	<ul style="list-style-type: none"> The 2019 energy intensity was 1.054, a slightly increase of 7.88%. (please see Ch4 for further information.) Combo mechanical manufacturing base fully adopts the energy-saving Green Molding process resulting in annual power savings of 4,453 MWh. Carbon reductions accumulated over three years are equivalent to the annual carbon fixation amounts of around 16 Daan Parks. Through the energy-saving design, it is estimated that the rugged computer sold can reduce 295 metric tons of carbon dioxide emission equivalent per year for the Earth. 	56, 57
14	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 91%	The recycling water rate was 97%.	58, 59
15	Training And Education	Develop training programs and provide training courses in accordance with the nature of the operations and work of different business divisions.	Develop training programs and provide training courses in accordance with the nature of the operations and work of different business divisions.	Training hour per capita reached 70.03 hours in 2019. Direct employees received 73.69 hours of training.	70

Management Direction and Performance

	Major Material Topic	Management Methods	2019 Goals	Performance In 2019	Page
16	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)	No major violations of laws, decrees and codes related to marketing activities (including advertising, sales and sponsorship)	45, 53
17	Materials	Getac adopted “waste reduction” and “recycling and reuse” to reduce environmental impact.	<ul style="list-style-type: none"> Increased the recycling rate of packaging materials Received EPEAT(The Electronic Product Environmental Assessment Tool) Certification 	<ul style="list-style-type: none"> MPT Kunshan carton recycling rate was 50%. MPT Suzhou was 41%. Received EPEAT Certification The rugged computing products packaging materials use the wood of FSC Forest Certification Label. 	52, 54
18	Emissions	Obtain ISO14001 environmental system management certification, implement internal waste gas management procedures, and stop using old refrigerants in order to avoid ozone depletion.	<ul style="list-style-type: none"> Compliance emissions Lower greenhouse gas emission intensity year by year 	<ul style="list-style-type: none"> Compliance emissions 2019 greenhouse gas emission intensity was 0.145, an increase of 8.21% compared to previous year. (Please see Chapter 4 for further information) 	45, 57, 65
19	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.	Conduct ESG questionnaire survey on important suppliers with a total transaction value more than NT\$10 million or with high pollution risk.	In 2019, about 80% of important suppliers responded to ESG due diligence, and found that two companies were fined for violating regulations. After tracking and understanding, they have been improved according to regulations.	19-21
20	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 2019.	45

3

Corporate Governance

- 3.1 Corporate Governance Structure
- 3.2 Ethical Management
- 3.3 Information Security
- 3.4 Corporate Risk Management

3.1 Corporate Governance Structure

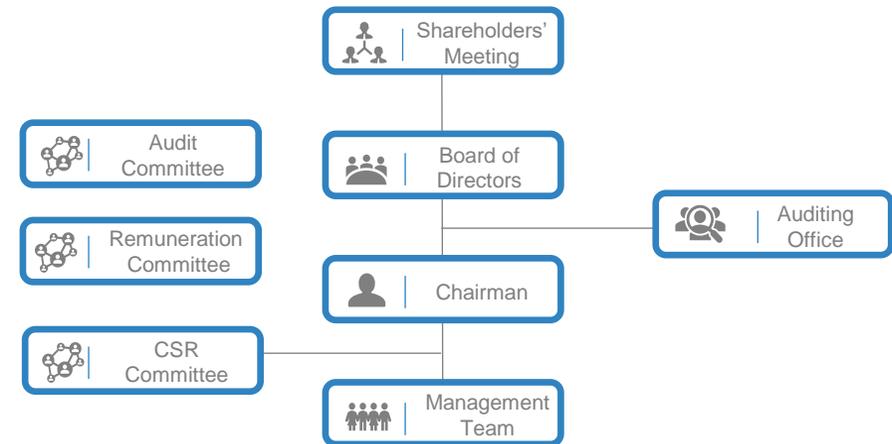


Establish Effective And Sound Corporate Governance Structure

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.

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

Details of the company's existing framework and responsible units are presented on page 8 of the 2019 Annual Report. Details on the organizational structure of affiliated enterprises are presented on page 104 of the Annual Report.





Strengthened the Board of Directors Job Competence

The election of the Company's Directors adopts candidates nomination system. After the Board of Directors reviewed the list of candidates for Directors (including Independent Directors) for their compliance with qualifications, and then submitted to the Shareholders' Meeting for election.

On May 31, 2019, the directors were re-elected at the annual general shareholders meeting, nine directors (including three independent directors) for a term of May 31, 2019 to May 30, 2022. Independent directors were elected from among external independent bodies, accounting for 33.3% of the total number of directors.

In 2019, Getac held a total of six meetings of the board of directors (three each for the previous and current), and held special reports and discussions on sustainable issues such as information security, safe production, and Operational risk management on the US-China trade.

Getac invites experts with rich knowledge and industrial experience in various fields to serve as directors, main expertise includes venture capital, management, machinery, electronics, chemical industry and accounting. Relying on their different perspectives to provide professional and objective experience to guide the company's operational development and plan the most beneficial decisions for the company and society.

According to the Directors' diversification policy, also analyzed the background of directors, 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 introduction of the directors of the company is detailed on the next page, and the annual education and training is detailed on page 37 of the company's 2019 annual report.

Performance Evaluation of Boards and Directors

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" in 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 in the end of the year, 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.



For more detailed information on board members and Getac corporate governance, please scan the QR code on the left.

Board Discussions Of Sustainability Issues In 2019

1. Operational risk management: US-China trade issue
2. Safe production: ESH management, waste water, waste gas, and solid waste in all plants
3. Information security: ISO27001, information security equipment defense, and portable equipment management

Getac's Board Of Directors & Attendance (2019.05.31 ~ 2022.05.30)

		Education & Experience	Current Jobs	Meetings Of New Directors Should Attend	Meetings Of New Directors actually Attend
Chairman	Hwang, Ming-hang	M.S. Of Electrical Engineering, Utah State University, U.S.A.	President & Chairman, Getac Technology Corp.	3	3
Vice Chairman	Tsai, Feng-tzu	B.S Of Computer/Control Engineering Department, Chiao-tung University.	Chairman, National Aerospace Fasteners Corp.	3	3
Director	Miau, Matthew, Feng Chiang	MBA, Santa Clara University, USA	Chairman, Lien Hwa Industrial Holdings Corp. Chairman, Synnex Technology International Corporation	3	3 (1 Attendance By The Entrusted Representative)
Director	Lin, Chuan Cheng	Ph.D. Of Mechanical Engineering , National Cheng Kung University	Chairman, Mitac Precision Technology(kunshan) Co., Ltd.	3	3
Director	Chou, Teh-chien	Ph.D Of Rutgers University, USA	Director, Synnex Technology International Corp. Director, National Aerospace Fasteners Corp.	3	3
Director	Miau,Scott Matthew	NCCU, College Of Commerce - Executive MBA (EMBA)	VP, IoT Business Group - Mitac ITC.	3	3
Independent Director	Lin, Kuan-ming	BS Of Electrical Engineering , National Taiwan University	Chairman, Premier Venture Capital Corp. Chairman, Ruby Tech Corp.	3	3
Independent Director	Lin, Long-song	Ph.D In Electrical And Computer Engineering, Purdue University, U.S.A.	Chairman, Lenovo Global Technology (Taiwan) Ltd.	3	3
Independent Director	Chang, Chia-hsin	M.S. In Business Administration, Soochow University	(Former) Auditor/ Director/ Assistant Manager/ Manager/ Senior Manager/ Partner, KPMG In Taiwan	3	3

Functional Committees

The Company has set up two functional committees (Audit Committee and Remuneration Committee) to provide key references for board decision-making processes.

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 Lin, Kuan-ming, Lin, Long-song and Chang, Chia-hsin, each of whom has no interest relationship with the company, which ensures independence in executing their authority. The term of office is three years. The "Remuneration Committee" formulates, determines, and reviews policies, systems, standards, structures, and remuneration amounts for the assessment of director and manager performance, salaries, and compensations. It also provides recommendations which are submitted to the board for discussion. Getac's Remuneration Committee held three meetings in 2019; the attendance of new and old committee members at these meetings was 100%.

Audit Committee

Getac set up the Audit Committee in 2019 to replace the supervisor system. Pursuant to the "Getac Audit Committee Charter", the committee is composed of the Company's three independent directors Lin, Kun-Ming, Lin, Long-song, and Chang, Chia-Hsin. The Committee adopts a professional and objective stance and convenes at least four times a year. Its functions and powers are centered around supervisory duties in the following four areas: 1) Fair presentation of financial statements, 2) Appointment and dismissal, impartiality, and performance of CPAs, 3) Effective implementation of the internal control system, 4) Compliance with relevant laws and regulations, 5) Management and control of existing or potential risks. Submission of resolutions to the board for discussion. Getac's Audit Committee held three meetings in 2019; 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 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.

The company's Articles of Incorporation mandate that directors' 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, 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 and managers as a percentage of after-tax profit in individual financial reports in 2019 was approximately 3.76%. Please refer to page 23 of the 2019 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 or the legal person they represent with a specific matter on the agenda, then the director may not take part in the discussion and voting. They shall recuse himself/herself when the matter is being discussed and resolved; nor shall the relevant director exercise voting rights on behalf of another director. The directors shall exercise self-discipline and must not support one another in improper dealings, in order to ensure independence, fairness, and transparency in corporate governance.

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

The head of the Auditing Office convenes communication meeting with independent directors to provide description of internal audit implementations and internal control operations, which are documented. If significant abnormalities are found, the head of the Auditing Office may report to independent directors at anytime and track improvement status. The communication records of the meeting are detailed in the investor section of Getac website.

Corporate Governance Evaluation: Top 6-20%

Corporate governance evaluation is an indicator of corporate governance performance of domestic listed companies. With continuous efforts, Getac has been promoted for two consecutive years. The latest evaluation results rank the top 6-20% of listed companies.

Getac has made the following improvements in terms of transparency and immediacy of information disclosure, as well as strengthening the governance structure, including:

Disclosure Of Information Superior To Or In Compliance With Laws

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

Strengthen Governance Structure

- ✓ More than one-third of the company's directors (including at least one independent director) have attended the shareholders' general meeting. If there are supervisors, at least one supervisor has attended the shareholders' general meeting. The above attendance list was disclosed in the minutes of the shareholders' meeting.
- ✓ Formulate a policy for the diversity of board members, and disclosure the implementation on the company's website and annual report.
- ✓ Set up an audit commit in compliance with law.
- ✓ Dividend policy is specifically disclosed in the annual report.

Sustainable Performance Disclosure

- ✓ Supplemental disclosure of the proportion of employees in the company protected by "Collective Agreement Act."
- ✓ Data disclosure of greenhouse gas emissions in the past two years.



Shareholder Meetings

The company holds annual general shareholders' meetings every year, and the shareholders' meeting manual and minutes are disclosed on the company's official website for shareholders to inquire. Since 2014, an e-voting system has been introduced, which can be used in conjunction with voting by ballot. Shareholders can exercise voting rights at the shareholders' meeting through computers and mobile phones.

With the efforts of the management team and employees, the after-tax earnings per share in 2019 was 3.67 NTD, the dividend was 2.8 NTD per share, and the dividend rate was approximately 76%. In the past five years, the dividend payout rate has continued to remain above 74% therefore Getac was selected as one of the 30 constituent stocks in TSEC Taiwan Dividend + Index compiled by the Taiwan Stock Exchange and FTSE.

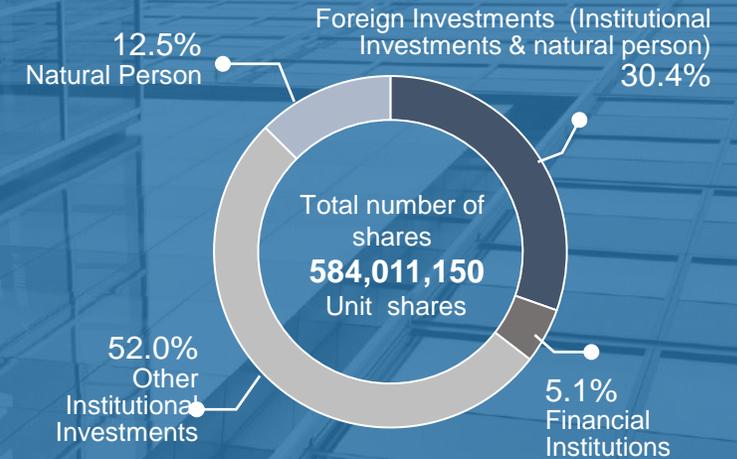


Shareholder Communication Channel

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

Moreover, Getac set up a dedicated investor relationship and shareholding unit responsible for shareholder services, strengthened immediate communication with investors. Individual or company shareholders can contact the Investor Relations window through channels such as voice calls or emails, and receive a reply within 24-48 hours. In 2019, Getac held a total of two large investor conference and 62 one-on-one communication meetings with institutional legal persons. All investors can check or download the quarterly business report in the investor section of the company's official website.

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

3.2 Ethical Management

Corporate Culture of Honesty and Integrity

Getac believes that an ethical corporate culture is the foundation of corporate sustainability. Ethical conducts must start with day-to-day practices, and will gradually become integrated into the company's culture and employee behavior. Getac's Employee Code of Conduct requires employees to "Be the Best, Be Sincere and Honest, Take Responsibility, and Create Value," and that they are sincere and honest in work-related activities.

Ethical Corporate Management Best Practice Principles

Getac has established an excellent corporate governance and risk management mechanism pursuant to relevant laws. This mechanism is fully implemented in all internal management operations and business activities. The goal is to eliminate any form of unethical conduct and create a business environment conducive to sustainability. Getac's ethical corporate management principles encompass the following:

1. Strict compliance with all ethical corporate management related laws at all operating locations and acceptance of supervision by local competent authorities.
2. Prohibition of unethical conduct
3. Business activities shall be conducted in a fair and transparent manner based on these corporate ethical management principles.

4. Prohibition of any form of conduct that violates professional ethics or prejudices the interests of the Company including, but not limited to, corruption and embezzlement, abuse of powers, bribery and bribe-taking, and malpractices for personal gain.
5. Prohibition of non-political contributions.
6. Prohibition of improper donations or sponsorship.
7. Prevention of infringement on intellectual property rights including, but not limited to, business secrets, trademarks, patent rights, and copyrights.
8. Prohibition of any form of conduct involving unfair competition.
9. Prevention of damage to stakeholders caused by products and services.
10. Compliance with policies governing conflicts of interest.

Where it is verified that employees have engaged in one of the aforementioned forms of illegal conduct, the matter shall be handled pursuant to the "Employee Reward and Punishment Guidelines In case of serious violations, the Company may, at its discretion, terminate labor contracts without notice. Where criminal liability is involved, legal action shall be taken to claim compensation for incurred losses. A complete version of the Ethical Corporate Management Best Practice Principles may be downloaded from the CSR Policy and Declaration subsection of the Sustainability Reporting section on the corporate website.

Anti-Corruption And Human Rights Education : 100% Training Rate

In order to implement the education of integrity and strengthen the international anti-corruption trend promotion, Getac Technology Corp. incorporated anti-corruption and human rights education into employee compulsory training , and compiled unified teaching materials, covered the introduction of the United Nations Convention against Corruption, Corporate Governance Best Practice Principles, Codes of Ethical Conduct for Employees, Confidentiality of Material Information and Prohibition of Insider Trading, Codes of Conduct for Cooperation with Suppliers, and Regulations for Reward and Punishment of Reporting Corruption and Malpractice. Introduced the human rights protection of employees in the Chapters on Labor Human Rights, including law compliance working-hour and non-forced labor, prohibiting child labor, gender work equality, and eliminating sexual harassment. The anti-corruption course adopts rolling training.

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

Anti-corruption management of the supply chain

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



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

Guidelines Governing the Reporting of Corruption and Malpractices

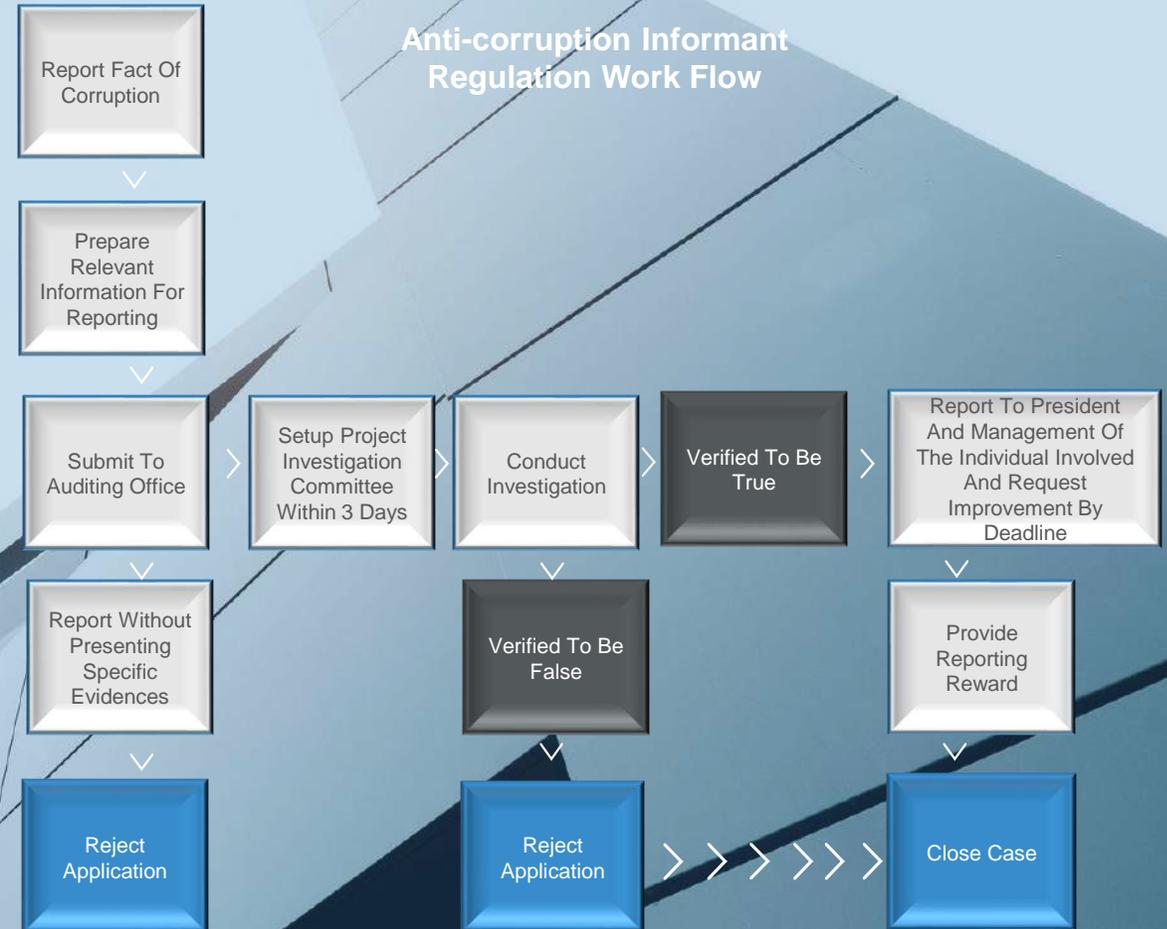
The Company has formulated Guidelines Governing the Reporting of Corruption and Malpractices and set up an investigation committee to prevent illegal conduct and maintain regular operations. The committee is composed of legal affairs, audit, and HR representatives as well as direct supervisors of involved employees with the audit unit serving as the convener.

We did not find or receive any internal or external reports of unethical conducts by all operational sites in 2019, 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.

Anti-corruption Informant Regulation Work Flow



Compliance

Anti-competitive Behavior

Anti-competitive Behavior means that Corporations build the barriers for others entering into the industry by the behaviors of restricting market competition, joint monopoly, fixed prices and trusts. All major global markets have stipulated laws and regulations to prohibit anti-competitive behaviors, such as the US Anti-trust Law, European Anti-competitive Behavior Law, China and Russia Anti-monopoly Law, and the Taiwan Fair Trade Act.

Getac complies with the "Ethical Corporate Management Best Practice Principles" and does not engage in unfair competitive behaviors. When performing business activities, the Company respects the free market economy system and attracts consumers by providing the best price and product services.

Getac Technology Corp. markets rugged computer all over the world, and the Manufacturer's Suggested Retail Price (MSRP) process is established internally, to perform local sales through the global distributor system, provide transparent and open MSRP suggested price to the distribution system and does not intervene the distributor's final retail price.

Regulatory Compliance

Getac strictly abides by regulatory laws relating to corporate governance and integrity management, environmental protection, and labor human rights to implement civic and law-related education within the organization. There were no incidents of the following violations in 2019:

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

3.3 Information Security

Climate change related environmental risks account for three of the top five risks listed in the “2019 Global Risks Report” released by the World Economic Forum based on the compiled observations of global conditions by 1000 scholars and experts. The report names data breaches and cyber attacks as the remaining two risks. Rising emphasis on information security has turned into a worldwide trend. In the age of IoT, information security will be a key challenge for corporate operations.

In the face of the rising complexity of IT environments, Getac integrates information security awareness into internal management operations to ensure that all relevant staff members have sufficient knowledge of information security to ward off potential threats. In addition to early prevention through the adoption of diversified protective measures, all information security related facilities and systems have been made accessible in a centralized manner in the SOC (Security Operation Center) database. Apart from the adoption of methods for the detection of potential hacking attempts and paths of intrusion and blocking of such attempts in a prompt manner, the Company constantly reinforces existing systems with the goal of establishing a sound information security management system.

Information Security Committee

In September 2019, an Information Security Management Committee was formed with the chairman of the board serving as the committee chairman. The committee is composed of representatives of the legal affairs and organizational development departments. It is the highest supervisory and arbitration body of the Group in the field of information security. Its responsibilities include supervision and adjudication, plan

formulation and promotion as well as coordination of different information security related matters. It also designates information security auditors, representatives, and information security promotion task forces in charge of planning, execution, and drill related tasks.

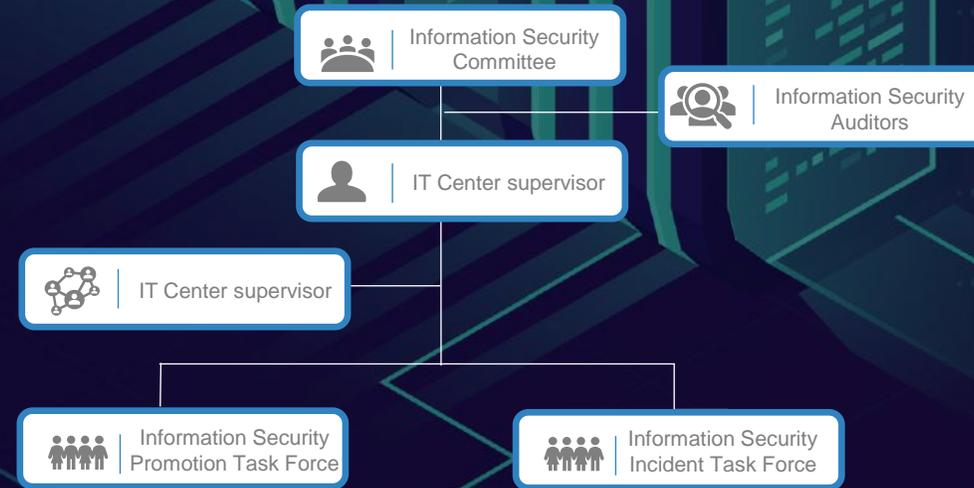
ISO 27001:2013

As of 2019, all Getac plants in Taiwan, China, and Vietnam have adopted the ISO27001 management system and conducted risk

evaluations for different types of data center equipment. Risk rating has been conducted for different items including data, software, hardware, services, and personnel and identified risks were classified into three categories (low, medium, high). Treatment plans have been formulated and improvements have been implemented for high risk items. Taiwan Headquarters has successfully acquired the ISO27001 certification.

In addition to active defense, detection, and warnings in the field of hard- and software facilities, even higher emphasis is placed on routine education and training and implementation of routine monitoring and on-site spot checks. In the face of future information security risks and challenges, the Company adopts early prevention strategies involving high vigilance, risk minimization, and diversified protective measures.

Information security organizational chart



3.4 Corporate Risk Management

Since its inception, Getac has embraced a business philosophy of “Innovation, Integrity, and Accountability”. Our management team is fully committed to the tasks and challenges at hand and stays on the pulse of technology and the industry. We conduct risk identification and management in response to current environmental conditions with the goal of minimizing business risks. Risk identification, response measures, and opportunity analysis are carried out by all functional units based on their unique characteristics. Countermeasures are adopted to guarantee sustainable management.

Getac has identified the following seven major risk factors in its business environment that have a potential

impact on business operations: legal risks, financial risks, supplier/customer concentration risks, investment risks, information security risks, ESH risks, and climate change risks(please see page 49). We also closely monitor international developments and industry changes to facilitate identification of other emerging risks. Plans covering early warnings, responses, crisis management, business continuity, and business recovery are adopted to minimize the impact of risks. The US-China tariff war and the COVID-19 pandemic represent the major incidents identified in 2019 until the printing of this report. Relevant units have identified business challenges and risks generated by these incidents within the scope of their responsibility. The following countermeasures have been adopted:

Impacts And Responses To The Us-China Trade War

E-sanction Goes Online

Transactions With Counterparties Targeted By Countermeasures And Trade Sanctions

In response to the impact of the US-China trade war, lists of targets of trade sanctions are updated on a regular basis by US legislative and administrative units. Getac has responded quickly by launching its E-Sanction system in a prompt manner in 2019. Operating departments including sales, procurement, and R&D units can enter transaction counterparties into the system. This allows the screening and filtering out of potentially blacklisted transaction counterparties in the supply chain or among the Company’s cooperation partners or the issuing of forewarnings regarding such counterparties. The Legal Affairs Center of the Company constantly monitors blacklists issued by US legislative and administrative units to guarantee that the E-Sanction system is in sync with the released lists of trade sanction targets. The Company also independently assesses the addition of new trade sanction targets to prevent transactions with individuals, enterprises, and countries that are involved in money laundering, international terrorist organizations, and national security violations.

Adoption Of Multiple Supply Sources To Avoid Trade Barriers

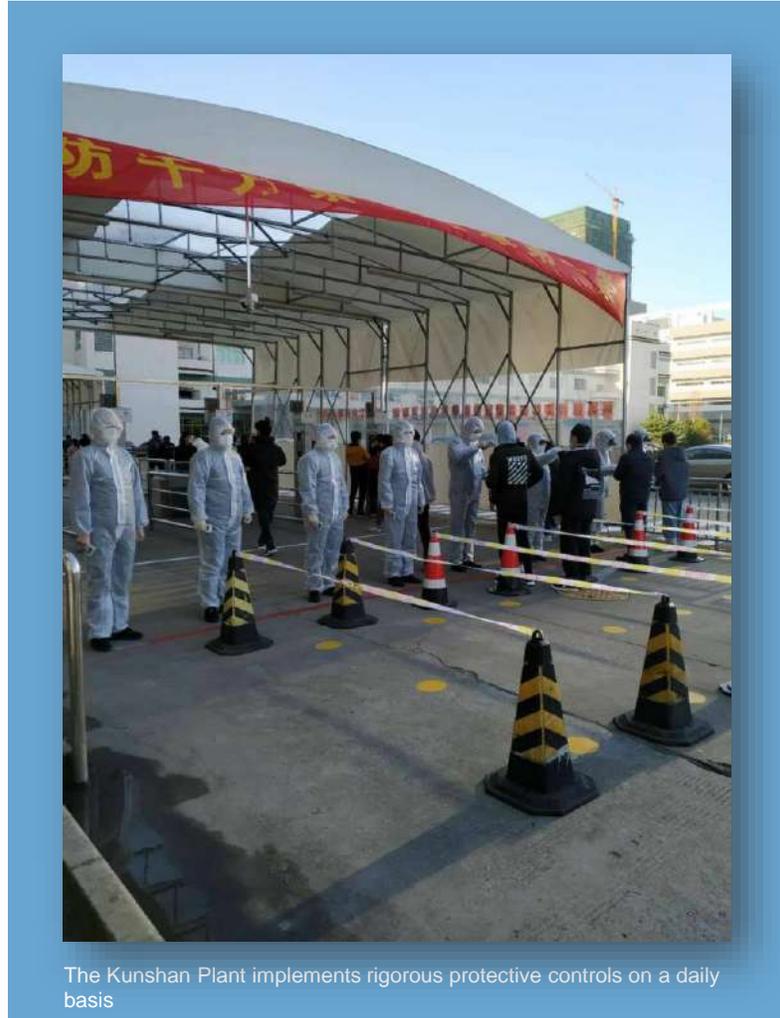
Against the backdrop of the lingering US-China trade war, the US authorities have imposed additional tariffs on products imported from China. The Legal Affairs Center closely scrutinizes the Section 301 Tariff List and new trade agreements of other countries to facilitate the tracking of additional tariffs imposed on Getac products and the adoption of adequate responses. Business units have adopted a diversified supply chain model to expand the production capacities in regions outside China. Products that are exported to the USA are supplied by production bases in Taiwan and Vietnam to avoid additional tariffs.

Impact And Response To The COVID-19 Pandemic

In 2020, the COVID-19 pandemic spread rapidly across the globe. Getac formed a COVID-19 emergency response task force in a prompt manner to direct educational efforts initiated at operation bases worldwide in response to the epidemic. Epidemic prevention measures are promoted in line with local conditions of the outbreak and government decrees to prevent the spreading of the pandemic. The Getac manufacturing base in China extended the lunar New Year holidays in line with government decrees.

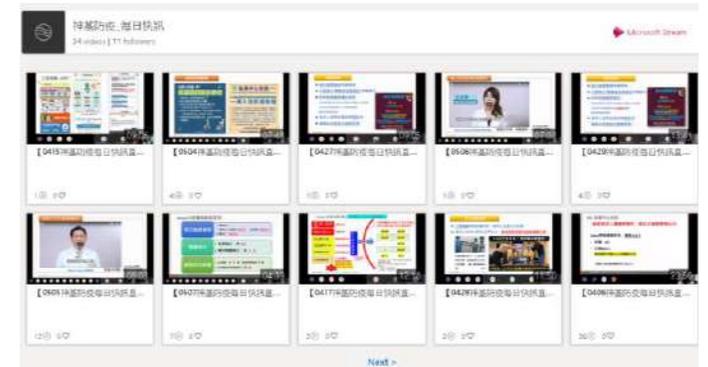
As a result of the active implementation of relevant epidemic prevention and isolation measures, the Company has passed on-site inspections conducted by government units. The manufacturing base in China was therefore one of the first plants in China that received permission to resume production after the lunar New Year holidays. This has allowed the Company to resume operations at an early date and minimize operating losses.

Operation bases worldwide have launched epidemic prevention measures including compulsory wearing of masks, daily health surveys (body temperature, travel and exposure history), implementation of social distancing, provision of alcohol for disinfection, and strict access controls for separated areas at the workplace. Several operation bases have also implemented work from home policies in line with local government policies. Prior to local outbreaks of the pandemic, operation bases had already implemented bans on overseas travel and reduction of face-to-face meetings outside the Company.



The Kunshan Plant implements rigorous protective controls on a daily basis

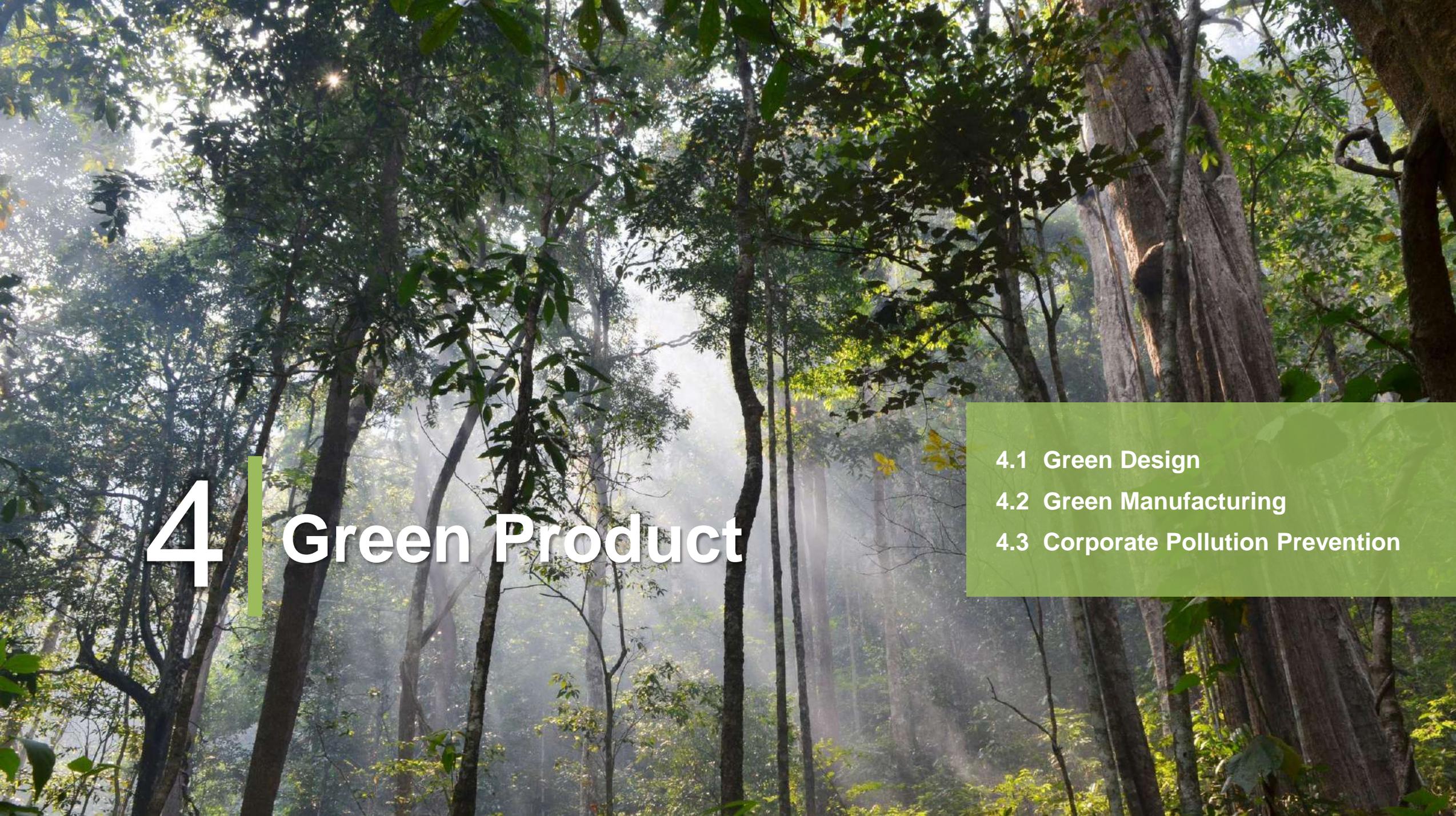
The Company requires all bases and internal and external personnel to communicate via long-distance conferences conducted online to ensure business continuity. In addition, the Company has established real-time COVID-19 reporting channels. It also offers daily live streams on epidemic prevention to give employees a full understanding and firm grasp of epidemic prevention policies of the Company and the current state of the pandemic.



Getac HQ offers daily live streams on epidemic prevention, the current state of the pandemic, and relevant company policies. Employees are encouraged to provide suggestions on epidemic prevention.

Risk Identification And Response Measures

Risk Issues	Impacts On Operations	Getac Response Measures
Law	New laws or legal requirements – Changes in business models	<p>The EU “General Data Protection Regulation (GDPR)” took effect in 2018. The Legal Affairs Center assists all units in the carrying out of inventories and organization of training courses to ensure strict compliance with relevant laws (see page 17).</p> <p>In response to the rising number of trade sanction targets, the Company launched its E-Sanction system. Potentially blacklisted businesses are screened via the system to eliminate transactions with blacklisted individuals, enterprises, and countries.</p>
Finance	Impacts of interest/exchange rate fluctuations and inflation on revenues and expenditures and financial leverage	<ul style="list-style-type: none"> • The Company currently engages in derivative transactions to hedge foreign exchange assets and liabilities on account. Profits and losses are assessed regularly to minimize the impact of exchange rates on overall profitability. • No significant inflationary pressures were present in 2019. Interest expenses and currency conversion losses/profits accounted for a negligible portion of operating revenues.
Purchases or Sales Concentration	Financial and operational risks generated by excessive customer concentration	The Company maintains long-term partnerships with its suppliers to ensure a stable supply of required raw materials. However, a global shortage of key components indeed resulted in delivery delays in 2019. Other supply conditions remained unaffected. Getac relies on strong R&D and manufacturing capabilities and a top-notch sales team for the constant development of new customers and the expansion and spreading out of revenue sources. Long-term cooperative relationships are maintained with existing customers and impacts on revenue growth plans generated by risks associated with excessive customer concentration are eliminated.
Investment	Impacts of investments on revenues and expenditures and impacts on financial leverage	The Company did not engage in high-risk, high-leverage investments. Amendments to the “Procedures Governing Lending of Funds to Others”, “Endorsement/Guarantee Procedures”, and “Procedures Governing Derivatives Trading” in 2019 were put to vote and approved by the General Shareholders’ Meeting on May 31, 2019. No mergers and acquisitions were carried out in 2019.
Information Security	Business interruptions caused by system disruptions Leaks of personal information and operating losses caused by hacking	In 2019, the Company set up an Information Security Committee and implemented the ISO27001 certification to ensure the controllability of information security risks. In response to the ubiquity of personal data handling and transmission on computers and networks, the Company amended its “Personal and Confidential Information Management Guidelines” and “Personal Employee Information Management Guidelines” pursuant to international laws and regulations to fulfill its responsibility in the field of personal information protection.(see page 46).
Environmental Safety and Health	Health and safety risks caused by the treatment of environmental pollutants or waste	No major ESH incidents with an impact on business operations occurred in 2019.(see page 45).
Climate Change	Risks of business or supply chain interruptions caused by natural disasters	In the face of potential disasters caused by climate risks, the Company has formulated “Emergency Response Management Procedures”. It also devises adaptation plans to enhance the post-disaster recovery ability of the Company. This enables the Company to develop a resilient competitive edge in response to climate change. No natural disasters beyond the control of the Company causing delivery delays or supply interruptions occurred in 2019.
Others	Risk of business interruptions caused by infectious diseases	In response to the spreading COVID-19 pandemic, the Company has taken the initiative in the adoption of epidemic prevention measures in line with government policies to ensure business continuity. Preventive measures include the compulsory wearing of masks, temperature taking, personal hygiene and environmental disinfection, daily live streams on epidemic prevention, bans on overseas travel, cancellation of external meetings unless absolutely necessary, implementation of social distancing in public areas, strict access controls for separated office areas, and full adoption of long-distance conferences conducted online.
	Impact of international trade barrier risks on customer order volumes, production cost increases, or supply chain disruptions	In response to the impact of the US-China trade and tariff war, a diversified supply chain model has been adopted to expand the production capacities in regions outside China. Products that are exported to the USA are supplied by production bases in Taiwan and Vietnam to avoid additional tariffs.

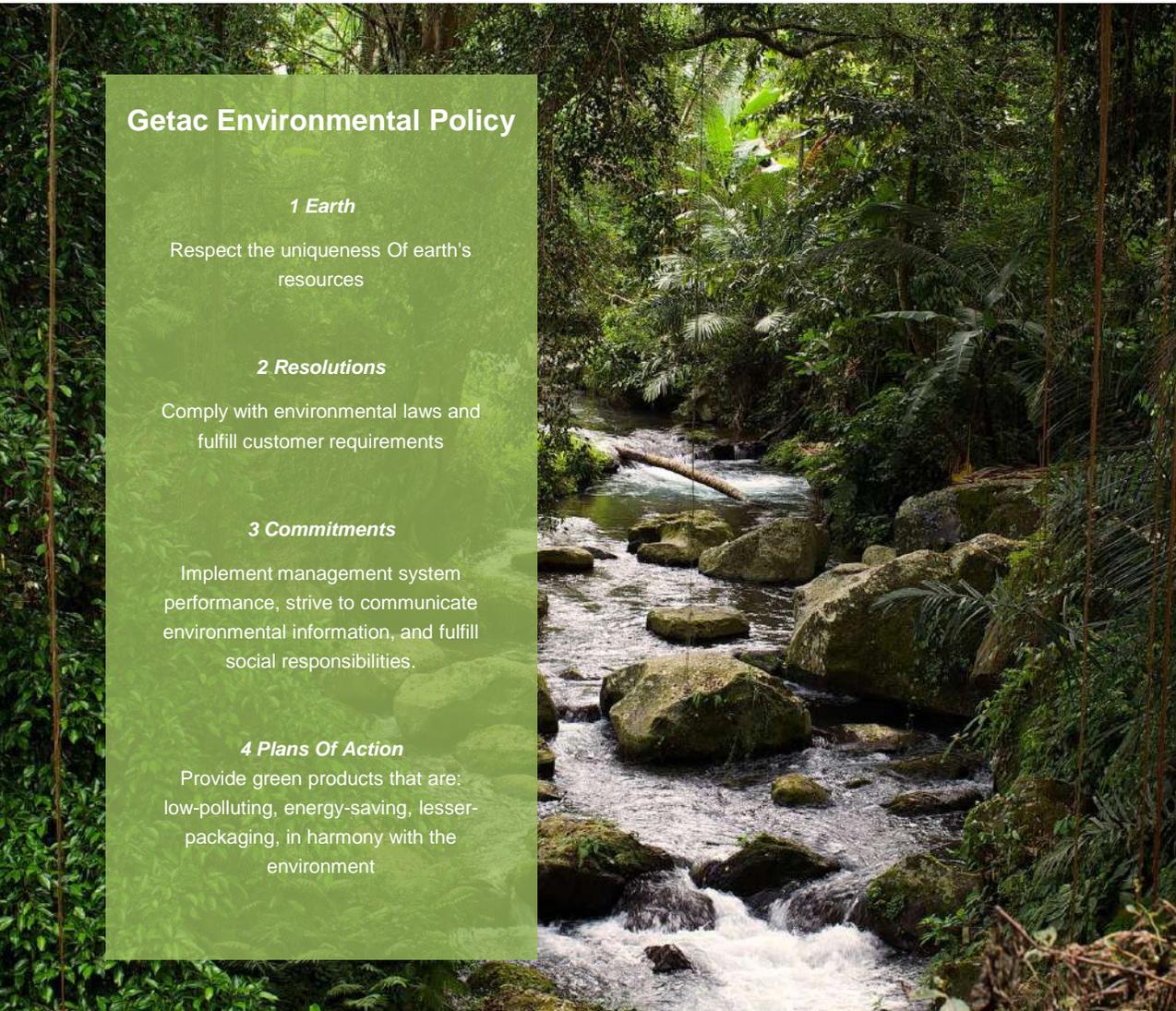


4 | Green Product

4.1 Green Design

4.2 Green Manufacturing

4.3 Corporate Pollution Prevention



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

97%

Water Recycling Rate

7,918MWh

Electricity

Saving Performance

295

Metric tons of CO_{2e}
2019 Product Energy Saving



GHG Emission Intensity In system products Manufacturing Has Been Decreasing For Three Consecutive Years

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.

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. 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, solid 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 2019.

In 2019, none of the Company's factories received major fines or non-monetary penalties for violations of environmental laws and regulations.



4.1 Green Design

Promotion Of Circular Economy Concepts

In view of the fact that global resources are limited and business activities are constantly expanding, the maximization of energy use efficiency and minimization of environmental impacts have turned into key tasks facing all enterprises. Traditional linear economic development models characterized by “Make, Use, And Dispose” and “Cradle to Grave” concepts have resulted in resource waste and depletion.

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

Responsible Production and Consumption

Providing healthy and safe product is the commitment of Getac to customers. The United Nations has announced 17 Sustainable Development Goals (SDGs), Goal 12 of which is “Responsible Production and Consumption,” Getac advocates this concept with producing safe and healthy products as our mission.



**Better Quality
Less Environmental Impact**

Getac Green Products Life Cycle Circulation

1 | 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.

2 | 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.

3 | Transportation Distribution

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

4 | Consumer Use

- All production lines of the rugged computing product have received Energy Star 7.1 Energy-Efficient Design Label, and it is estimated that a reduction of approximately 295 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..

5 | Recycle Reuse

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

Restriction of Hazardous Substances

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

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

- Class A. There are currently 235 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 and Amendment 2013/56/EU.

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

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

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

The quality assurance division inspects incoming materials from eligible suppliers. In 2019, 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 2019 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 2019, all of Getac's products complied with international environmental regulations. As required by product environmental regulations adopted in the country of origin of the product, electronic products were certified by international safety standards, in compliance with regulations on product safety, radio frequency, electromagnetic compatibility (EMC), and other safety issues adopted in the country of origin (e.g., UL and FCC in the U.S., CE and RED in the EU, and BSMI in Taiwan).

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

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



Easier To Disassemble, Recyclable

Reduce electronic waste

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

Reduce The Use Of Packaging Materials

Evaluate the transportation distance for the trading partners with

regular frequent dealings, and the packaging materials used shall be recycled and reused. MPT Kunshan and MPT Suzhou Plants commissioned professional recycling companies to assist in the recycling and reusing the cartons, paying by pieces, and encourage manufacturers to keep the completeness of the cartons and increase the quantity of recycling during the transportation process. Also, record the quantity of cartons when shipping in and out of the plant. Although some customers are not suitable for the recycling model due to distance and other related factors, the overall carton recycling in 2019 has reached 50%.

MPT Kunshan Recycling Rate of Cartons: 50%

MPT Suzhou Recycling Rate of Cartons: 41%

Due to the heavy weight of the metal mechanical parts and the high consumption rate of the cartons, 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 cartons. The recycling rate in 2019 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 2019, a total of 16,311 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 13,379 metric tons of plastic pellets were used in 2019, of which 1,697 metric tons of recycled plastic pellets were used, the recycled plastic pellets account for about 16% of plastic pellets.



Electricity-saving Design To Slow Down Global Warming

With frequent occurrence of energy shortages in recent years, and the rising cost of electricity, whether electronic products can balance computing efficiency and energy conservation has become a key competitive capability. As one of the world's leading manufacturers of rugged computers, the products produced by Getac 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 7.1 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 7.1 Certification Standard in late 2018. In 2019, all the rugged notebooks and tablets of Getac are certified. The actual laboratory test values are lower than the standard value required by the report. Taking 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 4.06 KWh, and it is estimated that the rugged computer sold by Getac in 2019 can save at least 295 metric tons of carbon dioxide emission equivalent for the Earth. Demonstrate Getac's efforts and achievements in energy-saving design.

* According to the Energy star specification, models smaller than 6.5 inches are not eligible for evaluation due to volume limitations. Therefore, Getac 5.7" fully rugged tablet MX-50 was not included in the calculation. °



Annual Reduction Of

295 metric Tons

Of Carbon Dioxide Emission Equivalent

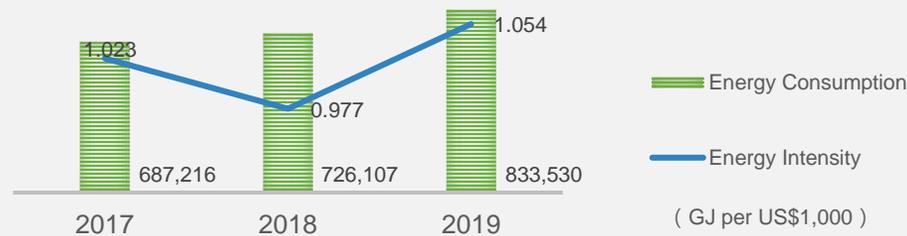
4.2 Green Manufacturing

Gradual Reduction Of Energy Intensity

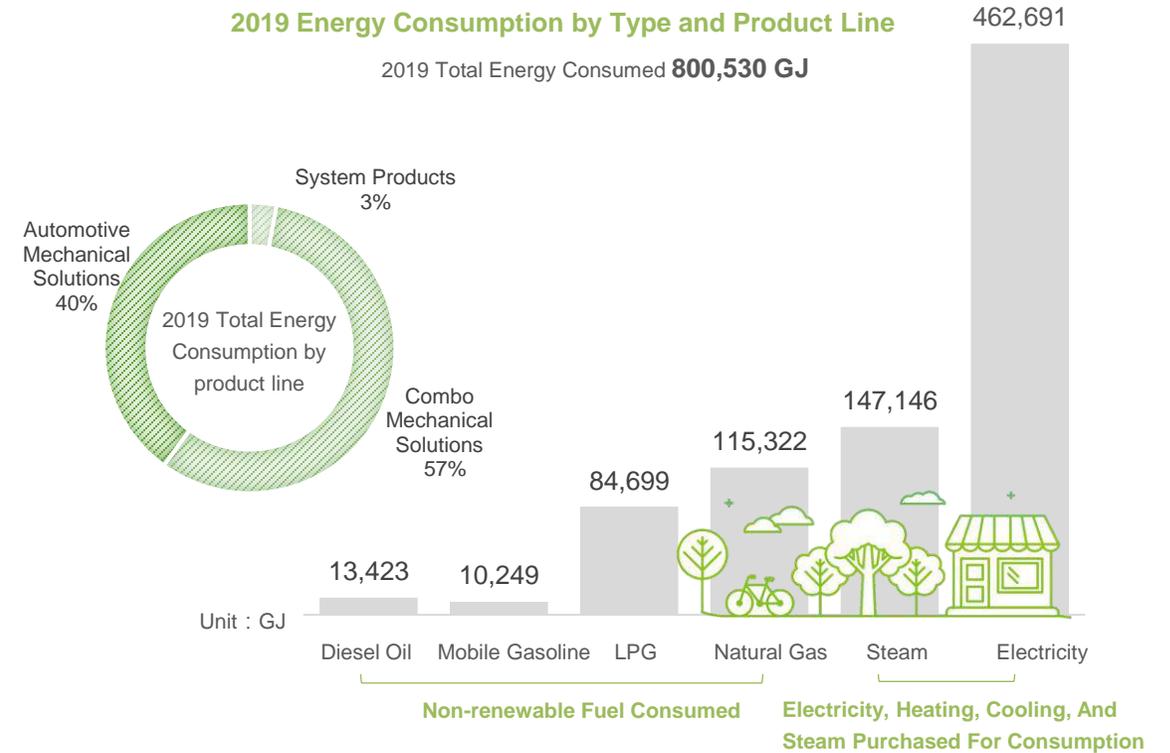
The company specializes in the assembling of electronic products and manufacturing of plastic-injected and metal die-casting mechanical products, the energy consumption and energy consumption intensity of each plant differentiated due to the manufacturing process. Non-renewable fuels including Diesel, petroleum, liquefied petroleum gas, and natural gas currently account for 26.84% of the total energy consumption in the Company's processes. Production line vehicles and tools such as electric generators and forklifts utilize Diesel for power generation, while company cars are propelled by gasoline. Consumption of purchased electricity, heat, cooling, and/or steam accounts for 73.61% of the total energy consumption (mainly purchased electricity and steam). The Company currently does not generate its own electricity or purchase other types of electricity from third-party businesses. It currently does not utilize renewable fuels or produce/sell electricity, heat, cooling, and/or steam.

In 2019, total energy consumption of the Company amounted to 800,530 GJ. Energy consumption has increased in sync with revenue growth. The Company therefore strives to enhance its energy use efficiency through energy conservation measures and thereby lower its energy intensity. Between 2017 and 2018, energy intensity exhibited a declining tendency. The increase in 2019 can mainly be attributed to significant revenue growth of the Combo Mechanical Business Group in 2019. Another factor is the relocation of the painting production line back into the plant, which has resulted in an increased consumption of natural gas. In response to revenue growth and expanded production capacities of the Automotive Business Group, process and automation equipment has been added, which has caused a notable increase in electricity consumption.

Energy Consumption & Energy Intensity Of Last Three Years



2019 Energy Consumption by Type and Product Line



Calculation Description of Energy Consumption :

- Energy consumption calculation uses 2017 as the baseline year
- Sources of heating value are presented in Tables 2-5 in Appendix 7.2 of the report. The detail of energy consumption of each plant are presented in Tables 6 in Appendix 7.2 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 Saving And Carbon Reduction Measures

Daily Energy Saving

In order to gradually improve the efficiency of energy use, Getac started from different aspects to reduce unnecessary waste of energy resources. In the daily management, in addition to following internal energy operation management procedures, such as, energy conservation and emission reduction regulations, water and electricity management regulations, and energy management operating procedures in energy daily managements, it also strengthens internal energy conservation and education, such as setting the air conditioner to moderate temperatures, switching off lights during lunch breaks, and reducing energy use during the winter months.

In 2019, GCS and GTK in China and MPTV, GVL in Vietnam replaced their lighting and air conditioning systems, , and a total of 1,093 MWh of energy has been saved.

Process Energy Conservation Measures

The Getac Plastic Business Group specializes in the development of diversified process and new material applications. The Getac Technology R&D team exclusively developed a "Green Molding" technology by relying on its profound experience in plastic molding accumulated over many years. A series of experiments were conducted, and the plant was remodeled. The team explored how to reduce heat dissipation and energy consumption of injection molding equipment.



"Far-infrared nano energy-saving heating coils" had been adopted for injection molding machines, which effectively reduced thermal energy consumption for injection molding machine feeding tubes by 32-55%. Drying drum energy conservation and hot air recovery, on the other hand, reduced thermal energy consumption of plastic pellet drying equipment by 57%.The installation of smart inverter temperature controller for the air conditioning cabinets reduced excessive temperature drops and generated power savings of 15%.

In 2019, Green Molding technology generated energy savings of 4,453 MWh, accounting for 5.56% of the total power consumption of the plastic manufacturing process. Total energy savings of 9,653 MWh (34,750.8GJ) between 2017 and 2019 are equivalent to 6,259 CO_{2e} metric tons.

Automotive plants set electricity consumption targets, 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.

Waste Gas Recycling

The concept of energy and resource recycling is being advocated internationally. Through the cooperation between various industries in the industrial zone, the integration and utilization of different energy and resources are moving towards the goal of "zero waste". The plastic injection process of the MPTK plant under Getac plastic business group is a typical case of cross-industry energy resource cooperation.

As of 2007, the Kunshan Plant purchases steam (waste gas) generated by plants in the vicinity for mold heating in plastic injection processes and power generation for the AC system of the plant. We also utilize steam and residual heat generated by injection machinery as an energy source for boilers that supply domestic water for employee dormitories. In addition, condensed water generated through the cooling of steam during production processes is channeled back via pipelines for recycling and reuse in these processes.

Between 2017 and 2019, the Company utilized a total of 108,364 metric tons of steam, which is equivalent to 35,445 CO_{2e} metric tons, the accumulated condensed water is approximately 50,426 cubic meters, significantly reduce the environmental burden generated through pollution.

Water Resource Management

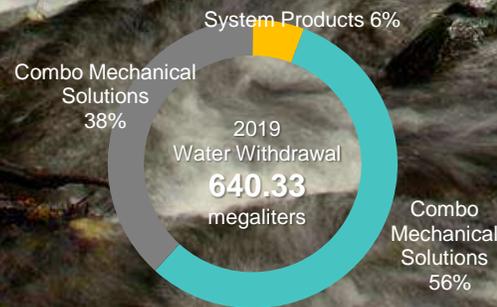
“

We cherish every drop of water to achieve our goal of resource conservation. In 2019, every drop of water was recycled an average of

26.7 times °

”

2019 Proportion Of Water Used In Different Product Line



Water Resources Are Mainly Utilized For Production Processes

Based on a philosophy of cherishing global resources, Getac is firmly determined to use every drop of water to maximum effect. The total water intake in 2019 amounted to 640.33 million liters, which represents an increase by 70 million liters (around 12.42%) compared to 2018. This increase can mainly be attributed to revenue growth and a rising number of employees. Only process water can be recycled and reused. It is currently impossible to recycle domestic water. In addition, leaks of fire hoses and plastic molding return pipes led to increased water consumption in the MPT Suzhou Plant. Emergency repairs have been conducted to mend these leaks and restore normal operations. Total water discharge and water consumption amounted to 423.74 million liters and 216.59 million liters, respectively, in 2019.

We Cherish Every Drop To Achieve Maximum Effect

Getac's water intake is mostly utilized for production processes. The demand for water varies depending on the process characteristics in different plants. System products are manufactured via assembly lines with low water demands. The water consumption of production processes for combo mechanical products and automotive mechanical products is comparatively higher, accounting for over 94% of the total water intake. The water is used for cooling of molds of plastic injection processes, painting production lines, and the cleaning of diecast metal products. Getac continues to invest in process water recycling equipment to conserve water resources and ensure constant

recycling and reuse. Water reclamation performance is reviewed on a regular basis. In 2019, the total quantity of reclaimed water reached 17,096 million liters. Reclaimed water accounted for around 97% of the total water consumption.

Daily Management

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

- Employees are constantly reminded to use water wisely and conserve domestic water. Water-saving faucets are installed in our bathrooms.
- 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.
- 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.
- Getac strictly adheres to local laws and regulations and acts as a law-abiding environmentalist in implementing water resource management.

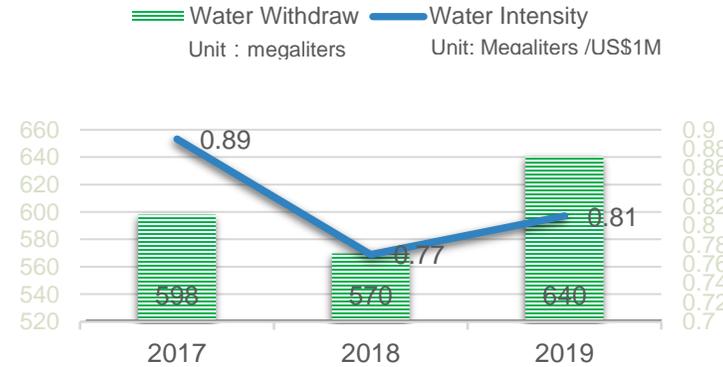
Water Risk Assessment

According to the World Wildlife Fund (WWF) "Water Risk Filter"*, Taiwan (Feitsui Reservoir), China Kunshan (Kuilei Lake, Dianshan Lake), Changshu Plant (Shanghu Lake), and Vietnam Hanoi Plant (ground water) are located in mid to high-risk areas of water resources, however, Getac 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.

A total of 423.74 megaliters of drainage was discharged, regardless of whether the industrial wastewater and domestic wastewater meet national discharge standards, and were discharged into the surface watershed through the local government sewer management system and sewage treatment facilities.

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

Total Water Withdrawal and Water Intensity Trend



Water Resource Risk Analysis



Water Withdraw

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

Low Risk



Drinking water

The drinking water in our plants is processed with filter equipment. Regular inspections are carried out pursuant to relevant laws and regulations.

Low Risk



Flooding

The Company has formulated "Emergency Response Procedures" and devises adaptation plans to enhance the post-disaster recovery ability. No major disasters occurred in 2019.

Low Risk



Legal compliance

Relevant laws are reviewed on a regular basis to ensure conformity. Qualified wastewater treatment operators which have been licensed by the government are commissioned to treat the wastewater and sewage generated by the Company. The discharge water quality is measured and tested on a regular basis. No fines were imposed for environmental violations in 2019.

Low Risk

	Taiwan	Kunshan	Changshu	Vietnam	Total
Withdraw	12.62 Feitsui Reservoir	317.27 Kuilei Lake, Dianshan Lake	158.14 Shanghu Lake	152.3 Groundwater	640.33
Consumption	2.52	128.3	31.63	54.14	216.59
Discharge	10.1 Tamsui River Basin	188.97 Soochow Creek Basin	126.51 Baimao Pond Basin	98.16 Taiping River Basin	423.74 Unit : megaliters

Promote Water Resources Recycling

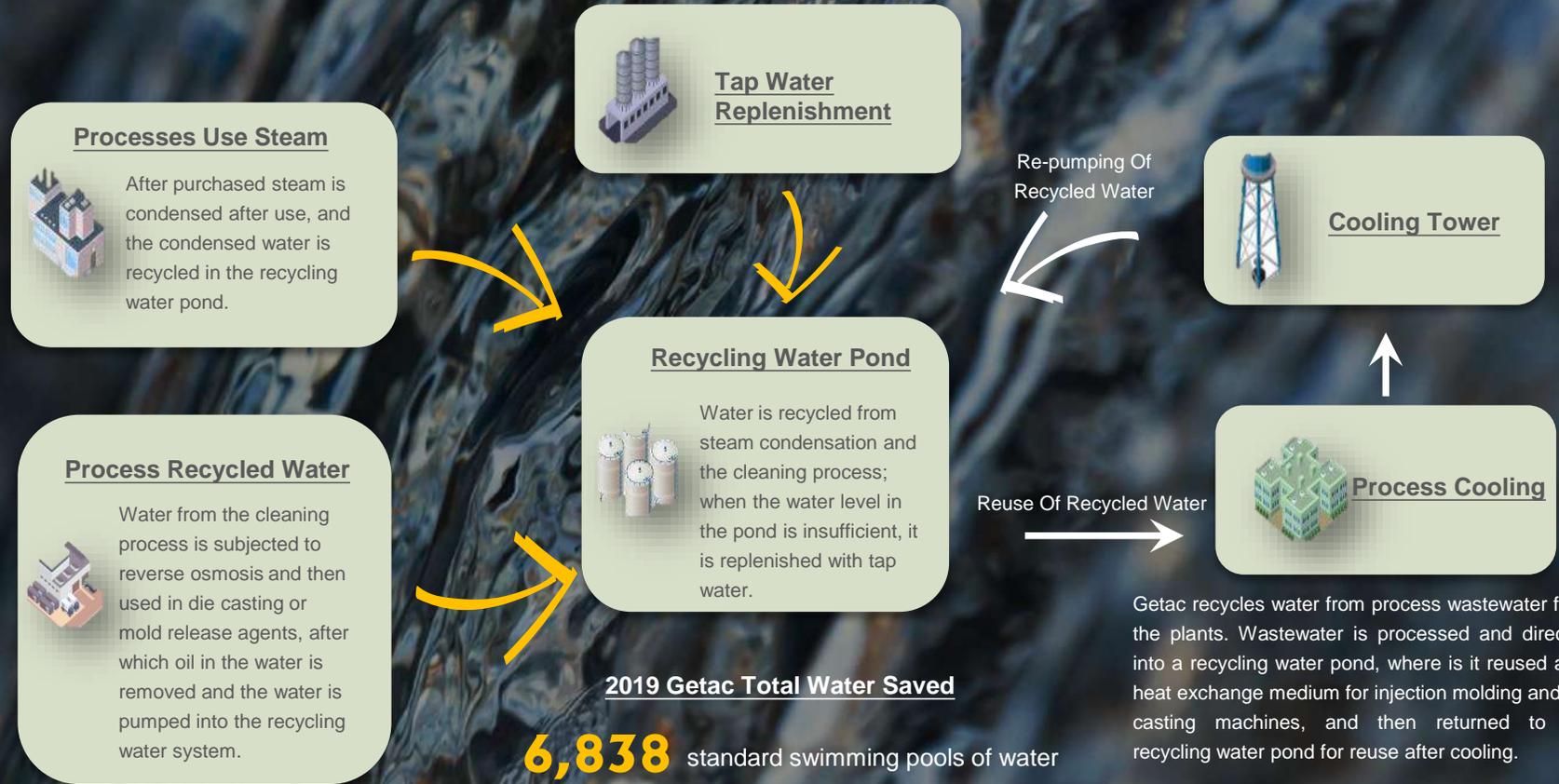
170,96 megaliters
Total Amount Of Water Recycled

97%
Water Recycle Rate

98%
Water Recycle Rate –
Combo Mechanical Solutions

90%
Water Recycle Rate -
Automotive Mechanical Solutions

Water Recycle at Getac



2019 Getac Total Water Saved

6,838 standard swimming pools of water
(Approximately 17,096 megaliters)

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

Getac recycles water from process wastewater from the plants. Wastewater is processed and directed into a recycling water pond, where it is reused as a heat exchange medium for injection molding and die casting machines, and then returned to the recycling water pond for reuse after cooling.

4.3 Corporate Pollution Prevention

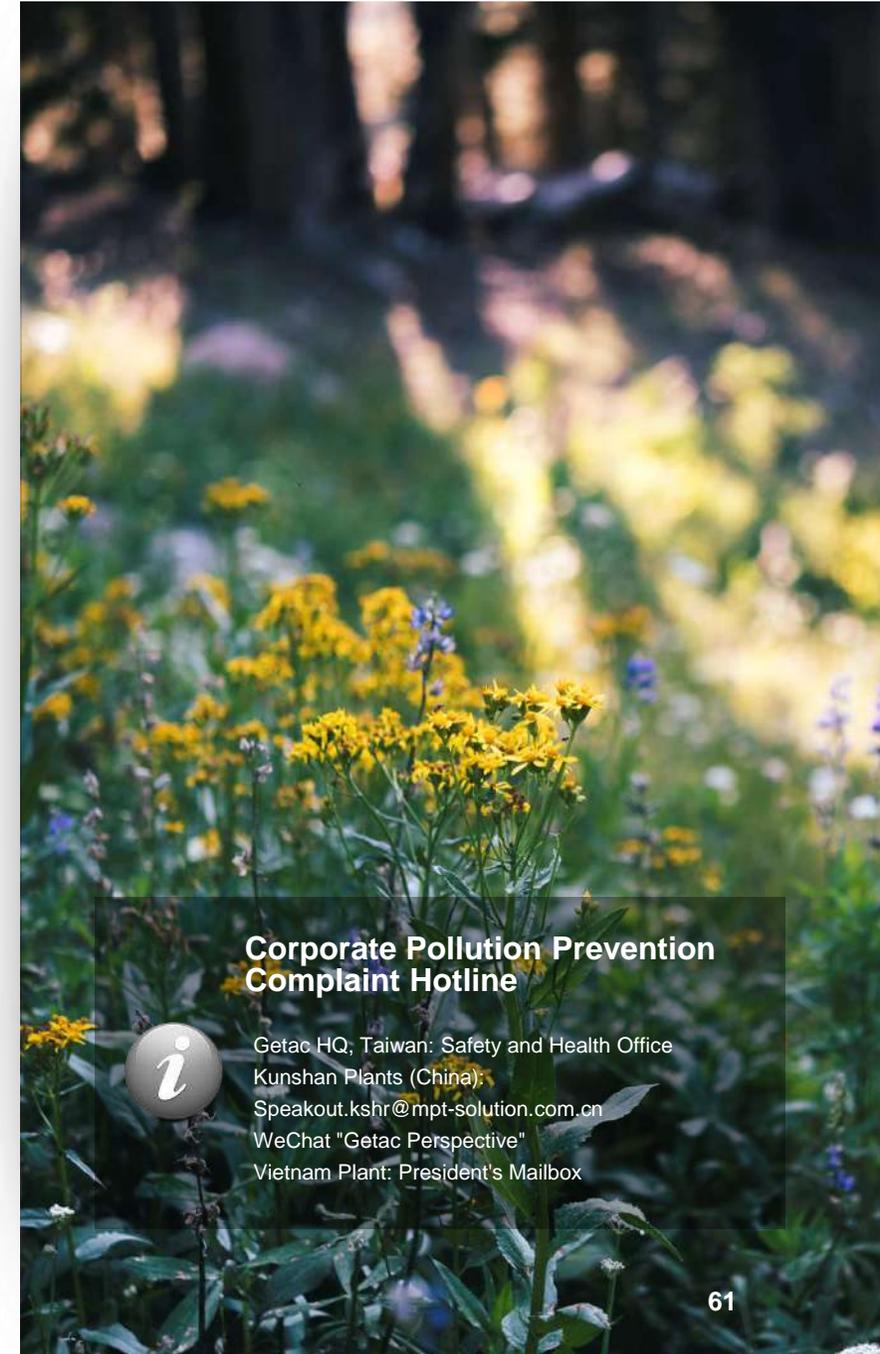
The rise in environmental awareness combined with pollution problems caused by greenhouse effects has prompted worldwide governments to enforce more rigorous environmental laws. With respect to corporate pollution prevention, Getac aims to achieve legal compliance, zero pollution, and zero violation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

Wastewater Management

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 423.74 megaliters was discharged in 2019.
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

3. 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.
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. Adopted testing standards conform to local laws and regulations. Our plants in China comply with the Integrated Wastewater Discharge Standards promulgated by the PRC State Environmental Protection Administration. (The pH value ranged from 6-9; Chemical oxygen demand (COD) was below 500 mg/L; Biological Oxygen Demand (BOD) was below 400 mg/L; Suspended Solids (SS) were below 400 mg/L). The Vietnam Plant has adopted relevant standards prescribed in "National Technical Regulation on Industrial Wastewater" as its testing standards (The pH value ranged from 5.5-9; Chemical oxygen demand (COD) was below <150 mg/L; Biological Oxygen Demand (BOD) was below 50 mg/L; Suspended Solids (SS) were below 100 mg/L). No fines were imposed for failure to conform to water quality testing standards in 2019.
5. All plants of the Company did not have chemicals, oil or wastewater leakage incidents in 2019 through thorough inspection.



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

Water Purification And Recycling Equipment

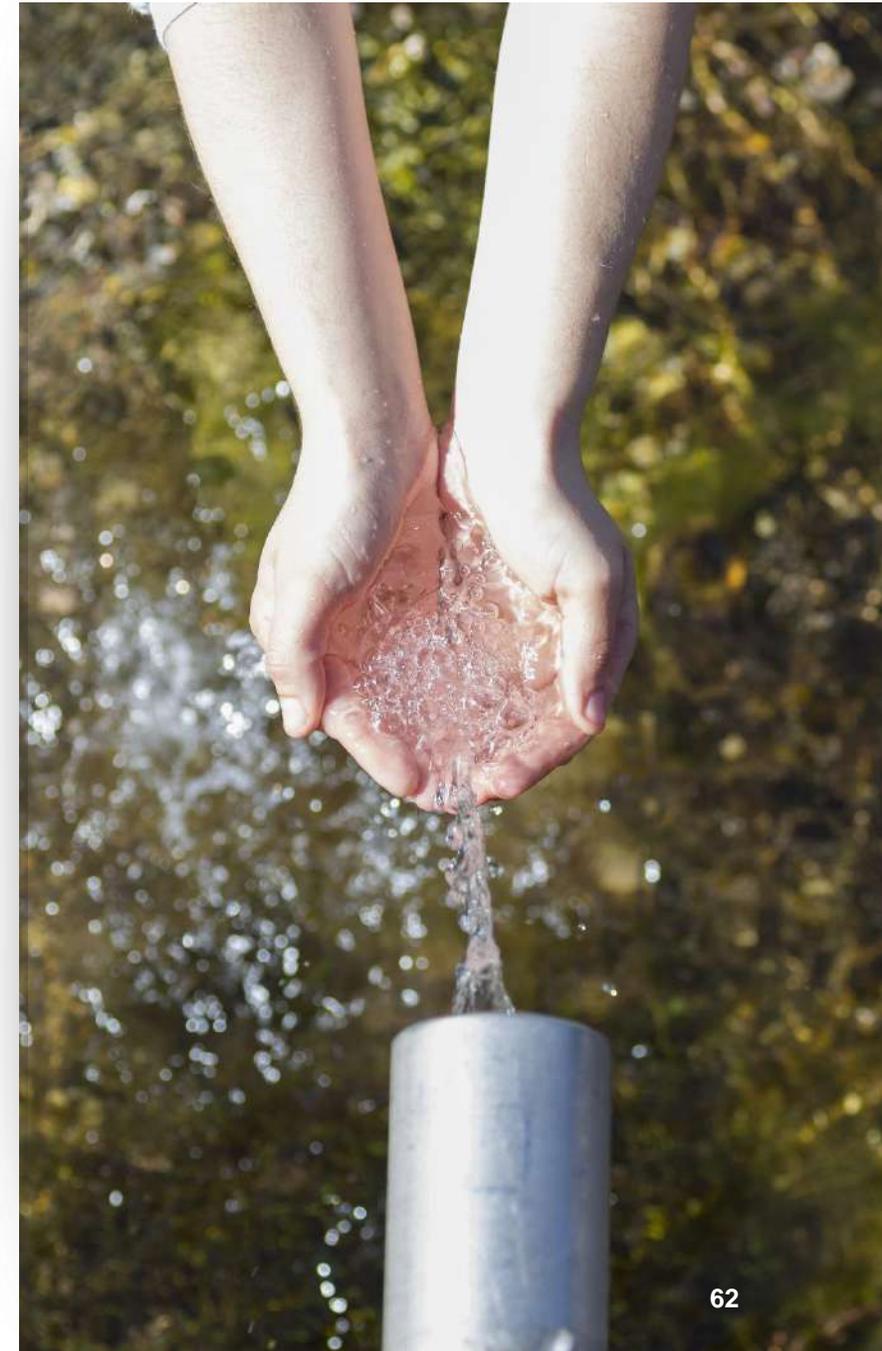
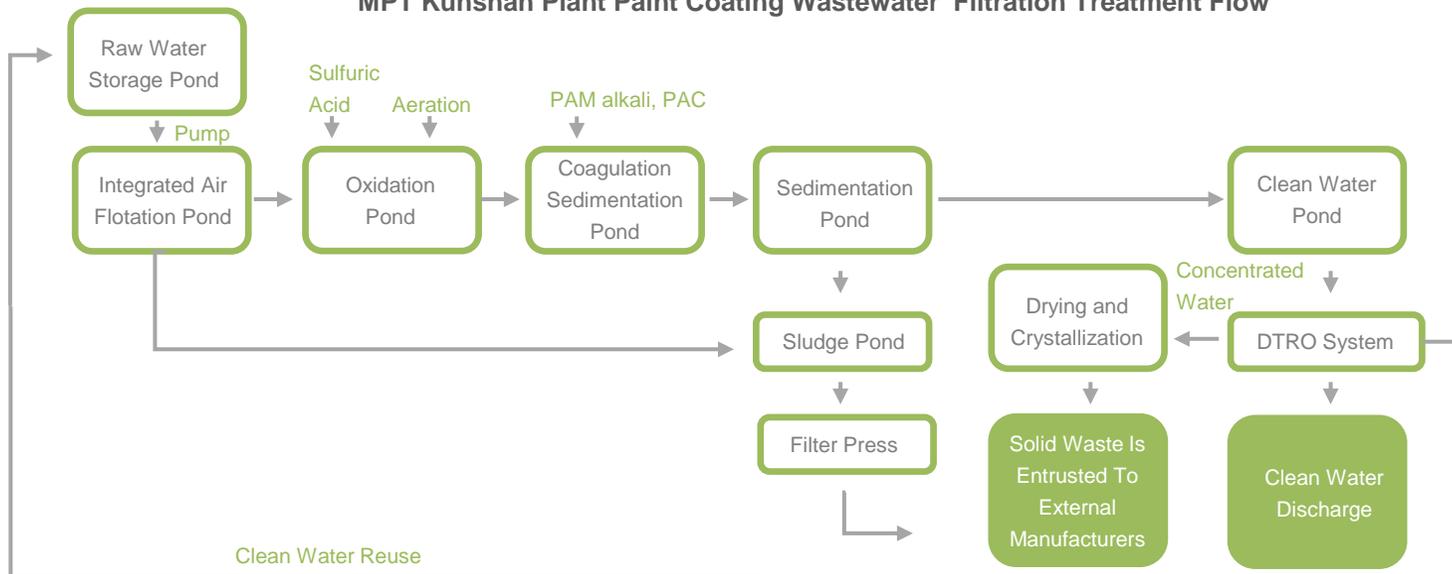
In recent years, Getac has successively invested in the replacement of environmental protection and energy-saving equipment. The MPT Kunshan plant has introduced paint coating wastewater treatment equipment, Starting in 2019.

After continuous recycling for use, the paint coating wastewater is filtered and treated through the wastewater treatment facility. The 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.

After RO reverse osmosis treatment, the purified water not only meets the discharge requirements of the regulations, but also can be recycled in the factory.

MPT Kunshan Plant Paint Coating Wastewater Filtration Treatment Flow



Waste Management

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

Treatment Of General Industrial Waste

General waste categories include wastepaper, pallets, waste packaging, and domestic waste. Wastepaper and waste pallets are reused until they are no longer usable. Qualified local operators

are commissioned to recycle and reuse discarded paper and pallets. Domestic waste is incinerated or recycled by municipal waste treatment plants.

Treatment Of Hazardous Industrial Waste

Hazardous waste mostly originates in production processes or residual substances filtered out by sewage treatment equipment. This waste is processed and sorted in a centralized manner before being treated by commissioned environmental protection operators which have acquired legal permits to manage such waste. Transportation conditions and receiving sites of hazardous waste are clearly listed on relevant forms to ensure treatment of waste in accordance with legal requirements and minimize environmental impacts. Hazardous waste transportation vehicles in China are accompanied by designated personnel to ensure safe arrival and receipt by said operators confirmed by signature. No violations were committed by commissioned waste treatment operators in 2019.

Management Of Serious Pollutants And Waste

High-risk pollutants generated in electronics product assembly processes are mostly battery cells and rejected PCBs. Battery cells are recycled by the original manufacturer, while PCBs are handed over to professional operators for follow-up processing.

Oil-based paint and cutting fluids are high-risk pollutants associated with plastic injection processes, while sludge and filter sponges represent the main pollutants generated through the filtering of waste gas and water during painting processes. Sludge and filter sponges are incinerated by professional operators.

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



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 2019, 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 system assembly process are mainly volatile organic compounds (VOC), the annual emission is 204.5 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 3,401.836 kg volatile organic compounds (VOC) and 1003.2 kg suspended particles, as well as a trace amount of 1, 142.4 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 1,261.4 kg of particulate matters and a small amount of volatile organic compounds (326.5 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 2019, all production bases were not involved in violation cases stemming from illegal emissions or leakage.

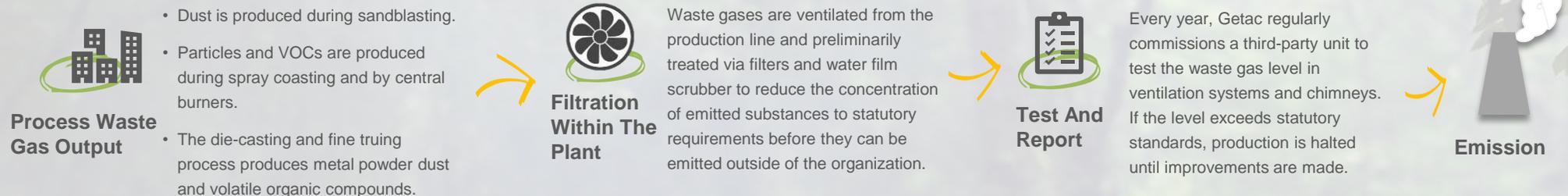
Total Amount Of Air Pollutants Discharged In 2019

Unit: kg	System Products	Combo Mechanical Solutions	Automotive Mechanical Solutions (GCS Only)
Sulfur Oxides (SOx)	N.A.	N.D.	N.D.
Nitrogen Oxides (NOx)	N.A.	N.D.	502.7
Volatile Organic Compounds (VOC)	204.5	1,700.6	326.5
Particulate Matter (PM)	N.A.	1,003.2	1,261.4
Non-methane total hydrocarbon (NmHc)	N.A.	1,142.4	N.A.
Tin and its compounds	N.D.	N.A.	N.A.

Calculation Of Air Pollutant Emission:

- N.D.=Not detected in the result of commissioned inspection
- 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



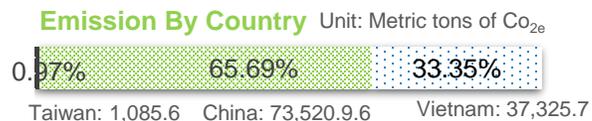
Greenhouse Gas Emissions



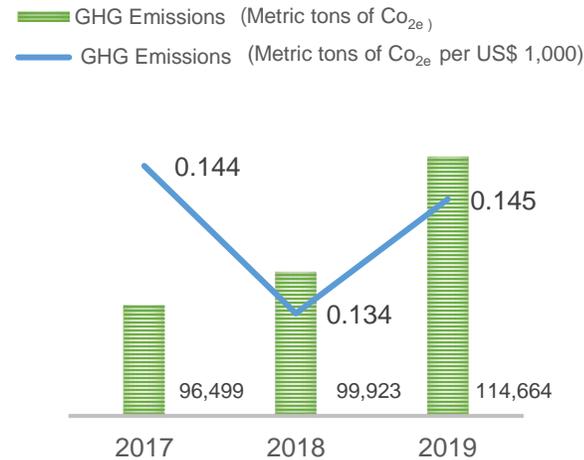
Gradual Reduction Of GHG Emission Density

The Company defines the boundaries of conducted GHG emission amount inventories for emission sources pursuant to the Operational Control Act. The ultimate goal lies in the gradual reduction of GHG emission density. Despite growing revenues in 2017 and 2018, the trend of gradually decreasing GHG emission intensity has been maintained and the set targets have been met. In 2019, the added impact of capacity expansions of the Automotive Mechanical Business Group, the addition of automated machinery and equipment, and the addition of painting production lines by the Plastic Mechanical Business Group has resulted in a sudden increase of energy consumption. Total GHG emissions amounted to 114,664 metric tons and the GHG emission density reached 0.145, which represents a slight increase compared to 2018. GHG emissions of the Company are mostly Scope 2 indirect emissions (accounting for around 89%). Energy conservation and carbon reduction measures therefore focus on power savings in daily operations and process energy savings. In 2019, power savings amounted to 7,918 kWh, which is equivalent to 5,319 Co_{2e} metric tons.

2019 Getac GHG Emission



Getac Greenhouse Gas Emissions Of Last Three Years



GHG Emissions Calculation :

- The scope of GHG Emissions calculation is consistent with the scope disclosed in this 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 CO₂ equivalent. Each site unified calculation method and disclosed its own inventory. Scope 3 is currently not included in the scope of disclosure.
- In order to ensure the consistency and traceability of information in each plant, the amendment of environmental data is recalculated , with 2017 as the baseline year.
- Sources of GHG Emission Factors are presented in Tables 2-5 in Appendix 7.3 of the report, the detail of GHG Emission of each plant are presented in Tables 6 in Appendix 7.3 of the report.



5 | Friendly Workplace

- 5.1 Happy Enterprise
- 5.2 Safe Workplace

5.1 Happy Enterprise



Creation Of A Harmonious And Friendly Workplace



Excellent Employer Brand

Getac firmly believes that talent is one of the keys to corporate growth. A sense of well-being and achievement can effectively unlock the productive potential and creative energy of employees and thereby enhance the Company's overall competitiveness and combat strength. In recent years, Getac has placed increasing emphasis on enhancing the quality of its training courses to provide its employees with more diversified opportunities for learning and growth. The Company employs strategic leadership and sound performance appraisal and remuneration systems to foster a sense of identification with the Company on the part of its employees. On the other hand, Getac has also adopted various welfare measures to show concern for the physical and mental health of its employees and thereby boost employee satisfaction levels.

In 2019, Getac was again honored with the Taiwan Best Employer award presented by HR Asia. Getac earned scores far above the average in the three dimensions of "Core" (organizational leadership, culture & ethics, and self-realization), "Self" (perception, motivation, and behavior), and "Group" (team communications and cohesion). The Company received an almost perfect score in "motivating employees to embrace self-improvement and learning". It also earned an excellent score in "Teamwork".

The US Branch was again selected for the list of Best Small & Medium Workplaces in the US (Great Place to Work). The MPT Kunshan Plant was recognized as one of the "Most Popular Employers Among College Students" due to its intensive industry-academia exchanges and its efforts to attract and cultivate talent through different means in cooperation with the Xian Aeronautical Polytechnic Institute, the Shaanxi Polytechnic Institute, and the Changsha's Hunan Biological and Electromechanical Polytechnic Institute.



Getac Taiwan Headquarters was awarded HR Asia "Best company to work" in Asia 2019, Taiwan edition.



MPT Kunshan Plant was recognized as 2019 "Most Popular Employers Among College Students"



The US Branch was awarded 2019 Small and Medium Enterprise of "Great Place to Work"

Global Manpower Deployment

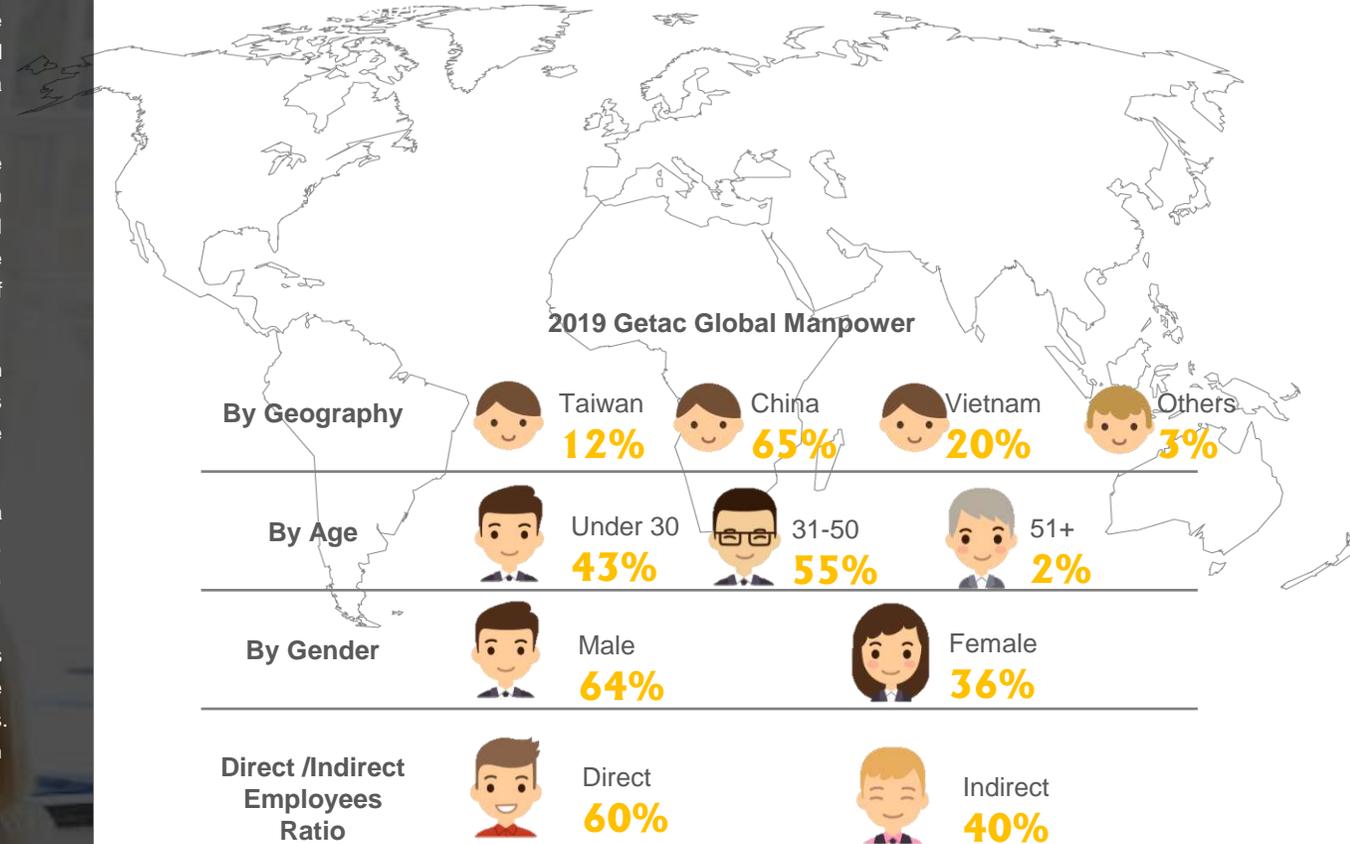
Our goal is to become a happy enterprise that provides a safe workplace for our employees. We are committed to building a transparent and open corporate culture that emphasizes mutual trust and communication, and that provides competitive salaries and benefits, complete education and training, and a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

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 brand business has developed steadily, and the number of 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.

In 2019, the demand for manpower of Getac's production lines increased in sync with revenue growth. In response to the US-China trade conflict, the concept of multi-base business plans was launched. It involves integrated operations and product deliveries across different regions and corresponding adjustments of the global manpower deployment.

In 2019, Getac Technology's global employees totaled 9,141 people (including all merged companies), a decrease of 13.64% from the previous year, 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 global total number of non-employee resident workers is 113 persons, which is not a significant proportion compared with the total number of employees.



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.

Leadership

Collaboration

Complex Problem Solving

Critical Thinking

Creativity

Communication

Talent Cultivation

Two-pronged Approach Of Professionalism And Communication

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

In the field of professional competence training, the Company organized a total of 46 technology, project management, and legal compliance related forums and lectures in 2019. The goal is to introduce the latest technologies and market trends in a systematic manner and encourage interdepartmental learning with the ultimate goal of transforming personal growth into sustained forward momentum for the Company. The main focus for management positions lies in "leadership" and management training. This includes core management competencies such as "planning, organization, leadership, control, and decision-making" and training in strategic thinking and the ability to gain deeper insights.

In the field of soft power, external instructors are enlisted to provide training in verbal expression and communication skills and the ability to solve complex problems. A total of 24 such courses were organized in 2019. Warm communication" courses" emphasize internal communication and teamwork and enhancement of decision-making efficiency.

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.

We reward all colleagues for studying foreign languages. In addition to subsidizing course fees, we also collaborate with external professional language institutions every year to teach our colleagues and assist them in completing the "Test of English for International Communication" (TOEIC), and reward the employees with outstanding performances.

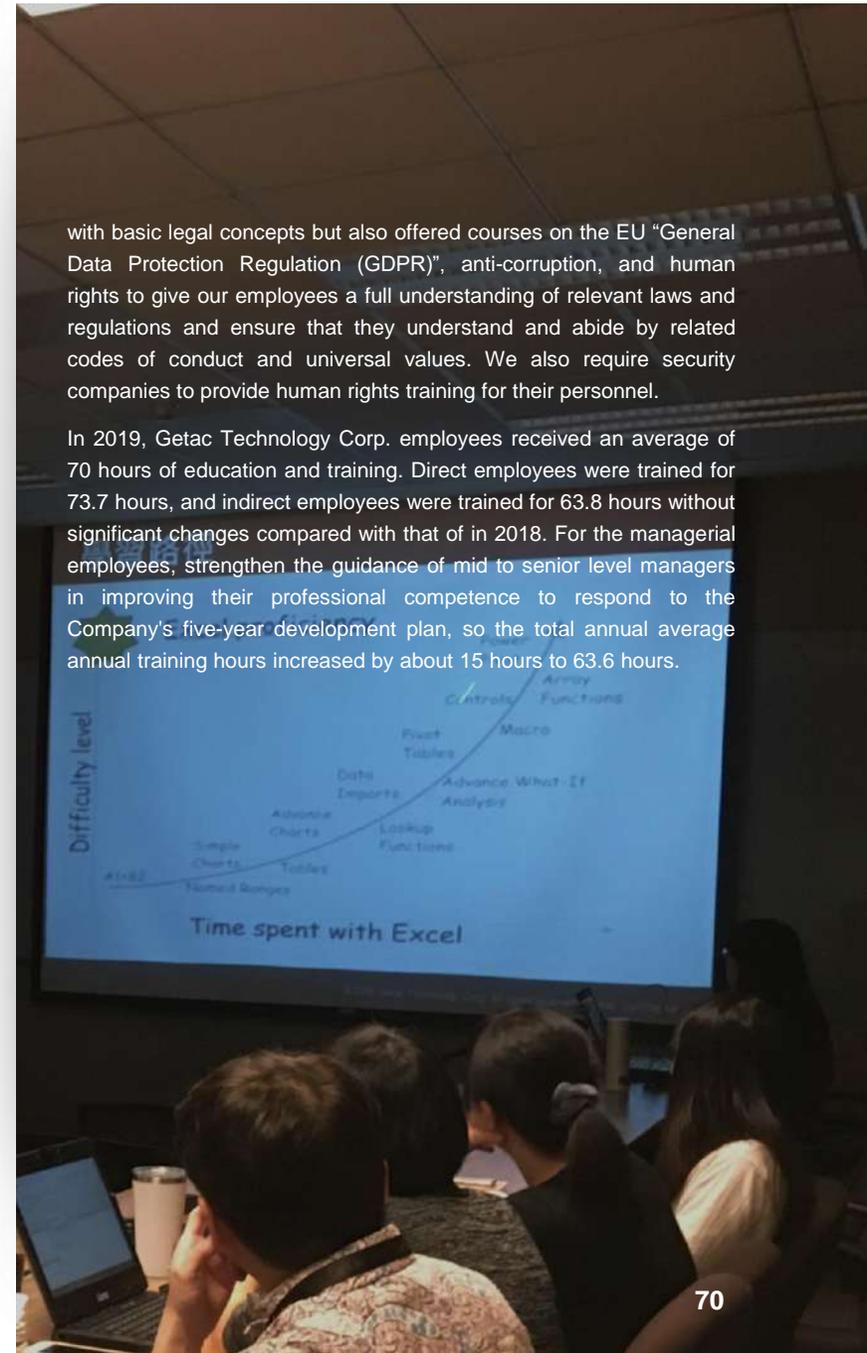
In addition, we closely monitor international legal developments and organize general education courses to ensure legal conformity of company operations. In 2019, we not only familiarized our employees

2019 Global Employee Average Training Hours

By Gender



By Employee Type



Education And Training

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

“Learning Nutrients” online course

The Getac “Learning Nutrients” online course officially went online in 2019. The goal is to provide employees with more flexible, diversified, and varied training options. Course design stresses speed, efficiency, and accessibility. This course can be accessed anytime and anywhere and allows employees to replenish their knowledge by connecting to the Internet via their smartphones while traveling or commuting. Employees can absorb the essence of learning contents in a mere three minutes, which resembles a vitamin infusion to replenish nutrition in a rapid manner. A special website section titled “Newcomer Power Station” was created to facilitate rapid assimilation of newly hired employees into the company culture and operating environment. This section provides important life and work-related information and reminders for newcomers in a succinct and concise manner. This includes

- A brief introduction of company environment and description of unit operations.
- Application procedures for all administrative affairs and responsible contact persons/units
- TOEIC learning materials, online model exam questions, and test registration information.



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.

New Recruits

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

Managerial Employees

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

Indirect Employees (Non-management)

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

Direct Employees

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

Achieve + Online Performance Appraisal System

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

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

Performance appraisal is divided into three parts

- the achievement of work goals: 70%
- the performance of employees: 30%. The performance of employees, such as team leadership, execution, positive thinking, communication and coordination, planning and organization, etc. according to the work attributes as well as the requirements if equipped with managerial job duties to have behavioral performances.

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

In 2019, the percentage of performance appraisal of all employees was 92.7%. 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.

Getac ACHIEVE+

2019 Percentage Of Employees Subjected To Performance Appraisal

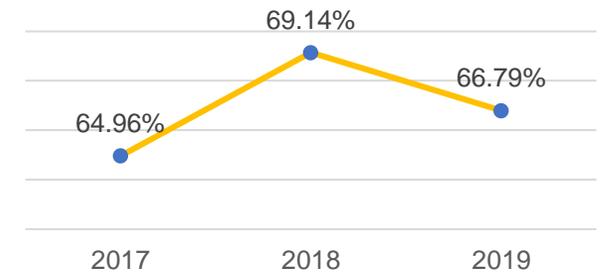


(Excl. managers)

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. Due to adjustments of global manpower resources in 2019, the ratio of locally hired supervisors was 66.79%, which represents a slight drop by 2.35% compared to the previous year.

Local Hiring At The Management Level (Within The Disclosure Scope Of The Report)



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).

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 2019, the total salary of the Company's non-management job positions was NT\$850,401,000, and the average salary of employees was NT\$1,620,000, the median was NT\$1,403,000.

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 548 employees hired in Taiwan (including Taiwanese and foreign employees) with a total of 541 full-time non-management employees.

Average Salary By Gender In 2019

	Taiwan		China Kunshan		China Changshu		Vietnam	
	M	F	M	F	M	F	M	F
Direct employees			1	0.99	1	0.89	1	1.07
Indirect Employees (Excl. managers)	1	0.86	1	0.83	1	0.87	1	1.02
Managerial employees	1	0.95	1	0.92	1	0.76	1	0.95

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 2019

	Male	Female
Taiwan	1.17	1.13
China (GTK/GCS/MPTK/MPTZ)	1	1
Vietnam (GVL/MPTV)	1.15	1.15

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).

Retirement Plan

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

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

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 2019 Annual Report Page 168-173 for details.

China: Employees are insured according to the local regulations; based on to the base pay.

Vietnam: Vietnamese employees are enrolled in a social insurance policy

Parental Leave & Support

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 2019, 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 100%. For more data, please refer to the data disclosed in Table 8 in Section 7.3 of this report.

Getac strongly advocates breastfeeding and has set up breastfeeding rooms in all its plants to provide female employees with a safe and comfortable environment. The MPT Kunshan Plant provides free meals and priority seating for pregnant women in its staff canteen.

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 2019 was 20.43%, and the annual turnover rate was 10.21%.

Due to the production-oriented, other factories have more direct employees, and the new rate and turnover rate fluctuate greatly. Because of the business growth in 2019, the number of people in the MPT Kunshan has increased significantly, resulting in a large change in the employment rate and turnover rate.

For related data, please refer to the report 7.3 report related data disclosure table 9, 10.



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. In 2019, 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.

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



Winter Rice Ball Party



Kunshan Marathon



Family Day



Family day

Our Getac Family Day

The family is the most powerful support network for employees in their career endeavors. We therefore view the close relatives of our employees as company members. Getac operation bases all over the world organize different activities such as movie appreciation events, staff trips, and family days on an annual basis. Family members are invited to participate in these activities to promote harmonious family and parent-child relationships and foster a sense of identification and belonging to the Company.

The Kunshan Plant organizes annual open day activities to give children of employees a chance to visit the plant and get a better understanding of the work environment of their parents. Thoughtfully prepared entertainment and prize-drawing activities turn these events into exciting and rewarding happenings for the kids.



Equality, Harmony, Care

“

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. 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.

”

Prohibition Of Child Labor

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

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.

Production bases in China (MPT Kunshan and MPT Suzhou) comply with the labor and human rights constraint in the RBA's Code of Conduct and are subject to third-party auditing.

Freedom Of Association According To 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 82.82% of Getac employees are currently covered by collective agreements.

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

Getac 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.

Human Rights Education :100% completed

All employees must receive human rights education courses every year to understand the company's relevant regulations to protect labor human rights. Training including labor human rights, law compliance working hours, prohibiting forced labor, anti-workplace bullying, prohibiting child labor, promoting gender equality in the workplace, and eliminating sexual harassment. In 2019, Getac's global employee human rights education completion rate was 100%.



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

Certified Healthy Workplace

Employees spend one-third of their time at the workplace. Health and vigor are the key prerequisites for employee drive and morale! Getac takes concrete action to implement employee care and create a healthy workplace culture. In 2019, the Company's efforts were recognized with a healthy workplace label presented by the Health Promotion Administration of the Ministry of Health and Welfare.

The Company also organizes health promotion lectures and activities conducive to mental and physical wellbeing to encourage employees to pay attention to their health. Regular health checks are administered to raise their self-health management awareness.

Employee Health Checks

Getac conducts health checks for all employees. The results of the health exams show that these ten abnormalities are mostly abdominal sonography, BMI, and cholesterol disorders. These symptoms clearly indicate that the greatest health risks facing Getac employees are centered around "metabolic syndrome" which is mostly caused by bad dietary habits (low-fiber, high-sugar, and high-fat diets)

coupled with work stress. They also tend to lead to hyperglycemia and numerous negative effects if left untreated for a prolonged period.

Health Promotion Lectures

Self-health management awareness on the part of employees is conducive to disease prevention. In 2019, Getac health promotion lectures focused on healthy diets and daily exercise regimens. External instructors were hired for two courses titled "Enjoy Healthy Nutrition" and "Enjoy the Weight Loss Effects of Strength Training". The goal of these courses was to provide guidance for employees in how to balance their diets and give them a chance to experience the linkage between strength training and body functions in a practice-oriented course.

Soothing Massage Services

Taipei Headquarters has hired professional resident masseurs to provide free stress-relieving massages by appointment. In 2019, the

total service time of the masseurs reached 832 hours.

Club Activity Subsidies

Getac strongly encourages its employees to participate in club activities by providing generous club activity subsidies. Applications may be submitted for any club that promotes mental and physical health. The following clubs received subsidies in 2019: Table tennis, Badminton, Yoga, Aerobic, Basketball, and Endurance Training. Employees who participate in regional competitions are also eligible for rewards and bonuses. In 2019, the MPT Kunshan Plant table tennis and chess teams were ranked among the best and the dance club garnered numerous prizes and awards in various competitions!

Heartwarming Activities

In 2019, the Company organized rice dumpling wrapping activity and a glutinous rice ball meal on occasion of the Dragon Boat Festival and Winter Solstice to show care for employees, promote a harmonious workplace atmosphere, and bring a little joy into the busy work lives of its employees.



Kunshan Employee Radio Gymnastics Competition Getac Won First Place



Getac 2019 Table Tennis Competition Champion Team



Dancing China - Dance Competition, Members Of Getac Dance Club Won Multiple First Prizes

5.2 Safe Workplace

Goal Management : “Zero Deaths, Zero Occupational Illnesses”

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 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. Definition of high-risk positions (based on process and product) :

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

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

As for outgoing employees, resignation applications must be forwarded to the medical room for assessment. If the last checkup was over six months ago, approval of applications by administrative units is subject to completion of a health check at a designated hospital. Getac's production bases are subject to the supervision of local labor authorities, and are obliged to provide accurate accounts of any occupational safety incidents and of occupational illness monitoring conditions, as well as to improve their management systems in accordance with regulatory policies. There were no cases of occupational fatalities or occupational illnesses in 2019.



All Plant Bases Have Introduced OHSAS18001 Occupational Health And Safety Management Certification System Or Management System Of Equivalent Level

Getac Occupational Safety and Health Policy

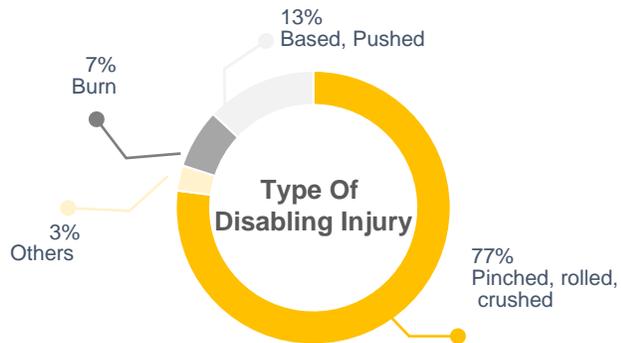
- Protect the safety and health of employees
- Prevent the potential hazards of occupational disasters and diseases.
- Create a safe and healthy working environment for employees and encourage employees to participate in improvement plans together.
- Regularly audit and evaluate suitable investments to implement occupational safety management and achieve continuous improvement.

Disabling Injuries

Getac Technology Corp. did not have any cases of occupational fatalities or occupational illnesses in 2019, there were 30 cases of disability, all were male employees. The recorded occupational injury rate was 0.201 (calculated per 200,000 working hours), which is lower than the occupational injury rate 0.203 of previous year.

Lost day rate due to injuries was 9.56 (per 200,000 hours of work) , lower than 11.03 of previous year. 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 2019.



	All			Taiwan		China		Vietnam	
	All	M	F	M	F	M	F	M	F
No. of Disabling Injuries	30	30	-	-	-	12	-	18	-
Rate of recordable work-related injuries	0.20	0.22	-	-	-	0.16	-	1.07	-
Rate of high-consequence work-related injuries (excluding fatalities)	0.034	0.036	-	-	-	0.01	-	0.24	-
Lost day rate (LDR)	9.56	10.24	-	-	-	14.93	-	18.04	-
Absentee rate (AR)	0.38%	0.30%	0.54%	0.49%	0.11%	0.64%	1.08%	0.33%	0.26%

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.

Getac Occupational Safety Measures

Hazard Identification	<ul style="list-style-type: none"> Regular hazard and risk assessments
Health Promotion	<ul style="list-style-type: none"> Employee health checks Regular operating environment inspections Medical rooms with stationed physicians Health lectures and activities & health, nutrition, and exercise education provided by experts
Communication Participation	<ul style="list-style-type: none"> Labor safety committee Internal communication and reporting
Training & Education	<ul style="list-style-type: none"> Occupation safety training for newcomers Special training and education on hazards and risks in accordance with operation characteristics Specific refresher training organized annually on a regular basis (confirm course titles with Hsiao Hsieh)
Drills And Emergency Response	<ul style="list-style-type: none"> Various public safety and evacuation drills (earthquakes, different types of disasters) Fire safety and chemical drills
Occupational Disease Management	<ul style="list-style-type: none"> Occupational disease management and standard operating procedures
Contractor Management	<ul style="list-style-type: none"> Contractor construction safety regulations and hazard notification Contractor health and safety training

Operating Environment Monitoring And Improvements

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

Operating Environment Risk Management

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

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



* LECD risk assessment methods – L stands for the likelihood of the occurrence of accidents or dangerous incidents, E represents the time of exposure to dangerous environments, C stands for the consequences of accidents, D represents the evaluation criteria for major danger sources. $D=L \times E \times C$.

Safety Production Committee

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

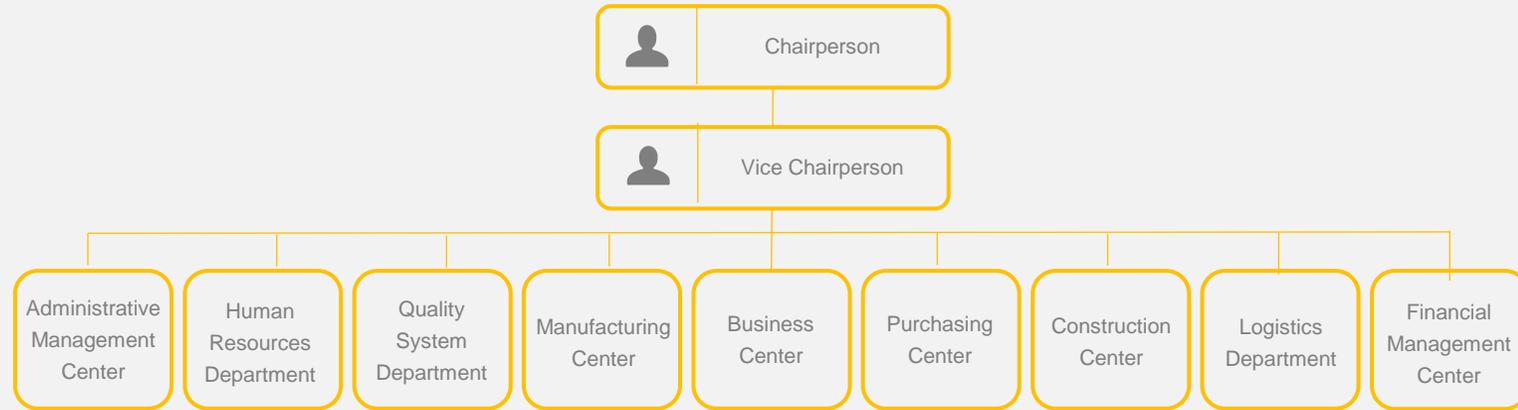
Ratio Of Labor And Management Representatives In Each Plant's Safety Production Management Committee

Site	Taiwan	Kunshan	Changshu	Vietnam
Number Of Labor Representatives	8	71	15	12
Total Number Of Members	15	97	20	13
Ratio Of Labor Representatives	53%	73%	75%	92%

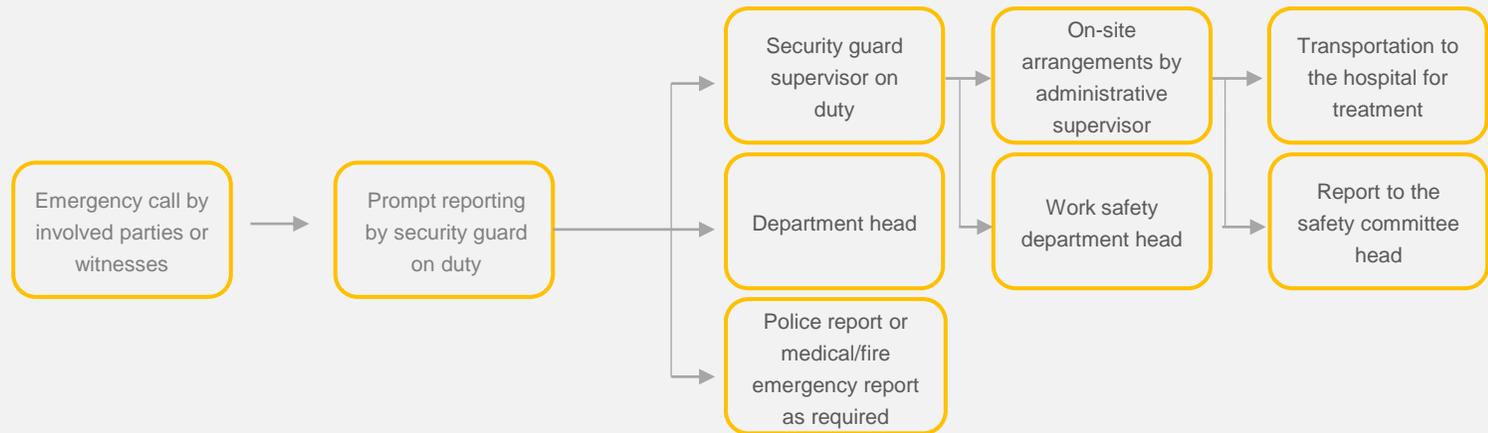
Reporting Of Occupational Injuries

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.

Safety Production Committee Organizational Structure



Reporting Flow Of Occupational Injuries



Safety and Health Training

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

On-the-job personnel are required to receive relevant safety course training from time to time, For the personnel who operate important processes or specific equipment (such as boilers and forklifts) must obtain the statutory certificate in order to operate. And all work should be done in accordance with the relevant safety operating standards, operating procedures as well as work procedures safety checklist for

implementation and inspection, and relevant safety management practices shall be set up for the specific equipment (such as boilers, forklifts). The production process shall be strictly equipped with protective gears; the chemical storage area shall have warning signs and the specially assigned person is responsible for management.

In 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.

Health Management For Non-employees

Getac has devised a “Contractor Health and Safety Management System” to enhance the operation safety of non-employees on the plant premises. Non-employees are required to comply with relevant health and safety laws and regulations and internal operational guidelines. Contractors are required to submit construction work application forms and sign a “Letter of Compliance with ESH Norms” or a “Construction Safety Notice”. They must also ensure that non-employees fully understand relevant health and safety regulations of their operating environment. In addition to health and safety education activities and protective measures stipulated in previously concluded contracts, Getac work safety personnel conduct pre- and post-construction on-site inspections and provide safety education before and during construction operations.

Separate applications must be submitted for hazardous operations such as work at high elevations or in high-temperature environments. Such operations are subject to prior approval by the organizing unit. In 2019, no occupational accidents resulting in fatalities of non-employees occurred at the main manufacturing bases of Getac Technology Corp.. There were also no cases of non-employees sustaining disabling injuries or occupational diseases during operations in designated plant areas.



Education and training to prevent occupational disasters



Organic solvent education and training



Safety and health training for suppliers

A photograph of three young girls standing in a library. The girl on the left is wearing a blue polo shirt and has her hair in pigtails. The girl in the middle is wearing a white short-sleeved shirt with a ruffled collar and has her hair down. The girl on the right is wearing a plaid shirt and has her hair down. They are all smiling and looking towards the camera. The background is filled with bookshelves.

6 | Social Participation

6.1 Caring for Disadvantaged Groups

6.2 Cultivating Industrial Experts

6.3 Participation In External
Associations

6.1 Caring for Disadvantaged Groups

“

We firmly believe that unlimited possibilities can be unlocked by providing opportunities and eliminating obstacles.

”



“Dreams Come True” Program

- Tzu Chi University – Grants for financially challenged students (quota of 6) in northern Thailand
- Donation of sneakers and winter clothing for 60 financially challenged students at Quaker Care Center for underprivileged families in Huilong and support for organizational development

Care For Local Communities

- Support for the organizational development of “Taiwan Mennonite New Dawn Educare Center” and provision of assistance for mentally challenged citizens and their families.
- Blind Education Concerns Association of Taipei – Support for organizational development and provision of educational assistance for visually impaired children and their families

Compassionate sharing

- Support for the “Food for Love” Program
- The Kunshan Plant Employee Welfare Committee donated daily necessities and staff members spontaneously formed volunteer teams to show concern and organize activities for children in the Kunshan City Welfare Hospital.

Everyone can make key contributions to building a better world. We firmly believe that unlimited possibilities can be unlocked by providing opportunities and eliminating obstacles facing underprivileged groups as a result of the rural-urban divide and a lack of resources.

Getac espouses a spirit of “giving back to society in a spirit of gratitude”. The board of directors therefore earmarks part of the Company’s profits for the “Getac Charity Trust Fund”. In 2019, total expenditures amounted to NT\$ 2.615 million.

In 2019, we provided assistance for financially challenged students to enable them to pursue their studies or purchased daily necessities for them in the context of the “Dreams Come True” Program. We also support different NGOs in their efforts to provide assistance for the physically and mentally handicapped in the context of community care activities. Finally, we join hands with the Italian government, Microsoft, and relevant research units in the promotion of the “Wonderful” marine sustainability program. Getac provides rugged computer solutions to assist the research team in the exploration of Italian marine ecosystems.

The Getac Charity Trust Fund cooperates with different NGOs and schools by contributing its professionalism and resources to provide support to those in need in every corner of society and convert these efforts into a motor for social progress.



Support Organic Farmers



Small scale organic farmers have expertise in farming, but lack of the ability to operate sales and distribution channel. Limited by the scale of the farm, they are usually unable to follow the general agricultural operation model and to break into the distribution channel due to instability of their output. In the face of overproduction, the prices of agricultural products are declining, and farmers may face the dilemma of losing money and the foods are also wasted.

Getac has purchased organic fruits of the season from small farmers directly through the digital platform of "Linxiang Good Food" and distributed it to our employees since 2018. In addition to supporting environmentally friendly farming, it also helps small organic farmers. When buying fruits every month, priority is given to farmers with needs. If there are any fruits left after distribution, the company will give away those to the neighboring social welfare center and community to avoid wasting food. The project to support organic farmers has been implemented for more than two years, and it has been well received by our employees. Getac employees enjoy having fresh and delicious fruits of the season and do good work to help small farmers.

Transformation Of Education In Remote Areas



Since its inception in 2009, the Getac Charity Trust Fund has constantly contributed funds in support of rural education. The Company aims to guarantee equal rights to education for children in remote areas through different means. Investigations are conducted to gain a deeper understanding of their problems. We strive to give them help and hope to enable them to perceive the support and encouragement from society. We aim to infuse resources in a systematic manner to bridge the digital learning gap and stimulate the learning interest of students. As of 2018, Getac management delegations visit different towns and villages to engage in dialogs with primary and secondary schools and educational groups to gain a better understanding of their needs. These dialogs focus on the ability of cooperating schools to provide their students with required hard- and software facilities and the ability of the school faculty to implement digital education programs.

Due to the fact that each school receives a different amount of donations and application fields are different, Getac must devise customized programs that are tailored to the needs of each school and thereby assist schools in the integration and allocation of hard- and software resources. In the future, digital platforms will allow teachers to provide personal guidance and remedial education to students who face difficulties in their studies after classes by relying on related equipment. In addition to educational materials, digital platforms also provide interactive post-class tests to help students overcome learning obstacles.

In 2018, the Company assisted three schools in Hualien County (Yuli Junior High, Huaren Junior High, and Zhongyuan Elementary) in setting up digital learning platforms which were very positively received by students and faculty members. In 2019, the Company continued to assist the affiliated Junior High School of Yuanli Senior High School and Gongguan Junior High School in Miaoli County in the integration of hard- and software to promote digital learning for the benefit of a rising number of students.



6.2 Cultivating Industrial Experts

Getac encourages young entrepreneurs to make investments in the industry and give free rein to their creative energy to transform their brilliant inspiration into concrete programs. As of 2003, Getac participates “Y.S. Award” competitions in cooperation with affiliated companies. These competitions serve as a catalyst for the fusion of creative concepts and industry capabilities. Winners receive cash prizes to help them realize their dreams.

In addition, Getac provides internship opportunities in Taiwan and overseas areas (quotas vary from year to year) to encourage students to gain a better understanding of practical operations through first-hand experiences and thereby enable them to identify their future career paths. These internships last between 3-6 months and include allowances and flight insurance. They aim to give students an opportunity to gain practical experience in different units in accordance with their academic fields and required skills. Interns are assigned local mentors (HR and work tasks) and have monthly appointments with the local HR supervisor who determines their learning conditions and provides assistance as required. Upon completion of their internships, students may be offered a position depending on their performance and personal preferences.

In 2019, 5 students enrolled in electronic or mechanical engineering departments at National Kaohsiung University of Applied Sciences, National Formosa University, and Lunghwa University of Science and Technology completed internships in the Automation Center and Automatic Control Technology Division of the MPT Kunshan Plant.



“Getac Star” Internship Program Intern Experience Sharing

Chen, Kai-Han

2019 Winter Vacation Internship - LEAF

In this department, I had the opportunity to observe first-hand how a piece of equipment is designed and manufactured. I learned how to overcome problems and gained valuable experiences in customer interactions, proposal of solutions, drawing creation, material procurement, and machine adjustment. These experiences cannot be acquired in a university setting.

Chang, Chi-Shun

2019 Winter Vacation Internship – MPT Kunshan Plant Mold Department

Due to the highly mature molding technologies, all work stations are linked very rapidly and efficiently. The department provides one-stop services from the design stage to processing and mold testing. Through a combination of theoretical knowledge and on-site practice, unclear points can be clarified and mastered immediately. Since I was in charge of mold project management, I had to link and coordinate information from different departments and customers. This gave me a chance to deepen my understanding of mold technologies and practice how to communicate with customers, discuss design flaws, and implement mold modifications. I also learned how to communicate with the locals.

17th Y.S. AWARD 育秀盃創意獎

Y. E Innovation Award

Getac and its affiliated companies organized the annual “Y.S. Award” competition 17 consecutive times, encouraging young students to put their creativity into practice.

In this age of revolutionary new technologies and industry transformations, knowledge knows no borders. In addition to professional competency, cross-disciplinary skills are a basic requirement and global trend. Maybe you will be making a living as a programmer and YouTuber or as a designer and storeowner. We will have diversified lifestyles and multiple identities. Interdisciplinary abilities are a basic prerequisite for competitiveness on the job market and cross-disciplinary talent is absolutely imperative for the slash life in this age. The theme of this year’s competition was “Explore Interdisciplinary”. Talented participants from the fields of technological innovation, social engagement, environmental sustainability, cultural values, life aesthetics, design and media practice, software convergence, industrial design, and media of had to develop slash thinking, interdisciplinary cooperation, and innovative competence and explore man-machine values and positioning. The ultimate goal was to open up new opportunities in the fields of innovative design and digital creation and jointly build a good life for all humans.



17th YSED Award 第17屆 育秀盃創意競賽

17 玩跨界

Cross-border
Innovation



6.3 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
Taiwan Electrical And Electronic Manufacturers' Association	Class One Membership
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
Diecasting Industry Technology Service Alliance	Corporate Member

A person is running away from the camera on a stone path in a forest. The sun is low in the sky, creating a strong lens flare and illuminating the scene. The runner is wearing a light-colored tank top, dark shorts, and colorful running shoes. The path is made of large, irregular stones.

7 | Appendix

- 7.1 About This Report
- 7.2 GRI Standards Index
- 7.3 Data Disclosure in the Report
- 7.4 Third Party Assurance Statement

7.1 About This Report



Scan To Download
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, 2019 and December 31, 2019, and contains one additional production site (added MPT Vietnam), this year as compared to the previous year 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. All entities in the consolidated statements of the company are detailed on page 104 of the 2019 Annual Report.

Reediting Information

Since the disclosure scope was expanded to include the Combo Mechanical Manufacturing Base MPT Vietnam in 2018, information for the previous three years was traced back and adjusted in 2019. 2017 was set as the base year. GHG emissions, water, and energy consumption were recalculated in accordance with the new base year.

Report Issuance

Reporting Period : January 1, 2019 to December 31, 2019.

Getac CSR Report will be published on a yearly basis.

Current issue: Published in June, 2020

Previous issue: Published in June, 2019

Next issue: Schedule to publish in June, 2021

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

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 106 of this report.

CSR Contact Information

We sincerely welcome any suggestions regarding this Report.

Irene Sun, Corporate Relations Office

Getac Technology Corporation

5F, Building A, No. 209, Section 1, Nangang Road, Nangang District, Taipei City, Taiwan

Tel: +886-2-2785-7888#5124 Fax: +886-2-2786-5656

Email: Getac.csr@getac.com.tw

7.2 GRI Standards Index

Topic	Indicator	Disclosure	Chapter	Page
Organizational Profile				
Gri-102: General Disclosures	102-01	Name Of The Organization	1.1 About Getac	8
	102-02	Activities, Brands, Products, And Services	1.1 About Getac	8, 10, 11
	102-03	Location Of Headquarters	1.1 About Getac	9
	102-04	Location Of Operations	1.1 About Getac	9
	102-05	Ownership And Legal Form	3.1 Corporate Governance Structure	37
	102-06	Markets Served	1.1 About Getac	9, 10, 11
	102-07	Scale Of The Organization	1.1 About Getac	8, 12
	102-08	Information On Employees And Other Workers	5.1 Happy Enterprise	8, 68
	102-09	Supply Chain	1.6 Supply Chain Management	19-21
	102-10	Significant Changes To The Organization And Its Supply Chain	7.1 About This Report	91
	102-11	Precautionary Principle Or Approach	3.4 Corporate Risk Management	37, 47-49
	102-12	External Initiatives	2.1 Sustainability Strategy	23
	102-13	Membership Of Associations	1.1 About Getac	89
Strategy				
	102-14	Statement From Senior Decision-maker	Message from the Sustainable Development Committee Chairman	4
	102-15	Key Impacts, Risks, And Opportunities	Message from the Sustainable Development Committee Chairman	4, 47-49
Ethics And Integrity				
	102-16	Values, Principles, Standards, And Norms Of Behavior	3.2 Ethical Management	43

Topic	Indicator	Disclosure	Chapter	Page
	102-17	Mechanisms For Advice And Concerns About Ethics	3.2 Ethical Management	43, 44, 45
Governance				
	102-18	Governance Structure	3.1 Corporate Governance Structure	26, 37-42
	102-19	Delegating Authority	3.1 Corporate Governance Structure	26, 37
	102-22	Composition Of The Highest Governance Body And Its Committees	3.1 Corporate Governance Structure	37-42
	102-23	Chair Of The Highest Governance Body	3.1 Corporate Governance Structure	37
	102-24	Nominating And Selecting The Highest Governance Body	3.1 Corporate Governance Structure	38
	102-25	Conflicts Of Interest	3.1 Corporate Governance Structure	40
	102-27	Collective Knowledge Of Highest Governance Body	3.1 Corporate Governance Structure	38, 39
	201-36	Process For Determining Remuneration	3.1 Corporate Governance Structure	40
Stakeholder Engagement				
	102-40	List Of Stakeholder Groups	2.4 Stakeholder Engagement	27
	102-41	Collective Bargaining Agreements	5.1 Happy Enterprise	77
	102-42	Identifying And Selecting Stakeholders	2.4 Stakeholder Engagement	27
	102-43	Approach To Stakeholder Engagement	2.4 Stakeholder Engagement	27
	102-44	Key Topics And Concerns Raised	2.4 Stakeholder Engagement	28-31
Reporting Practice				
	102-45	Entities Included In The Consolidated Financial Statements	7.1 About This Report	91
	102-46	Defining Report Content And Topic Boundaries	7.1 About This Report 2.4 Stakeholder Engagement	91, 27
	102-47	List Of Material Topics	2.4 Stakeholder Engagement	32

Topic	Indicator	Disclosure	Chapter	Page
	102-48	Restatements Of Information	7.1 About This Report	91
	102-49	Changes In Reporting	7.1 About This Report	91
	102-50	Reporting Period	7.1 About This Report	91
	102-51	Date Of Most Recent Report	7.1 About This Report	91
	102-52	Reporting Cycle	7.1 About This Report	91
	102-53	Contact Point For Questions Regarding The Report	7.1 About This Report	91
	102-54	Claims Of Reporting In Accordance With The GRI Standards	7.1 About This Report	91
	102-55	GRI Content Index	7.2 GRI Standards Index	92-99
	102-56	External Assurance	7.4 Third Party Assurance Statement	106
Major Material Topic				
GRI-103 Management Approach	103-1	Explanation Of The Material Topic And Its Boundary	2.4 Stakeholder Engagement	31
Economic Performance	103-2	The Management Approach And Its Components	1.3 Financial Information	32
	103-3	Evaluation Of The Management Approach	1.3 Financial Information	32
	201-1	Direct Economic Value Generated And Distributed	1.3 Financial Information	12, 13
	201-3	Defined Benefit Plan Obligations And Other Retirement Plans	5.1 Happy Enterprise	74
	201-4	Financial Assistance Received From Government	1.3 Financial Information	12
Supplier Environmental/Social Assessment	103-2	The Management Approach And Its Components	1.6 Supply Chain Management	35
	103-3	Evaluation Of The Management Approach	1.6 Supply Chain Management	35
	204-1	Proportion Of Spending On Local Suppliers	1.6 Supply Chain Management	18
	308-1	New Suppliers That Were Screened Using Environmental Criteria	1.6 Supply Chain Management	19-21

Topic	Indicator	Disclosure	Chapter	Page
	308-2	Negative Environmental Impacts In The Supply Chain And Actions Taken	1.6 Supply Chain Management	19-21
	414-1	New Suppliers That Were Screened Using Social Criteria	1.6 Supply Chain Management	19-21
	414-2	Negative Social Impacts In The Supply Chain And Actions Taken	1.6 Supply Chain Management	19-21
Anti-corruption	103-2	The Management Approach And Its Components	3.2 Ethical Management	33
	103-3	Evaluation Of The Management Approach	3.2 Ethical Management	33
	205-1	Operations Assessed For Risks Related To Corruption	3.2 Ethical Management	31, 44
	205-2	Communication And Training About Anti-corruption Policies And Procedures	3.2 Ethical Management	43
	205-3	Confirmed Incidents Of Corruption And Actions Taken	3.2 Ethical Management	44
Anti-competitive Behavior	103-2	The Management Approach And Its Components	3.2 Ethical Management	35
	103-3	Evaluation Of The Management Approach	3.2 Ethical Management	35
	206-1	Legal Actions For Anti-competitive Behavior, Anti-trust, And Monopoly Practices	3.2 Ethical Management	45
Materials	103-2	The Management Approach And Its Components	4.1 Green Design	35
	103-3	Evaluation Of The Management Approach	4.1 Green Design	35
	301-1	Materials Used By Weight Or Volume	4.1 Green Design	54
	301-2	Recycled Input Materials Used	4.1 Green Design	54
	301-3	Reclaimed Products And Their Packaging Materials	4.1 Green Design	54
Energy	103-2	The Management Approach And Its Components	4.2 Green Manufacturing	34
	103-3	Evaluation Of The Management Approach	4.2 Green Manufacturing	34
	302-1	Energy Consumption Within The Organization	4.2 Green Manufacturing	56
	302-2	Energy Consumption Outside Of The Organization	4.2 Green Manufacturing	56

Topic	Indicator	Disclosure	Chapter	Page
	302-4	Reduction Of Energy Consumption	4.2 Green Manufacturing	57
	302-5	Reductions In Energy Requirements Of Products And Services	4.2 Green Manufacturing	55
Water And Effluents	103-2	The Management Approach And Its Components	4.2 Green Manufacturing	34
	103-3	Evaluation Of The Management Approach	4.2 Green Manufacturing	34
	303-1	Interactions With Water As A Shared Resource	4.2 Green Manufacturing	58, 59
	303-2	Management Of Water Discharge-related Impacts	4.2 Green Manufacturing	59, 61, 62
	303-3	Water Withdrawal	4.2 Green Manufacturing	58, 59
	303-4	Water Discharge	4.2 Green Manufacturing	58, 59
	303-5	Water Consumption	4.2 Green Manufacturing	58, 59
Emissions	103-2	The Management Approach And Its Components	4.3 Corporate Pollution Prevention	35
	103-3	Evaluation Of The Management Approach	4.3 Corporate Pollution Prevention	35
	305-1	Direct (Scope 1) GHG Emissions	4.2 Green Manufacturing	65
	305-2	Energy Indirect (Scope 2) GHG Emissions	4.2 Green Manufacturing	65
	305-4	GHG Emissions Intensity	4.2 Green Manufacturing	65
	305-5	Reduction Of GHG Emissions	4.2 Green Manufacturing	55, 57
	305-6	Emissions Of Ozone-depleting Substances (ODS)	4.3 Corporate Pollution Prevention	64
	305-7	Nitrogen Oxides (NOX), Sulfur Oxides (SOX), And Other Significant Air Emissions	4.3 Corporate Pollution Prevention	64
Effluents And Waste	103-2	The Management Approach And Its Components	4.3 Corporate Pollution Prevention	34
	103-3	Evaluation Of The Management Approach	4.3 Corporate Pollution Prevention	34
	306-1	Water Discharge By Quality And Destination	4.3 Corporate Pollution Prevention	59, 61

Topic	Indicator	Disclosure	Chapter	Page
	306-2	Waste By Type And Disposal Method	4.3 Corporate Pollution Prevention	63
	306-3	Significant Spills	4.3 Corporate Pollution Prevention	61
	306-4	Transport Of Hazardous Waste	4.3 Corporate Pollution Prevention	63
	306-5	Water Bodies Affected By Water Discharges And/Or Runoff	4.3 Corporate Pollution Prevention	59
Environmental Compliance	103-2	The Management Approach And Its Components	4.3 Corporate Pollution Prevention	33
	103-3	Evaluation Of The Management Approach	4.3 Corporate Pollution Prevention	33
	307-1	Non-compliance With Environmental Laws And Regulations	4.3 Corporate Pollution Prevention	45, 61, 63, 64
Occupational Health And Safety	103-2	The Management Approach And Its Components	5.2 Safe Workplace	33
	103-3	Evaluation Of The Management Approach	5.2 Safe Workplace	33
	403-1	Occupational Health And Safety Management System	5.2 Safe Workplace	79-81
	403-2	Hazard Identification, Risk Assessment, And Incident Investigation	5.2 Safe Workplace	81, 82
	403-3	Occupational Health Services	5.1 Happy Enterprise	78, 83
	403-4	Worker Participation, Consultation, And Communication On Occupational Health And Safety	5.2 Safe Workplace	77, 79, 81, 82
	403-5	Worker Training On Occupational Health And Safety	5.2 Safe Workplace	79, 83
	403-6	Promotion Of Worker Health	5.1 Happy Enterprise	78, 83
	403-8	Workers Covered By An Occupational Health And Safety Management System	5.1 Happy Enterprise	68, 83
	403-9	Work-related Injuries	5.2 Safe Workplace	80
	403-10	Work-related Ill Health	5.2 Safe Workplace	79
Training And Education	103-2	The Management Approach And Its Components	5.1 Happy Enterprise	34
	103-3	Evaluation Of The Management Approach	5.1 Happy Enterprise	34

Topic	Indicator	Disclosure	Chapter	Page
	404-1	Average Hours Of Training Per Year Per Employee	5.1 Happy Enterprise	70
	404-2	Programs For Upgrading Employee Skills And Transition Assistance Programs	5.1 Happy Enterprise	71
	404-3	Percentage Of Employees Receiving Regular Performance And Career Development Reviews	5.1 Happy Enterprise	72
Child Labor	103-2	The Management Approach And Its Components	5.1 Happy Enterprise	30
	103-3	Evaluation Of The Management Approach	5.1 Happy Enterprise	30
	408-1	Operations And Suppliers At Significant Risk For Incidents Of Child Labor	1.6 Supply Chain Management 5.1 Happy Enterprise	19, 20, 72
Forced Or Compulsory Labor	103-2	The Management Approach And Its Components	5.1 Happy Enterprise	33
	103-3	Evaluation Of The Management Approach	5.1 Happy Enterprise	33
	409-1	Operations And Suppliers At Significant Risk For Incidents Of Forced Or Compulsory Labor	1.6 Supply Chain Management 5.1 Happy Enterprise	20, 21, 77
Customer Health And Safety	103-2	The Management Approach And Its Components	4.1 Green Design	33
	103-3	Evaluation Of The Management Approach	4.1 Green Design	32
	416-1	Assessment Of The Health And Safety Impacts Of Product And Service Categories	4.1 Green Design	52-54
	416-2	Incidents Of Non-compliance Concerning The Health And Safety Impacts Of Products And Services	4.1 Green Design	45, 52-54
Marketing And Labeling	103-2	The Management Approach And Its Components	4.1 Green Design	35
	103-3	Evaluation Of The Management Approach	4.1 Green Design	35
	417-1	Requirements For Product And Service Information And Labeling	4.1 Green Design	53
	417-2	Incidents Of Non-compliance Concerning Product And Service Information And Labeling	4.1 Green Design	45, 53
	417-3	Incidents Of Non-compliance Concerning Marketing Communications	3.2 Ethical Management	45
Customer Privacy (Includes Information Security)	103-2	The Management Approach And Its Components	1.5 Customer Service	32

Topic	Indicator	Disclosure	Chapter	Page
	103-3	Evaluation Of The Management Approach	1.5 Customer Service	32
	418-1	Substantiated Complaints Concerning Breaches Of Customer Privacy And Losses Of Customer Data	1.5 Customer Service	18
	N/A	Information Security	3.3 Information Security	46
Socioeconomic Compliance	103-2	The Management Approach And Its Components	3.2 Ethical Management	33
	103-3	Evaluation Of The Management Approach	3.2 Ethical Management	33
	419-1	Non-compliance With Laws And Regulations In The Social And Economic Area	3.2 Ethical Management	45
Self-defining Topic : corporate Risk Management	103-2	The Management Approach And Its Components	3.4 Corporate Risk Management	32
	103-3	Evaluation Of The Management Approach	3.4 Corporate Risk Management	32
	102-29	Identifying And Managing Economic, Environmental, And Social Impacts	3.4 Corporate Risk Management	47-49
	102-30	Effectiveness Of Risk Management Processes	3.4 Corporate Risk Management	47-49
Self-defining Topic: Intellectual Property Rights	103-2	The Management Approach And Its Components	1.4 Innovation, Research And Development	32
	103-3	Evaluation Of The Management Approach	1.4 Innovation, Research And Development	32
	N/A	Incidents Of Intellectual Property Rights Violation	1.4 Innovation, Research And Development	14-16
Self-defining Topic: Corporate Governance, Transparency Of Information Disclosure	103-2	The Management Approach And Its Components	3.1 Corporate Governance Structure	32
	103-3	Evaluation Of The Management Approach	3.1 Corporate Governance Structure	32
	N/A	Corporate Governance	3.1 Corporate Governance Structure	37
	N/A	Transparency Of Information Disclosure	3.1 Corporate Governance Structure	41

7.3 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 ₂	CO ₂	1	• 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.
CH ₄	CH ₄	28	
N ₂ O	N ₂ O	65	
SF ₆	SF ₆	23500	
NF ₃	NF ₃	16100	
HFC-134a	HFC-134a	1300	

Table 3 : Heating Value & GHG Emission Factors—Vietnam

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

Table 4 : Heating Value & GHG Emission Factors—China

China								
GHG Source	Emission Source	Scope	Heating Value	CO ₂	CH ₄	N ₂ O	HFCs (HFC 134a)	Reference
Electricity	Stationary Combustion	Scope 2	860Kcal/KWh	0.64845 KgCO ₂ 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 ³	1.9964755800 KgCO ₂ /M ³	0.00147685 KgCH ₄ /L	0.00000356 KgN ₂ O/M3		1. Emission Factors equals IPCC coefficient x Heating Value 2. Heating values of fuels reference General Principles for <i>Calculation of the Comprehensive Energy Consumption(GB/T2589-2008)</i>). 3. Density of Diesel Oil: 0.84kg/dm ³ 4. 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
Diesel Oil	Stationary Combustion	Scope 1	10,200 Kcal/kg	3.1630436640 KgCO ₂ /kg	0.00012812 KgCH ₄ /Kg	0.00002562 KgN ₂ O/Kg		
Steam(Other Bituminous Coal)	Stationary Combustion	Scope 2	7,000 Kcal/kg	2.772407 KgCO ₂ /Kg	0.00002931 KgCH ₄ /Kg	0.00004396 KgN ₂ O/Kg		
Motor Gasoline	Mobile Combustion	Scope 1	14,110 Kcal/L	4.0938300986 KgCO ₂ /L	0.00147685 KgCH ₄ /L	0.00047259 KgN ₂ 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 ₂	CH ₄	N ₂ O	Reference	
Electricity	Stationary Combustion	Scope 2	860Kcal/KWh	0.533	n.a.	n.a.	The electricity emission factor was announced by Bureau of Energy, Ministry of Economic Affairs. 20191216	
Mobile Gasoline	Mobile Combustion	Scope 1	7800Kcal/KWh	2.2631 KgCO ₂ /L	0.000816 KgCH ₄ /L	0.000261 KgN ₂ O/L	Energy Balance Sheet_201806_ Bureau of Energy, Ministry of Economic Affairs	

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	7,467.88	19,883.77	259,502.09	131,421.05	164,272.89	166,874.26	84,108.20
	Energy Intensity	GJ per US\$1,000	0.020	0.093	1.332	1.715	3.362	3.215	2.337
Emission	Scope 1	Metric tons of CO _{2e}	26.20	145.40	590.00	823.00	6,507.67	3,048.12	899.43
	Scope 2	Metric tons of CO _{2e}	1,051.87	3,344.71	36,757.00	18,621.00	9,637.48	17,296.52	15,915.17
	Total Greenhouse Gas Emissions	Metric tons of CO _{2e}	1,078.07	3,490.11	37,347.00	19,444.00	16,145.14	20,344.64	16,814.60
	Greenhouse Gas Emissions Intensity	Metric tons of CO _{2e} per US\$1,000	0.003	0.016	0.192	0.254	0.330	0.392	0.467
Water	Water Withdraw	Megaliter	12.62	24.19	183.55	109.53	158.14	86.81	65.49
	Water Discharge	Megaliter	10.10	19.35	77.89	91.73	126.52	69.45	28.71
	Water Consumption	Megaliter	2.52	4.84	105.66	17.81	31.63	17.36	36.78
	Water Intensity	Water Withdraw(Megaliter) / revenue (per US\$1,000,000)	0.03	0.11	0.94	1.43	3.24	1.67	1.82

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	4	0
No. of work-related injuries	0	0	5	3	4	16	2
No. of work-related ill health	0	0	0	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries	0.00	0.00	0.00	0.00	0.144	0.424	0.00
Rate of work-related injuries	0.00	0.00	0.182	0.246	0.574	1.694	0.109
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

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 2019	44	13
	Number of employees that actually applied for unpaid parental leave in 2019	0	1
	Number of employees expected to be reinstated from unpaid parental leave in 2019	0	1
	Number of employees actually reinstated from unpaid parental leave in 2019	0	1
	Number of employees reinstated after taking a parental leave in 2018	0	1
	Number of employees that worked for one year after reinstatement in 2018	0	1
	Reinstatement rate	-	100%
	Retention rate	-	100%
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.		

- The number of employees qualified for parental leave in 2019 = the number of employees who applied for maternity and paternity leave in the past three years (2017-2019).
- Reinstatement rate=(No. of employees reinstated in 2019 / Expected no. of employees to be reinstated in 2019)x100%
- Retention rate=No. of employees that worked for one year after reinstatement in 2018 / No. of employees reinstated after taking unpaid parental leave in 2018)x100%

Table 9 : Getac Employment Rate in 2019 — By Gender & Age

	Taiwan	China	Vietnam	Total
Male	17.80% (76)	189.77% (6,659)	183.87% (2,063)	173.94% (8,798)
Female	26.67% (48)	150.00% (3,249)	106.90% (775)	132.60% (4,072)
< 30	66.18% (45)	116.15% (3,387)	211.13% (2,105)	139.09% (5,537)
31-50	16.08% (78)	67.33% (1,814)	86.73% (732)	65.22% (2,624)
> 51	1.85% (1)	10.77% (7)	33.33% (2)	8.00% (10)
All	20.43% (124)	174.61% (9,909)	153.65% (2,838)	158.33% (12,871)

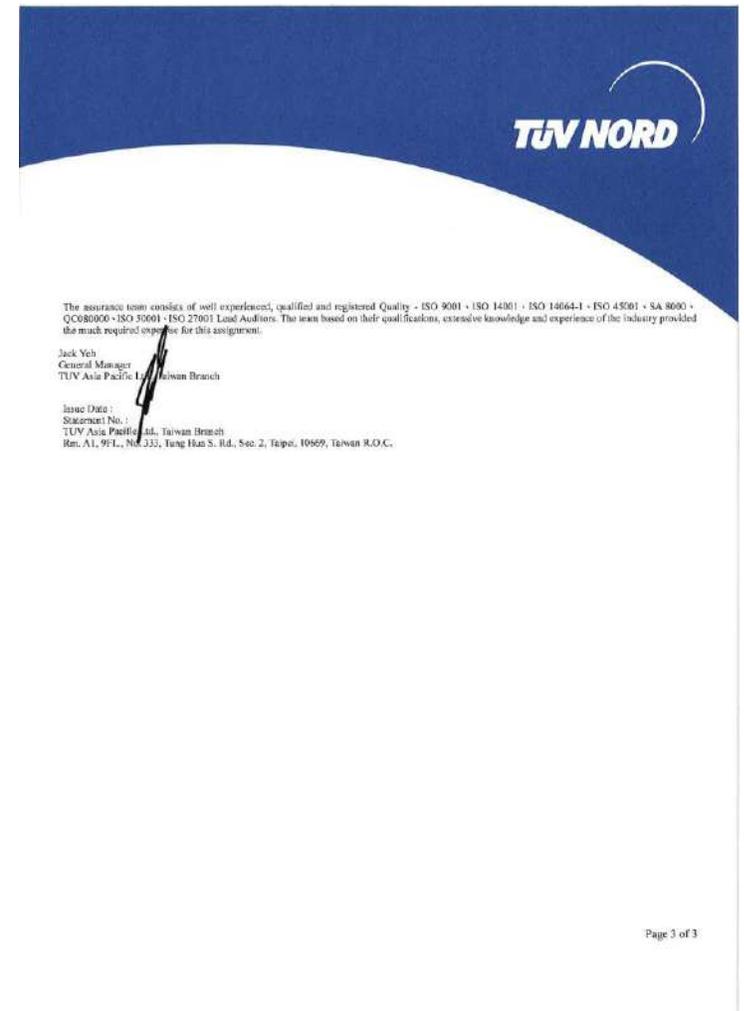
Calculation explanation: the yearly turnover/employment rate (demission rate and rate of new employee hires) of employees, the denominator is based on the total number of employees at year-end(12/31) of each site.

Table 10 : Getac Turnover Rate in 2019 — By Gender & Age

	Taiwan	China	Vietnam	Total
Male	8.67% (37人)	203.70% (7,148人)	66.04% (741人)	156.70% (7,926人)
Female	13.89% (25人)	165.74% (3,590人)	41.24% (299人)	127.45% (3,914人)
< 30	22.06% (15人)	243.48% (7,100人)	73.82% (736人)	197.21% (7,851人)
31-50	8.66% (42人)	134.22% (3,616人)	36.49% (308人)	8.70% (350人)
> 51	9.26% (5人)	33.85% (22人)	100.00% (6人)	26.40% (33人)
All	10.21% (62人)	189.22% (10,738人)	56.85% (1,050人)	145.77% (11,850人)

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.

7.4 Third Party Assurance Statement





Getac

***Together We Can Make
The World A Better Place!***

www.getacgroup.com

Copyright © 2020 Getac Technology Corp. and its Subsidiaries. All Rights Reserved.